

Survey on Employment Trends

Aim of Survey

The aim of this survey is to study the characteristics of hired or separated employees and conditions related to accession or separation at establishments in principal industries, in order to obtain information on mobility of the labour force.

Scope of Survey

(1) Area

Nationwide (except a part of nation)

(2) Industry

The following 14 principal industries, based on the Standard Industrial Classification for Japan : Mining, Construction, Manufacturing, Electricity, gas, heat supply and water, Information and communications, Transport, Wholesale and retail trade, Finance and insurance, Real estate, eating and drinking places, accommodations, Medical, healthcare and welfare, Education, learning support, Compound Services, Services (not elsewhere classified) (excluding Foreign government and international agencies in Japan and Domestic services in Miscellaneous living-related and personal services)

※ In connection with the amendment to the Standard Industrial Classification for Japan (March 2002), chapters and divisions have been made to be in line with the Japan Standard Industrial Classification after the amendment as from the survey for the first half period of the fiscal year 2004. Further, at the same time, school education and social education have been added to the scope of survey.

When comparing the results by industries with the results of survey in the fiscal 2003 or before, attention must be paid since the scope of survey is different in respect of Manufacturing, Finance and insurance, Real estate, Services (not elsewhere classified). The scope of survey is the same in respect of Mining, Construction, Electricity, gas, heat supply and water.

(3) Establishment

Approximately 15,000 establishments in the above industries were selected by a random sampling method from all private and public establishments, which employ five or more regular employees.

(4) Hired employees and separated employees

Approximately 150,000 hired employees and approximately 160,000 separated employees at the above establishments during 2007 were selected according to a random sampling method.

Survey Items

(1) Items on establishments

a) Name and address, name of main product manufactured or principal business activity, and number of regular employees in the enterprise as a whole

b) Mobility of regular employees by sex, and employment status

c) Number of regular employees by sex, age, and type of job (1st half survey only)

d) Number of transferred employees and part-time employees in regular employees

(2) Items on hired employees

a) Items on characteristics

Sex, age, education level, and the year of completion

b) Items on accession

Methods of job search, type of employment, occupation, address of last previous employer or before being employed, whether still in position at the time of survey.

c) Items on previous employment

Industry, occupation, position, length of time since leaving employment, size of enterprise, reason for leaving previous employer, and change in wages due to job switch

(3) Items on separated employees

a) Items on characteristics

Sex, age, educational level, and year of completion from last school attended

b) Items on employment status immediately prior to separation

Type of employment, occupation, length of service, reason for separation

Reference Period of Survey

1st half survey : January to June 2008

2nd half survey : July to December 2008

Survey Method

Enumerators visit establishments to have surveyees fill out questionnaires.

Definitions of Principal Survey Items

Regular employees : persons hired for an indefinite period or for longer than one month, or persons hired by the day or for less than one month who were hired for 18 days or more in each of the two preceding months.

Nominal regular employees : persons hired for an indefinite period among regular employees (includes persons on probationary employment, under apprenticeship or training, and transferred employees) .

Nominal temporary or daily workers : persons hired for a set period or hired by the day among regular employees.

Part-time employees : A part-time employees is the person among regular employees who satisfies either of the following :

- i) whose scheduled working hours per day is shorter than ordinary workers,
- ii) whose scheduled working hours per day is the same as ordinary workers, but whose number of scheduled working days per week is fewer than ordinary workers.

Transferred workers : persons who move between enterprises under other enterprise orders based on a contract between enterprise or enterprise orders among regular employees (includes persons whose positions are retained or transferred) .

Hired employees : persons hired as regular employees under employment contracts newly concluded during the reference period.

This also includes

- i) daily workers and the like who had been excluded from the regular employee classification, but who, because of repeated renewal of their employment contracts, satisfy the condition of regular employee during the reference period,
- ii) the persons who, after mandatory retirement, continued to be employed at the same enterprise as non-regular employees or temporary employees,
- iii) new entrants from affiliated enterprises (including transferred employees, but excluding dispatched workers) .

Separated employees : persons whose employment relationship has terminated during the reference period and persons who moved to affiliated companies (including transferred employees) .

Included in separated employees are those who, although they continue to be employed as non-regular employees or temporary employees, left employment temporarily after mandatory retirement age.