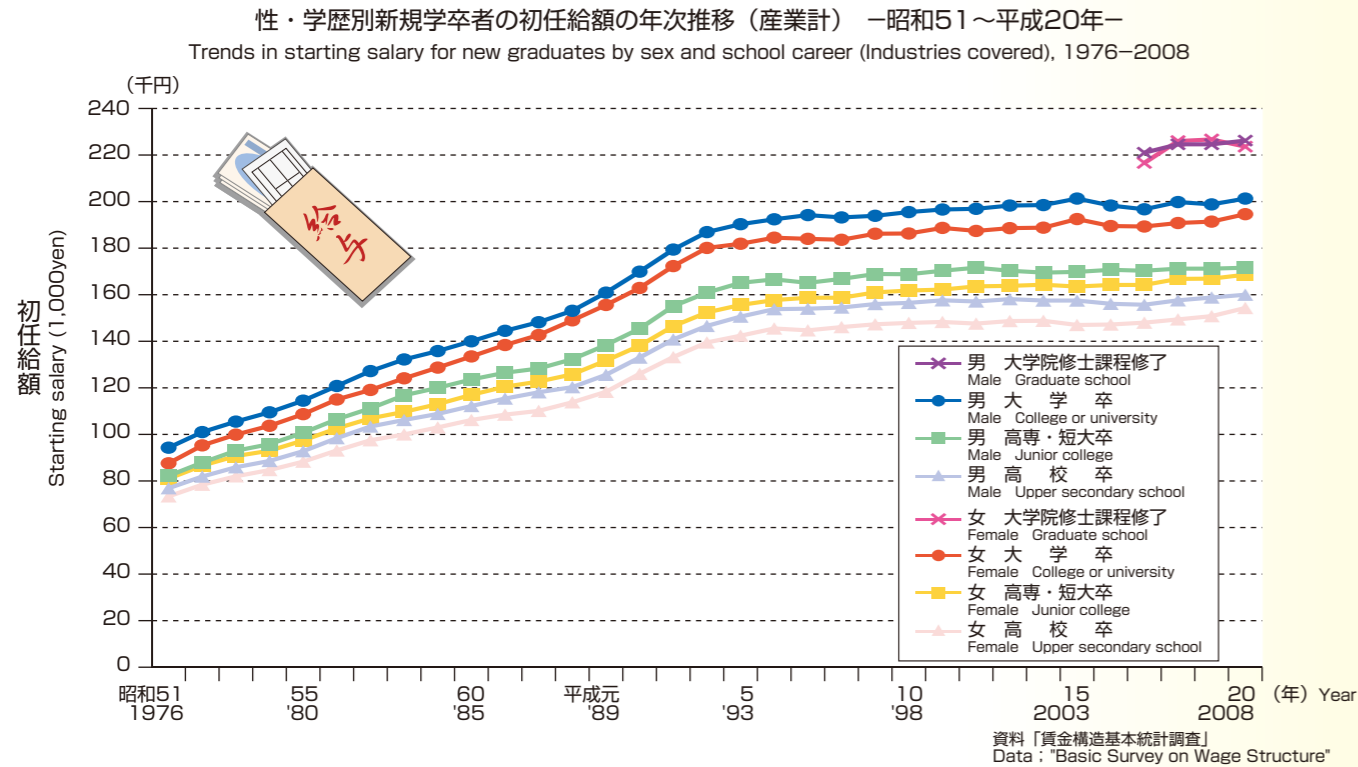
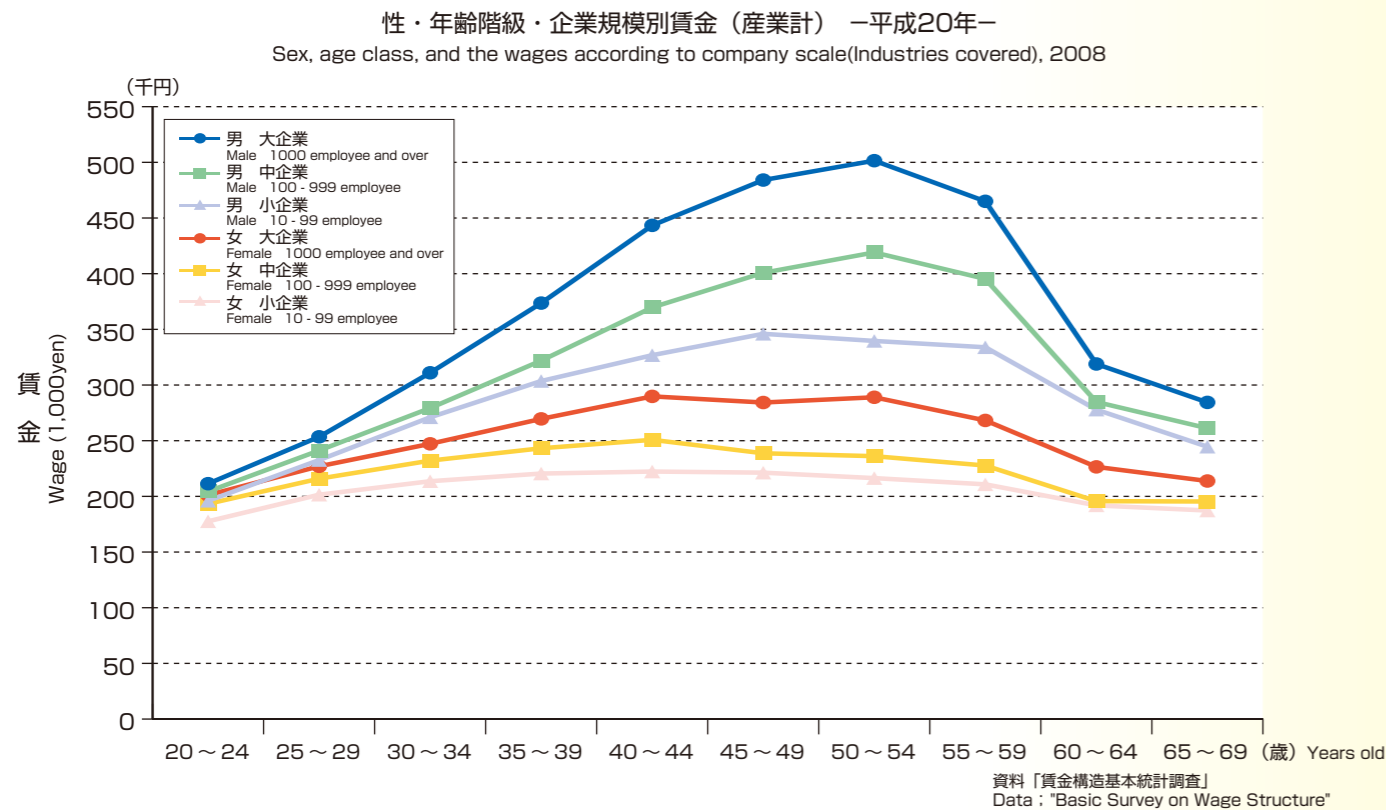


就職 Employment

◇大学卒の初任給は、男性は20万1300円、女性は19万4600円 Starting salary of university graduate is 201,300 yen for male; 194,600 yen for female

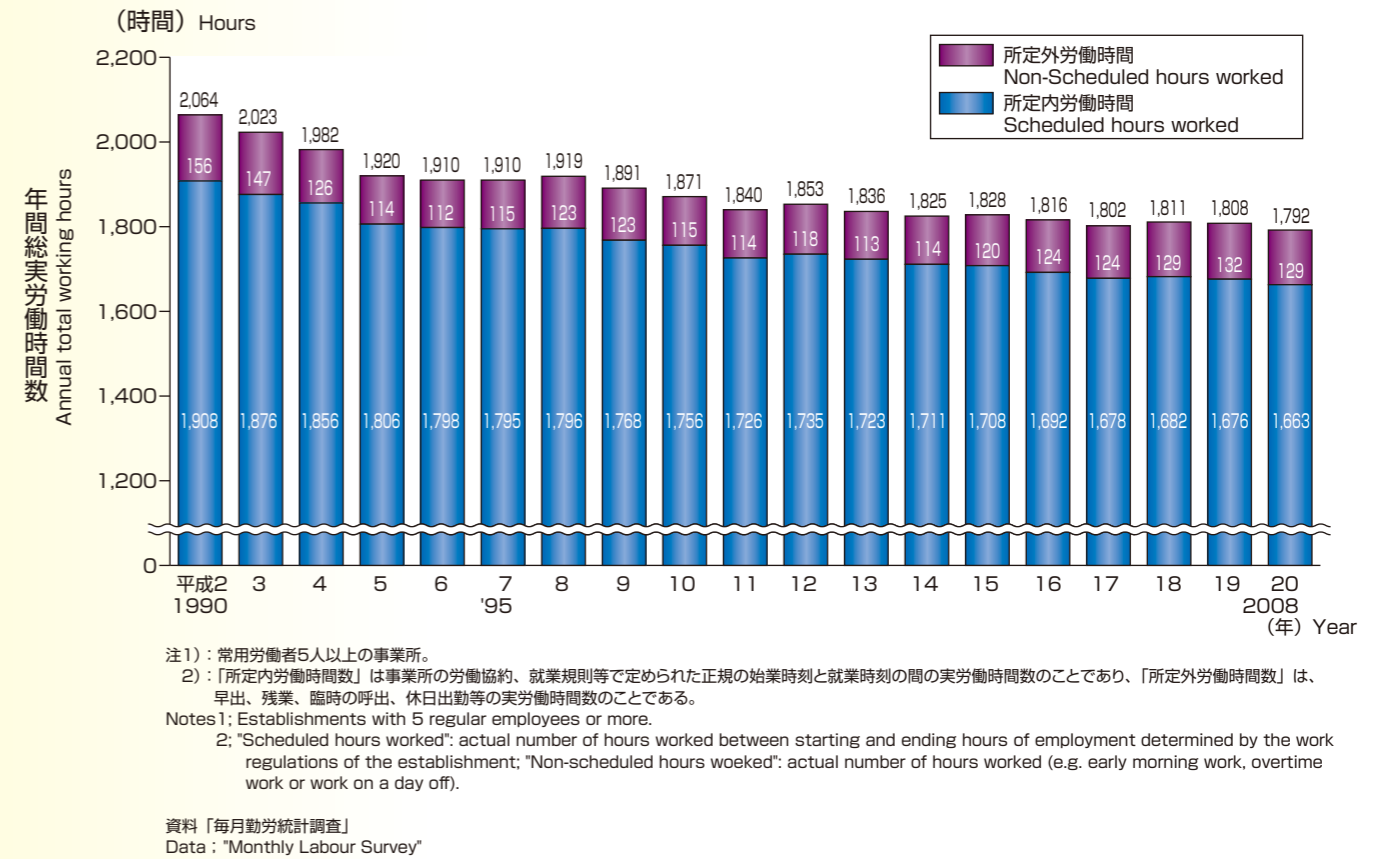


◇大企業の男性の賃金のピークは小企業の1.5倍 A peak of wages of male at big enterprises is 1.5 times of small enterprises

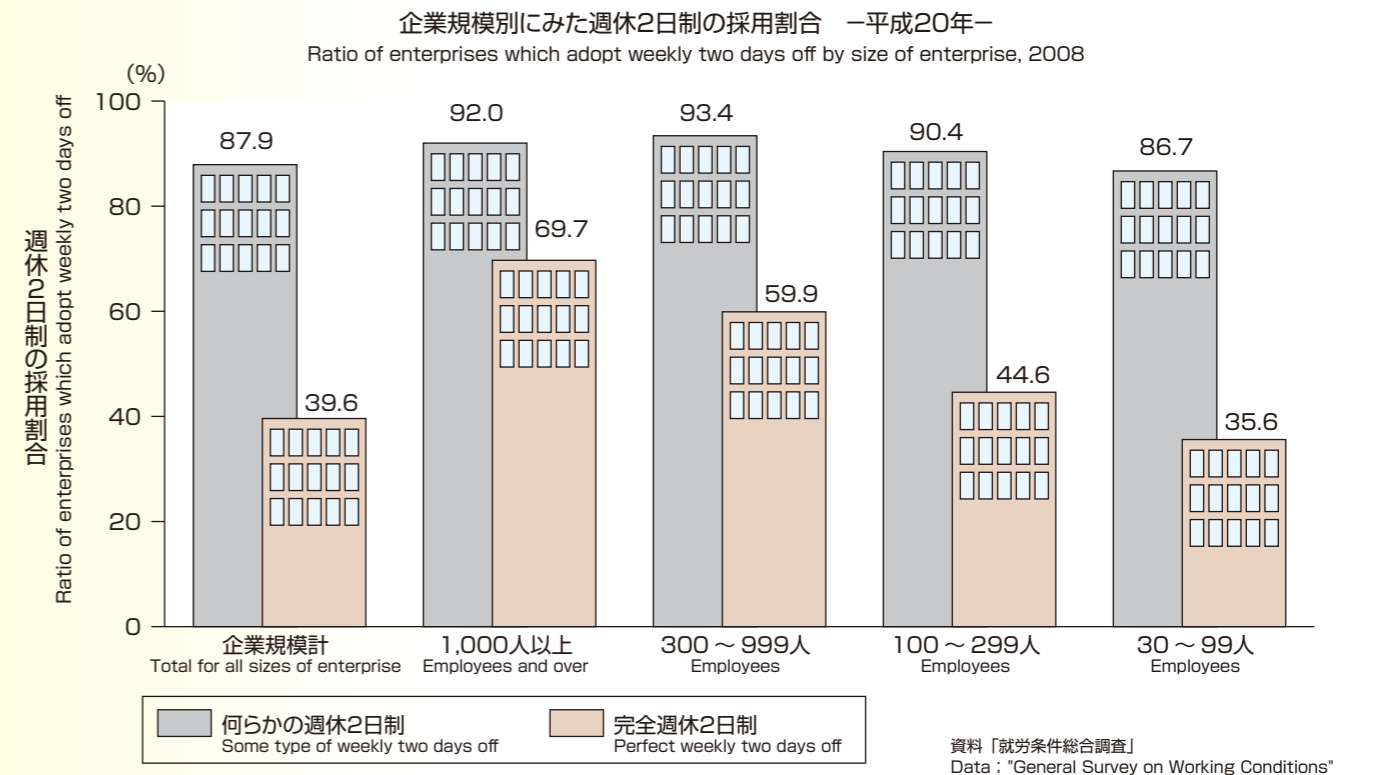


◇年間労働時間は1,792時間 Annual total working hours are 1,792 hours

年間総実労働時間の年次推移（産業計）—平成2～20年—
Trends in annual total working hours (Industries covered), 1990–2008



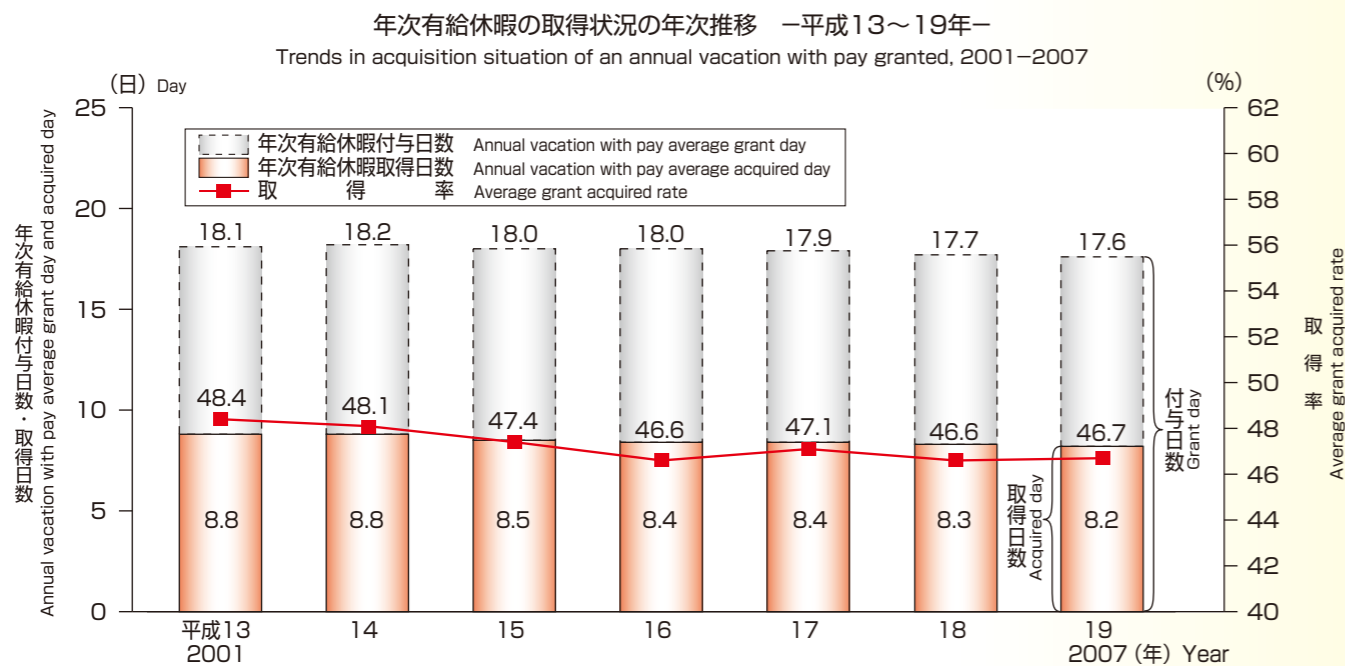
◇約9割の企業で何らかの週休2日制採用 About 90% of enterprises adopt some type of weekly two days off



就職 Employment

◇年次有給休暇の取得率は5割程度

Average grant acquired rate of annual vacation is around 50%

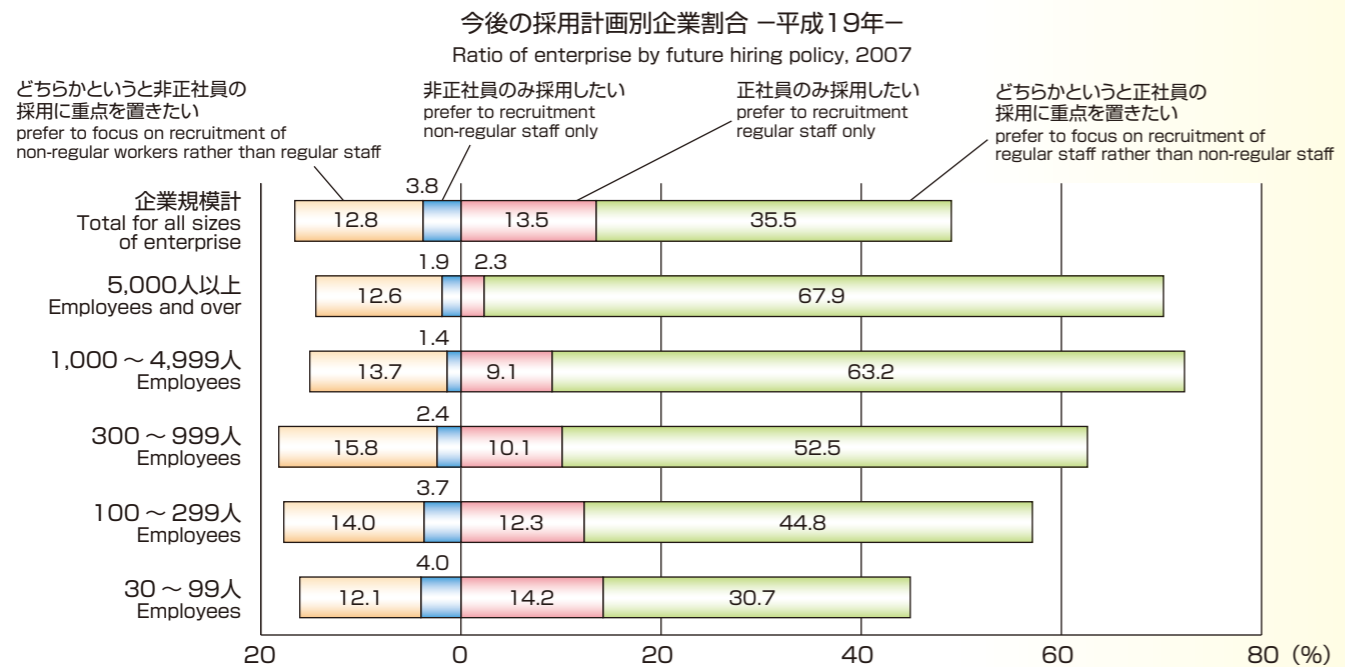


注1)：調査期日は、翌年1月1日現在
 2)：「付与日数」には、繰越日数を含まない。
 3)：「取得率」は、全取得日数/全付与日数×100(%)である。
 Notes 1: The survey is conducted as of next year 1st January.
 2: "Grant day" exclude transferred days.
 3: "Average grant acquired rate" = All acquired day / All grant day × 100

資料「就労条件総合調査」
 Data: "General Survey on Working Conditions"

◇正社員の採用を重視する割合は（「正社員のみ採用したい」+「どちらかという正社員の採用に重点を置きたい」）49%、特に大企業において著しい

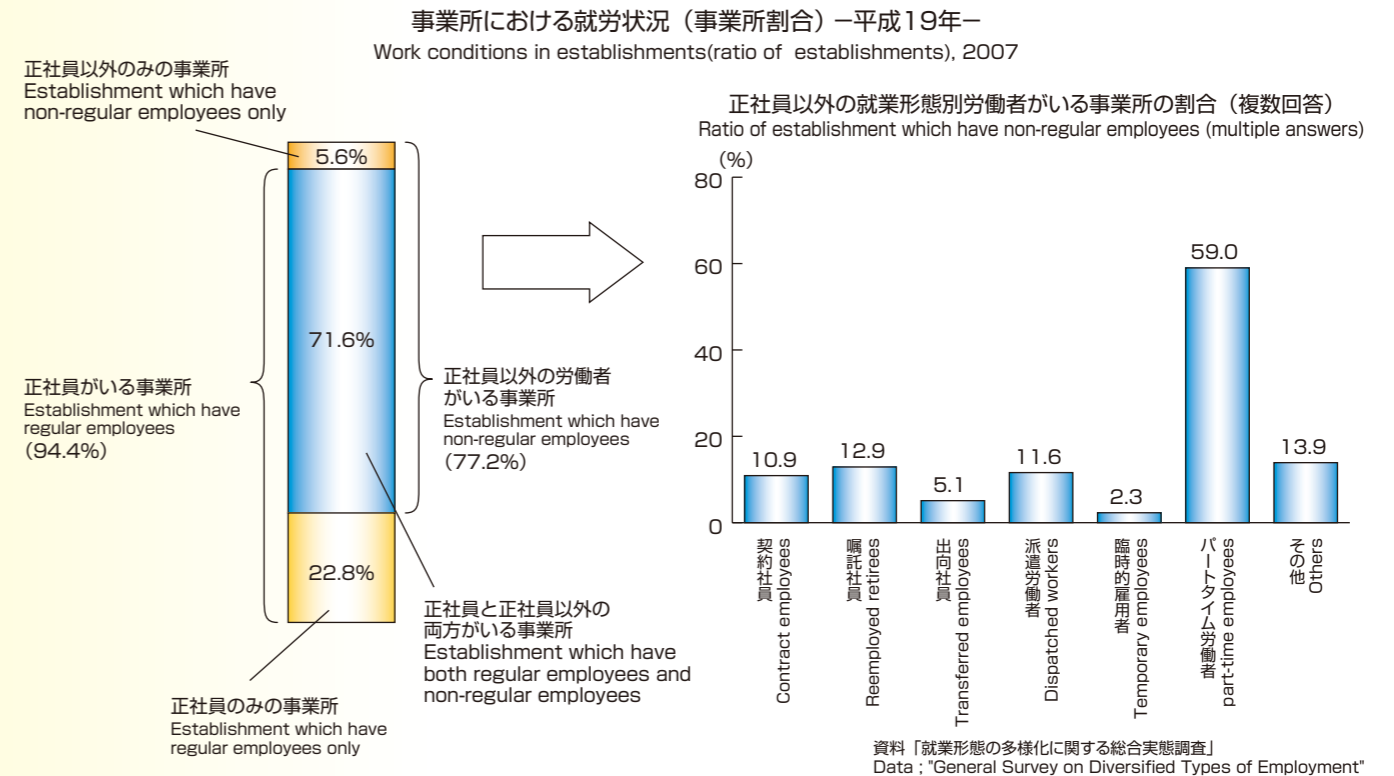
49% of enterprises focus on recruitment of regular staff, remarkable in big enterprises particularly



資料「企業における採用管理等に関する実態調査」
 Data: "Survey on hiring management at enterprises"

◇「正社員以外の労働者がいる事業所の割合は77.2%、就業形態別に最も割合が多いのは、パートタイム労働者がいる事業所の59.0%」

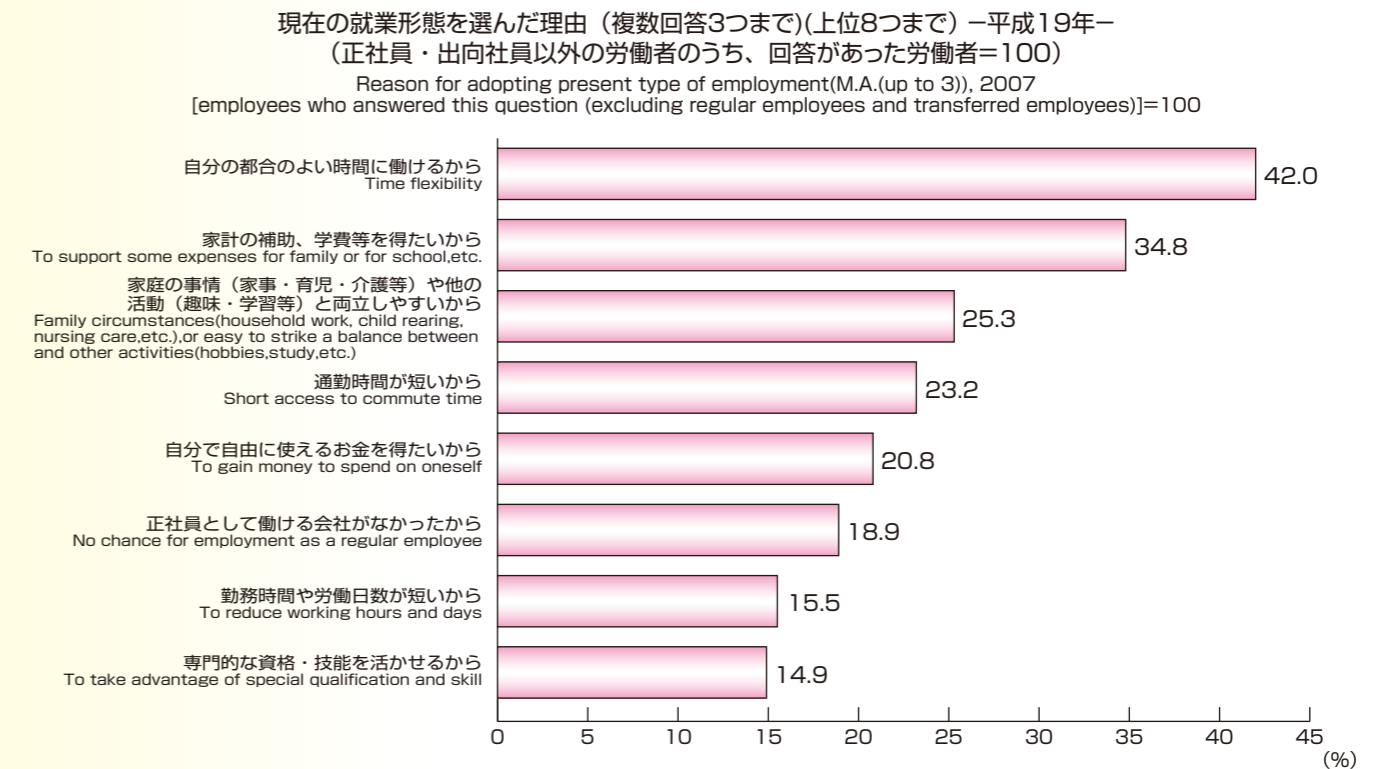
77.2% of establishments have non-regular employees, 59% of establishments have part-time employees by type of employment



資料「就業形態の多様化に関する総合実態調査」
 Data: "General Survey on Diversified Types of Employment"

◇正社員・出向社員以外の労働者で現在の就業形態を選んだ理由は、「自分の都合のよい時間に働けるから」、「家計の補助、学費等を得たいから」

Major reasons of adopting present type of employment, "time flexibility" and "expenses for family or for school"

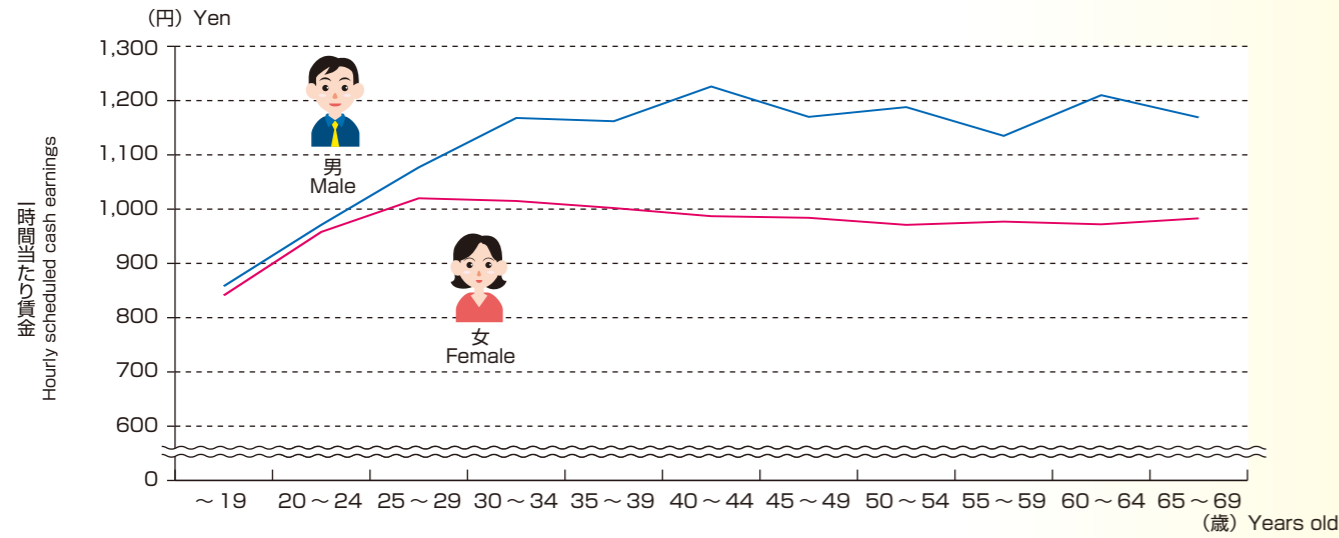


資料「就業形態の多様化に関する総合実態調査」
 Data: "General Survey on Diversified Types of Employment"

就職 Employment

短時間労働者の女性の賃金のピークは25～29歳で1,020円 A peak of wages of part-time females is 1,020 yen at 25-29 years old

短時間労働者の性・年齢階級別1時間あたり賃金（産業計、企業規模計）—平成20年—
Hourly scheduled cash earnings for part-time workers by sex, and age group (Industries covered, total for all sizes of enterprise), 2008

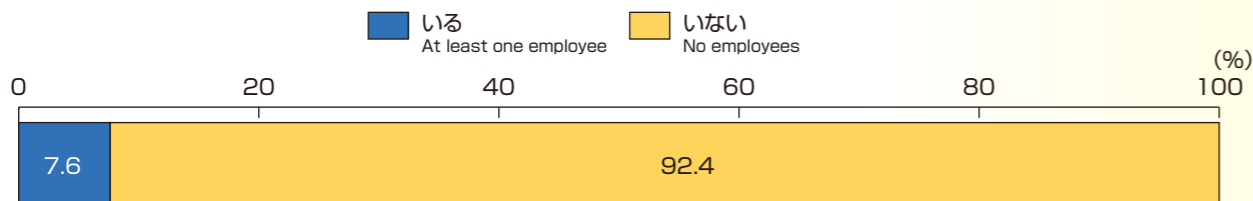


資料「賃金構造基本統計調査」
Data: "Basic Survey on Wage Structure"

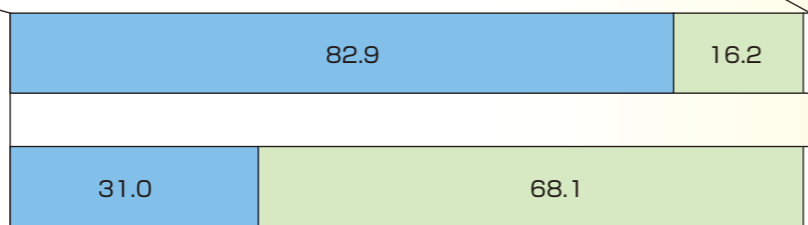
メンタルヘルス上の理由により連続1か月以上休業又は退職した労働者がいる事業所の割合は7.6% Ratio of establishments where employees took leave from work for one continuous month or more/retired due to mental health reasons is 7.6%

メンタルヘルス上の理由により連続1か月以上休業・退職した労働者の状況（平成19年）
Situation of employees who took leave for one continuous month or more/retired due to mental health reasons, 2007

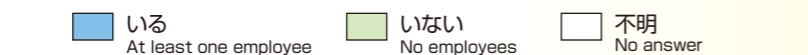
メンタルヘルス上の理由により連続1か月以上休業又は退職した労働者の有無別事業所割合
Ratio of establishments, by existence of employees who took leave for one continuous month or more/retired due to mental health reasons



メンタルヘルス上の理由により連続1か月以上休業した労働者の有無別事業所割合
Ratio of establishments by existence of employees who took leave for one continuous month or more due to mental health reasons



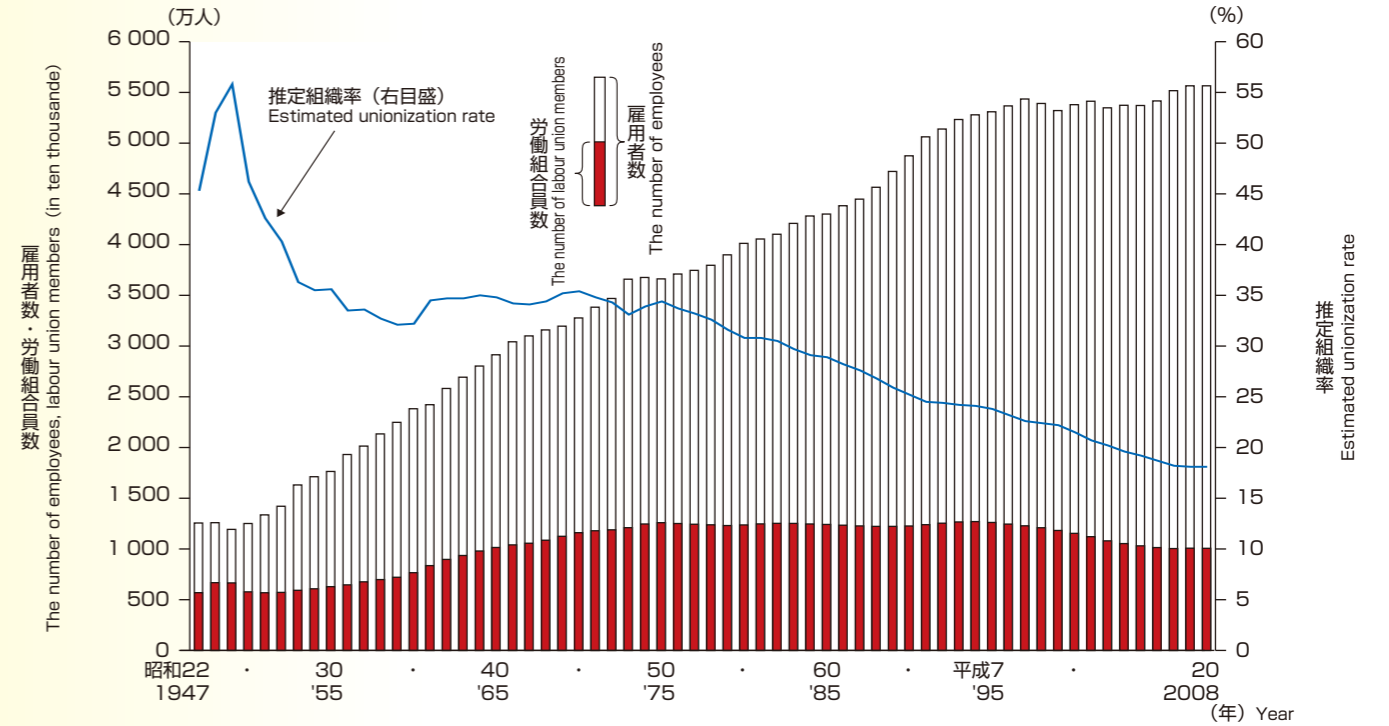
メンタルヘルス上の理由により退職した労働者の有無別事業所割合
Ratio of establishments by existence of employees who retired due to mental health reasons



資料「労働者健康状況調査」
Data: "Survey on State of employees' Health"

労働組合推定組織率は18.1% Estimated unionization rate is 18.1%

雇用者数、労働組合員数及び推定組織率の推移 —昭和22～平成20年—
Transition of the number of employees, labour union members, and an estimated unionization rate, 1947–2008

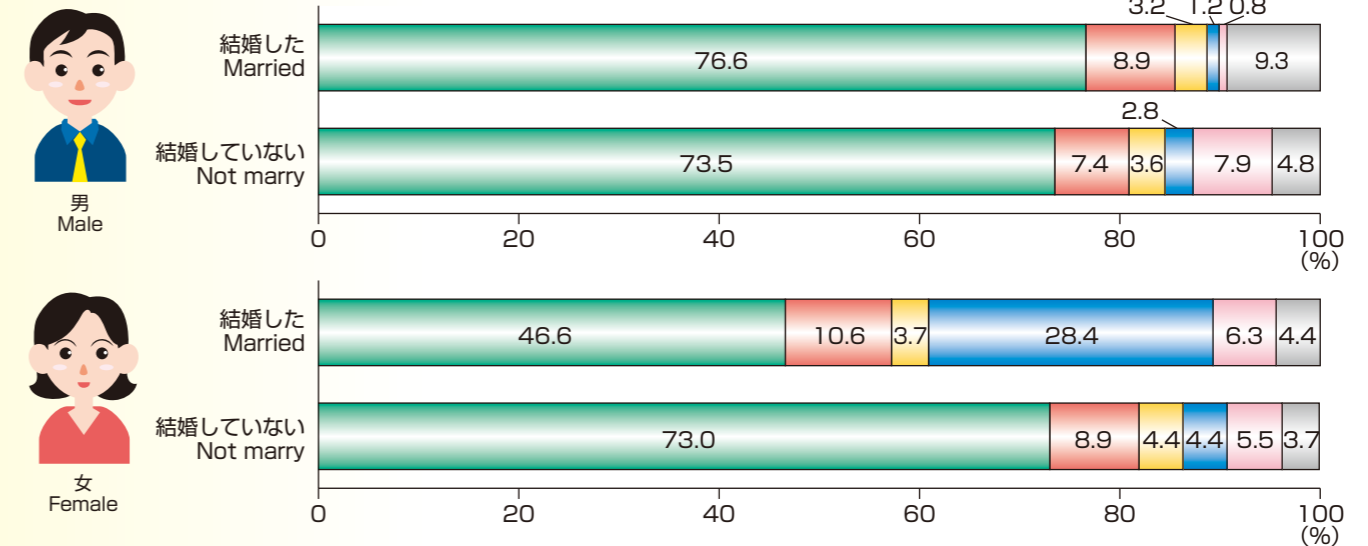


注：各年6月末現在
Note: As of June 30, each year

資料「労働組合基礎調査」
Data: "Basic Survey on Labour Unions"

結婚して同一就業を継続しているのは男76.6%、女46.6% 76.6% of male and 46.6% of female who got married have been on same employments continually as well as before marriage

性、この5年間の結婚の状況別にみた就業状況の変化 —平成19年—
Change of employment conditions by sex, conditions of marriage over the past five years, 2007



資料「第6回 21世紀成年者縦断調査」
Data: "The 6th Longitudinal Survey of Adults in 21st Century"

- 注1)：集計対象は、第1回独身で第6回まで回答を得られている者である。ただし、「結婚した」には、調査と調査の間に結婚し、かつ離婚した者を除く。
2)：就業状況の変化は、「結婚した」は結婚前後の、「結婚していない」は第5回から第6回にかけての就業状況の変化である。
3)：5年間で2回以上結婚している場合、最新の結婚の状況について計上している。
- Note 1)：The figures are based on the total object is a person from whom even the 6th surveys can receive the answer by the single at the time of the 1st surveys. However, the person who married during the Survey, and divorced is excluded in "Married".
2)：In the change of employment conditions, "Married" are the condition before and after marriage, "Not marry" are the condition between the 5th surveys and 6th surveys.
3)：In case of the person married twice in five years, it was collected by the situation of the latest marriage.