

# Definitions

## Regular Employees

A worker who comes under any of the followings:

- A person employed with no defined period
- A person employed for a defined period which exceeds 1 month
- A person employed for a defined period of 1 month or less or on a daily basis, who was employed for 18 days or more in the previous 2 months

## Part-time Workers or Part-timers

A regular employee who has fewer scheduled hours worked per day than ordinary workers of the establishment, or who has the same scheduled hours worked per day but fewer scheduled days worked per week than ordinary workers of the establishment.

## Full-time Employees or Full-timers

A regular employee who is not a part-time worker.

## Moving Employees

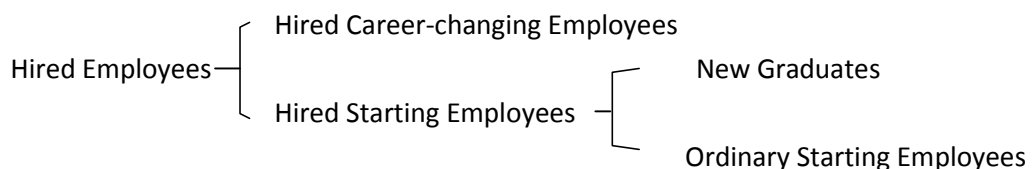
A regular employee who moved employment due to finding or changing employment, retirement, etc. during the period covered by the survey (1 year from January to December 2011; the same shall apply hereinafter). In this survey the sum of the hired and separated employees is the total moving employees.

## Hired Employees

A regular employee who is newly hired by an establishment during the period covered by the survey, including persons transferred to another enterprise or returning from transfer, but excluding persons moving from an establishment within the same enterprise.

## Career

A distinction is made between hired starting employees and hired career-changing employees, depending on whether the person has work experience within the year prior to finding employment. This survey divides hired employees as follows to distinguish careers.



## Hired Career-Changing Employees

A hired employee with work experience within the year prior to finding work. However, this does not include side jobs or work of less than 1 month.

## Hired Starting Employees

A hired employee with no work experience within the year prior to finding work.

**New Graduates**

A hired starting employee who graduated in 2011. In this survey, hired employees who graduated in the survey year, whether moving on to further education or employment, are termed "new graduates" (including persons who entered further education but work as a regular employee in addition to studying).

**Ordinary Starting Employees**

A hired starting employee who is not a new graduate.

**Separated Employees**

A regular employee who has retired or been dismissed from an establishment during the period covered by the survey, including persons transferred to another enterprise or returning from transfer, but excluding persons moving from an establishment within the same enterprise.

**Retired Employees**

A separated employee excluding those transferred to another enterprise or returning from transfer during the period covered by the survey.