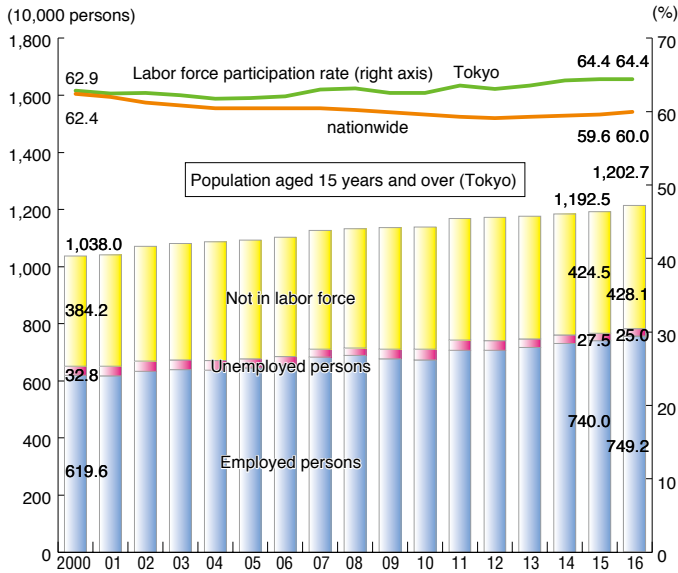


# Labor Force

## 1 Labor Force Participation Rate in Tokyo Has Been Tending to Increase in Recent Years

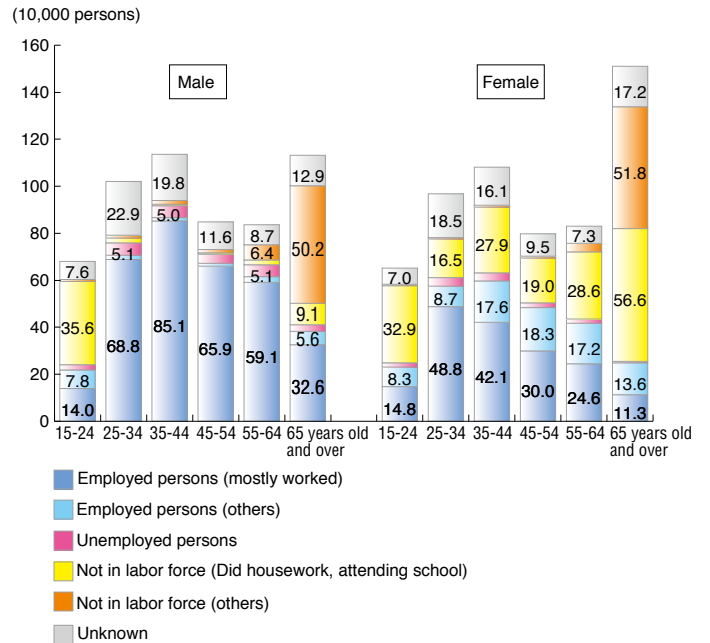
Population aged 15 years old and over by labor force status and labor force participation rate



Note: Figures for nationwide for 2011 are supplementary-estimated figures.  
Source: TMG, MIC "Labour Force Survey"

## 2 Labor Force Status Varies by Sex and Age

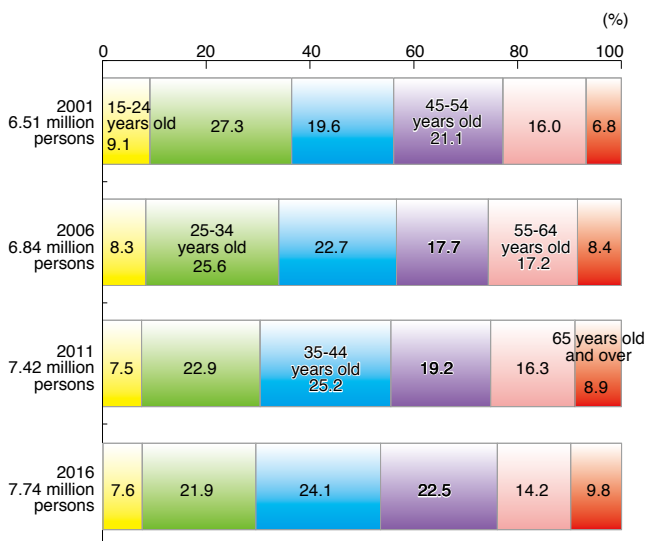
Population aged 15 and over by sex, age, and labor force status (Tokyo, 2010)



Note: "Employed persons (others)" is total of "worked besides doing housework", "worked besides attending school" and "absent from work".  
Source: MIC "Population Census"

## 3 Percentage of Labor Force Aged 34 or under in Total Labor Force Has Been Decreasing in Recent Years

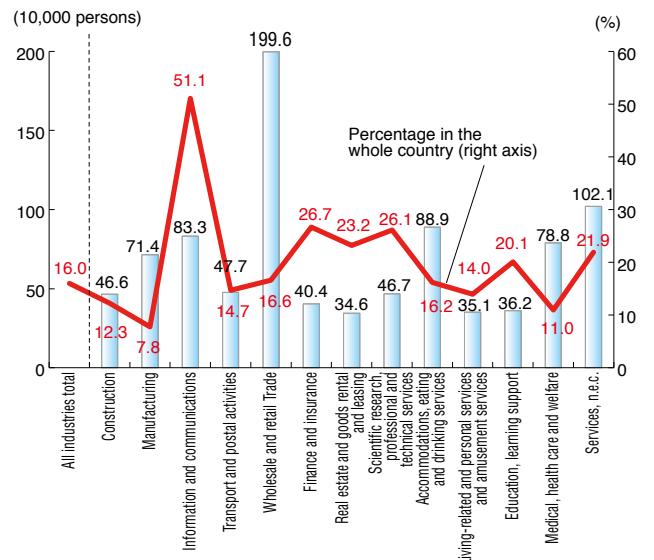
Composition ratio of Labor Force by age (Tokyo)



Source: TMG "Labour Force Survey"

## 4 Number of Employees of Information and Communications in Tokyo Accounts for Over 50% Relative of Whole Country

Number of employed persons and percentage in the whole country by industry (Tokyo, 2014)

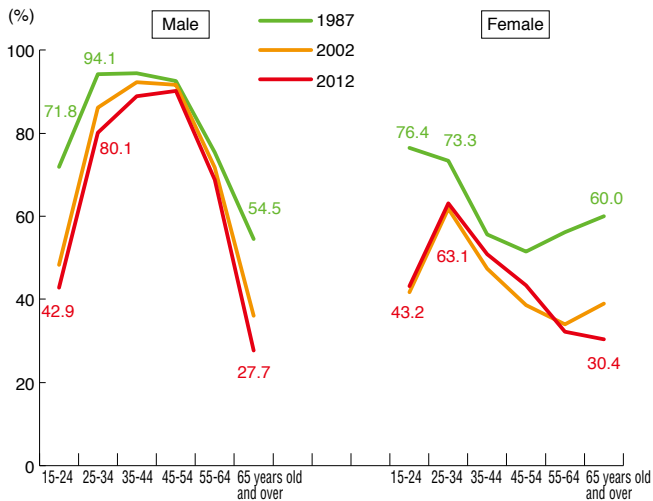


Note: The Divisions (major industrial groups) which have 100 thousand employees or more are listed.  
Source: MIC "Economic Census for Business Frame"

# Employment Status

## 1 Regular Employee Ratios Both in Male and Female Came Down Relative to 25 Years Ago

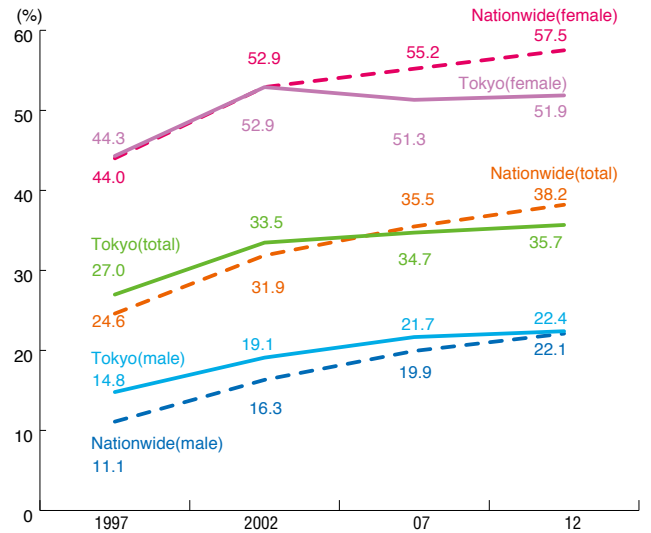
Regular employee ratio by sex and age (Tokyo, 1987, 2002 and 2012)



Note: Percentage to the number of employees except executives of company or corporation  
 Source: MIC, TMG "Employment Status Survey"

## 2 Non-Regular Staff Ratio is on the Rise

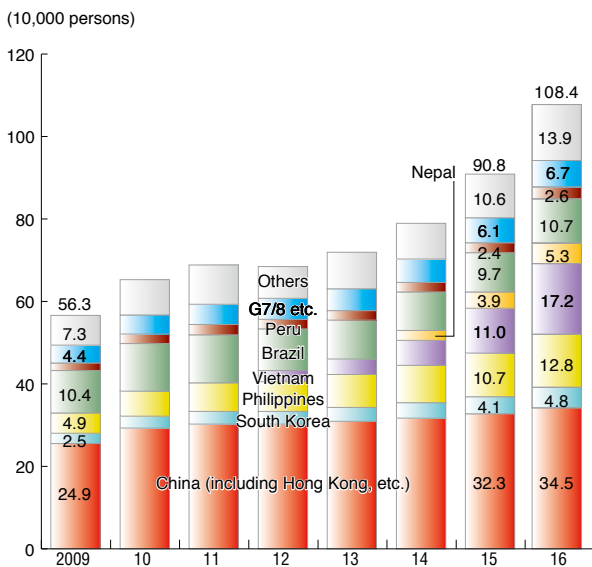
Non-regular staff ratio by sex



Note: Percentage to the number of employees except executives of company or corporation  
 Source: MIC, TMG "Employment Status Survey"

## 3 Number of Foreign Workers is on the Rise

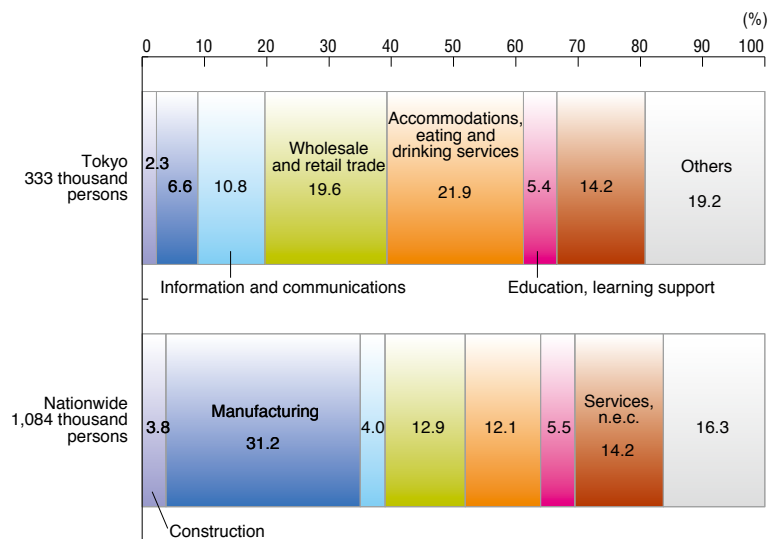
Number of foreign workers by country (nationwide)



Note: Figures are as of end of October each year. Figures for Vietnam are from 2012. Figures for Nepal are from 2014. Countries of G7/8 etc. consist of UK, USA, Germany, France, Italy, Canada, Russia, Australia and New Zealand.  
 Source: MHLW "Situation of Notified Foreign National Employment Status"

## 4 Foreign Workers engaged in "Information and Communications" and "Accommodation, Eating and Drinking Services" in Tokyo Account for a High Percentage Relative to the Whole Country

Composition ratio of number of foreign workers by industry (2016)

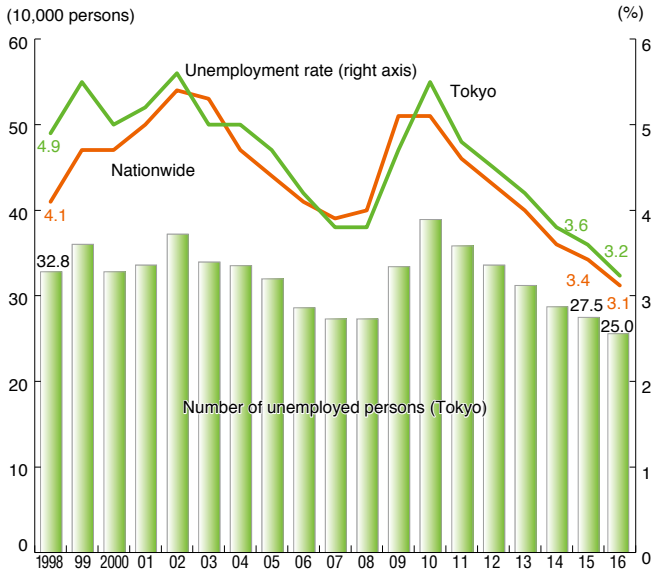


Note: Figures are as of end of October.  
 Source: MHLW "Situation of Notified Foreign National Employment Status"

# Job Openings, Job Applications and Unemployment

## 1 Unemployment Rate Has Been Improving for 6 Consecutive Years

Unemployment rate and number of unemployed persons

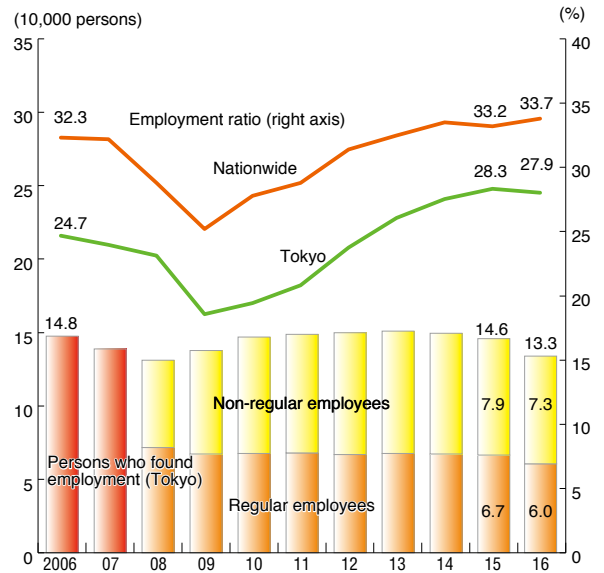


Note: Figures are annual averages. Nationwide unemployment rate for 2011 is the complementary-estimated figures.

Source: MIC, TMG "Labour Force Survey"

## 2 Ratio of Persons Who Found Employment Has a Trend to Increase

Number of persons who found employment and employment rate



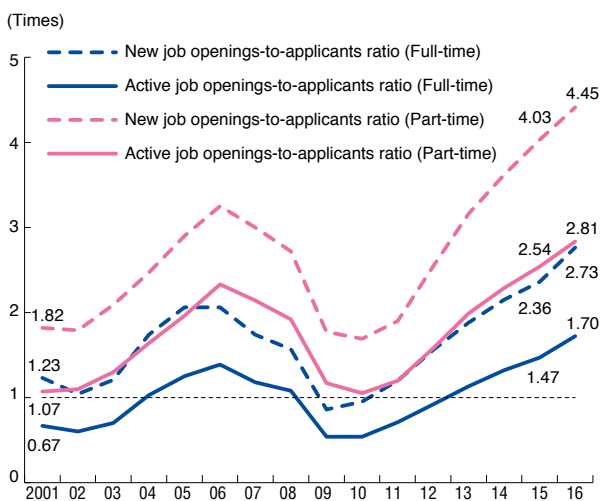
Note: Ratio of persons who found employment = number of employed persons / number of new job applicants × 100

As for number of persons who found employment, regular employees and non-regular employees are indicated separately from 2008.

Source: Tokyo Labor Bureau, MHLW statistics

## 3 Job Openings-to-applicants Ratio Has Been Increasing in Recent Years

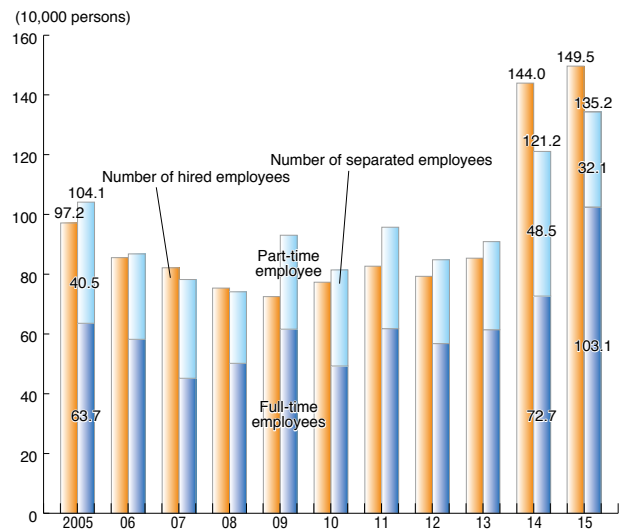
Job openings-to-applicants ratio (new and active) by type of employment (Tokyo)



Source: Tokyo Labor Bureau statistics

## 4 Number of Hired Employees Has Been Exceeding Number of Separated Employees for 2 Consecutive Years

Numbers of hired employees and separated employees (Tokyo)



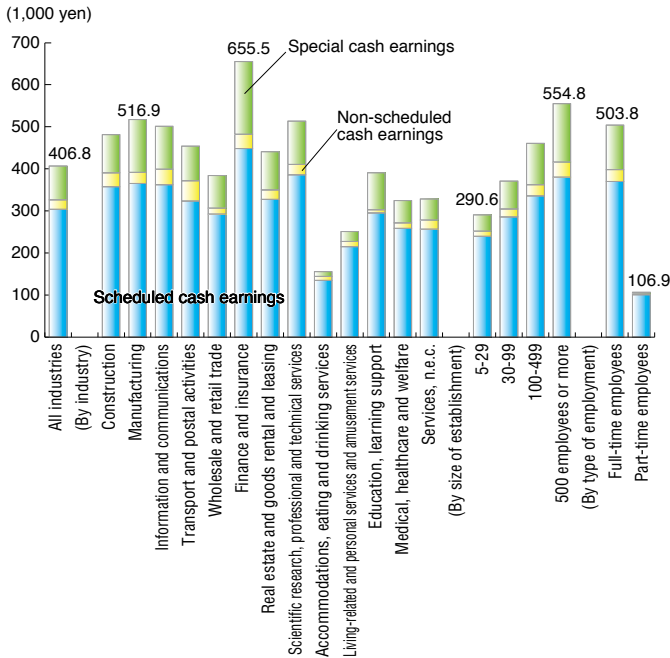
Note: Establishments with 5 regular employees or more

Source: MHLW "Survey on Employment Trends"

# Wages and Working Hours

## 1 Total Cash Earnings are High in Finance and Insurance

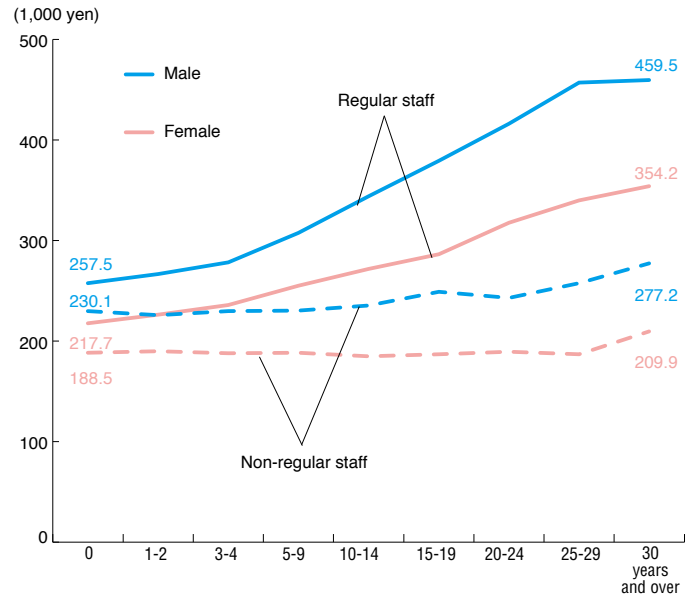
Average monthly cash earnings per person (Tokyo, 2015)



Note: Establishment with 5 employees or more  
Source: TMG "Monthly Labour Survey"

## 2 Wage Gap between Male and Female and between Regular and Non-Regular Staff Become Wider with years of continuous employment

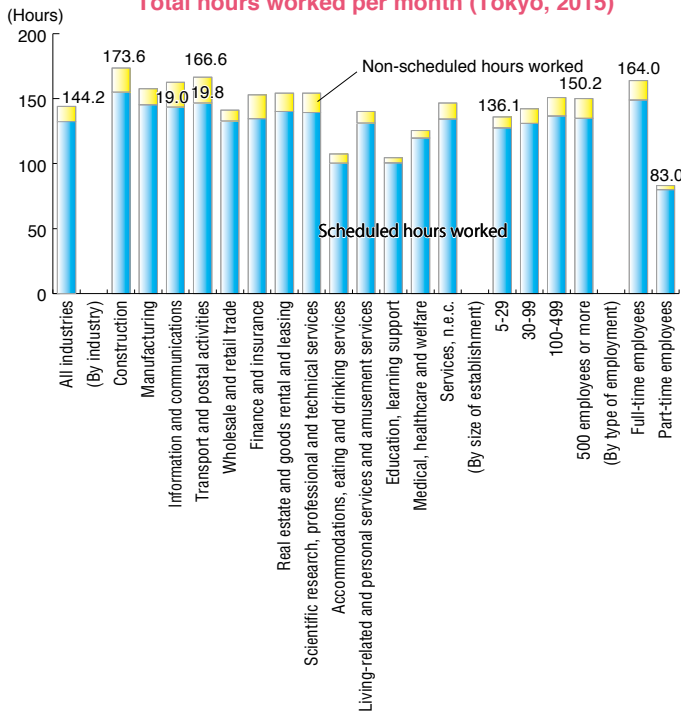
Monthly scheduled cash earnings by type of employment (nationwide, 2016)



Note: Establishment with 10 employees or more. The above comparison is based on scheduled cash earnings of regular employees.  
Source: MHLW "Basic Survey on Wage Structure"

## 3 Long Working Hours in Construction, Transport and Postal etc.

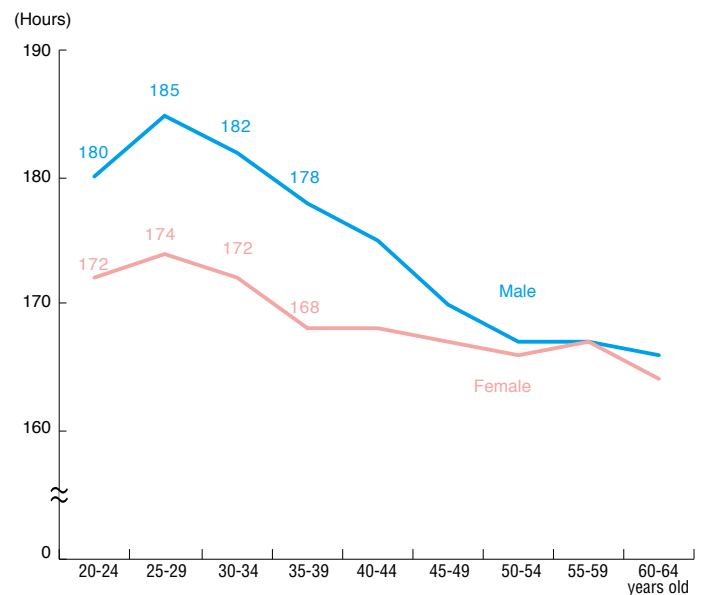
Total hours worked per month (Tokyo, 2015)



Note: Establishment with 5 employees or more  
Source: TMG "Monthly Labour Survey"

## 4 Male Workers in Their 20's and 30's, Female Workers in Their 20's Work Long Hours

Monthly total hours worked by age and sex (Tokyo, 2016)



Note: Establishments with 10 employees or more. Figures above are total of scheduled hours worked and Non-scheduled hours worked of regular employees  
Source: MHLW "Basic Survey on Wage Structure"

# Employment of Young People

## 1 Percentage of Young Employed Persons in Youth Population is on the Rise

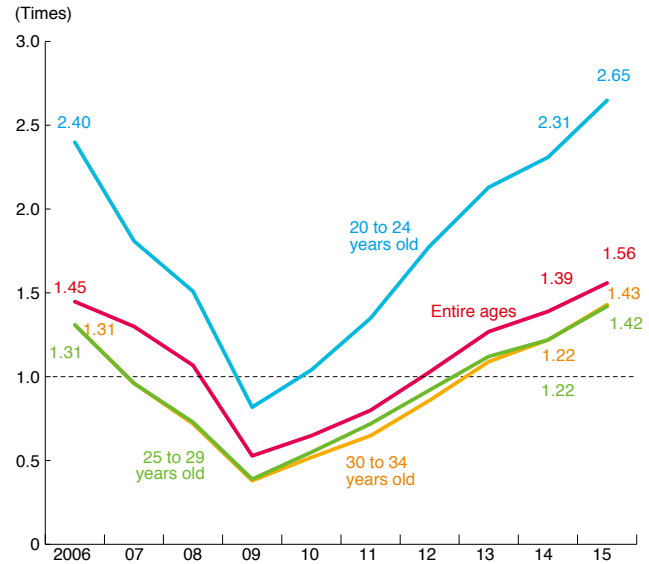
Number of young employed persons by age group (Tokyo)



Note: Young persons are those aged 15 to 34  
Source: TMG "Labour Force Survey"

## 2 Active Job Openings-to-applicants Ratio of Young Persons Continues to Rise

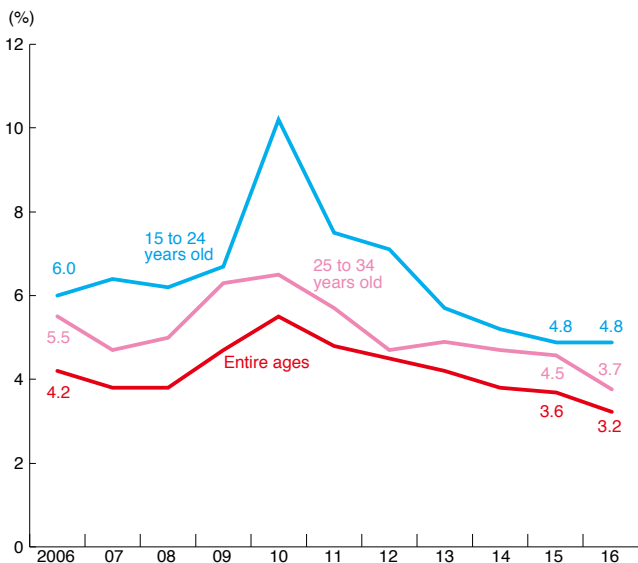
Active job openings-to-applicants ratio for young persons by age group (Tokyo)



Note: Figures above are as of October of each year. Young persons are those aged 20 to 34. Entire ages are total of all age groups with 15 years old and over.  
Source: Tokyo Labor Bureau materials

## 3 Youth Unemployment Rate is Higher than Total Unemployment Rate

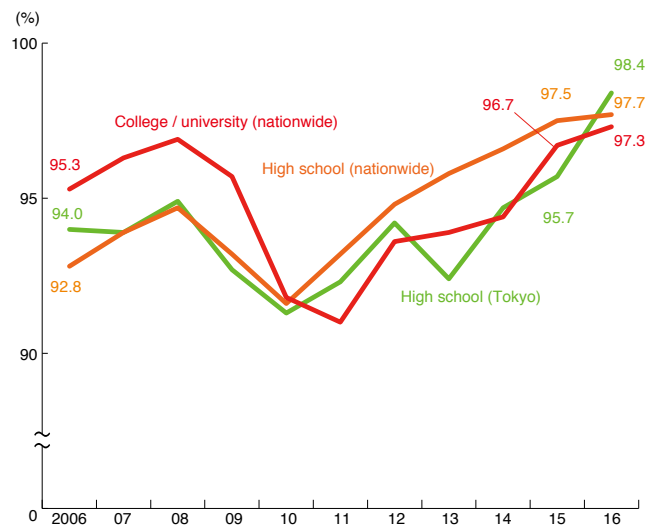
Youth unemployment rate by age group (Tokyo)



Note: Young persons are those aged 15 to 34. Entire ages are total of all age groups with 15 years old and over.  
Source: TMG "Labour Force Survey"

## 4 Employment Rate of Students Newly Graduated from High Schools and Colleges / Universities Tends to Increase

Employment rate of students newly graduated from high schools and colleges / universities



Note: Graduation in March each year. Figures for high school are as of the end of March and figures for college / university are as of April 1st.  
Source: MHLW / MEXT materials

# Employment of Senior Citizens

## 1 A Quarter of Employed Persons are 55 Years Old and Over

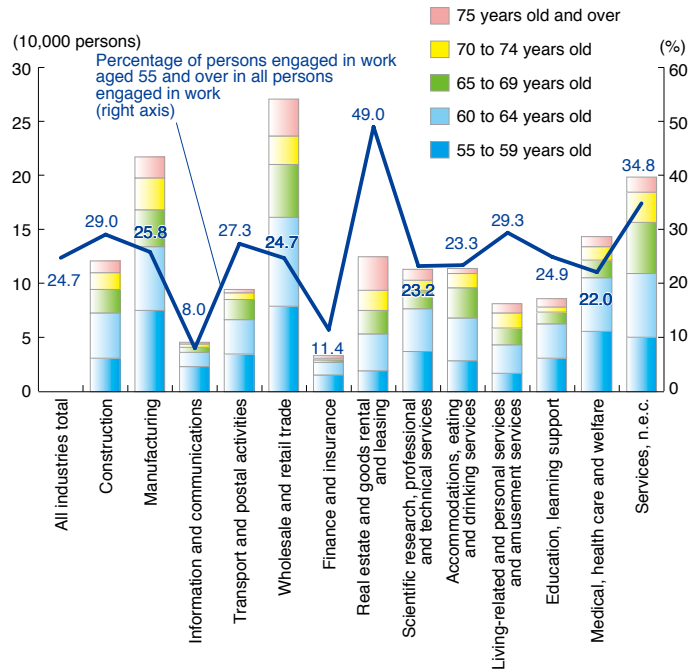
Number of employed persons aged 55 and over, and percentage in all employed persons by age (Tokyo)



Source: TMG "Labour Force Survey"

## 2 55 Years Old and Over Accounts for About 50% of Persons Engaged in Work in "Real Estate and Goods Rental and Leasing"

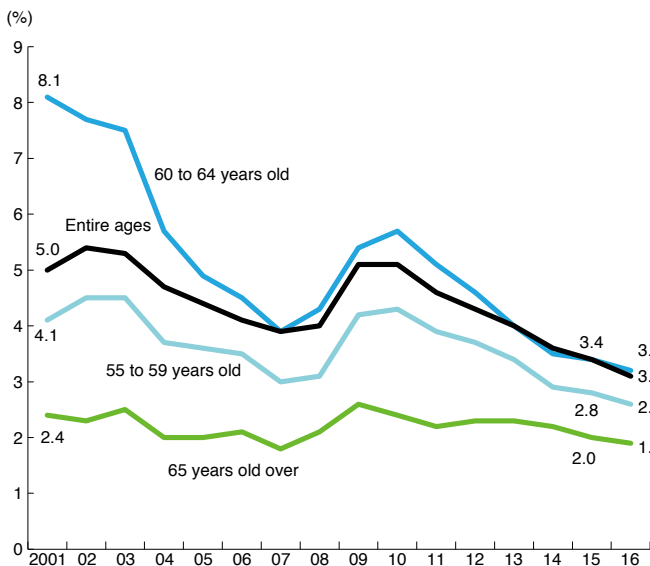
Number and percentage of persons engaged in work aged 55 and over by industry and age (Tokyo, 2012)



Source: MIC "Employment Status Survey"

## 3 Unemployment Rate of Persons 60 to 64 Years Old is on the Decline in the Long Term

Unemployment rate of persons engaged in work aged 55 and over by age group (nationwide)

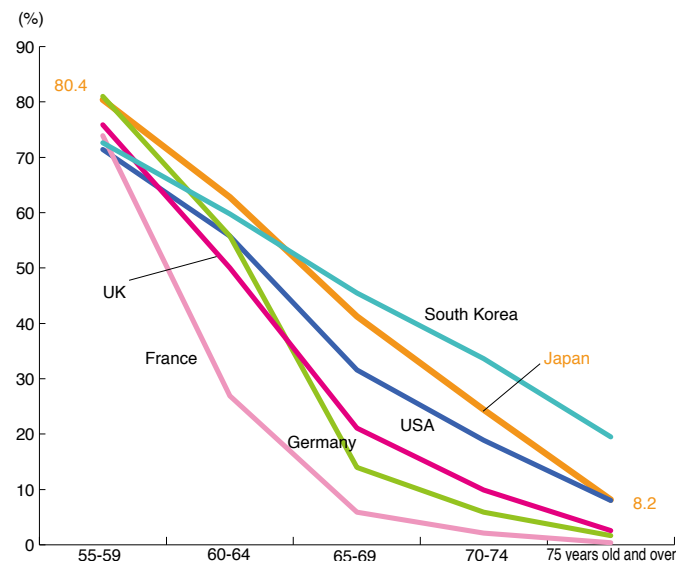


Note: "Entire ages" is the unemployment rate of total number of unemployed persons aged 15 and over.

Source: MIC "Labour Force Survey"

## 4 Labor Force Participation Rate of Senior Citizens in Japan is Higher Compared with Western Countries

Labor force participation rate by country and age group (worldwide, 2014)



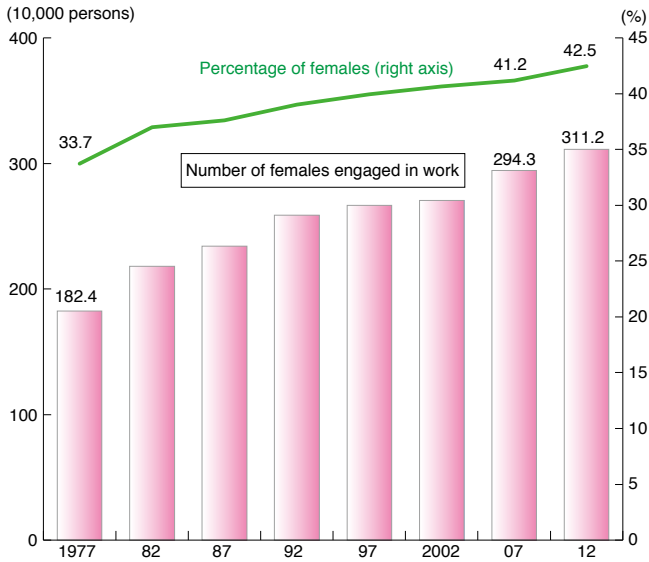
Note: There are some cases where the figures cannot be compared with each other because statistical definitions and research methods differ from country to country.

Source: Japan Institute for Labour Policy and Training "Databook of International Labour Statistics"

# Employment of Women

## 1 Number of Females Engaged in Work Has a Trend to Increase

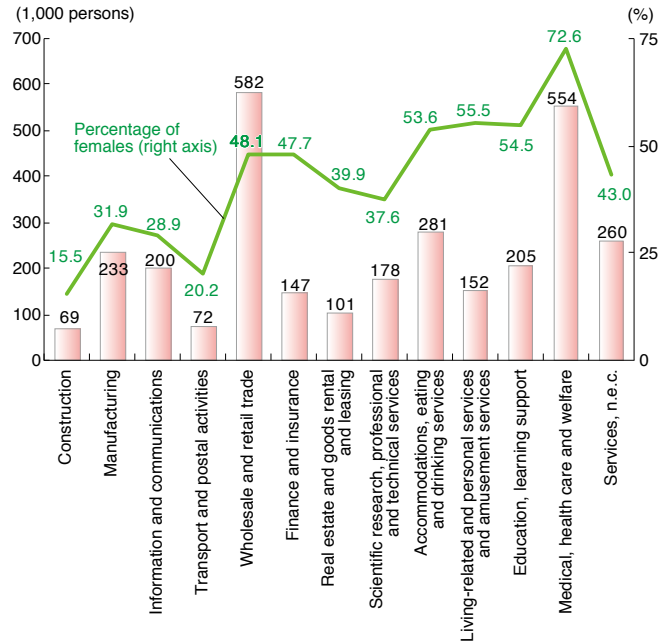
Number and percentage of females engaged in work (Tokyo)



Source: MIC "Employment Status Survey"

## 2 Females Account For a High Percentage of Employed Persons in "Medical, Health Care and Welfare"

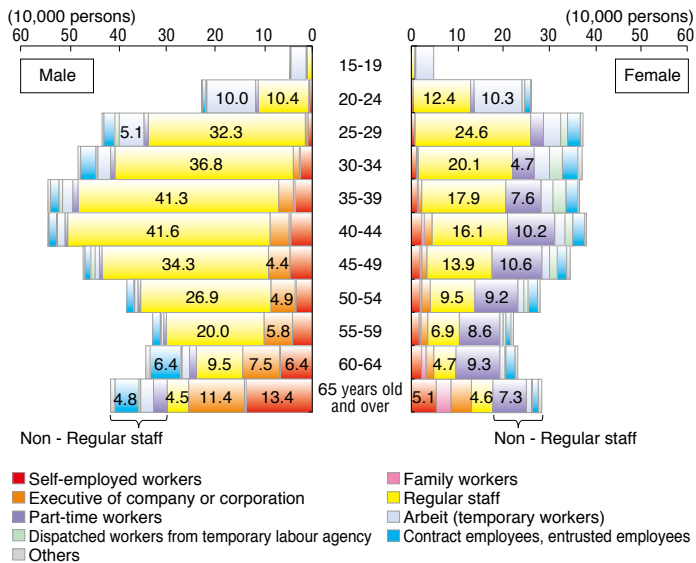
Number and percentage of employed females by industry (Tokyo, 2016)



Source: TMG "Labour Force Survey"

## 3 As for Type of Employment of Women, Number of Irregular Staff Exceeds Number of Regular Staff for Women Aged 40's and Over

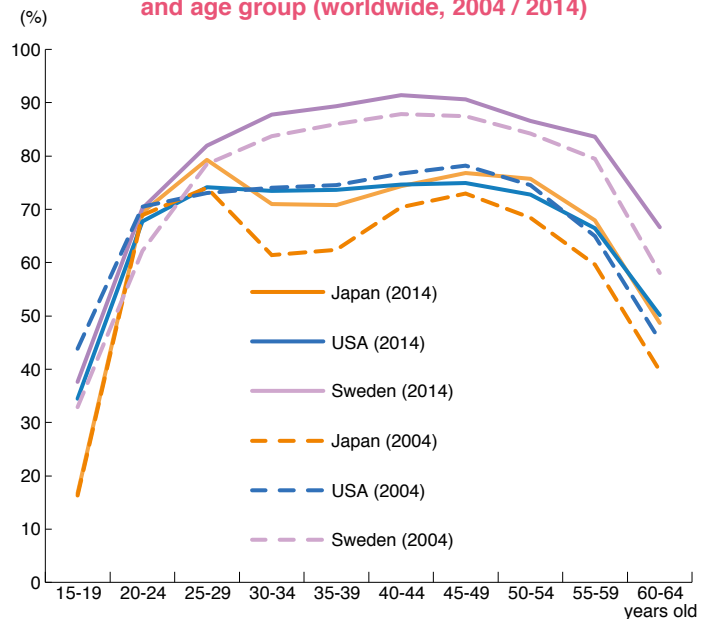
Number of persons engaged in work by age, status in employment and type of employment (Tokyo, 2012)



Source: MIC "Employment Status Survey"

## 4 Female Labor Force Participation Ratio Declines in Their 30's in Japan

Female labor force participation ratio by country and age group (worldwide, 2004 / 2014)



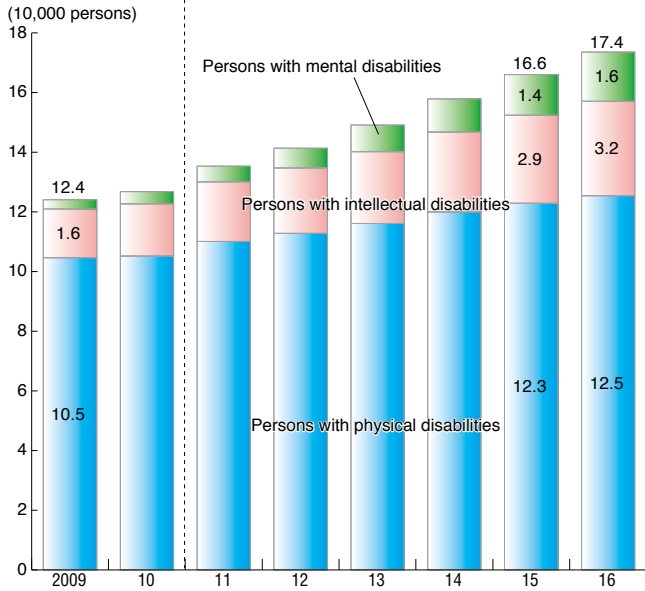
Note: There are some cases where the figures cannot be compared with each other because statistical definitions and research methods differ from country to country. Figures of USA and figures of Sweden in 2004 are 16 years old and over.

Source: Japan Institute for Labour Policy and Training "Databook of International Labour Statistics"

# Employment of Persons with Disabilities

## 1 Number of Employed Persons with Disabilities Continues to Increase

Number of employed persons with disabilities at private companies (Tokyo)



Note: Figures are as of June 1st each year. Due to system revisions, figures until 2010 and those from 2011 cannot be simply compared.  
Source: Tokyo Labor Bureau materials

## 2 The Larger the Company is, the Higher the Actual Employment Rate of Persons with Disabilities is

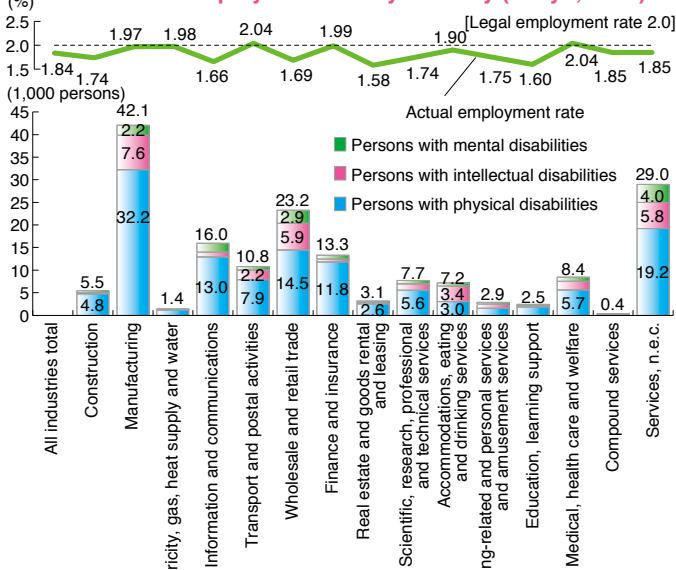
Actual employment rate of persons with disabilities by size of company



Note: Figures are as of June 1st each year. Due to system revisions, figures until 2010 and those from 2011 cannot be simply compared. "Overall" means companies with 56 employees or more until 2012 and companies with 50 employees or more from 2013. Companies with "56 to 299 employees" are used in place of companies with "50 to 299 employees" until 2012.  
Source: MHLW materials, Tokyo Labor Bureau materials

## 3 The Most Number of Employees with Disabilities are employed in "Manufacturing"

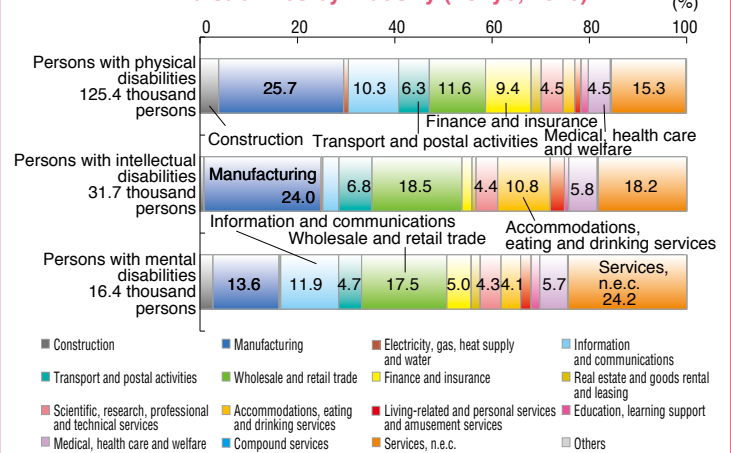
Number of employed persons with disabilities and actual employment rate by industry (Tokyo, 2016)



Note: Figures are as of June 1st. "Agriculture, forestry, fisheries" and "Mining and quarrying of stone and gravel" are excluded.  
Source: Tokyo Labor Bureau materials

## 4 Many among Employed Persons with Physical or Intellectual Disabilities Work in Manufacturing, and Many among Employed Persons with Mental Disabilities Work in Service, n.e.c.

Composition ratio of number of employed persons with disabilities by industry (Tokyo, 2016)



Note: Figures are as of June 1st. "Agriculture, forestry, fisheries", "Mining and quarrying of stone and gravel" and Industries unable to classify are included in Others.  
Source: Tokyo Labor Bureau materials

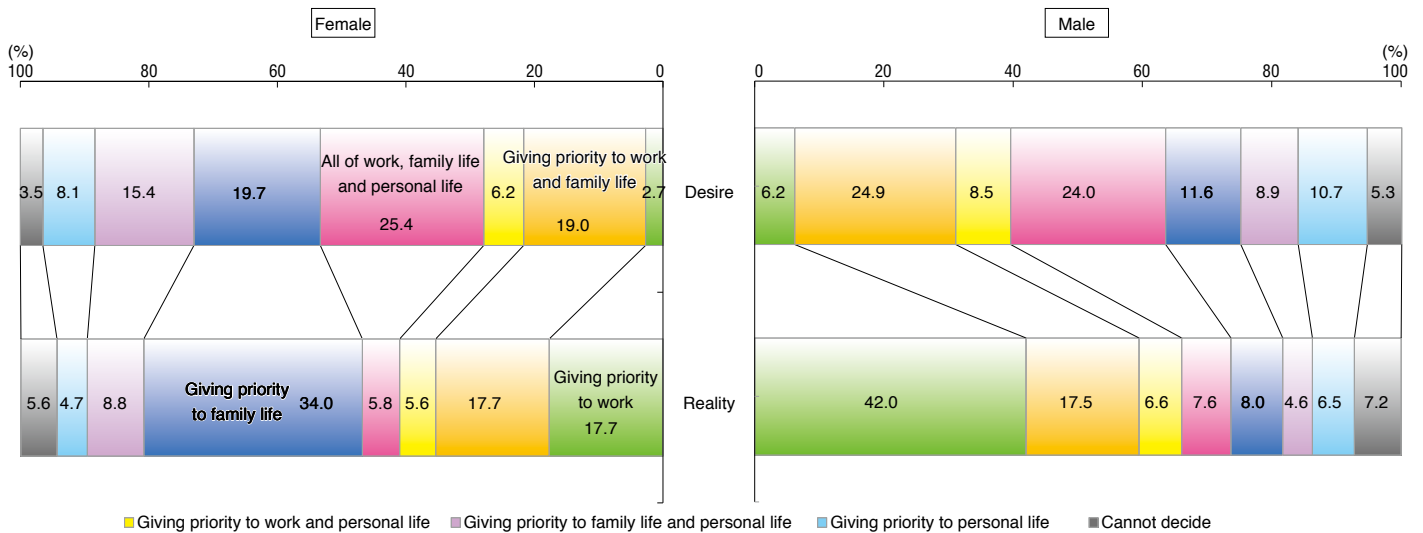
Note: Legal employment rate for private companies was revised to 2.0% from April 1st, 2013 (formerly 1.8%). As for actual employment rate and number of employed persons with disabilities, from July 2010, a person with severe physical disability or severe intellectual disability shall be counted as two persons, a part-time worker (a worker whose scheduled working hours for a week are between 20 hours or more and less than 30 hours) who has severe physical disability or severe intellectual disability shall be counted as a person, and a part-time worker who has physical disability, intellectual disability or mental disability and whose disability level is not severe shall be counted as 0.5 persons. From April 1st, 2006, persons with mental disabilities have been calculated in actual employment rate.



# Life Work Balance

## 1 Different from Their Desires, There is High Percentage of Cases Where Men Give Priority to Work and Women Give Priority to Family Life

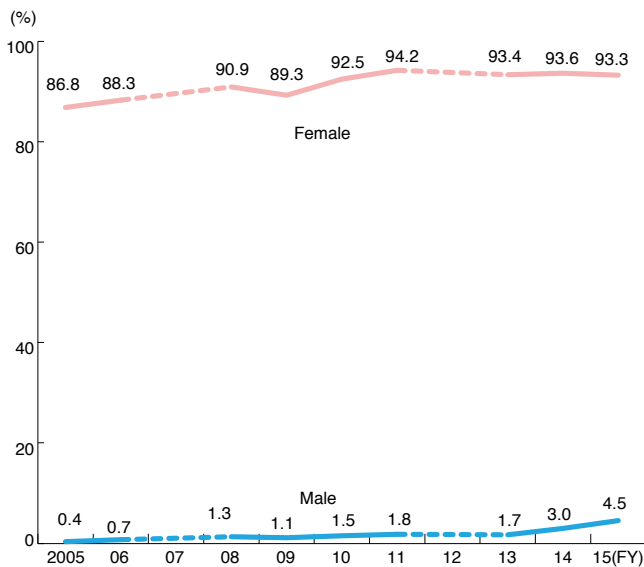
Degree of priority on work, family life and personal life (Tokyo, 2015)



Source: TMG "Public Opinion Poll on a Gender-Equal Society"

## 2 There is Large Difference between Men and Women on Rate of Taking Childcare Leave

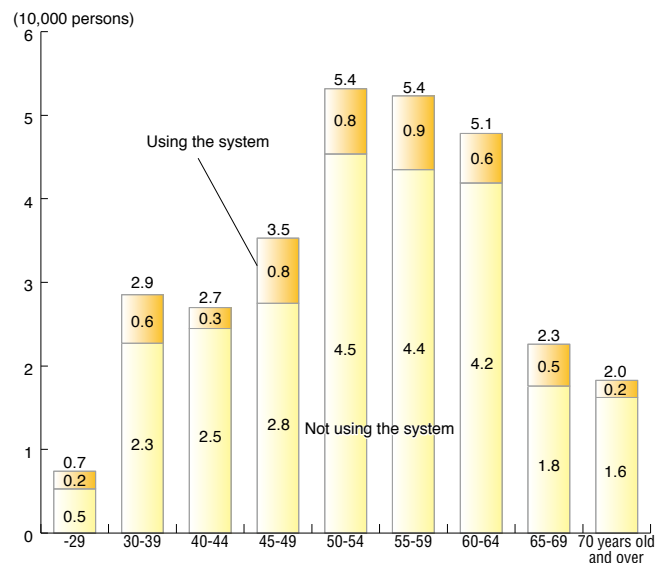
Rate of taking childcare leave by sex (Tokyo)



Note: No data for FY2007 and FY2012. This is based on establishment surveys.  
Source: TMG materials

## 3 Many Persons Engaged in Work Cannot Use Family Care Leave System

Number of persons engaged in work who are giving care by presence or absence of use of the family care leave system (Tokyo, 2012)

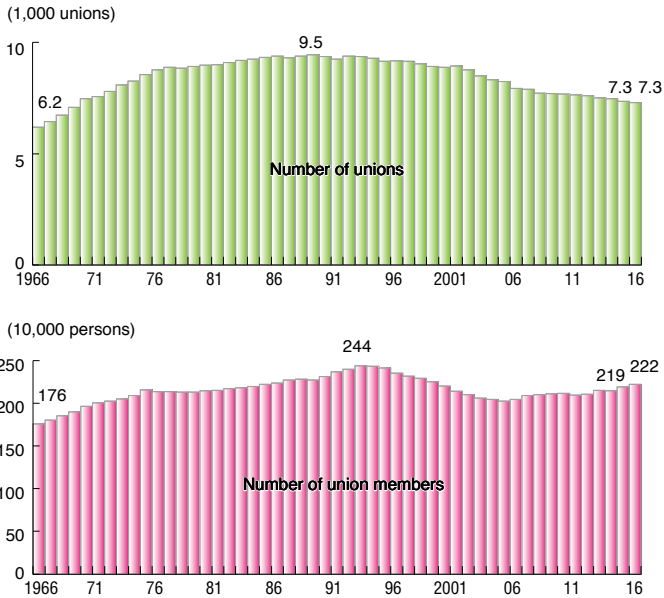


Note: The total number includes the number of unknown.  
Source: MIC "Employment Status Survey"

# Labor-Management Relations

## 1 While Number of Unions is on the Decline, Number of Union Members Has Slightly Recovered

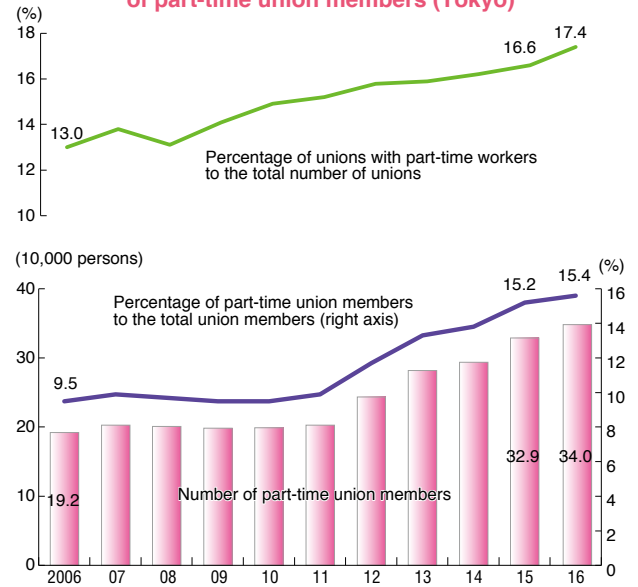
Number of unions and union members (Tokyo)



Note: Figures are as of June 30th of each year. Targeting unit labour unions.  
Source: MHLW "Basic Survey on Labour Unions"

## 2 Number of Labor Union Members of Part-Time Workers is on the Rise

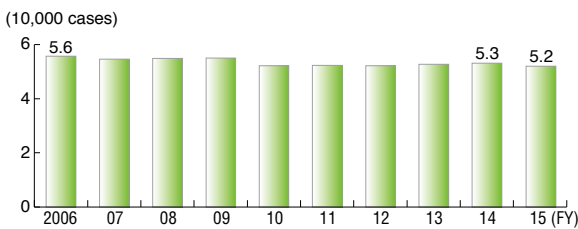
Percentage of unions with part-time workers, number of part-time union members and percentage of part-time union members (Tokyo)



Note: Figures are as of June 30th of each year  
Source: TMG Bureau of Industrial and Labor Affairs materials

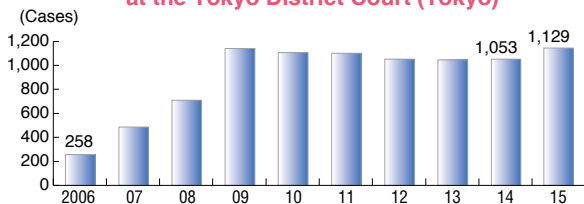
## 3 Numbers of Labor Consultations Almost Remain Flat in Recent Years

Number of labor consultations at Tokyo Labor Consultation Center of the TMG (Tokyo)



Source: TMG materials

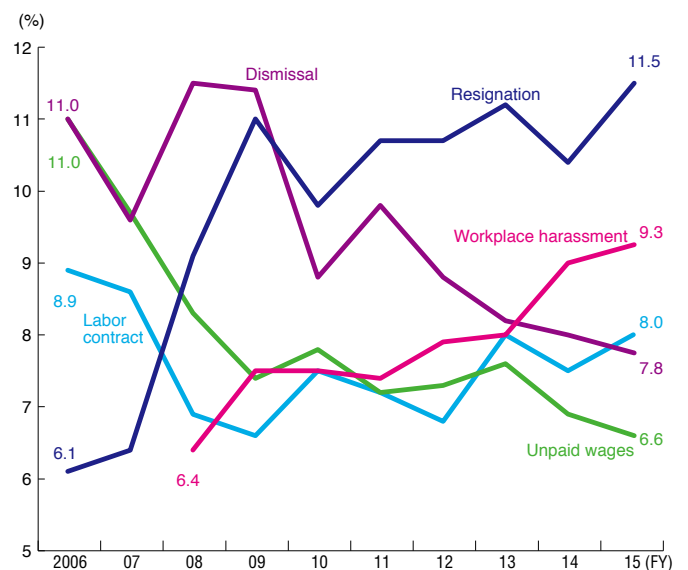
Number of petitions for labor tribunal proceedings at the Tokyo District Court (Tokyo)



Note: The labor tribunal system was established in 2006. Figures in 2006 are from April to December.  
Source: Court materials

## 4 Percentage of Resignation and Workplace Harassment in Labor Consultations is Increasing

Composition ratio of labor consultations by subject (Tokyo)



Note: Consultations at Tokyo Labor Consultation Center of the TMG. If multiple items are included in one consultation, each item is counted. "Workplace harassment" has been listed since FY2008. Top 5 items in FY2015 are listed.  
Source: TMG materials