

The Japan Institute for Labour Policy and Training

# Japanese Working Life Profile 2010/2011

—Labor Statistics

## Japanese Working Life Profile 2010/2011 — Labor Statistics

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Edited and published by The Japan Institute for  
Labour Policy and Training  
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First printing 2010

Printed in Japan

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

It contains labor statistics relevant to successive stages of a worker's life from school graduation and entering an enterprise to reaching their retirement age and receiving 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 staffs, as well as changes in the employment structure.

Tables 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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Original PDF Data on Website below:  
<http://www.jil.go.jp/english/jwl.htm>

2010年10月 第1刷発行  
編集・発行 独立行政法人 労働政策研究・研修機構  
〒177-8502 東京都練馬区上石神井4-8-23  
(編集) 国際研究部  
          TEL: 03-5903-6316 FAX: 03-3594-1113  
(販売) 研究調整部 成果普及課  
          TEL: 03-5903-6263 FAX: 03-5903-6115  
印刷・製本 富士プリント株式会社

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ISBN978-4-538-75010-1



# Japanese Working Life Profile

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2010/2011 — Labor Statistics



# Contents (\* means international comparisons)

## I . Economic Environment

### National Income

- \* 1. Gross Domestic Product and Real Economic Growth Rates ..... 10
- 2. Gross Domestic Product (2008) ..... 11

### Production Index

- \* 3. Mining and Manufacturing Production Index..... 12

### Consumer Price / Purchaseing Power

- \* 4. Consumer Price Index ..... 13

## II . Population / Labor Force

- \* 5. Population, Labor Force, and Number of Unemployed (2009)... 14
- 6. Trends of Population ..... 15
- 7. Population Pyramid..... 16

## I . 国民経済の状況

### 国民所得

- \* 1. 国内総生産と実質経済成長率 ..... 10
- 2. 国内総生産の構成（2008年）..... 11

### 鉱工業生産

- \* 3. 鉱工業生産性指数 ..... 12

### 物価・購買力

- \* 4. 消費者物価指数 ..... 13

## II . 人口・労働力

- \* 5. 人口・労働力人口・失業者数（2009年） ..... 14
- 6. 人口の推移 ..... 15
- 7. 人口ピラミッド ..... 16

8. Labor Force Participation Rate by Sex and Age Group .....	17
*9. Ratio and Labor Force Participation Rate of Persons 65 Years Old and Over.....	18

### III. Employment

#### Employment Situation

10. Employment Service (excluding New Graduates).....	19
11. Labor Force Status.....	20
12. Number of Establishments and Number of Persons Engaged by Size of Employment (2006).....	22
13. Number of Employees by Industry.....	23
14. Number of Employees by Occupation .....	24
15. Number of Employees by Sex and Education .....	25

#### Employment for Persons 65 Years Old and Over

16. Ratio of Older Employees by Sex, Age, and Type of Employment (2009) .....	26
17. Reasons for Older Employees to Work by Sex and Age (2009) .....	27

8. 性・年齢階級別労働力率の推移 .....	17
*9. 高齢者（65歳以上）の割合・労働力率 .....	18

### III. 雇用

#### 就業・雇用の状況

10. 一般職業紹介状況（新規学卒を除く） .....	19
11. 労働力状態.....	20
12. 従業員規模別事業所数、従業者数（2006年）.....	22
13. 産業別雇用者数.....	23
14. 職業別雇用者数.....	24
15. 性・学歴別雇用者数 .....	25

#### 高齢者（65歳以上）の就業

16. 性・年齢階級・勤務形態別高年齢雇用者の割合 (2009年) .....	26
17. 就業理由別高年齢就業者の割合（性・年齢階級別、2009年） .....	27

18. Ratio of Enterprises with Fixed Retirement Age System by Industry and Size of Enterprise (2008) .....	28
19. Ratio of Enterprises with Post-retirement System (2008) .....	29
20. Ratio of Enterprises with Employment Extension System and Rehiring System by Industry and Size of Enterprise (2009) .....	30
21. Ratio of Enterprises with Employment Extension System and Rehiring System by Size of Enterprise and Range of Application (2009) .....	32

### Employment Situation of Non-regular

22. Number of Regular and Non-regular Employees (2009) .....	33
23. Number and Share of Short-time Employees in Total Number of Employees (Non-agricultural Industries).....	34
24. Number of Female Part-time Workers and Their Ratio to the Total Number of Female Workers .....	35

18. 一律定年制における定年年齢別企業の割合 (産業・企業規模別、2008年).....	28
19. 定年後の制度と、企業の割合 (2008年) .....	29
20. 一律定年制における勤務延長制度、再雇用制度の有無別企業の割合 (産業・企業規模別、2009年) .....	30
21. 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 (2009年) .....	32

### 非正規雇用の状況

22. 正規・非正規従業員別従業者数 (2009年) .....	33
23. 短時間雇用者及び短時間雇用者比率 (非農林業) .....	34
24. パートタイム女性雇用者数及び女性雇用者総数に占めるその割合 .....	35



* 25. Part-time Workers as a Ratio of Employed in Different Countries.....	36
26. Trends in Number of Dispatched Workers .....	37

#### Foreign Labor

* 27. Inflows of Foreign Workers .....	38
* 28. Foreign Labor Force.....	39

#### IV. Labor Turnover / Unemployment

29. Trends in Labor Turnover.....	40
30. Trends in Number of Unemployed Persons by Reason for Seeking a Job.....	41
31. Unemployment Rate by Age and Sex.....	42
32. Ratio of Active Openings to Applicants by Age (Regular Employees).....	43
* 33. Definitions of Unemployment in Different Countries.....	44

* 25. 各国の就業者に占めるパートタイム労働者の割合 .....	36
26. 派遣労働者数の推移 .....	37

#### 外国人労働者

* 27. 外国人労働者の流入 .....	38
* 28. 外国人労働力人口 .....	39

#### IV. 労働移動・失業

29. 労働移動の推移 .....	40
30. 理由別完全失業者数の推移.....	41
31. 性・年齢階級別失業率 .....	42
32. 年齢階級別有効求人倍率（常用労働者）.....	43
* 33. 各国における失業者の定義.....	44

## V. Working Conditions (Wages, Working Hours, Others)

### Wage

34. Rate of Change in Monthly Cash Earnings .....	46
35. Trends in Wage Levels.....	47
36. General Worker Wages by Education and Age Group, Age Group Wage Differentials (Industry Totals, Enterprise Size Totals) .....	48
37. Trends in Enterprise Wage Differentials by Enterprise Size and Sex (Industry Totals) .....	49
38. Wage Differentials by Class of Position .....	50
39. Wage Increase Trends Determined by Spring Labor Offensive and Bonus Payments (Summer and Year-end) .....	51
40. Summer and Year-end Bonus Payments .....	52
* 41. International Comparison of Wages (Manufacturing, Total of Male and Female) .....	53
* 42. Trends in Labor Cost Components (Manufacturing Industries) ...	54

### Working Hours

43. Trend in Hours Actually Worked and Non-scheduled Hours Worked .....	56
--	----

## V. 労働条件（賃金・労働時間・その他）

### 賃金

34. 賃金の伸び率.....	46
35. 賃金水準の推移 .....	47
36. 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）.....	48
37. 企業規模、性別にみた企業規模間賃金格差の推移 （産業計）.....	49
38. 職階別賃金格差 .....	50
39. 春季賃上げ額及び一時金（夏季・年末）の推移 .....	51
40. 夏季及び年末賞与 .....	52
* 41. 賃金（製造業、男女計）の国際比較 .....	53
* 42. 労働費用構成の推移（製造業）.....	54

### 労働時間

43. 実労働時間数及び所定外労働時間数の推移.....	56
------------------------------	----

44. Ratio of Enterprises and Employees by Main Type of Weekly Days Off.....	57	44. 週休制の形態別企業数・適用労働者数の割合.....	57
45. Average Number of Paid Holidays, Days Actually Taken and Rate of Usage by Size of Enterprise.....	58	45. 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.....	58
46. Average Annual Hours Actually Worked per Employee.....	59	46. 雇用者1人当たりの平均年間総実労働時間.....	59
* 47. Adoption of Variable Working Hour System and De Facto Working Hour System (by Enterprise Size).....	60	* 47. 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）.....	60
<b>Industrial Accidents</b>		<b>労働災害</b>	
48. Trends in Occurrence of Industrial Accidents (Frequency and Severity Rates) .....	62	48. 労働災害発生率の推移（度数率・強度率）.....	62
49. Trends in Deaths, Injuries and Absences of Four or More Days from Work by Industry.....	63	49. 死傷災害発生状況（死亡災害及び休業4日以上之死傷災害）.....	63
<b>Retirement Allowance System</b>		<b>退職金制度</b>	
50. Amount of Accrued Benefit Payment at Retirement by Educational Attainment and Type of Workers (2008) .....	64	50. 学歴、労働者の種類別定年退職者の退職給付額（2008）.....	64

## VI. Education / Human Resources Development

### Education System / School / Employment

- |   |    |
|---|----|
| 51. Education System.....   | 65 |
| 52. Number of New Graduates, Ratio of Enrolled Students<br>Entering Higher Institutions, Number of New Graduates<br>Entering the Labor Market and Its Ratio ..... | 66 |

### Off-JT

- |   |    |
|---|----|
| 53. Status of Participation in Off-the-job Training (2008) .....  | 68 |
| 54. Educational and Training Institutions Used for Off-the-job<br>Training (Multiple Answers,2008)..... | 69 |

## VII. Labor Relations

### Labor Union

- |  |    |
|--|----|
| 55. Trends in Number of Labor Unions, Members and<br>Organization Rate (Unit Union) .....                        | 70 |
| 56. Trends in Number of Labor Union Members of Private<br>Enterprises by Size of Establishment (Unit Union)..... | 71 |

## VI. 教育・能力開発

### 教育制度と進学・就職

- |                                |    |
|--------------------------------|----|
| 51. 教育制度 .....                 | 65 |
| 52. 新規学卒者数、進学率、就職者数及び就職率 ..... | 66 |

### Off-JT

- |  |    |
|--|----|
| 53. Off-JTの受講状況（2008年）.....                | 68 |
| 54. Off-JTで利用した教育訓練機関（複数回答、2008年）<br>..... | 69 |

## VII. 労使関係

### 労働組合

- |  |    |
|--|----|
| 55. 労働組合数、組合員数、組織率の推移<br>（単位労働組合）.....   | 70 |
| 56. 企業規模別民間企業の労働組合員数の推移<br>（単位労働組合）..... | 71 |

57. Number of Labor Union Members in Private Enterprises by Size of Enterprise (2009) .....	72
58. Trends in Part-time Worker Membership in Labor Unions...	73

## Labor Dispute

59. Number of Consultations about Individual Labor Disputes as Civil Affairs (2009) .....	74
60. Number of Labor Disputes by Principal Demands .....	75

## VIII. Worker's Life

61. Worker's Household Income and Expenditure .....	76
*62. Trends in National Savings Rate.....	77
63. Trends in Ratios of House Ownership.....	78
64. Source of Work-related Stress and Anxiety (Multiple Answers) .....	79

## IX. Social Security

### Social Security

65. National Medical Expense .....	80
------------------------------------	----

57. 企業規模別民営企業の労働組合員数（2009年）.....	72
58. パートタイム労働者の労働組合員数の推移 .....	73

## 労働争議

59. 民事上の個別労働紛争相談件数（2009年） .....	74
60. 主要要求事項別労働争議件数 .....	75

## VIII. 勤労者生活

61. 勤労者世帯の家計収支動向.....	76
*62. 貯蓄率の推移 .....	77
63. 持家率の推移 .....	78
64. 仕事や職業生活に関する強い不安・悩み・ ストレスの内容（複数回答）.....	79

## IX. 社会保障

### 社会保障

65. 国民医療費.....	80
----------------	----

* 66. Ratio of Taxation and Social Security Spending to National Income .....	81
--	----

### Social Insurance System

67. Public Pension System .....	82
68. Medical Insurance System .....	84
69. Long-term Care Insurance System .....	86

### Labor Insurance Benchmark

70. Employment Insurance System .....	88
71. Employment Insurance Statistics .....	90
72. Industrial Accident Compensation Insurance System .....	91
73. Industrial Accident Compensation Insurance Statistics .....	92

* 66. 租税及び社会保障支出の国民所得に対する割合 .....	81
-----------------------------------	----

### 社会保険制度

67. 公的年金制度の概要 .....	82
68. 医療保険制度の概要 .....	84
69. 介護保険制度の概要 .....	86

### 労働保険指標

70. 雇用保険制度の概要 .....	88
71. 雇用保険事業統計 .....	90
72. 労働者災害補償保険制度の概要 .....	91
73. 労働者災害補償保険事業統計 .....	92

## Gross Domestic Product and Real Economic Growth Rates

1.

## 国内総生産と実質経済成長率

	GDP (at current prices) 国内総生産 (名目)	Per capita GDP 一人当たりGDP (US \$)			Real economic growth rate 実質経済成長率 (%)		
	2009 (US \$billion)	2007	2008	2009	2007	2008	2009*
Japan	5,068	34,268*	38,271*	39,731*	2.4	-1.2	-5.2
United States	14,256	46,630	47,393	46,381	2.1	0.4	-2.4
France	2,676	41,940	46,035	42,747	2.3	0.3	-2.2
Germany	3,353	40,480	44,729	40,875	2.5	1.2	-5.0
Italy	2,118	35,993	38,887	35,435*	1.5	-1.3	-5.0
United Kingdom	2,184	45,922	43,736	35,334*	2.6	0.5	-4.9
China	4,909*	2,560	3,404	3,678*	13.0	9.6*	8.7
Indonesia	539	1,916	2,238	2,329*	6.3	6.0	4.5
Malaysia	191	6,942	8,118	6,897	6.2	4.6	-1.7
Singapore	177	37,389	40,326	37,293*	8.2	1.4	-2.0
Thailand	264	3,759	4,108	3,940*	4.9	2.5	-2.3

Sources: IMF, *World Economic Outlook Database, April 2010*

Notes: The figures marked \* and real economic growth rate in 2009 are estimates.

## 2. Gross Domestic Product (2008)

### 国内総生産の構成（2008年）

(trillion yen)

		Output approach to GDP 生産面から捉えたGDP	A rate of increase over the preceding year 対前年増加率 (%)
1. Industries	産業	515.1	-1.8
Agriculture, forestry & fisheries	農林水産業	9.1	6.9
Mining	鉱業	0.5	11.1
Manufacturing	製造業	126.9	-3.0
Construction	建設業	30.4	-3.5
Electricity, gas supply and water	電気・ガス・水道業	1.5	5.1
Wholesale and retail trade	卸売・小売業	68.1	-3.1
Finance and insurance	金融・保険業	28.2	-16.2
Real estate	不動産業	63.0	0.9
Transport and communication	運輸・通信業	40.0	3.4
Services	サービス業	125.4	0.8
2. Producers of Government Services	政府サービス生産者	49.8	-0.2
Electricity, gas supply and water	電気・ガス・水道業	5.2	-1.5
Services	サービス業	13.8	-1.1
Government	公務	30.8	0.4
3. Producers of Private Non-profit Services for Households	対家計民間非営利サービス生産者	11.6	1.5
Education	教育	5.2	0.9
Others	その他	6.4	1.9
<b>Total</b>	<b>小計</b>	<b>566.5</b>	<b>-1.6</b>
Import Duties, Imputed Interest, Discrepancies, Etc.	輸入税、帰属利子、不突合等	12.4	-
<b>Gross Domestic Product</b>	<b>国内総生産 (GDP)</b>	<b>554.1</b>	<b>-1.2</b>

(trillion yen)

	Expenditure approach to GDP 支出面から捉えたGDP	A rate of increase over the preceding year 対前年増加率 (%)
Private Final Consumption Expenditure	民間最終消費支出	307.8
Government Final Consumption Expenditure	政府最終消費支出	96.9
Gross Domestic Fixed Capital Formation	国内総固定資本形成	120.1
Changes in Inventories	在庫品増加	2.0
Exports of Goods and Services	財貨・サービスの輸出	88.9
(Less) Imports of Goods and Services (控除) 財貨・サービスの輸入		61.8
<b>Gross Domestic Expenditure (GDE)</b>	<b>国内総支出 (GDE)</b>	<b>554.1</b>
		<b>-1.2</b>

Source: Economic and Social Research Institute, Cabinet Office



## 3. Mining and Manufacturing Production Index

## 鉱工業生産性指数

(index year 2005 = 100)

	2002	2003	2004	2005	2006	2007	2008	2009
Japan	91.2	94.1	98.6	100.0	104.4	107.3	103.8	81.7
UnitedStates	93.3	94.5	96.8	100.0	102.3	103.8	101.5	91.6
France	99.7	98.5	99.8	100.0	101.3	102.5	99.9	87.9
Germany	93.3	93.5	96.4	100.0	106.2	113.6	113.9	93.6
Italy	101.6	100.9	100.7	100.0	103.6	105.4	101.7	83.0
UnitedKingdom	101.0	100.4	101.7	100.0	100.1	100.5	97.5	87.0

Source: IMF, *International Financial Statistics*, Jul. 2010

## 4. Consumer Price Index

### 消費者物価指数

	Index 指数 (year 2005 = 100)							Rate of increase 上昇率 (%)					
	2003	2004	2005	2006	2007	2008	2009	2004	2005	2006	2007	2008	2009
Japan	100.3	100.3	100.0	100.2	100.3	101.7	100.3	0.0	-0.3	0.2	0.1	1.4	-1.4
United States	94.2	96.7	100.0	103.2	106.2	110.2	109.9	2.7	3.4	3.2	2.9	3.8	-0.4
France	96.2	98.3	100.0	101.7	103.2	106.1	106.2	2.1	1.7	1.7	1.5	2.8	0.1
Germany	96.9	98.5	100.0	101.6	103.9	106.6	107.0	1.7	1.6	1.6	2.3	2.6	0.3
Italy	95.9	98.1	100.0	102.1	104.0	107.4	108.3	2.2	2.0	2.1	1.8	3.3	0.8
United Kingdom	94.4	97.2	100.0	103.2	107.6	111.9	111.3	3.0	2.8	3.2	4.3	4.0	-0.6
Indonesia	85.2	90.5	100.0	113.1	120.3	132.4	138.5	6.2	10.5	13.1	6.3	10.1	4.6
Malaysia	95.7	97.1	100.0	103.6	105.7	111.5	112.1	1.5	3.0	3.6	2.0	5.4	0.6
Singapore	97.9	99.6	100.0	101.0	103.1	109.9	110.1	1.7	0.4	1.0	2.1	6.5	0.2
Thailand	93.1	95.7	100.0	104.6	107.0	112.8	111.9	2.8	4.5	4.6	2.2	5.5	-0.8

Source: IMF, *International Financial Statistics*, Aug. 2009

## 5. Population, Labor Force, and Number of Unemployed (2009)

## 人口・労働力人口・失業者数 (2009年)

(1,000 persons, %)

	Population (2008) 人口	Labor force 労働力人口	Labor force participation rate 労働力率	Number of unemployed 失業者数	Unemployment rate (2008) 失業率
Japan	127,558	66,170	81.0	3,330 <sup>1)</sup>	5.1 <sup>4)</sup>
United States	311,666	154,140 <sup>2) 3)</sup>	77.9	14,267 <sup>3)</sup>	5.8
France	63,940	28,268	71.0	2,577 <sup>1)</sup>	7.4
Germany	82,264	41,806 <sup>2)</sup>	77.6	3,230 <sup>1)</sup>	7.5
Italy	59,604	24,970	63.4	1,945 <sup>1)</sup>	6.7
United Kingdom	61,231	31,240 <sup>2) 3)</sup>	78.5	2,408 <sup>3)</sup>	7.6 <sup>4)</sup>
Korea	48,152	24,395 <sup>2)</sup>	69.9	890 <sup>1)</sup>	3.2

Sources: United Nations, *World Population Prospects: The 2008 Revision* ILO, *LABORSTA*,  
 Statistics Bureau, Ministry of Internal Affairs and Communications, Japan, *Current Population Estimates 2009*,  
*Labour Force Survey*

Notes: 1) Persons aged 15 years and over  
 2) Excluding armed forces  
 3) Persons aged 16 years and over  
 4) Figures in Japan and U.K. are in 2009.

## Trends of Population

6.

### 人口の推移

	1950	1960	1970	1980	1990	2000	2007	2008	2009
Population (1,000 persons) <sup>1) 2)</sup> 人口 (千人)	84,115	94,302	104,665	117,060	123,611	126,926	127,771	127,692	127,510
Births (per 1,000 persons) <sup>3)</sup> 出生率 (千人率)	28.1	17.2	18.8	13.6	10.0	9.5	8.6	8.7	8.5
Deaths (per 1,000 persons) <sup>3)</sup> 死亡率 (千人率)	10.9	7.6	6.9	6.2	6.7	7.7	8.8	9.1	9.1
Life expectancy at birth (age) <sup>3)</sup> 平均寿命									
Male 男	59.57	65.32	69.31	73.35	75.92	77.64	79.19	79.29	79.59
Female 女	62.97	70.19	74.66	78.76	81.90	84.62	85.99	86.05	86.44

Sources: Ministry of Health, Labour and Welfare, **Overview of Health and Welfare Statistic**

Statistics Bureau, Ministry of Internal Affairs and Communications, **Report on the National Census**

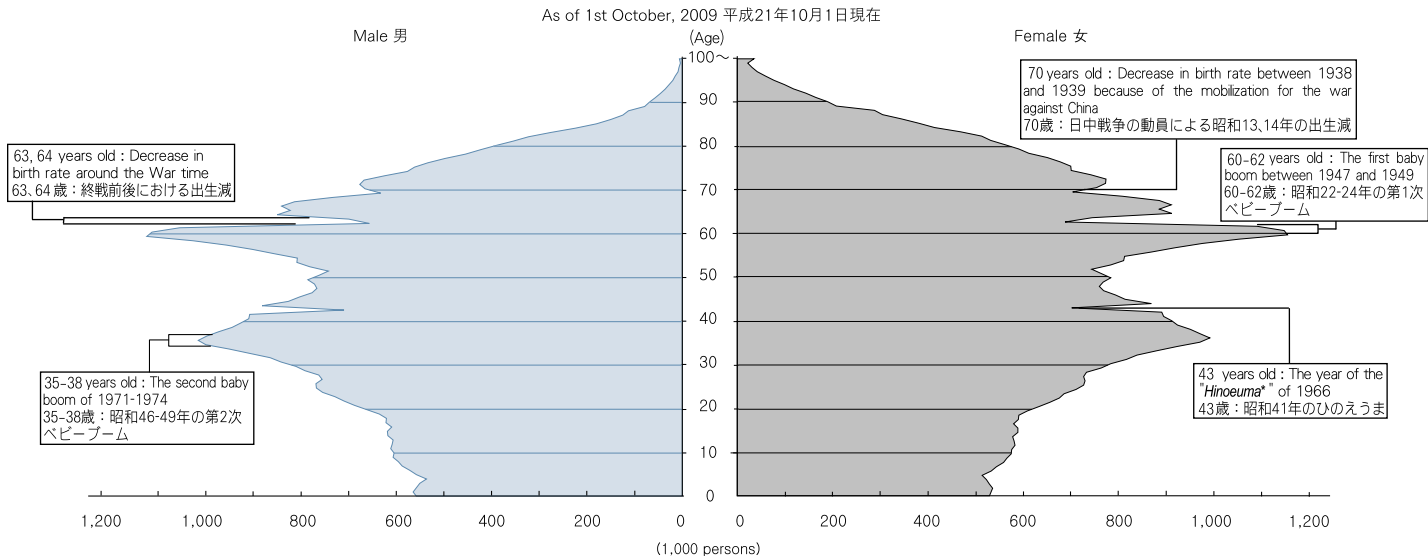
Notes: 1) Population figures from 1950 to 1990 are from national census. The population is as of October 1 in the reference year.

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

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

## 7. Population Pyramid

## 人口ピラミッド



Source: Statistics Bureau, Ministry of Internal Affairs and Communications

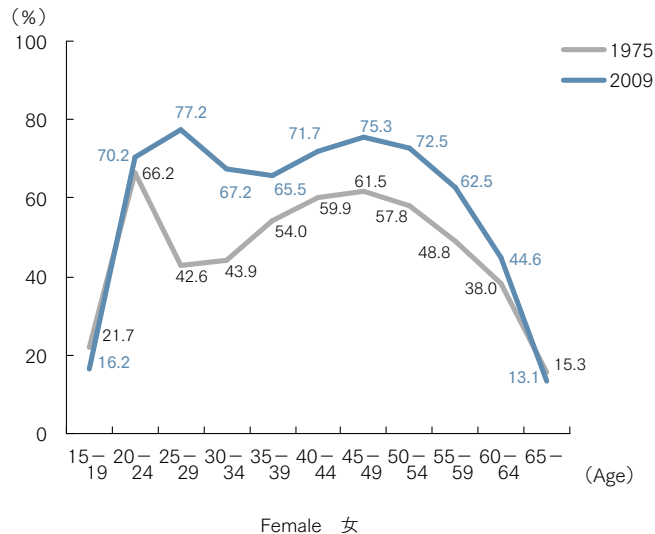
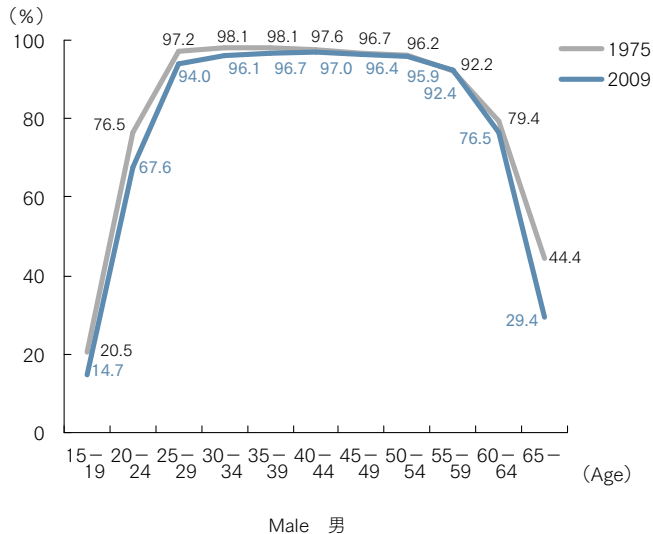
Notes: 1) "Hinome" is one of the sign in the Oriental Zodiac. It is superstitiously believed that females born to this sign will create evil and many people avoided to give birth on this year.

2) Comments on graph apply to both male and female.

## Labor Force Participation Rate by Sex and Age Group

8.

性・年齢階級別労働力率の推移



Source: Ministry of Internal Affairs and Communications, **Labour Force Survey**

Note: Labor force participation rate = (Labor force / Persons 15 years old and over) × 100

## 9. Ratio and Labor 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 <sup>1)</sup> 対全人口比率							Labor force participation rate <sup>2)</sup> 労働力率 2009	
	1980	1990	2000	2005	2010 <sup>3)</sup>	2025 <sup>3)</sup>	2050 <sup>3)</sup>	Male	Female
Japan	9.1	12.0	17.2	19.9	22.6	29.7	37.8	29.4	13.1
United States	11.2	12.3	12.4	12.4	13.0	18.1	21.6	21.9	13.6
France	14.0	14.2	16.1	16.5	17.0	22.6	26.9	2.2	1.0
Germany	15.6	15.0	16.4	18.9	20.5	25.1	32.5	5.9	2.7
Italy	13.5	15.2	18.4	19.6	20.4	24.4	33.3	5.8	1.3
United Kingdom	14.9	15.7	15.9	16.1	16.6	19.4	22.9	10.5	5.6

Sources: 1) United Nations, *World Population Prospects : The 2008 Revision*2) OECD (<http://www.oecd.org>)

3) The figures in 2010, 2025, and 2050 are medians.

## 10. Employment Service (excluding New Graduates)

### 一般職業紹介状況（新規学卒を除く）

		1970	1980	1985	1990	1995	2000
New opening rate (A)	新規求人倍率	1.61	1.07	0.97	2.07	1.06	1.05
Active opening rate (B)	有効求人倍率	1.41	0.75	0.68	1.40	0.63	0.59
Rate of placements to applications (C)	就職率（%）	48.8	32.7	31.6	36.3	28.3	27.8
Job orders filling rate (D)	充足率（%）	30.4	30.5	32.5	17.6	26.7	26.5
		2004	2005	2006	2007	2008	2009
New opening rate (A)	新規求人倍率	1.29	1.46	1.56	1.52	1.25	0.79
Active opening rate (B)	有効求人倍率	0.83	0.95	1.06	1.04	0.88	0.47
Rate of placements to applications (C)	就職率（%）	30.2	31.4	32.3	32.2	28.8	25.2
Job orders filling rate (D)	充足率（%）	23.5	21.4	20.7	21.2	23.0	31.9

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

Notes: 1) Monthly average

2) A = New openings / New applications

B = Active openings / Active applications

C = Placements / Active applications x 100

D = Placements / Active openings x 100



## 11. Labor Force Status

## 11. 労働力状態

Male and Female	男女計	(10,000 persons, %)										
		1965	1970	1980	1990	2000	2004	2005	2006	2007	2008	2009
Total employed	就業者計	4,730	5,094	5,536	6,249	6,446	6,329	6,356	6,382	6,412	6,385	6,282
Self-employed workers	自営業主	939	977	951	878	731	656	650	633	622	607	594
Family workers	家族従業者	915	805	603	517	340	290	282	247	236	224	202
Employees	雇用者	2,876	3,306	3,971	4,835	5,356	5,355	5,393	5,472	5,523	5,524	5,460
Unemployed	完全失業者	57	59	114	134	320	313	294	275	257	265	336
Labor force participation rate (%)	労働力率	65.7	65.4	63.3	63.3	62.4	60.4	60.4	60.4	60.4	60.2	59.9
Unemployment rate (%)	完全失業率	1.2	1.1	2.0	2.1	4.7	4.7	4.4	4.1	3.9	4.0	5.1
Male	男性											
		1965	1970	1980	1990	2000	2004	2005	2006	2007	2008	2009
Total employed	就業者計	2,852	3,091	3,394	3,713	3,817	3,713	3,723	3,730	3,753	3,729	3,644
Self-employed workers	自営業主	666	692	658	607	527	487	485	472	467	458	445
Family workers	家族従業者	223	186	112	93	63	58	56	45	42	41	36
Employees	雇用者	1,963	2,210	2,617	3,001	3,216	3,152	3,164	3,194	3,226	3,212	3,149
Unemployed	完全失業者	32	38	71	77	196	192	178	168	154	159	203
Labor force participation rate (%)	労働力率	81.7	81.8	79.8	77.2	76.4	73.4	73.3	73.2	73.1	72.8	72.0
Unemployment rate (%)	完全失業率	1.1	1.2	2.0	2.0	4.9	4.9	4.6	4.3	3.9	4.1	5.3

Female	女性	1965	1970	1980	1990	2000	2004	2005	2006	2007	2008	2009
Total employed	就業者計	1,878	2,003	2,142	2,536	2,629	2,616	2,633	2,652	2,659	2,656	2,638
Self-employed workers	自営業主	273	285	293	271	204	169	166	160	155	148	150
Family workers	家族従業者	692	619	491	424	278	232	226	202	194	182	166
Employees	雇用者	913	1,096	1,354	1,834	2,140	2,203	2,229	2,277	2,297	2,312	2,311
Unemployed	完全失業者	25	21	43	57	123	121	116	107	103	106	133
Labor force participation rate (%)	労働力率	50.6	49.9	47.6	50.1	49.3	48.3	48.4	48.5	48.5	48.4	48.5
Unemployment rate (%)	完全失業率	1.3	1.0	2.0	2.2	4.5	4.4	4.2	3.9	3.7	3.8	4.8

Source: Ministry of Internal Affairs and Communications, **Labour Force Survey**

Note: The figures before 1972 do not include those of Okinawa.

## 12. Number of Establishments and Number of Persons Engaged by Size of Employment (2006)

## 従業者規模別事業所数、従業者数（2006年）

Size of establishment 事業所規模		Number of establishments 事業所数	Number of employees 従業者数
All sizes	全規模	5,911,101	58,788,458
1-4 employees	1-4人	3,538,233	7,587,718
5-9 employees	5-9人	1,123,518	7,326,953
10-19 employees	10-19人	653,682	8,803,272
20-29 employees	20-29人	229,352	5,451,454
30-49 employees	30-49人	169,489	6,369,536
50-99 employees	50-99人	103,483	7,048,843
100-199 employees	100-199人	39,651	5,390,770
200-299 employees	200-299人	10,802	2,606,007
300 employees or more	300人以上	12,434	8,203,905

Source: Statistics Bureau, Ministry of Internal Affairs and Communications, *Establishment and Enterprise Census of Japan*

## 13. Number of Employees by Industry

### 産業別雇用者数

(10,000 persons)

		2003	2004	2005	2006	2007	2008	2009
Total	計	5,335	5,355	5,393	5,472	5,523	5,524	5,460
Agriculture and forestry	農林業	39	36	36	42	45	46	50
Fisheries	漁業	9	7	7	7	7	8	7
Mining	鉱業	5	4	3	3	4	3	3
Construction	建設業	493	476	458	453	449	437	422
Manufacturing	製造業	1,091	1,066	1,059	1,082	1,091	1,077	1,015
Electricity, gas, heat and water supply, information and communication, transport	電気・ガス・熱供給・水道業、情報通信業、運輸業	503	502	505	518	530	538	551
Wholesale and retail trade	卸売・小売業	974	967	975	976	980	977	974
Financing and insurance	金融・保険業	154	152	151	149	149	159	161
Real estate, eating and drinking place, accommodations	不動産業、飲食店、宿泊業	324	322	324	325	339	335	339
Services, medical health care and welfare, others	サービス業、医療・福祉、その他	1,707	1,782	1,829	1,873	1,882	1,899	1,899

Source: Statistics Bureau, Ministry of Internal Affairs and Communications, **Labour Force Survey**

Notes: Figures for 1980 and thereafter include those for Okinawa prefecture.

## 14. Number of Employees by Occupation

## 職業別雇用者数

(10,000 persons)											
Employees 雇用者		1970	1980	1990	2000	2005	2006	2007	2008	2009	(%) <sup>5)</sup>
Professional and technical workers	専門的・技術的職業従事者	246	364	594	754	826	831	834	844	862	(15.9)
Managers and officials	管理的職業従事者	131	217	234	200	187	182	170	170	166	(3.1)
Clerical and related workers	事務従事者	723	867	1,088	1,233	1,197	1,215	1,222	1,252	1,257	(23.2)
Sales workers	販売従事者	344	497	680	736	754	753	763	753	744	(13.7)
Protective service workers and service workers <sup>1)</sup>	保安職業・サービス職業従事者	267	342	384	532	630	652	670	676	691	(12.7)
Agricultural, forestry, and fisheries workers	農林・漁業作業者	42	40	39	38	42	47	50	49	53	(1.0)
Workers in transport and communications occupations	運輸・通信従事者	219	229	216	207	192	193	193	187	188	(3.5)
Mining workers <sup>2)</sup>	採掘作業者	10	4	2	3	3	3	3	3	2	(0.04)
Construction workers, machine operators, manufacturing and production workers	製造・制作・機械運転及び建設作業者	1,123	1,260	1,342	1,318	1,191	1,218	1,231	1,202	1,122	(20.7)
Laborers <sup>3)</sup>	労務作業者	199	148	245	315	331	342	346	348	340	(6.3)

Source: Statistics Bureau, Ministry of Internal Affairs and Communications, **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 "sanitation workers" included in the "protective service workers and service workers" category were included among "labourers".

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

3) Previous "unskilled workers" were renamed "laborers."

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

5) Figures in ( ) refers to the percentage of all employees in 2009.

## 15. Number of Employees by Sex and Education

### 性・学歴別雇用者数

		1997	2002	2007	(1,000 persons) Ratio of 2007 (%) 2007年の割合
Total	男女計	53,390	63,555	64,430	
Male Total	男性計	32,256	37,280	37,355	100.0
Elementary school and junior high school	小・中学	5,285	6,464	4,571	12.2
Senior high school	高校・旧制中	15,221	16,747	15,487	41.5
Junior college and higher professional schools	短大・高専	2,511	3,242	4,718	12.6
College or university, including graduate school	大学・大学院	9,213	10,680	11,806	31.6
Female Total	女性計	21,134	26,275	27,076	100.0
Elementary school and junior high school	小・中学	3,228	4,120	2,747	10.1
Senior high school	高校・旧制中	10,979	12,659	11,589	42.8
Junior college and higher professional schools	短大・高専	4,927	6,445	8,249	30.5
College or university, including graduate school	大学・大学院	1,979	2,945	3,865	14.3

Source: Statistics Bureau, Ministry of Internal Affairs and Communications, *Employment Status Survey*

## 16. Ratio of Older Employees by Sex, Age, and Type of Employment (2009)

## 性・年齢階級・勤務形態別高年齢雇用者の割合（2009年）

Sex and type of employment 性・勤務の形態		55-69 years old total 55-69歳合計	55-59	60-64	65-69
Male	男	100.0	100.0	100.0	100.0
Full-time	普通勤務	70.6	86.8	65.0	35.6
Short working hours in a day	一日の労働時間が短い	6.4	2.0	9.3	12.9
Short working days	勤務日数が短い	8.5	2.9	11.8	17.5
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	5.8	1.4	4.0	22.4
Others	その他	5.4	3.4	6.8	8.2
No Response	無回答	3.3	3.5	3.1	3.4
Female	女	100.0	100.0	100.0	100.0
Full-time	普通勤務	36.9	44.9	34.9	18.9
Short working hours in a day	一日の労働時間が短い	23.4	23.5	22.7	24.2
Short working days	勤務日数が短い	8.0	5.8	9.5	11.2
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	20.3	16.5	21.3	28.7
Others	その他	7.3	5.0	9.1	10.3
No Response	無回答	4.1	4.3	2.5	6.7

Source: The Japan Institute for Labour Policy and Training, *Survey on Employment Trend of Older Persons*

## 17. Reasons for Older Employees to Work by Sex and Age (2009)

### 就業理由別高年齢就業者の割合（性・年齢階級別、2009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	60-64	65-69	55-69 years old total 55-69歳合計	55-59	60-64	65-69
Total 計	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
For economic reasons 経済上の理由	73.5	84.7	73.2	53.0	58.7	68.0	56.9	44.5
For health reasons 健康上の理由（健康に良いからなど）	3.6	0.8	4.4	7.5	5.4	1.8	5.3	12.0
To enrich life or participate in society 生きがい、社会参加のため	8.8	6.5	7.6	15.3	14.3	12.3	16.2	15.4
Was asked 頼まれたから	5.0	1.2	5.5	11.2	6.3	3.9	5.6	11.7
Have time to spare 時間に余裕があるから	3.1	0.6	3.8	6.7	6.7	5.7	7.7	7.0
Others その他	3.2	3.9	2.9	2.3	5.7	5.1	5.3	7.2

Source: The Japan Institute for Labour Policy and Training, *Survey on Employment Trend of Older Persons*

Note: "No response" (2.8% of total) is omitted.



## 18. Ratio of Enterprises with Fixed Retirement Age System by Industry and Size of Enterprise (2008)

## 一律定年制における定年年齢別企業の割合 (産業・企業規模別、2008年)

Industry, size of enterprise 産業、企業規模		Retirement age									Ratio of enterprises which adopt fixed retirement age system among all the enterprises with retirement age system
		60	61	62	63	64	65	66 and over	63 and over	65 and over	
All Industries	産業計	85.2	0.2	1.1	2.5	0.1	10.7	0.1	13.5	10.9	98.4
Mining	鉱業	87.6	—	—	2.5	—	9.9	—	12.4	9.9	100.0
Construction	建設業	77.0	—	1.3	4.7	—	17.0	—	21.7	17.0	93.6
Manufacturing	製造業	85.8	0.1	1.5	1.5	—	10.8	0.4	12.6	11.2	99.3
Electricity, gas, heat supply and water	電気・ガス・熱供給・水道業	92.5	0.5	2.0	1.6	—	3.4	—	5.0	3.4	96.3
Information and communication	情報通信業	86.4	0.6	0.6	1.4	—	10.0	1.0	12.4	11.0	99.7
Transport	運輸業	69.7	0.1	2.9	5.8	1.0	18.3	2.3	27.3	20.5	98.8
Wholesale and retail trade	卸売・小売業	69.4	0.9	0.8	1.4	—	7.8	—	9.0	7.6	99.8
Finance, insurance	金融・保険業	93.7	—	1.2	2.0	—	3.2	—	5.1	3.2	99.3
Real estate	不動産業	85.1	—	0.6	1.4	—	12.7	0.2	14.3	12.9	95.3
Eating and drinking place, accommodations	飲食店・宿泊業	76.2	0.5	2.6	1.5	—	18.7	0.5	20.8	19.2	99.9
Medical, Healthcare and welfare	医療・福祉	61.6	0.4	0.3	3.4	—	32.7	1.7	37.7	34.4	96.0
Education, learning support	教育、学習支援業	75.2	—	1.8	4.8	1.4	16.4	0.4	23.0	16.8	96.5
Services (not elsewhere classified)	サービス業(他に分類されないもの)	69.2	—	1.6	2.8	1.1	21.8	3.6	29.2	25.4	97.6
Size											
1,000 employees or more	1,000人以上	94.3	0.5	1.1	1.6	0.1	2.3	—	4.1	2.3	97.7
300-999 employees	300-999人	91.9	0.6	0.9	2.0	—	4.6	0.1	6.6	4.7	98.8
100-299 employees	100-299人	88.0	0.6	1.3	1.9	—	7.5	0.6	10.0	8.2	99.4
30-99 employees	30-99人	79.3	0.2	1.4	2.5	0.3	15.5	0.8	19.1	16.3	98.2

Source: Ministry of Health, Labour and Welfare. *General Survey on Working Conditions, 2008*

## Ratio of Enterprises with Post-retirement System (2008)

### 19. 定年後の制度と、企業の割合 (2008年)

(%)

	Enterprises with fixed retirement age system and post-retirement system 一律定年制で定年後の制度がある企業	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 (age)	63	64	65	66 and over	
Employment extension system 勤務延長制度	[19.1] 100.0	50.8 (100.0)	(13.7)	(2.0)	(66.6)	(17.8)	49.2
Re-hiring system 再雇用制度	[79.0] 100.0	75.3 (100.0)	(7.7)	(4.1)	(84.8)	(3.4)	24.7

Source: Ministry of Health, Labour and Welfare, **General Survey on Working Conditions, 2008**

Note: 1) Figures in [ ] show the ratio of enterprises with fixed retirement age systems that also have post-retirement measures.

2) Figures in ( ) represent the breakdown of enterprises by oldest hiring age.

## 20. Ratio of Enterprises with Employment Extension System and Rehiring System by Industry and Size of Enterprise (2009)

一律定年制における勤務延長制度、再雇用制度の有無別企業の割合（産業・企業規模別、2009年）

（%）

Industry, size of enterprise 産業、企業規模		Enterprises with post-retirement system 定年後の制度がある企業				Enterprises without post-retirement system 定年後の制度がない企業	Enterprises which have a fixed retirement age system 一律定年制を定めている企業
		Total 計	Employment extension system only 勤務延長制度のみ	Rehiring system only 再雇用制度のみ	Adoption of both systems 両制度併用		
Enterprises with fixed retirement age	一律定年制の企業						
All Industries	産業計	90.1	11.3	64.6	14.2	9.9	98.5
1,000 employees or more	1,000人以上	97.7	2.8	89.5	5.4	2.3	97.7
300-999 employees	300-999人	97.4	3.8	84.6	9.1	2.6	98.8
100-299 employees	100-299人	95.3	9.2	76.2	9.9	4.7	99.4
30-99 employees	30-99人	87.6	12.9	58.3	16.3	12.4	98.2
Mining and quarrying of stone and gravel	鉱業、採石業、砂利採取業	97.5	9.9	77.8	9.9	2.5	100.0
Construction	建設業	87.4	10.1	56.7	20.7	12.6	93.6
Manufacturing	製造業	94.8	13.1	68.7	13.0	5.2	99.3
Electricity, gas, heat supply and water	電気・ガス・熱供給・水道業	97.3	3.8	90.4	3.1	2.7	96.3

(%)

Industry, size of enterprise 産業、企業規模	Enterprises with post-retirement system 定年後の制度がある企業				Enterprises without post-retirement system 定年後の制度がない企業	Enterprises which have a fixed retirement age system 一律定年制を定めている企業
	Total 計	Employment extension system only 勤務延長制度のみ	Rehiring system only 再雇用制度のみ	Adoption of both systems 両制度併用		
Information and communication 情報通信業	87.9	6.2	70.6	11.1	12.1	99.7
Transport and postal activities 運輸業、郵便業	86.3	14.1	54.8	17.5	13.7	98.8
Wholesale and retail trade 卸売業、小売業	92.4	9.9	69.3	13.2	7.6	99.8
Finance and insurance 金融業、保険業	97.6	4.8	86.0	6.8	2.4	99.3
Real estate and goods rental and leasing 不動産業、物品賃貸業	88.3	7.2	69.8	11.3	11.7	95.3
Scientific research, professional and technical services 学術研究、専門・技術サービス業	84.2	6.4	70.6	7.1	15.8	97.6
Accommodations, eating and drinking services 宿泊業、飲食サービス業	84.1	13.9	56.2	14.0	15.9	99.9
Living-related and personal services and amusement services 生活関連サービス業、娯楽業	86.7	7.8	62.4	16.5	13.3	96.4
Education, learning support 教育、学習支援業	84.6	6.6	58.4	19.6	15.4	96.5
Medical, health care and welfare 医療、福祉	84.4	14.2	51.9	18.3	15.6	96.0
Services (not elsewhere classified) サービス業（他に分類されないもの）	83.4	14.2	54.9	14.4	16.6	97.6

Source: Ministry of Health, Labour and Welfare, *General Survey on Working Conditions, 2009*

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

21. Ratio of Enterprises with Employment Extension System and Rehiring System by Size of Enterprise and Range of Application (2009)  
 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（2009年）

(%)

Such system, size of enterprise 制度、企業規模	Enterprises with such systems 制度がある企業	Range of application			
		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	Others その他	
<b>Employment extension system</b>	<b>勤務延長制度</b>				
Total	企業規模計	[25.5]100.0	56.6	35.5	7.8
1,000 employees or more	1,000人以上	[8.2]100.0	28.8	55.2	15.9
100-999 employees	100-999人	[17.7]100.0	52.5	40.4	7.2
300-999 employees	300-999人	[12.9]100.0	40.5	44.8	14.7
100-299 employees	100-299人	[19.1]100.0	54.9	39.5	5.6
30-99 employees	30-99人	[29.3]100.0	57.9	34.2	7.9
<b>Re-hiring system</b>	<b>再雇用制度</b>				
Total for all sizes of enterprise	企業規模計	[78.8]100.0	44.0	49.9	6.2
1,000 employees or more	1,000人以上	[94.9]100.0	19.2	77.5	3.3
100-999 employees	100-999人	[87.8]100.0	36.1	60.4	3.5
300-999 employees	300-999人	[93.6]100.0	29.6	67.6	2.7
100-299 employees	100-299人	[86.0]100.0	38.2	58.0	3.8
30-99 employees	30-99人	[74.7]100.0	48.7	43.7	7.5

Source: Ministry of Health, Labour and Welfare, **General Survey on Working Conditions, 2009**

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

## 22. Number of Regular and Non-regular Employees (2009)

### 正規・非正規従業員別従業者数（2009年）

(10,000 persons, %)

Number 人数	Employees excluding executives 役員を除く雇用者	Regular employees 正規の従業員	Non-regular employees 非正規の従業員		
			Part-time workers, <i>arbeit</i> (temporary workers) パート・アルバイト	Others 派遣社員、嘱託、その他	
Total 計	5,102	3,380(66.3)	1,721(33.7)	1,153	568
Male 男	2,860	2,334(81.6)	527(18.4)	250	277
Female 女	2,242	1,046(46.7)	1,196(53.3)	903	293

Source: Ministry of Internal Affairs and Communications, *Labour Force Survey, 2009*

## 23. Number and Share of Short-time Employees 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）

(10,000 persons, %)

		1980	1990	1995	2000	2005	2008	2009
Number (10,000 persons) 人数								
Total	計	390	722	896	1,053	1,266	1,407	1,432
Male	男	134	221	264	298	384	450	470
Female	女	256	501	632	754	882	957	961
Share (%) 比率								
Total	計	10.0	15.2	17.4	20.0	24.0	26.1	27.0
Male	男	5.2	7.5	8.4	5.7	12.3	8.3	8.8
Female	女	19.3	27.9	31.6	14.4	40.6	17.7	18.1

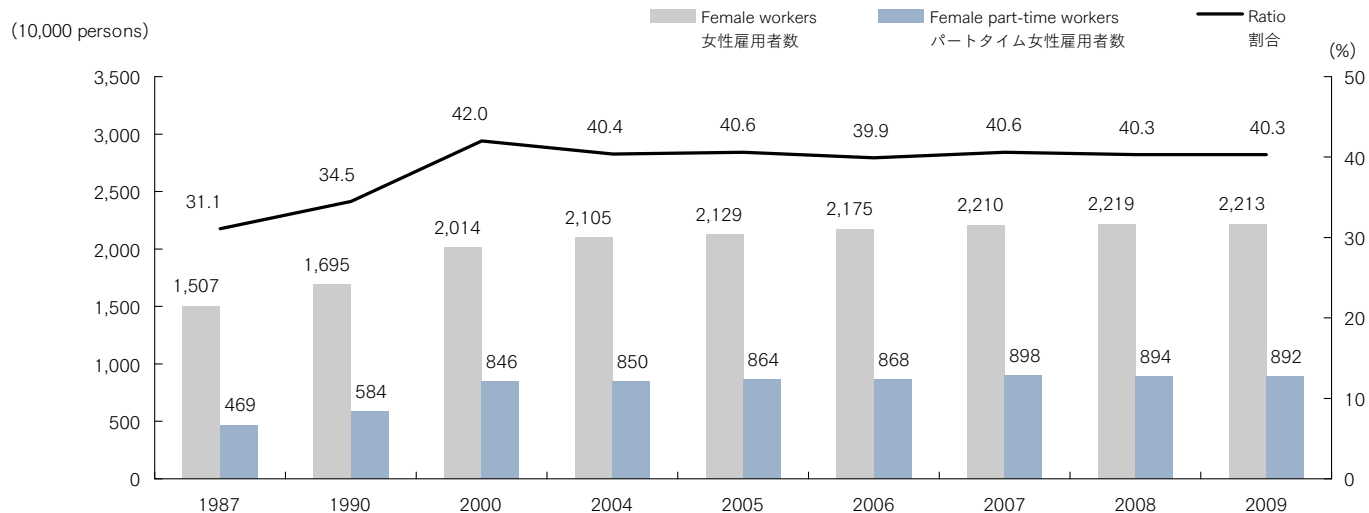
Source: Ministry of Internal Affairs and Communications, **Labour Force Survey**

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

2) Share of short-time employees = Number of short-time employees / Number of all employees (excluding those with temporary disabilities) x 100

## 24. Number of Female Part-time Workers and Their Ratio to the Total Number of Female Workers

### パートタイム女性雇用者数及び女性雇用者総数に占めるその割合



Source: Ministry of Internal Affairs and Communications, *Report on the Special Survey of the Labour Force Survey*



## 25. Part-time Workers as a Ratio of Employed in Different Countries

## 各国の就業者に占めるパートタイム労働者の割合

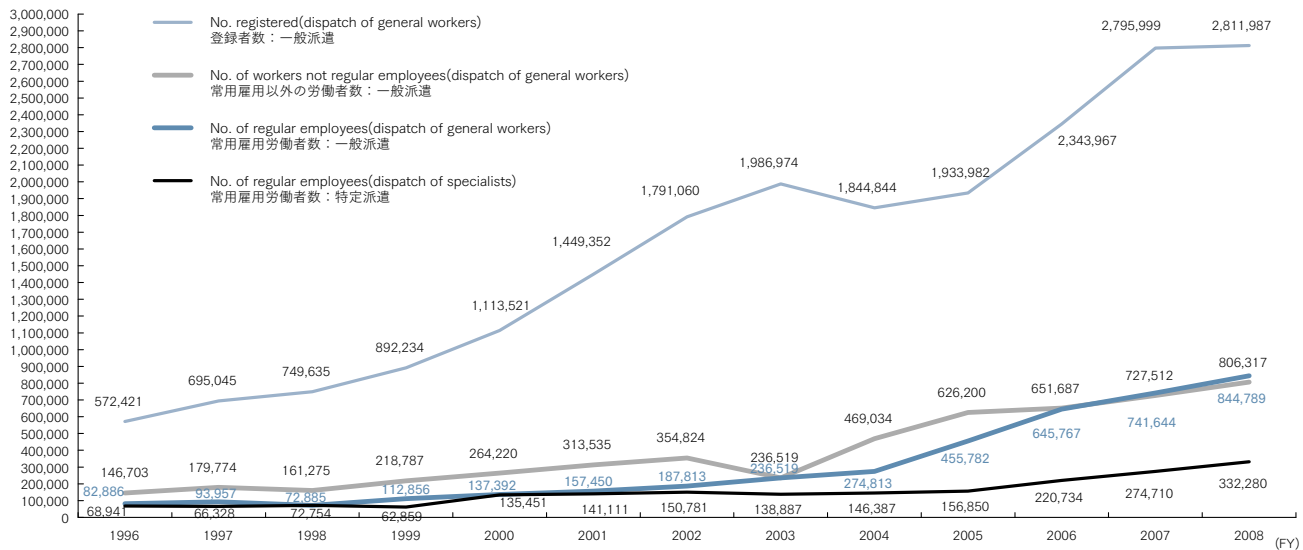
		Japan <sup>1)2)</sup>	United States	United Kingdom	Germany	France	Italy
							(%)
Ratio of part-time workers (Male)	1995	—	8.3	7.4	3.4	5.6	4.8
就業者に占めるパートタイム労働者の割合 (男)	2000	7.4	7.7	8.6	4.8	5.5	5.7
	2005	8.8	7.8	9.6	7.3	5.0	5.3
	2009	10.5	9.2	10.9	8.0	5.1	5.9
Ratio of part-time workers (Female)	1995	—	20.2	40.8	29.1	24.8	21.1
就業者に占めるパートタイム労働者の割合 (女)	2000	29.1	18.0	40.8	33.9	24.9	23.4
	2005	31.7	18.3	38.5	38.8	22.6	28.8
	2009	33.8	19.2	38.8	38.1	22.4	30.5
Women's share in part-time workers	1995	—	68.7	81.7	86.3	77.9	70.8
全パートタイム労働者に占める女性の割合	2000	73.1	68.1	79.4	84.5	78.8	70.5
	2005	71.8	68.4	77.6	81.4	79.5	78.2
	2009	69.9	66.5	75.8	80.4	79.8	77.6

Source: OECD, *Stat database on "Incidence of FTPT employment"*  
 Ministry of Internal Affairs and Communications, *Labour Force Survey, 2009*

Notes: 1) Working hours are not ordinary working hours but actual working hours.  
 2) Workers with fewer than 35 actual working hours per week.

# 26. Trends in Number of Dispatched Workers

## 派遣労働者数の推移



Source: December 26th 2008, released by Ministry of Health, Labour and Welfare

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 regular employees are divided by total annual working hours per regular employees).

## 27. Inflows of Foreign Workers

## 外国人労働者の流入

(1,000 persons)

Country 国	2001	2002	2003	2004	2005	2006	2007	2008
Japan <sup>1)</sup>	142.0	145.1	155.8	158.9	125.4	81.4	77.9	72.1
United States								
(Permanent settlers)	178.7	173.8	81.7	155.3	246.9	159.1	162.2	227.8
(Temporary workers)	413.6	357.9	352.1	396.7	388.3	444.4	503.9	449.9
France <sup>2)</sup>								
(Permanent workers)	9.2	8.0	6.9	7.0	8.9	10.3	17.1	22.7
(APT/Provisional work permits)	9.6	9.8	10.1	10.0	10.4	10.7	9.9	9.9
Germany <sup>3)</sup>	373.8	374.0	372.2	380.3	—	—	—	—
United Kingdom <sup>4)</sup>	85.1	88.6	85.8	89.5	86.2	96.7	88.0	77.7

Source: OECD, *International Migration Outlook, 2010 Edition*

Notes: 1) New immigration with residential status which allows work. It does not include foreign nationals who are granted provisional landing in transit and those who have reentered Japan, but it includes those who have applied for extending the period of stay.

2) Aggregates of permanent workers and temporary workers staying for less than 9 months. Family members living with foreign workers entering the labor market for the first time are excluded.

3) The numbers of newly issued work permits. The data are basically of new immigrant foreign workers, contract workers and seasonal workers. The numbers cover the former West German territory in all of these years. Citizens of EU nations are excluded.

4) Foreign nationals who are granted Certificate of Authorized Employment. It includes their dependent family members and citizens of European Economic Area (EU member nations, Iceland, Norway and Lichtenstein).

## 28. Foreign Labor Force 外国人労働力人口

(1,000 persons)

Country 国	2001	2002	2003	2004	2005	2006	2007	2008
Japan	169	180	186	192	181	179	194	212
United Kingdom <sup>1)</sup>	1,229	1,251	1,322	1,445	1,504	1,773	2,035	2,283
Germany <sup>2)</sup>	3,616	3,634	3,703	3,701	3,823	3,528	3,874	3,893
France <sup>3)</sup>	1,618	1,624	1,527	1,467	1,392	1,407	1,486	1,561

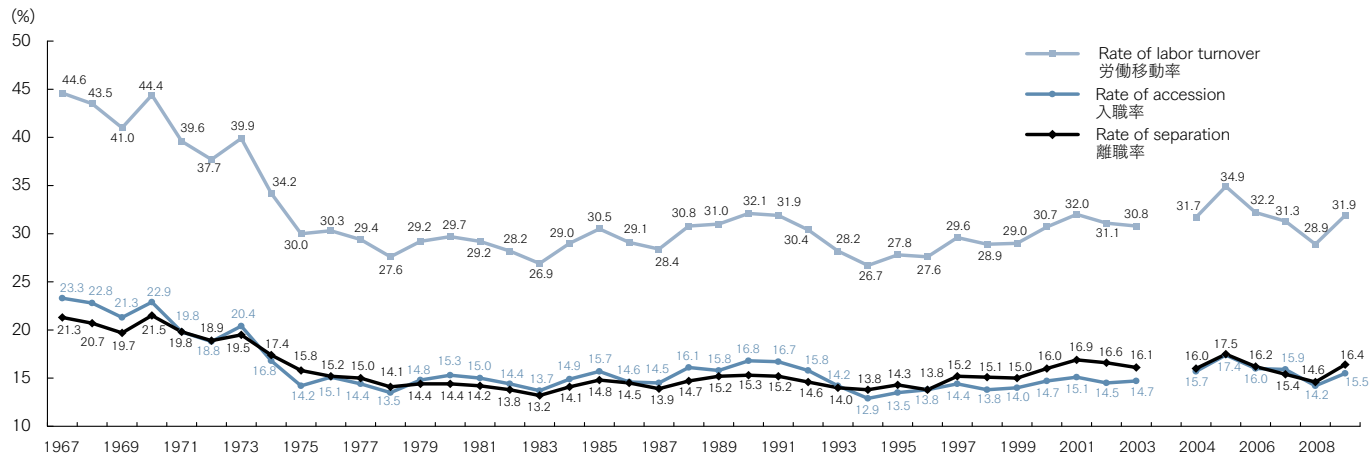
Source: OECD, *International Migration Outlook, 2010 Edition*

Notes: The unemployed included in other countries than the U.K. In principle, cross-border workers and seasonal workers are excluded.

- 1) The estimates are based on Labour Force Survey. Excluding the unemployed.
- 2) Including the unemployed and self-employed workers.
- 3) The data are based on Labour Force Survey, as in March each year until 2002.

## 29. Trends in Labor Turnover

## 労働移動の推移



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

- Notes:
- 1) Rate of accessions = Number of hired employees / Number of regular employees (A) (as of July 1)  
 Rate of separation = Number of separated employees / Number of regular employees (B) (as of July 1)  
 Rate of labour mobility = (A) + (B)
  - 2) From 1991, Construction is included.
  - 3) As industries covered have been partially increased since 2004, figures do not connect to those before 2003.

## 30. Trends in Number of Unemployed Persons by Reason for Seeking a Job

### 理由別完全失業者数の推移

		(10,000 persons, %)							
Reason for seeking a job 求職理由		2000	2003	2004	2005	2006	2007	2008	2009
Total 総数		320	350	313	294	275	257	265	336
Quitted job for involuntary reasons 非自発的な離職による者		102 (31.9)	146 (41.7)	118 (37.7)	100 (34.0)	88 (32.0)	83 (32.3)	88 (33.2)	145 (43.2)
Quitted job for voluntary reasons 自発的な離職による者		109 (34.1)	113 (32.3)	106 (33.9)	110 (37.4)	106 (38.5)	98 (38.1)	100 (37.7)	103 (30.7)
Graduated from school 学卒未就職者		18 (5.6)	20 (5.7)	18 (5.8)	16 (5.4)	15 (5.5)	12 (4.7)	11 (4.2)	14 (4.2)
Others その他の者		80 (25.0)	69 (19.7)	68 (21.7)	65 (22.1)	63 (22.9)	60 (23.3)	63 (23.8)	70 (20.8)

Source: Statistics Bureau, Ministry of Internal Affairs and Communications, *Labour Force Survey*

## 31. Unemployment Rate by Age and Sex

## 性・年齢階級別失業率

									(%)
		1990	2000	2005	2006	2007	2008	2009	
Total	計	2.1	4.7	4.4	4.1	3.8	4.0	5.1	
Male	男								
Total	小計	2.0	4.9	4.6	4.3	3.9	4.1	5.3	
15-24	15-24歳	4.5	10.2	9.9	8.8	7.7	7.9	10.1	
25-34	25-34歳	1.8	5.0	5.2	5.3	4.8	5.0	6.5	
35-44	35-44歳	1.2	2.9	3.5	3.2	3.0	3.1	4.4	
45-54	45-54歳	1.1	3.4	3.1	3.1	2.9	3.1	3.9	
55-64	55-64歳	3.4	6.7	5.0	4.5	4.1	4.3	5.6	
65 and over	65歳以上	1.4	3.2	2.5	2.8	2.3	2.5	3.3	
Female	女								
Total	小計	2.2	4.5	4.2	3.9	3.7	3.8	4.8	
15-24	15-24歳	4.1	7.9	7.4	7.2	7.1	6.9	8.4	
25-34	25-34歳	3.4	6.4	6.2	5.3	5.1	5.4	6.3	
35-44	35-44歳	1.8	3.7	4.1	3.7	3.9	4.0	5.0	
45-54	45-54歳	1.3	2.9	2.9	2.7	2.6	2.8	3.8	
55-64	55-64歳	1.4	3.6	2.7	2.8	2.4	2.6	3.4	
65 and over	65歳以上	—	1.1	1.1	1.0	1.0	1.4	1.4	

Source: Statistics Bureau, Ministry of Internal Affairs and Communications, *Labour Force Survey*

## 32. Ratio of Active Openings to Applicants by Age (Regular Employees)

### 年齡階級別有效求人倍率（常用労働者）

		1980	1990	2000	2005	2006	2007	2008	2009
Total	計	0.77	1.51	0.64	0.96	1.05	1.00	0.79	0.42
19 or under	19歳以下	2.60	4.32	2.31	4.17	4.76	5.05	4.50	2.68
20-24	20-24歳	1.12	1.58	0.87	1.15	1.23	1.07	0.81	0.50
25-29	25-29歳	0.88	1.55	0.73	0.86	0.92	0.77	0.55	0.33
30-34	30-34歳	0.91	2.59	0.99	0.95	0.98	0.81	0.58	0.33
35-39	35-39歳	1.01	2.56	1.17	1.16	1.14	0.93	0.64	0.33
40-44	40-44歳	0.93	2.01	1.04	1.15	1.22	1.07	0.76	0.38
45-49	45-49歳	0.64	1.71	0.56	0.97	1.08	1.07	0.83	0.40
50-54	50-54歳	0.51	1.27	0.32	0.65	0.79	0.94	0.85	0.42
55-59	55-59歳	0.26	0.55	0.18	0.44	0.50	0.65	0.65	0.34
60-64	60-64歳	0.16	0.25	0.08	0.50	0.69	0.78	0.64	0.31
65 and over	65歳以上	0.06	0.67	0.24	1.77	2.00	2.54	2.04	1.07

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 = Active job openings / Active job applications

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



## 33. Definitions of Unemployment in Different Countries

## 各国における失業者の定義

	Definition of unemployment	Definition of the unemployment rate
Japan	Labour Force Survey. Persons aged 15 and over who were not working, were capable of immediately accepting work, and were seeking work during the survey week. This includes those waiting for results from past job searches.	$\frac{\text{Number of unemployed}}{\text{Total labor force}^{1)}$
United States	Current Population Survey (CPS). Persons aged 16 or over who were not working during the survey week, were capable of immediately accepting work (except in cases of temporary illness), and had sought work within the preceding four weeks. This includes workers who had been laid off and were on standby for restoration to their previous jobs.	$\frac{\text{Number of unemployed}}{\text{Total labor force}}$ (Excludes members of the armed forces)
France	Employment Survey (Enquête Emploi). Persons aged 15 or over who were not working during the survey, were capable of accepting employment within two weeks, and had sought work within the preceding four weeks including the survey week, or who were waiting to start a new job within three years.	$\frac{\text{Number of unemployed}}{\text{Total labor force}}$
Germany <sup>2)</sup>	Microcensus (Mikrozensus). Persons aged 15 to 74 who work less than one hour per week, were capable of accepting employment within two weeks, and had sought work within the preceding four weeks.	$\frac{\text{Number of unemployed}}{\text{Total labor force}}$ (Excludes members of the armed forces)
	Number of the registered unemployed: Administrative statistics from the Germany Federal Employment Agency. This is the number of people registered to find work at public employment security offices. Specifically, these are people aged under 65 who work less than 15 hours per week, who are capable of accepting the work found for them by a public employment security office, as an employee more than three months, and had sought work. This excludes those who have participated in OJT.	$\frac{\text{Number of the registered unemployed}}{\text{Total labor force}}$ (Excludes members of the armed forces)
Italy	Labour Force Survey. Persons aged 15 or over who were not working during the survey week, were capable of accepting employment within two weeks, and had sought work within the preceding four weeks.	$\frac{\text{Number of unemployed}}{\text{Total labor force}}$ (Excludes members of the armed forces)
United Kingdom	Labour Force Survey. Persons aged 16 or over who were not working during the survey week, were capable of accepting employment within two weeks, and had sought work within the preceding four weeks. This includes those who have found employers and are on standby for jobs.	$\frac{\text{Number of unemployed}}{\text{Total labor force}}$ (Excludes members of the armed forces)

Source: Ministry of Health, Labour and Welfare, **Report on Conditions Overseas 2007-2008**

Notes: 1) Total labor force includes military personnel (Self-defense Force personnel in the case of Japan).

2) Each country's definitions of the unemployed and unemployment rates are based on ILO standards. Germany also publishes the number of registered unemployed and registered unemployment rate besides them.

	失業者の定義	失業率の定義
日本	労働力調査。調査週において仕事がなく、すぐに就業が可能で、求職活動を行った15歳以上の者。過去の求職活動の結果を待っている者を含む。	$\frac{\text{失業者数}}{\text{全労働力人口}^{1)}$
アメリカ	人口動態調査 (CPS)。調査週において仕事がなく、すぐに就業が可能 (一時的な病気の場合は除く) で、過去4週間以内に求職活動を行った16歳以上の者。レイオフされた労働者で前職に復帰するために待機中の者を含む。	$\frac{\text{失業者数}}{\text{全労働力人口 (軍人を除く)}}$
フランス	雇用統計 (Enquête Emploi)。調査中において仕事がなく、2週間以内に就業が可能で、調査週を含む過去4週間以内に求職活動を行った、又は3ヵ年以内に新しい仕事を始めるために待機中の15歳以上の者。	$\frac{\text{失業者数}}{\text{全労働力人口}}$
ドイツ <sup>2)</sup>	小規模国勢調査 (Mikrozensus)。仕事への従事が週1時間未満であって、2週間以内に就業が可能で、過去4週間以内に求職活動を行った15歳以上74歳以下の者。  (登録失業者) 職業安定機関の業務統計。公共職業安定所に求職登録している者の数である。具体的には、仕事への従事が週15時間未満であって、公共職業安定所が紹介する3ヵ月以上の仕事に被用者として応じることが可能で、求職活動を行った65歳未満の者。雇用局の研修等に参加する者は含まれない。	$\frac{\text{失業者数}}{\text{全労働力人口 (軍人を除く)}}$  $\frac{\text{登録失業者数}}{\text{全労働力人口 (軍人を除く)}}$
イタリア	労働力調査。調査週において仕事がなく、2週間以内に就業が可能で、過去4週間以内に求職活動を行った15歳以上の者。	$\frac{\text{失業者数}}{\text{全労働力人口 (軍人を除く)}}$
イギリス	労働力調査。調査週において仕事がなく、2週間以内に就業が可能で、過去4週間以内に求職活動を行った16歳以上の者。既に就業先が決まっており、待機中の者を含む。	$\frac{\text{失業者数}}{\text{全労働力人口 (軍人を除く)}}$

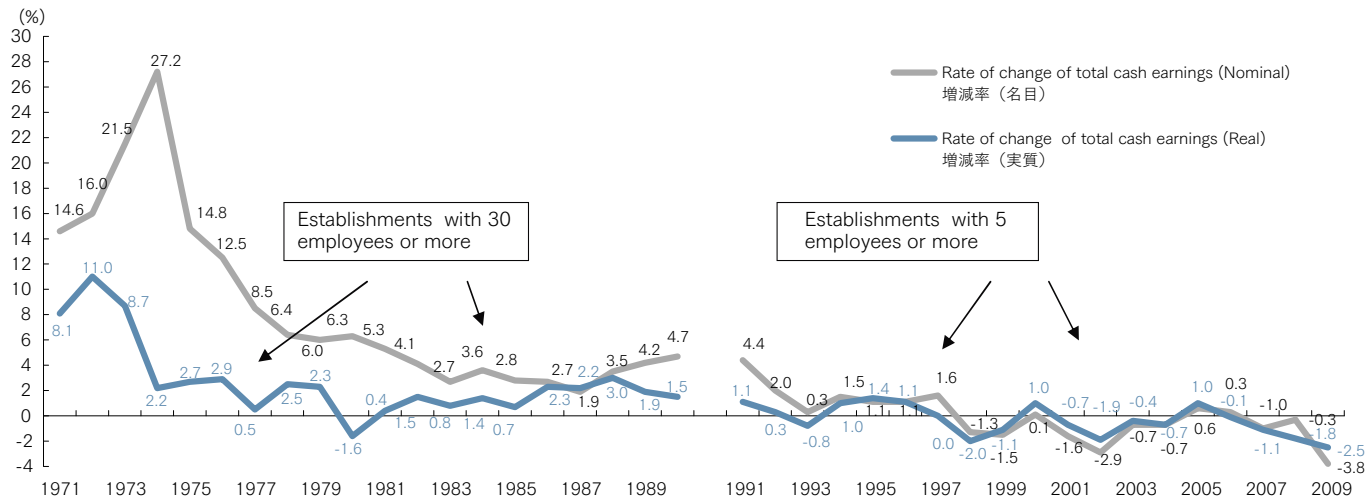
資料出所: 厚生労働省「海外情勢報告2007-2008」

注:

- 1) 全労働力人口は、軍人 (日本の場合は自衛隊員) を含む。
- 2) 各国の失業者及び失業率の定義はILO基準に準じているが、ドイツは、それとは別に登録失業者及び登録失業率を公表している。

## 34. Rate of Change in Monthly Cash Earnings

## 賃金の伸び率



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

Notes: 1) "Total amount of salary in cash" is a combined amount of "salary paid regularly" and "salary paid specially", before deducting income tax, social insurance premium, union dues, payment for purchases, etc.

2) The survey of establishments with 5 employees or more started in 1990

3) Calendar year average

## 35. Trends in Wage Levels

### 賃金水準の推移

(1,000 yen)

		1970			1980			1990		
		All employees 全労働者	Male 男性労働者	Female 女性労働者	All employees 全労働者	Male 男性労働者	Female 女性労働者	All employees 全労働者	Male 男性労働者	Female 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
		2000			2008			2009		
		All employees 全労働者	Male 男性労働者	Female 女性労働者	All employees 全労働者	Male 男性労働者	Female 女性労働者	All employees 全労働者	Male 男性労働者	Female 女性労働者
Contractual cash earnings きまって支給する現金給与額	Total 計	330.0	370.3	235.1	328.8	369.3	243.1	318.1	354.6	243.2
	Scheduled 所定内給与額	302.2	336.8	220.6	299.1	333.7	226.1	294.5	326.8	228.0
Annual special earnings 年間賞与 その他特別給与額		1,017.7	1,162.4	677.0	915.0	1,072.3	582.7	888.5	1,043.0	570.6

Source: Ministry of Health, Labour and Welfare, **Basic Survey on Wage Structure, 2009**

Note: Contractual cash earnings mean the amount for the period June 1-30, 2009.

### 36. 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）

age	Colleges, graduates of colleges 大学・大学院卒								Graduates of higher professional schools or junior colleges 高専・短大卒								Graduates of senior high schools 高卒							
	Wages 賃金 (1,000 yen) (千円)				Age differential 年齢間格差 (20-24=100)				Wages 賃金 (1,000 yen) (千円)				Age differential 年齢間格差 (20-24=100)				Wages 賃金 (1,000 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	2009	1975	2009	1975	2009	1975	2009	1975	2009	1975	2009	1975	2009	1975	2009	1975	2009	1975	2009	1975	2009	1975	2009
Total計	169.9	396.7	124.9	279.5	177	183	134	135	178.2	295.9	111.8	241.2	196	152	131	125	133.0	287.2	87.0	200.0	145	151	110	116
20-24歳	95.8	217.1	93.0	207.5	100	100	100	100	90.7	195.2	85.2	192.4	100	100	100	100	92.4	190.0	79.4	172.2	100	100	100	100
25-29歳	121.4	255.7	110.0	234.3	127	118	118	113	115.8	226.1	98.4	214.8	128	116	115	112	115.0	221.6	86.7	185.2	125	117	109	108
30-34歳	161.1	312.9	136.6	269.9	168	144	147	130	148.4	265.7	118.9	233.3	164	136	140	121	141.4	254.3	92.2	195.7	153	134	116	114
35-39歳	203.1	375.6	160.8	326.5	212	173	173	157	171.8	308.1	142.9	253.9	189	158	168	132	157.8	284.7	94.0	205.0	171	150	118	119
40-44歳	232.4	461.4	182.3	367.8	243	213	196	177	196.6	351.8	167.5	264.0	217	180	197	137	170.2	311.2	100.5	209.1	184	164	127	121
45-49歳	267.4	503.1	202.0	387.9	279	232	217	187	234.8	382.5	183.6	270.8	259	196	215	141	178.4	337.4	112.7	210.3	193	178	142	122
50-54歳	285.3	516.5	217.7	389.9	298	238	234	188	252.3	392.3	188.4	277.7	278	201	221	144	190.6	349.8	117.6	210.7	206	184	148	122
55-59歳	268.3	515.2	207.6	376.6	280	237	223	181	240.9	398.1	178.1	289.0	266	204	209	150	163.5	342.7	111.8	210.5	177	180	141	122
60-64歳	204.4	432.4	181.1	358.3	213	199	195	173	165.9	298.9	142.8	258.7	183	153	168	134	132.8	248.9	101.5	192.1	144	131	128	112

Source: Ministry of Health, Labour and Welfare, *Basic Survey on Wage Structure, 2009*

Note: Wages mean the amount for the period June 1-30, 2009.

### 37. 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）

Total 合計	2006		2007		2008	
	Wage differentials by enterprise size 企業規模間賃金格差					
	Male 男	Female 女	Male 男	Female 女	Male 男	Female 女
1,000 employees or more 1000人以上	100	100	100	100	100	100
100-999 employees 100-999人	81	89	81	88	85	90
10-99 employees 10-99人	74	82	75	82	77	83

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

Note: Results are for private enterprises.

## 38. Wage Differentials by Class of Position

## 職階別賃金格差

			(1,000 yen, %)						
			1980	1990	2000	2006	2007	2008	2009
<b>Director 部長</b>									
Contractual cash earnings	Actual earnings	実額	401.1	575.6	638.0	648.2	661.1	654.3	638.5
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	2,872.2	2,597.1	2,738.0	2,715.3	2,659.6
年間賞与その他特別給与額	Differential	格差	100	100	100	100	100	100	100
<b>Section manager 課長</b>									
Contractual cash earnings	Actual earnings	実額	320.6	463.8	521.1	521.6	531.3	522.7	517.1
決まって支給する現金給与額	Differential	格差	79.9	80.6	81.7	80.5	80.4	79.9	81.0
Annual special cash earnings	Actual earnings	実額	1,644.2	2,433.2	2,308.4	2,242.8	2,292.9	2,276.2	2,210.9
年間賞与その他特別給与額	Differential	格差	76.4	79.7	80.4	86.4	83.7	83.8	83.1
<b>Chief 係長</b>									
Contractual cash earnings	Actual earnings	実額	271.8	390.2	435.8	438.1	437.3	438.7	416.7
決まって支給する現金給与額	Differential	格差	67.8	67.8	68.3	67.6	66.1	67.0	65.3
Annual special cash earnings	Actual earnings	実額	1,185.9	1,710.6	1,733.8	1,597.7	1,634.4	1,640.6	1,552.2
年間賞与その他特別給与額	Differential	格差	55.1	56.1	60.4	61.5	59.7	60.4	58.4
<b>Non-supervisory positions 非役職</b>									
Contractual cash earnings	Actual earnings	実額	182.1	268.2	315.0	324.5	324.5	325.4	315.7
決まって支給する現金給与額	Differential	格差	45.4	46.6	49.4	50.1	49.1	49.7	49.4
Annual special cash earnings	Actual earnings	実額	609.3	919.1	1,013.7	975.0	967.8	975.9	966.2
年間賞与その他特別給与額	Differential	格差	28.3	30.1	35.3	37.5	35.3	35.9	36.3

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

Note: Enterprises with 100 employees or more. Differentials were calculated on the basis of director (= 100).

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

		1970	1980	1990	2000	2006	2007	2008	2009
Wage increase at spring labor offensive	春季賃上げ								
Major enterprises	主要企業								
Monthly amount (yen)	月額 (円)	9,166	11,679	15,026	6,499	5,661	5,890	6,149	5,630
Ratio (%)	賃上率 (%)	18.5	6.7	5.9	2.1	1.8	1.9	2.0	1.8
Small and medium scale enterprises	中小企業								
Monthly amount (yen)	月額 (円)	7,390	10,069	11,050	3,789	3,587	3,807	3,787	—
Ratio (%)	賃上率 (%)	19.9	7.4	5.5	1.6	1.5	1.6	1.5	—
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	841,817	843,779	842,270	710,844
Increase rate (%)	伸び率 (%)	22.2	10.3	8.0	-0.5	2.9	2.3	-0.3	-14.3
Year-end	年末								
Agreed amount (yen)	妥結額 (円)	160,202	482,672	765,542	799,232	841,854	845,119	831,813	726,933
Increase rate (%)	伸び率 (%)	19.2	8.7	6.8	0.8	2.5	1.5	-0.6	-12.6

Source: Ministry of Health, Labour and Welfare, *The Office of Counselor for Labour Relation attached to Director-General for Policy Planning and Evaluation*

- 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 labor unions. The small and medium scale enterprises surveyed are approximately 8,000 enterprises that have fewer than 300 employees and have labor 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.
  - 5) The survey for small and medium scale enterprises has been abolished after FY 2008.



## 40. 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 調査産業計					
		5 or more employees 5人以上			30 or more employees 30人以上		
		2007	2008	2009	2007	2008	2009
<b>Summer</b>		<b>夏季</b>					
Actual amount (1,000 yen)	実額 (千円)	407.6	406.0	363.1	469.3	470.3	409.7
Change over previous year same quarter <sup>2)</sup> (%)	対前年同期増減率	-1.4	-1.0	-9.7	-2.6	-0.9	-11.5
Pay ratio <sup>3)</sup> (month)	支給率 (月)	1.1	1.0	1.0	1.2	1.2	1.1
Ratio of paying enterprises <sup>4)</sup> (%)	支給事業所数割合	70.2	70.2	66.4	89.7	89.7	87.2
<b>Year-end</b>		<b>年末</b>					
Actual amount (1,000 yen)	実額 (千円)	417.5	424.4	—	487.3	487.2	—
Change over previous year same quarter <sup>2)</sup> (%)	対前年同期増減率	-3.4	1.0	—	-3.2	-1.1	—
Pay ratio <sup>3)</sup> (month)	支給率 (月)	1.1	1.1	—	1.3	1.3	—
Ratio of paying enterprises <sup>4)</sup> (%)	支給事業所数割合	75.5	73.3	—	92.2	90.6	—

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

## 41. International Comparison of Wages (Manufacturing, Total of Male and Female)

### 賃金（製造業、男女計）の国際比較

			1995	2000	2005	2007	2008	2009
Japan (E)	(yen/month) <sup>2)</sup>	(円/月)	390,600	406,707	419,656	411,375	411,529	378,257
	(yen/day)	(円/日)	19,727	20,645	21,411	20,989	21,104	20,014
	(yen/hour)	(円/時間)	2,383	2,469	2,516	2,455	2,485	2,426
United States (E)	(\$/hour) <sup>3)</sup>	(ドル/時間)	12.34	14.32	16.56	17.26	17.75	18.23
France (E)	(euro/hour) <sup>4)</sup>	(ユーロ/時間)	52.78	10.20	12.56	13.30	—	—
Germany (E)	(euro/hour) <sup>5)</sup>	(ユーロ/時間)	25.46	27.78	15.60	19.09	19.51	—
Italy (R)	(Index) <sup>6)</sup>	(指数)	131.3	114.4	99.5	106.0	109.8	—
United Kingdom (E)	(pound/hour) <sup>7)</sup>	(ポンド/時間)	7.92	10.10	12.51	13.20	—	—
China (E)	(yuan/month)	(元/月)	431	729	1,313	1,740	2,016	—
Singapore (E)	(\$\$/month) <sup>8)</sup>	(シンガポールドル/月)	2,157	3,036	3,495	3,764	3,955	—
Thailand (R)	(baht/month) <sup>9)</sup>	(バーツ/月)	4,994	6,065	6,407	6,999	—	—

Sources: ILO, *Yearbook of Labour Statistics 2008*, Ministry of Health, Labour and Welfare, *Annual Report on Monthly Labour Surveys, 2008*

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

2) Regular workers of business places that employ 30 or more persons in monthly labour statistical survey. Including bonuses and other specially paid wages. Work hours are total actual working hours.

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

4) Values are as of October each year. The objects of survey changed in and after 1998. The unit before 1995 is francs/hour. 1 Euro = 6.55957 francs

5) Former West German territory before 1995. Including family allowances directly paid by employers. On a mark basis before 2000. 1 euro = 1.95583 marks

6) Index sets as 1995: 1990=100, 2000: Dec., 1995=100, 2003-2004: Dec., 2000, and from 2005, Dec., 2005=100.

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

8) Statistics method was changed in 1998. Industrial classification changed in and after 2006.

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

## 42. Trends in Labor Cost Components (Manufacturing Industries)

## 労働費用構成の推移 (製造業)

		(%)						
		1988	1991	1995	2002	2006		
Japan	Total	計	100.0	100.0	100.0	100.0	100.0	
	Cash wages	現金給与	83.7	83.0	82.3	80.3	79.8	
	Non-wage costs	現金給与以外	16.3	17.0	17.7	19.7	20.2	
		Statutory welfare costs	うち法定福利費	(7.9)	(8.5)	(8.9)	(9.3)	(10.3)
		Voluntary social benefits <sup>3)</sup>	法定外福利費	(2.8)	(3.1)	(3.1)	(2.9)	(2.4)
		Retirement allowance	退職金等	(4.3)	(4.1)	(4.9)	(6.8)	(6.8)
		Others	その他	(1.3)	(1.4)	(0.9)	(0.8)	(0.7)
		1992 <sup>4)</sup>	1995 <sup>4)</sup>	2002	2006	2010		
United States	Total	計	100.0	100.0	100.0	100.0	100.0	
	Cash wages	現金給与	71.8	71.6	72.6	77.7	77.4	
	Non-wage costs	現金給与以外	28.2	28.4	23.1	22.3	22.6	
		Statutory welfare costs	うち法定福利費	(9.1)	(8.5)	8.6	(8.4)	(8.3)
		Voluntary social benefits <sup>3)</sup>	法定外福利費	(16.1)	(15.8)	} (14.5)	} (13.9)	} (14.4)
		Retirement allowance	退職金等	(2.9)	(4.0)			
		Others	その他	(0.1)	(0.1)			
		1988	1992	1996	2000	2004		
United Kingdom	Total	計	100.0	100.0	100.0	100.0	100.0	
	Cash wages	現金給与	86.0	85.1	83.8	76.8	75.0	
	Non-wage costs	現金給与以外	14.0	15.0	16.2	23.2	25.0	
		Statutory welfare costs	うち法定福利費	(7.3)	(7.5)	(8.5)	(8.3)	(6.1)
		Voluntary social benefits <sup>3)</sup>	法定外福利費	} (4.2)	} (4.7)	(5.0)	(8.7)	(14.0)
		Retirement allowance	退職金等			(0.0)	(1.0)	(1.2)
	Others	その他	(2.5)	(2.9)	(2.8)	(4.7)	(3.7)	

		1988	1992	1996	2000	2004	
France	Total	計	100.0	100.0	100.0	100.0	100.0
	Cash wages	現金給与	69.0	68.1	65.2	64.8	63.4
	Non-wage costs	現金給与以外	31.0	32.0	35.0	35.2	36.3
	Statutory welfare costs	うち法定福利費	(19.2)	(21.8)	(21.8)	(20.5)	(25.1)
	Voluntary social benefits <sup>3)</sup>	法定外福利費	(4.5)	} (7.0)	(7.4)	(8.9)	(4.6)
	Retirement allowance	退職金等	(4.0)		(1.8)	(2.2)	(3.1)
	Others	その他	(3.5)	(3.3)	(4.2)	(3.7)	(4.1)
		1988 <sup>5)</sup>	1992	1996	2000	2004	
Germany	Total	計	100.0	100.0	100.0	100.0	100.0
	Cash wages	現金給与	77.0	78.8	73.8	75.8	75.3
	Non-wage costs	現金給与以外	23.0	21.6	26.3	24.2	24.4
	Statutory welfare costs	うち法定福利費	(16.5)	(15.3)	(15.9)	(15.7)	(15.3)
	Voluntary social benefits <sup>3)</sup>	法定外福利費	(0.1)	} (3.1)	(7.6)	(7.0)	(7.7)
	Retirement allowance	退職金等	(4.2)		(0.6)	(0.6)	(0.5)
	Others	その他	(2.2)	(3.2)	(2.2)	(1.2)	(1.5)

Sources: Japan: Ministry of Health, Labour and Welfare, **General Survey on Working Conditions, 2007**

U.S.: Bureau of Labor Statistics, **Employer Costs for Employee Compensation, March 2009**

EU: Eurostat(2007.5) **Labour Costs Survey 2004**

Notes: 1) All enterprises with one or more employees for the U.S. and those with ten or more employees for EU

2) The figures in ( ) are breakdown.

3) Includes apprentices' welfare expenses for the U.K., Germany and France.

The U.S. data are broken down as follows:

\*Insurance: 9.1%

\*Retirement and savings: 4.9%

\*Other benefits: 0.5%

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

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

## 43. 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	2000	2006	2007	2008	2009
	(hours)								
Annual total of hours actually worked 総実労働時間（年間）	2,432	2,239	2,108	2,052	1,859	1,842	1,850	1,836	1,768
Annual scheduled hours worked 所定内労働時間（年間）	2,170	2,039	1,946	1,866	1,720	1,687	1,690	1,681	1,637
Annual non-scheduled hours worked 所定外労働時間（年間）	262	200	162	186	139	155	160	155	131

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 calculated by multiplying monthly hours worked by 12 and rounding off fractions below decimal point.
- 3) Establishments with 30 employees or more 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.

## 44. Ratio 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	2000	2006	2007	2008	2009
<b>Ratio of enterprises</b>	<b>適用企業数の割合</b>								
	Some type of weekly two days off								
	何らかの週休2日制	4.4	47.6	66.9	91.3	89.4	88.8	87.8	85.7
	Perfect weekly two days off								
	完全週休2日制	0.3	5.4	11.5	33.4	39.6	39.3	41.1	39.1
	Other weekly two days off <sup>2)</sup>								
	その他の週休2日制	4.1	42.2	55.4	57.8	49.8	49.5	46.7	46.6
<b>Ratio of employees</b>	<b>適用労働者数の割合</b>								
	Some type of weekly two days off								
	何らかの週休2日制	1.8	74.1	86.4	95.8	92.2	91.8	90.3	87.9
	Perfect weekly two days off								
	完全週休2日制	0.5	23.0	39.2	58.7	60.2	59.1	59.5	55.6
	Other weekly two days off <sup>2)</sup>								
	その他の週休2日制	1.3	51.1	47.2	37.1	32.0	32.8	30.8	32.3

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 weekly two days off" includes "three times a month", "every two weeks", "twice a month" or "once a month".

## 45. Average Number of Paid Holidays, Days Actually Taken and Rate of Usage 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		2006	2007	2008	2009
Total	計				
Average days given <sup>1)</sup>	平均付与日数	17.9	17.7	17.8	18.3
Average days taken	平均取得(消化)日数	8.4	8.3	8.5	8.8
Average usage rate <sup>2)</sup> (%)	平均取得(消化)率	47.1	46.6	47.7	48.1
1,000 employees or more	1,000人以上				
Average days given <sup>1)</sup>	平均付与日数	19.1	18.8	18.8	19.8
Average days taken	平均取得(消化)日数	10.2	9.7	10.0	10.6
Average usage rate <sup>2)</sup> (%)	平均取得(消化)率	53.4	51.7	53.1	53.7
300-999 employees	300-999人				
Average days given <sup>1)</sup>	平均付与日数	18.1	17.9	17.7	17.8
Average days taken	平均取得(消化)日数	7.9	7.7	8.0	7.9
Average usage rate <sup>2)</sup> (%)	平均取得(消化)率	43.4	43.0	45.0	44.1
100-299 employees	100-299人				
Average days given <sup>1)</sup>	平均付与日数	17.0	17.0	17.0	17.1
Average days taken	平均取得(消化)日数	7.3	7.4	7.3	7.9
Average usage rate <sup>2)</sup> (%)	平均取得(消化)率	42.8	43.9	42.8	46.0
30-99 employees	30-99人				
Average days given <sup>1)</sup>	平均付与日数	16.8	16.5	16.4	16.3
Average days taken	平均取得(消化)日数	7.2	7.1	7.0	6.5
Average usage rate <sup>2)</sup> (%)	平均取得(消化)率	42.8	43.0	42.4	40.0

Source: Ministry of Health, Labour and Welfare, **General Survey on Working Conditions**

Notes: 1) Average days given excludes carry-over days.

2) Average rate of usage = days taken / days given x 100

3) The figures are for private company that the head office has more than 30 regular employees.

## 46. Average Annual Hours Actually Worked per Employee

### 雇 用 者 1 人 当 た り の 平 均 年 間 総 実 労 働 時 間

	1990	2000	2005	2007	2008	2009
Japan <sup>1)</sup>	2,064	1,853	1,802	1,808	1,792	1,733
United States	1,833	1,835	1,801	1,799	1,797	1,776
France <sup>2)</sup>	1,581	1,491	1,459	1,457	1,461	1,469
Germany <sup>3)</sup>	1,490	1,387	1,354	1,354	1,352	1,309
United Kingdom	1,711	1,690	1,658	1,660	1,638	—

Sources: OECD, *Employment Outlook 2010*, OECD.Stat Database 2010

Notes: 1) Establishment size for Japan is 5 or more employees.

2) The value for 2009 is estimated figure.

3) The figures for 1990 represent those for former West Germany.



## 47. Adoption of Variable Working Hour System and De Facto 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 (Figures in parentheses are a ratio of employees covered by variable working hour system) 企業数割合(かっこ内は適用労働者数割合) (%)

	1990	2008	2009	Size of enterprise 企業規模			
				1,000 employees or more 1,000人以上	300-999 employees 300-999人	100-299 employees 100-299人	30-99 employees 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 variable working hour system <sup>1)</sup> 変形労働時間制を採用している企業 <sup>1)</sup>	13.2 (23.2)	52.9 (49.3)	54.2 (49.5)	74.0 (48.5)	65.8 (50.2)	57.2 (48.8)	51.9 (51.1)
Variable working hour system on a yearly basis 1年単位の変形労働時間制	0.6* (0.5*)	35.8 (24.4)	35.6 (24.1)	24.6 (9.9)	31.3 (24.6)	35.5 (31.4)	36.4 (38.3)
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)	14.4 (17.9)	15.5 (16.8)	38.3 (23.4)	24.7 (17.0)	19.2 (13.4)	13.0 (9.9)
Flexible working hour system on a daily basis フレックスタイム制	2.2 (4.8)	4.9 (7.0)	6.1 (8.5)	31.9 (15.2)	18.6 (8.5)	8.2 (4.0)	3.8 (2.6)
Enterprises not adopting variable working hour system 変形労働時間制を採用していない企業	93.0 (84.7)	47.1 (50.7)	45.8 (50.5)	26.0 (51.5)	34.2 (49.8)	42.8 (51.2)	48.1 (48.9)

Source: Ministry of Health, Labour and Welfare, **General Survey on Wages and Working Conditions 2009**

Notes: 1) Ratio of enterprises adopting variable working hours system to all or part of the workers

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

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

Ratio of enterprises (Figures in parentheses are a ratio of employees covered by de facto working hour system) 企業数割合(かっこ内は適用労働者数割合) (%)

	1990	2008	2009	Size of enterprise 企業規模							
				1,000 employees or more 1,000人以上		300-999 employees 300-999人		100-299 employees 100-299人		30-99 employees 30-99人	
All enterprises 全企業	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)	100.0 (100.0)	100.0 (100.0)		
Enterprises adopting de facto working hour system みなし労働時間制を採用している企業 (M.A.)	4.5 (3.2)	10.5 (7.9)	8.9 (6.3)	25.7 (9.1)	19.2 (7.0)	10.3 (3.8)	7.2 (3.9)				
De facto 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)	8.8 (6.2)	7.5 (4.8)	19.4 (6.8)	15.4 (5.6)	8.8 (2.9)	6.1 (3.1)				
Discretionary working system in the type of professional work <sup>1)</sup> 専門業務型裁量労働制	0.6 (0.1)	2.2 (1.3)	2.1 (1.1)	8.8 (1.6)	4.0 (1.2)	2.0 (0.8)	1.8 (0.6)				
Discretionary working system in the type of planning work <sup>2)</sup> 企画業務型裁量労働制	—	0.9 (0.5)	1.0 (0.4)	6.8 (0.7)	2.4 (0.3)	0.6 (0.1)	0.8 (0.1)				
Enterprises not adopting de facto working hour system みなし労働時間制を採用していない企業	95.5 (96.8)	89.5 (92.1)	91.1 (93.7)	74.3 (90.9)	80.8 (93.0)	89.7 (96.2)	92.8 (96.1)				

Source: Ministry of Health, Labour and Welfare, *General Survey on Wages and Working Conditions 2009*

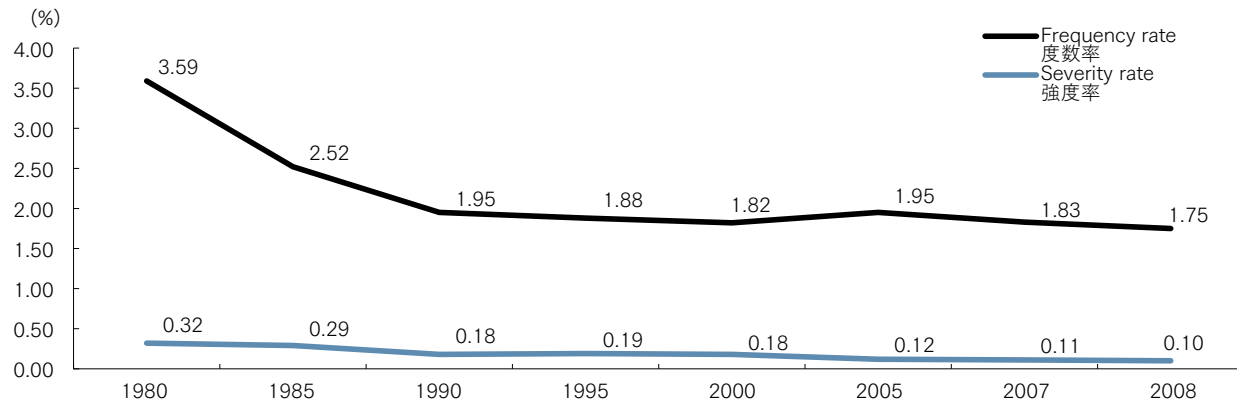
Notes: 1) "Discretionary working system in the type of professional work" was called as "De facto working hour system for discretion labor" until 1999.

2) "Discretionary working system in the type of planning work" has been in effect since April, 2000.

## Trends in Occurrence of Industrial Accidents (Frequency and Severity Rates)

48.

## 労働災害発生率の推移（度数率・強度率）



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

3) Figures for establishments with 100 employees and more

## 49. Trends in Deaths, and Injuries and Absences of Four or More Days from Work by Industry

### 死傷災害発生状況（死亡災害及び休業4日以上之死傷災害）

By Industry 産業別		1980	1990	2000	2005	2006	2007	2008	2009	(persons)
All Industries		335,706	210,108	133,948	120,354	121,378	121,356	119,291	105,718	
	全産業	(3,009)	(2,550)	(1,889)	(1,514)	(1,472)	(1,357)	(1,268)	(1,075)	
Manufacturing		106,481	62,404	37,753	30,054	29,732	29,458	28,259	23,046	
	製造業	(589)	(447)	(323)	(256)	(268)	(264)	(260)	(186)	
Mining		8,477	1,230	760	561	476	439	362	345	
	鉱業	(105)	(44)	(26)	(16)	(16)	(13)	(8)	(9)	
Construction		112,786	60,900	33,599	27,193	26,872	26,106	24,382	21,465	
	建設業	(1,374)	(1,075)	(731)	(497)	(508)	(461)	(430)	(371)	
Transportation		4,626	2,935	1,872	1,953	2,012	2,034	2,059	1,965	
	交通運輸業	(52)	(64)	(29)	(31)	(25)	(29)	(29)	(12)	
Overland Freight Transport		21,807	16,831	14,653	13,208	13,402	13,427	14,691	12,794	
	陸上貨物運送業	(261)	(311)	(271)	(245)	(198)	(196)	(148)	(122)	
Harbor Cargo Handling		4,108	1,103	388	323	298	307	290	228	
	港湾荷役業	(55)	(28)	(11)	(11)	(14)	(9)	(9)	(10)	
Forestry		12,490	5,069	2,773	2,171	1,972	2,080	2,073	2,128	
	林業	(117)	(89)	(53)	(47)	(57)	(50)	(43)	(43)	
Others		64,931	59,636	42,150	44,891	46,614	47,505	47,175	43,747	
	その他	(456)	(492)	(445)	(411)	(386)	(335)	(341)	(322)	

Source: Ministry of Health, Labour and Welfare

Note: Figures in ( ) refer to the number of deaths.

## 50. Amount of Accrued Benefit Payment at Retirement by Educational Attainment and Type of Workers(2008)

## 学歴、労働者の種類別定年退職者の退職給付額 (2008年)

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						
Size of enterprise 企業規模											
1,000 employees or more 1,000人以上											
Amount of retirement allowance (10,000yen) 退職金額 (万円)	2,497	1,318	2,257	2,389	2,572	2,252	1,252	1,321	1,806	2,382	
Rate of payment to monthly regular pay 月収換算 (月分)	45.0	23.7	38.5	42.1	46.7	48.7	36.4	30.9	43.5	50.3	
300-999 employees 300-999人											
Amount of retirement allowance (10,000yen) 退職金額 (万円)	2,053	965	1,374	1,852	2,238	1,673	695	1,041	1,394	1,836	
Rate of payment to monthly regular pay 月収換算 (月分)	39.7	20.1	26.1	36.2	43.0	38.8	19.0	25.4	37.7	41.0	
100-299 employees 100-299人											
Amount of retirement allowance (10,000yen) 退職金額 (万円)	1,793	775	1,350	1,442	2,094	1,429	501	907	1,132	1,753	
Rate of payment to monthly regular pay 月収換算 (月分)	37.8	17.3	26.3	30.5	44.3	33.4	16.3	25.7	31.1	36.8	
30-99 employees 30-99人											
Amount of retirement allowance (10,000yen) 退職金額 (万円)	1,369	986	658	1,750	1,687	1,268	618	723	834	1,723	
Rate of payment to monthly regular pay 月収換算 (月分)	30.3	22.3	19.0	34.6	35.7	33.7	19.7	23.1	25.3	40.4	

Source: Ministry of Health, Labour and Welfare, **General Survey on Working Conditions, 2008**

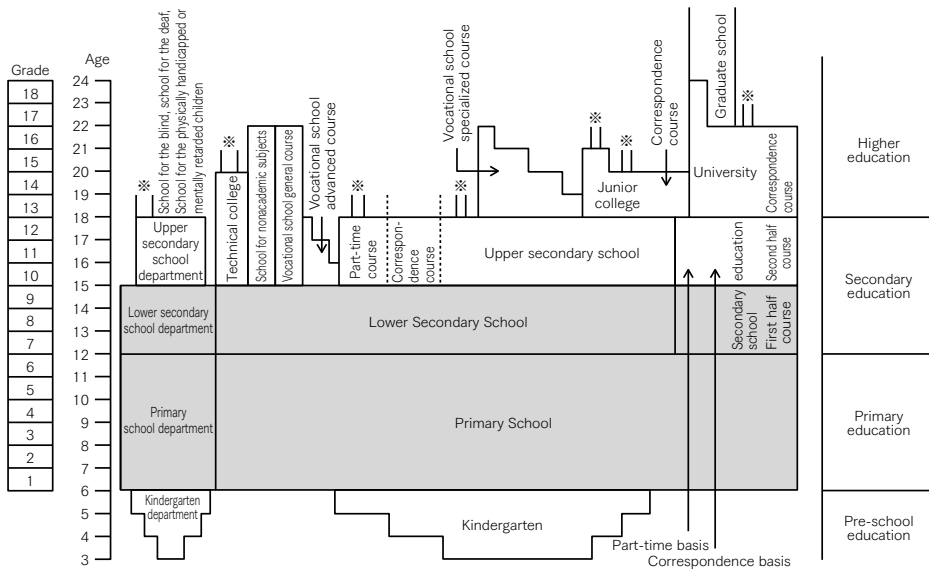
Notes: 1) Figures are for retired male workers 45 years old or over with 20 or more years duration of service.

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

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

# 51. Education System

## 教育制度



Source: Ministry of Education, Culture, Sports, Science and Technology, *International Comparison of 2007 Educational Indicators*

- Notes:
- 1) The shadowed sections mean compulsory education.
  - 2) ※ Represents a major course.
  - 3) In upper secondary schools, secondary education school second half courses, universities, junior colleges, and the upper secondary school departments of schools for the blind, schools for the deaf and schools for the physically handicapped or the mentally retarded children, separate courses of study requiring one or more years for graduation may be provided.

52. Number of New Graduates, Ratio of Enrolled Students Entering Higher Institutions, Number of New Graduates Entering the Labor 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	2007	2008	2009
Lower Secondary School	中学校								
New graduates	新規学卒者	1,770	1,667	1,723	1,982	1,465	1,214	1,199	1,188
New graduates entering the labor market	就職者	683.7	271.3	67.4	54.8	14.9	8.5	7.9	6.2
Ratio of those entering higher institutions <sup>2)</sup>	進学率 (%)	57.7	82.1	94.2	94.4	95.9	96.4	96.4	96.3
Ratio of new graduates entering the labor market	就職率 (%)	38.6	16.3	3.9	2.8	1.0	0.7	0.7	0.5
Upper Secondary School	高等学校								
New graduates	新規学卒者	934	1,403	1,399	1,767	1,329	1,147	1,088	1,064
New graduates entering the labor market	就職者	572.5	816.7	599.7	622.3	247.1	212.6	206.6	193.6
Ratio of those entering higher institutions	進学率 (%)	17.2	24.2	31.9	30.5	45.1	51.2	52.9	53.9
Ratio of new graduates entering the labor market	就職率 (%)	61.3	58.2	42.9	35.2	18.6	18.5	19.0	18.2
Junior College	短大								
New graduates	新規学卒者	30	115	170	208	178	92	84	78
New graduates entering the labor market	就職者	17.5	80.2	128.9	181.1	99.6	64.6	60.4	54.6
Ratio of those entering higher institutions	進学率 (%)	8.6	3.8	3.2	3.4	9.4	12.0	11.4	11.5
Ratio of new graduates entering the labor market	就職率 (%)	58.9	70.3	76.0	87.0	56.0	70.2	72.0	69.9

		1960	1970	1980	1990	2000	2007	2008	2009
University	大学								
New graduates	新規学卒者	120	241	379	400	539	559	556	560
New graduates entering the labor market	就職者	99.5	187.7	285.0	324.1	300.7	377.7	388.4	382.4
Ratio of those entering higher institutions <sup>3)</sup>	進学率 (%)	3.8	5.2	4.4	6.8	10.7	12.0	12.1	12.2
Ratio of new graduates entering the labor market	就職率 (%)	83.2	78.1	75.3	81.0	55.8	67.6	69.9	68.4

Source: Ministry of Education, Culture, Sports, Science and Technology, **Statistical Abstract, 2010**

Notes: 1) They are graduates in March each year.

2) Proportion of persons entering the Labor market is calculated as follows:

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

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

4) Indicates the ratio of those entering graduate schools.

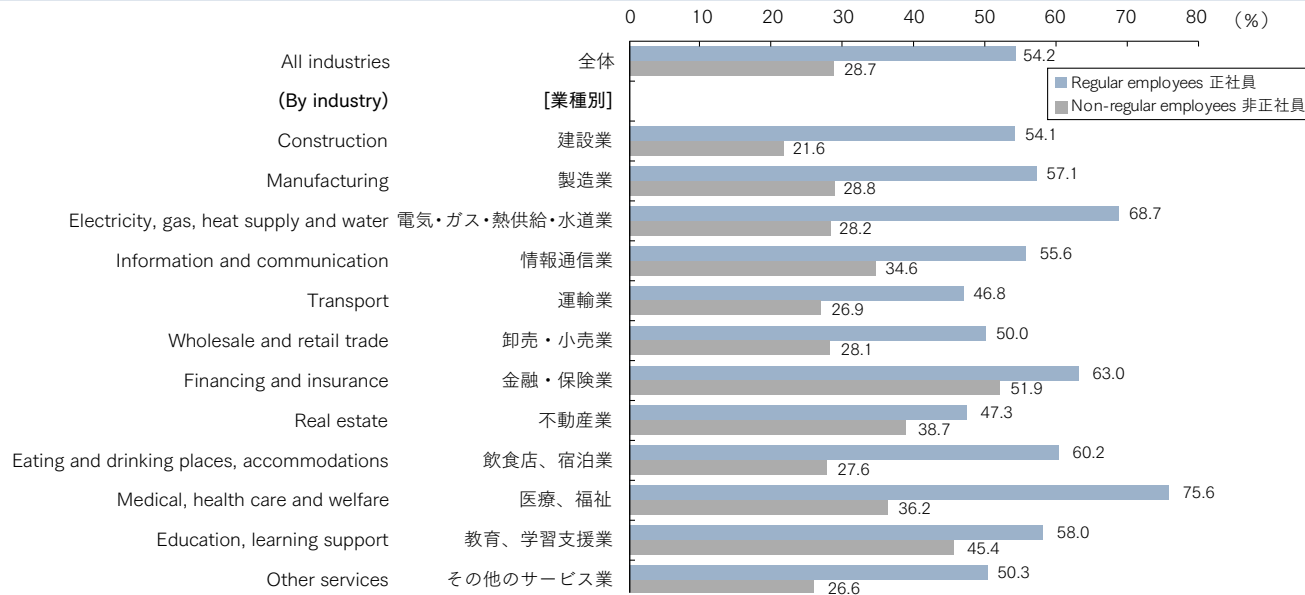
5) From 1980 and thereafter, Okinawa is also included.



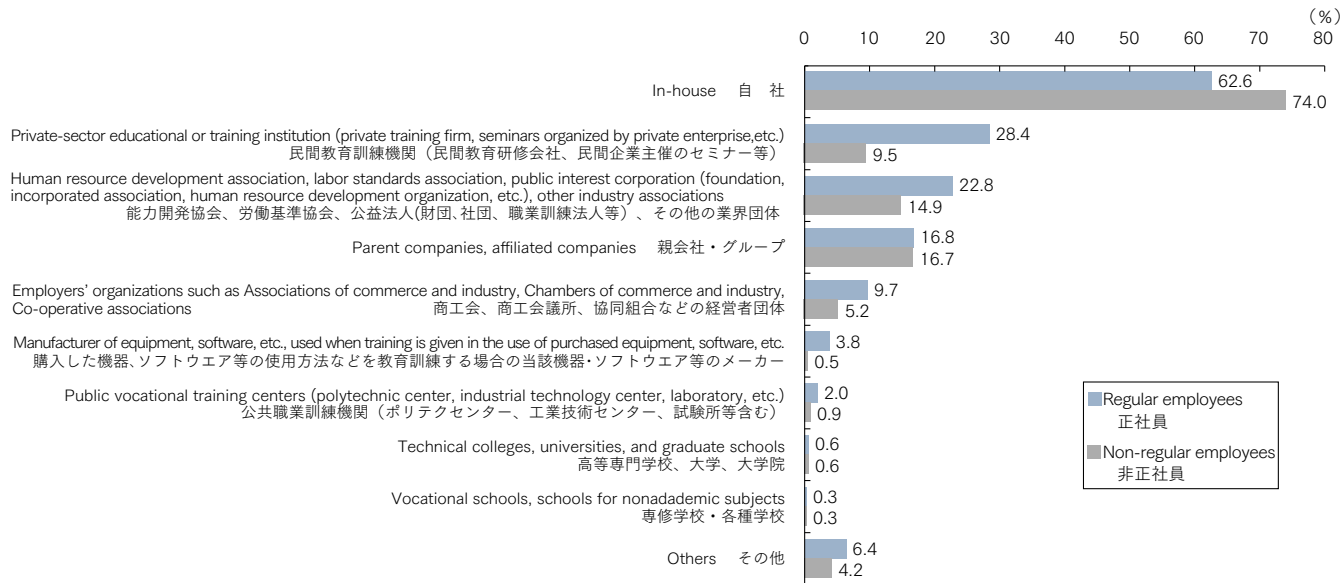
53.

## Status of Participation in Off-the-job Training (2008)

## Off-JTの受講状況 (2008年)

Source: Ministry of Health, Labour and Welfare, *Skill Development Survey, 2008*

54. Educational and Training Institutions Used for Off-the-job Training (Multiple Answers, 2008)  
 Off-JTで利用した教育訓練機関（複数回答、2008年）



Source: Ministry of Health, Labour and Welfare, *Skill Development Survey, 2007*

## 55. Trends in Number of Labor Unions, Members and Organization Rate (Unit Union)

## 労働組合数、組合員数、組織率の推移（単位労働組合）

(As of June 30)

	1950	1960	1970	1980	1990	2000	2006	2007	2008	2009
Labor Unions <sup>1)</sup>										
労働組合数	29,144	41,561	60,954	72,693	72,202	68,737	59,019	58,265	57,197	56,347
Members <sup>1)</sup> (1,000 persons)										
労働組合員数 (千人)	5,774	7,662	11,605	12,369	12,265	11,539	10,041	10,080	10,065	10,078
Estimated Organization Rate <sup>2)</sup>										
推定組織率 (%)	46.2	32.2	35.4	30.8	25.2	21.5	18.2	18.1	18.1	18.5

Source: Ministry of Health, Labour and Welfare, **Basic Survey on Labour Unions, 2009**

Notes: 1) The number of labour unions is a totaled result of local trade unions (unit unions) and the number of union members is a totaled result of members of individual labor unions. Local labor unions comprise locally organized unions (unions having no organizations of lower levels) and those which are the lowest level organizations of individually organized unions (unions having organizations at lower levels) and are treated as local unions, each counted as one union. Individual labor unions comprise locally organized unions and the headquarters of the individually organized unions, each counted as one union.

2) These numbers are calculated by dividing the number of union members by the number of employees ("Labour Force Survey" of June each year by the Statistic Bureau of the Ministry of Internal Affairs and Communications).

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

(As of June 30)

		1990	2004	2005	2006	2007	2008	2009
Total 計								
Members (1,000 persons)	労働組合員数 (千人)	9,515	8,016	7,895	7,887	7,997	8,257	8,328
Estimated Organization Rate (%)	推定組織率	21.9	16.8	16.4	16.0	16.2	16.5	16.9
1,000 or more		1,000人以上						
Members (1,000 persons)	労働組合員数 (千人)	5,635	4,615	4,534	4,536	4,615	4,877	5,081
Estimated Organization Rate (%)	推定組織率	61.0	50.6	47.7	46.7	47.5	45.3	46.2
100-999		100-999人						
Members (1,000 persons)	労働組合員数 (千人)	2,480	1,987	1,957	1,954	1,938	1,932	1,917
Estimated Organization Rate (%)	推定組織率	24.0	15.8	15.0	14.8	14.3	13.9	14.2
99 or less		99人以下						
Members (1,000 persons)	労働組合員数 (千人)	463	310	298	290	283	273	269
Estimated Organization Rate (%)	推定組織率	2.0	1.2	1.2	1.1	1.1	1.1	1.1

Source: Ministry of Internal Affairs and Communications, **Basic Survey on Labour Unions, 2009**

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

## 57. Number of Labor Union Members in Private Enterprises by Size of Enterprise (2009)

## 企業規模別民間企業の労働組合員数 (2009年)

(10,000 persons)

Size of enterprise	企業規模	Members of labor unions 労働組合員数	Number of employees 雇用者数
Total	計	832.8	4,918
1,000 or more employees	1,000人以上	508.1	1,099
300-999 employees	300-999人	123.3	} 1,351
100-299 employees	100-299人	68.4	
30-99 employees	30-99人	23.4	} 2,429
29 or less employees	29人以下	3.5	
Others	その他	106.1	—

Source: Ministry of Health, Labour and Welfare, **Basic Survey on Labour Unions, 2009**

Note: "Others" includes labor unions and other such organizations composed of membership from a plurality of enterprises.

## Trends in Part-time Worker Membership in Labor Unions

58.

### パートタイム労働者の労働組合員数の推移

	Number of Part-time Workers in Trade Unions (persons)		Percentage of Total Labor Union Membership (%) 組合員数に占めるパート タイム労働者の割合	Estimated Organization Rate (%) パートタイム労働者の 推定組織率
	パートタイム労働者の 労働組合員数 (人)	Change from Previous Year (%) 対前年比		
2004	362,570	9.5	3.6	3.3
2005	389,035	7.3	3.9	3.3
2006	515,083	32.4	5.2	4.3
2007	588,031	14.2	5.9	4.8
2008	615,851	4.7	6.2	5.0
2009	700,000 <sup>3)</sup>	13.7	7.0	5.3

Source: Ministry of Health, Labour and Welfare, **Basic Survey on Labour Unions, 2009**

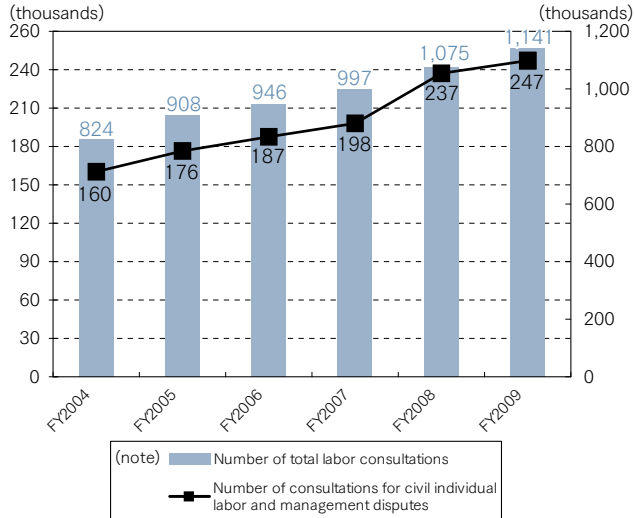
Notes: 1) "Part-time workers" are workers who work fewer scheduled hours in one day than general workers at the business establishment, or, even if the daily hours worked are the same, who work fewer scheduled days in a week, and who are referred to at the business establishment as part-timers, part-time workers, etc.

2) The "estimated organization rate" is a figure obtained by dividing the number of part-time worker members in labor unions by the number of short-time workers.

3) Number of part-time workers in trade unions in 2009 is approximate in 1,000 persons.

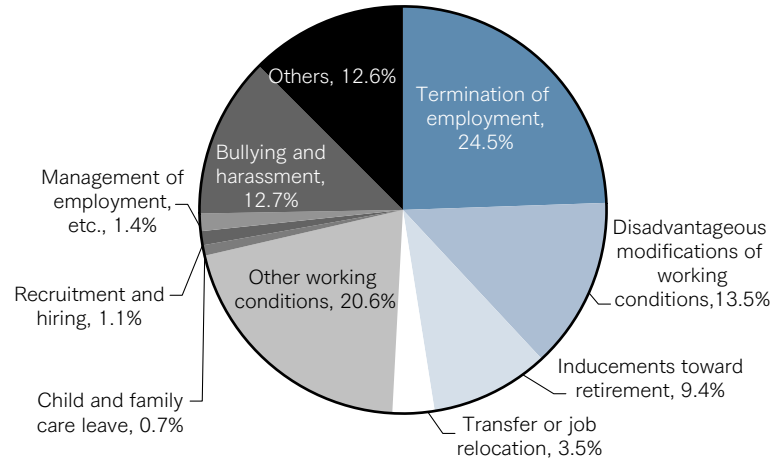
## 59. Number of Consultations about Individual Labor Disputes as Civil Affairs (2009) 民事上の個別労働紛争相談件数（2009年）

Shift in the number of consultations  
相談件数の推移



Source: Ministry of Health, Labour and Welfare

Breakdown of consultations for civil individual labor and management disputes  
民事上の個別労働紛争相談の内訳



Source: Ministry of Health, Labour and Welfare

## 60. Number of Labor Disputes by Principal Demands

### 主要要求事項別労働争議件数

		1950	1960	1970	1980	1990	2000	2005	2006	2007	2008
Total Disputes	労働争議件数	1,487	2,222	4,511	4,376	2,071	958	708	662	636	657
Wage Increase	賃金増額	—	805	2,131	3,236	954	310	130	96	109	111 <sup>1)</sup>
Temporary Allowance	臨時給与金	—	638	1,260	722	1,123	224	111	131	138	99 <sup>2)</sup>
Revision of Working Hours	労働時間の変更	—	16	16	48	39	7	10	5	10	8 <sup>3)</sup>
Objection to Discharge or Issues of Reinstatement	解雇反対・被解雇者の復職	—	93	137	112	40	147	136	129	135	173
Objection to Discontinuance / Shutdown / Contraction of Business	事業の休廃止・合理化	—	15	28	26	16	32	19	20	14	8

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.

Categories were revised as follows in 2008:

- 1) Revision of wage amount (base pay, fringe benefits)
- 2) Revision of wage amount (bonus, lump-sum payment)
- 3) Change of scheduled working hours



## 61. Worker's Household Income and Expenditure

### 勤労者世帯の家計収支動向

(1,000 yen, %)

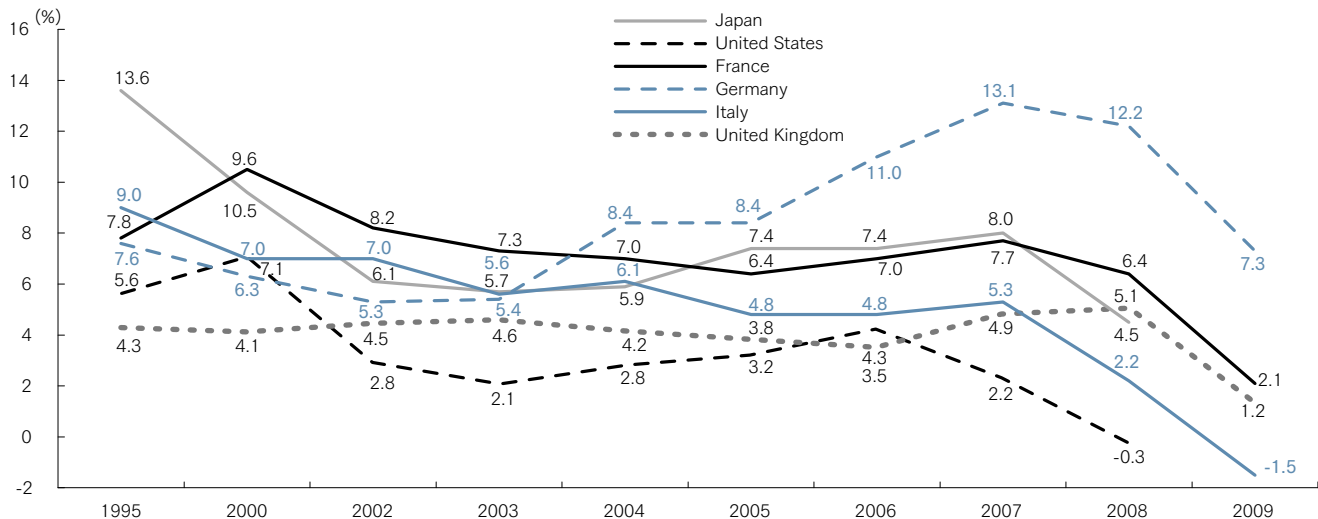
Monthly income (Average) 毎月の平均実収入		Fiscal year	
		1980	2009
Income	実収入	350 (100.0)	465 (100.0)
Wages and salaries	勤め先収入	331 (94.6)	437 (94.0)
Household heads	世帯主収入	293 (83.7)	389 (83.6)
Regular	定期収入	226 (64.6)	329 (70.7)
Temporary	臨時収入	67 (19.1)	3 (0.6)
bonuses	賞与		57 (12.3)
Wife's income	世帯主の配偶者の収入うち女	24 (6.9)	41 (8.9)
Other household members	他の世帯員収入	13 (3.7)	7 (1.4)
Self-employment and piecework	事業・内職収入	6 (1.7)	2 (0.4)
Other current income	他の経常収入	5 (1.4)	17 (3.6)
Non-current income	特別収入	8 (2.3)	9 (2.0)
Persons per household	世帯人員数	3.83	2.79
Earners per household	有業人員数	1.50	1.49
Age of head	世帯主年齢	41.7	45.2

(1,000 yen, %)

Monthly expenditure (Average) 毎月の平均支出		Fiscal year	
		1980	2009
Expenditures	実支出	282	364
Consumption expenditures	消費支出	238 (100.0)	284 (100.0)
Food	食料	66 (27.7)	63 (22.2)
Housing	住居	11 (4.6)	22 (7.7)
Fuel, light and water charges	光熱・水道	13 (5.5)	18 (6.4)
Furniture and household utensils	家具・家事用品	10 (4.2)	9 (3.1)
Clothing and footwear	被服及び履物	18 (7.6)	13 (4.4)
Medical care	保険医療	6 (2.5)	10 (3.5)
Transportation and communication	交通・通信	20 (8.4)	43 (15.0)
Education	教育	9 (3.8)	14 (5.1)
Culture and recreation	教養娯楽	20 (8.4)	31 (11.0)
Other consumption expenditures	その他の消費支出	65 (27.3)	61 (21.6)
Non-consumption expenditures	非消費支出	44 (100.0)	81 (100.0)
Earned income taxes	勤労所得税	13 (29.5)	13 (15.9)
Other taxes	他の税	11 (25.0)	23 (29.1)
Social insurance premiums	社会保険料	20 (45.5)	44 (54.9)

Source: Statistics Bureau, Ministry of Internal Affairs and Communications, *Annual Report on the Family Income and Expenditure Survey*

## 62. Trends in National Savings Rate 貯蓄率の推移



Sources: OECD, *Database*(<http://stats.oecd.org/>)2009, Cabinet Office Government of Japan, *Cabinet office Annual Report on National Accounts (2007)*

Notes: 1) National savings rate = gross saving / gross national disposable income x 100

2) Data prior to 1990 to former F.R. of Germany

## 63. Trends in Ratio of House Ownership

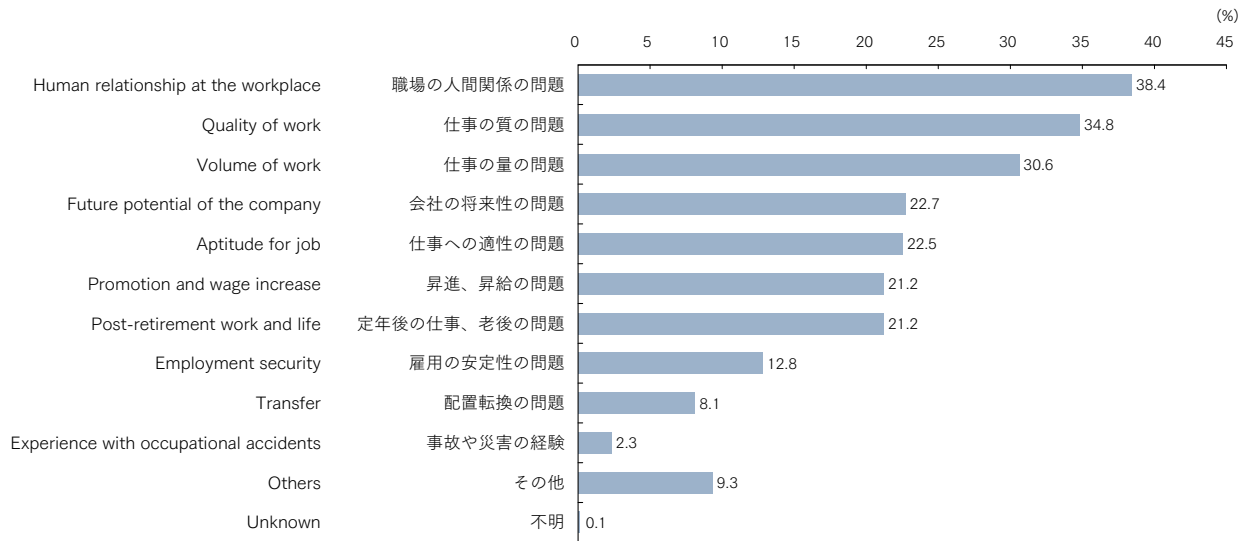
## 持家率の推移

		(%)				
		1985	1990	1995	2000	2005
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	99.1	99.2	98.9	98.9	99.1
Owned houses	持家	61.7	61.2	61.0	61.9	64.3
Rented houses owned by local government	公営の借家	5.3	5.1	5.0	4.7	4.3
Rented houses owned by public corporation	公団・公社の借家	2.3	2.2	2.1	2.0	2.0
Rented houses owned privately	民営の借家	24.5	26.0	26.2	26.5	25.5
Issued houses	給与住宅	5.3	4.7	4.6	3.7	2.9
Rented rooms	間借り	0.9	0.8	1.1	1.1	0.9

Source: Statistics Bureau, Ministry of Internal Affairs and Communications, *The 2005 Population Census*

## 64. Source of Work-related Stress and Anxiety (Multiple Answers)

### 仕事や職業生活に関する強い不安・悩み・ストレスの内容（複数回答）



Source: Ministry of Health, Labour and Welfare, *Survey for labor health situation, 2007*

Note: Data shown refer to regular employees surveyed.

## 65. National Medical Expense

## 国民医療費

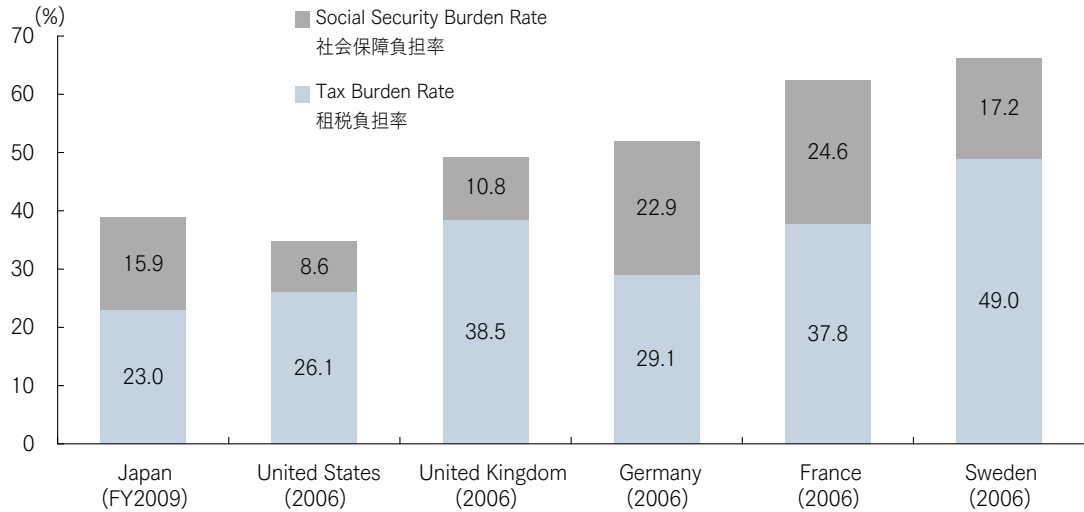
	(trillion yen, %)											
	1985	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	
National Medical Expense 国民医療費	16.0	30.7	30.1	31.1	31.0	31.5	32.1	33.1	33.1	34.1	—	
Ratio of National Medical Expense to National Income 国民医療費の国民所得に対する割合	6.1	8.4	8.1	8.6	8.7	8.8	8.8	9.1	8.9	9.1	—	
Medical Expense for the Elderly 老人医療費	4.1	11.8	11.2	11.7	11.7	11.7	11.6	11.6	11.3	11.3	11.4	
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	38.4	37.2	37.5	37.9	36.9	36.1	35.1	34.0	33.0	—	

Source: Ministry of Health, Labour and Welfare, **Overview of National Medical Expenses, 2008, MEDIAS Medical Information Analysis System, 2008, Annual Report on Medical for Elderly over 75**

Note: As elderly care insurance system has been put in force since April of 2000, some of national medical expenses until then became treated as expenses for elderly care insurance and have not been included in national medical expenses since FY 2000.

## 66. 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



Source: Research done by Ministry of Finance

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

## Public Pension System

## 67. 公的年金制度の概要

## Employee Pension Schemes 被用者年金制度

(As of the end of March, 2009)

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, 2010)
Employees' Pension Insurance 厚生年金保険	National Government	Employees in Private Enterprises 3,444	15.70%
National Public Service Personnel Mutual Aid Associations 国家公務員共済組合	National Public Service Personnel Mutual Aid Association	National Public Officers 105	15.15%
Local Government Officials Mutual Aid Associations 地方公務員共済組合	Local Government Officials Mutual Aid Association	Local Government Officers 295	15.15%
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 47	12.58%

Source: Ministry of Health, Labour and Welfare, **Annual Report on Health, Labour and Welfare, 2010**

- Notes: 1) 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.
- 2) 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 employees' pension insurance system).

## National Pension Schemes 国民年金制度

(As of the end of March, 2009)

Insured Person (10,000 persons) 被保険者 (万人)	Responsible Body 保険者	Premium 保険料 (As of April, 2010)
Self-employed persons, farmers, etc. who are aged 20 to 59 (No.1)		
Persons Covered by Employees' Pension Insurance and Mutual Aid Pension (No.2)	National Government	¥15,100 per month (Class 1) For Persons in Class 2 and Class 3, the pension insurance schemes covering those in Class 2 (persons covered by Employees' Pension Insurance and Mutual Aid Pension) pay a lump sum contribution to the National Pension of their premiums.
Dependent Spouses of Those in No.2 (No.3)		
Total 計		

Source: Ministry of Health, Labour and Welfare, **Annual Report on Health, Labour and Welfare, 2010**



## 68. Medical Insurance System

## 医療保険制度の概要

(As of April, 2010)

Plan 制度名		Insurer 保険者  (As of end of March, 2009)	Subscribers [Subscriber's dependents] (Unit: 1,000 persons) 加入者数 [上段：本人/下段：家族] (千人) (As of end of March, 2009)	Financial Resources 財源	
				Insurance Premiums 保険料率	Governmental Subsidies 国庫負担・補助
Health insurance	General employees	Kyokai Kenpo Japan Health Insurance Association	34,705 ( 19,496 15,210 )	9.34%	13.0% of benefits (contribution for latter-stage elderly people 16.4%)
	Association-managed				
	Insured parties, as stipulated in Article 3, Paragraph 2, Health Insurance Law	Japan Health Insurance Association	17 ( 11 6 )	Daily rate (class 1) 360 yen (class 13) 3,020 yen	13.0% of benefits (contribution for latter-stage elderly people 16.4%)
Seamen's insurance		National Government	144 ( 62 82 )	9.25% (sickness insurance)	Fixed amount
National aid insurance	National public officer	21 mutual aid associations	9,023 ( 4,394 4,629 )	—	None
	Local public officer	54 mutual aid associations		—	
	Private school personnel	1 mutual aid association		—	

National health insurance	Farmers, self-employed, etc.	Municipalities 1,788	$\left[ \begin{array}{c} 50,724 \\ \text{Municipalities} \\ 46,881 \\ \text{Insurance associations} \\ 3,843 \end{array} \right]$	Each household is assessed a fixed amount and amount based on ability to pay  Calculations vary somewhat according to insurer	43% of benefits etc.
		Health insurance associations 165			43% of benefits etc.
	Retired workers eligible for employees insurance benefits	Municipalities 1,788			None
Long life Medical Care System (Medical care system for the latter-stage elderly people)		[Management body]  Extended associations for medical care for the latter-stage elderly people	$\left[ \begin{array}{c} 13,458 \\ \text{(As of end of April, 2008)} \end{array} \right]$	Rates are fixed based on the equal amount per insured and the percentage of their income determined by the respective extended associations.	<ul style="list-style-type: none"> <li>• Insurance premium 10%</li> <li>• Contribution Approximately 40%</li> <li>• Public Approximately 50% (breakdown of public expenses)</li> </ul> National : Prefectural : Municipal 4 : 1 : 1

Source: Ministry of Health, Labour and Welfare, **Annual Report on Health, Labour and Welfare, 2010**

- Notes:
- 1) Those insured by the long-life medical care system (medical care system for the latter-stage elderly people) comprises persons of 75 years of age or older and the persons from 65 to 74 years of age certified by an extended association to have a certain degree of handicap.
  - 2) The proportion of government subsidy provided to the subscribers and their families through the national health insurance association will be the same as that of government-managed health insurance if they have obtained approval for health insurance eligibility exemption and re-subscribed anew on 1 September 1997 onwards.
  - 3) The memberships are a quick estimation, with the exception of the mutual aid associations, and the numbers as of end March 2008 include those scheduled to be transferred to the long-life (the latter-stage elderly people) medical care system in and after April 2008. Due to rounding off, the breakdown figures do not always add up to the total.

## 69. Long-term Care Insurance System

### 介護保険制度の概要

#### Service Provider Organization

##### Home care services

- Home help service
- Home-visit bathing service
- Home-visit nursing
- Home-visit rehabilitation
- Day rehabilitation service
- Management guidance for in-home care
- Day service
- Short-stay daily-life service
- Short-stay medical service
- Daily-life care service in specified facilities
- Sale of specified assistive devices
- Rental services for assistive devices

##### Facility services

- Welfare facilities for the elderly requiring care (special elderly nursing home)
- Health service facilities for the elderly requiring care (health care facility for the elderly)
- Sanatorium type medical care facilities for the elderly requiring care

##### Community-oriented services

- Home help services at night
- Day service for the elderly with dementia
- Small-scale and multifunctional in-home care
- Daily-life group care for the elderly with dementia
- Community-oriented daily-life care service in specified facilities
- Community-oriented daily-life care service in welfare facilities for the elderly requiring care

##### Other

- Allowance for the home renovation

##### Nursing care prevention services

- Nursing care prevention home-held service (home help)
- Nursing care prevention home-visit bathing service
- Nursing care prevention home-visit service
- Nursing care prevention home-visit rehabilitation
- Nursing care prevention day rehabilitation service (day-care-service)
- Nursing care prevention management guidance for in-home-care
- Nursing care prevention day service
- Nursing care prevention short-stay daily-life service
- Nursing care prevention short-stay medical service
- Nursing care prevention daily-life care service in specified facilities
- Nursing care prevention allowance for purchasing assistive devices
- Rental service of nursing care prevention assistive devices

##### Community-oriented nursing care prevention services

- Nursing care prevention day service for the elderly with dementia
- Nursing care prevention small-scale and multifunctional in-home care
- Nursing care prevention daily-life group care for the elderly with dementia

##### Other

- Allowance for home renovation

- Certification on long-term care need
  - Implement in municipalities

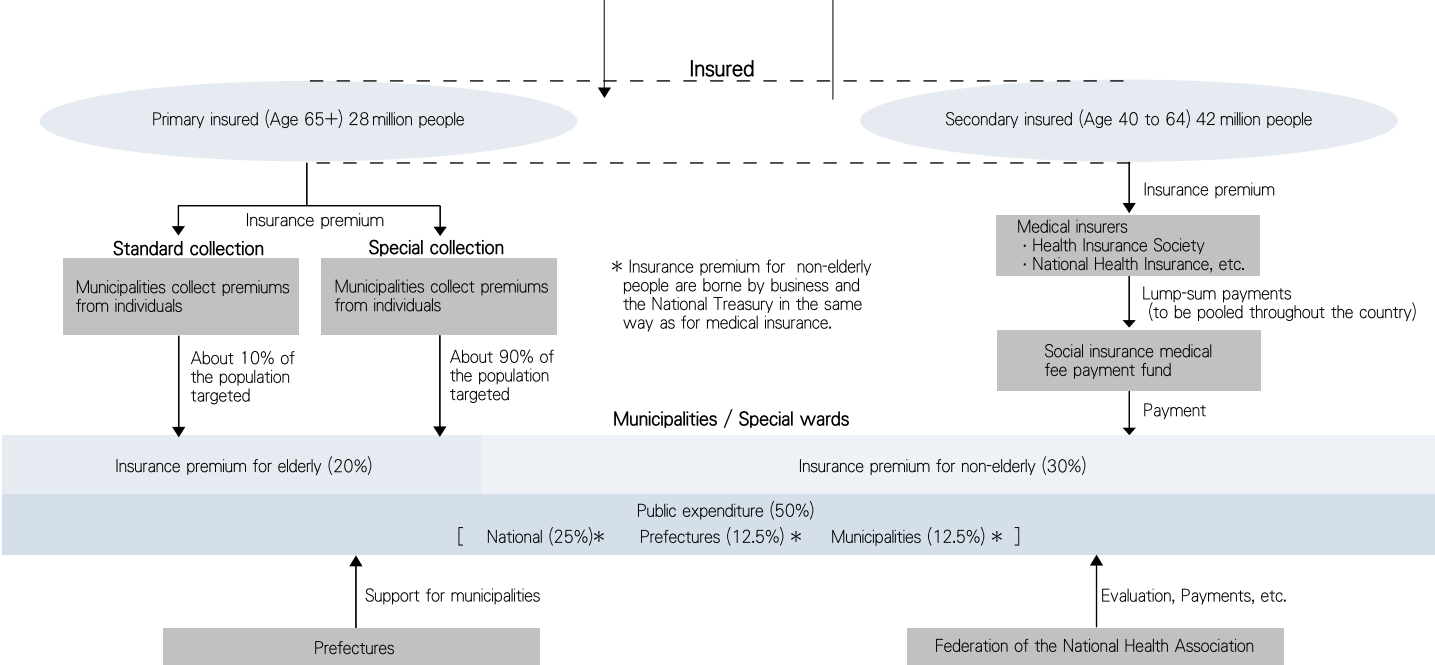
[ Certification of long-term care need may be implemented over wider areas or contract to prefectures. ]

- Creating long-term care service plans
  - Support planned use of care services

Using services

User's co-payment





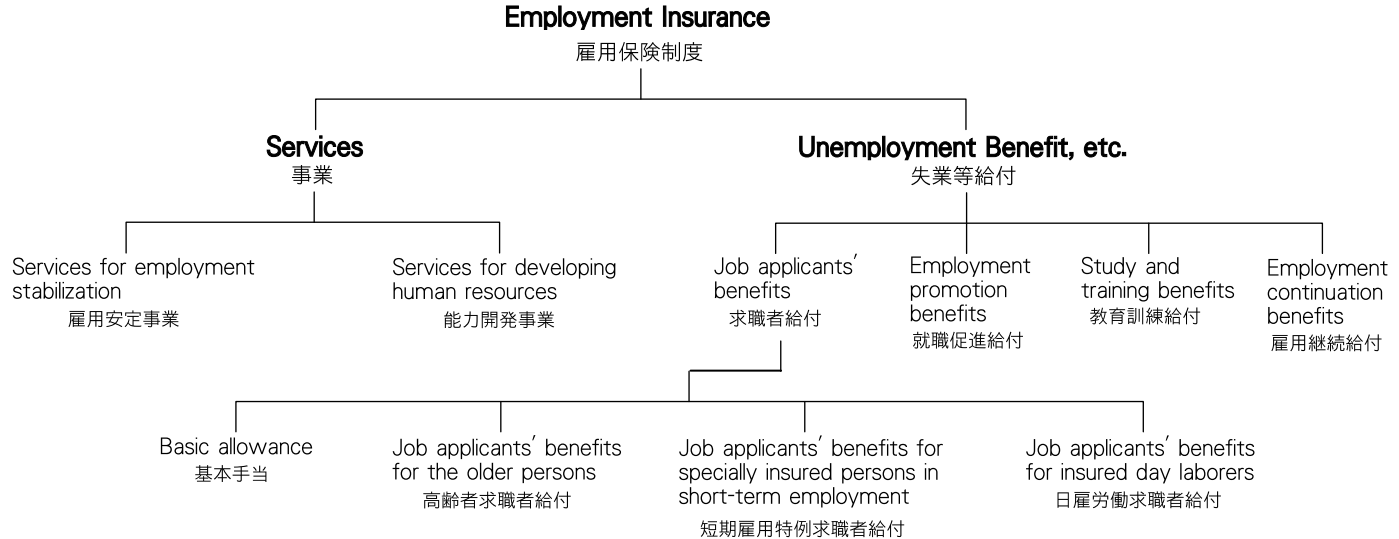
\* 5% of cost sharing by the national government which is adjusting subsidy increase or decreases according to the number of persons at 75 year-old and over, and the income level of the elderly. Benefits for facilities (3 elderly care insurance related facilities and specified facilities) are undertaken 20% by the national government and 17.5% by prefectures.

Source: Ministry of Health, Labour and Welfare, *Annual Report on Health, Labour and Welfare, 2010*

## 70. Employment Insurance System

## 雇用保険制度の概要

(As of October 1, 2009)



## Benefits System for Qualified Workers 受給格者における給付体系

Term of insurance coverage 被保険者であった期間	Age 年齢	(1) Duration of benefits for separated <sup>1)</sup> 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	
		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	—	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
10-19 Years	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

Source: Ministry of Health, Labour and Welfare

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

## Contribution Rate 保険料率

(As of 1st April, 2010)

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

Source: Ministry of Health, Labour and Welfare

## 71. Employment Insurance Statistics

## 雇用保険事業統計

	1960	1970	1980	1990	2000	2007	2008
<b>General Employment Insurance</b> 一般雇用保険							
Applied establishment <sup>1)</sup> (1,000) 適用事業所数 (千)	361	709	1,335	1,757	2,027	2,025	2,021
Insured worker <sup>1)2)</sup> (1,000 workers) 被保険者数 (千人)	12,735	20,956	24,961	31,398	33,524	37,249	37,304
Recipients <sup>3)4)</sup> (1,000 workers) 受給者実人員 (千人)	375	499	663	482	1,029	567	607
Total basic allowance <sup>4)</sup> (billion yen) 基本手当支給額 (十億円)	35.4	147.3	732.1	668.3	1,892.3	827.8	884.2
Rate of beneficiary (%) 基本受給率	2.9	2.3	2.6	1.6	3.1	1.5	1.6

Source: Ministry of Health, Labour and Welfare, **Annual Report on Employment Insurance Activities, 2009**

Notes: 1) Figures are as of the end of each fiscal year.

2) From fiscal 1985 on, this includes continuously insured older people.

3) It shows monthly average.

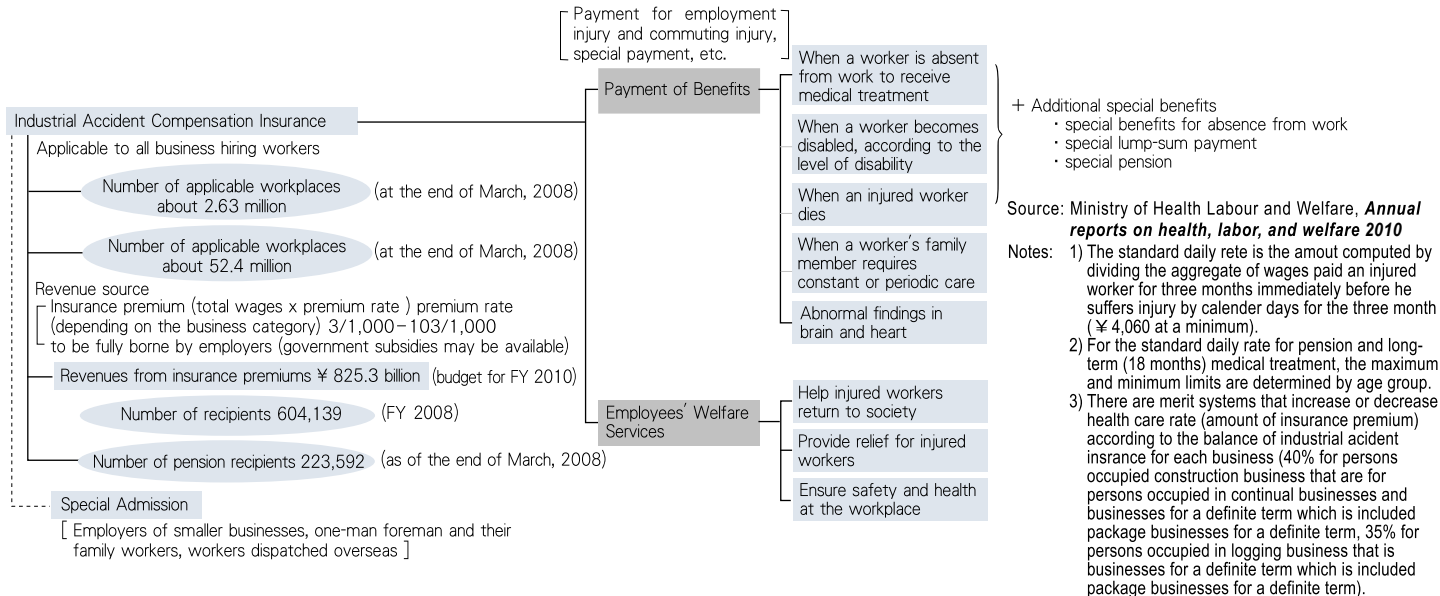
4) Extended benefits and special case training are excluded (only predetermined number of days of benefit).

5) Rate of beneficiary is calculated as follows:

Rate of beneficiary = Recipients of basic allowance / (Insured worker + Recipients of basic allowance) x 100 (%)

# 72. Industrial Accident Compensation Insurance System

## 労働者災害補償保険制度の概要





## 73. Industrial Accident Compensation Insurance Statistics

## 労働者災害補償保険事業統計

	1970	1980	1990	2000	2006	2007	2008
Applied establishments <sup>1)</sup> 適用事業場数	1,202,447	1,839,673	2,421,318	2,700,055	2,642,570	2,642,607	2,632,696
Insured persons <sup>1)</sup> 適用労働者数	26,530,326	31,839,595	43,222,324	48,546,453	50,707,376	51,313,223	52,418,376
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	1,050,344	1,069,010	1,070,934
Benefit cases 保険料給付件数	4,861,903	5,414,975	5,166,480	5,306,851	5,467,506	5,500,314	5,525,818
Benefit amount (million yen) 保険料給付金額 (百万円)	122,019	567,288	753,128	820,227	780,588	776,128	770,673

Source: Ministry of Health, Labour and Welfare, *Annual Report on the Industrial Accident Statistics, 2009*

Note: 1) Figures are as of the end of each fiscal year.

ISBN978-4-538-75010-1 C3033 ¥1000E



9784538750101



1923033010008



**The Japan Institute for Labour Policy and Training**

Printed in Japan

独立行政法人 労働政策研究・研修機構

定価：1,050円 (本体1,000円)