



Japanese Working Life Profile 2004/2005
— Labour Statistics

The Japan Institute for Labour Policy and Training

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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 allowances. 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.

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 for Labour Policy and Training

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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

	GDP (at current prices) 国内総生産 (經常価格評価) Per Capita National Income 一人当たりの国民所得 (US\$)				Population 人口 2001 (million)	Real Economic Growth Rate 実質経済成長率 (%)		
	2001 (US\$billion)	1999	2000	2001		1999	2000	2001
Japan	4,175.6	26,187	27,681	24,000	127.44(2002)	0.1	2.8	0.3
United States	10,082.2	26,050	27,349	27,966	284.80	4.1	3.8	0.3
France	1,309.8	17,817	16,129	16,042	59.19	3.1	3.8	1.8
Germany	1,853.4	18,991	16,838	16,576	82.36	2.1	2.9	0.6
Italy	1,088.8	14,824	13,415	13,678	57.95	1.6	2.9	1.8
United Kingdom	1,430.1	18,501	18,341	18,155	59.76	2.4	3.1	2.1
China	1,191.5	—	—	—	1,284.97	7.1	8.0	—
Indonesia	145.3	—	—	—	214.84	0.8	4.9	3.3
Malaysia	88.0	3,163	3,464	—	22.63	6.1	8.3	0.4
Singapore	84.9	—	—	—	4.13	6.9	10.3	-2.0
Thailand	115.3	1,425	—	—	62.91	4.4	4.6	1.8

Sources: OECD, *National Account Vol.2*, Economic Social Research Institute Cabinet Office Government of Japan, *National Accounts for FY2003*.

IMF, *International Financial Statistics June 2003*.

IMF, *International Financial Statistics Yearbook 2002*.

UN, *Monthly Bulletin of Statistics*.

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

2. Gross Domestic Product (2002) 国内総生産の構成 (2002年)

Output Approach to GDP		(trillion yen)	
	生産面から捉えたGDP	構成比 (%)	
1. Industry	産業	501.6	94.1
Agriculture, forestry & fisheries	農林水産業	8.2	1.5
Mining	鉱業	1.0	0.2
Manufacturing	製造業	120.0	22.5
Construction	建設業	35.3	6.6
Electricity, gas and water supply	電気・ガス・水道業	15.9	3.0
Wholesale and retail trade	卸売・小売業	74.1	13.9
Finance and insurance	金融・保険業	35.7	6.7
Real estate	不動産業	66.6	12.5
Transport and communication	運輸・通信業	39.1	7.3
Services	サービス業	105.8	19.8
2. Producers of Government Services	政府サービス生産者	46.9	8.8
Electricity, gas and water supply	電気・ガス・水道業	5.5	1.0
Services	サービス業	13.6	2.6
Government	公務	27.8	5.2
3. Producers of Private Non-Profit Services for Households	対家計民間非営利サービス生産者	9.8	1.8
Education	教育	4.7	0.9
Others	その他	5.0	0.9
Total	小計	558.3	104.8
Import Duties, Imputed Interest, Discrepancies, Etc.		-25.3	-4.8
	輸入税、帰属利子、不突合等		
Gross Domestic Product	国内総生産 (GDP)	533.0	100.0

Expenditure Approach to GDP		(trillion yen)	
	支出面から捉えたGDP	構成比 (%)	
Private Final Consumption Expenditure	民間最終消費支出	296.7	55.7
Government Final Consumption Expenditure	政府最終消費支出	89.2	16.7
Gross Domestic Fixed Capital Formation	国内総固定資本形成	134.9	25.3
Changes in inventories	在庫品増加	-1.3	-0.2
Exports of Goods and Services	財貨・サービスの輸出	60.6	11.4
(Less) Imports of Goods and Services	(控除) 財貨・サービスの輸入	47.1	8.8
Gross Domestic Expenditure (GDE)	国内総支出 (GDE)	533.0	100.0

Source: Economic and Social Research Institute, **Cabinet Office Annual Report on National Accounts, 2004.**

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

	1985	1990	1995	1999	2000	2001
	(1995 = 100)					
Japan	84.6	105.3	100.0	99.3	104.4	97.6
United States	77.0	86.5	100.0	123.3	129.1	124.6
France	87.9	100.4	100.0	111.9	115.8	116.8
Germany	88.1	103.2	100.0	107.7	113.4	113.3
Italy	79.4	93.5	100.0	104.1	108.2	—
United Kingdom	82.8	94.1	100.0	104.2	105.9	103.6
Malaysia	75.3	59.6	100.0	124.4	148.2	142.0
Singapore	36.9	67.4	100.0	122.6	141.4	125.0

Sources: IMF, *International Financial Statistics June 2003*.

IMF, *International Financial Statistics Yearbook 2002*.

Notes: Data prior to 1990 refer to former F.R. of Germany. Data after 1995 refer to all Germany.

4. Consumer Price Index 消費者物価指数

	Index 指数 (1995 year = 100)					Rate of increase 上昇率				
	1985	1990	1995	2000	2001	1986-1990	1990	1995	2000	2001
Japan	87.4	93.5	100	101.5	100.8	1.2	3.1	-0.1	-0.7	-0.7
United States	70.6	85.7	100	113.0	116.2	3.6	5.4	2.8	3.4	2.8
France	77.0	<u>89.6</u>	100	106.3	108.0	2.6	<u>3.4</u>	1.8	1.7	1.6
Germany ¹⁾	<u>80.1</u>	85.7	100	107.0	109.6	1.4	2.7	1.7	2.0	2.4
Italy	59.4	78.3	100	112.8	115.9	4.5	6.5	<u>5.2</u>	2.5	2.7
United Kingdom	63.5	84.6	100	114.2	116.3	5.2	9.5	3.4	2.9	1.8
Indonesia	45.5	65.3	100	228.5	255.9	6.3	7.8	9.4	4.5	12.0
Malaysia	75.3	<u>82.3</u>	100	116.7	118.3	1.6	<u>2.6</u>	3.4	1.6	1.4
Singapore	82.7	88.1	100	104.6	105.6	1.6	3.5	1.7	1.4	1.0
Thailand	65.4	<u>79.1</u>	100	123.0	125.1	3.5	<u>6.0</u>	5.8	1.6	1.7

Source: IMF, *International Financial Statistics June 2003*.

IMF, *International Financial Statistics Yearbook 2002*.

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

1) Data prior to 1990 refer to former F.R. of Germany. Data after 1995 refer to all Germany.

5. Purchasing Power Parity and Disparity between Domestic and Foreign Prices

購買力平価及び内外価格差

Purchasing power parity 購買力平価

Figures in parentheses are disparity between domestic and foreign prices calculated by "yen / foreign currency".

かっこ内は内外価格差 (円/各国通貨)

		1985	1990	1995	2000	2001	2002
Versus New York	対ニューヨーク	194 (0.81)	170 (1.18)	150 (1.59)	131 (1.22)	153.2 (1.15)	148.8 (1.24)
Versus London	対ロンドン	—	265 (1.03)	223 (1.50)	198 (1.21)	221.6 (1.14)	207.3 (1.06)
Versus Paris	対パリ	—	—	25.6 (1.36)	24.2 (1.60)	145.1 (1.22)	143.2 (1.13)
Versus Frankfurt	対フランクフルト	—	—	—	—	147.7 (1.24)	143.2 (1.13)
Versus Singapore	対シンガポール	—	—	—	—	122.2 (1.67)	120.9 (1.74)

Source: Ministry of Economy, Trade and Industry, **Report of study into domestic and overseas pricing for consumables and consumer services in FY2002.**

Notes: 1) Comparison between Tokyo and other cities.

2) Francs and Deutschmarks are converted at their fixed rate to the Euro.

6. Total and Economically Active Population (2001)

総人口、労働力人口 (2001年)

	Total population 総人口	Active population 労働力人口	Activity rates (%) 労働力率	Number of Unemployed 失業者数	Unemployment rate (%) 失業率
Japan ¹⁾	127,150	67,520	53.1	3,400	5.0
United States ²⁾	211,864	141,815	66.9	6,742	4.8
France ^{1), 3)}	—	26,385	—	2,285	8.8
Germany ¹⁾	82,277	39,966	48.6	3,150	7.9
Italy ^{1), 4)}	57,348	23,901	41.7	2,267	9.5
United Kingdom ⁵⁾	59,063	29,638	50.2	1,413	4.8
Korea ⁶⁾	—	22,181	—	—	—
Singapore ⁷⁾	—	2,120	—	73	3.4

Source: ILO, *Yearbook of Labour Statistics, 2002*.

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

2) Total and economically active population figures are those excluding persons aged under 16 years.

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 populations figures are those excluding persons aged under 16 years.

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

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

7) Labour force survey (Sample investigation). A permanent resident is included.

7. Growth of Population 人口の推移

	1950	1960	1970	1980	1990	1999	2000	2001	2002
Total population (1,000 persons) ^{1), 2)} 人口総数 (千人)	84,115	94,302	104,665	117,060	123,611	126,686	126,926	127,291	127,435
Births (per 1,000 persons) ³⁾ 出生率 (人口千対)	28.1	17.2	18.8	13.6	10.0	9.4	9.5	9.3	9.2
Deaths (per 1,000 persons) ³⁾ 死亡率 (人口千対)	10.9	7.6	6.9	6.2	6.7	7.8	7.7	7.7	7.8
Life expectancy at birth (year) ³⁾ 平均寿命									
Male 男	59.57	65.32	69.31	73.35	75.92	77.10	77.72	78.07	78.32
Female 女	62.97	70.19	74.66	78.76	81.90	83.99	84.60	84.93	85.23

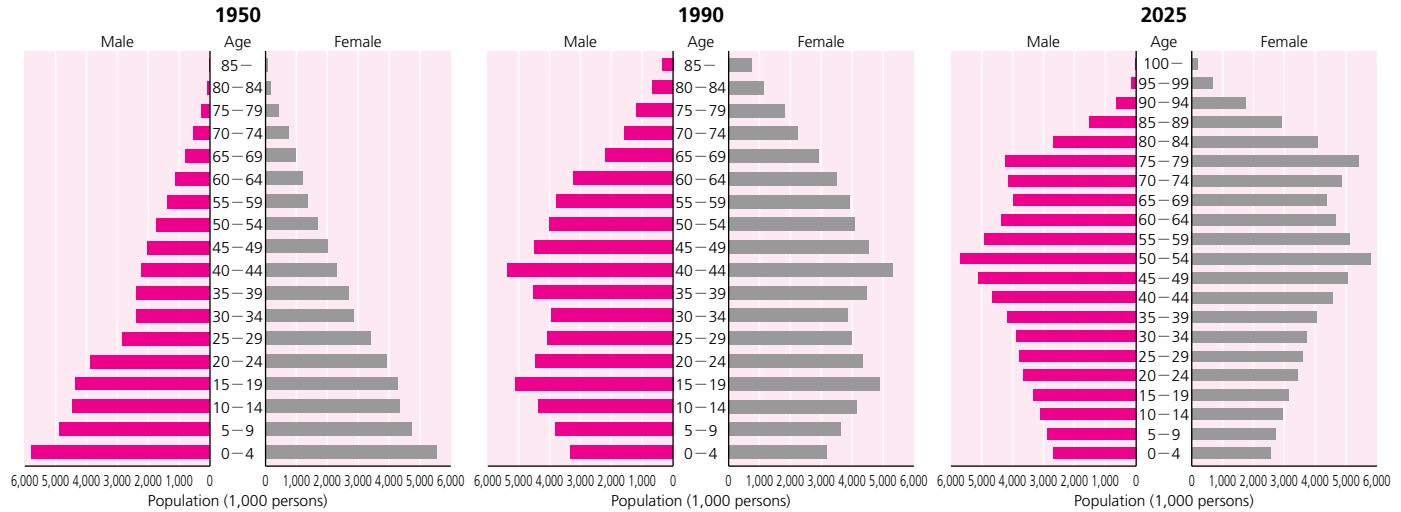
Sources: Ministry of Health, Labour and Welfare, **Overview of Health and Welfare Statistic**, and Ministry of Public Management, Home Affairs, Posts and Telecommunications, Statistics Bureau, **Report on the National Census**.

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

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

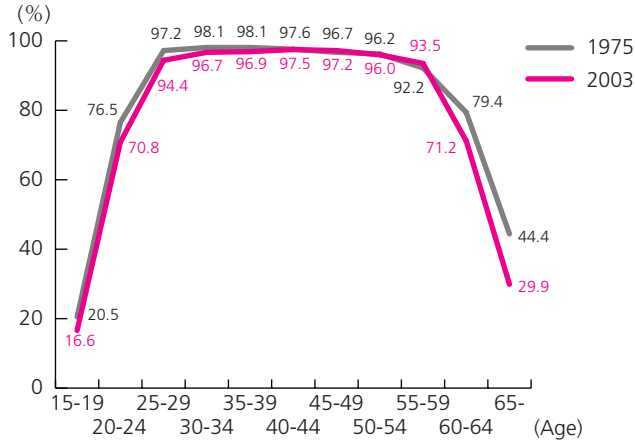
3) This is for Japanese nationals and does not include foreign nationals in Japan. From 1980, Okinawa is also included.

8. Changes in Population Pyramids: Medium Population Growth 人口ピラミッド

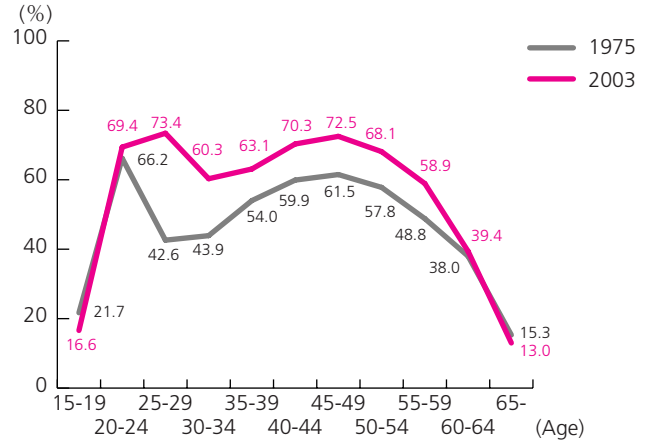


Source: Statistics Bureau, Ministry of Public Management, Home Affairs, Posts and Telecommunications, *Population Census*, National Institute of Population and Social Security Research, March 2003, *Population Projections for Japan*.

9. Labour Force Participation Rate by Sex and Age Group 性・年齢階級別労働力率の推移



Male



Female



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

10. 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

(%)

	Ratio to Total Population 対全人口比率							Participation Rate 労働力率		
	1980	1990	1995	2000	2010	2025	2050	Male	Female	
Japan	9.0	12.0	14.6	17.2	22.4	29.2	36.5	31.1	13.2	(2002)
United States	11.2	12.2	12.3	12.3	12.8	17.8	20.0	17.9	9.8	(2002)
France	14.0	14.0	15.1	16.0	16.5	22.0	26.4	3.3	2.5	(2002)
Germany	15.6	15.0	15.5	16.3	20.2	23.8	28.0	4.5	1.7	(2001)
Italy	13.1	15.3	16.6	18.1	20.6	25.5	34.4	6.0	1.6	(2001)
United Kingdom	15.1	15.9	16.0	15.9	16.4	19.6	23.3	7.9	9.3	(2002)

Sources: Ministry of Public Management, Home Affairs, Posts and Telecommunications, Director-General's Secretariat, *Annual Report on the labour Survey*.
UN, *World Population Prospects : The 2002 Revision*.

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

* Figures include persons aged 60 and over.

11.

Employment Service (excluding new graduates)

一般職業紹介状況（新規学卒を除く）

		1965	1970	1980	1991	1992	1993	1994	1995
New opening rate (A)	新規求人倍率	0.88	1.61	1.07	2.05	1.61	1.20	1.08	1.06
Active opening rate (B)	有効求人倍率	0.64	1.41	0.75	1.40	1.08	0.76	0.64	0.63
Proportion of placements to applications (C)	就職率 (%)	11.8	14.8	7.9	8.3	7.6	6.7	6.5	6.5
Job orders filling rate (D)	充足率 (%)	18.6	10.5	10.5	5.9	7.0	8.8	10.2	10.3
		1996	1997	1998	1999	2000	2001	2002	2003
New opening rate (A)	新規求人倍率	1.19	1.20	0.92	0.87	1.05	1.01	0.93	1.07
Active opening rate (B)	有効求人倍率	0.70	0.72	0.53	0.48	0.59	0.59	0.54	0.64
Proportion of placements to applications (C)	就職率 (%)	6.5	6.4	5.7	5.7	6.2	6.1	6.1	6.8
Job orders filling rate (D)	充足率 (%)	9.2	8.9	10.9	11.9	10.6	10.2	11.3	10.5

Source: Employment Security Bureau, Ministry of Health, Labour and Welfare, **Report on Employment Service**.

Notes: 1) Excluding new school leavers, including part-timers.

2) Monthly average.

$$3) \quad A = \frac{\text{New openings}}{\text{New applications}} \quad C = \frac{\text{Placements}}{\text{Active applications}} \times 100$$

$$B = \frac{\text{Active openings}}{\text{Active applications}} \quad D = \frac{\text{Placements}}{\text{Active openings}} \times 100$$

12. Number of Establishments and Number of Persons Engaged by Size of Employment (2001)

従業者規模別事業所数、従業者数 (2001年)

Size of establishment 事業所規模	Number of establishments 事業所数	Number of employed 従業者数	Trends in numbers of employed 従業者数の推移		
			1986	1991	1996
All sizes 全規模	6,350,101	60,158,044	54,370,454	60,019,163	62,781,253
1-4 persons 1-4人	3,867,570	8,422,537	9,658,846	9,356,339	9,012,155
5-29 persons 5-29人	2,125,146	22,538,629	19,572,017	22,260,846	23,469,773
30-99 persons 30-99人	274,297	13,433,701	11,428,793	12,958,398	13,858,140
100-299 persons 100-299人	50,417	7,973,693	6,720,693	7,573,137	8,166,003
300 persons and over 300人以上	11,898	7,789,484	6,990,105	7,870,443	8,275,182

Source: Ministry of Public Management, Home Affairs, Posts and Telecommunications, *Establishment and Enterprise Census of Japan, 2001*.

13. Labour Force Status 労働力状態

Male and Female	男女計	(10,000 persons)										
		1965	1970	1980	1990	1996	1997	1998	1999	2000	2001	2002
Total employed	就業者計	4,730	5,094	5,536	6,249	6,486	6,557	6,514	6,462	6,446	6,412	6,330
Self-employed workers	自営業主	939	977	951	878	765	772	761	754	731	693	670
Family workers	家族従業者	915	805	603	517	382	376	367	356	340	325	305
Employees	雇用者	2,876	3,306	3,971	4,835	5,322	5,391	5,368	5,331	5,356	5,369	5,331
Unemployed	完全失業者	57	59	114	134	225	230	279	317	320	340	359
Labour Force participation rate (%)	労働力率	65.7	65.4	63.3	63.3	63.5	63.7	63.3	62.9	62.4	62.0	61.2
Unemployment rate (%)	完全失業率	1.2	1.1	2.0	2.1	3.4	3.4	4.1	4.7	4.7	5.0	5.4

Male	男性											
		1965	1970	1980	1990	1996	1997	1998	1999	2000	2001	2002
Total employed	就業者計	2,852	3,091	3,394	3,713	3,858	3,892	3,858	3,831	3,817	3,783	3,736
Self-employed workers	自営業主	666	692	658	607	543	550	537	538	527	506	495
Family workers	家族従業者	223	186	112	93	67	68	66	66	63	60	58
Employees	雇用者	1,963	2,210	2,617	3,001	3,238	3,264	3,243	3,215	3,216	3,201	3,170
Unemployed	完全失業者	32	38	71	77	134	135	168	194	196	209	219
Labour Force participation rate (%)	労働力率	81.7	81.8	79.8	77.2	77.7	77.7	77.3	76.9	76.4	75.7	74.7
Unemployment rate (%)	完全失業率	1.1	1.2	2.0	2.0	3.4	3.4	4.2	4.8	4.9	5.2	5.5

Female	女性	1965	1970	1980	1990	1996	1997	1998	1999	2000	2001	2002
Total employed	就業者計	1,878	2,003	2,142	2,536	2,627	2,665	2,656	2,632	2,629	2,629	2,594
Self-employed workers	自営業主	273	285	293	271	222	223	224	217	204	187	175
Family workers	家族従業者	692	619	491	424	315	308	301	291	278	265	247
Employees	雇用者	913	1,096	1,354	1,834	2,084	2,127	2,124	2,116	2,140	2,168	2,161
Unemployed	完全失業者	25	21	43	57	91	95	111	123	123	131	140
Labour Force participation rate (%)	労働力率	50.6	49.9	47.6	50.1	50.0	50.4	50.1	49.6	49.3	49.2	48.5
Unemployment rate (%)	完全失業率	1.3	1.0	2.0	2.2	3.3	3.4	4.0	4.5	4.5	4.7	5.1

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

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

(10,000 persons)

		1950	1960	1970	1980	1990	1998	1999	2000	2001	2002	2003	Male	Female
		Total	計	1,265	2,370	3,306	3,971	4,835	5,368	5,331	5,356	5,369	5,331	5,335
Agriculture and forestry ²⁾	農林業	56	94	29	30	29	33	33	34	38	39	39	21	17
Non-agricultural industries ²⁾	非農林業	1,208	2,276	3,277	3,941	4,806	5,334	5,298	5,322	5,331	5,292	5,296	3,137	2,160
Fisheries	漁業	22	26	18	15	13	8	7	8	9	9	9	7	2
Mining ²⁾	鉱業	48	42	18	10	6	6	6	5	5	5	5	4	1
Construction	建設業	88	198	305	427	462	548	544	539	520	504	493	418	75
Manufacturing ²⁾	製造業	451	799	1,144	1,135	1,306	1,258	1,223	1,205	1,185	1,131	1,091	740	351
Wholesale and retail trade; financing and insurance; and real estate 卸売・小売業、金融・保険業、不動産業 ²⁾		162	449	731	1,003	1,288	1,426	1,428	1,426	1,423	1,408	1,189	601	588
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	422	423	427	421	415	503	405	99
Services ²⁾	サービス業	175	388	558	788	1,142	1,432	1,434	1,478	1,536	1,570	682	384	299
Government	公務	120	—	161	199	195	217	214	214	211	217	227	179	47

Source: Ministry of Public Management, Home Affairs, Posts and Telecommunications, **Annual Report on the Labour Force Survey 2003**.

Note: 1) Figures for 1980 and thereafter include those for Okinawa prefecture.

2) As a result of the revision of the Japan Standard Industry Classification, there are discrepancies between the figures before 2002 and after 2003.

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

		(10,000 persons)							
Employees 雇用者		1970	1980	1990	1999	2000	2001	2002	2003 (Ratio 構成比 %)
Professional and technical workers	専門的・技術的職業従事者	246	364	594	739	754	770	785	802(15.1)
Managers and officials	管理的職業従事者	131	217	234	210	200	198	183	182 (3.4)
Clerical and related workers	事務従事者	723	867	1,088	1,218	1,233	1,198	1,177	1,182(22.2)
Sales workers	販売従事者	344	497	680	739	736	794	776	769(14.5)
Agricultural, forestry, and fisheries workers	農林・漁業作業者	42	40	39	37	38	43	45	45 (0.8)
Mining workers ¹⁾	採掘作業者	10	4	2	3	3	3	3	4 (0.1)
Workers in transport and communications occupations	運輸・通信従事者	219	229	216	213	207	201	198	196 (3.7)
Craftsmen, manufacturing and construction workers	技能工・製造・建設作業者	1,123	1,260	1,342	1,334	1,318	1,265	1,231	1,205(22.7)
Labourers ²⁾	労務作業者	199	148	245	302	315	320	318	322 (6.1)
Protective service workers and service workers ³⁾	保安職業・サービス職業従事者	267	342	384	517	532	559	584	596(11.2)

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 and thereafter, Okinawa is also included.

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

		(1,000 persons)		
		1997	2002	Ratio: 2002 (%) 2002年の割合
Total	男女計	53,390	53,180	
Male Total	男子計	32,256	31,392	100.0
Elementary school and junior high school	小・中学	5,285	4,398	14.0
Senior high school	高校・旧制中	15,221	14,217	45.3
Junior college and higher professional schools	短大・高専	2,511	2,858	9.1
College or university, including graduate school	大学・大学院	9,213	9,900	31.5
Female Total	女子計	21,134	21,788	100.0
Elementary school and junior high school	小・中学	3,228	2,679	12.3
Senior high school	高校・旧制中	10,979	10,542	48.4
Junior college and higher professional schools	短大・高専	4,927	5,865	26.9
College or university, including graduate school	大学・大学院	1,979	2,684	12.3

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

17. Ratio of Older Employed Persons by Sex, Age, and Status in Employment (2000)

性、年齢階級及び従業上の地位別高年齢就業者の割合（2000年）

(%)

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	58.4	70.0	53.2	40.1	51.9	64.0	46.4	30.4
Voluntary	任意就業者	3.2	1.1	4.5	6.2	5.5	3.7	5.4	10.2
Officers	役員	12.8	11.8	13.7	13.8	5.1	4.0	6.3	6.1
Self-employed	自営業主	22.7	15.7	25.6	34.2	17.3	13.6	18.5	24.6
Family-workers	家族従業者	2.0	0.8	2.1	4.6	15.4	11.0	18.9	20.7
Home handcraft workers	内職	0.4	0.2	0.6	0.6	4.2	3.0	3.8	7.5
Not reported	不明	0.4	0.5	0.3	0.6	0.7	0.7	0.7	0.5

Source: Ministry of Health, Labour and Welfare, *Survey on Employment Conditions of Older Persons, 2000*.

Note: 1) Voluntary workers are people who performed voluntary work at the request of neighbors, companies, etc.

2) 2004 is the next survey year.

18. Ratio of Older Employed Persons by Sex, Age, and Employment Contracts (2000)

性、年齢階級、勤務形態別高年齢雇用者の割合（2000年）

(%)

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
Male 男	100.0	100.0	100.0	100.0
Full-time ¹⁾ 普通勤務	84.7	96.9	72.6	60.2
Short-time ²⁾ 短時間勤務	14.5	2.5	26.5	38.5
Short working hours in a day 一日の労働時間が短い	4.0	0.8	7.0	10.5
Short working days 勤務日数が短い	6.6	1.3	12.5	15.9
Short working hours in a day and working days 一日の労働時間が短く勤務日数も短い	3.9	0.4	7.0	12.0
Female 女	100.0	100.0	100.0	100.0
Full-time ¹⁾ 普通勤務	56.7	64.7	46.4	39.5
Short-time ²⁾ 短時間勤務	42.7	34.6	53.1	60.2
Short working hours in a day 一日の労働時間が短い	20.7	16.3	28.1	26.1
Short working days 勤務日数が短い	6.6	6.2	6.4	8.8
Short working hours in a day and working days 一日の労働時間が短く勤務日数も短い	15.4	12.0	18.6	25.3

Source: Ministry of Health, Labour and Welfare, *Survey on Employment Conditions of Older Persons, 2000*.

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

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

3) 2004 is the next survey year.

19. Ratio of Older Employed Persons by Reason for Holding a Job (By Sex and Age Group) (2000)
就業理由別高年齢就業者の割合（性・年齢階級別）（2000年）

(%)

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	81.5	93.9	76.1	61.8	67.2	74.6	65.3	51.8
To earn a livelihood 自分と家族の生活を維持するため	77.2	91.0	70.7	55.9	58.6	64.5	57.6	45.5
To supplement a livelihood 生活水準を上げるため	3.4	2.3	4.2	4.7	6.9	8.4	5.9	4.7
Others その他	0.7	0.6	0.9	0.9	1.4	1.4	1.4	1.4
For health 健康上の理由(健康に良いからなど)	4.1	0.3	5.7	10.2	5.5	2.7	6.0	11.6
To enrich life or participate in society 生きがい、社会参加のため	5.7	2.5	7.3	10.7	11.4	10.5	11.6	13.3
For being asked or free 頼まれたから、時間に余裕があるから	4.9	0.5	6.9	12.0	9.1	6.6	9.8	14.5
Others その他	3.1	2.4	3.3	4.3	6.1	5.3	6.5	7.5

Source: Ministry of Health, Labour and Welfare, *Survey on Employment Conditions of Older Persons, 2000*.

Note: 2004 is the next survey year.

20. Ratio of Enterprises by Industry, Size of Enterprise, and Retirement Age in the Future with Fixed Retirement Age System (2003)

産業、企業規模、一律定年制における定年年齢別企業数割合（2003年）

（%）

Industry, size of enterprise 産業、企業規模	Enterprises which have a uniform retirement age system 一律定年制を 定めている企業	59 age and under 59歳以下	60 age 60歳	61-64 age 61-64歳	65 age 65歳	66 age and over 66歳以上	60 age and over 60歳以上	61 age and over 61歳以上	65 age and over 65歳以上		
Total	計										
Industries covered	産業計	[97.5]	100.0	1.1	89.2	2.7	6.8	0.1	98.9	9.6	7.0
Mining	鉱業	[95.0]	100.0	—	91.9	2.0	6.1	—	100.0	8.1	6.1
Construction	建設業	[96.6]	100.0	1.3	87.8	3.6	7.3	—	98.7	10.9	7.3
Manufacturing	製造業	[99.0]	100.0	0.4	94.0	0.9	4.7	0.0	99.6	5.7	4.7
Electricity, gas, heat supply and water	電気・ガス・熱供給・水道業	[94.7]	100.0	—	98.5	1.5	—	—	100.0	1.5	—
Transport and communications	運輸・通信業	[96.4]	100.0	1.5	84.7	5.0	8.8	—	98.5	13.8	8.8
Wholesale and retail trade, eating and drinking places	卸売・小売業・飲食店	[96.6]	100.0	2.6	89.2	3.2	5.0	—	97.4	8.1	5.0
Financing and insurance	金融・保険業	[97.8]	100.0	—	95.6	3.5	5.1	—	100.0	4.4	1.0
Real estate	不動産業	[91.9]	100.0	—	91.0	3.9	11.2	1.6	100.0	9.0	5.1
Services	サービス業	[97.1]	100.0	0.8	84.0	3.4	10.7	0.5	99.2	15.1	11.7
Over 5,000 employees	5,000人以上計	[95.0]	100.0	—	98.4	1.3	0.3	—	100.0	1.6	0.3
1,000-4,999 employees	1,000-4,999人	[97.8]	100.0	—	97.2	2.0	0.9	—	100.0	2.8	0.9
300-999 employees	300-999人	[97.0]	100.0	0.2	93.3	3.1	3.1	0.4	99.8	6.5	3.5
100-299 employees	100-299人	[97.6]	100.0	0.0	90.8	3.5	5.7	0.0	100.0	9.2	5.7
30-99 employees	30-99人	[97.5]	100.0	1.6	88.0	2.4	7.8	0.1	98.4	10.4	8.0

Source: Ministry of Health, Labour and Welfare, *Year Book of Labour Statistics 2002*.

Note: Figures in [] show the ratio of enterprises which adopt fixed retirement age system among the enterprises that adopt retirement age system.

21 Ratio of Enterprises by Industry, Size of Enterprise, Retirement Age Class in Fixed Retirement Age System, Presence and Absence of Employment Expansion System, Re-Hiring System, and Future Adoption (2003)
産業・企業規模、一律定年制における定年年齢階級、勤務延長制度、再雇用制度の有無、今後の設定予定別企業数割合（2003年）

(%)

Industry, Size of enterprise, retirement age 産業・企業規模、定年年齢	Enterprises which have a uniform retirement age system 一律定年制を定めている企業	Enterprises with such system 制度がある企業				Enterprises with no such system 制度がない企業				No plans to introduce system 設定予定がない企業		
		Total 計	Employment extension system only 勤務延長制度のみ	Re-hiring system only 再雇用制度のみ	With both re-hiring and extended employment 両制度併用	Total 計	Planning to introduce system 設定予定がある企業					
							Total 計	Employment extension system only 勤務延長制度のみ	Re-hiring system only 再雇用制度のみ		With both re-hiring and extended employment 両制度併用	
Uniform retirement age	一律定年制の企業											
Industries covered	産業計 [97.5]	100.0	67.4	14.3	42.5	10.7	32.6	3.4	0.2	1.8	1.5	29.1
Over 5,000 employees	5,000人以上 [95.0]	100.0	77.5	4.9	71.3	1.3	22.5	5.2	1.0	3.6	0.7	17.3
1,000-4,999 employees	1,000-4,999人 [97.8]	100.0	69.2	4.7	55.7	8.9	30.8	4.8	0.6	3.8	0.3	26.0
300-999 employees	300-999人 [97.0]	100.0	69.0	5.4	52.7	10.9	31.0	3.4	0.1	2.5	0.8	27.6
100-299 employees	100-299人 [97.6]	100.0	70.8	11.0	50.4	9.4	29.2	2.9	0.2	1.7	1.0	26.4
30-99 employees	30-99人 [97.5]	100.0	66.0	16.6	38.2	11.2	34.0	3.6	0.2	1.6	1.8	30.4
Mining	鉱業 [98.0]	100.0	74.7	13.1	51.5	10.1	25.3	2.0	—	—	2.0	23.2
Construction	建設業 [96.6]	100.0	79.7	20.4	44.9	14.3	20.3	1.6	—	—	1.6	18.7
Manufacturing	製造業 [99.0]	100.0	70.3	13.1	47.1	10.1	29.7	2.4	0.4	1.1	0.9	27.4
Electricity, gas, heat supply and water												
電気・ガス・熱供給・水道業	[94.7]	100.0	71.6	3.0	65.5	3.0	28.4	—	—	—	—	28.4
Transport and communications	運輸・通信業 [96.4]	100.0	77.4	20.0	43.6	13.8	22.6	3.5	—	3.5	—	19.2

(%)

Industry, Size of enterprise, retirement age 産業・企業規模、定年年齢	Enterprises which have a uniform retirement age system 一律定年制を定めている企業		Enterprises with such system 制度がある企業				Enterprises with no such system 制度がない企業				No plans to introduce system 設定予定がない企業	
			Total 計	Employment extension system only 勤務延長制度のみ	Re-hiring system only 再雇用制度のみ	With both re-hiring and extended employment 両制度併用	Total 計	Planning to introduce system 設定予定がある企業				
								Total 計	Employment extension system only 勤務延長制度のみ	Re-hiring system only 再雇用制度のみ		With both re-hiring and extended employment 両制度併用
Wholesale and retail trade, eating and drinking places 卸売・小売業、飲食店	[96.6]	100.0	59.5	13.5	37.5	8.5	40.5	5.0	0.0	2.5	2.4	35.5
Financing and insurance 金融・保険業	[97.8]	100.0	61.1	6.4	48.3	6.5	38.9	1.6	—	1.6	—	37.3
Real estate 不動産業	[91.9]	100.0	64.3	7.2	50.8	6.2	35.7	3.1	—	1.6	1.6	32.6
Services サービス業	[97.1]	100.0	59.2	11.6	37.0	10.6	40.8	4.8	0.3	2.2	2.3	36.0
Retirement age 60 定年年齢60歳計	[89.2]	100.0	67.8	13.5	43.9	10.5	32.2	3.5	0.2	1.9	1.4	28.7
Retirement age 60 and over 定年年齢60歳以上	[2.7]	100.0	81.2	23.1	46.3	11.8	18.8	3.1	0.0	0.4	2.7	15.7
Retirement age 65 and over 定年年齢65歳以上	[7.0]	100.0	57.9	15.8	28.2	14.0	42.1	1.0	—	0.9	0.1	41.1

Source: Ministry of Health, Labour and Welfare, **Year Book of Labour Statistics 2002**.

Note: Figures in [] show the ratio of enterprises which adopt fixed retirement age system and retirement age class among the enterprises that adopt retirement age system.

22. Companies with or without maximum employment ages, and proportion of companies by maximum employment age (where applicable)
最高雇用年齢の有無、最高雇用年齢別企業数割合

(%)

Division 区分	Enterprises which have a uniform retirement age system 一律定年制を定めている企業	with an oldest hiring age 最高雇用年齢を定めている									with no oldest hiring age 最高雇用年齢を定めていない
		Total 計	60 age and under 60歳以下	61 age 61歳	62 age 62歳	63 age 63歳	64 age 64歳	65 age and over 65歳以上	65 age 65歳	66 age and over 66歳以上	
Employment expansion system 勤務延長制度	[24.9] 100.0	45.1(100.0)	(3.9)	(0.9)	(3.2)	(4.2)	(0.3)	(87.5)	(76.2)	(11.3)	54.9
Re-hiring system 再雇用制度	[53.1] 100.0	47.0(100.0)	(1.0)	(3.3)	(5.0)	(8.0)	(1.4)	(81.3)	(72.9)	(8.4)	53.0

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

Notes: 1) "Employment expansion system" and "Re-hiring system" include "Adopting both systems".

2) Figures in [] show the ratio of enterprises which adopt system (including adoption of both the systems) among the enterprises that adopt retirement age system.

23. Ratio of Enterprises by Size of Enterprise, Range of Objective Employees of Employment Expansion System and Re-Hiring System (2003)

勤務延長制度、再雇用制度の適用対象者の範囲別企業数割合（2003年）

(%)

Such system, size of enterprise 制度、企業規模	Enterprises with such systems 制度がある企業	All those who want in principle 原則として希望者全員	All those in conformity to the company standards 会社が定めた基準に 適合する者全員	Limited to those necessary for the company 会社が特に必要と 認めた者に限る	Others その他	
Expansion system 勤務延長制度	企業規模計	[24.9] 100.0	29.4	13.4	52.2	2.1
Total for all sizes of enterprise	企業規模計	[24.9] 100.0	29.4	13.4	52.2	2.1
5,000 employees and over	5,000人以上	[6.2] 100.0	21.1	26.3	52.6	—
1,000-4,999 employees	1,000-4,999人	[13.5] 100.0	19.7	10.7	69.0	—
300-999 employees	300-999人	[16.3] 100.0	9.1	17.9	70.2	2.7
100-299 employees	100-299人	[20.4] 100.0	26.8	16.0	51.9	2.6
30-99 employees	30-99人	[27.8] 100.0	31.4	12.6	60.5	1.9
Re-hiring system 再雇用制度	企業規模計	[53.1] 100.0	23.6	16.7	56.4	1.6
Total for all sizes of enterprise	企業規模計	[53.1] 100.0	23.6	16.7	56.4	1.6
5,000 employees and over	5,000人以上	[72.6] 100.0	21.1	30.9	45.3	2.7
1,000-4,999 employees	1,000-4,999人	[64.5] 100.0	13.9	19.1	65.7	1.0
300-999 employees	300-999人	[63.6] 100.0	11.4	19.9	67.1	1.1
100-299 employees	100-299人	[59.8] 100.0	20.1	18.1	60.2	1.2
30-99 employees	30-99人	[49.4] 100.0	27.1	15.5	53.2	1.8

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

Notes: 1) "Employment expansion system" and "Re-hiring system" include "Adopting both systems".

2) Figures in [] show the ratio of enterprises which adopt system (including adoption of both the systems) among the enterprises that adopt retirement age system.

24. Number of Regular and Non-Regular Staff (2003) 正規・非正規従業員別従業者数（2003年）

	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 (10,000 persons) 人数				
Total 計	4,948	3,444	1,089	415
Male 男	2,853	2,410	235	209
Female 女	2,095	1,034	855	106

Source: Ministry of Public Management, Home Affairs, Posts and Telecommunications, *Report on the Labour Force Survey, 2003*.

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

25. Number of Short-Time Employees and Their Share in Total Number of Employees (Non-Agricultural Industries)

短時間雇用者及び短時間雇用者比率（非農林業）

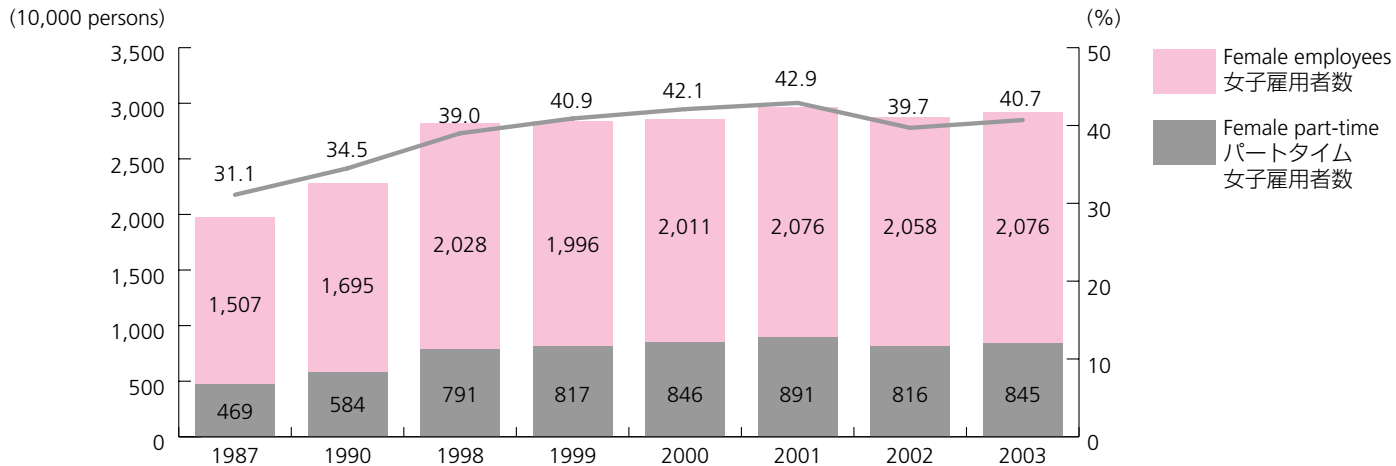
		1980	1990	1995	2000	2001	2002
Number (10,000 persons) 人数							
Total	計	390	722	896	1,053	1,205	1,211
Male	男	134	221	264	298	376	376
Female	女	256	501	632	754	829	835
Share (%) 比率							
Total	計	10.0	15.2	17.4	20.0	22.9	23.2
Male	男	5.2	7.5	8.4	9.4	11.9	12.1
Female	女	19.3	27.9	31.6	36.1	39.3	39.7

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

Notes: 1) Short-time employees are people who worked less than 35 hours during the reference week.

2) Share of short-time employees = $\frac{\text{Number of short-time employees}}{\text{Number of employees (excluding temporary disability)}} \times 100$

26. 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

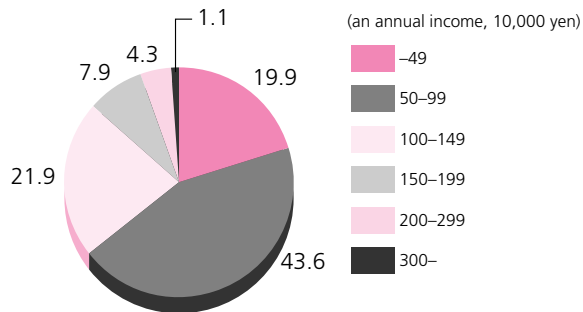


Source: Ministry of Public Management, Home Affairs, Posts and Telecommunications, *Report on the Labour Force Survey*.

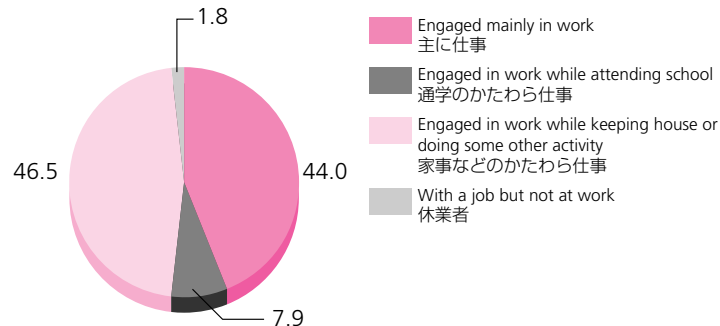
27. Ratio of Female Part-Time Employees by Earned Income and Labour Force Status (As of Feb. 1999)

収入階級別及び勤務状態別パートタイム女子雇用者構成比（1999年2月）

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*.

28. 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

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 1999*.

29. Part-Time Workers as a Proportion of Employees in Different Countries

各国の就業者に占めるパートタイマーの比率

		(%)					
		Japan	United States	United Kingdom	Germany	France	Italy
Ratio of part-time employment (Male) 就業者に占めるパートタイマーの比率 (男)	1990	9.5	8.3	5.3	2.3	4.4	3.9
	1995	10.0	8.4	7.3	3.4	5.6	4.8
	1997	12.9	8.3	8.2	4.1	5.9	5.1
	2001	13.7	8.1	—	—	5.1	5.4
Ratio of part-time employment (Female) 就業者に占めるパートタイマーの比率 (女)	1990	33.4	20.0	—	29.8	21.7	18.2
	1995	34.9	20.3	40.7	29.1	24.3	21.1
	1997	38.3	19.5	40.9	31.4	25.2	22.2
	2001	41.0	18.2	—	—	23.8	23.7
Women's share in part-time employment 全パートタイム労働者に占める女子の比率	1990	70.5	68.2	85.1	89.7	79.8	70.8
	1995	70.2	68.7	81.8	86.3	79.1	70.8
	1997	67.0	68.4	80.4	85.1	78.8	71.0
	2001	67.5	67.5	—	—	80.4	72.6

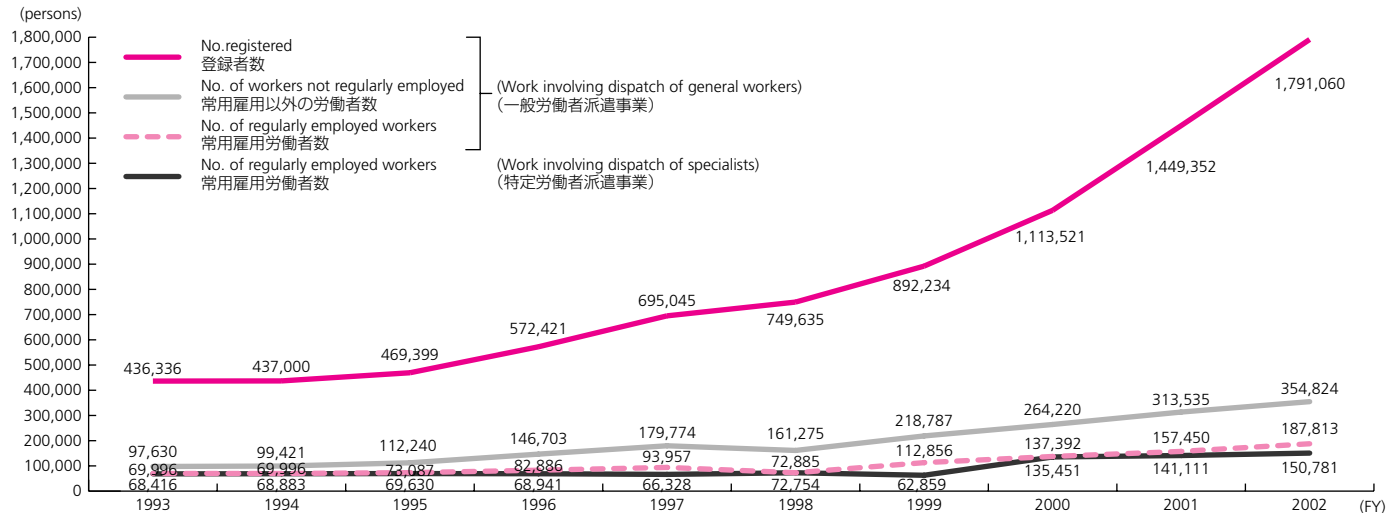
Source: OECD, *Labour Force Statistics*.

Note: See Table 28 for various national definitions of part-time workers.

30.

Trends in Number of Dispatched Workers

派遣労働者数の推移



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 are divided by total annual working hours per regularly employed worker.)

31. Foreign Labour Newly Given Authorization to Work and Total Foreign Workforce Population¹⁾ 外国人労働力人口と新規に許可された外国人労働者

			(1,000 persons)				
			1991	1995	1998	1999	2000
Japan	Inflows ²⁾	新規流入	113.6	81.5	101.9	108.0	129.6
	Labour Force ³⁾	労働力人口	260	610	670	670	710
France	Inflows ⁴⁾	新規流入	29.7	17.6	14.6	16.7	18.8
	Labour Force ⁵⁾	労働力人口	1,506.0	1,573.3	1,586.7	1,593.8	1,577.6
Germany	Inflows ⁶⁾	新規流入	241.9	270.8	275.5	304.9	338.3
	Labour Force ⁷⁾	労働力人口	—	—	—	3,545.0	3,546.0
United Kingdom	Inflows ⁸⁾	新規流入	29.0	32.7	48.6	52.4	85.6
	Labour Force	労働力人口	828	862	1,039	1,005	1,229

Sources: OECD, *Trends in International Migration, Annual Report 2002*, and government data for each country.

Notes: 1) Data include the unemployed, except in the United Kingdom. Cross-border workers and seasonal workers are excluded unless otherwise stated.

2) Residents with restricted permission to work. Excluding temporary visitors and re-entries. Including renewals of permits.

3) The foreign workers do not include those who are in "diplomacy," "official business" or "training," nor "permanent residents" (special permanent residents).

4) Permanent workers: "Permanents" are foreign workers subject to control by the Office des migrations internationales (OMI). Certain citizens of EU Member states employed for short durations may not be included. Resident family members of workers who enter the labour market for the first time are not included. Provisional work permits (APT): Provisional work permits (APT) cannot exceed six months, are renewable and apply to trainees, students and other holders of non-permanent jobs.

5) Labour Force Survey. Reference date: March of each year.

6) New work permits issued. Data include essentially newly entered foreign workers, contract workers and seasonal workers. Citizens of EU Member states are not included, except those of Greece until 1987, and of Spain and Portugal until 1992. Data refer to western Germany up to 1990, to Germany as a whole from 1991 on.

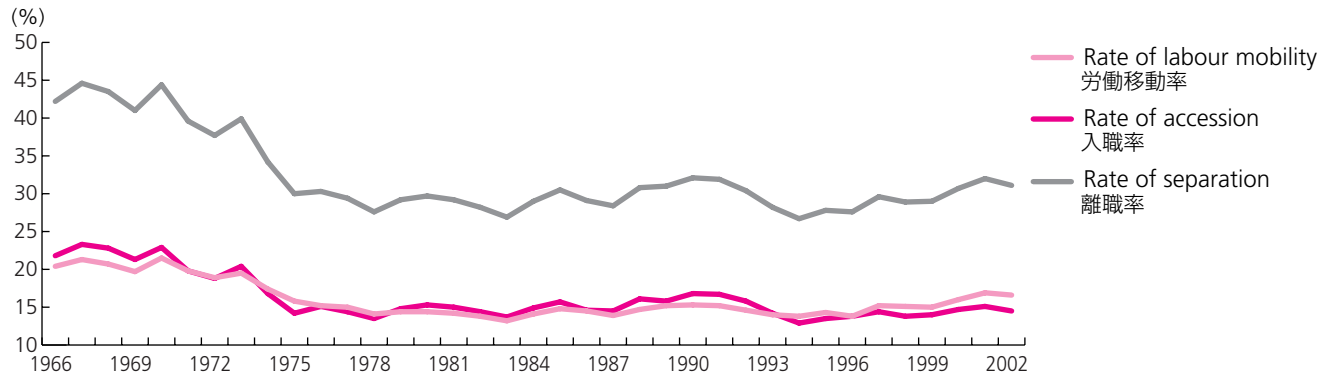
7) Microcensus. Data include unemployed and self-employed. Reference date: April.

8) Grants of work permits. Both long-term and short-term permits are now mostly delivered to highly qualified workers. Most short duration permits are for entertainers and sports people. The new data-recording system no longer allows identification of trainees. Citizens of EU Member states are excluded. "First permissions" (issued to foreigners already residents and now entering the labour market), extensions and changes of employment are included. The implementation of a new data-recording system allowed to revise series from 1995 on.

32.

Trends in Labour Mobility

労働移動の推移



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

Notes: 1) Rate of accessions = $\frac{\text{Number of hired employees}}{\text{Number of regular employees}}$ (A) (as of July 1)

Rate of Separation = $\frac{\text{Number of separated employees}}{\text{Number of regular employees}}$ (B) (as of July 1)

Rate of labour mobility = (A) + (B)

2) From 1991, Construction is included.

33. Trends in Number of Unemployed Persons by Reason for Job Seeking 理由別完全失業者数の推移（割合）

		(in 10 thousand) (%)									
Reason for job seeking 求職理由		1980	1990	1996	1997	1998	1999	2000	2001	2002	2003
Total 総数		124	134	225	230	279	317	320	340	359	350
Quitted job by involuntary reason 非自発的な離職による者		34 (27.4)	33 (24.6)	59 (26.2)	54 (23.5)	85 (30.5)	102 (32.2)	102 (31.9)	106 (31.2)	151 (42.1)	146 (41.7)
Quitted job by voluntary reason 自発的な離職による者		41 (30.3)	52 (38.8)	87 (38.7)	95 (41.3)	101 (36.2)	109 (34.4)	109 (34.1)	118 (34.7)	115 (32)	113 (32.3)
Left school 学卒未就職者		8 (6.5)	6 (4.5)	13 (5.8)	12 (5.2)	15 (5.38)	17 (5.4)	18 (8.8)	17 (5)	18 (5.0)	20 (5.7)
Like to newly take up job for reasons other than leaving school その他の者		11 (8.9)	36 (26.9)	55 (24.4)	59 (25.6)	68 (24.4)	77 (24.3)	80 (25)	85 (25)	70 (19.5)	69 (19.7)

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

34. Unemployment Rate by Age and Sex 性・年齡階級別失業率

		1980	1990	1999	2000	2001	2002	2003	(%)
Total	計	2.0	2.1	4.7	4.7	5.0	5.4	5.3	
Male	男								
Total	小計	2.0	2.0	4.8	4.9	5.2	5.5	5.5	
15-24	15-24歲	4.0	4.5	10.3	10.4	10.4	11.1	11.6	
25-34	25-34歲	1.9	1.8	4.8	5.0	5.5	5.9	5.9	
35-44	35-44歲	1.2	1.2	3.1	2.9	3.4	3.7	3.6	
45-54	45-54歲	1.4	1.1	3.2	3.5	3.7	4.3	4.0	
55-64	55-64歲	4.0	3.4	6.7	6.8	7.0	7.1	6.8	
65 and over	65歲以上	2.2	1.4	2.9	3.2	3.2	2.9	3.3	
Female	女								
Total	小計	2.0	2.2	4.5	4.5	4.7	5.1	4.9	
15-24	15-24歲	3.2	4.1	8.2	7.9	8.7	8.7	8.6	
25-34	25-34歲	2.9	3.1	6.6	6.4	6.9	7.3	6.8	
35-44	35-44歲	1.7	1.8	3.7	3.7	4.1	4.6	4.8	
45-54	45-54歲	1.5	1.5	3.0	3.1	3.2	3.6	3.2	
55-64	55-64歲	1.2	1.4	3.3	3.6	3.7	3.8	3.9	
65 and over	65歲以上	0.0	0.0	0.5	1.1	1.1	1.1	1.1	

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

35. Ratio of Active Openings to Applicants¹⁾ by Age (Regular Employees) 年齡階級別有效求人倍率 (常用勞働者)

		(times)						
		1980	1990	1999	2000	2001	2002	2003
Total	計	0.77	1.51	0.49	0.64	0.55	0.56	0.70
19 or under	19歲以下	2.60	4.32	1.62	2.31	1.92	2.20	2.74
20-24	20-24歲	1.12	1.58	0.63	0.87	0.73	0.78	0.97
25-29	25-29歲	0.88	1.55	0.56	0.73	0.58	0.58	0.73
30-34	30-34歲	0.91	2.59	0.79	0.99	0.73	0.72	0.86
35-39	35-39歲	1.01	2.56	0.95	1.17	0.91	0.87	1.03
40-44	40-44歲	0.93	2.01	0.81	1.04	0.83	0.79	0.94
45-49	45-49歲	0.64	1.71	0.42	0.56	0.52	0.50	0.64
50-54	50-54歲	0.51	1.27	0.27	0.32	0.29	0.26	0.34
55-59	55-59歲	0.26	0.55	0.14	0.18	0.21	0.19	0.23
60-64	60-64歲	0.16	0.25	0.06	0.08	0.11	0.15	0.19
65 and over	65歲以上	0.06	0.67	0.20	0.24	0.52	0.62	0.75

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

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

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.	$\frac{\text{Number of unemployed}^{2})}{\text{Total labour force}}$
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.	$\frac{\text{People qualified for unemployment compensation}}{\text{Total labour force}}$

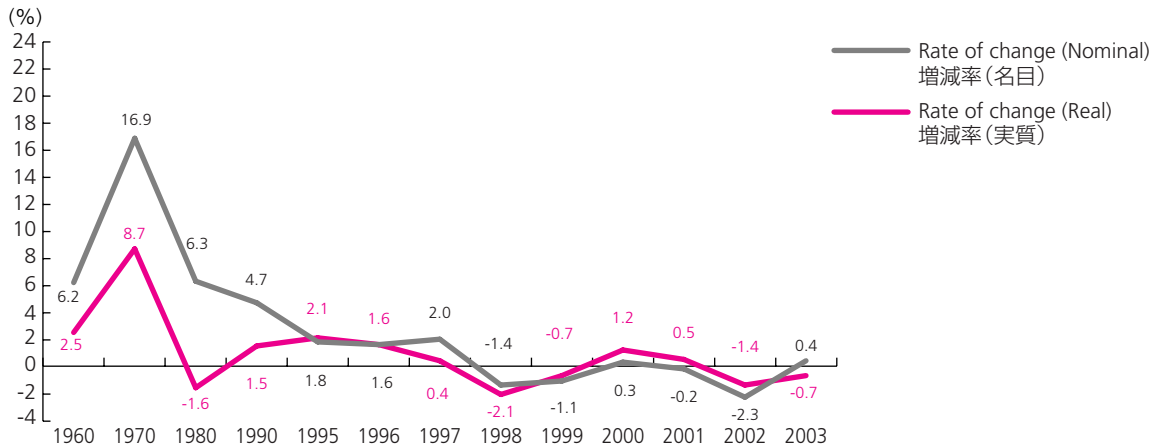
Sources: ILO, *Statistical Sources and Methods Vol. 4,5*, and government data for each country. Quoted in International Labour Affairs Division, Ministry of Labour, *White Paper on International Labour (1998 edition)*.

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.

37. Rate of Change in Monthly Cash Payment 賃金の伸び率



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

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

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

38. Trends in Wage Levels 賃金水準の推移

(1,000 yen)

		1970			1980			1990		
		All employees	Male	Female	All employees	Male	Female	All employees	Male	Female
		全労働者	男性労働者	女性労働者	全労働者	男性労働者	女性労働者	全労働者	男性労働者	女性労働者
Contractual cash earnings きまって支給する現金給与額	Total 計	58.4	68.4	35.2	190.7	221.7	122.5	282.8	326.2	176.1
	Scheduled 所定内給与額	52.1	60.1	33.7	173.1	198.6	116.9	254.7	290.5	175.0
Annual special earnings 年間賞与 その他特別給与額		171.1	206.4	90.1	628.8	748.4	364.8	972.2	1,154.2	567.1
		1995			2001			2002		
		All employees	Male	Female	All employees	Male	Female	All employees	Male	Female
		全労働者	男性労働者	女性労働者	全労働者	男性労働者	女性労働者	全労働者	男性労働者	女性労働者
Contractual cash earnings きまって支給する現金給与額	Total 計	316.4	361.3	217.5	333.3	373.5	237.1	329.2	367.7	238.8
	Scheduled 所定内給与額	291.3	330.0	206.2	305.8	340.7	222.4	302.6	336.2	223.6
Annual special earnings 年間賞与 その他特別給与額		1,082.9	1,264.2	684.2	1,029.9	1,177.1	677.2	995.9	1,142.2	652.6

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

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

一般労働者の学歴、年齢階級別賃金及び年齢間賃金格差（産業計、企業規模計）

	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	
	1975	2003	1975	2003	1975	2003	1975	2003	1975	2003	1975	2003	1975	2003	1975	2003	1975	2003	1975	2003	1975	2003	1975	2003
Total計	169.9	399.8	124.9	277.6	177	181	134	136	178.2	305.8	111.8	238.1	196	157	131	125	133.0	305.1	87.0	205.2	145	158	110	120
20-24歳	95.8	220.5	93.0	204.3	100	100	100	100	90.7	194.8	85.2	190.3	100	100	100	100	92.4	193.5	79.4	171.5	100	100	100	100
25-29歳	121.4	256.8	110.0	236.8	127	116	118	116	115.8	232.2	98.4	215.0	128	119	115	113	115.0	229.2	86.7	190.1	125	118	109	111
30-34歳	161.1	323.1	136.6	291.4	168	147	147	143	148.4	283.1	118.9	240.2	164	145	140	126	141.4	267.2	92.2	206.4	153	138	116	120
35-39歳	203.1	404.2	160.8	342.6	212	183	173	168	171.8	328.5	142.9	267.7	189	169	168	141	157.8	301.6	94.0	211.8	171	156	118	123
40-44歳	232.4	463.8	182.3	377.1	243	210	196	185	196.6	378.8	167.5	276.3	217	194	197	145	170.2	332.6	100.5	213.4	184	172	127	124
45-49歳	267.4	507.1	202.0	378.7	279	230	217	185	234.8	406.2	183.6	282.8	259	209	215	149	178.4	358.6	112.7	215.0	193	185	142	125
50-54歳	285.3	540.5	217.7	401.3	298	245	234	196	252.3	430.1	188.4	293.8	278	221	221	154	190.6	375.3	117.6	222.3	206	194	148	130
55-59歳	268.3	548.2	207.6	438.0	280	249	223	214	240.9	422.1	178.1	298.6	266	217	209	157	163.5	370.4	111.8	223.3	177	191	141	130
60-64歳	204.4	460.6	181.1	425.4	213	209	195	208	165.9	295.8	142.8	275.2	183	152	168	145	132.8	269.0	101.5	199.4	144	139	128	116

Source: Ministry of Health, Labour and Welfare, **Basic Survey on Wage Structure, 2003.**

40. Trends in Enterprise Wage Differentials by Enterprise Size and Sex (Industry Totals)

企業規模、性別にみた企業規模間賃金格差の推移（産業計）

(1,000 or more=100)

Total 合計	1970	1980	1990	1997				2002			
				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 1000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	82.5	84.0	89.0	89.5
10-99 10-99人	86.8	81.2	79.3	75.4	77.9	79.9	81.3	72.0	74.8	78.1	80.6

Source: Ministry of Health, Labour and Welfare, *Basic Survey 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 and thereafter, results are for private enterprises.

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

			(1,000 yen)						
			1980	1990	1995	2000	2001	2002	2003
Director 部長									
Contractual cash earnings	Actual earnings	実額	401.1	575.6	629.2	638.0	636.3	636.9	631.3
決まって支給する現金給与額	Differential	格差	100	100	100	100	100	100	100
Annual special cash earnings	Actual earnings	実額	2,153.0	3,051.1	3,109.7	2,872.7	2,843.9	2,762.1	2,511.7
年間賞与其他特別給与額	Differential	格差	100	100	100	100	100	100	100
Section chief 課長									
Contractual cash earnings	Actual earnings	実額	320.6	463.8	515.6	521.1	526.2	518.5	514.0
決まって支給する現金給与額	Differential	格差	79.9	80.6	81.9	81.7	82.7	81.4	81.4
Annual special cash earnings	Actual earnings	実額	1,644.2	2,433.2	2,529.5	2,308.4	2,349.5	2,296.8	2,101.5
年間賞与其他特別給与額	Differential	格差	76.4	79.7	81.3	80.4	82.6	83.2	83.7
Chief clerk 係長									
Contractual cash earnings	Actual earnings	実額	271.8	390.2	420.2	435.8	436.6	428.9	430.8
決まって支給する現金給与額	Differential	格差	67.8	67.8	66.8	68.3	68.6	67.3	68.2
Annual special cash earnings	Actual earnings	実額	1,185.9	1,710.6	1,809.8	1,733.8	1,729.9	1,697.9	1,556.5
年間賞与其他特別給与額	Differential	格差	55.1	56.1	58.2	60.3	60.8	61.5	62.0
Non position 非職階									
Contractual cash earnings	Actual earnings	実額	182.1	268.2	297.7	315.0	318.7	316.5	356.2
決まって支給する現金給与額	Differential	格差	45.4	46.6	47.3	49.3	50.1	49.7	56.4
Annual special cash earnings	Actual earnings	実額	609.3	919.1	1,050.7	1,013.9	1,024.6	1,006.1	1,068.1
年間賞与其他特別給与額	Differential	格差	28.3	30.1	33.8	35.2	36.0	36.4	42.5

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

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

Wage Increase Trends Determined by Spring Labour Offensive and Bonus Payments

42. (Summer and Year-End)

春季賃上げ額及び一時金（夏季・年末）の推移

		1960	1970	1980	1990	2000	2001	2002	2003
Wage increase at Spring Labour Offensive	春季賃上げ								
Major enterprises	(主要企業)								
Amount (yen)	額 (円)	1,792	9,166	11,679	15,026	6,499	6,328	5,265	5,233
Ratio (%)	賃上率 (%)	8.7	18.5	6.74	5.94	2.06	2.01	1.66	1.63
Small and medium scale enterprises	中小企業								
Amount (yen)	額 (円)	—	7,390	10,069	11,050	3,789	3,775	2,913	2,860
Ratio (%)	賃上率 (%)	—	19.9	7.38	5.53	1.56	1.54	1.19	1.17
Bonus payment (Major enterprises)	一時金 (主要企業)								
Summer	夏季								
Agreed amount (yen)	妥結額 (円)	—	138,892	447,985	697,946	758,804	783,113	749,803	781,930
Increase rate (%)	伸び率 (%)	—	22.2	10.3	8.0	-0.54	2.86	-4.30	3.00
Year-end	年末								
Agreed amount (yen)	妥結額 (円)	—	160,202	482,672	765,542	799,232	812,934	755,551	771,540
Increase rate (%)	伸び率 (%)	—	19.2	8.7	6.8	0.76	1.76	-5.88	1.97

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.

43. Summer and Year-End Bonus Payments 夏季及び年末賞与

		Industry, Size of Enterprise, Year 産業・事業所規模・年					
		Totals for Industries Surveyed ⁵⁾ 調査産業計					
		5 or more 5人以上			30 or more 30人以上		
		2001	2002	2003	2001	2002	2003
Summer	夏季						
Actual amount (thousand yen)	実額 (千円)	438.1	412.9	418.8	512.6	474.1	482.6
Change over previous year same quarter ²⁾ (%)	対前年同期増減率	-1.0	-5.9	1.4	1.0	-7.4	1.8
Pay ratio ³⁾ (month)	支給率 (月)	1.10	1.04	1.05	1.30	1.19	1.22
Ratio of paying enterprises ⁴⁾ (%)	支給事業所数割合	74.2	72.7	68.7	91.6	90.3	90.8
Year-end	年末						
Actual amount (thousand yen)	実額 (千円)	454.3	—	—	534.6	—	—
Change over previous year same quarter ²⁾ (%)	対前年同期増減率	-3.7	—	—	-3.0	—	—
Pay ratio ³⁾ (month)	支給率 (月)	1.14	—	—	1.38	—	—
Ratio of paying enterprises ⁴⁾ (%)	支給事業所数割合	79.1	—	—	93.1	—	—

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

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.

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

			1980	1990	1999	2000	2001
Japan (E)	(yen/month) ²⁾	(円/月)	244,571	352,020	399,088	406,707	406,089
	(yen/day)	(円/日)	11,482	17,006	20,362	20,645	20,719
	(yen/hour)	(円/時間)	1,373	1,909	2,465	2,469	2,493
United States (E)	(\$/hour) ³⁾	(ドル/時間)	7.27	10.83	13.90	14.37	14.83
France (E)	(franc/hour) ⁴⁾	(フラン/時間)	22.72	45.46	—	—	—
Germany (E)	(mark/hour) ⁵⁾	(マルク/時間)	13.18	20.07	27.53	27.78	14.42
Italy (R)	(1990=100) ⁶⁾	(1990年=100)	—	100.0	110.9	113.1	115.2
United Kingdom (E)	(pound/hour) ⁷⁾	(ポンド/時間)	—	6.05	9.49	9.72	10.49
China (E)	(yuan/month)	(元/月)	65.33	172.25	649.50	729.00	—
Singapore (E)	(\$/month)	(ドル/月)	—	1,395.0	2,803	3,036	3,117
Thailand (R)	(baht/month) ⁸⁾	(バーツ/月)	1,264 (E)	3,357	5,921	—	—

Sources: ILO, *Yearbook of Labour Statistics*, 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）

		1988	1991	1995	1998	2001	
Japan	Total	計	100.0	100.0	100.0	100.0	
	Cash wages ¹⁾	現金給与	83.7	83.0	82.3	81.2	81.7
	Non-wage costs	現金給与以外	16.3	17.0	17.7	18.8	18.3
	Statutory welfare costs	法定福利費	7.9	8.5	8.9	9.5	9.3
	Voluntary social benefits	法定外福利費	2.8	3.1	3.1	2.9	2.3
	Retirement allowance ²⁾	退職金等	4.3	4.1	4.9	5.5	5.8
	Others ³⁾	その他	1.3	1.4	0.9	0.7	1.0
		1977	1987 ⁴⁾	1992 ⁴⁾	1995 ⁴⁾	2001 ⁴⁾	
United States	Total	計	100.0	100.0	100.0	100.0	
	Cash wages ¹⁾	現金給与	82.6	80.7	71.8	71.6	80.7
	Non-wage costs	現金給与以外	17.4	19.4	28.2	28.4	19.3
	Statutory welfare costs	法定福利費	6.6	8.5	9.1	8.5	8.0
	Voluntary social benefits	法定外福利費	5.7	10.6	16.1	15.8	11.3
	Retirement allowance ²⁾	退職金等	4.9	—	2.9	4.0	
	Others ³⁾	その他	—	0.3	0.1	0.1	
		1981	1988	1992	1996	2000	
United Kingdom	Total	計	100.0	100.0	100.0	100.0	
	Cash wages ¹⁾	現金給与	81.6	86.0	85.1	83.8	76.8
	Non-wage costs	現金給与以外	18.4	14.0	15.0	16.2	23.2
	Statutory welfare costs	法定福利費	9.4	7.3	7.5	8.5	8.3
	Voluntary social benefits	法定外福利費	} 6.3	} 4.2	} 4.7	5.0	8.7
	Retirement allowance ²⁾	退職金等				0.0	1.0
	Others ³⁾	その他	2.7	2.5	2.9	2.8	4.7

		1981	1988	1992	1996	2000	
France	Total	計	100.0	100.0	100.0	100.0	100.0
	Cash wages ¹⁾	現金給与	69.9	69.0	68.1	65.2	64.8
	Non-wage costs	現金給与以外	30.1	31.0	32.0	35.0	58.4
	Statutory welfare costs	法定福利費	18.9	19.2	21.8	21.8	35.2
	Voluntary social benefits	法定外福利費	3.1	4.5	7.0	7.4	8.9
	Retirement allowance ²⁾	退職金等	3.7	4.0		1.8	2.2
	Others ³⁾	その他	4.4	3.5	3.3	4.2	3.7
		1981	1988 ⁵⁾	1992	1996	2000	
Germany	Total	計	100.0	100.0	100.0	100.0	100.0
	Cash wages ¹⁾	現金給与	78.2	77.0	78.8	73.8	75.8
	Non-wage costs	現金給与以外	21.9	23.0	21.6	26.3	24.2
	Statutory welfare costs	法定福利費	16.1	16.5	15.3	15.9	15.7
	Voluntary social benefits	法定外福利費	0.2	0.1	3.1	7.6	7.0
	Retirement allowance ²⁾	退職金等	3.4	4.2		0.6	0.6
	Others ³⁾	その他	2.2	2.2	3.2	2.2	1.2

Sources: Eurostat, **Labour Cost (Eurostat Databases)**. Ministry of Health, Labour and Welfare, **General Survey on Wages and Working Hours System**. Bureau of Labor Statistics "Employer Costs for Employee Compensation.

Notes: 1) In the U.K., Germany, and France, this includes allowances paid in kind. However, in Japan, allowances paid in kind are included under Others.

2) Includes pension and savings, etc.

3) Training costs, taxes, subsidies, etc.

4) Derived from March surveys by an index based on 1980.

5) Germany figures for 1988 and earlier are for former West Germany.

46.

Trend 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

	1960	1970	1980	1990	1997	2001	2002	2003
Annual total of hours actually worked 総実労働時間 (年間)	2,432	2,239	2,108	2,052	1,900	1,848	1,837	1,846
Annual scheduled hours worked 所定内労働時間 (年間)	2,170	2,039	1,946	1,866	1,750	1,714	1,700	1,700
Annual non-scheduled hours worked 所定外労働時間 (年間)	262	200	162	186	150	134	137	146

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

- 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 Number of Enterprises and Employees by Main Type of Weekly Days Off 週休制の形態別企業数・適用労働者数の割合

	1970	1980	1990	1997	2002	2003
Ratio of enterprises 適用企業数の割合						
Some type of weekly two days off 何らかの週休2日制	4.4	47.6	66.9	90.0	90.3	88.4
Perfect weekly two days off 完全週休2日制	0.3	5.4	11.5	33.6	33.7	35.9
Other weekly two days off ²⁾ その他の週休2日制	4.1	42.2	55.4	56.3	56.6	52.5
Ratio of employees 適用労働者数の割合						
Some type of weekly two days off 何らかの週休2日制	1.8	74.1	86.4	95.4	94.0	91.3
Perfect weekly two days off 完全週休2日制	0.5	23.0	39.2	60.9	56.5	57.1
Other weekly two days off ²⁾ その他の週休2日制	1.3	51.1	47.2	34.5	37.5	34.2

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

Notes: 1) Enterprises with 30 employees or more were surveyed.

2) "Other than full two days off" shows various weekly two days off types such as "three times a month", "every two weeks", "twice a month" or "once a month".

48. 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

Size of enterprise 企業規模		1980	1990	1999	2002	2003
Total	計					
Average grant day ¹⁾	平均付与日数	14.4	15.5	17.8	18.1	18.2
Average acquired day	平均取得(消化)日数	8.8	8.2	9.0	8.8	8.8
Average grant acquired rate ²⁾ (%)	平均取得(消化)率	61.3	52.9	50.5	48.4	48.1
1,000 employees or more	1,000人以上					
Average grant day ¹⁾	平均付与日数	16.6	17.4	19.2	19.5	19.5
Average acquired day	平均取得(消化)日数	10.4	9.5	10.9	10.1	10.4
Average grant acquired rate ²⁾ (%)	平均取得(消化)率	62.7	54.7	56.5	51.7	53.1
100-999 employees	100-999人					
Average grant day ¹⁾	平均付与日数	13.7	14.7	17.3	17.7	17.6
Average acquired day	平均取得(消化)日数	8.4	7.7	8.2	8.1	8.0
Average grant acquired rate ²⁾ (%)	平均取得(消化)率	61.2	52.1	47.3	45.8	45.5
30-99 employees	30-99人					
Average grant day ¹⁾	平均付与日数	12.1	13.4	16.0	16.4	17.0
Average acquired day	平均取得(消化)日数	7.1	6.7	7.0	7.5	7.3
Average grant acquired rate ²⁾ (%)	平均取得(消化)率	58.6	50.1	43.7	45.6	43.1

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

Notes: 1) Average grant day excludes transferred days.

2) Average rate of gain = $\frac{\text{gained day}}{\text{offered day}} \times 100$

49. Adoption of Variable Working Hour 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）

Adoption of Variable Working Hour 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 hour system.) 企業数割合（かつこ内は適用労働者数割合）（%）

	1990	1996	2003	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 hour system (workers applied under the variable working hour 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)	57.1 (48.2)	69.4 (45.0)	59.1 (50.0)	55.8 (51.2)
Variable working hour 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)	39.8 (23.3)	22.7 (10.3)	35.5 (27.8)	42.0 (40.4)
Variable working hour system on a monthly basis 1ヵ月単位の変形労働時間制	10.7 (17.9)	18.3 (21.1)	14.5 (17.0)	34.1 (22.1)	18.8 (15.9)	12.2 (9.2)
Flexible working hour system フレックスタイム制	2.2 (4.8)	4.8 (9.8)	4.9 (7.8)	30.1 (12.5)	10.2 (6.4)	2.0 (1.5)
Enterprises not adopting variable working hour system (workers not applied under the variable working hour 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)	42.9 (51.8)	30.6 (55.0)	40.9 (50.0)	44.2 (48.8)

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 hour system to all or part of their workers.
- 2) Only the main types of variable working hour system.
- 3) Figures marked with * are figures for the 3-Month Unit Variable Working Hour 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 hour system is actually applied.
- 2) Figures marked with * are figures for the 3-Month Unit Variable Working Hour 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	2003	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)	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)	8.1 (5.8)	19.7 (8.1)	13.0 (5.0)	5.9 (2.7)			
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)	7.3 (5.1)	15.9 (6.9)	11.7 (4.5)	5.4 (2.6)			
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)	1.7 (0.6)	9.1 (1.2)	3.6 (0.4)	0.8 (0.1)			
Enterprises not adopting judged working hour system (Workers not applied under judged working hour system)		95.5 (96.8)	93.9 (96.2)	91.9 (94.2)	80.3 (91.9)	87.0 (95.0)	94.1 (97.3)			
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)										

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

Note: 2002 data for Discretion Labour under the Judged Working Hour System include figures on the application of the Planned Discretion Labour System.

50. 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）

	1980	1990	1998	1999	2000	2001
Japan	2,162 (209)	2,124 (219)	1,947 (152)	1,942 (155)	1,970 (175)	1,948 (159)
United States	1,893 (146)	1,948 (192)	1,991 (239)	1,991 (239)	1,986 (239)	1,943 (203)
France	1,759	1,683	1,672	1,650	1,589	1,554
Germany	1,719 (104)	1,598 (99)	1,525 (57)	1,525 (57)	—	—
United Kingdom	1,883 (125)	1,953 (187)	1,925 (177)	1,902 (151)	1,902 (151)	1,888 (135)

Sources: Estimates from Working Hours Division, Wages and Working Hours Department, Ministry of Health, Labour and Welfare, 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 all 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.

51.

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）

Establishments with 100 employees and more

(%)

		1980	1985	1990	1999	2000	2001	2002
Frequency rate	度数率	3.59	2.52	1.95	1.80	1.82	1.79	1.77
Severity rate	強度率	0.32	0.29	0.18	0.14	0.18	0.13	0.12

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.

52. 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）

By Industry 産業別	1980	1985	1990	1999	2000	2001	2002	2003
All Industries 全産業	335,706 (3,009)	257,240 (2,572)	210,108 (2,550)	130,100 (1,992)	133,948 (1,889)	127,080 (1,790)	125,918 (1,658)	125,750 (1,628)
Manufacturing 製造業	106,481 (589)	80,401 (475)	62,404 (447)	37,000 (344)	37,753 (323)	34,751 (326)	32,921 (275)	32,518 (293)
Mining 鉱業	8,477 (105)	4,642 (137)	1,230 (44)	800 (24)	760 (26)	673 (24)	628 (17)	669 (14)
Construction 建設業	112,786 (1,374)	73,595 (960)	60,900 (1,075)	33,400 (794)	33,599 (731)	31,053 (644)	30,650 (607)	29,263 (548)
Transportation 交通運輸業	4,626 (52)	3,643 (53)	2,935 (64)	1,800 (29)	1,872 (29)	1,796 (32)	1,880 (35)	1,963 (32)
Overland Freight Transport 陸上貨物運送業	21,807 (261)	18,444 (259)	16,831 (311)	13,800 (270)	14,653 (271)	14,289 (241)	13,858 (234)	13,991 (241)
Harbor Cargo Handling 港湾荷役業	4,108 (55)	2,095 (42)	1,103 (28)	400 (10)	388 (11)	392 (18)	389 (15)	348 (12)
Forestry 林業	12,490 (117)	8,498 (122)	5,069 (89)	2,800 (71)	2,773 (53)	2,550 (54)	2,531 (49)	2,572 (61)
Others その他	64,931 (456)	65,922 (524)	59,636 (492)	40,100 (450)	42,150 (445)	41,576 (451)	43,061 (426)	44,426 (427)

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

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

53. Amount of accrued benefit payment at time of retirement by educational attainment and type of worker 学歴、労働者の種類別定年退職者の退職給付額 (2003年)

Size of Enterprise 企業規模	Educational background & duration of Service 学歴及び勤続年数	College or university graduates (Administrative, clerical & technical workers) 大学卒 (管理・事務・技術職)				Upper secondary school graduates (Administrative, clerical & technical workers) 高校卒 (管理・事務・技術職)					
		20-24 years 20-24年	25-29 years 25-29年	30-34 years 30-34年	35 years and over 35年以上	20-24 years 20-24年	25-29 years 25-29年	30-34 years 30-34年	35 years and over 35年以上		
		1,000 employees or more 1,000人以上	Amount of retirement allowance (10,000yen) 退職金額 (万円)	2,779	1,298	2,699	2,841	2,808	2,434	1,167	1,718
	Rate of payment to monthly regular pay 月収換算 (月分)	44.9	25.0	41.0	45.0	45.8	48.2	30.0	41.1	46.8	49.0
300-999 employees 300-999人	Amount of retirement allowance (10,000yen) 退職金額 (万円)	2,329	1,314	2,118	2,054	2,566	2,139	454	1,206	1,534	2,321
	Rate of payment to monthly regular pay 月収換算 (月分)	41.7	27.8	40.2	39.8	43.4	45.5	15.9	31.5	37.5	47.5
100-299 employees 100-299人	Amount of retirement allowance (10,000yen) 退職金額 (万円)	1,795	1,276	1,321	1,693	1,954	1,552	608	975	1,354	1,743
	Rate of payment to monthly regular pay 月収換算 (月分)	36.7	23.2	31.4	32.7	39.8	37.8	17.2	26.9	32.5	41.6
30-99 employees 30-99人	Amount of retirement allowance (10,000yen) 退職金額 (万円)	1,290	821	1,452	1,408	1,445	1,164	464	813	1,054	1,585
	Rate of payment to monthly regular pay 月収換算 (月分)	28.5	23.4	39.4	30.1	28.2	28.5	12.8	19.9	26.0	37.2

Source: Ministry of Health, Labour and Welfare, **General Survey on working conditions.**

Note: 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.

54. Status of implementation of accrued benefit system (lump sum/pension) 退職給付（一時金・年金）制度の実施状況

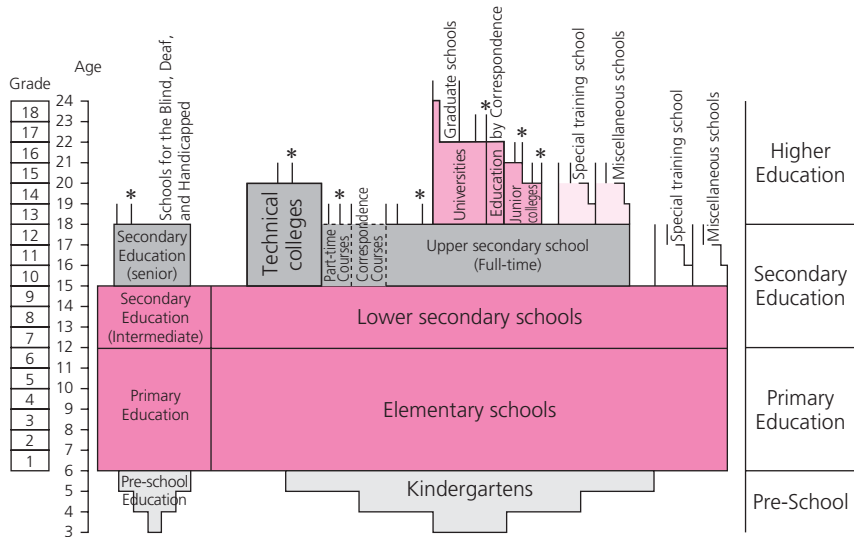
		(%)			
Size of enterprise 企業規模		1989	1993	1997	2003
All sizes	企業規模計				
Enterprises having retirement allowance system	退職給付（一時金・年金）制度がある企業	(88.9) 100	(92.0) 100	(88.9) 100	(86.7) 100
Enterprises having only lump-sum payment method	退職一時金制度のみの企業	49.3	47.0	47.5	46.5
Enterprises having pension method	退職給付（年金）制度がある企業	50.7	53.0	52.5	53.5
Only pension method	退職給付（年金）制度のみ	11.3	18.6	20.3	19.6
Combination of both method	退職一時金制度との併用	39.3	34.5	32.2	33.9
1,000 employees or more	1,000人以上				
Enterprises having retirement allowance system	退職給付（一時金・年金）制度がある企業	(99.5) 100	(99.7) 100	(99.5) 100	(97.1) 100
Enterprises having only lump-sum payment method	退職一時金制度のみの企業	13.6	10.6	9.6	11.0
Enterprises having pension method	退職給付（年金）制度がある企業	86.4	89.4	90.4	89.0
Only pension method	退職給付（年金）制度のみ	12.5	19.8	22.7	19.1
Combination of both method	退職一時金制度との併用	73.9	69.6	67.7	69.9
300-999 employees	300-999人				
Enterprises having retirement allowance system	退職給付（一時金・年金）制度がある企業	(98.6) 100	(98.7) 100	(97.7) 100	(95.7) 100
Enterprises having only lump-sum payment method	退職一時金制度のみの企業	26.9	19.4	17.6	22.7
Enterprises having pension method	退職給付（年金）制度がある企業	73.1	80.6	82.4	77.3
Only pension method	退職給付（年金）制度のみ	16.4	26.4	31.2	26.4
Combination of both method	退職一時金制度との併用	56.7	54.2	51.3	50.9

Size of enterprise 企業規模		1989	1993	1997	2003
100-299 employees	100-299人				
Enterprises having retirement allowance system	退職給付（一時金・年金）制度がある企業	(94.1) 100	(95.2) 100	(95.9) 100	(89.5) 100
Enterprises having only lump-sum payment method	退職一時金制度のみの企業	40.8	37.7	35.2	34.7
Enterprises having pension method	退職給付（年金）制度がある企業	59.2	62.3	64.8	65.3
Only pension method	退職給付（年金）制度のみ	13.0	21.6	23.1	21.6
Combination of both method	退職一時金制度との併用	46.2	40.7	41.7	43.7
30-99 employees	30-99人				
Enterprises having retirement allowance system	退職給付（一時金・年金）制度がある企業	(86.1) 100	(90.1) 100	(85.7) 100	(84.7) 100
Enterprises having only lump-sum payment method	退職一時金制度のみの企業	55.7	54.3	56.1	54.1
Enterprises having pension method	退職給付（年金）制度がある企業	44.3	45.7	43.9	45.9
Only pension method	退職給付（年金）制度のみ	10.2	16.7	18.2	18.3
Combination of both method	退職一時金制度との併用	34.0	29.0	25.8	27.7

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.

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: provide vocational and practical trainings.

Kindergarten: for pre-school children.

Source: Ministry of Education, Culture, Sports, Science and Technology, **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.

56. Number of New Graduates, Ratio of Enrolled Students Entering Higher Institutions, Number of New Graduates Entering the Labour Market and Its Ratio
新規学卒者数、進学率、就職者数及び就職率

		(1,000 persons, %)							
		1960	1970	1980	1990	2000	2001	2002	2003
Lower secondary School	中学校								
New graduates	新規学卒者	1,770	1,667	1,723	1,982	1,465	1,410	1,365	1,325
New graduates entering the labour market	就職者	633	214	44	40	13	13	11	9
Ratio of those entering higher institutions ²⁾	進学率 (%)	57.7	82.1	94.2	94.4	95.9	95.8	95.8	96.1
Ratio of new graduates entering the labour market	就職率 (%)	38.6	16.3	3.9	2.8	1.0	1.0	0.9	0.8
Upper secondary school	高等学校								
New graduates	新規学卒者	934	1,403	1,399	1,767	1,329	1,327	1,315	1,281
New graduates entering the labour market	就職者	567	803	581	608	242	240	221	210
Ratio of those entering higher institutions	進学率 (%)	17.2	24.2	31.9	30.5	45.1	45.1	44.8	44.6
Ratio of new graduates entering the labour market	就職率 (%)	61.3	58.2	42.9	35.2	18.6	18.4	17.1	16.6
Junior College	短大								
New graduates	新規学卒者	30	115	170	208	178	157	131	119
New graduates entering the labour market	就職者	18	80	129	181	100	93	79	71
Ratio of those entering higher institutions	進学率 (%)	8.6	3.8	3.2	3.4	9.4	10.2	10.2	11.1
Ratio of new graduates entering the labour market	就職率 (%)	58.9	70.3	76.0	87.0	56.0	59.1	60.3	59.7

University	大学								
New graduates	新規学卒者	120	241	379	400	539	546	548	545
New graduates entering the labour market	就職者	100	188	285	324	301	312	311	300
Ratio of those entering higher institutions ³⁾	進学率 (%)	3.8	5.2	4.4	6.8	10.7	10.8	10.9	11.4
Ratio of new graduates entering the labour market	就職率 (%)	83.2	78.1	75.3	81.0	55.8	57.3	56.9	55.1

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

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.

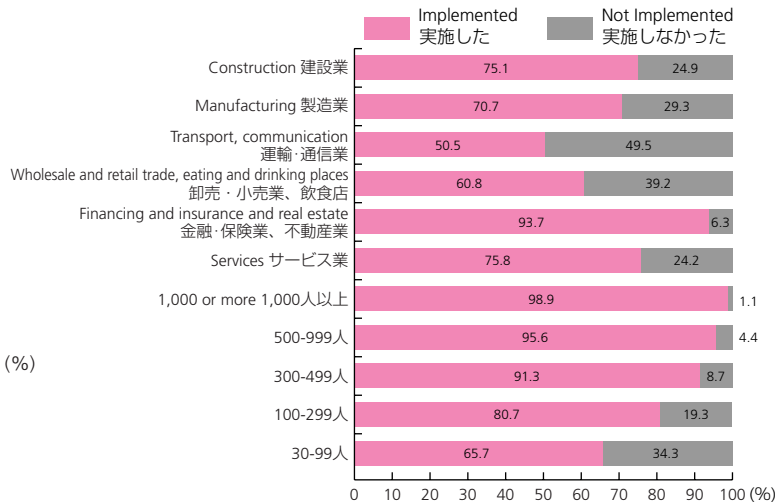
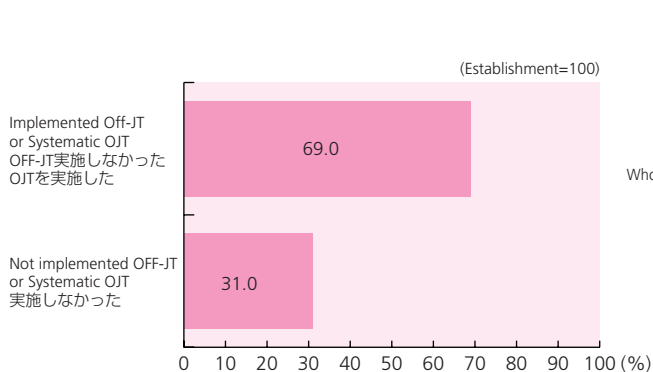
2) Indicates the ratio of those entering upper secondary schools and technical colleges.

3) Indicates the ratio of those entering graduate schools.

4) From 1980 and thereafter, Okinawa is also included.

57. 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）



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

58. Purposes of Job Training by Industry/Establishment (Multiple Responses) (1998)
産業・事業所別教育訓練実施の目的（複数回答）（1998年）

(Establishments that implement Off-JT or systematic OJT=100)
 (OFF-JT又は計画的OJTを実施している事務所=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

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

59. Time Spent on Job Training (1997)

Off-JTの受講時間 (1997年)

(%)

	Employees who have received Off-JT Total OFF-JTを受けた従業員計	Time spent on Off-JT OFF-JTの受講時間				
		less than 10 hours 10時間未満	10-50 hours 10-50時間	50-100 hours 50-100時間	100 hours or over 100時間以上	not reported 無回答
Total 合計	100.0	23.4	59.2	10.0	6.1	1.3

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

60. 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）

(%)

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 25 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*.

61.

Trends in Number of Labour Unions and Members

労働組合数及び組合員数の推移

	1950	1960	1970	1980	1990	1999	2000	2001	2002	2003
	(As of June 30)									
Labour Unions ¹⁾ 労働組合数	29,144	41,561	60,954	72,693	72,202	69,387	68,737	67,706	65,642	63,955
Members ²⁾ (1,000 persons) 労働組合員数 (千人)	5,774	7,662	11,605	12,369	12,265	11,825	11,539	11,212	10,801	10,531
Estimated Unionization Rate 推定組織率 (%)	46.2	32.2	35.4	30.8	25.2	22.2	21.5	20.7	20.2	19.6

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 Unions which, in most cases, are comprised of the unions of a single enterprise.

62. Trends in Number of Labour Union Members of Private Enterprises by Size of Establishment (in Labour Union Unit)

企業規模別民営企業の労働組合員数の推移（単位労働組合）

		1990	1997	2000	2001	2002	2003
Total 計							
Members (1,000 persons)	労働組合員数 (千人)	9,515	9,610	8,975	8,694	8,359	8,151
Estimated Unionization rate (%)	推定組織率	21.9	19.8	18.7	18.0	17.5	17.1
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	5,274	5,079	4,835	4,696
Estimated Unionization rate (%)	推定組織率	61.0	58.4	54.2	53.5	54.8	51.9
100-999 100-999人							
Members (1,000 persons)	労働組合員数 (千人)	2,480	2,408	2,246	2,194	2,101	2,039
Estimated Unionization rate (%)	推定組織率	24.0	20.1	18.8	17.7	16.8	16.6
99 or less 99人以下							
Members (1,000 persons)	労働組合員数 (千人)	463	400	361	346	330	319
Estimated Unionization rate (%)	推定組織率	2.0	1.5	1.4	1.3	1.3	1.2

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.

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

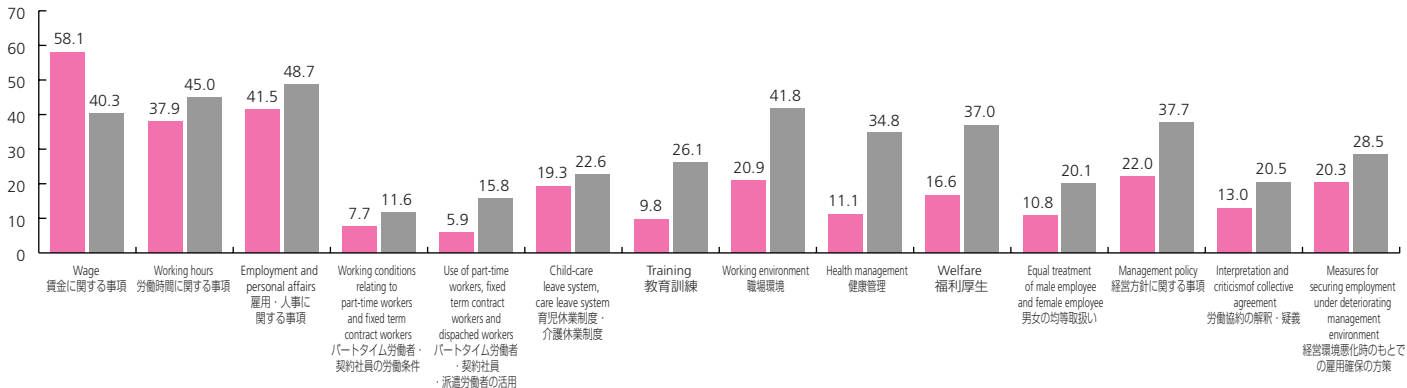
Division 区分		(Total of labour unions=100) (%)	
		(Labour management consultation organization) Present あり	労使協議機関 Absent なし
2002	計	80.6	19.4
Number of labour union members	労働組合員数規模		
5,000 or more	5,000人以上	98.3	1.7
1,000-4,999	1,000-4,999人	97.4	2.6
500-999	500-999人	94.3	5.7
300-499	300-499人	92.3	7.7
100-299	100-299人	86.5	13.5
30-99	30-99人	72.6	27.4
1997	計	78.1	21.9

Source: Ministry of Health, Labour and Welfare, *Survey on Collective Bargaining and Labour Disputes, 2002*.

64. Ratio of labour Unions by Items Discussed between Labour and Management, and Platform Where the Talks Were Held(in the past 3 years)

過去3年間における労使間の話し合い事項、労働組合の割合

■ Session through collective bargaining 団体交渉
■ Session through labour management consultation organization 労使協議機関



Source: Ministry of Health, Labour and Welfare, *Survey on Collective Bargaining and Labour Disputes, 2002*.

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

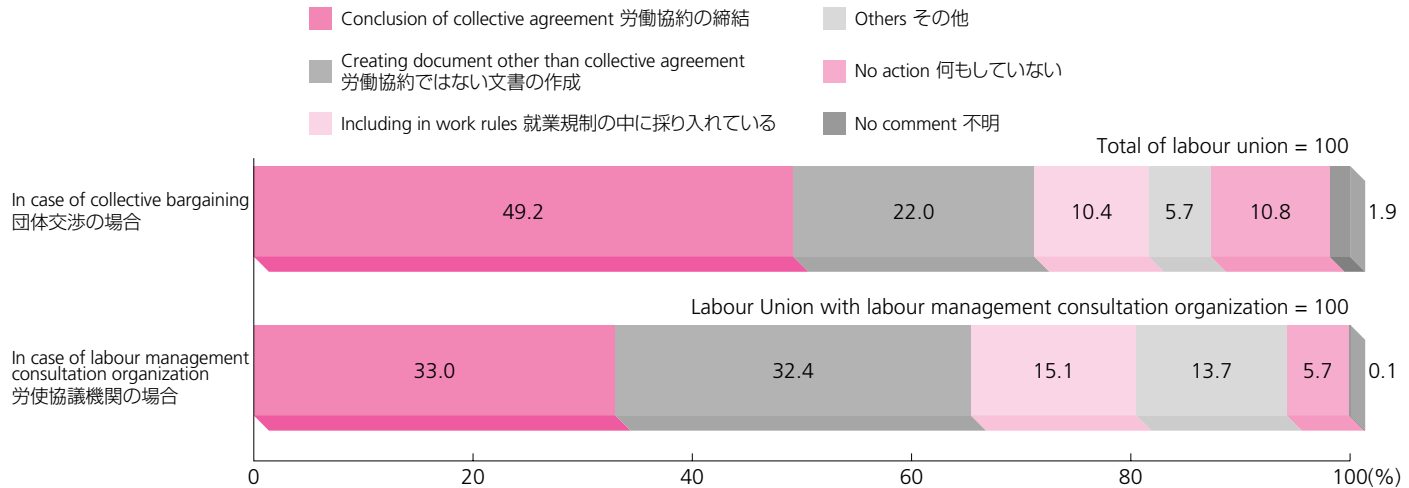
団体交渉・労使協議における取扱い事項の区別

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

	Total 計
Total of labour unions with labour management consultation organization	100.0
Subjects of negotiation are distinguished by whether they were handled by collective bargaining or by labour management consultation organization.	85.6 (100.0)
(Criteria of classification)	
Classified by subject	(70.8)
Classified by possibility to develop into dispute acts	(9.0)
Problem being handled in the labour management consultation organization at first, then, transferred to collective bargaining as necessary.	(41.4)
Other classification criteria	(4.3)
Subjects of negotiation are not distinguished by whether they were handled by collective bargaining or by labour management consultation organization	14.4

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

66. 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



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

67.

Number of Labour Disputes by Principal Demands

主要要求事項別労働争議件数

		1950	1960	1970	1980	1990	1998	1999	2000	2001	2002
Total Disputes	労働争議件数	1,487	2,222	4,511	4,376	2,071	1,164	1,102	958	884	1,002
Wage increase	賃金増額	—	805	2,131	3,236	954	392	385	310	235	270
Temporary allowance	臨時給与金	—	638	1,260	722	1,123	278	212	224	176	147
Revision of working hours	労働時間の変更	—	16	16	48	39	40	12	7	35	18
Objection to discharge or issues of reinstatement	解雇反対・被解雇者の復職	—	93	137	112	40	176	208	147	151	171
Objection to discontinuance / shutdown / contraction of business	事業の休廃止・合理化	—	15	28	26	16	45	23	32	26	22

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.

Worker's Household Income and Expenditure

勤労者世帯の家計収支動向

(1,000 yen)

Monthly income (Average) 毎月の平均実収入	Fiscal year			
	1980		2002	
		(%)	(%)	(%)
Income	実収入	350 (100.0)	538 (100.0)	
Wages and salaries	勤め先収入	331 (94.6)	504 (93.7)	
Household head	世帯主収入	293 (83.7)	439 (81.6)	
Regular	定期収入	226 (64.6)	367 (68.2)	
Temporary and bonuses	臨時収入・賞与	67 (19.1)	72 (13.4)	
Wife's income	世帯主の配偶者の収入うち女	24 (6.9)	55 (10.2)	
Other household members	他の世帯員収入	13 (3.7)	11 (2.0)	
Business and homework	事業・内職収入	6 (1.7)	3 (0.6)	
Other current income	他の経常収入	5 (1.4)	19 (3.5)	
Non-current income	特別収入	8 (2.3)	12 (2.2)	
Persons per household	世帯人員数	3.83	3.46	
Earners per household	有業人員数	1.50	1.64	
Age of head	世帯主年齢	41.7	46.4	

(1,000 yen)

Monthly expenditure (Average) 毎月の平均支出	Fiscal year			
	1980		2002	
		(%)	(%)	(%)
Total	支出計	282 (100.0)	416 (100.0)	
Living Expenditure	消費支出	238 (84.3)	331 (79.6)	
Food	食料	66 (23.0)	73 (17.5)	
Housing	住居	11 (3.9)	22 (5.3)	
Fuel, light and water charges	光熱・水道	13 (4.6)	21 (5.0)	
Furniture and household utensils	家具・家事用品	10 (3.5)	11 (2.6)	
Clothes and footwear	被服及び履物	18 (6.4)	16 (3.8)	
Medical care	保険医療	6 (2.1)	10 (2.4)	
Transportation and communication	交通・通信	20 (7.1)	44 (10.6)	
Education	教育	9 (3.2)	17 (4.1)	
Reading and recreation	教養娯楽	20 (7.1)	33 (7.9)	
Other living expenditure	その他の消費支出	65 (23.0)	84 (20.2)	
Non-living expenditure	非消費支出	44 (15.6)	86 (20.7)	
Earned income tax	勤労所得税	13 (4.6)	17 (4.1)	
Other taxes	他の税	11 (3.9)	7 (1.7)	
Social insurance premiums	社会保険料	20 (7.1)	48 (11.5)	

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

69.

Trends in National Savings Rate

貯蓄率の推移

	1990	1998	1999	2000	2001	(%)
Japan	21.4	12.9	10.9	10.7	8.6	
United States	5.0	7.6	7.0	6.4	3.9	
France	10.2	8.7	9.0	9.1	8.5	
Germany	13.0	8.1	7.4	7.6	5.7	
Italy	9.2	9.6	9.0	8.8	8.4	
United Kingdom	4.5	7.3	5.2	5.1	3.6	

Sources: OECD, *National Account Vol. 1*, Economic Social Research Institute Cabinet Office Government of Japan, *National Accounts*.

IMF, *International Financial Statistics Yearbook 2002*.

UN, *National Accounts*.

Note: National savings rate = $\frac{\text{net saving}}{\text{net national disposable income}} \times 100$

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

		(%)				
		1980	1985	1990	1995	2000
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	98.4	99.1	99.2	98.9	98.9
Owned houses	持家	60.7	61.7	61.2	61.0	61.9
Rented houses owned by local government	公営の借家	5.1	5.3	5.1	5.0	4.7
Rented houses owned by public corporation	公団・公社の借家	2.3	2.3	2.2	2.1	2.0
Rented houses owned privately	民営の借家	24.5	24.5	26.0	26.2	26.5
Issued houses	給与住宅	5.9	5.3	4.7	4.6	3.7
Rented rooms ²⁾	間借り	1.6	0.9	0.8	1.1	1.1

Source: Ministry of Public Management, Home Affairs, Posts and Telecommunications, *Population Census of Japan 2000*.

Notes: 1) Includes "Rented rooms" of Okinawa Prefecture.

2) Excludes Okinawa Prefecture.

71.

National Medical Expense

国民医療費

		(trillion yen, %)										
		1985	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
National Medical Expense	国民医療費	16.0	23.5	24.4	25.8	27.0	28.5	29.1	29.8	30.9	30.4	31.3
Ratio of National Medical Expense to National Income	国民医療費の国民所得に対する割合	6.2	6.3	6.6	6.9	7.1	7.3	7.4	7.8	8.1	8.0	8.5
Medical Expense for the Elderly	老人医療費	4.1	6.9	7.5	8.2	8.9	9.7	10.3	10.9	11.8	11.2	11.7
Ratio of Medical Expense for the Elderly to National Medical Expense	老人医療費の国民医療費に対する割合	25.4	29.5	30.6	31.6	33.1	34.1	35.4	36.5	38.2	36.9	37.2

Source: Ministry of Health, Labour and Welfare, *Annual Report on Health and Welfare 2002*.

Note: Since Nursing Care Insurance System was created in FY 2000, part of the Medical Expense was transferred to the System.

72. 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

	Japan (2004)	United States (2001)	United Kingdom (2001)	Germany (2001)	France (2001)	Sweden (2001)
Social Security Burden Rate 社会保障負担率	14.4	8.8	9.8	25.1	24.8	22.3
Tax Burden Rate 税負担率	21.1	26.4	40.3	30.1	39.1	52.0

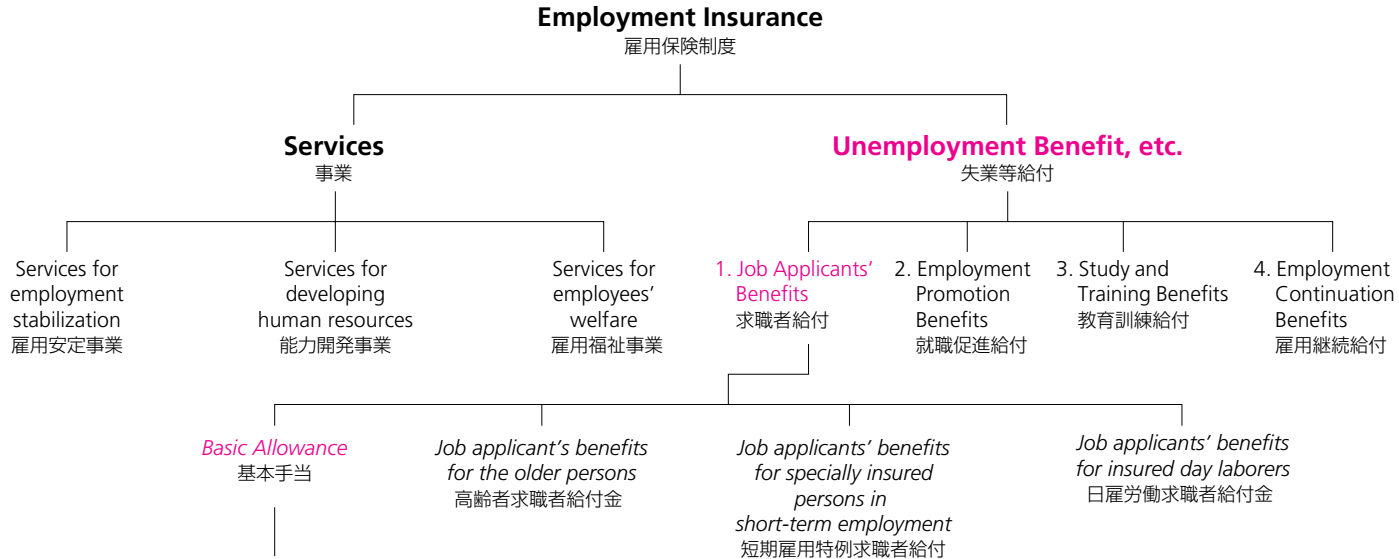
Source: National Institute of Population and Social Security Research, *Annual Report on Social Security Statistics*
International Comparison of Rate of Public Share

Note: 1) Figures for Japan are the outlook for financial year. Other country figures use calendar years and actual results.

73.

Employment Insurance System (2003)

雇用保険制度の概要 (2003年)



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

		(1) Duration of benefits for separated ¹⁾ workers having specified recipient qualification. (category (3) excluded) 特定受給資格者に対する給付日数 ((3)を除く)					(2) Duration of benefits for separated workers not falling under category (1). (category (3) excluded) 特定受給資格者以外のものに対する給付日数 ((3)を除く)		(3) Duration of benefits for separated workers having difficulty finding a job 就職困難な受給資格者に対する給付日数	
Term of insurance coverage 被保険者であった期間	Age 年齢	Under 30 30歳未満	30-44 30-44歳	35-44 35-44歳	45-59 45-59歳	60-64 60-64歳	All ages 全年齢	Under 45 45歳未満	45-64 45-64歳	
	Less than 1 Year	1年未満	90 days	90 days	90 days	90 days	90 days	90 days	150 days	150 days
1-4 Years	1-4年	90 days	90 days	90 days	180 days	150 days	90 days	300 days	360 days	
5-9 Years	5-9年	120 days	180 days	180 days	240 days	180 days	90 days	300 days	360 days	
10-19Years	10-19年	180 days	210 days	240 days	270 days	210 days	120 days	300 days	360 days	
20+Years	20年以上	—	240 days	270 days	330 days	240 days	150 days	300 days	360 days	

Notes: 1) Workers having specified recipient qualification are those who were obliged to be separated through bankruptcy, dismissal, etc.

2) 1/4 form Government Treasury.

3) 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	7/1000	8/1000	8/1000
Employer	事業主	10.5/1000	11.5/1000	12.5/1000
Total	計	17.5/1000	19.5/1000	20.5/1000

Source: Ministry of Health, Labour and Welfare, **Guide to Labour Issues, 2004.**

Note: The rate is applicable until the end of March, 2005.

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

	1960	1970	1980	1990	2000	2001	2002
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	2,018	2,028	2,023
Insured worker (1,000 workers) 被保険者数 (千人)	12,735	21,118	25,339	31,569	33,905	34,111	33,962
Recipients (1,000 workers) 受給者実人員 (千人)	375	499	663	482	1,029	1,106	1,048
Total basic allowance ²⁾ (billion yen) 基本手当支給額 (十億円)	35.4	147.3	732.1	668.5	1,892.9	2,013.6	1,938.1
Rate of beneficiary (%) 基本受給率	2.9	2.3	2.6	1.6	3.1	3.2	3.0

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.

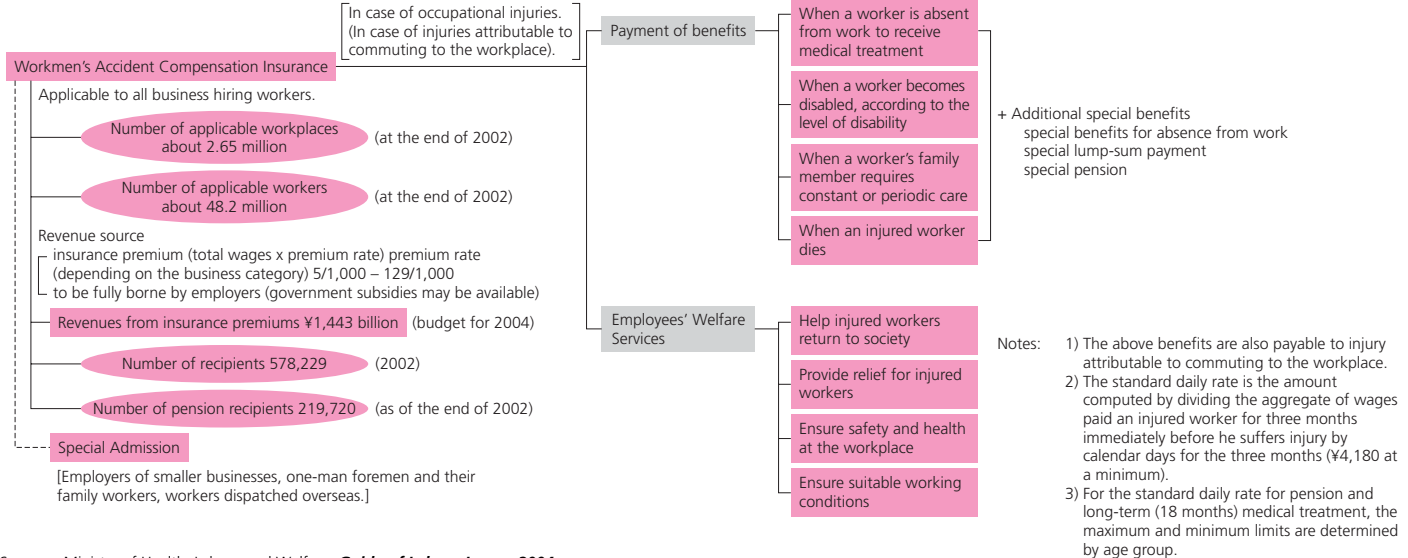
2) The annual figure

3) Rate of beneficiary is calculated as follows:

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

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 of Labour Issues, 2004*

76. 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	2000	2001	2002
Applied establishment	適用事業場数	1,202,447	1,839,673	2,421,318	2,700,055	2,692,395	2,646,286
Insured person	適用労働者数	26,530,326	31,839,595	43,222,324	48,546,453	48,578,841	48,194,704
Received insured amount (million yen)	保険料収納済額(百万円)	152,036	823,021	1,515,078	1,330,054	1,272,931	1,218,545
Benefit case	保険料給付件数	4,861,903	5,414,975	5,166,480	5,306,851	5,394,339	5,326,800
Benefit amount (million yen)	保険料給付金額(百万円)	122,019	567,288	753,128	820,227	818,620	794,167

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

77. Public Pension System¹⁾ (2003) 公的年金制度の概要 (2003年)

Employee Pension Schemes 被用者年金制度

(As of the end of March 2003)

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 2004)
Employees Pensions Employees' Pension Insurance 厚生年金保険	National Government	Employees in Private Enterprises 3,214	13.58%
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 110	14.38%
Local Public Services Mutual Aid Associations 地方公務員共済組合	Local Public Services Mutual Aid Association	Local Public Services Employees 318	12.96%
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 43	10.46%

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.

The rate is based on standard remuneration and twice the contribution made by the beneficiary.

3) Qualified recipients of old-age (retirement) pension and average monthly benefits under the employees' pension insurance system includes those who had been qualified to receive benefit at each of the former mutual aid associations of Japan Railways Group, Telegraph and Telephone Corporation, Japan Tobacco Inc. and the Mutual Aid Association for Agricultural, Forestry and Fishery Organization Personnel, prior to their integration to employees' pension insurance system.

4) The number of qualified recipients of old-age (retirement) pension under the mutual aid association includes those with a reduced retirement pension. (this is the same for the mutual aid associations of the three former public corporations and for the former Mutual Aid Association for Agricultural, Forestry and Fishery Organization Personnel, both included in the employee' pension insurance system).

National Pension Schemes 国民年金制度

(As of the end of March 2003)

Insured person (10,000 persons) 被保険者 (万人)		Responsible body 保険者	Premium 保険料 (As of April 2002)
The self-employed and so forth (Class 1)	(2,237)		¥ 13,300 per month (Class 1)
Persons covered by Employees' Person Insurance and Mutual Aid Association (Class 2)	(3,628)	National	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.
Dependent spouses of those in Class (Class 3)	(1,124)	Government	
Total 計	(6,989)		

Source: Ministry of Health, Labour and Welfare, *White Paper on Health and Welfare, 2004*.

Medical Insurance System (2004)

医療保険制度の概要 (2004年)

(As of the end of March 2004)

Schemes 制度名		Insuring party 保険者	Membership [the insured family members of the insured] (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	35,851 [18,812 17,039]	8.2%	13.0% of benefits (16.4% of insurance benefits for the elderly)	5.4
	Managed by an association	health insurance associations 1,674	30,569 [14,791 15,779]	—	None	2.6
	The insured, as provided in Paragraph 2 of Article 3 of Health Insurance Law	state	34 [22 12]	daily rate (1st grade) ¥130 daily rate (13th grade) ¥2,640	13.0% of benefits (16.4% of insurance benefits for the elderly)	6.4
	Seamen's insurance	state	198 [73 124]	9.1%	None	7.6
National aid insurance	National government employees	23 mutual aid associations	9,790 [4,434 5,356]	—	None	4.2
	Local government employees	54 mutual aid associations				
	Private school personnel	1 mutual aid association				

Schemes 制度名		Insuring party 保険者	Membership [the insured family members of the insured] (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	
National health insurance	Farmers, self-employed persons, etc.	municipalities 3,224	50,297 municipalities 46,191 national health insurance associations 4,106	Each household records appropriate figures according to its ability to bear expenses. Computation methods differ somewhat among insuring parties.	50% benefits	25.1
		health insurance associations 166			32% to 52% of benefits ²⁾	
	Retired workers subject to employees' insurance	municipalities 3,224			None	
Health and medical care for the elderly		[conducting party] municipality	15,817 Employees' insurance 3,175 National health insurance associations 12,642	[Party bearing the expenses] · Insured person under each system 62% · Public funds 38% (Breakdown of public funds) National : Prefectural : Municipal 4 : 1 : 1 (Effective to end of September 2004)	Average 12.4	

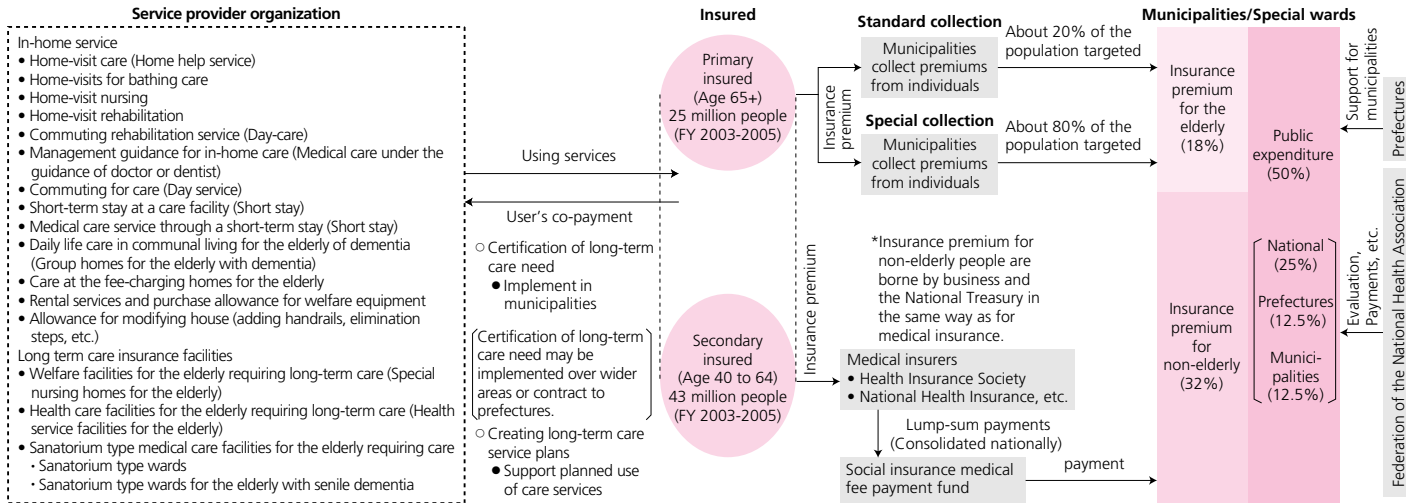
Source: Ministry of Health, Labour and Welfare, **Annual Report on Health and Welfare, 2004.**

Notes: 1) The health and medical care service system for the elderly is applicable to those 75 years old and over 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 74 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.

79. Nursing Care Insurance System 介護保険制度の概要

Overview



Source: Ministry of Health, Labour and Welfare, *Annual Report on Health and Welfare, 2004*

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