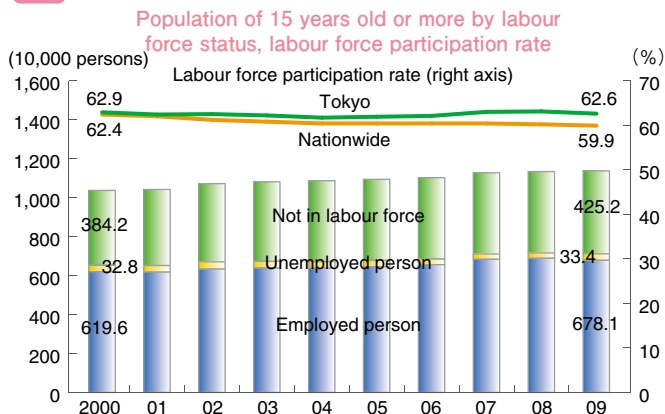


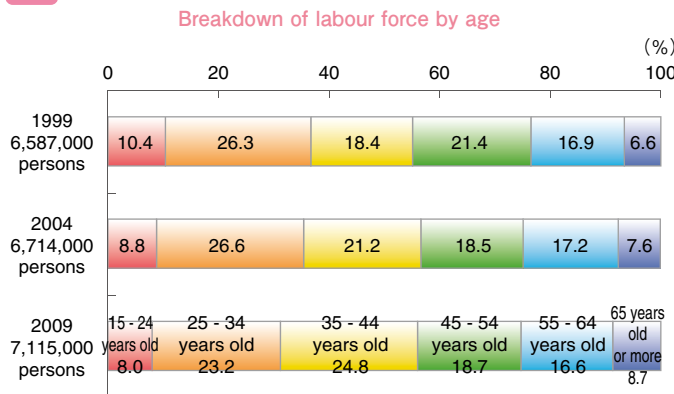
Labour Force Slips into Decline

1 Declining Labour Force



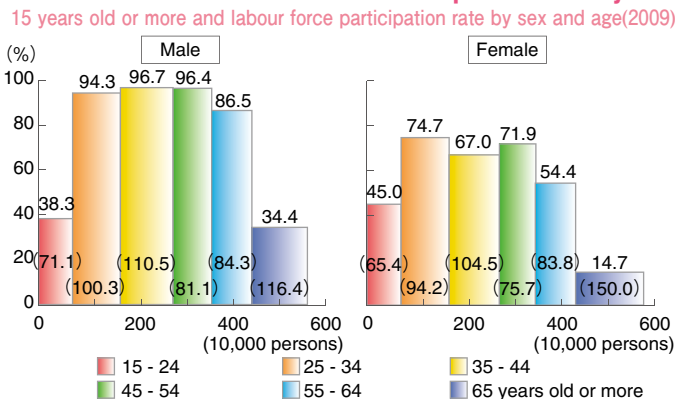
Source: TMG, MIC "Labour Force Survey"

2 Labour Force Graying Advances



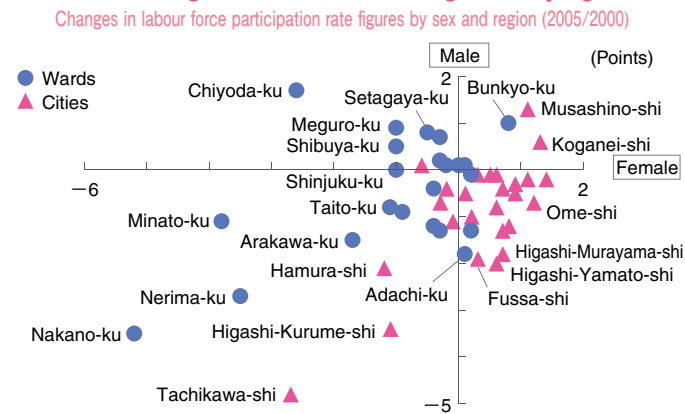
Source: TMG "Labour Force Survey"

3 Wide Differences in Labour Force Participation Rate by Sex



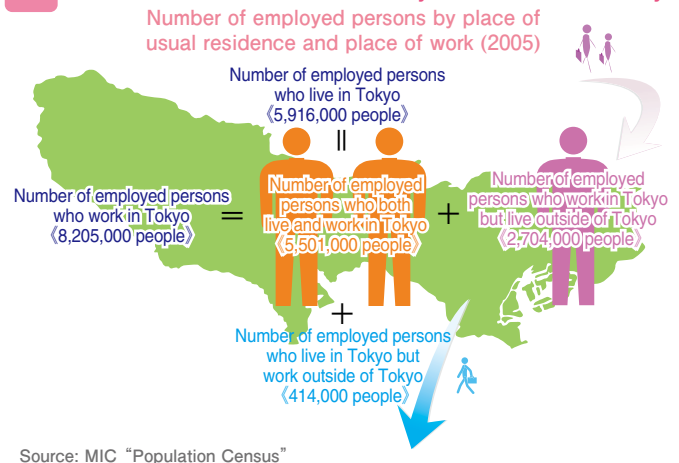
Note: Horizontal axis shows 15 years old or more (figures in parentheses), vertical axis indicates labour force participation rate.
Source: TMG "Labour Force Survey"

4 Female Labour Force Participation Rate Declining in Ward Area, Rising in Outlying Cities



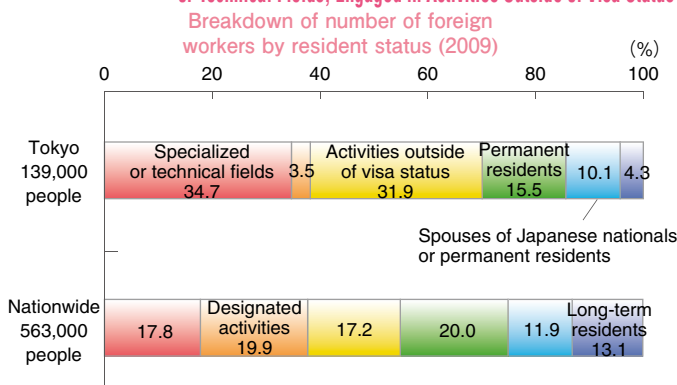
Source: MIC "Population Census"

5 One out of Three Workers in Tokyo Live Outside of Tokyo



Source: MIC "Population Census"

6 Large Number of Foreign Workers with Resident Status in Specialized or Technical Fields, Engaged in Activities Outside of Visa Status



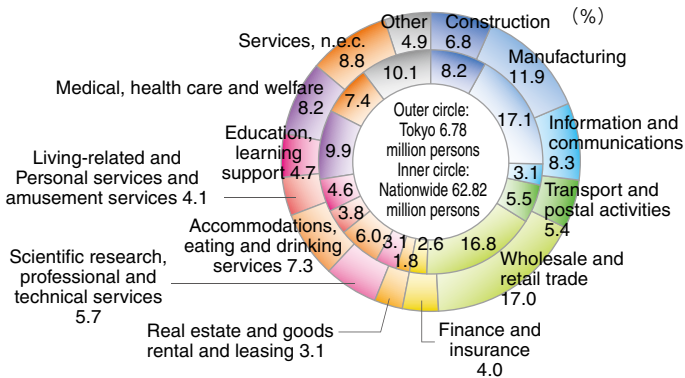
Note: As of end of October 2009
Source: MHLW: "Report on Foreign Employment"

Although Tokyo's labour force had been increasing since 2005, it slipped into decline in 2009. A breakdown shows a decrease in employed person and a rise in unemployed person. The labour force is graying, with about one-fourth of those employed now age 55 and above. The labour force participation rate is high among men age 25 to 64. For women, that rate is declining in Tokyo's central ward districts while rising in the outlying cities. Tokyo draws a large number of employed persons from surrounding prefectures, with about one-third of persons employed in Tokyo commuting in from outside of Tokyo Metropolis proper. Tokyo accounts for approximately one-fourth of all foreign workers in Japan, many of who work in specialized or technical fields or have permission to perform activities outside of college student, pre-college student or other normal resident (visa) status.

Non-regular Staff Affected by Market Conditions

1 Large Number of Employed Persons in Wholesale and Retail Trade Industry

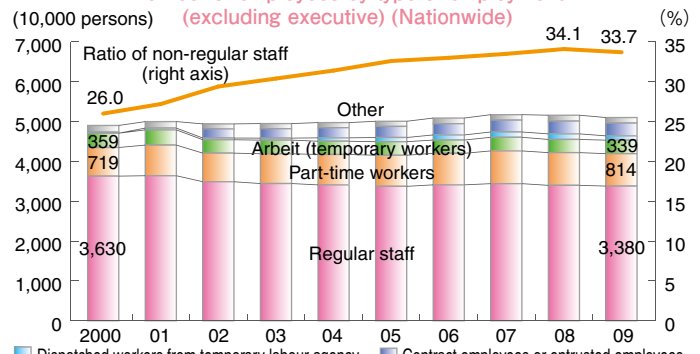
Breakdown of employed person by industry (2009)



Source: TMG, MIC "Labour Force Survey"

2 One out of Every Three Employees Is Non-regular Staff

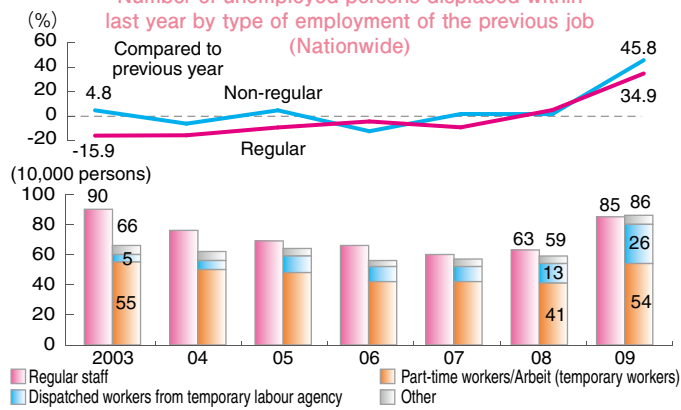
Number of employees by type of employment (excluding executive) (Nationwide)



Note: Up to 2001 figures as of February, each year. From 2002, figures are yearly average. The rate of non-regular staff represents the rate out of the total number of employed persons excluding executive
Source: MIC "Labour Force Survey"

3 Non-regular Staff Exceeded Regular Staff out of Displaced Workers

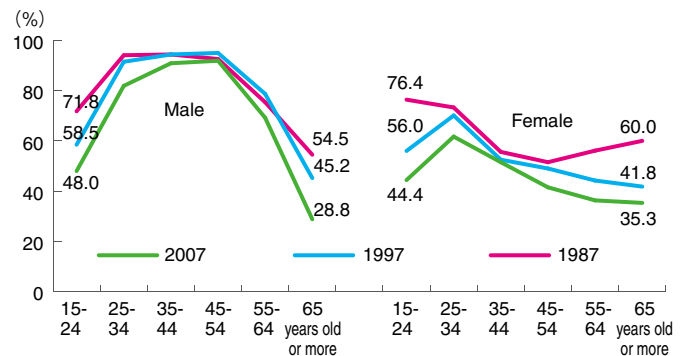
Number of unemployed persons displaced within last year by type of employment of the previous job (Nationwide)



Source: MIC "Labour Force Survey"

4 Low Regular Staff Ratio among Women

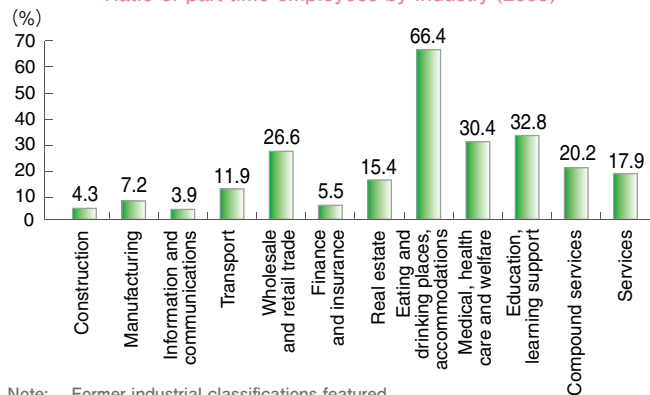
Ratio of regular staff by sex and age



Note: Excluding executive
Source: MIC "Employment Status Survey"

5 2/3 of All Employees in Eating and Drinking Places, Accommodations Industry Are Non-regular Staff

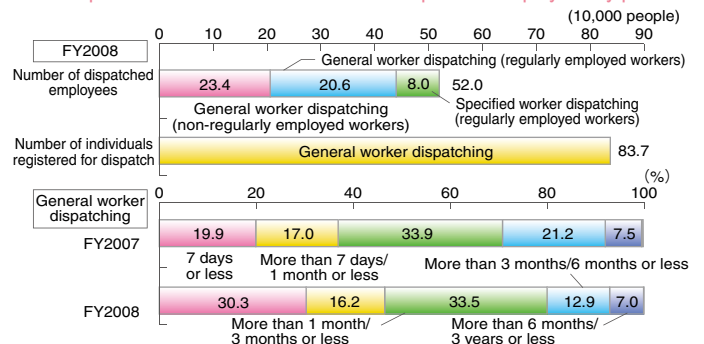
Ratio of part-time employees by industry (2009)



Note: Former industrial classifications featured
Source: TMG "Monthly Labour Survey"

6 Percentage of Short-term Contracts Rising Amount General Worker Dispatching

Number of dispatched employees by type, number of individuals registered for dispatch and breakdown of number of dispatched employees by period



Note: Number of workers under general worker dispatching (non-regularly employed workers) converted for comparison with regular worker data
Source: MHLW "Report on Worker Dispatching Services"

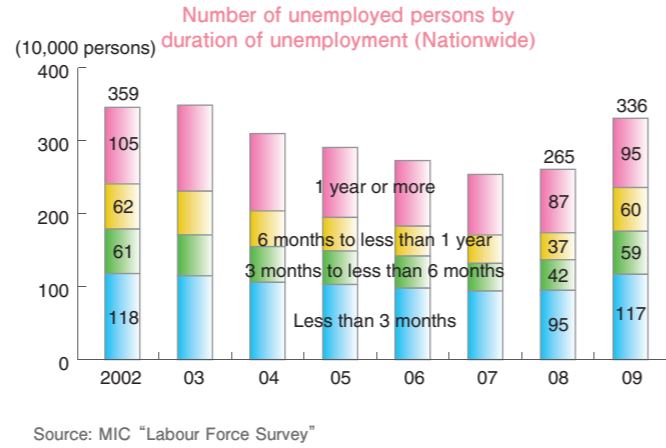
The wholesale and retail trade industry exhibited the highest number of employed persons in 2009. Although one out of every three employees nationwide was non-regular staff, the ratio of non-regular staff entered a decline after having continuously increased over time. Both the number of displaced non-regular and regular staff increased in 2009; however, the number of non-regular displaced workers exceeded that of regular, with displaced dispatched workers increasing significantly over the previous year by twice the amount. The ratio of regular staff continues to decrease on an annual basis, and is lower for women than men up until the age of 64. The ratio of part-time employees for the eating and drinking places, accommodations industry is the highest at approximately 2/3. The total number of dispatched workers during FY2008 was 520,000. Furthermore, in general worker dispatching, percentage of short-term contracts is rising.

Rapid Deterioration in Employment Conditions

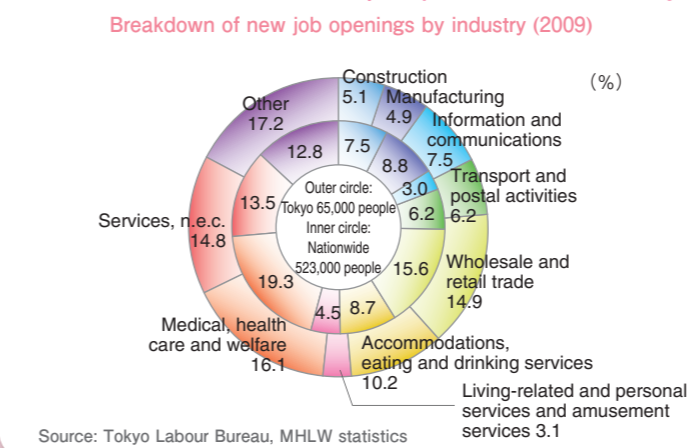
1 Ratio of Unemployed in Labour Force Grew Significantly for Both Men and Women



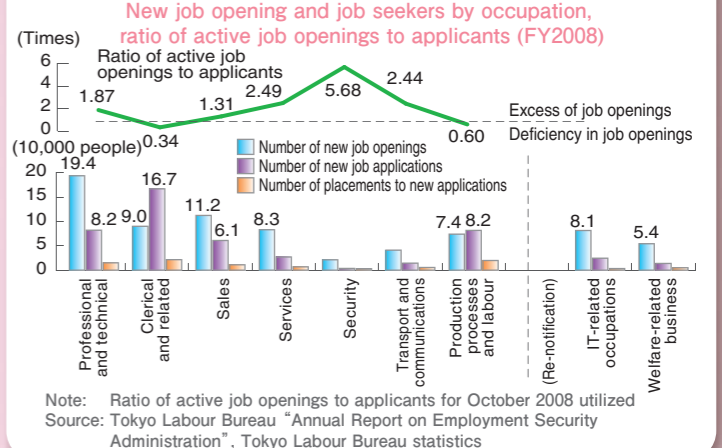
2 Prolongment at Duration of Unemployment a Source of Concern



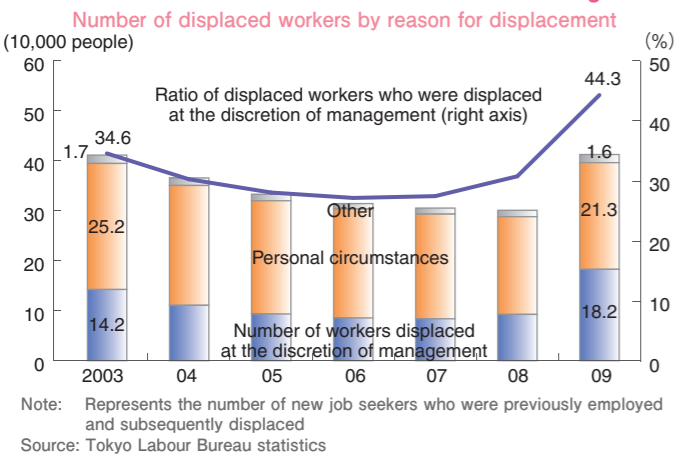
7 Higher Ratio of Number of New Job Openings for Information and Communications Industry Compared to the Nation's Average



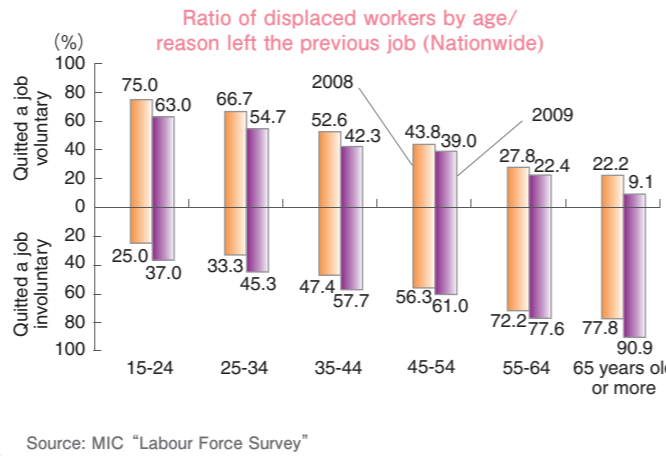
8 Mismatch between Job Openings and Job Applications by Type of Job



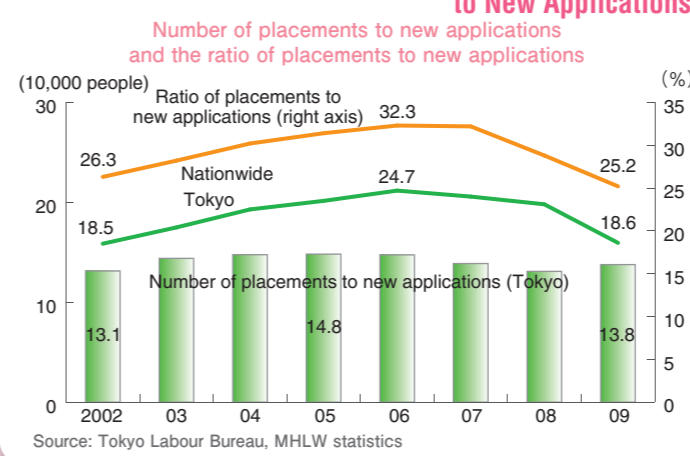
3 Rising Number of Workers Displaced at the Discretion of Management



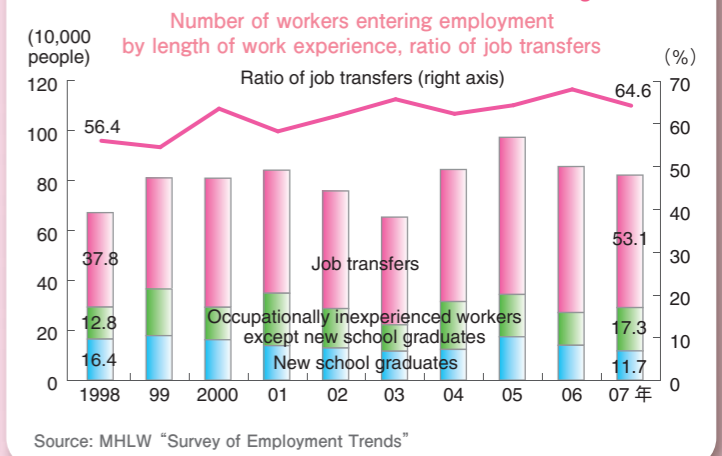
4 Ratio of Quitted a Job Involuntary Rising in Proportion to Age



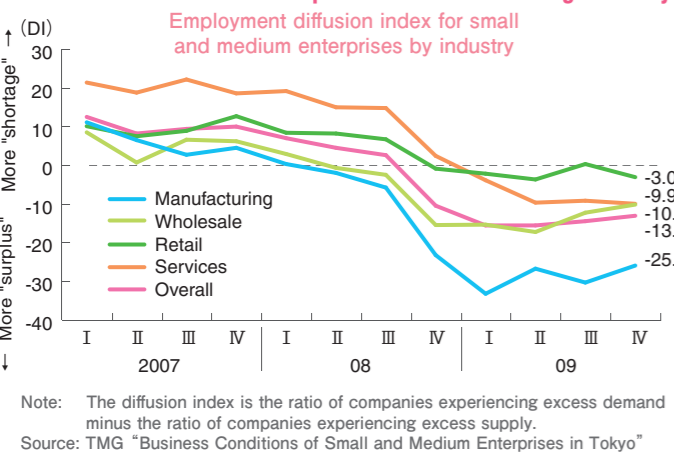
9 Significant Drop in Ratio of Placements to New Applications



10 Job Changers Make Up Approximately 2/3 of Incoming Workers



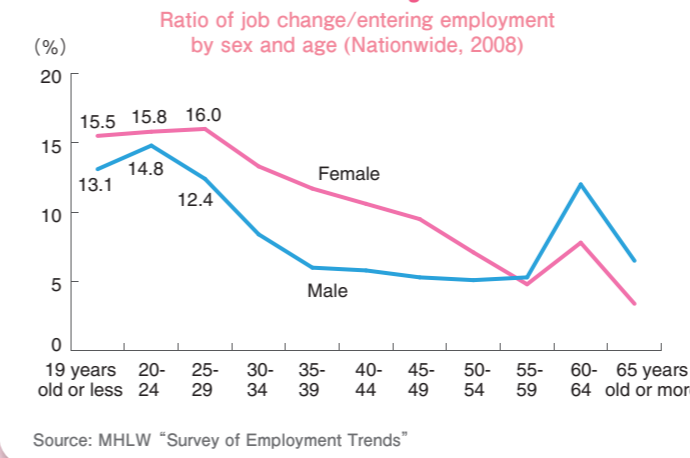
5 Sentiments of Over-employment High in Small and Medium Enterprises in Manufacturing Industry



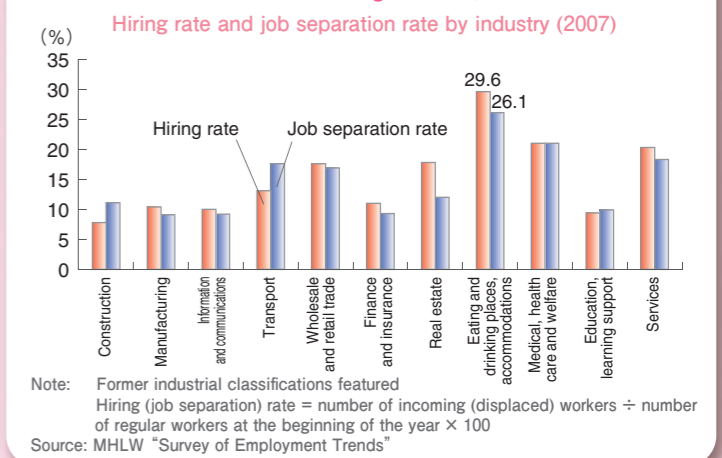
6 Accelerated Drop in New Job-opening Rate



11 Ratio of Job Change/Entering Employment High Within Youth Bracket



12 Active Labour Movement in Eating and Drinking Places, Accommodations

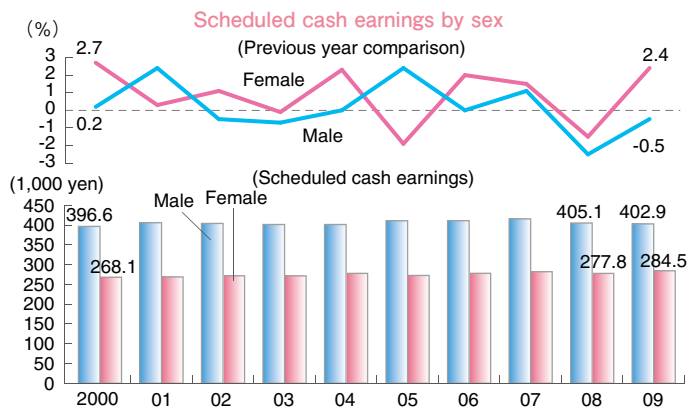


In 2009, the ratio of unemployed in the labour force grew significantly for both men and women, with the unemployment rate for women progressing at a higher level than that of men in recent years. The number of unemployed persons nationwide also increased considerably, with a total of 1.55 million individuals recorded as having been unemployed for a period of six or more months. The number of workers displaced at the discretion of management grew during 2009; furthermore, the ratio of quitted a job involuntarily also rose during the year in proportion with age bracket. A look at employment conditions for small and medium enterprises indicates that industries characterized by ongoing sentiments of over-employment were plentiful. In particular, such sentiments are intensifying in manufacturing industry. The new job-opening rates for both full-time and part-time employment exhibited an accelerated drop, and with said rate for full-time employment falling under 1.00, employment conditions continue to deteriorate at a rapid pace.

Examining the number of new job openings in Tokyo shows that the ratio of those in information and communications industry was comparatively higher than the national ratio, whereas the ratio for manufacturing industry demonstrated a decline. Mismatches were apparent in professional and technical fields, IT-related occupations, welfare-related business and certain other fields, where the number of job openings exceeded that of job applications, and in fields such as office works, where the opposite phenomenon occurred. Despite the number of placements to new applications increasing, due to the increase in the number of new applications being even greater, the ratio of placements to new applications ended up decreasing. Approximately 2/3 of incoming workers consisted of job changers, with the rate of job change/entering employment among the youth bracket becoming higher. The eating and drinking places, accommodations industry exhibited both the highest hiring and job separation rates, indicating active levels of labour turnover.

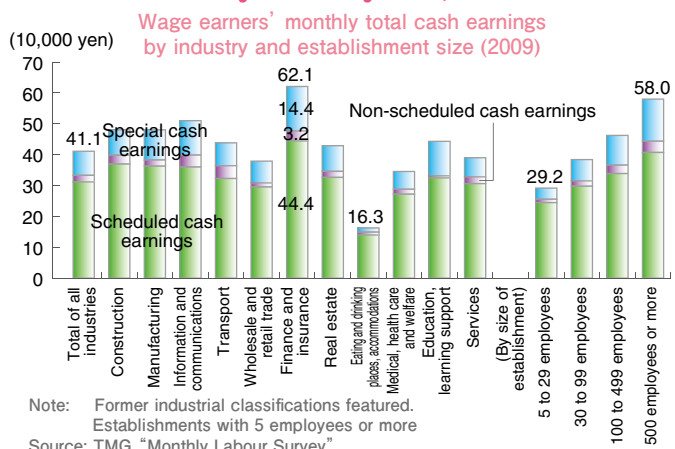
Wages/Work Hours Differ Depending on Type of Industry, Business Establishment Size, Etc.

1 Scheduled Cash Earnings Decreased for Men but Increased for Women



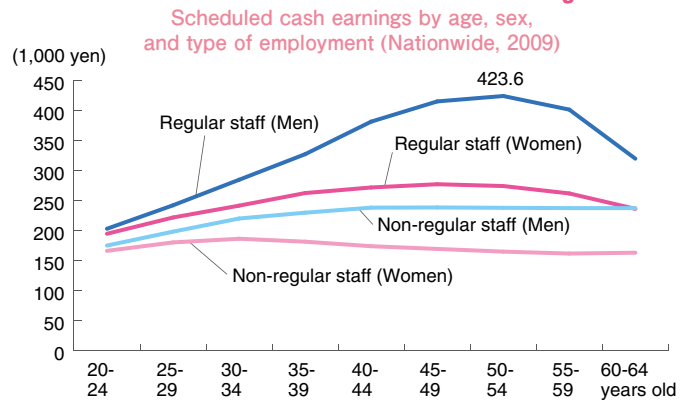
Source: MHLW "Basic Survey on Wage Structure"

2 Wages and Salaries High in Finance and Insurance Industry; Low in Eating and Drinking Places, Accommodation Industry



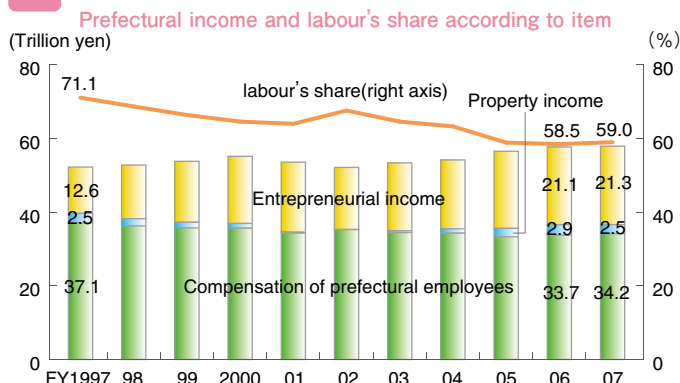
Note: Former industrial classifications featured. Establishments with 5 employees or more
Source: TMG "Monthly Labour Survey"

3 Gap in Wage Increase Between Regular and Non-regular Staff



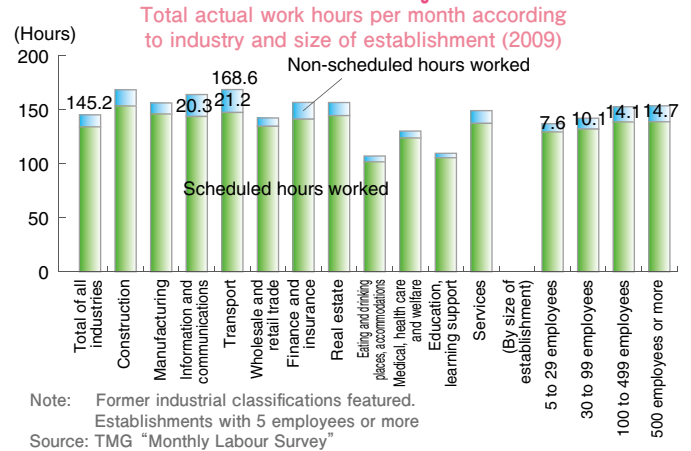
Source: MHLW "Basic Survey on Wage Structure"

4 Decline in Labour's Share Hit Bottom



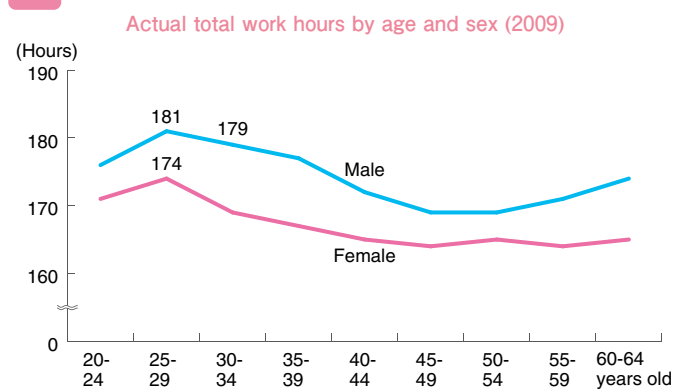
Note: Labour's share = compensation of prefectural employees ÷ (entrepreneurial income + property income + compensation of prefectural employees)
Source: TMG "Prefectural Accounts"

5 Industries Such as the Transport and Information and Communications Industries Exhibit Long Non-scheduled Labour Hours



Note: Former industrial classifications featured. Establishments with 5 employees or more
Source: TMG "Monthly Labour Survey"

6 Significantly Long Work Hours for Men in Their 20s and 30s

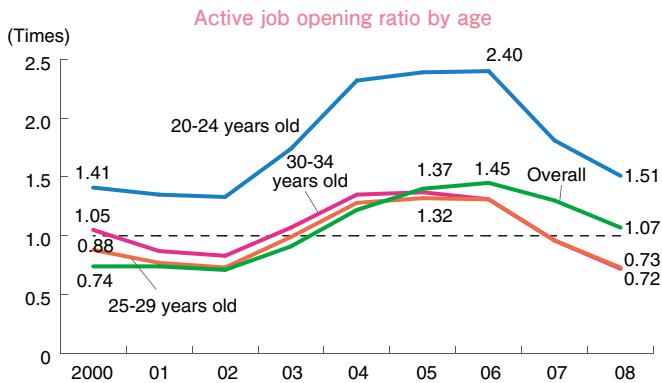


Note: Total of scheduled work hours and non-scheduled work hours per month
Source: MHLW "Basic Survey on Wage Structure"

While scheduled cash earnings decreased for men, this figure increased for women. On a per-industry basis, scheduled cash earnings were high for finance and insurance industry and low for eating and drinking places, accommodations, the latter of which employ a high number of part-time and similar workers. A disparity in scheduled cash earnings is also discernible in comparisons according to establishment size. A look at wages for regular staff shows that for men, said figure becomes significant higher in proportion with age into their 50's; however, this increase is moderate in the case of women. Conversely, for non-regular staff, wages remain at a low level regardless of sex and age. While labour's share has been trending downwards in recent years, a slight increase in this indicator was registered during FY2007. Looking at work hours, overtime work was long in the transport, information and communications and certain other industries, with the long hours worked by men between their 20's and 30's becoming conspicuous.

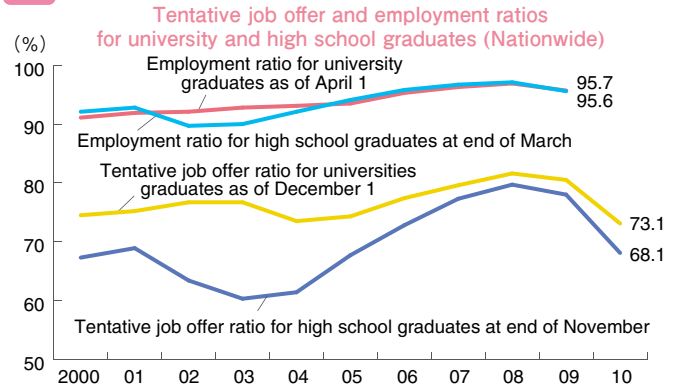
Job Uncertainty Escalates for Young People

1 Conspicuous Drop in Active Job Opening Ratio for Younger Workers



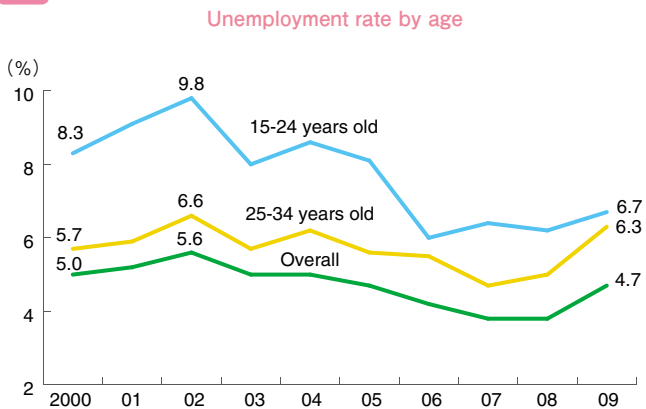
Note: Figures as of October each year
Source: Tokyo Labour Bureau "Annual Report on Employment Security Administration"

2 Plunge in Tentative Job Offer Ratio for New Graduates



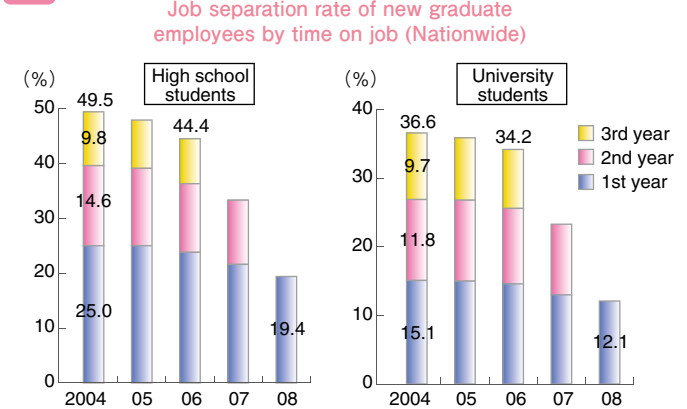
Note: Compiled for students scheduled to graduate in March each year.
Source: MHLW "High School and Middle School Graduate Tentative Job Offer Status", "Survey of Tentative Job Offer Status for Scheduled University Graduates"

3 Unemployment Rate Worsens Among Young People



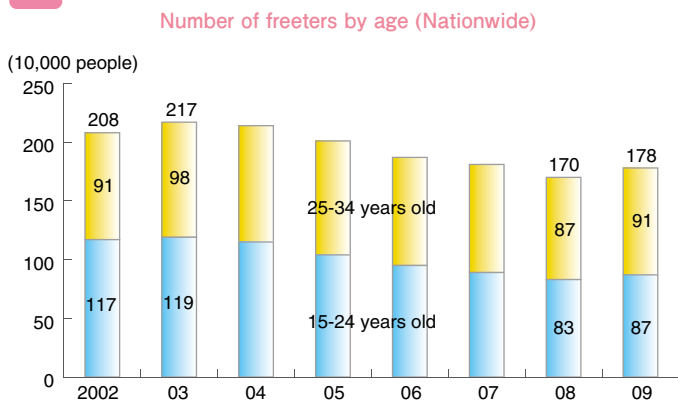
Source: TMG "Labour Force Survey"

4 High First-year Job Separation Rate among Young People



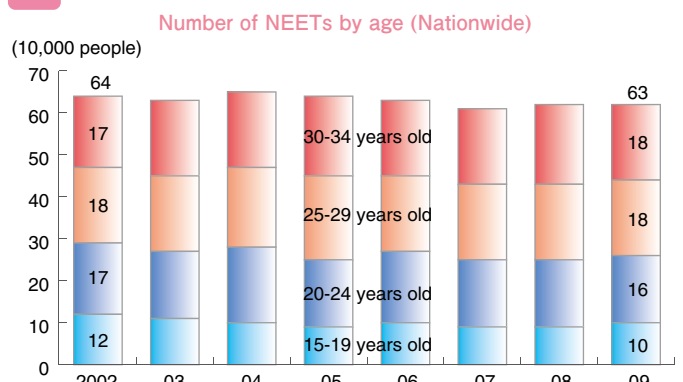
Source: MHLW "Survey of New Graduate Employee Job Separation"

5 Increase in Number of "Freeter" Permanent Part-timers



Source: MIC "Labour Force Survey"

6 High Number of NEETs among 25-34 Age Group



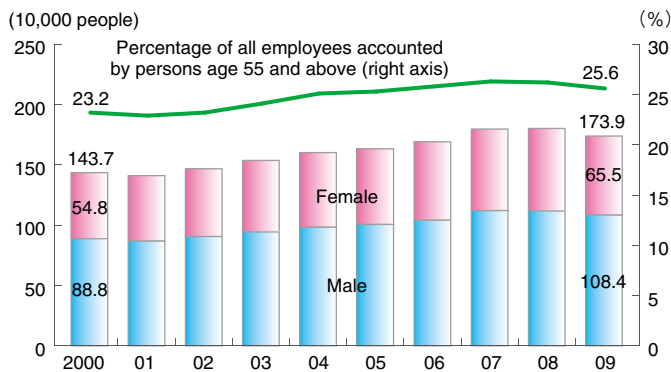
Note: "NEETs" is used to refer to those not in the labour force in the 15-34 age group and not engaged in housekeeping or attending school.
Source: MIC "Labour Force Survey"

The job opening ratio for young people in Tokyo has declined for two consecutive years. Growing numbers of companies have postponed hiring plans due to the impact of worsened corporate performance linked to the global recession and other factors, prompting a swift drop in the ratio of tentative job offers extended to young people. The unemployment rate, which had shown an improvement trend, has also rapidly worsened against this backdrop. New school graduates entering the workforce show a high ratio of job separation during the first year of employment, with a trend for that rate to be higher for high school graduates than university graduates. In recent years, however, there has been a gentle decline in the rate of first-year job separation for both university and high school graduates. Nationwide, the number of freeters had been in steady decline, although that rate posted an increase in 2009. The number of NEETs, meanwhile, has continued to remain generally stable.

Senior Citizens Exhibiting Avid Work Volition

1 Increase in Employed Persons Age 55 and above

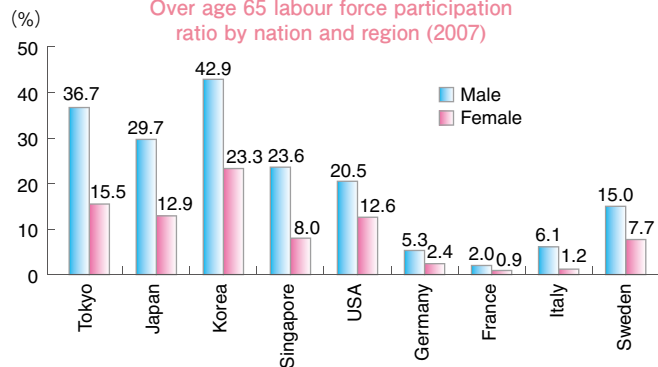
Number of employed persons age 55 and above by sex



Source: TMG "Labour Force Survey"

2 Tokyo Labour Force Participation Ratio of Senior Citizens at High Level Internationally

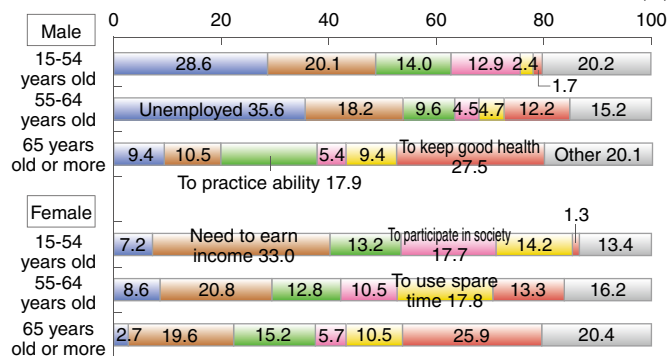
Over age 65 labour force participation ratio by nation and region (2007)



Source: JILPT "Databook of International Labour Statistics", TMG "Labour Force Survey"

3 Large Number of Senior Citizens Over Age 65 Also Desire Work for Non-economic Reasons

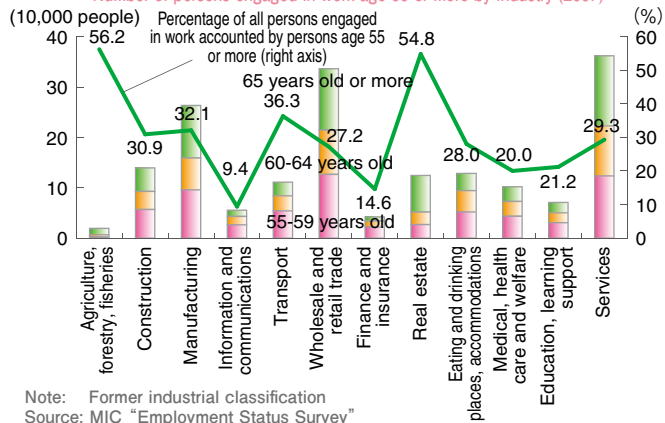
Breakdown of number of jobseekers by reasons for seeking work, sex and age (2007)



Source: MIC "Employment Status Survey"

4 Senior Citizens Account for Majority of Persons Engaged in Work in Agriculture, Forestry, Fisheries and Real Estate Industries

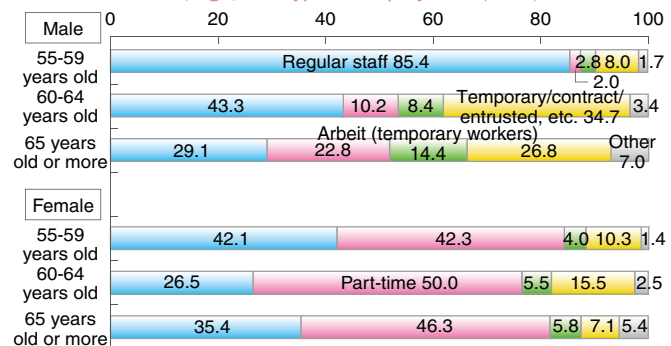
Number of persons engaged in work age 55 or more by industry (2007)



Note: Former industrial classification
Source: MIC "Employment Status Survey"

5 Shift in Age 60 or More Male Employees from Regular to Non-Regular Status

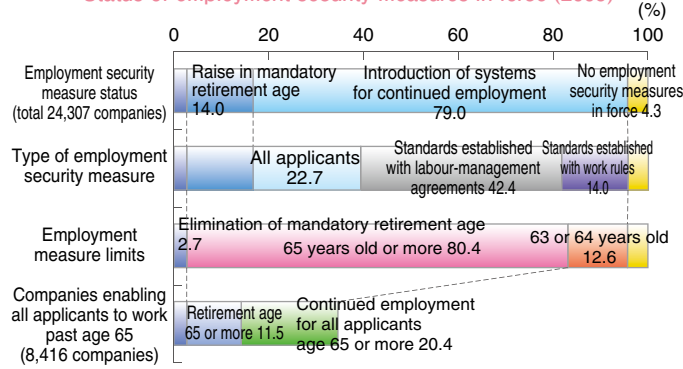
Breakdown of employees by sex, age, and type of employment (2007)



Note: Executives of company or corporation excluded
Source: MIC "Employment Status Survey"

6 One-third of Companies Enable All Applicants to Work Past Age 65

Status of employment security measures in force (2009)

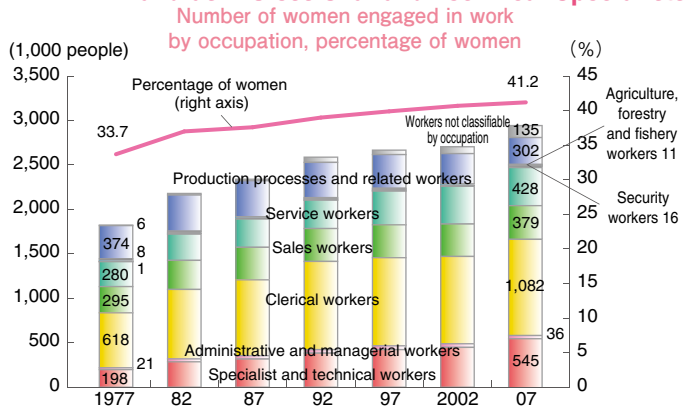


Note: Companies hiring 31 employees or more on a regular basis
Source: Tokyo Labour Bureau materials

The number of employed persons in Tokyo age 55 or above decreased slightly in 2009, although accounting for one-fourth of the total. The labour force participation rate in Tokyo is higher than that in Europe and North America, with this particularly true for men (one-third either employed or looking for work). Among the reasons for wishing to work, while economic factors account for the half of men through age 64, from age 65 and above the leading reason for both men and women is to maintain good health. Gaps exist in the ratio of senior citizen persons engaged in work by industry, with persons in that group accounting for over half of the workforce in agriculture, forestry, fisheries and real estate. By employment pattern, the percentage of men age 60 and over hired on a regular basis is in decline. A large number of companies adopt employment security measures, although only one-third of firms enable all applicants to work from age 65 and above.

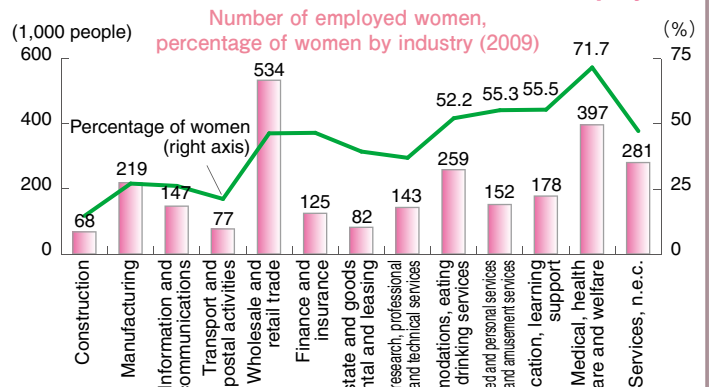
Increase in Working Women, with Demands for Support of Work-home Balance

1 Large Growth in Female Office Workers and as Professional and Technical Specialists



Source: MIC "Employment Status Survey"

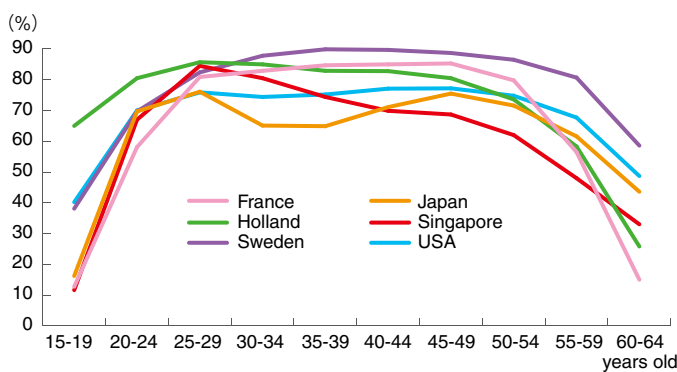
2 Women Account for Over 70% of Medical, Health Care and Welfare Employees



Source: TMG "Labour Force Survey"

3 Japan's Female Labour Force Participation Ratio Declines in 30s

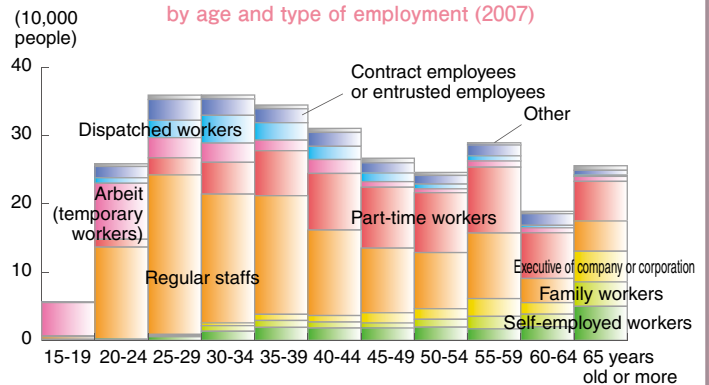
Female labour force participation ratio by nation and age (2008)



Note: Lowest age group for the United States is 16-19
Source: ILO "LABORSTA Internet"

4 Many of Younger Workers Are Regular Staffs, Many of Middle-aged Workers Are Part-time Workers

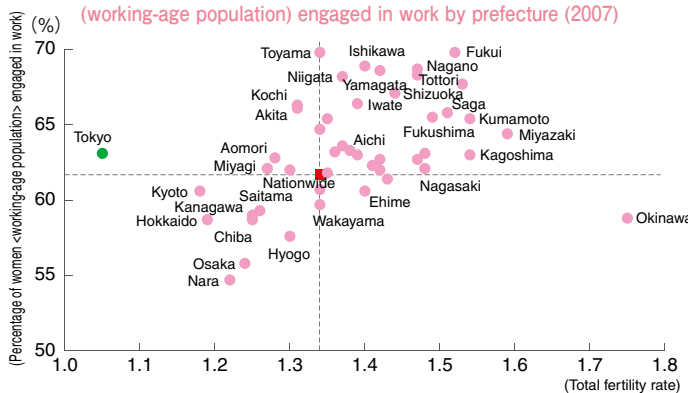
Number of women engaged in work by age and type of employment (2007)



Source: MIC "Employment Status Survey"

5 Correlation Between Birthrate and Percentage of Women Engaged in Work

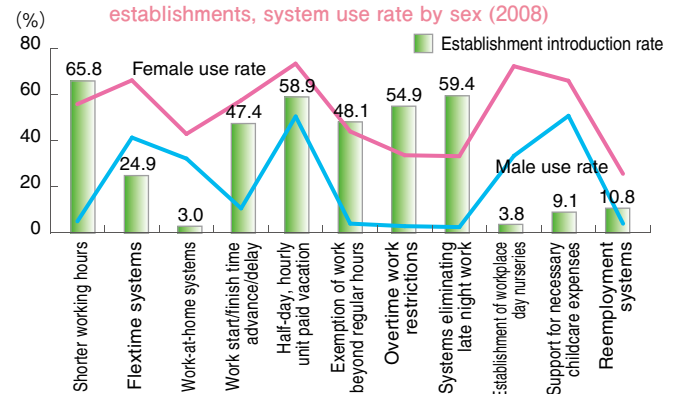
Correlation map between total fertility rate and percentage of women (working-age population) engaged in work by prefecture (2007)



Source: MIC "Employment Status Survey", MHLW "Specified Report of Vital Statistics"

6 Low Use Rate of Childcare-support Systems by Men

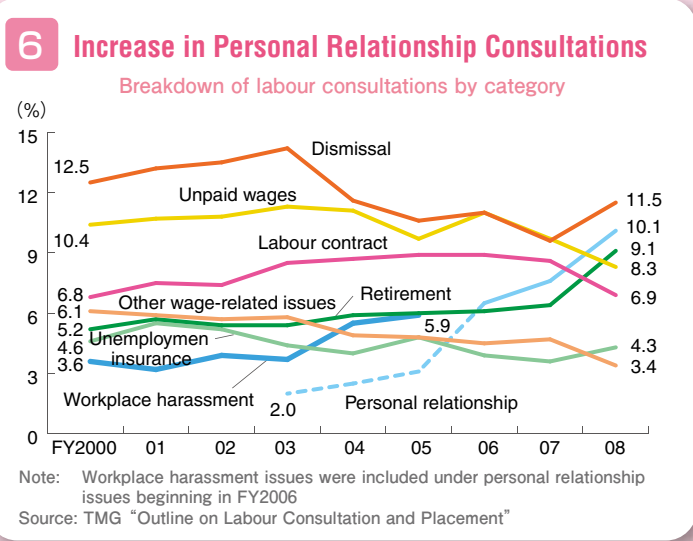
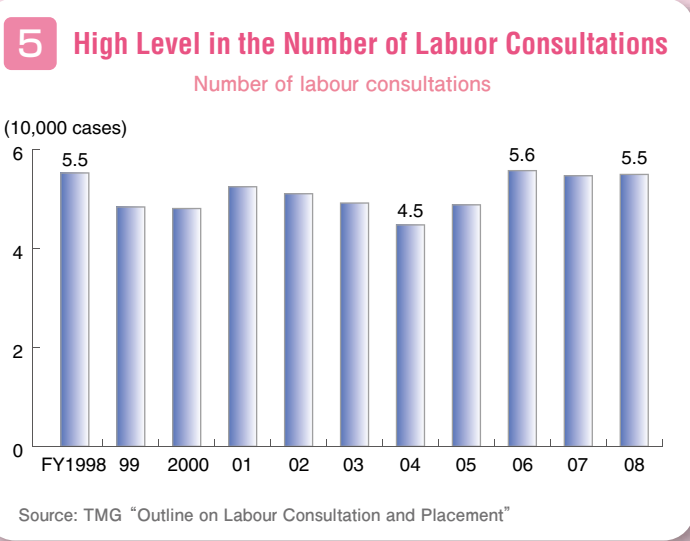
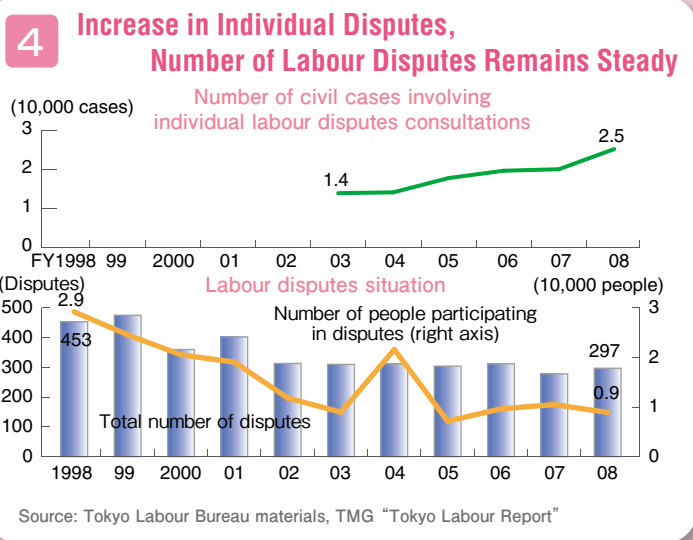
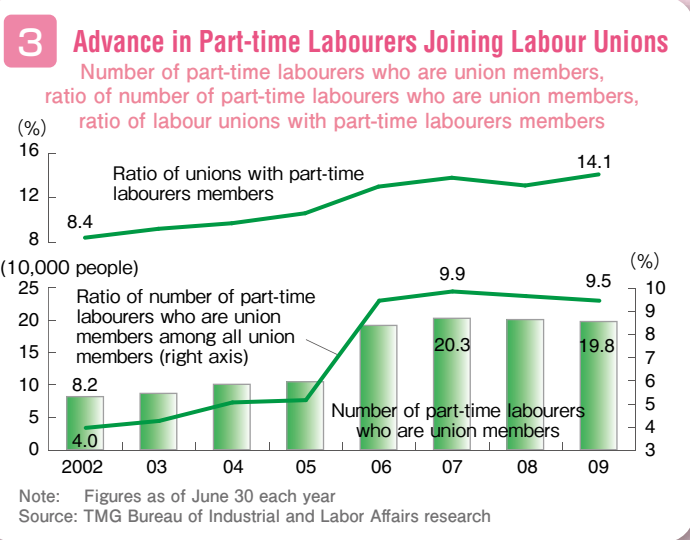
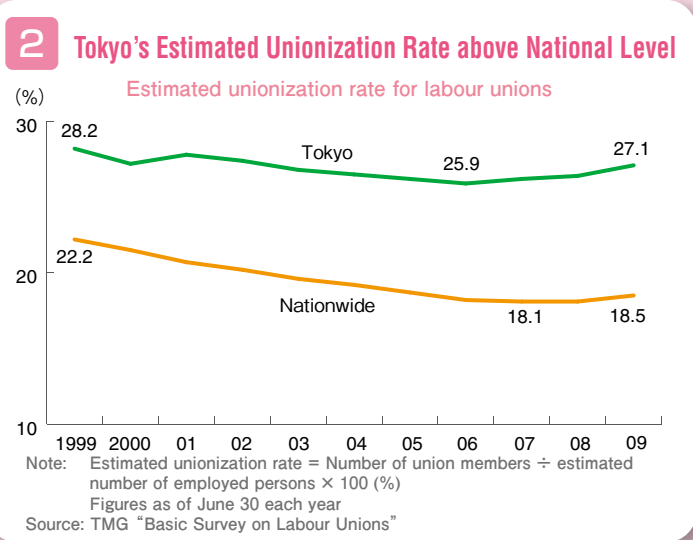
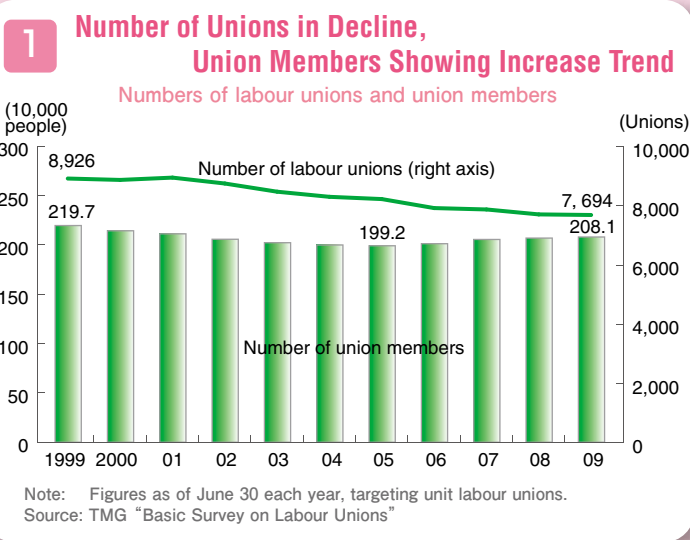
Childcare-support system introduction rate at business establishments, system use rate by sex (2008)



Note: Use rate computed only for businesses with systems (over most recent 1 year period)
Source: TMG "Survey on Gender Equality and Participation in Employment"

Women, who account for 40% of all employees, primarily work in office jobs. Workingwomen have the highest presence in the wholesale and retail trade industry, although the ratio of female employees is particularly high in health care and welfare (over 70%). Compared to selected nations, the female labour force participation rate in Japan tentatively declines when women are in their 30s, while from their 40s exhibits a shift in the focal employment pattern from regular to non-regular employee status. Viewed by prefecture, a correlation exists in which the birthrate rises in proportion to the percentage of women engaged in work. In Tokyo, however, while the percentage of women engaged in work is above the nationwide average, the birthrate is extremely low. Although the majority of companies are institutionalizing systems to support balances between work and home in selected shapes, use of the systems by men has failed to advance to a significant degree.

Labour-management Relations Transforming in Tandem with the Surrounding Environment



Although the number of labour unions in Tokyo continues to steadily decline, the number of union members has been growing since tentatively bottoming out in 2005. The estimated unionization rate in Tokyo is rising slightly and remains above the nationwide level. Mirroring the increase in the hiring of non-regular employees, the number of part-time labourers joining labour unions is on the rise. Labour disputes involving labour unions have held at a steady level since 2002, although the number of consultations channeled through the civil individual labour dispute resolution system continues to increase. Labour consultations have reached a high level of approximately 55,000 cases annually over the past three years. Ranking first among consultation matters is dismissal, while recent years have recorded increasing cases of consultation concerning workplace harassment, sexual harassment and other matters pertaining to personal relationship.