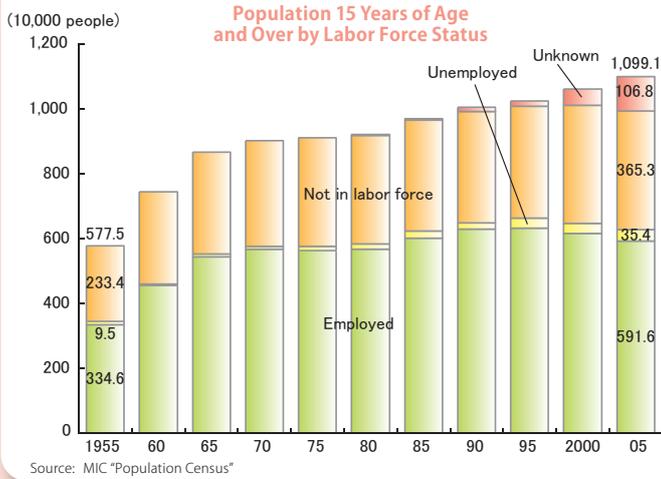
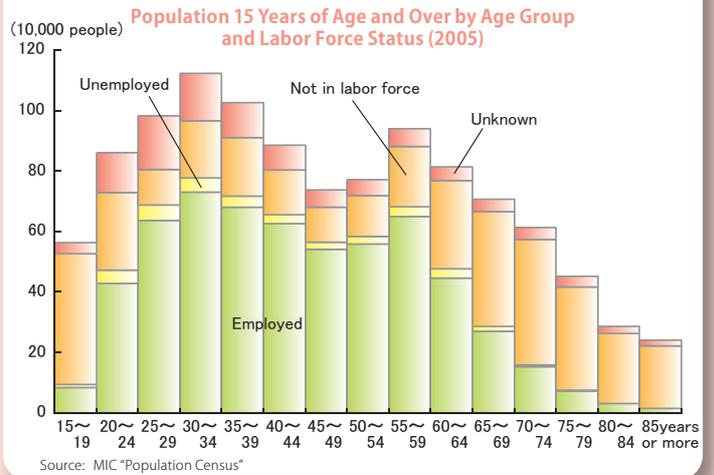


# Changes in the Labor Force Due to the Graying of Society

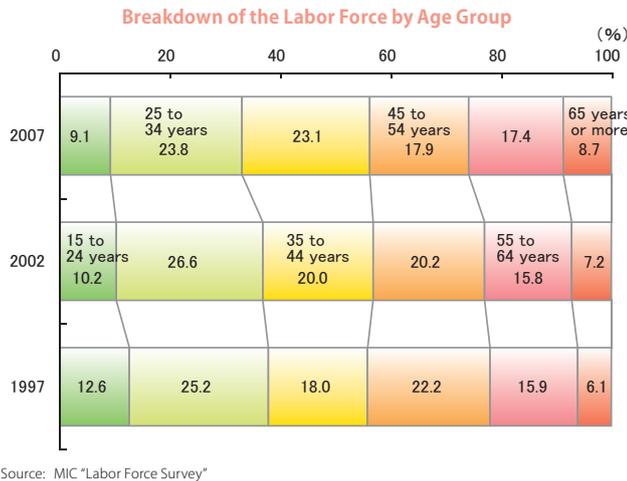
## 1 The Number of Employed Persons is Declining



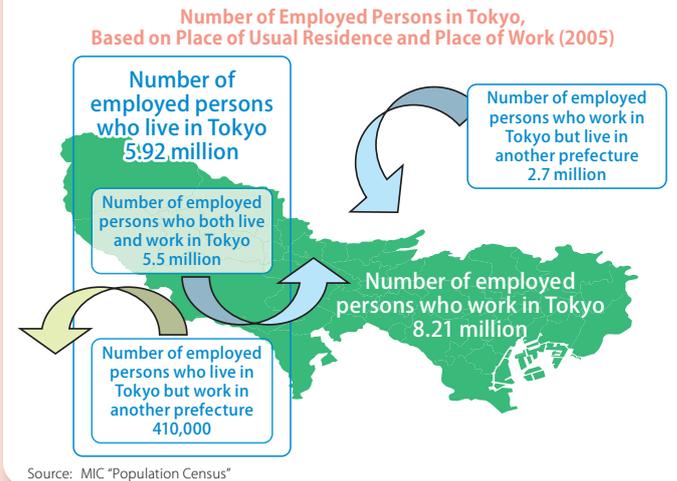
## 2 There are Two Peaks in the Number of Employees in Their 30s and 50s



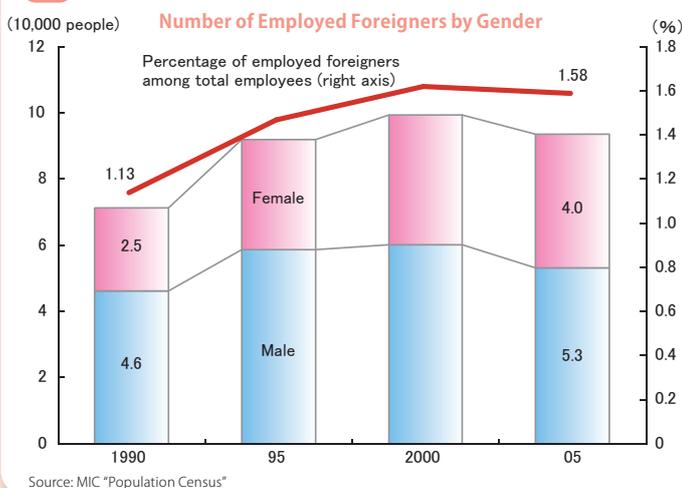
## 3 The Labor Force is Aging



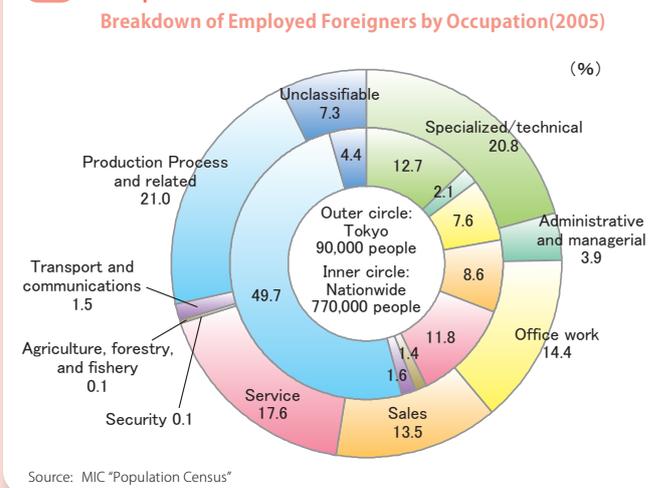
## 4 One in Three Tokyo Workers Lives Outside Tokyo



## 5 There are Over 90,000 Employed Foreigners in Tokyo



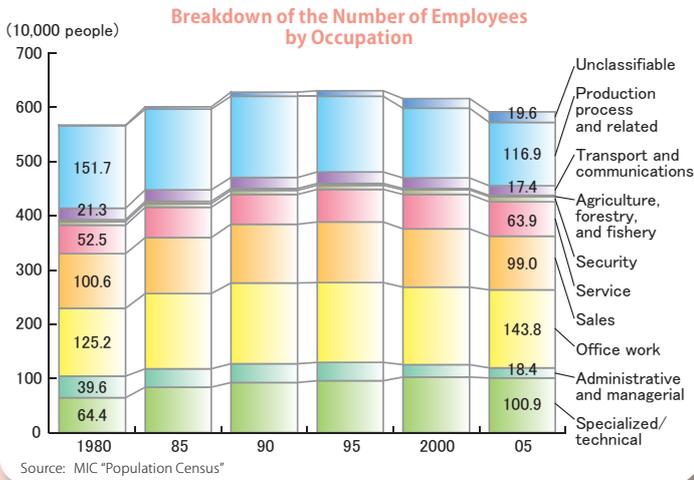
## 6 Employed Foreigners Work in a Variety of Occupational Fields



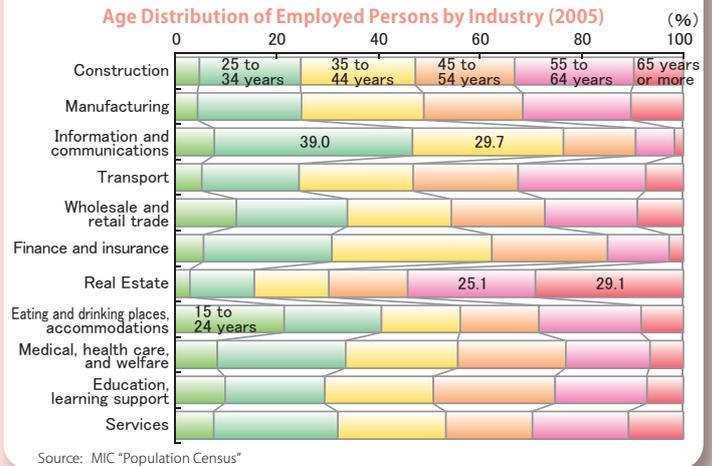
The population of Tokyo aged 15 and over has been increasing consistently since the end of World War II, but with an aging population, the number of employed persons has now begun to decrease. In looking at the structure of the 15 and over population, there are two peaks in population—the first- and second-generation baby boomers—and the labor force is also growing older. There are 8.21 million people working in Tokyo, including some who live in other prefectures. In the last 15 years, the number of employed foreigners in Tokyo increased about 30%. Compared with nationwide statistics, employed foreigners in Tokyo work in a wider variety of occupational fields, with a higher percentage working in specialized and technical or service occupations.

# Increasing Diversification in Mode of Employment

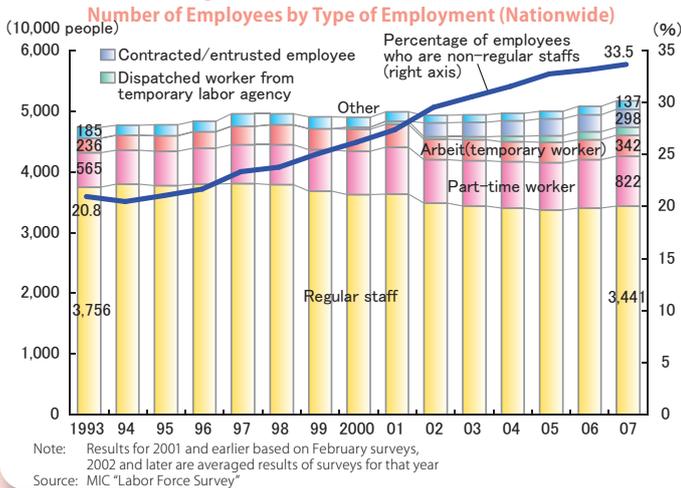
## 1 The Number of Specialized and Technical Employees Is Increasing



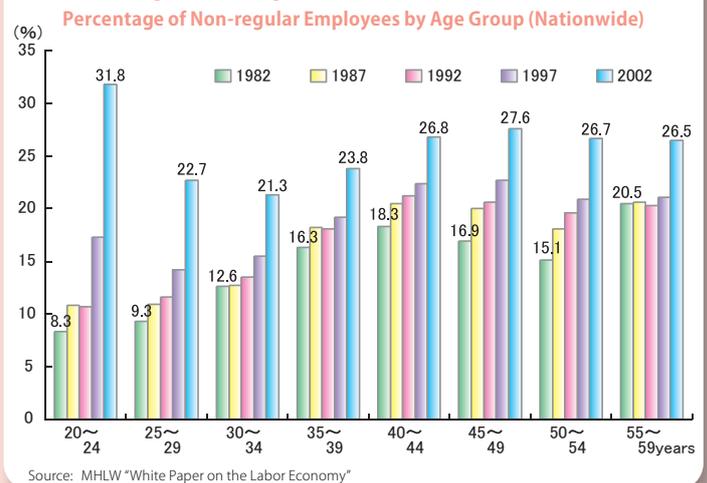
## 2 The Information and Communications Industry Has a High Percentage of Young Employees, the Real Estate Industry Has a High Percentage of Elderly Employees



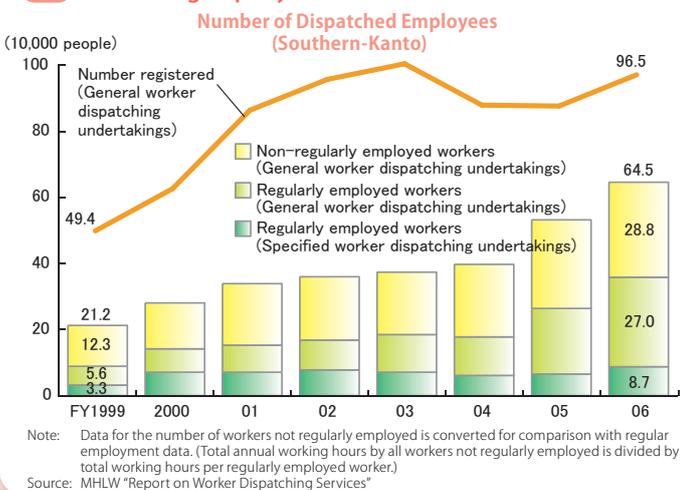
## 3 One Out of Every Three Employees Is a Non-regular Staff



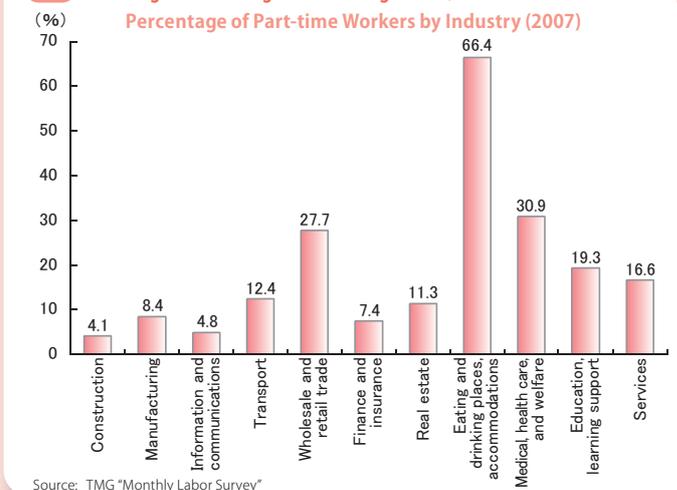
## 4 The percentage of Non-regular Workers is Rising among the Youngest Sector of the Labor Force



## 5 The Number of Dispatched Employees is Increasing Rapidly



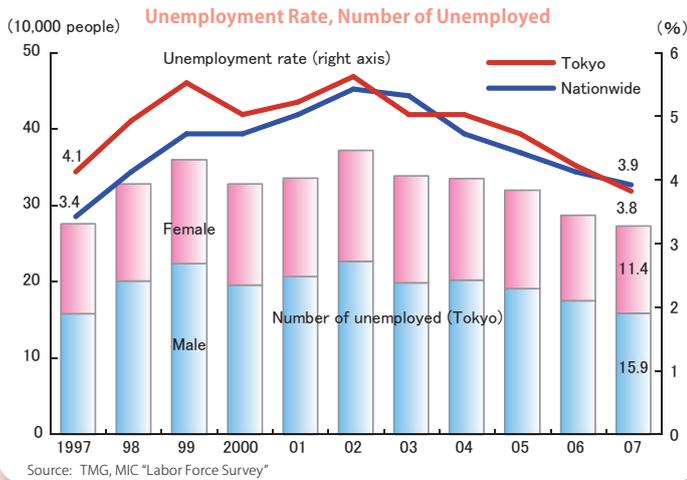
## 6 Part-Time Workers Make up More than 60% of Those Working in the Eating and Drinking Places, Accommodations Industry



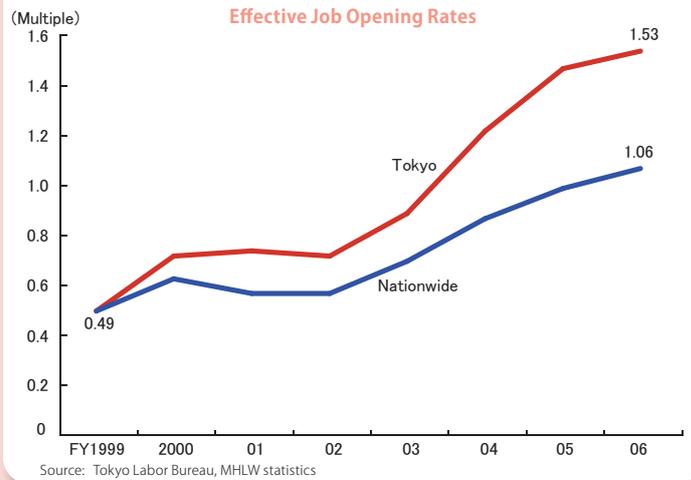
The number of specialized and technical employees is increasing in Tokyo, while the number of production process and related workers is decreasing. Young employees make up a large percentage of those in the Information and communications industry, while elderly employees make up a large percentage of those in the real estate industry. While the number of regular staffs is decreasing, the number of non-regular staffs (i.e. part-time workers, temporary workers and dispatched workers) is growing amidst increasing diversification in mode of employment. The percentage of non-regular staffs is growing significantly among the 20-24 year age group, as non-regular staffs increase among the younger age groups. With an amendment to the law on dispatched workers, there has been a significant increase in the number of dispatched staffs who are registered at temporary staffing agencies. The percentage of part-time workers in the eating and drinking places and accommodations industry is relatively high.

# Improving Hiring and Unemployment Condition

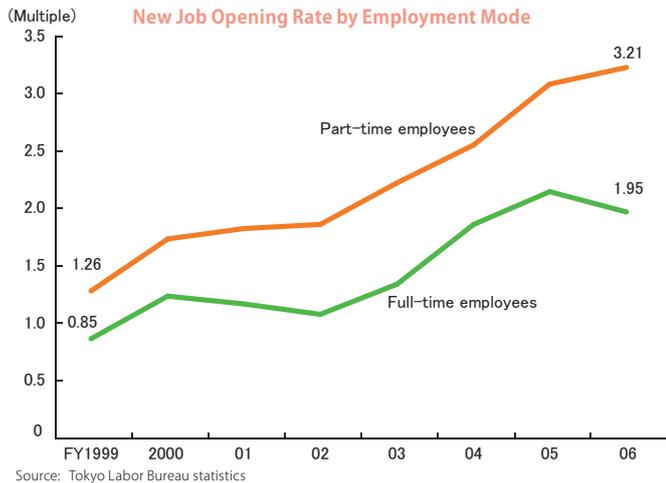
## 1 Tokyo's Unemployment Rate is Improving



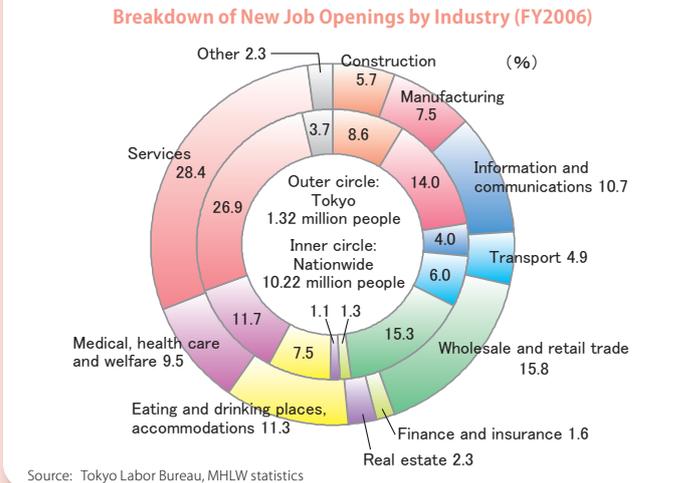
## 2 The Effective Job Opening Rate in Tokyo Far Surpasses the Nationwide Ratio



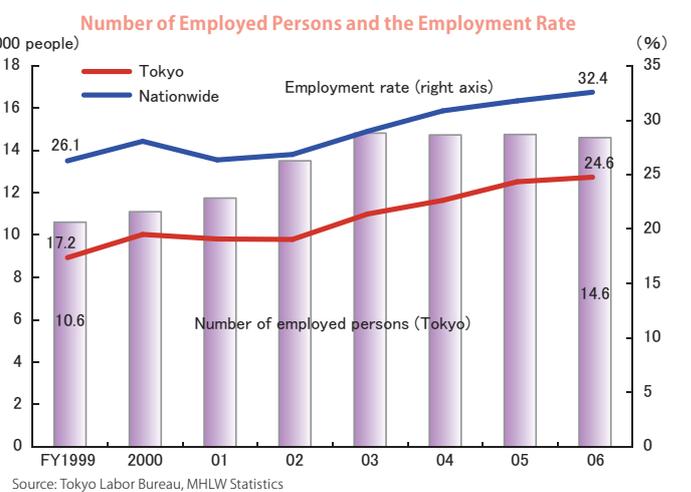
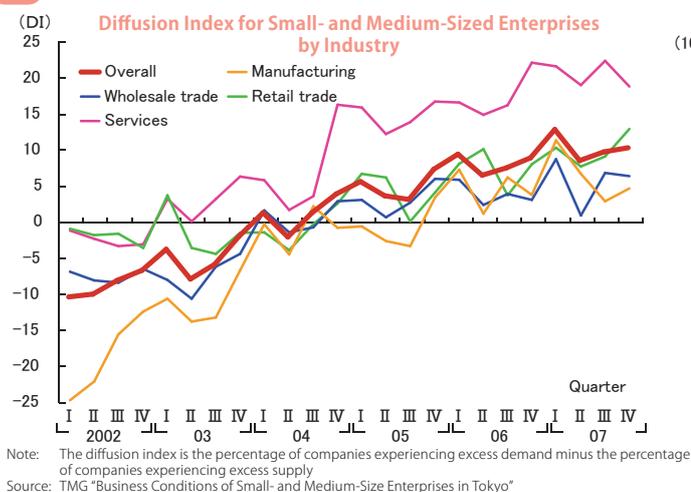
## 3 The New Job Opening Rate is High for Part-time Employees



## 4 The Percentage of Information and Communications Job Openings in Tokyo Exceeds the Percentage Nationwide

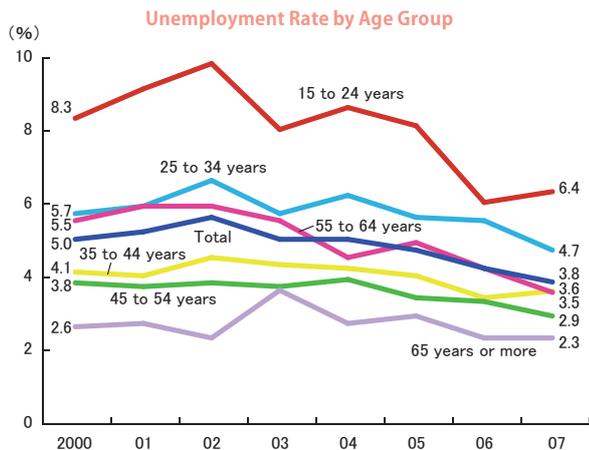


## 5 Increasing Lack of Personnel in Small- and Medium-Size Enterprises and Tokyo's Increasing Employment Rate

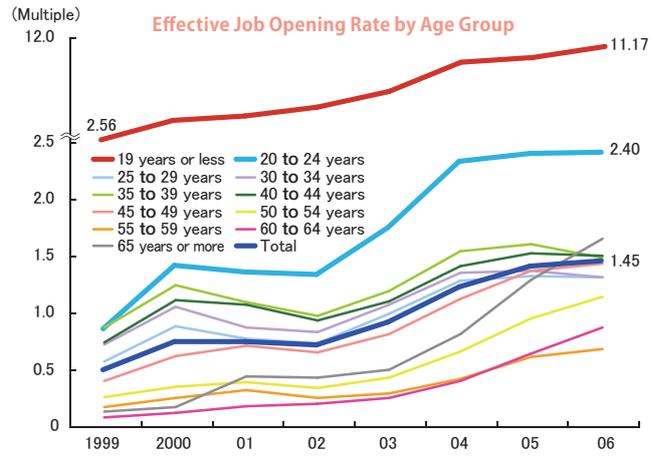


The unemployment rate in Tokyo has improved, and robust movement in job openings in Tokyo businesses is leading to a growing ratio of job openings to job seekers that surpass national levels. In terms of employment mode, this is growing for part-time employees. Viewed by industry, Tokyo has a higher share of employed persons in the information and communications industry and eating and drinking places, accommodations industry than Japan overall, and the number of job openings in the eating and drinking places, accommodations industry and medical, health care, and welfare industry has been increasing in recent years. For small- and medium-sized enterprises, a lack of personnel for the service industry is strongly perceived, with this tendency also increasing in the manufacturing industry where a surplus of personnel had been perceived before. Amid a progressively aging population and rebounding economic conditions, the employment rate is increasing year by year.

## 6 Strong Improvements Seen in Hiring of Young People and in Unemployment Conditions

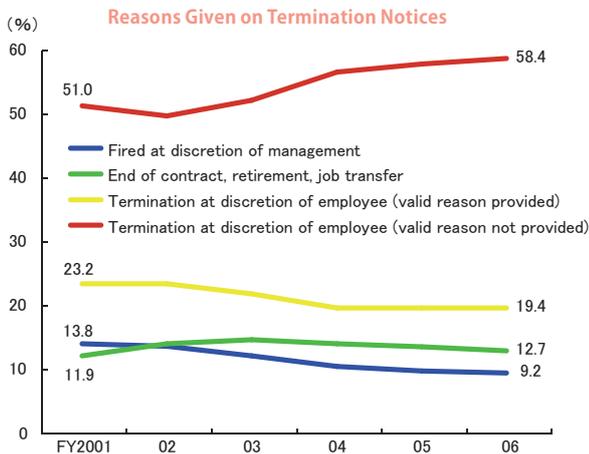


Source: TMG "Labor Force Survey"

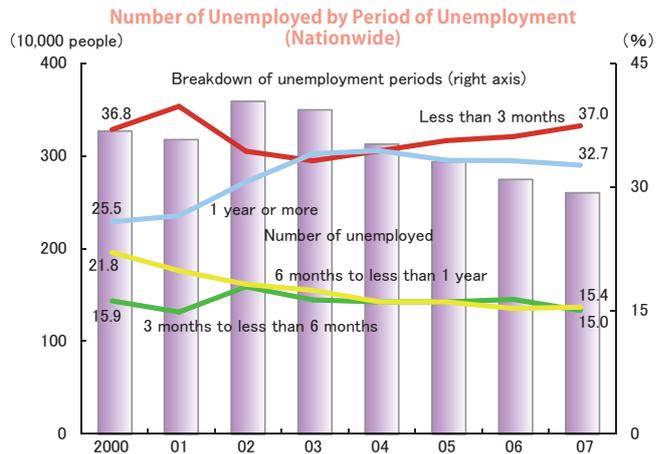


Note: Yearly results as of October  
Source: Tokyo Labor Bureau "Annual Report on Employment Security Administration"

## 7 More are Voluntarily Terminating Employment, Unemployment Periods are Becoming Shorter

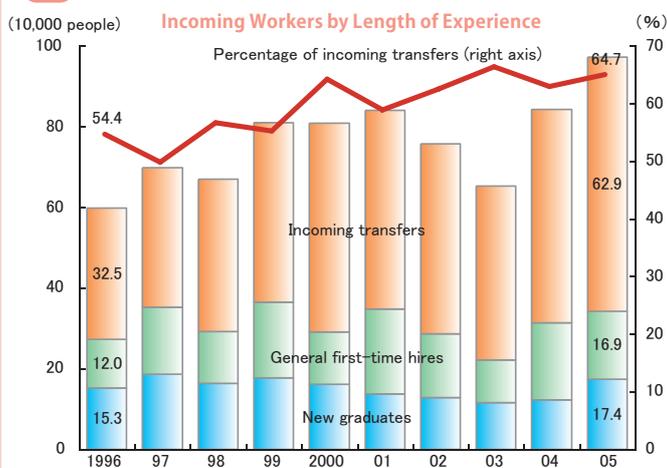


Source: Tokyo Labor Bureau "Annual Report on Employment Security Administration"



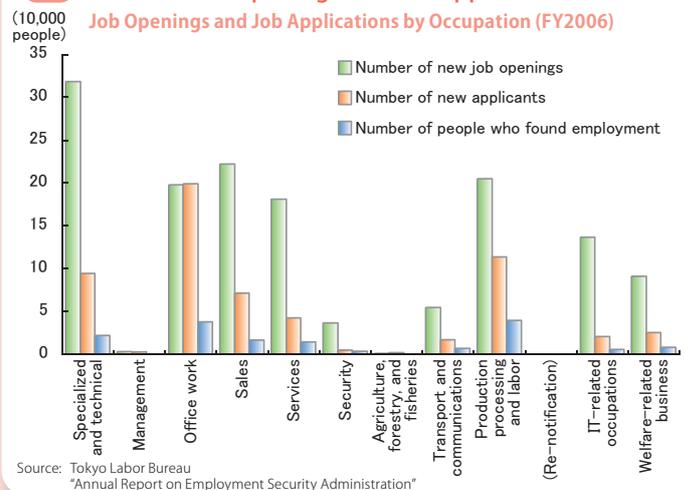
Source: MIC "Labor Force Survey"

## 8 People are More Actively Seeking Job Transfers



Source: MHLW "Survey on Employment Trends"

## 9 Certain Occupations are Seeing a Gap Between Job Openings and Job Applications

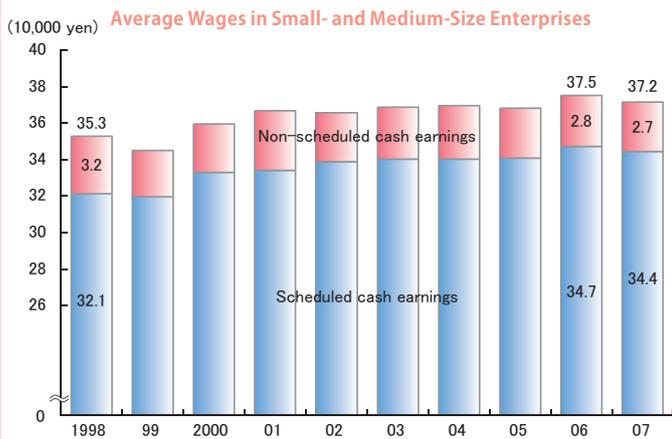


Source: Tokyo Labor Bureau "Annual Report on Employment Security Administration"

Significant improvement in employment for younger age groups is contributing largely to the improvement of employment and unemployment conditions. In recent years the percentage of employees leaving the company due to termination at the discretion of management has been decreasing, while the number of employees leaving at their own discretion is increasing. Changes such as shorter unemployment periods are also seen in the reasons for leaving work and period of unemployment. Activities to seek employment or job changing are brisk, and the share held by job switchers among all new hires is increasing. With the economy recovering, although changes in the employment and unemployment conditions are evident, challenges are faced in labor supply and demand with a mismatch existing, such as the many job openings in specialized and technical fields as opposed to the many job seekers in the field of clerical work.

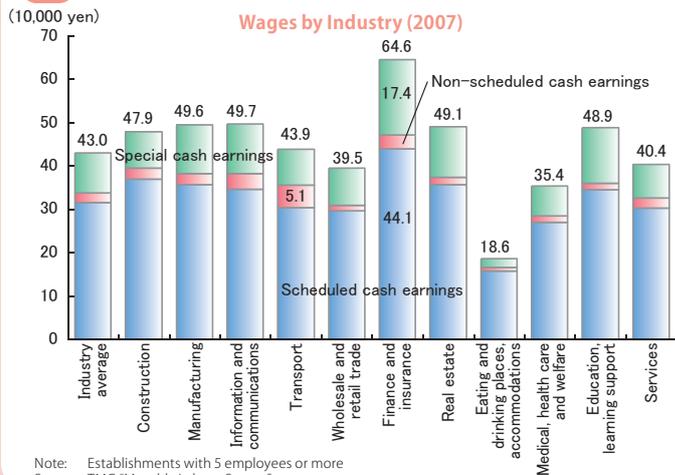
# Unchanging Wages and Working Hours

## 1 Wages are Slow to Increase for Small- and Medium-Size Enterprises



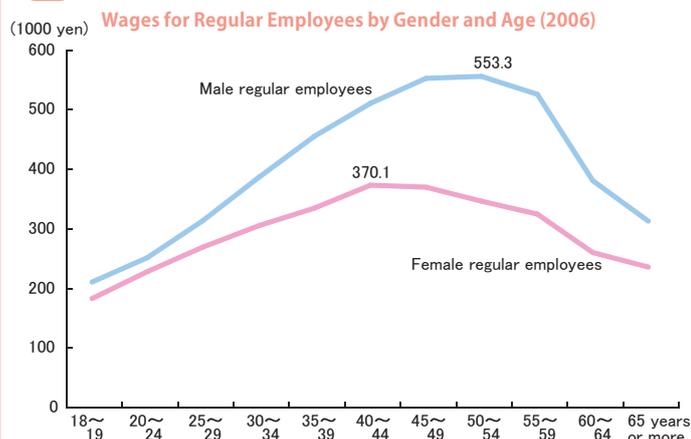
Note: Average wages in July for enterprises with less than 300 employees  
Source: TMG "Wage Conditions in Small- and Medium-Size Enterprises"

## 2 A Wage Gap Exists among Industries



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

## 3 A Large Wage Gap Exists between Male and Female 40-50 Years Old



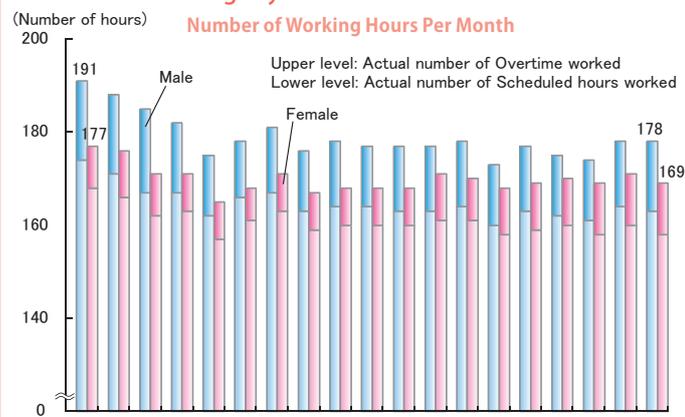
Note: Contractual cash earnings  
Source: MHLW "Basic Survey on Wage Structure"

## 4 Wage Gaps Exist between Full-Time and Part-Time Employees



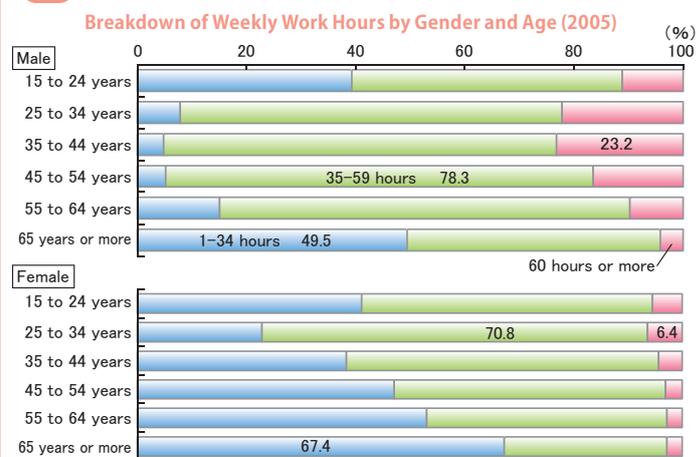
Note: Calculations by the Tokyo Bureau of Industrial and Labor Affairs  
Source: TMG "Monthly Labour Survey"

## 5 Total Hours Worked Have Remained Steady, but the Number of Non-Scheduled Hours Worked Has Increased Slightly



Note: 2007 figures are preliminary  
Source: MHLW "Basic Survey on Wage Structure"

## 6 Polarization of Work Hours

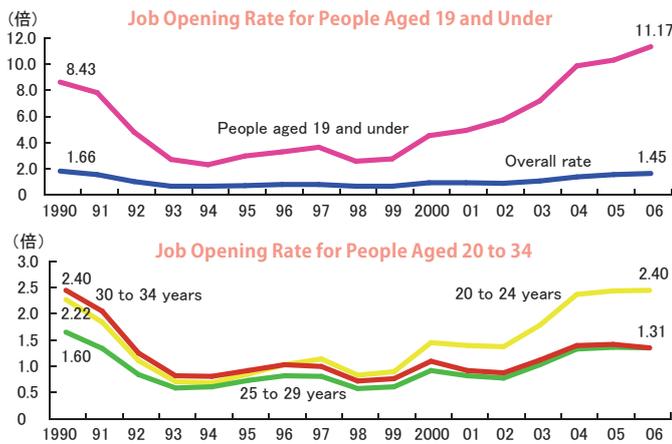


Source: MIC "Population Census"

Wage increases in Tokyo's small- and medium-sized enterprises are sluggish for both scheduled and non-scheduled earnings. There are also wage gaps among industries: while wages in the financial and insurance industry are high, wages in the eating and drinking places, accommodations industry are low. Wage gaps between male and female are large, particularly among workers in their 40s and 50s, and a difference in wages continues to exist between full-time and part-time workers. Overtime work hours are increasing for male, and the difference between male and female is increasing. Viewing work hours, male in the 25-44 year age group who work 60 hours a week or more hold an especially high share, with a growing tendency toward polarization in work hours.

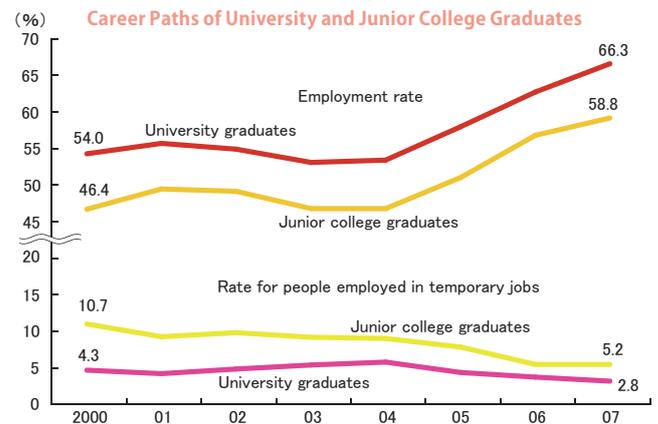
# Improving Employment Conditions for Young People Centering on New Graduates

## 1 The Job Opening Rate Has Improved for Young Workers



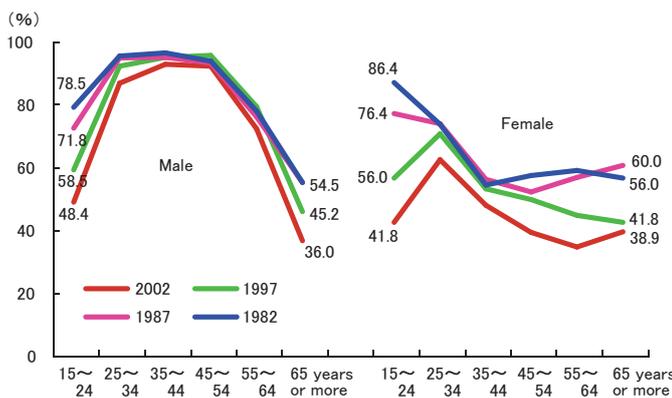
Source: Tokyo Labour Bureau "Annual Report on Employment Security Administration"

## 2 Strong Employment Rates for University and Junior College Graduates



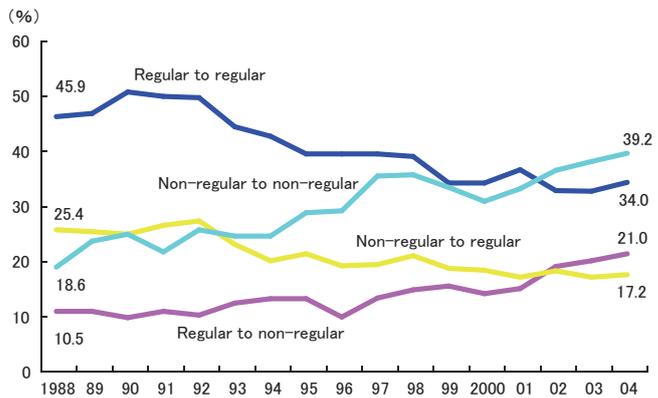
Note: Figures at the end of each fiscal year. The employment rate does not include the rate for those employed in temporary jobs  
Source: MEXT "Basic Survey of Schools"

## 3 The Number of Young People Who do not Become Regular Employees is Growing



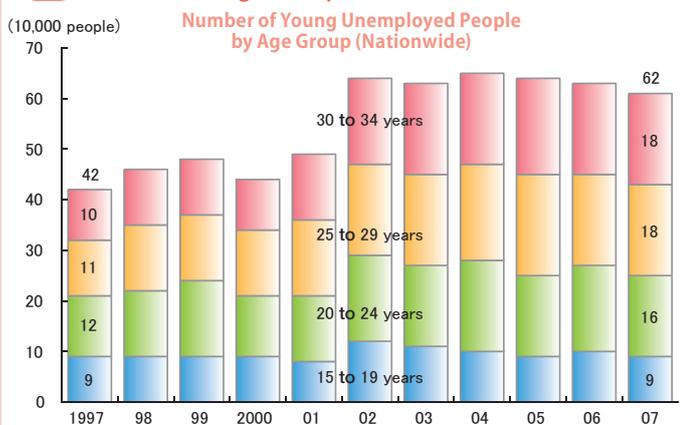
Source: TMG "Employment Status Survey"

## 4 An Increasing Percentage of People Move from Regular to Non-Regular Employment



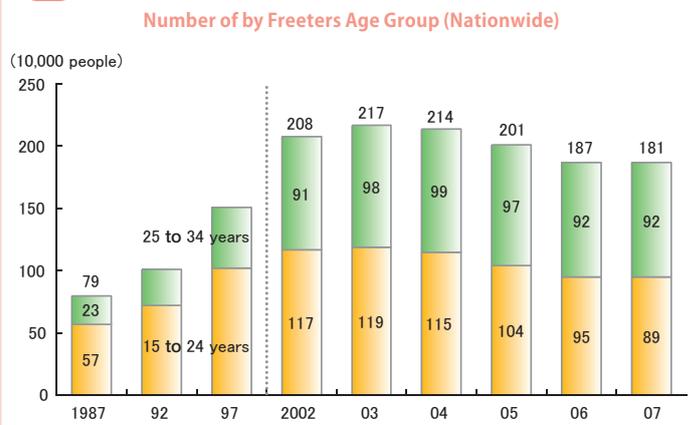
Note: Percentage of people who change jobs by employment mode (nationwide), excluding those age 13 to 34 who are attending school.  
Source: MHLW "White Paper on the Labour Economy"

## 5 There are Many Young Unemployed People in the 25-34 Age Group



Note: Number of people aged 15 to 34 who are not in the labor force and do not keep a household or attend school  
Source: MIC "Labour Force Survey"

## 6 The Number of Freeters Aged 25 to 34 Remains High

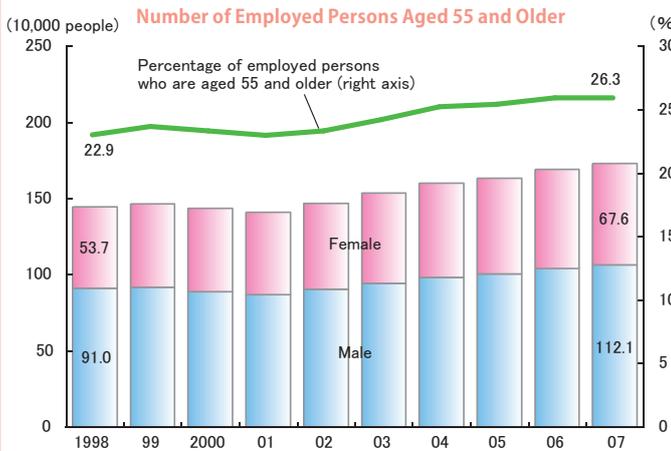


Note: Differences in the definition of Freeters mean that there is no data link between the values for 1982 to 1997 and the values for 2002 and later.  
Source: MIC "Labour Force Survey"

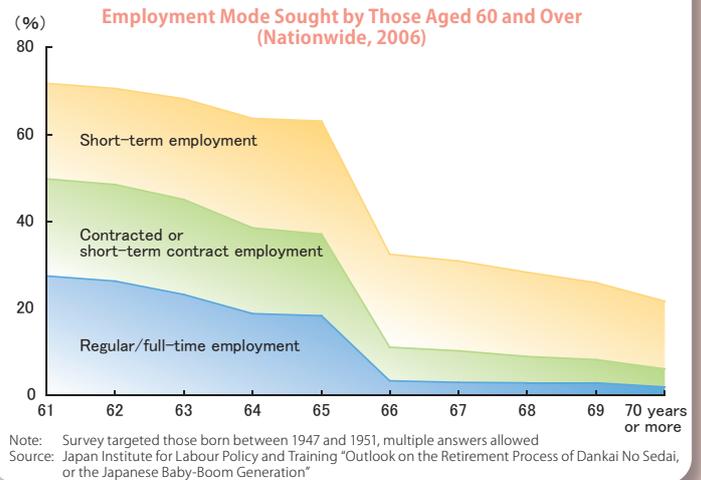
The economic recovery has resulted in a rising job opening rate for young people, and the employment rate for university and junior college graduates is rising significantly. However, the percentage of young workers who do not become full-time employees is low, particularly among those in the 15 to 24 year age group, and continues to fall year by year. In addition, trends such as the rise in people who change their jobs and move from regular to non-regular employment have contributed to the increasing tendency of young workers to avoid becoming regular employees. The number of non-working young people aged 25-34 has also risen significantly. Although the number of Freeters has decreased in the last few years, it has remained high with only a slight drop among "older Freeters", i.e. those in the 25 to 34 age group.

# Anticipations Toward Senior Citizens to Support the Labor Force

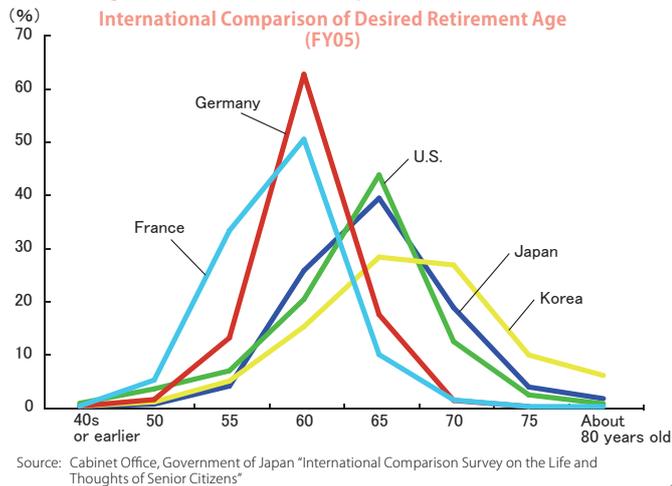
## 1 The Number of Employed Elderly Workers is Growing



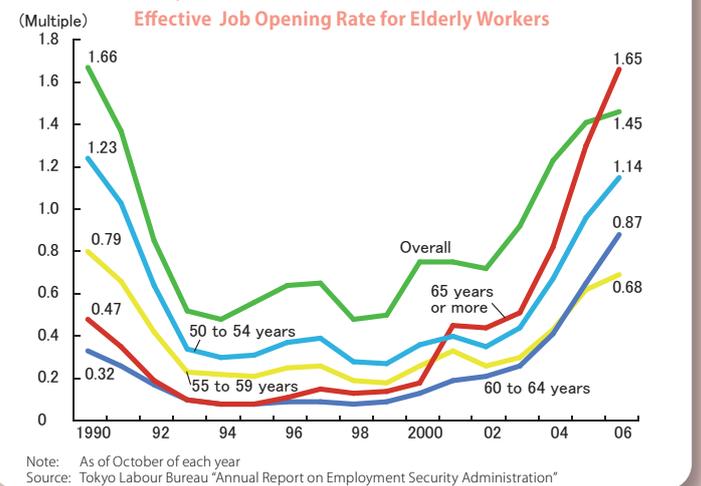
## 2 The Baby Boom Generation Has a Strong Desire to Work



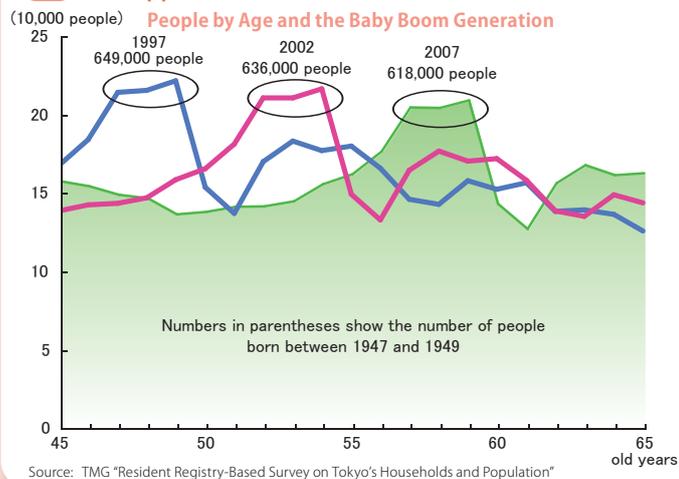
## 3 Elderly Workers Want to Work Longer than Those in Europe



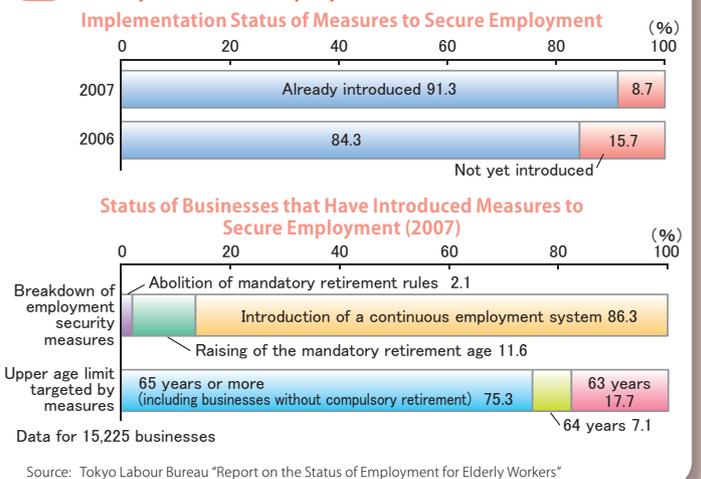
## 4 The Effective Job Opening Rate is Improving for Elderly Workers



## 5 The Labor Force Depends on the Baby Boom Generation for Support



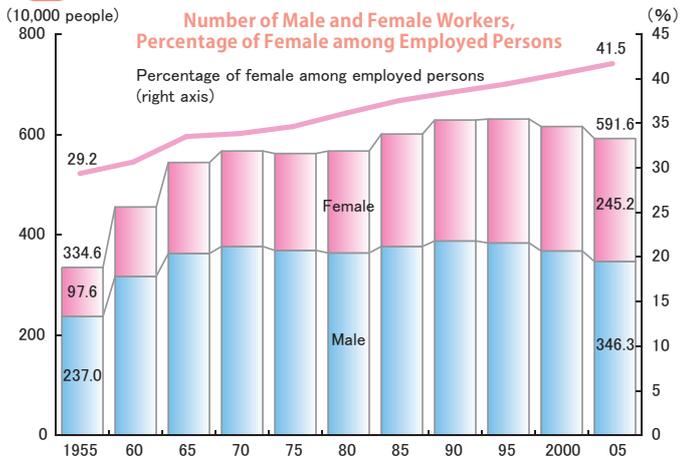
## 6 Businesses are Taking Further Steps to Secure Elderly Workers' Employment



Against the backdrop of an aging population, the number of employed elderly workers continues to increase. Regardless of mode of employment, a high percentage of the first baby boomers wish to continue to work after retirement, and this high desire to work is seen even when comparing the age of people wishing to participate in the labor force with that of Europe. Although the ratio of job openings to job seekers for the elderly group is lower than the overall average, an upward trend is continuing. With the baby boomers reaching retirement age, companies implementing measures to secure employment are increasing annually. Of the companies taking such measures, over 80% have introduced a continued employment system.

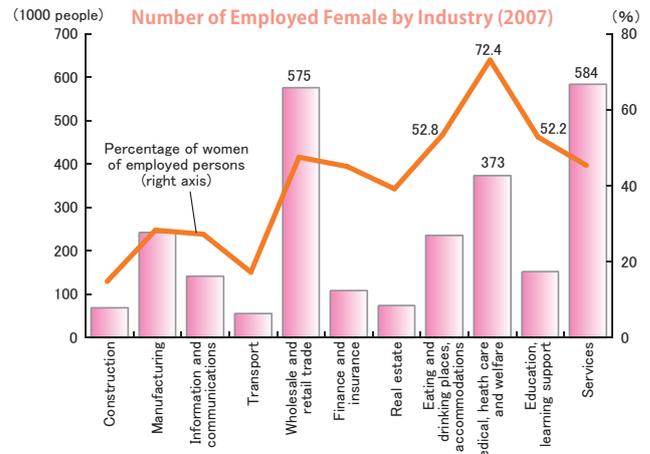
# Growing Participation of Women in Society

## 1 Female Now Make Up Over 40% of Employed Persons



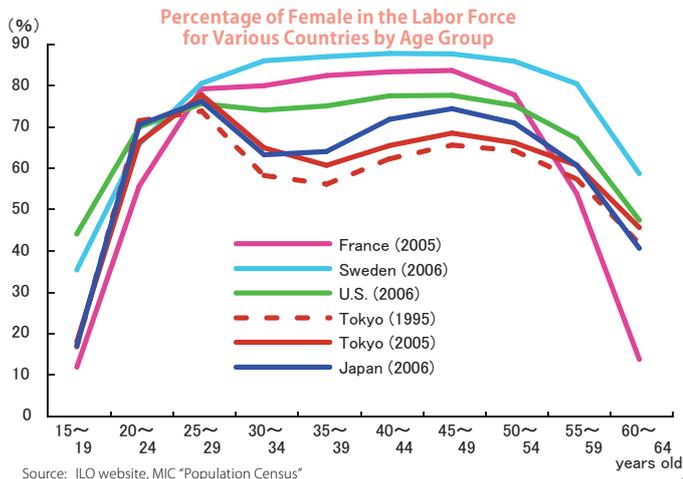
Source: MIC "Population Census"

## 2 Female Make Up 70% of Those in the Medical, Health Care, and Welfare Industry



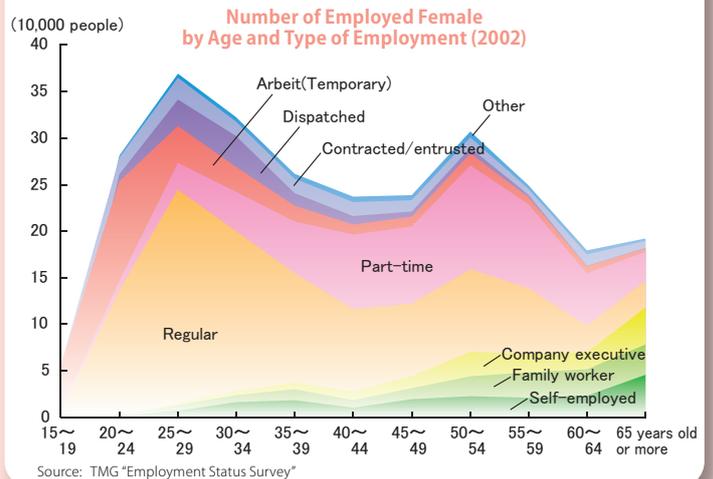
Source: TMG "Labor Force Survey"

## 3 The Percentage of Female Labor Force in Tokyo is Gradually Rising



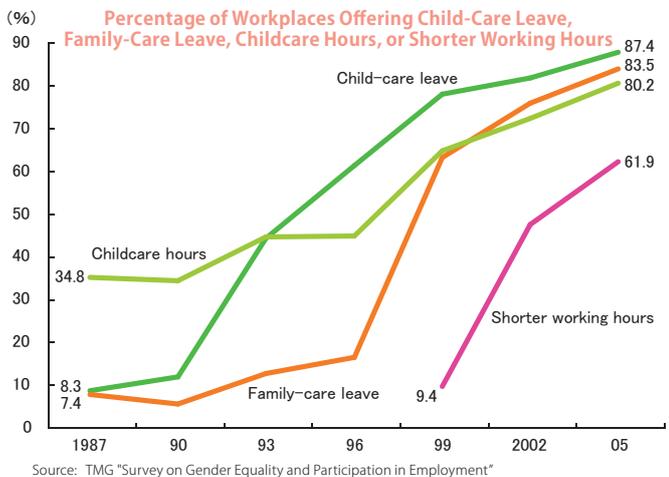
Source: ILO website, MIC "Population Census"

## 4 Many Younger Workers are Regular Staffs, Many Part-Time Workers are Middle-Aged



Source: TMG "Employment Status Survey"

## 5 Changes in Legislation Have Led to Advancing Support Programs to Balance Work and Family



Source: TMG "Survey on Gender Equality and Participation in Employment"

## 6 A Low Percentage of Male Who Take Child-Care Leave

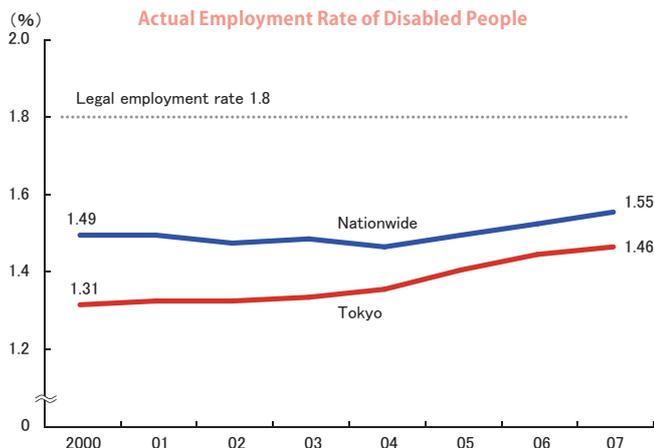


Source: TMG "Survey on Gender Equality and Participation in Employment"

The percentage of female among the employed in Tokyo continues to rise, reaching 40%. Viewing this by industry, many female are employed in the wholesale and retail trade industry and the service industry, and the percentage of female is high in the medical, health care and welfare industry. Both Japan and Tokyo have characteristic M-shaped curves in labor force participation rate by female, reflecting the low participation by female in their 30s. However in recent years, this dip in the curve has been showing a gradual rise. Viewing mode of employment, full-time status is high among the younger age groups and part-time status among the older age groups. Companies are developing systems to support work-family balance, and nearly 90% of female are now taking child-care leave, but this is still less than 1% for male.

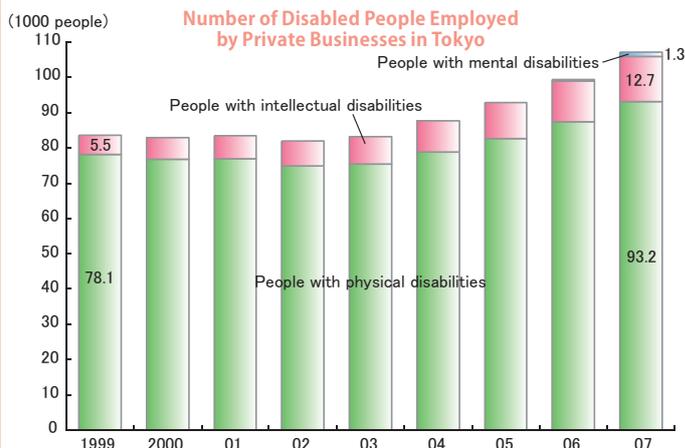
# Increasing Independence and Social Participation among the Disabled

## 1 Tokyo's Actual Employment Rate for Disabled People Falls Below the National Rate, Though It Continues to Rise



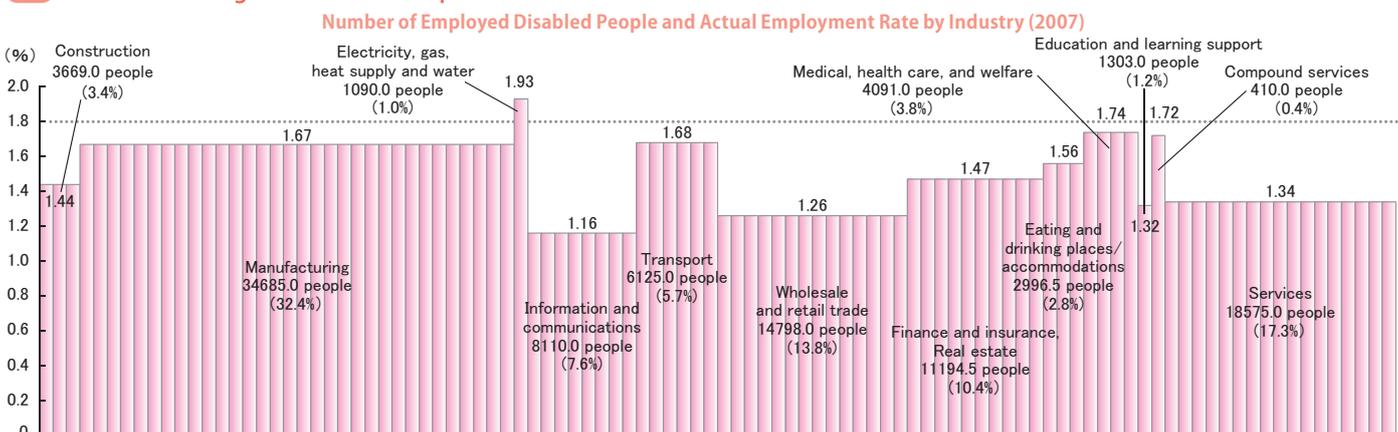
Source: Tokyo Labour Bureau, MHLW materials

## 2 The Number of Employed Disabled People is Increasing



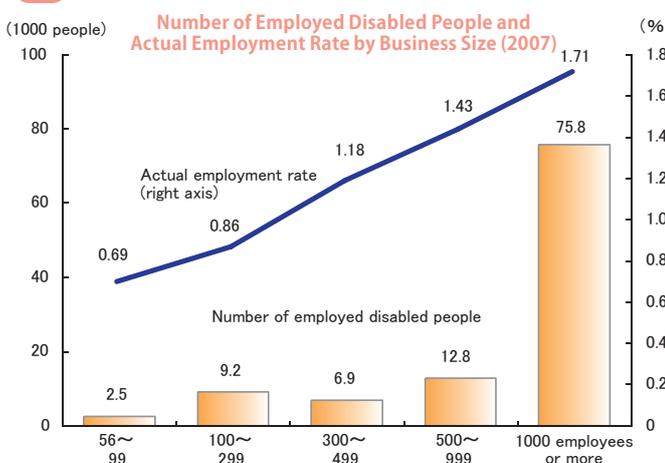
Source: Tokyo Labour Bureau materials

## 3 The Information and Communication Industry and the Wholesale and Retail Trade Industry Employ a Low Percentage of Disabled People



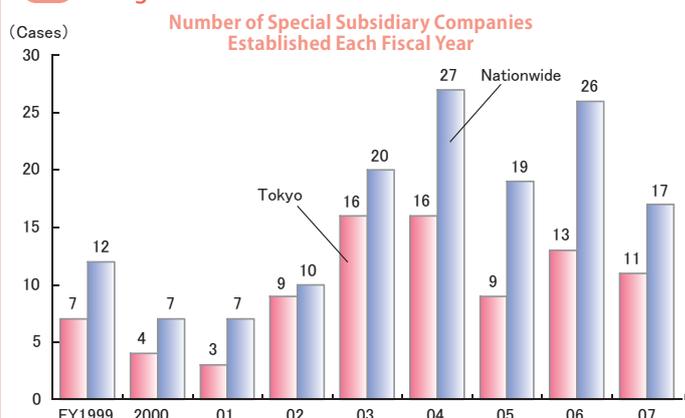
Note: When calculating the number of employed disabled people, mentally disabled people who work in short-term labor are counted as 0.5 people. The width of the graph shows the breakdown of the number of workers by industry, while figures in parentheses ( ) show the breakdown of the number of employed disabled people by industry.  
Source: Tokyo Labour Bureau materials

## 4 Employment of Disabled People Increases as Business Size Increases



Source: Tokyo Labour Bureau materials

## 5 More Special Subsidiary Companies are Being Established

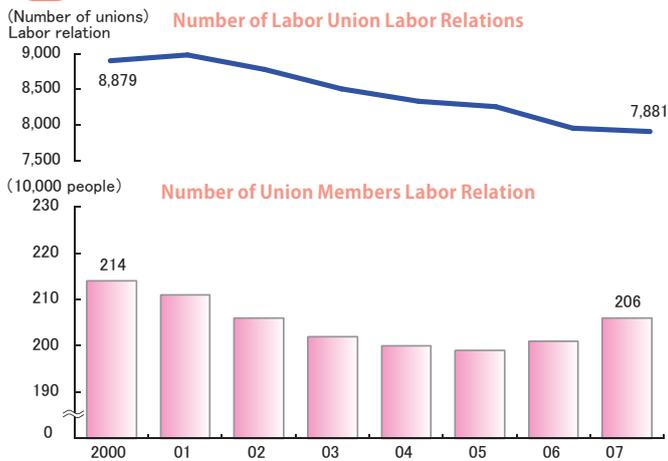


Notes: Value for 2007 is as of the end of October  
Special subsidiary companies are those established by business owners with special consideration given to hiring disabled persons  
Source: Tokyo Labour Bureau

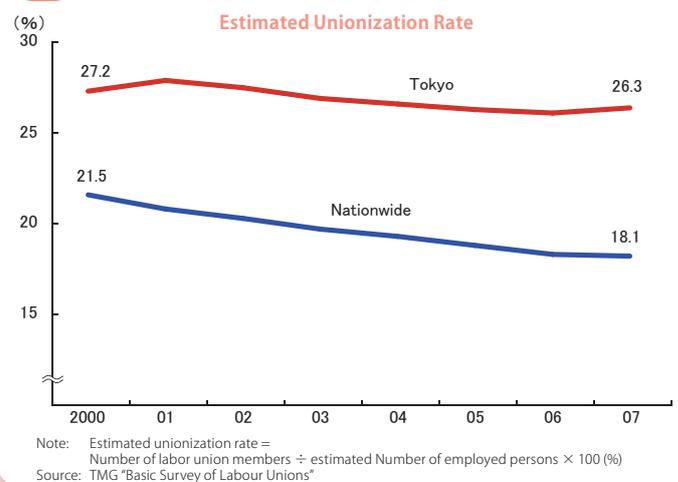
The employment rate of persons with disabilities in private companies in Tokyo continues to increase, and the number of persons with disabilities who are employed is also increasing year by year. The employment rate is high in the electricity, gas, heat supply, and water industries as well as the medical, health care and welfare sectors. Meanwhile, it is low in the information and communications industry and the wholesale and retail trade industry. As the size of a business increases, so does the percentage of disabled employees. Since it has become possible to calculate a consolidated employment rate for the corporate group by incorporating the employment figures of the parent company's special subsidiary (established especially for employment of disabled persons), there are more active movements in the employment of disabled persons through the growing establishment of special subsidiaries.

# Changing Labor-Management Relations from Diversification in Employment Modes

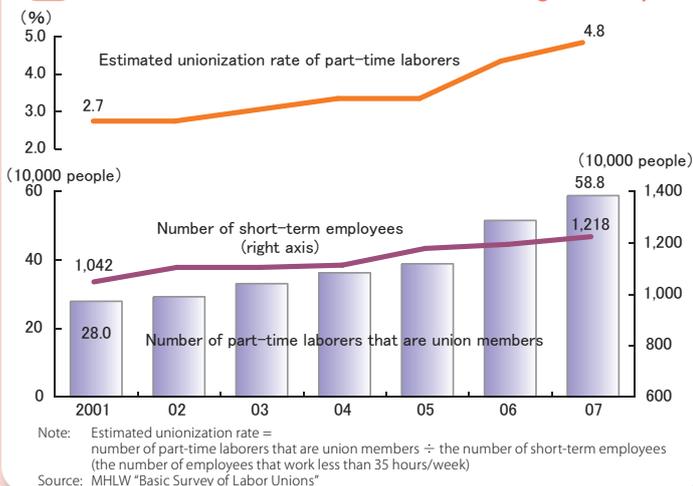
## 1 The Number of Labor Union Members Has Increased



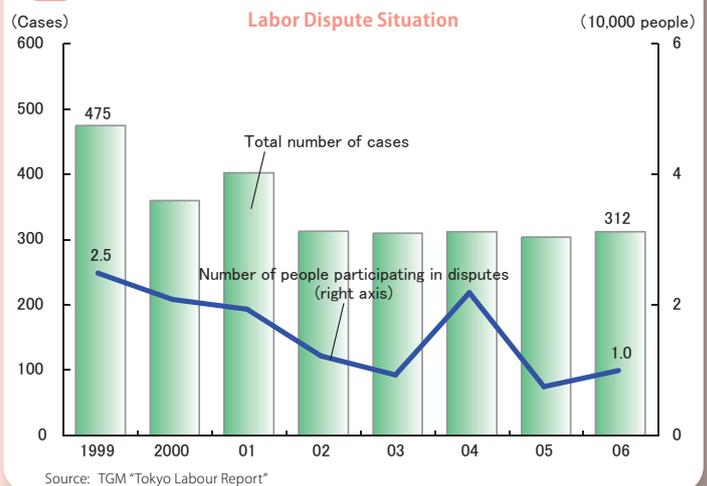
## 2 The Unionization Rate Has Begun to Rise



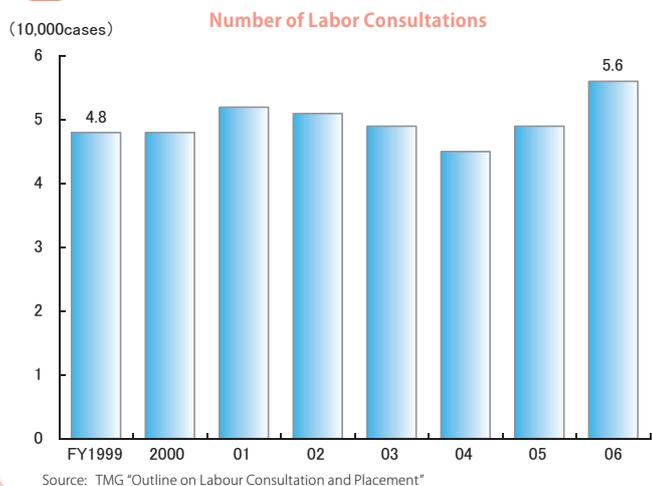
## 3 The Number of Part-Time Laborers that are Union Members Has Increased Significantly



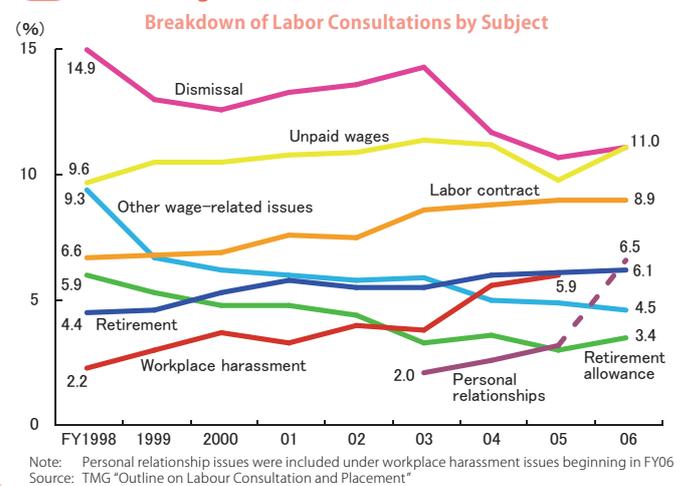
## 4 The Number of Labor Disputes Remains Unchanged



## 5 The Number of Labor Consultations is Higher Than Ever



## 6 Consultations Dealing with Personal Relationships are Growing



Although the number of labor unions is decreasing, the number of union members is increasing and the estimated unionization rate has also begun to rise. In recent years, part-time workers, dispatched workers and other non-regular employees as well as those in management positions have begun to join unions. The number of labor disputes has not shown any significant movement over the past few years. The number of labor consultations was the highest ever at 56,000, with serious issues such as dismissal and unpaid wages continuing to be the most common reasons for consultation. A growing tendency has also been seen lately for consultations on interpersonal relations due to increasing complexity of relations coming from diversification in employment modes.