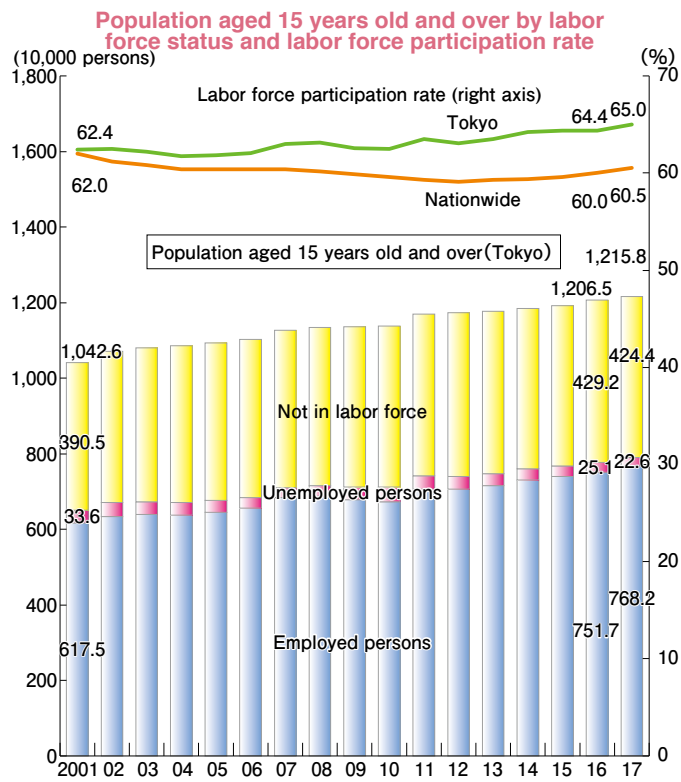


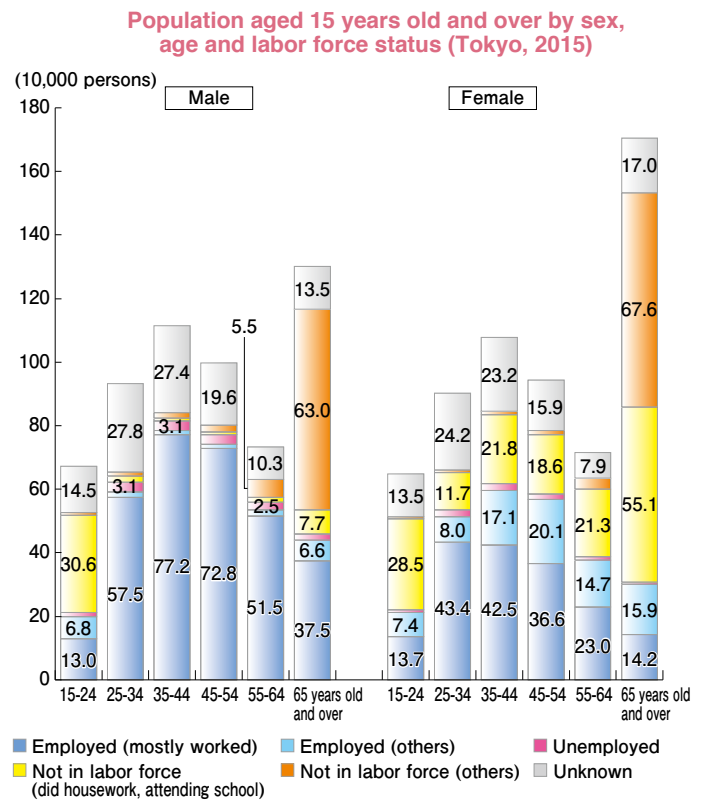
# Labor Force

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



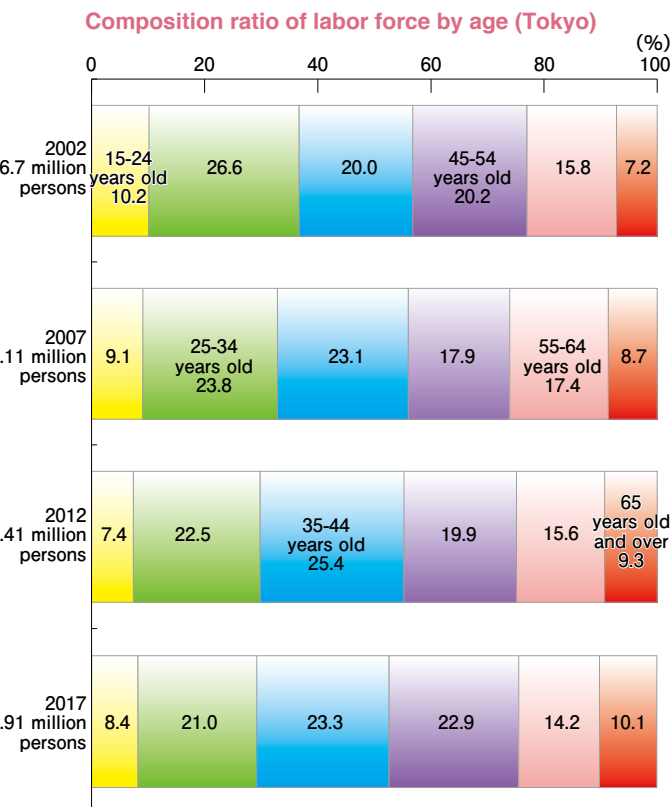
Note: Nationwide figures for 2011 are supplementary-estimated figures. Figures of Tokyo for 2011 and 2016 are retroactively calculated by the Statistic Bureau of Japan considering the variations associated with the revision of the benchmark population.  
Source: MIC / TMG "Labour Force Survey"

## 2 Labor Force Status Varies by Sex and Age



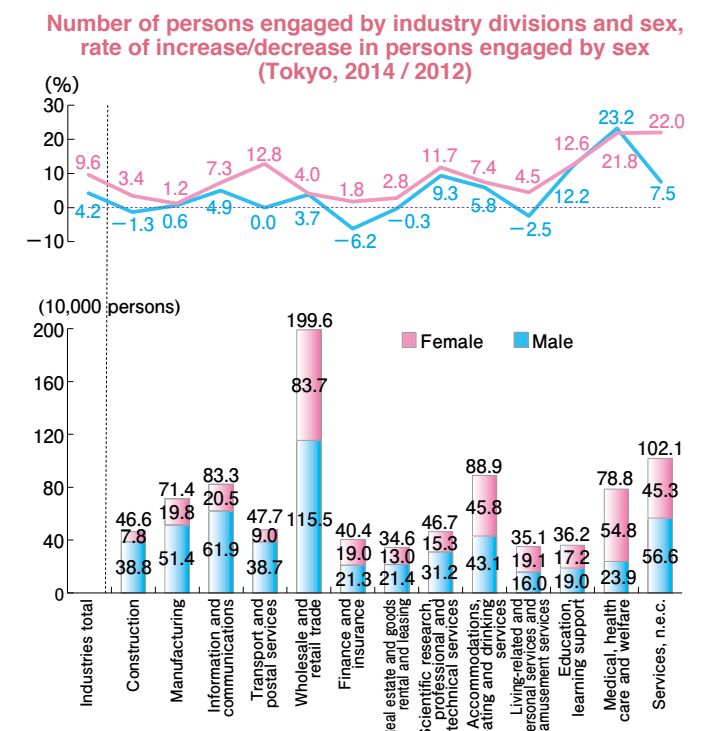
Note: "Employed (others)" is the total of "worked besides doing housework", "worked besides attending school" and "absent from work".  
Source: MIC "Population Census"

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



Source: TMG "Labour Force Survey"

## 4 While "Wholesale and Retail Trade" Have Large Number of Persons Engaged, Number of Females Engaged in All Industries is Increasing

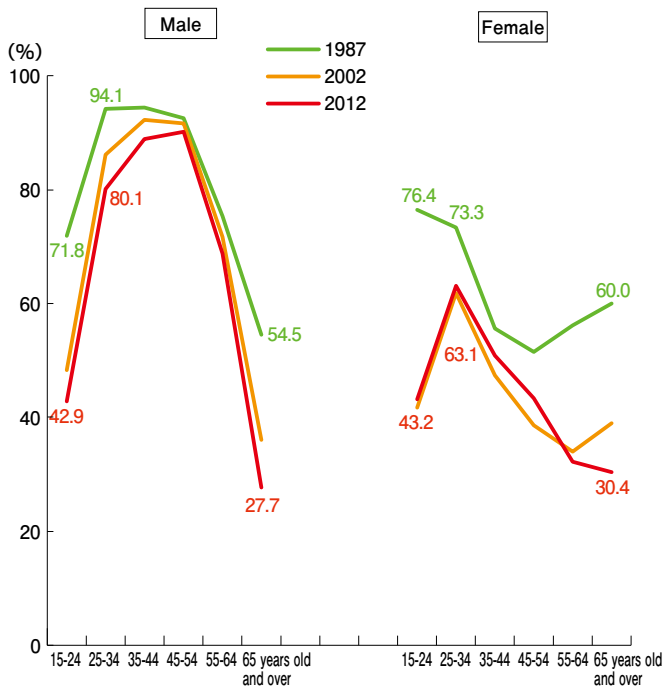


Note: Numbers of persons engaged for 2014. Industry divisions with 100,000 persons engaged or more in 2014 are listed.  
Source: MIC "Economic Census for Business Frame", MIC / METI "Economic Census for Business Activity"

# Employment Status

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

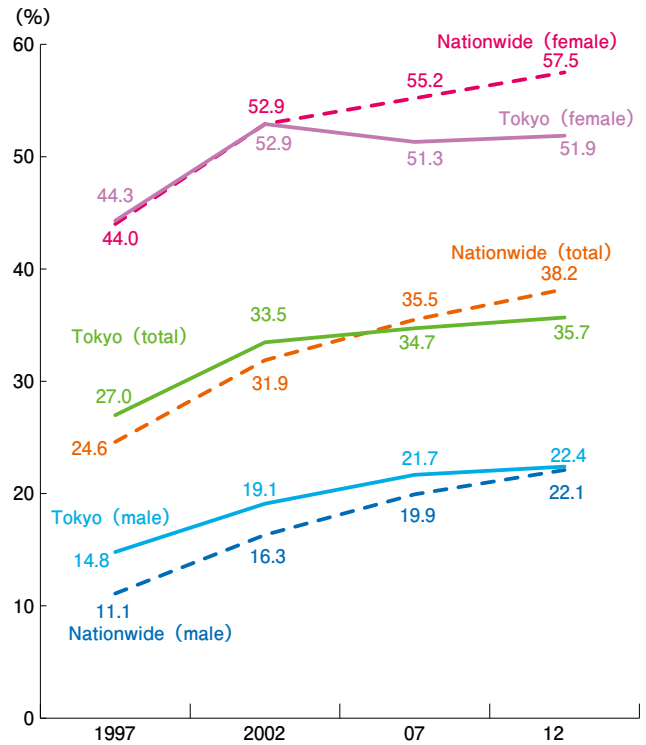
Regular staff ratio by sex and age (Tokyo, 1987, 2002 and 2012)



Note: Percentage to the number of employees except executives of companies or corporations  
 Source: MIC / TMG "Employment Status Survey"

## 2 Irregular Staff Ratio Tends to Increase

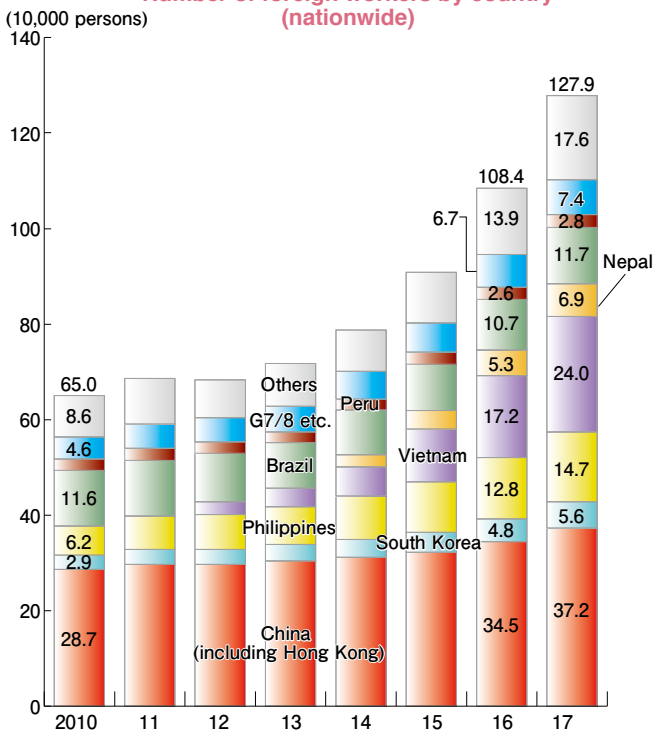
Irregular staff ratio by sex



Note: Percentage to the number of employees except executives of companies or corporations  
 Source: MIC / TMG "Employment Status Survey"

## 3 Number of Foreign Workers Tends to Increase

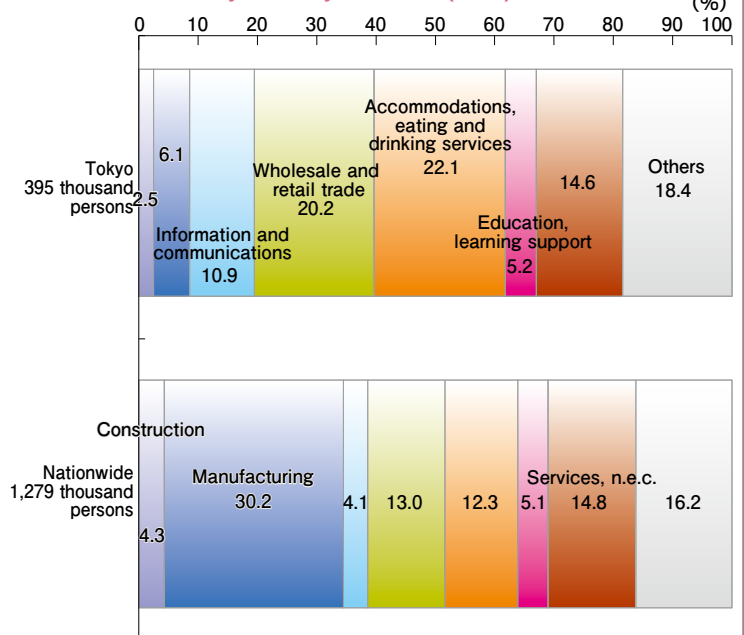
Number of foreign workers by country (nationwide)



Note: Figures as of the end of October in each year. Figures for Vietnam are from 2012. Figures for Nepal are from 2014. 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 "Accommodations, Eating and Drinking Services" in Tokyo Account for High Percentage Relative to Whole Country

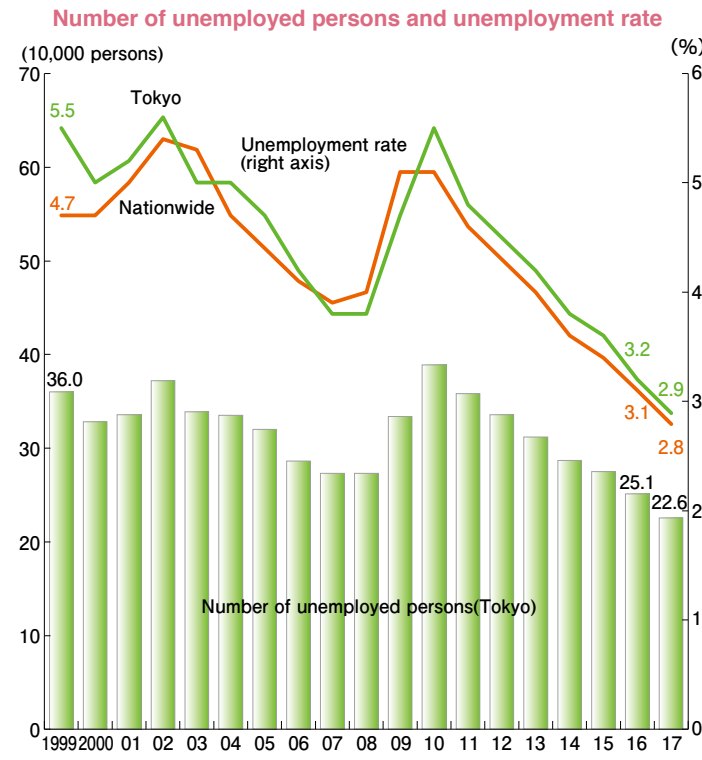
Composition ratio of foreign workers by industry divisions (2017)



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

# Job Openings, Job Applications and Unemployment

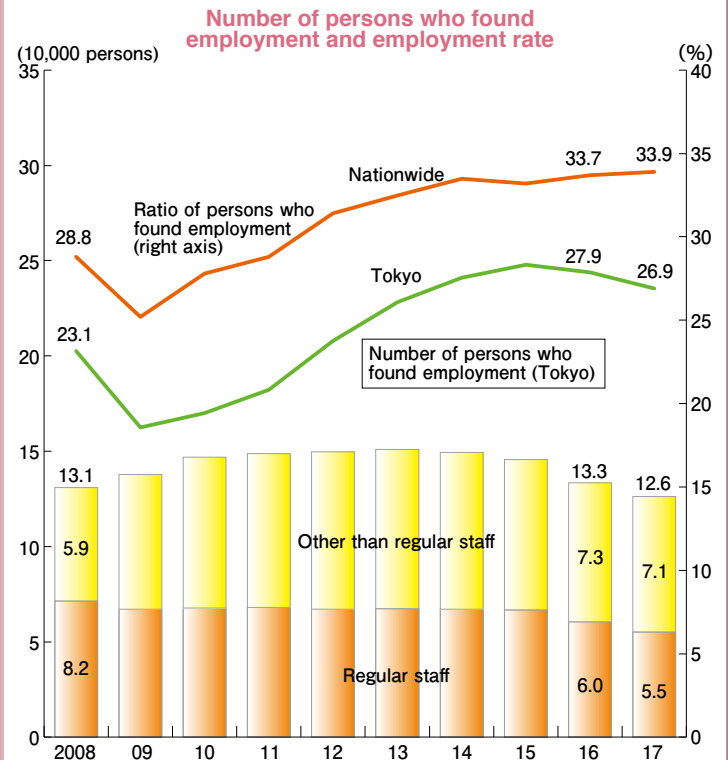
## 1 Unemployment Rate Has Been Improving for 7 Consecutive Years



Note: Annual averages. Nationwide unemployment rate for 2011 is the complementary-estimated figure. Figures of Tokyo for 2011 and 2016 are retroactively calculated by the Statistic Bureau of Japan considering the variations associated with the revision of the benchmark population.

Source: TMG / MIC "Labour Force Survey"

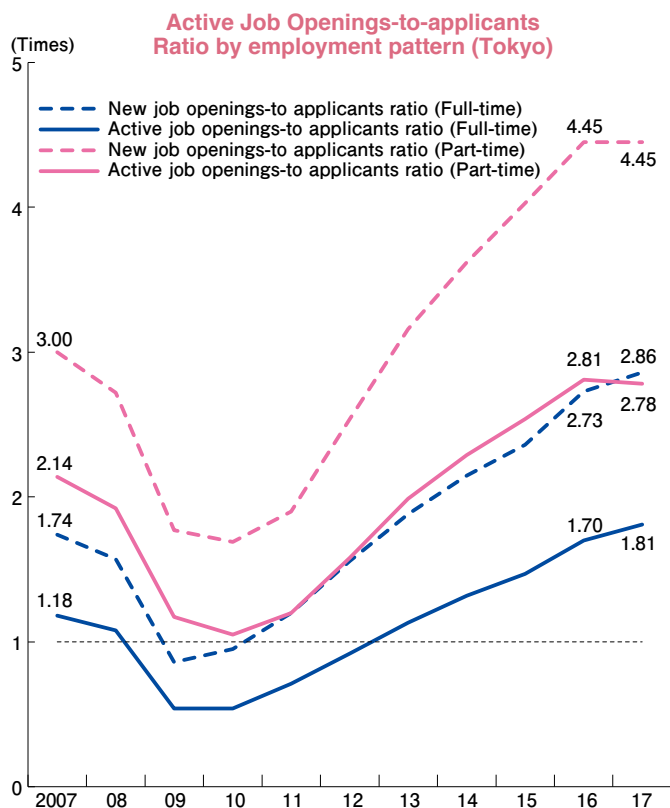
## 2 Ratio of persons who found employment is Nearly 30%



Note: Ratio of persons who found employment = Number of persons who found employment / number of new applications × 100

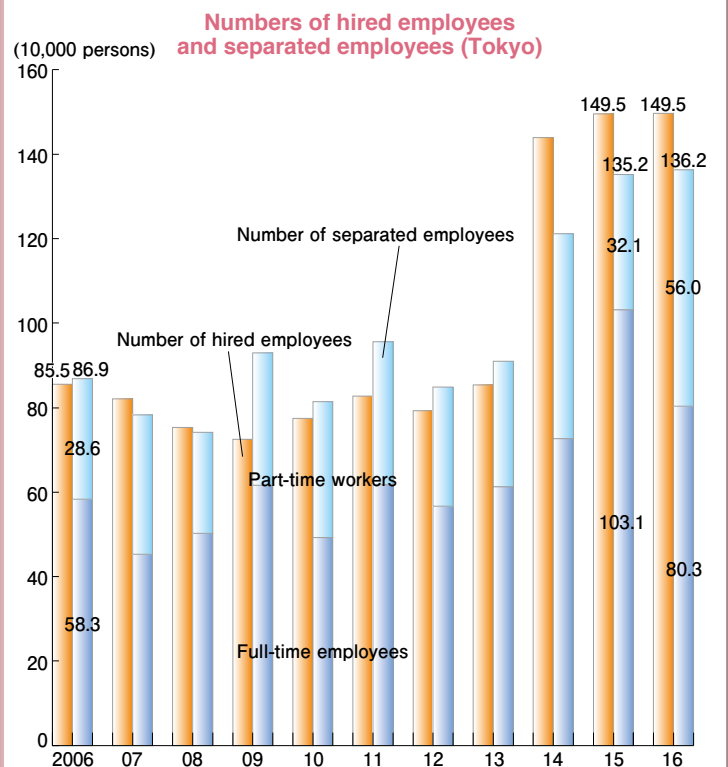
Source: Tokyo Labor Bureau, MHLW materials

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



Source: Tokyo Labor Bureau statistics

## 4 Number of Hired Employees Has Been Exceeding Number of Separated Employees for 3 Consecutive Years

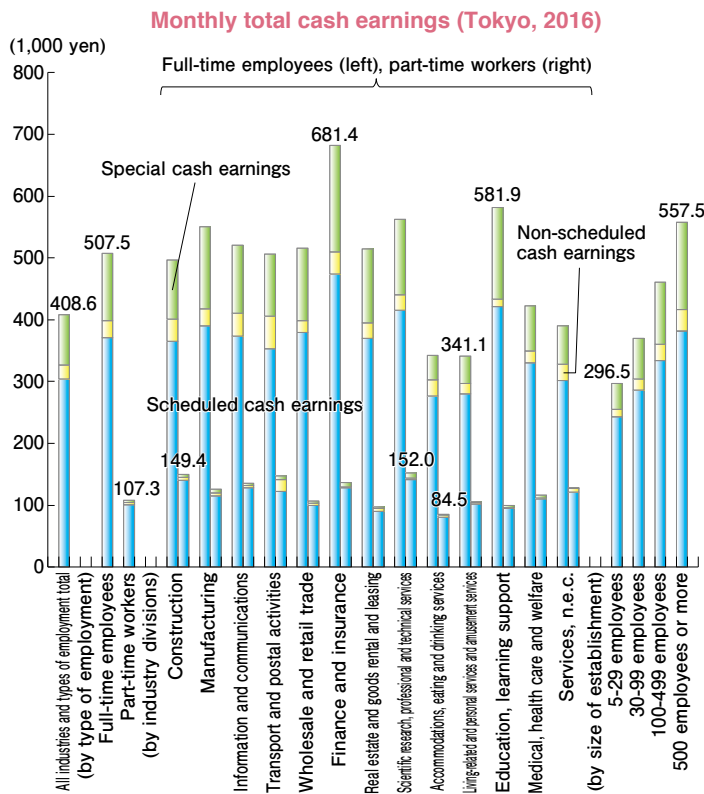


Note: Establishments with 5 regular employees or more

Source: MHLW "Survey on Employment Trends"

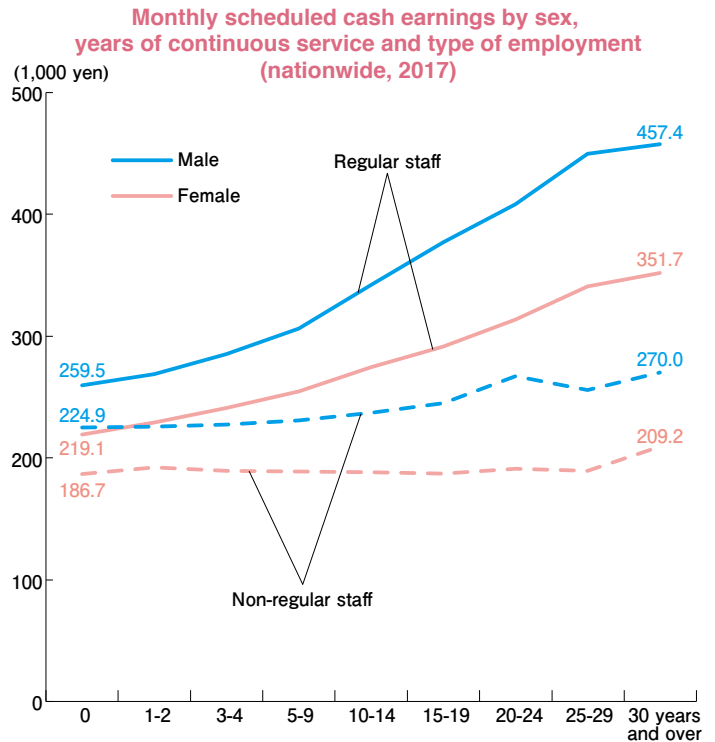
# Wages and Working Hours

## 1 Total Cash Earnings of Full-time Employees are High in "Finance and Insurance"



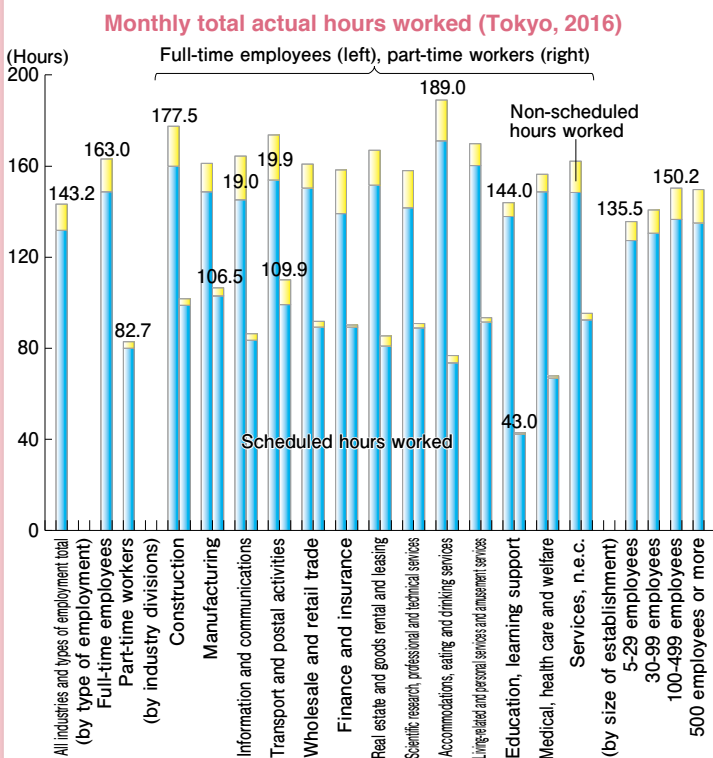
Note: Establishments with 5 employees or more  
Source: TMG "Monthly Labour Survey"

## 2 Wage Gaps between Male and Female, and between Types of Employment Become Wider with Years of Continuous Service



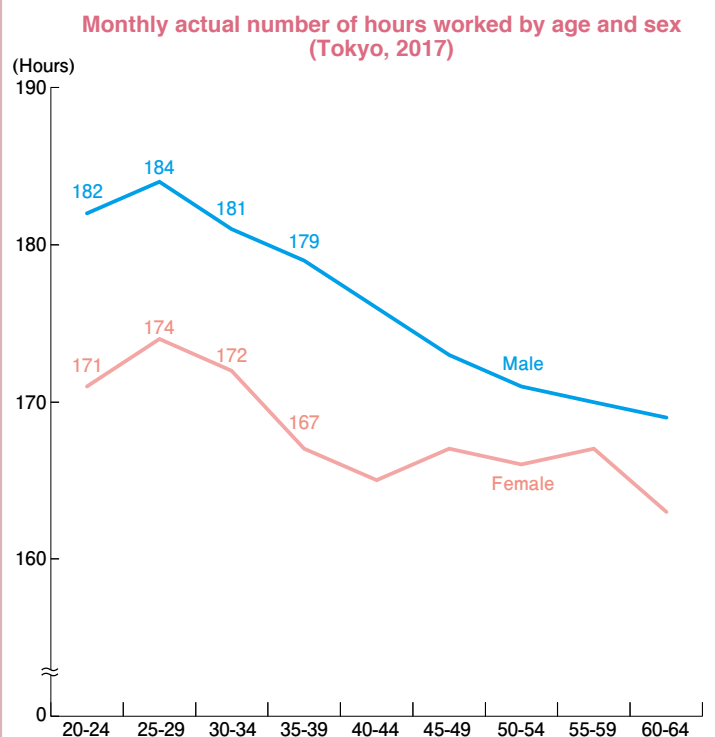
Note: Establishments with 10 employees or more. Based on scheduled cash earnings of ordinary workers.  
Source: MHLW "Basic Survey on Wage Structure"

## 3 Hours Worked of General Workers are Long in "Accommodations, Eating and Drinking Services", and "Construction"



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

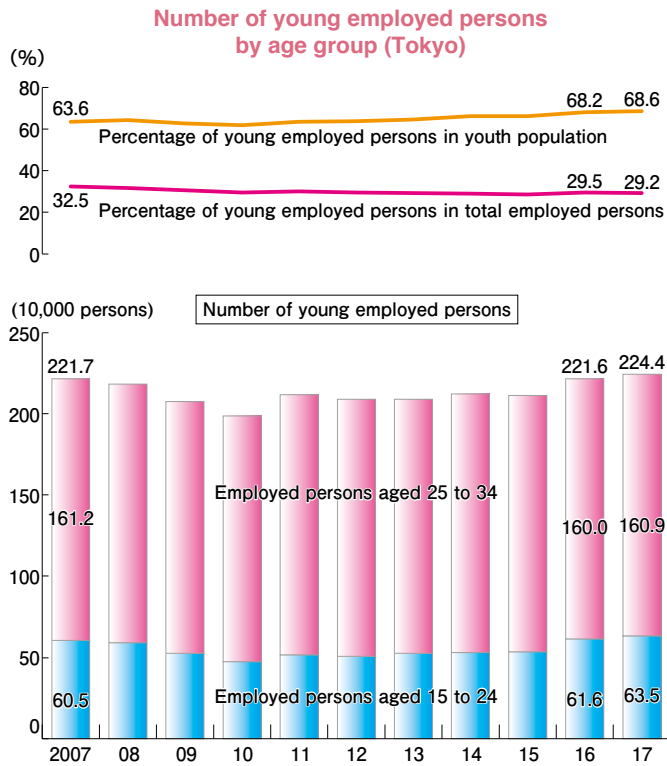
## 4 Both Male and Female Workers in Their 20's and 30's Have Long Hours Worked



Note: Establishments with 10 employees or more. Figures above are the total of the actual number of scheduled hours worked and non-scheduled actual overtime worked of ordinary workers.  
Source: MHLW "Basic Survey on Wage Structure"

# Employment of Young People

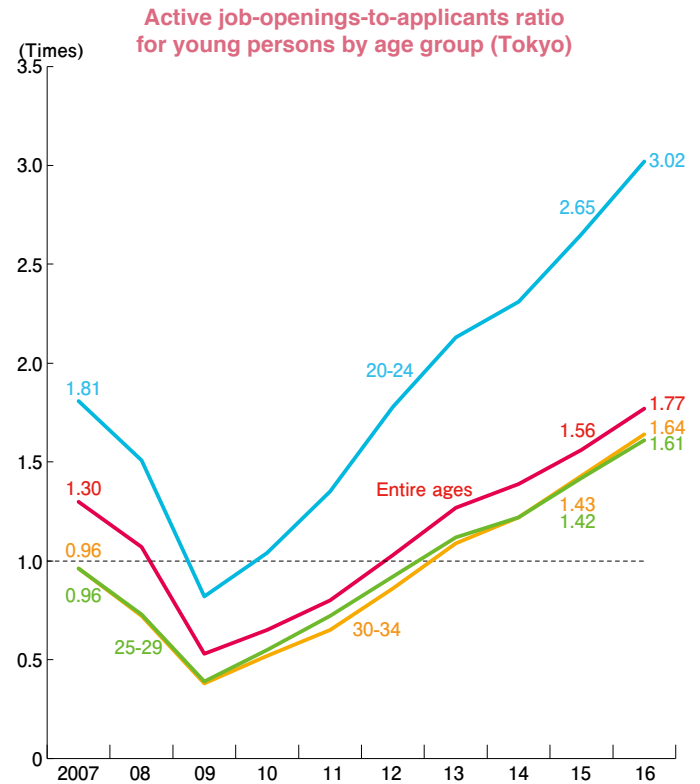
## 1 Percentage of Employed Persons in Youth Population Tends to Increase



Note: Young persons were defined as those aged 15 to 34. Figures for 2011 and 2016 are retroactively calculated by the Statistic Bureau of Japan considering the variations associated with the revision of the benchmark population.

Source: TMG "Labour Force Survey"

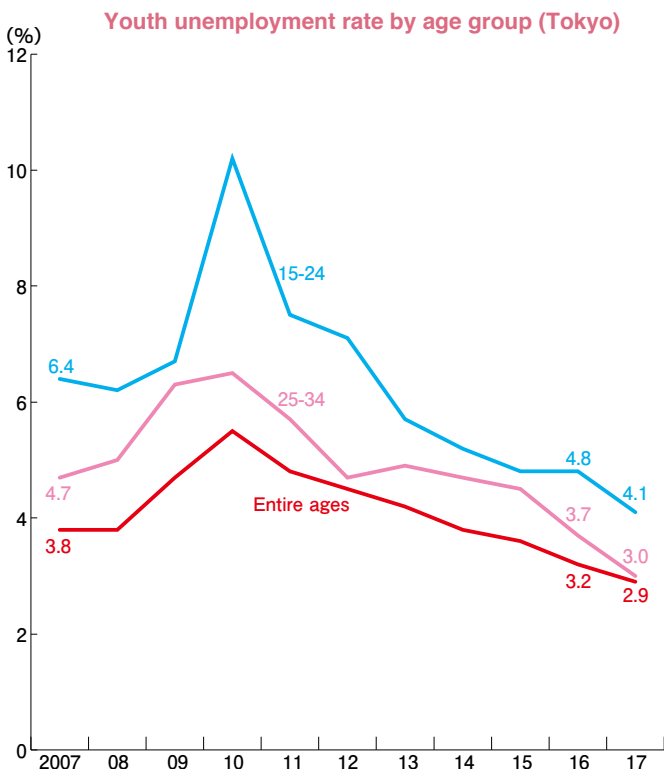
## 2 Active Job Openings-to-applicants Ratio of Young Persons Continues to Rise



Note: Figures as of October in each year. Young persons were defined as those aged 20 to 34. Entire ages are the total of all aged groups with 15 years old and over.

Source: Tokyo Labor Bureau materials

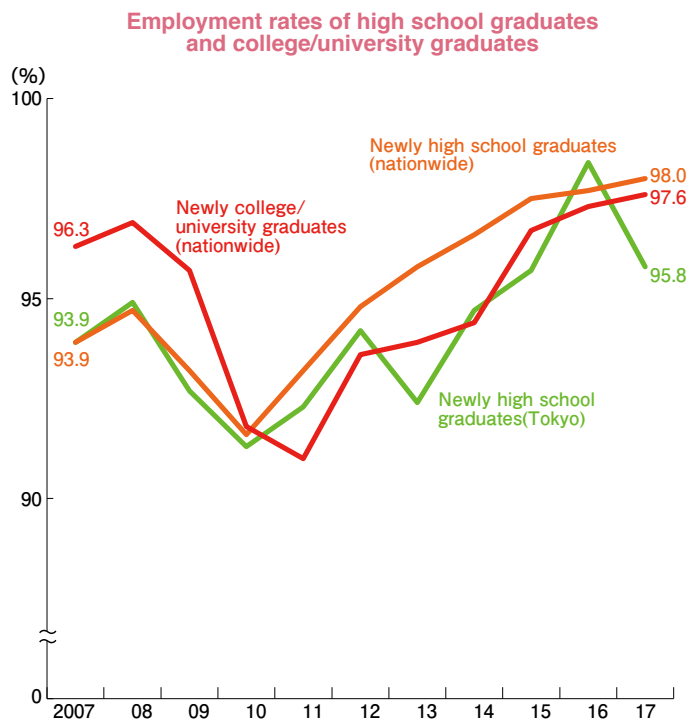
## 3 Youth Unemployment Rate Remains Higher Than Total Unemployment Rate



Note: Young persons were defined as those aged 15 to 34. Entire ages are the total of all aged groups with 15 years old and over.

Source: TMG "Labour Force Survey"

## 4 Employment Rates of High School Graduates and College/University Graduates Remains High



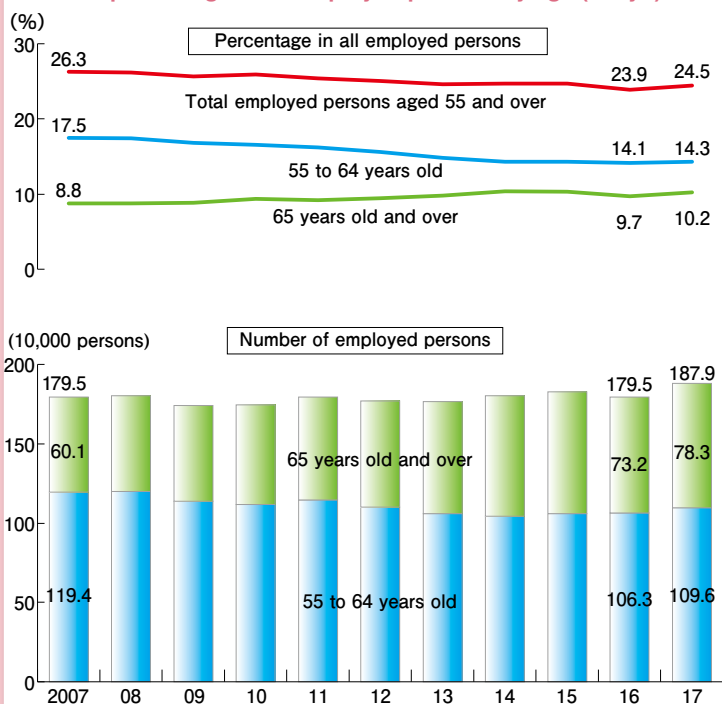
Note: Graduated in March in each year. Employment rate for newly high school graduates is as of the end of March, and the one for newly college/university graduates is as of April 1.

Source: MHLW, MEXT "Survey on Employment Situation of Newly College/University Graduates", MEXT "Survey on Employment Situation of Newly High School Graduates"

# 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)

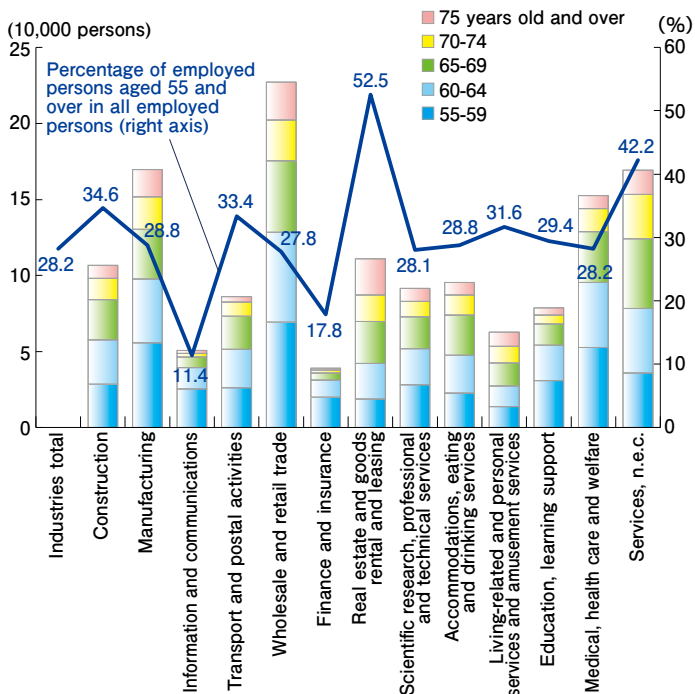


Note: Figures for 2011 and 2016 are retroactively calculated by the Statistic Bureau of Japan considering the variations associated with the revision of the benchmark population.

Source: TMG / MIC "Labour Force Survey"

## 2 Employed Persons 55 Years old and Over Account for About 50% in "Real Estate" and "Goods Rental and Leasing"

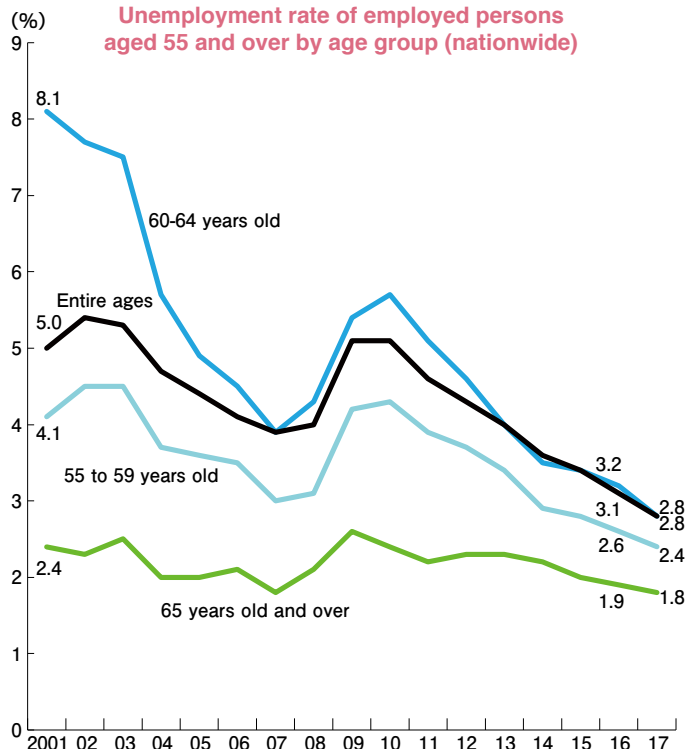
Number of employed persons aged 55 and over by industry and age, and percentage of employed persons aged 55 and over by industry (Tokyo, 2015)



Source: MIC "Population Census"

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

Unemployment rate of employed persons aged 55 and over by age group (nationwide)

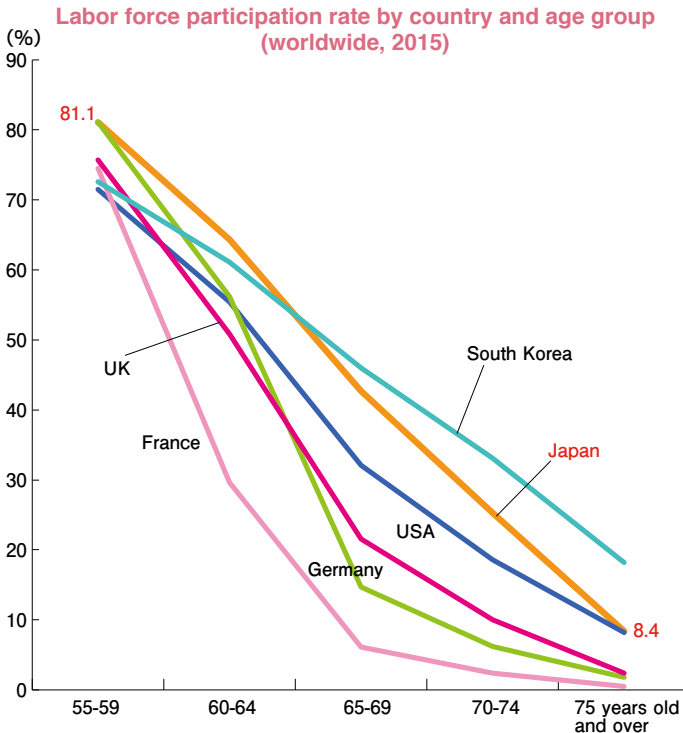


Note: "Entire ages" is the unemployment rate of total number of unemployed persons aged 15 and over. Figures for 2011 are the complementary-estimated figure.

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, 2015)



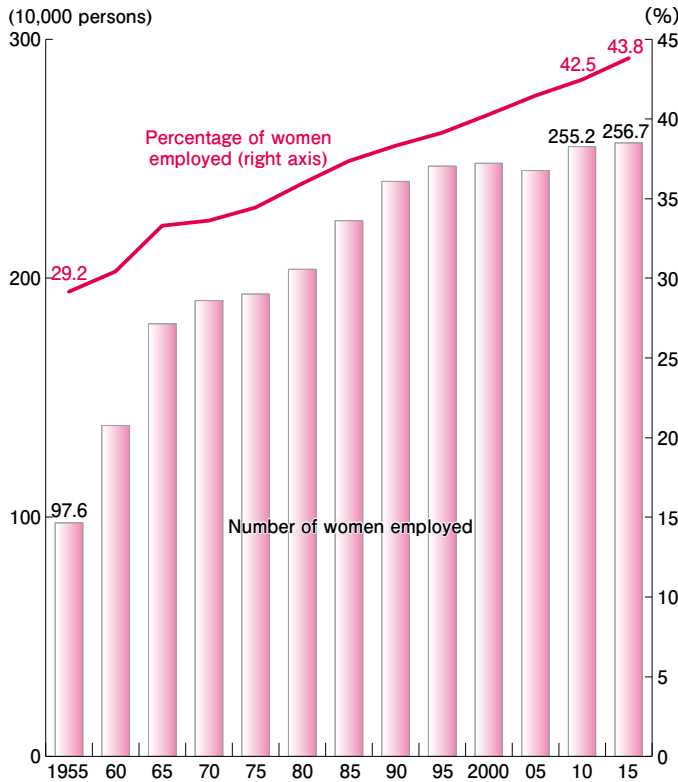
Note: There are some cases where the figures cannot be directly compared with each other because statistical definitions and research methods differ from country to country.

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

# Employment of Women

## 1 Number of Women Employed Tends to Increase

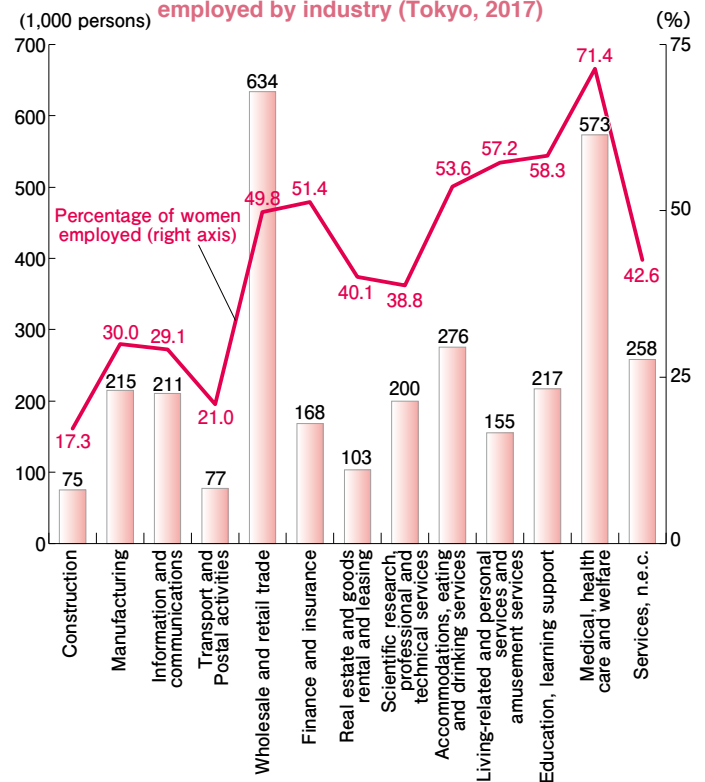
Number and percentage of women employed (Tokyo)



Source: MIC "Population Census"

## 2 Women Employed Account for High Percentage in "Medical, Health Care and Welfare"

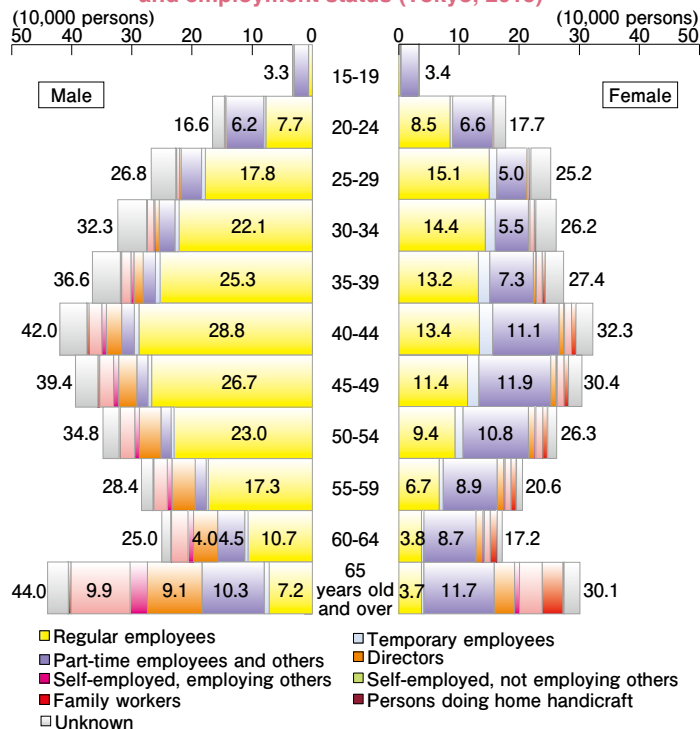
Number and percentage of women employed by industry (Tokyo, 2017)



Source: TMG "Labour Force Survey"

## 3 As for Type of Employment of Women, Number of Non-regular Employees Exceeds Number of Regular Employees for Women in Their Late 40's and Over

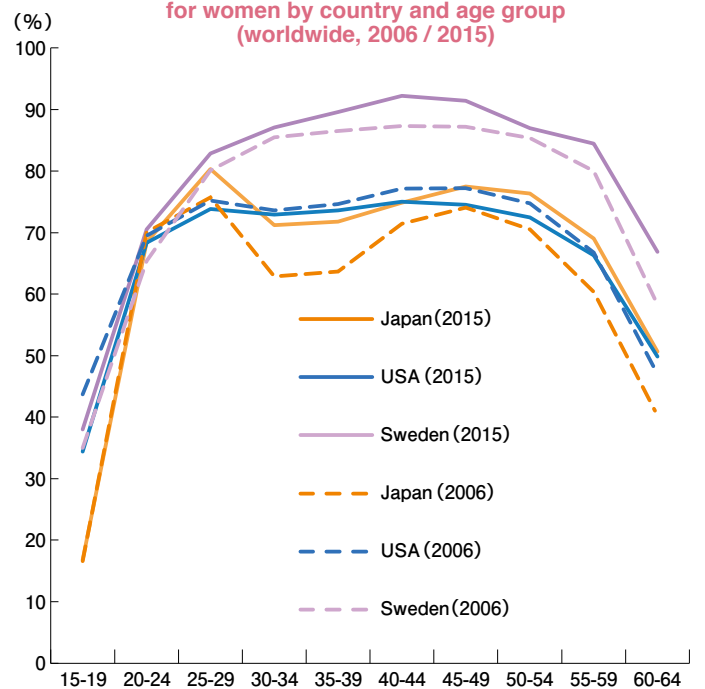
Number of employed persons by age and employment status (Tokyo, 2015)



Source: MIC "Population Census"

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

Labor force participation ratio for women by country and age group (worldwide, 2006 / 2015)



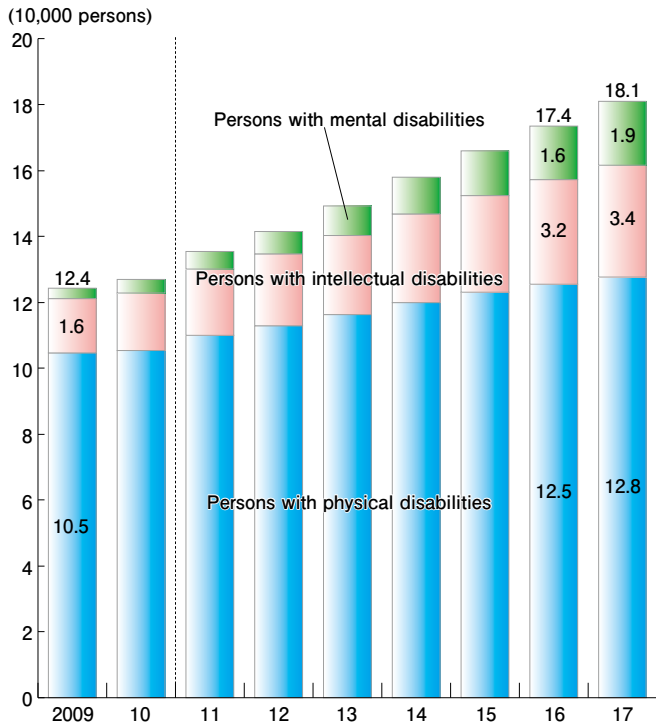
Note: There are some cases where the figures cannot be directly compared with each other because statistical definitions and research methods differ from country to country. Figures for USA and figures of Sweden for 2006 are for persons 16 years old and over.

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 in private companies (Tokyo)

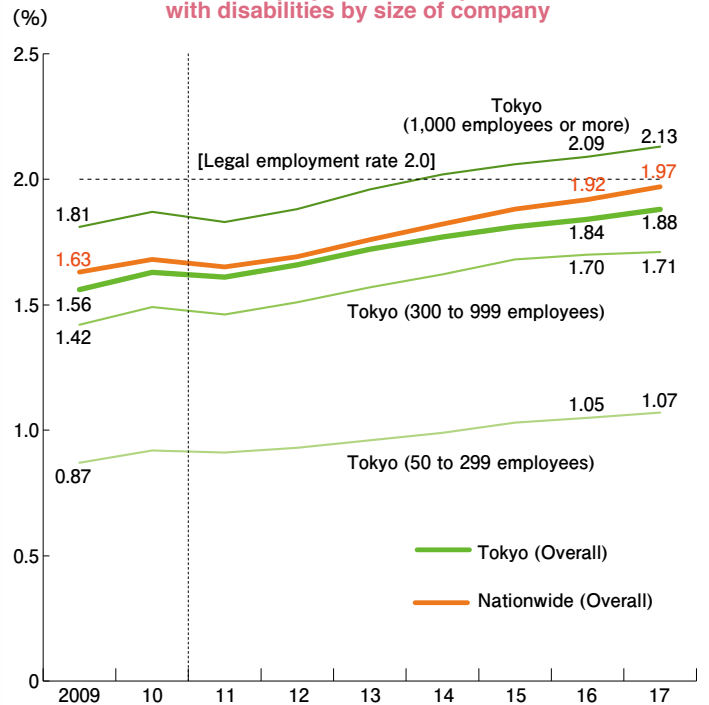


Note: Figures as of June 1 in each year. Due to system revisions, figures until 2010 and those from 2011 cannot be simply compared.

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

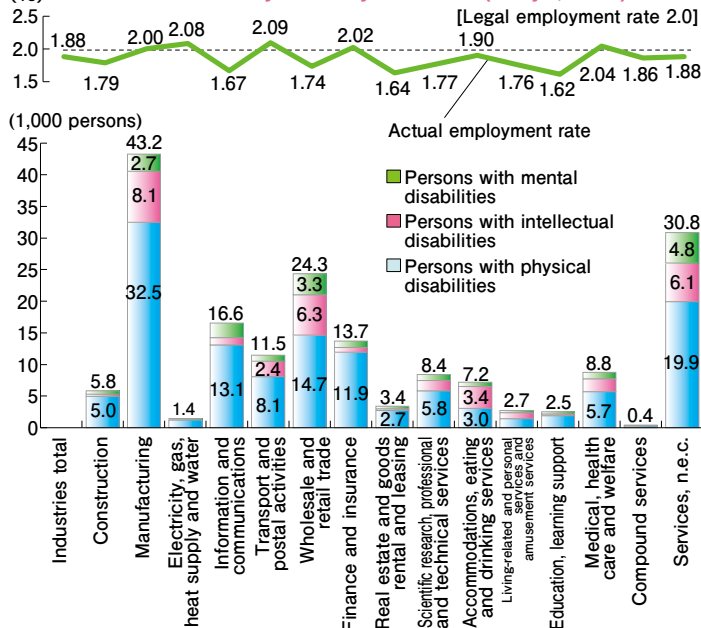


Note: Figures as of June 1 each year. Due to system revisions, figures until 2010 and those from 2011 cannot be simply compared. "Overall" means companies with 56 employees or more until 2012 and companies with 50 employees or more from 2013. Companies with "56 to 299 employees" are used in place of 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 and actual employment rate of employed persons with disabilities by industry divisions (Tokyo, 2017)

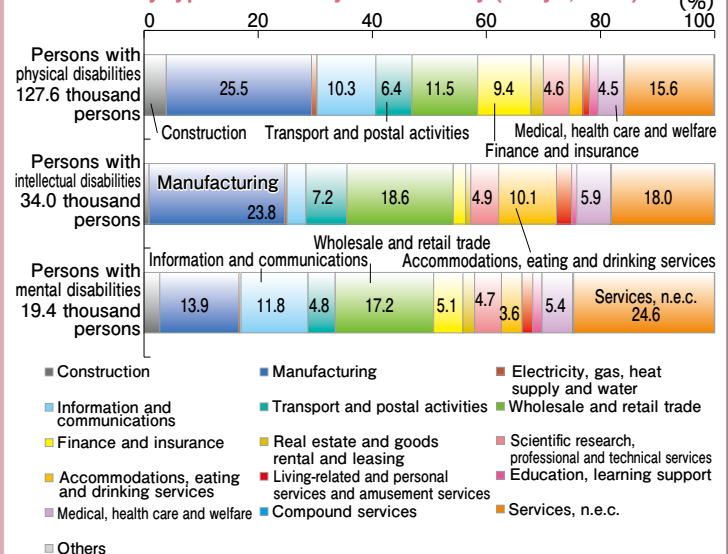


Note: Figures as of June 1

Source: Tokyo Labor Bureau materials

## 4 "Manufacturing" Has High Percentage of Employed Persons with Physical and Intellectual Disabilities, and "Services, n.e.c." Has High Percentage of Employed Persons with Mental Disabilities

Composition ratio of employed persons with disabilities by type of disability and industry (Tokyo, 2017)



Note: Figures as of June 1. "Agriculture, forestry, fisheries", "Mining and quarrying of stone and gravel" and other industries unable to classify are included in "Others"

Source: Tokyo Labor Bureau materials

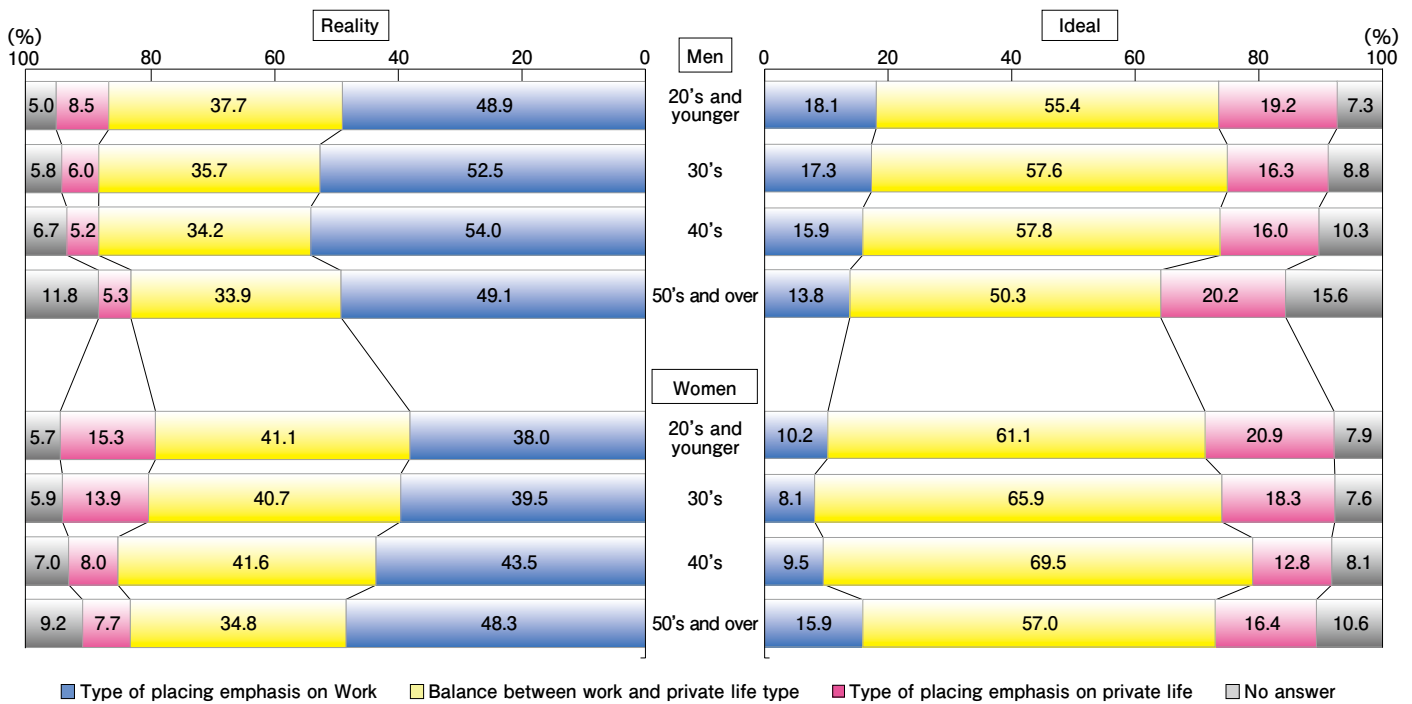
Note: As for actual employment rate and number of employed persons with disabilities, a person with severe physical disability or severe intellectual disability shall be counted as 2 persons, a part-time worker (a worker whose scheduled working hours for a week are between 20 hours or more and less than 30 hours) with severe physical disability or severe intellectual disability shall be counted as 1 person, and a part-time worker with physical disability, intellectual disability or mental disability and whose disability level is not severe shall be counted as 0.5 persons. (a part-time worker with physical disability or intellectual disability and whose disability level is not severe was included from July 2010.)



# Life Work Balance

## 1 While It is Observed That the Largest of Employees Prioritize "Private Life" as Ideal, It is Observed Many Employees Prioritize "Work" in Reality

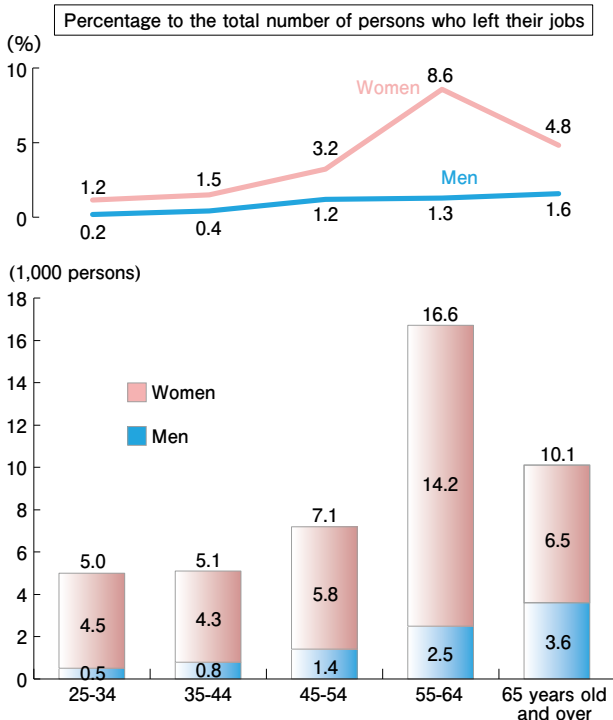
Reality and ideal on balance between work and private life (nationwide, 2016)



Note: Employees survey. Regular staffs centered on the generations in their prime (giving priority to employees in their 20's to 40's) in companies with 100 employees or more were surveyed.  
 Source: The Japan Institute for Labour Policy and Training "JILPT Report"

## 2 Many Women of All Generations Leave Previous Job for Aged/Sick Family Member's

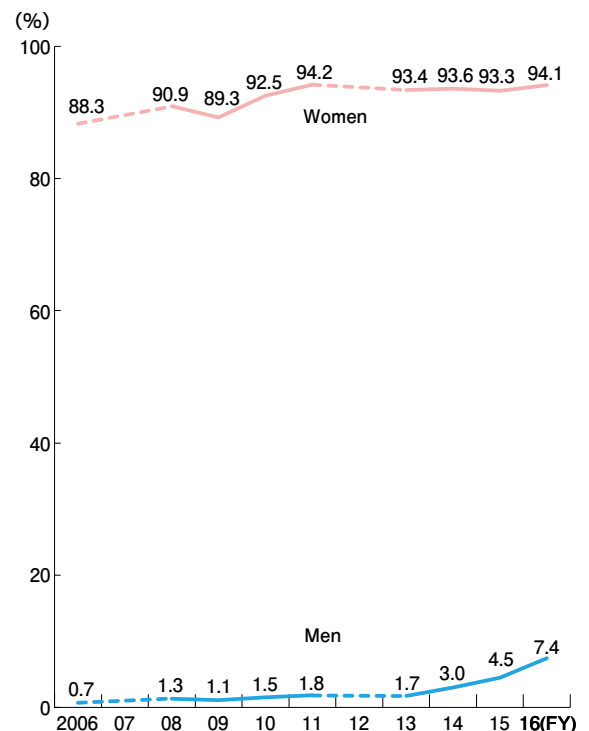
Number and percentage of persons who left their jobs due to care and nursing by age (Tokyo, 2012)



Note: Figures are the total from October 2007 to September 2012.  
 Source: MIC "Employment Status Survey"

## 3 There is Large Difference between Men and Women on Rate of Taking Child-care Leave

Child-care leave-taking rate by gender (Tokyo)

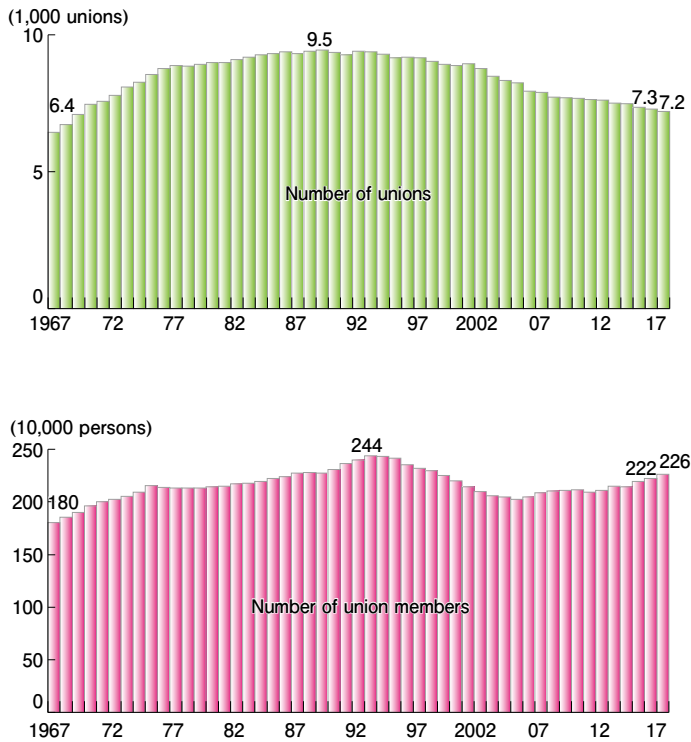


Note: No data for FY 2007 and 2012. Establishment survey.  
 Source: TMG materials

# Labor-Management Relations

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

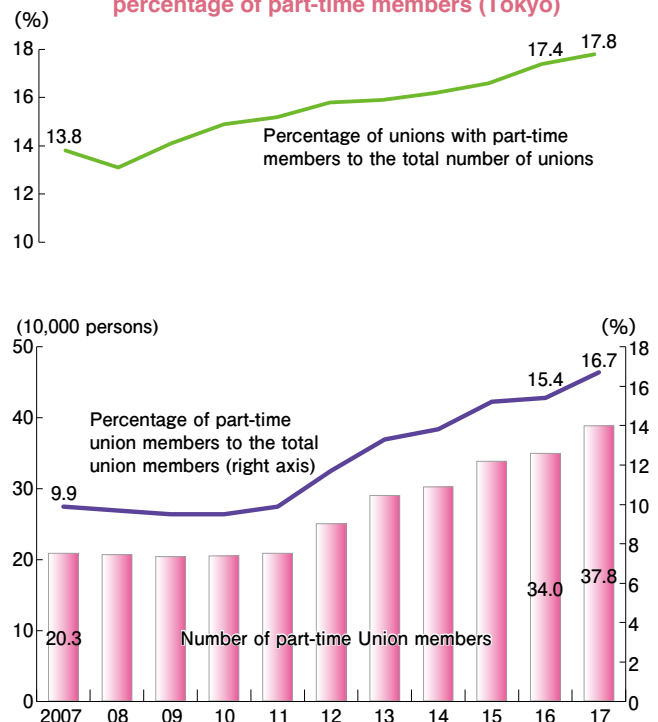
Numbers of unions and union members (Tokyo)



Note: Figures as of June 30 in each year. Unit labour unions were surveyed.  
Source: MHLW "Basic Survey on Labour Unions"

## 2 Number of Labor Union Members of Part-time Employees Tends to Increase

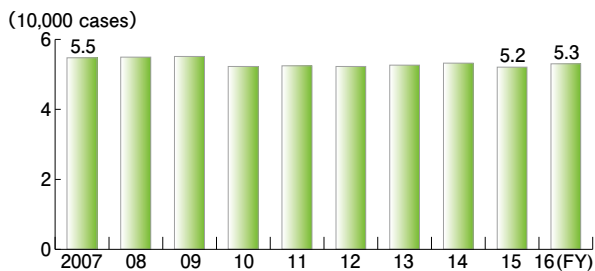
Percentage of unions with part-time Union members, number of part-time members and percentage of part-time members (Tokyo)



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

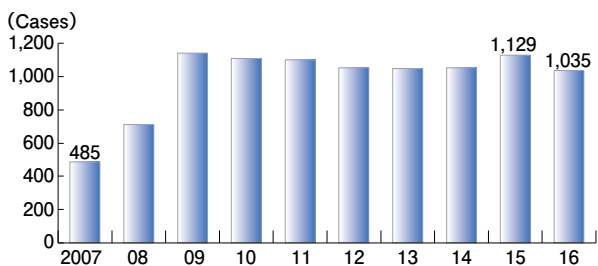
## 3 Number of Labor Consultations Remains Over 50,000 Cases

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



Source: TMG materials

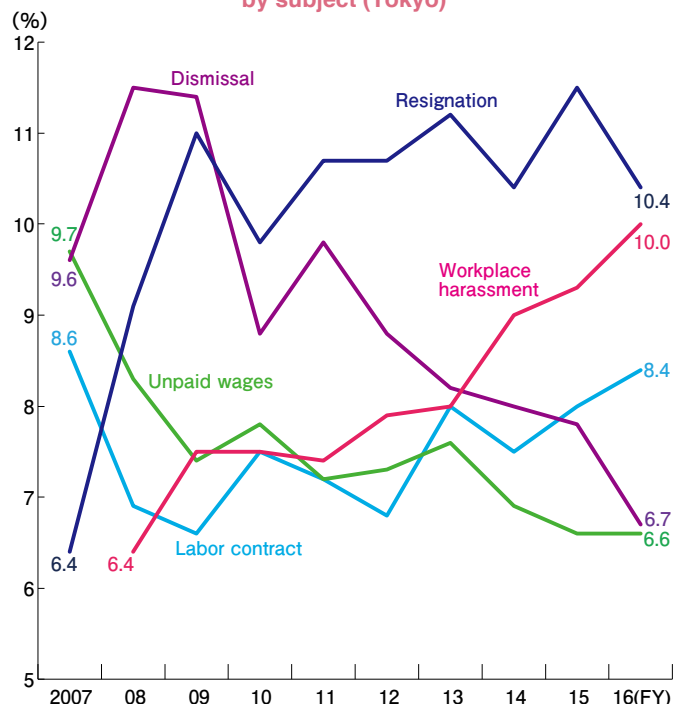
Number of petitions for labor tribunal proceedings at Tokyo District Court (Tokyo)



Note: Labor tribunal system was established in 2006.  
Source: Court materials

## 4 Percentages of Resignation and Workplace Harassment in Labor Consultations are 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 FY 2008. Top 5 items in FY 2016 are listed.

Source: TMG materials