

Explanation of Surveys

I Labour Economic Indicators

(See pp. 1~3)

II Employment and Unemployment

A Labour Force Survey

(See pp. 4~15)

Objective

The purpose of the Labour Force Survey is to elucidate the current state of employment and unemployment in this country every month.

History

This survey has been conducted every month since July 1947 after an experimental period of ten months from September 1946. It was conducted as a Designated Statistics Survey under the Statistics Law (Law No. 18 of 1947) beginning in April 1950, and has been conducted as a Fundamental Statistics Survey under the Statistics Law (Law No. 53 of 2007) since April 2009. In order to tabulate the results of 10 regions, the number of EDs (enumeration districts) were increased in 1982. In January 2002, the Labour Force Special Survey was integrated into the Labour Force Survey to publish the detailed results on employment and unemployment quarterly.

Coverage

The universe of the survey is composed of all persons usually residing in this country, except foreign diplomatic and consular corps, their family members and foreign military personnel and their family members.

Actual enumeration takes place every month on a sample basis. Persons usually residing in about 40 thousand households selected from about 2900 enumeration districts in 1 million Population Census Enumeration Districts. Those 40 thousand households are selected on the basic questionnaire, of which 10 thousand on the special questionnaire. The questions on employment status are asked to the members 15 years old or more (about 100 thousand persons in total) in those household.

Survey period

The survey is conducted as of the last day of each month; however, in December it is done as of 26th. The reference period to which questions on the employment status refer is one week ending on the last day of each month except December for which it is one week from 20th to 26th.

Survey Method

1. The enumerator prepares a list of all dwelling units in the enumeration district (ED) assigned to him or her. The supervisor selects the sample of dwelling units from the list according to the method instructed by the Statistics Bu-

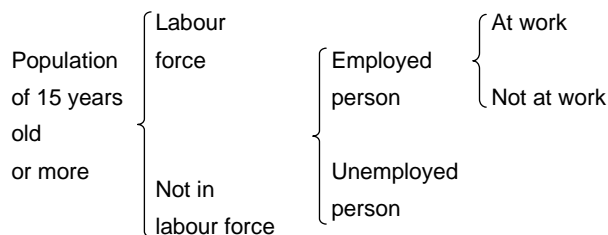
reau. Households in those selected dwelling units are surveyed.

- There are two types of questionnaire in the Labour Force Survey : a basic questionnaire and a special questionnaire. Surveys are conducted using the basic questionnaire in the same two months in two successive years, and using the special questionnaire only in the second month of the second year.
- Within the seven days before the survey week, the enumerator visits all the households in the sample dwelling units and asks them to fill out the questionnaires. Within the three days after the close of the survey week, the enumerator visits the households again, and collects the questionnaires, after checking the entries on the spot.
- The collected questionnaires are then submitted to the prefectural office, checked by the supervisors, and sent to the Statistics Bureau.

Definitions

Labour force status

Population of 15 years old or more is classified as follows according to the activity in which each person was engaged during the reference week.



Labour force

The employed plus the unemployed. among population of 15 years old or more

Employed person at work : All persons who worked for pay or profit or who worked as unpaid family workers for at least one hour during the reference week.

Employed person not at work : Among the persons with jobs but not at work during the reference week, .

- Employee who did not work during the survey week but who received or expected to receive wages or salary ;
- Self-employed worker who did not work during the reference week and whose absence from work has not exceeded 30 days.

Unemployed person : Those who satisfy the following conditions :

- with no job and did no work at all during the reference week (other than employed) ;
- ready to work if work is available ; and
- did any job seeking activity or preparing to start business during the reference week (including waiting the outcome of the job seeking activity done in the past)

Unemployed persons are classified as follows according to their reason for seeking a job.

- Quitted a job involuntary
 - Mandatory retirement or termination of employment contact
 - Circumstances of employer or business
- Quitted a job voluntarily
 - Circumstances of myself or family
- Graduated from school and seeking a job newly
- Other
 - Necessary to earn revenue
 - Other

Not in labour force : Persons 15 years old or more who are not classified as employed or unemployed.

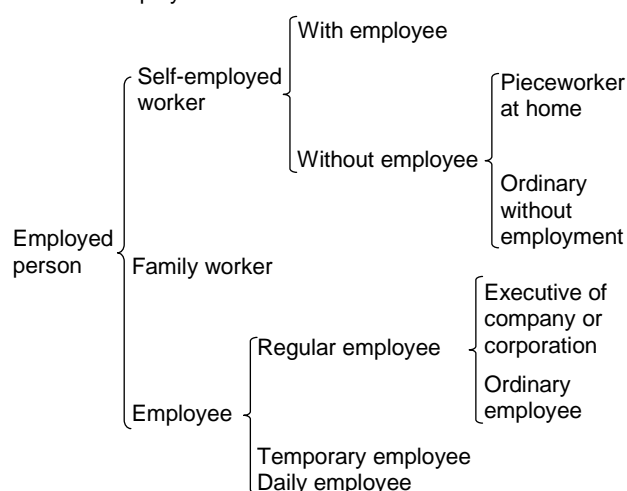
Labour force participation rate :

$$\frac{\text{Labour force}}{\text{Population 15 years old or more}} \times 100(\%)$$

Unemployment rate :

$$\frac{\text{Unemployed}}{\text{Labour force}} \times 100(\%)$$

Status in employment



Self-employed worker : Persons who own and operate unincorporated enterprises.

Self-employed workers are divided into “self-employed worker with employee” and “self-employed workers without employee.”

Self-employed worker with employee : Self-employed workers who usually employ one or more employees in their enterprises.

Self-employed worker without employee : Self-employed workers who operate their own businesses alone or only with members of the families.

Family worker : Unpaid workers who engage in businesses which are operated by member of the family.

Employee : Persons who work for wages or salaries as employees of companies, associations, governments or unincorporated enterprises. Executives of companies and corporations are also included.

Employees are classified into “regular employee,” “temporary employee,” and “daily employee” according to the status in employment.

Regular employee : Executives of company or corporation

and ordinary employee.

Executives of company or corporation : Executives, managing directors and auditors of private companies, associations, public corporations, etc.

Ordinary employee : Persons who are employed for more than a year or who work on contracts of no specific period excluding executive of company or corporation above mentioned.

Temporary employee : Persons who are employed for a specific periods of a month or more but less than a year.

Daily employee : Persons who work on daily basis or on contract of less than a month.

Estimation Method

The estimation method for the monthly figures of whole Japan is the ratio estimation with a benchmark of the population by age (15 age groups), sex and area (11 regions,) estimated from the Population Estimates based Population Census.

The quarterly and annual averages are the arithmetic mean of the monthly figures.

Sampling error

The magnitude of sampling error varies by the size of estimates, the kind of item and the month and the year of survey. Standard errors for estimates are calculated by using the sub-samples.

(a) Standard error for monthly results for the whole Japan.

Estimate (10,000 persons)	Standard error (10,000 persons)	Ratio of standard error (%)
5000	28.3	0.6
2000	17.8	0.9
1000	12.6	1.3
500	8.9	1.8
200	5.6	2.8
100	3.9	3.9
50	2.8	5.6
20	1.8	8.8
10	1.2	12.4

(b) Standard error for annual average for the whole Japan

Estimate (10,000 persons)	Standard error (10,000 persons)	Ratio of standard error (%)
5000	17.4	0.3
2000	10.3	0.5
1000	6.9	0.7
500	4.7	0.9
200	2.8	1.4
100	1.9	1.9
50	1.3	2.5
20	0.7	3.7
10	0.5	5.0

B Monthly Labour Survey
(Explanation See pp. 349~352)
(See pp. 16~26)

C Survey on Employment Trends

(See pp. 27~45)

Objective

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

Coverage

1. Area

Nationwide (except a part of nation)

2. Industry

The following industries, based on the Standard Industrial Classification for Japan

- (1) Mining and quarrying of stone and gravel
- (2) Construction
- (3) Manufacturing
- (4) Electricity, gas, heat supply and water
- (5) Information and communications
- (6) Transport and postal activities
- (7) Wholesale and retail trade
- (8) Finance and insurance
- (9) Real estate and goods rental and leasing
- (10) Scientific research, professional and technical services
- (11) Accommodations, eating and drinking services
- (12) Living-related and personal services and amusement services (In Miscellaneous living-related and personal services, Domestic services are excluded.)
- (13) Education, learning support
- (14) Medical, health care and welfare
- (15) Compound services
- (16) Services, N.E.C (Foreign governments and international agencies in Japan are excluded.)

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 170,000 hired employees and approximately 150,000 separated employees at the above establishments during 2012 were selected according to a random sampling method.

Survey Period

1st half survey : January to June 2012

2nd half survey : July to December 2012

Survey Items

1. Items on establishments

- (1) Name and address, name of main product manufactured or principal business activity, and number of regular

employees in the enterprise as a whole

- (2) Mobility of regular employees and transferred employees by sex, and employment status
- (3) Number of regular employees by sex, age, and type of employment (1st half survey only)
- (4) Number of regular employees and insufficient workers by occupation, type of employment (1st half survey only)
2. Items on hired employees
 - (1) Items on characteristics
Sex, age, education level, and the year of completion
 - (2) 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.
 - (3) 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
 - (1) Items on characteristics
Sex, age, educational level, and year of completion from last school attended
 - (2) Items on employment status immediately prior to separation
Type of employment, occupation, length of service, reason for separation

Survey Method

Enumerators visit establishments to have surveyees fill out questionnaires.

Definitions

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.

D Report on Employment Service

(See pp. 46~52)

E School Basic Survey

(See pp. 53~55)

F General Survey on Working Conditions (2013)

(Explanation See pp. 336~337)

(See pp. 56~62)

G General Survey on Dispatched Workers

(See pp. 63~71)

Aim of Survey

This survey aims to clarify the actual status of labor dispatch in both enterprise's and worker's aspect, and to enable identification of changes before and after the revision of the Worker Dispatching Act and after the financial crisis that followed the collapse of Lehman, thereby contributing to formulation of adequate measures for responding to problems related to the worker dispatch system.

Scope of Survey

(1) Area

Nationwide

(2) Industry

The following 16 principal industries, based on the Japan Standard Industrial Classification [Mining and quarrying of stone and gravel, Construction, Manufacturing, Electricity,

gas, heat supply and water, Information and communications, Transport and postal activities, Wholesale and retail trade, Finance and insurance, Real estate and goods rental and leasing, Scientific research, professional and technical services, Accommodations, eating and drinking services, Living-related and personal services and amusement services (In Miscellaneous living-related and personal services, Domestic services are excluded), Education, learning support, Medical, health care and welfare, Compound services, Services (not elsewhere classified), (foreign governments and international agencies in Japan are excluded)] .

(3) Subject of Survey

i) Survey on establishments

Establishments which are selected by random sampling method from among privately owned establishments which belong to the industries listed in (2) above and employ 5 or more of regular employees

ii) Survey on dispatched workers

Dispatched workers who are had at the subject establishments of the survey on establishments in (i) above

Survey Items

(1) Survey on establishments

- a) Attributes of establishments ;
- b) Main reasons to have dispatched workers ;
- c) Main reasons for not having dispatched workers ;
- d) Work of dispatched workers ;
- e) Number of worker dispatch contracts ;
- f) Change of number of the dispatched workers compared to three years ago;
- g) Number of responsible persons of the client establishment to have dispatched workers ;
- h) Availability of education training/ability development programs and the contents during the past one year ;
- i) Existence of mid-term terminations of dispatched worker contracts and reasons termination during the past one year ;
- j) Grievance claimed by the dispatched workers during the past one year ;
- k) System for promoting dispatched workers to regular employee status ;
- l) Employment placement dispatching ;
- m) Contract workers ;
- n) Future policy for ratio of employment types ;

(2) Survey on dispatched workers

- a) Attributes of individuals ;
- b) Situation of dispatched working so far;
- c) Situation of current existence as dispatched workers ;
- d) Requests to the dispatch business operator and client establishment ;
- e) Employment placement dispatching ;
- f) Desired employment type hereafter ;

Date and Period of Survey

(1) Survey on establishments

This survey was conducted on the situation as of October 1, 2012 from September 28 to October 15, 2012.

(2) Survey on dispatched workers

This survey was conducted on the situation as of October 1, 2012 from October 12 to November 30, 2012.

Survey Method

(1) Survey on establishments

The Statistics and Information Department, Minister's Secretariat, Ministry of Health, Labour and Welfare sends the questionnaire forms to the target establishments, then the establishments fill out and send it back to the Statistics and Information Department, Minister's Secretariat, Ministry of Health, Labour and Welfare.

(2) Survey on dispatched workers

A contracted commercial enterprise calculates the number of target workers based on the questionnaire forms collected from the target establishments, and requests the target establishments to distribute the dispatched worker questionnaire forms to the target workers, who in turn fill out the dispatched worker questionnaire form and send it back to the Statistics and Information Department, Minister's Secretariat, Ministry of Health, Labour and Welfare.

Definitions of terms

1. Size of establishment

In this survey, the "size of establishment" is classified by the number of regular employees hired by the establishment. "Regular employees" refer to individuals who apply to either (1) or (2) below.

- (1) Permanent employees or employees with a contract for at least one month
- (2) Workers employed on a daily basis or workers with a contract for less than one month and were employed for at least 18 days in both July and August, 2012

2. Dispatched workers

"Dispatched workers" refer to individuals who are employed by an enterprise that dispatches workers as a business (hereinafter referred to as "dispatch business operator"), and, under the direction of another establishment (hereinafter referred to as "client establishment"), work for the client establishment.

In cases where the target establishment dispatches workers as a business, dispatched workers employed by such an establishment are not included in the scope of target at the establishment.

3. Type of dispatched workers

- (1) "Registration Type" A dispatch business operator registers workers who desire to receive dispatched work, and when a dispatch business operator receives a request from a client establishment, a dispatch business operator employs workers who are appropriate for the request and dispatches to the client.

- (2) "Regular Employment Type" A dispatching business operator regularly employs workers and dispatches workers to client establishments as part of its business activity.

4. Employment placement dispatching

A type of worker dispatching in which dispatching business operators plan to provide employment placement for dispatched workers and clients establishments.

H Survey on Labour Economy Trend

(See pp. 72~81)

Objective

The objective of this survey is to examine how economic trends and changes in labour supply and demand influence employment, labour hours, wages, etc.; to project such influences in the future; to survey countermeasures; and to elucidate labour economy trends and problem areas for the immediate future.

History

This survey was begun in August 1966, and was carried out twice a year (in February and August). It has been carried out four times a year (in February, May, August, and November) since 1975.

Coverage

1. Area

Nationwide

2. Industry

The following industries, based on the Standard Industrial Classification for Japan:

- (1) Construction
- (2) Manufacturing
- (3) Information and communications
- (4) Transport and postal activities
- (5) Wholesale and retail trade
- (6) Finance and insurance
- (7) Real estate and goods rental and leasing
- (8) Scientific research, professional and technical services
(In scientific research, scientific and development research institutes are excluded.)
- (9) Accommodations, eating and drinking services
(In Eating and drinking services, Bars, cabarets and night clubs are excluded.)
- (10) Living-related and personal services and amusement services
(In Miscellaneous living-related and personal services, Domestic services, Crematories and graveyard custodians and Ceremonial occasions are excluded.)
- (11) Medical, health care and welfare
- (12) Services, N. E. C
(Political, business and cultural organizations, Religion, Miscellaneous services, Foreign governments and international agencies in Japan are excluded.)

3. Establishments

5,800 establishments extracted by the probability proportional extract method from among establishments in the private sector employing more than 30 regular employees based upon the number of workers classified by industry and size

Survey Period

February 1, May 1, August 1, November 1

Survey Items

1. Items related to attributes of establishment

Establishments name and address, and number of regular employees in the enterprise as a whole
2. Items related to trends in production and sales, and items related to (expected) reasons for increase and decrease
 - (1) (Expected) situation of increase and decrease in production and sales, etc. compared with those in the previous term
 - (2) (Expected) reasons for increase and decrease in production and sales, etc. compared with those in the previous term
3. Items related to trends of employment and working hours
 - (1) (Expected) situation of increase and decrease in unscheduled working hours compared with those in the previous term
 - (2) (Expected) situation of increase and decrease in number of workers compared with that in the previous term
 - (3) Actual results in employment of regular employees in mid-career, future plans, reasons and whether they have sufficient number of workers
4. Items related to the feeling of oversupply and shortfall of workers
5. Items related to the situation of employment adjustment enforced etc.
6. Extraordinary item

Survey Method

The survey was conducted using questionnaires that were delivered and retrieved by post or via the Internet (online survey).

III Wages

A Monthly Labour Survey

(See pp. 82~119)

Objective

This survey is conducted about employment, wages and hours worked, and it is composed of the following three surveys, that is, a national survey, a prefectural survey and a special survey. The object of the national survey is to elucidate changes of these items nationwide every month. The object of the prefectural survey is to do the same as the na-

tional survey every month but on a prefecture basis, and the object of the special survey is to complement the national and prefectural surveys.

National Survey (establishments with 5 or more regular employees, monthly)

Prefectural Survey (establishments with 5 or more regular employees, monthly)

Special Survey (establishments with 1-4 regular employees, annually : every July)

History

The origin of this survey dates back to July 1923, when the Ministry of Interior started monthly survey "Monthly Wage Survey of Production Workers and Miners" The name "Monthly Labour Survey" has been used since July 1944. The survey was transferred to the Ministry of Labor (present Ministry of Health, Labour and Welfare) right after it had been set up in 1948, up to now it has been carrying out the survey. Major changes of this survey in recent years are as follows.

1. January 1950

The coverage of the survey, which had differed among industries until then with respect to the minimum size of establishments, was standardized to cover establishments with 30 or more regular employees. Sampling method was introduced.

2. April 1951

"Prefectural" Survey was added to provide estimates of prefectural level.

3. January 1952

The coverage of the survey was broadened to include the construction industry.

4. July 1957

"Survey Otsu", covering establishments with 5-29 regular employees, and "Special Survey" covering those with 1-4 regular employees, were added. The Original survey, covering establishments with 30 or more regular employee was named "Survey Kou".

5. January 1971

The coverage of the survey was broadened to include the service industry (also included in the prefectural survey from April 1972).

6. July 1980

"The Special Survey" covering establishments with 1-4 regular employees was enlarged to cover establishments with 1-29 regular employees.

7. January 1990

The survey system of Survey Kou and Survey Otsu was reorganized so that estimates on establishments with 5 or more employees could be obtained.

The coverage of the "Special Survey" brought back to the establishments of 1 to 4 regular employees.

8. January 1993

New survey items on wages and working hours of part-

time workers were introduced to the questionnaire.

9. January 2005

Counting and public announcement based on the Japan Standard Industrial Classification, which was amended in March 2002, was commenced (with respect to special survey, such counting and public announcement commenced from the survey in 2004)

10. January 2010

Counting and public announcement based on the Japan Standard Industrial Classification, which was amended in November 2007, was commenced (with respect to special survey, such counting and public announcement commenced from the survey in 2009).

Coverage

1. National Survey

This survey was conducted on approximately 33,000 establishments, selected from all private and public sector establishments normally employing 5 or more regular employees and belonging to the following classifications according to the Japan Standard Industrial Classification: Mining and Quarrying of Stone and Gravel; Construction; Manufacturing; Electricity, Gas, Heat Supply and Water; Information and Communications; Transport and Postal Activities; Wholesale and Retail Trade; Finance and Insurance; Real Estate and Goods Rental and Leasing; Scientific Research, Professional and Technical Services; Accommodations, Eating and Drinking Services; Living-Related and Personal Services and Amusement Services (In Miscellaneous living-related and personal services, Domestic services are excluded.); Education, Learning Support; Medical, Health Care and Welfare; Compound Services; and Services, N.E.C. (Foreign governments and international agencies in Japan are excluded.)

This survey is designed keep the relative sampling error for monthly average contractual cash earnings per regular employee within a fixed range set by industry and by the size of enterprise.

Regarding the establishments with 30 employees or over, the Survey is carried out by selecting approximately 16,700 establishments at random from cells stratified by industry and the size of establishments, by using the complete list of establishments from the latest Census results. Selected establishments are continually surveyed for 2 or 3 years. As soon as new Census results become available, the next sets of establishments to be surveyed are sampled.

As to the establishments with 5~29 employees, two stage sampling method is used. Firstly, about 1,900 enumeration districts are selected from about 70,000 districts which cover whole country. The lists of establishments with 5~29 employees in the selected districts are made. About 16,500 sample establishments are selected from the lists. Every sampled establishment is surveyed for 18 consecutive months. Every January and July 1/3 of districts (establishments) are replaced by those newly selected establish-

ments, so that sample replacements do not jeopardize the results of the survey. For establishments with 5~29 employees, surveying more than 18 consecutive months is a heavy load and should be avoided.

2. Prefectural Survey

The coverage and sampling method of Prefectural survey is same as National Survey, 43,500 establishments are constantly surveyed.

3. Special Survey

Special surveys are conducted on all of the establishments that are located in the districts selected by the fixed method from special districts which are established based on the latest Economic Census and that belong to Mining and Quarrying of Stone and Gravel; Construction; Manufacturing; Electricity, Gas, Heat Supply and Water; Information and Communications; Transport and Postal Activities; Wholesale and Retail Trade; Finance and Insurance; Real Estate and Goods Rental and Leasing; Scientific Research, Professional and Technical Services; Accommodations, Eating and Drinking Services; Living-Related and Personal Services and Amusement Services (In Miscellaneous living-related and personal services, Domestic services are excluded.); Education, Learning Support; Medical, Health Care and Welfare; Compound Services; and Services, N.E.C. (Foreign governments and international agencies in Japan are excluded.) according to the Japan Standard Industrial Classification and that employ 1 to 4 regular employees at the end of July of each year.

Survey Period

The national and prefectural surveys are conducted as of the last day of each month. The special survey is conducted as of the last day of July every year (When there is a fixed day for closing the wage account, it is the last day for closing at that month).

Survey method

1. Establishment with 30 or more employees: Mail survey or online survey
2. Establishment with 5 to 29 employees: Onsite canvasser survey or online survey
3. Establishment with 1 to 4 employees: Onsite canvasser method

Definitions

1. Employees

Number of Regular Employees : Regular Employees are workers who satisfy one of the following conditions:

- (1) persons hired for an indefinite period or for longer than one month
- (2) persons hired by the day or for less than one month and who were hired for 18 days or more in each of the two preceding months

Note :If the board-directors of corporations satisfy above mentioned condition, work regularly and are paid a salary based on the same salary rules as normal workers,

they are regarded as regular workers. If family members of the owner of a business satisfy above mentioned condition, work regularly and are paid a salary based on the same salary rules as normal workers, they are regarded as regular employees.

Definition of Part-time workers

Part-time workers are the persons who satisfy either of the following :

- a. whose scheduled working hours per day is shorter than ordinary workers,
- b. 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.

Full-time employees are regular employees who are not a part-time worker.

Accession Rate :

$$\text{Accession Rate} = \frac{\text{Total increase of Regular Employees}}{\text{Number of Regular Employee at the end of the previous month}}$$

Total increase of regular employees : newly hired employees, employees transferred to the establishments (including employees transferred from some other establishment of the same organization) and so on.

Separation Rate :

$$\text{Separation Rate} = \frac{\text{Total decrease of Regular Employees}}{\text{Number of Regular Employees at the end of the previous month}}$$

Total decrease of regular employees : retired employees, employees transferred from the establishments (including employees transferred to some other establishment of the same organization) and so on.

Rate of part-time workers :

$$\text{Rate of part-time workers} = \frac{\text{Number of part-time workers at the end of this month}}{\text{Number of Regular Employees at the end of this month}}$$

2. Days worked

The total number of days during the survey period when an employee actually attended his/her work place. Days the employee did not attend for work are not counted, even though the days may be paid holidays. However, if an employee works for at least one hour on a day, it is counted as a day worked.

3. Actual Hours Worked

The total number of hours during the survey period when an employee actually worked. Neither paid nor unpaid break periods are included. However, rest periods for mine workers in the mining industry and waiting periods for workers in the transportation industry are included. Night duty not connected with actual duties is not included.

Hours worked are classified as follows.

Total hours worked $\left\{ \begin{array}{l} \text{Scheduled hours worked} \\ \text{Non-scheduled hours worked} \end{array} \right.$

Scheduled hours worked : actual number of hours worked between starting and ending hours of employment determined by the work regulations of the establishment.

Non-scheduled hours worked : actual number of hours worked (ex. early morning work, overtime work, or work on a

day off).

Total hours worked : total for "scheduled hours worked" and "non-scheduled hours worked."

4. Cash Earnings

Cash earnings are the amount before deducting income tax, social insurance premium, trade union dues or purchase price, etc.

Cash earnings are classified as follows.

Total cash earnings $\left\{ \begin{array}{l} \text{Contractual cash earnings} \\ \text{Special cash earnings} \end{array} \right.$ $\left\{ \begin{array}{l} \text{Scheduled cash earnings} \\ \text{Non-scheduled cash earnings (Overtime pay)} \end{array} \right.$

Contractual cash earnings : earnings paid according to method and conditions previously determined by labor contracts, collective agreements, or wage regulations of establishments.

Scheduled cash earnings : contractual cash earnings other than non-scheduled cash earnings.

Non-scheduled cash earnings are the wages paid for work performed outside scheduled working hours, and on days off or night work, that is allowances for working outside work hours, night work, early morning work, and overnight duty.

Special cash earnings : amount actually paid to the employee during the survey period for temporary or unforeseen reasons not based on any previous agreement, contract, or rule. Also included in this category are retroactive payment of wages as a result of a new agreement, and payments such as summer and year end bonuses which, though terms and amounts are fixed by collective agreements, are calculated over a period exceeding three months, and such as allowances (e. g., marriage allowance) paid with respect to unforeseen events.

Total cash earnings : total for "contractual cash earnings" and "special cash earnings"

Estimation of Survey Results and Sampling Error

1. National Survey

Monthly published results are estimated by using a link-relative technique. The magnitude of relative sampling error for "contractual cash earnings" is shown in the next table :

Industry	(%)			
	500 or more employees	100~499 employees	30~99 employees	5~29 employees
Major classifications (Note)	0	2	2	2
middle classifications	0	3	3	3

Note: Including lump sampling classification of Wholesale and Retail Trade, Accommodations, Eating and Drinking Services, Medical, Health Care and Welfare and Services, N.E.C.

(If the interval from one sampling error below the estimate to one sampling error above the estimate was calculated, the true figure, which could be obtained from a complete census,

would be within that interval with the probability about two-thirds).

2. Prefectural Survey

Monthly published results are estimates for all establishments in industry and size that are surveyed in each prefecture. The relative sampling error for “contractual cash earnings” is 10% by industry and by size of establishment.

3. Special Survey

Monthly published results are estimates for all establishments with 1~4 regular employees. The relative sampling error of the major items is as follows

Achieved accuracy by industry (Nationwide)	
Contractual cash earnings (%)	
Industry	Relative sampling error
Industries covered	0.7
Mining and quarrying of stone and gravel	8.6
Construction	1.0
Manufacturing	1.5
Electricity, gas, heat supply and water	14.8
Information and communications	3.4
Transport and Postal activities	3.9
Wholesale and retail trade	1.2
Finance and insurance	4.2
Real estate and Goods rental and leasing	2.6
Scientific research, Professional and technical services	1.6
Accommodations, Eating and Drinking services	2.1
Living-Related and Personal services and amusement services	1.5
Education, Learning Support	3.9
Medical, health care and welfare	1.6
Compound services	2.6
Services (not elsewhere classified)	1.7

Achieved accuracy by prefecture	
Contractual cash earnings (Industries covered)	
Relative sampling error	Prefecture
3.0% or less	Yamagata, Tokyo, Kanagawa, Ishikawa, Fukui, Hiroshima, Kagawa, Kagoshima
3.1%~4.0%	Hokkaido, Aomori, Iwate, Miyagi, Fukushima, Saitama, Chiba, Niigata, Yamaguchi, Nagano, Gifu, Shizuoka, Aichi, Kyoto, Osaka, Hyogo, Nara, Wakayama, Tottori, Tokushima, Kochi, Fukuoka, Saga, Kumamoto, Oita
4.1%~5.0%	Akita, Ibaraki, Tochigi, Gunma, Toyama, Mie, Ehime, Miyazaki, Okinawa
5.1% or more	Shiga, Shimane, Okayama, Yamaguchi, Nagasaki

This sampling is designed with the aim of fixing the relative sampling error within 1 percent for average “contractual cash earnings” earned by regular employees in the Industries covered nationwide; for the prefectural surveys, within 5 percent.

B Basic Survey on Wage Structure

(See pp.120~201)

Objective

The survey aims at obtaining a clear picture of the wage structure of employees in major industries, i.e. wage distribution by type of employment, type of work, occupation, sex, age, school career, length of service and occupational career, etc.

History

The survey belongs to the survey on wage structure, which aims at obtaining a clear understanding of the wage structure, has been carried out once a year since 1948. The present form survey was adopted in the 1954 survey. In 1958, it was designated according to the Statistics Law as Designated Statistics No.94, and in 1964 its name was changed to the “Basic Survey on Wage Structure” and has continued as such up to the present. The coverage of survey was adopted in the 1976 survey.

Since then, large-scale surveys had been carried out every three years, and small-scale surveys every other year. But since 1982, the survey has been carried out on the same scale every year.

Coverage

1. Area

Nationwide, however, excluding the following areas

Hokkaido	Okushiri-gun, Haboro-cho Oaza Teuri and Oaza Yagisiri of Tomamae-gun, Rebun-gun, Rishiri-gun
Tokyo	Toshima-mura, Nijima-mura, Kozushima-mura, Miyake-mura, Mikurashima-mura, Hachijo-machi, Aogashima-mura, Ogasawara-mura
Nagasaki-ken	Goto-shi, Sakito-cho Oaza Hirashima and Oaza Enoshima of Saikai-shi, Ojika-cho of Kitamatsuura-gun, Uku-machi of Sasebo-shi, Minamitsuura-gun
Kagoshima-ken	Nishinooto-shi, Mishima-mura and Toshima-mura of Kagoshima-gun, Sato-machi, Kamikoshiki-machi, Shimokoshiki-machi, and Kashima-machi of Satumasendai-shi, Kumage-gun, Kikai-cho, Tokunoshima-cho, Amagi-cho, Isen-cho, Wadamari-cho, China-cho, and Yoron-cho, of Oshima-gun
Okinawa-ken	Ie-son of Kunigami-gun, Kumejima-cho, Tokashiki-son, Zamami-son, Aguni-son, Tonaki-son, Minamidaito-son, Kitadaito-son, Iheya-son, and Izena-son of Shimajiri-gun, Irabu of Miyakojima-shi, Tarama-son of Miyako-gun, Yaeyama-gun

2. Industry

The following industries, based on the Standard Industrial Classification for Japan:

- (1) Mining and quarrying of stone and gravel
- (2) Construction
- (3) Manufacturing
- (4) Electricity, gas, heat supply and water
- (5) Information and communications
- (6) Transport and postal activities
- (7) Wholesale and retail trade
- (8) Finance and insurance
- (9) Real estate and goods rental and leasing
- (10) Scientific research, professional and technical services
- (11) Accommodations, eating and drinking services
- (12) Living-related and personal services and amusement services (In Miscellaneous living-related and personal services, Domestic services are excluded.)
- (13) Education, learning support
- (14) Medical, health care and welfare
- (15) Compound services
- (16) Services, N.E.C (Foreign governments and international agencies in Japan are excluded.)

3. Establishments

Establishments selected by a uniform sampling method from among the following establishments that are belonged to the industry of the above 2.

- (1) Establishments with 10 regular employees or more (private establishments and establishments of Specified Independent Administrative Agencies, prescribed in Article 2 paragraph 3 of the Act on Labor Relationships of Specified Independent Administrative Agency, etc (Act No. 257 of 1948) or of local public enterprises prescribed in Article 3, paragraph 3 of the Local Public Enterprise Labor Relationships Act (Act No. 289 of 1952)).
- (2) Private establishments with 5-9 regular employees. (Each establishments is required to belong to an enterprise with 5-9 regular employees).

4. Workers

Employees selected by a uniform sampling method from among workers employed by the establishments of the above 3 (sailors prescribed in Article 1 of the Seaman Law (Law No. 100 of 1947) are excluded.)

Survey Period

1. Survey items such as school career, age, length of service, and experience (data at a fixed point in time) were measured as of June 30, 2012 (or, if the last day of payroll period was fixed, then as of the last payroll period in June).
2. Items such as actual days worked, number of scheduled working hours, number of non-scheduled working hours, contractual cash earnings, overtime pay, and scheduled cash earnings, (data in a fixed continuing period of time) were measured for the period June 1-June 30, 2012 (or, if

the last day of payroll period was fixed, then for the one-month period before the last day of the June payroll period). Special cash earnings, however, were surveyed as of January 1-December 31, 2011 (for workers hired in or after this period, items were surveyed for one year from the date of hiring or until June 30, 2012).

Survey Items and Definitions

1. Establishments
 - a) Name and address of establishment
 - b) Name of main products or kind of business activity
 - c) Number of employees by type of employment
 - d) Total number of regular employees in enterprises to which the establishment belongs
 - e) Starting salary for new graduates and number of appointments (private establishments only)
2. Workers
 - a) Sex
 - b) Type of employment

Regular employees are classified into "regular staff for an indefinite period," "regular staff for a definite period," "non-regular staff for an indefinite period," "non-regular staff for a definite period," and temporary employees.
 - c) Type of work (regular employees only)

Whether ordinary or part-time workers
 - d) School career (only regular employees except part-time workers)

Last school graduated from
 - e) Age

As of June 30, 2012
 - f) Length of service (regular employees only)

As of June 30, 2012
 - g) Type of worker (establishments with 10 regular employees workers or more in mining, construction and manufacturing, port transport is applicable)

Whether production workers (working where articles are produced or working on a construction site) or supervisory, clerical and technical workers (workers other than production workers)
 - h) Class of position or type of occupation

Class of position or type of occupation for workers belonging to five designated classes of positions (establishments with 100 regular employees or more only) or 129 types of occupations
 - i) Occupational career (for workers belonging only to the types of occupations surveyed)

Years of experience in that type of occupation as of June 30, 2012
 - j) Actual number of days worked

Number of days actually worked during the survey period
 - k) Actual number of scheduled hours worked

Number of hours actually worked between starting and ending hours of employment according to the work

regulations of the establishment

- l) Actual number of overtime hours worked
Number of hours of overtime work in the survey period
- m) Contractual cash earnings (including overtime allowance)
Earnings paid according to methods and conditions previously determined by labour contracts, collective agreements, or wage regulations of establishments
- n) Overtime allowance
Part of contractual cash earnings, including earnings for work exceeding scheduled working hours, for night work, for work on days off, and for overnight duty
- o) Annual special cash earnings (regular employees only)
Summer and year-end bonuses and earnings paid for temporary or unforeseen reasons not based on any previous agreement, contract, or rule, as well as earnings which, although terms are fixed, are calculated over a period exceeding three months

Survey Method

1. Sampling Method

Approximately 78,000 establishments from among all establishments included in the scope of the survey were sampled according to a fixed ratio by prefecture, industry, and size of establishment. In addition, a number of workers from among those employed in the sampled establishments were sampled according to a fixed ratio by industry and size of establishment.

2. Survey Method

On-the-spot surveys were conducted by staff and enumerators from the Labour Bureau and Labour Standards Inspection Offices in each prefecture.

3. Tabulation Method

Final tabulation was carried out by the National Statistics Center.

Estimate Method

The desired precision is based on the average scheduled cash earnings of a regular employee. And considering the importance in the utilization of the survey results, the standard error rates are 5% for prefecture, industry and size of enterprise in the national scale statistics.

C General Survey on Working Conditions (2013)

(Explanation See pp. 336~337)

(See pp.202~212)

D Survey on Wage Increase

(See pp.213~216)

Objective

The objective of this survey, which has been conducted since 1969, is to clarify the amount of wage/bonus increase,

the rate of wage/bonus increase, the method of wage/bonus increase, and the process before reaching revision in private enterprises (including enterprises without a labour union).

Coverage

1. Area

Nationwide

2. Industry

The following industries, based on the Standard Industrial Classification for Japan :

- (1) Mining and quarrying of stone and gravel
- (2) Construction
- (3) Manufacturing
- (4) Electricity, gas, heat supply and water
- (5) Information and communications
- (6) Transport and postal activities
- (7) Wholesale and retail trade
- (8) Finance and insurance
- (9) Real estate and goods rental and leasing
- (10) Scientific research, professional and technical services
- (11) Accommodations, eating and drinking services
- (12) Living-related and personal services and amusement services (In Miscellaneous living-related and personal services, Domestic services are excluded.)
- (13) Education, learning support
- (14) Medical, health care and welfare
- (15) Services, N.E.C (Foreign governments and international agencies in Japan are excluded.)

3. Enterprises surveyed

3,533 private enterprises in the above industries were selected by industries and enterprises scale from among enterprises employing 30 regular employees and over for those in Manufacturing, Wholesale trade and retail trade and employing 100 regular employees and over for those in the other industries.

4. Sampling of enterprises Surveyed

The universe was made up of enterprises, included in the 2009 Economic Census for Business Frame of Japan, and sampling was carried out systematically according to industry and enterprise size.

Survey Period

The survey period was the one-year period from January to December 2012. It was conducted in August of 2012.

Survey Items

1. Items on enterprises

Name, head office address, name of main products or principal business activity, number of regular employees, presence/absence of labour union

2. Items on wage increases

Whether wage increases are implemented, the revision time, revised amount of per-person average wage, wage revision rate, method for revising wages.

3. Items on wage increases circumstance
Priority factors when determining wage revisions, etc.
4. Bonus-related matters
Status of bonus payments and method for determining bonus payments, bonus-related negotiations with unions, etc.

Survey Method

A mail survey was conducted.

E Conditions Relating to Spring Wage increase (Shunto)

(See pp.217~219)

IV Working Hours

A Monthly Labour Survey (Explanation See pp.330~333)

(See pp.220~244)

B General Survey on Working Conditions (2013) (See pp.245~253)

Objective

This survey aims to study and clarify in a comprehensive manner the wage systems, working hour systems, labour costs, welfare facilities and systems, retirement allowance systems, and compulsory retirement systems of Japan's enterprises.

The 2013 survey focuses on working hours systems, retirement age systems, wage system and retirement allowance systems.

History

This Survey has been carried out as the "General Survey on Wages and Working Hours System" since 1984. It combines "General Survey on Wages and Working Hours System" since October 1966 which combined the "Wage system Survey," the "Wage Composition Survey" and the "Working Hours System Survey" and the "Survey on Welfare Facilities System for Employees," which had been conducted separately. From the Survey for the fiscal year 2000, the title year has been changed from the fiscal year to the year in which the Survey has been conducted, and the title of the Survey has been changed to the "General Survey on Working Conditions-2001".

To give a brief history of the various surveys mentioned above, the "Wage System Survey" had been conducted occasionally. The "Special Survey on Wage System" of 1957 and the "Wage System Survey" of 1963 corresponded to this survey.

The "Wage Composition Survey" had been conducted yearly since 1948. In 1963, wage classification standards were revised, but the survey continued to be conducted until 1965. The "Working Hours System Survey," conducted year-

ly since 1953 (except in 1954 and 1956), had consistently surveyed working hours systems in principal industries, although some survey items were revised.

Labor costs had been surveyed by the Survey on Labor Cost," conducted from 1965 to 1971 and by the "Survey on Welfare Facilities System for Employees" from 1972 to 1983.

Welfare facilities system had been surveyed by the "Survey on Welfare Facilities Systems for Employees" from 1972 to 1983.

From 2005, a part of retirement age system of "Survey on Employment Management" was transferred by this Survey.

Coverage

1. Area

Nationwide

2. Industry

The following industries, based on the Standard Industrial Classification for Japan :

- (1) Mining and quarrying of stone and gravel
- (2) Construction
- (3) Manufacturing
- (4) Electricity, gas, heat supply and water
- (5) Information and communications
- (6) Transport and postal activities
- (7) Wholesale and retail trade
- (8) Finance and insurance
- (9) Real estate and goods rental and leasing
- (10) Scientific research, professional and technical services
- (11) Accommodations, eating and drinking services
- (12) Living-related and personal services and amusement services (In miscellaneous living related and personal service, Domestic services are excluded.)
- (13) Education, learning support
- (14) Medical, health care and welfare
- (15) Services, N.E.C (Political, business and cultural organizations, Religion, Foreign governments and international agencies in Japan, are excluded.)

3. Enterprises

Approximately 6,100 enterprises were selected according to a random sampling method from among private enterprises belonging to the above industries whose employed more than 30 regular employees.

Survey Period

As a rule, this survey was conducted between December 1, 2012 and January 31, 2013, based on conditions applying as of January 1, 2013. However, yearly data covered the one-year of 2012 or fiscal year 2011.

Survey Items

1. Items on characteristics of enterprises

- (1) Enterprises name
- (2) Address
- (3) Name of main product manufactured or principal activity of establishments

- (4) Total number of regular employees in the enterprise
- (5) Presence/absence of trade union
- (6) Number of regular employees without setting an employment period
- (7) Enterprise's operations
- 2. Items on working hours system
 - (1) Regular working hours
 - (2) System of weekly days off
 - (3) Total yearly days off
 - (4) Annual vacation with pay
 - (5) Special leave system
 - (6) Setting upper limit to overtime hours
 - (7) Variable working hours system
 - (8) Judged working hours system
- 3. Items on retirement age system and so forth
 - (1) Retirement age system
 - (2) Measures after mandatory retirement
- 4. Items on wage system
 - (1) Compensation premium rate for overtime
- 5. Items concerning retirement allowance (lump-sum/pension) system
 - (1) Retirement allowance (lump-sum/pension) system
 - (2) Management of lump-sum payment system
 - (3) Review of retirement allowance (lump-sum/pension) system
- 6. Items concerning payment of retirement allowances (lump-sum/pension)
 - (1) Number of retirees
 - (2) Actual situation surrounding payment of retirement allowances to individual employees (lump-sum/pension)

Survey Method

Survey conducted through outsourcing to the private sector.

Definitions

1. Regular working hours

Working hours from opening time to closing time with rest time deducted, as specified in office regulations.

2. Weekly day off system

- (1) Weekly one day off or weekly one and a half day off
 - a. Weekly one day off refers to a system where employees have weekly one day off (for example, every Sunday is off).
 - b. Weekly one and a half day off refers to a system where employees have weekly one day off and almost half day off (for example, Sunday is off and Saturday afternoon is off every week).
- (2) Some type of weekly two days off
 - a. Perfect weekly two days off refers to a system where employees have weekly two days off.
 - b. System where employees have less than two days off every week refers to a system weekly two days off three times a month, weekly two days off every two weeks, and weekly two days off once a month.

- (3) System where employees have more than two days off every week refer to such as a system some type of weekly three days off.
- 3. Annual vacation with pay
 - (1) Annual vacation with pay refers to vacation specified in Labor Standards Law, Article 39.
 - (2) Grant day is the number of holidays actually given to the worker in that year or fiscal year, excluding balance brought forward from the previous year.
 - (3) Acquired day is the number of holidays actually used by the worker in the given period.
- 4. Retirement age systems
 - (1) Employment extended system refers to a system that maintains the compulsory retirement age as is but continues employment of people who have reached the age without forcing them to retire.
 - (2) Re-hiring system refers to a system that has persons who have reached the compulsory age temporarily retire and then re-hires them.
- 5. Wage system
 - (1) Overtime work means working hours that employees are forced to work beyond the statutory working hours (8 hours per day, 40 hours per week)
- 6. Retirement allowance (lump-sum/pension) system
 - (1) "Retirement allowance (lump-sum/pension) system" refers to a system through which a business owner, or an organisation contracted by the business owner, pays a certain amount of money to an employer (or a person having a specific relationship with the relevant employee) due to elimination of their employment relationship as a result of voluntary retirement, compulsory retirement, termination, death, or other reason.
 - (2) "Lump-sum payment system" refers to a system in which a lump sum (retirement allowance, retirement pay, retirement bonus for meritorious service, etc.) is paid in one payment at the time of a person's retirement.
 - (3) "Retirement pension system" refers to a system through which a certain amount of money is paid as a pension for a certain period or for life following an employee's retirement.
 - (4) "Smaller enterprise retirement allowance mutual aid system" refers to a retirement allowance mutual aid system that is based on the Small and Medium Enterprise Retirement Allowance Cooperative Law.
 - (5) "Specific retirement allowance mutual aid system" refers to a program that is operated by a public interest corporation that has operation of a retirement allowance mutual aid program as a primary objective, such as a municipality (including special ward), chamber of commerce, or prefectural federation of small business associations, with the approval of the tax office director.
 - (6) "Employees' pension fund system" refers to a retirement pension system in which an employees' pension

fund is established with the approval of the Minister of Health, Labour and Welfare; this fund pays a portion of the employees' pension for the aged that is established under the Employees' Pension Insurance Law as a substitutional benefit on behalf of the national government, and adds a benefit that is in accordance with the enterprise's performance.

- (7) "Defined-benefit pension plan" refers to a defined benefit-based corporate pension system that establishes regulations based on labour-management agreement and is operated by a business owner or a corporate pension fund based on the Defined-Benefit Pension Plan Law, which stipulates protection of pension rights.
- (8) "Defined-contribution pension plan (enterprise-type)" refers to a system in which contributed premiums are clearly classified by each individual and in which benefit amounts are determined based on the total amount of premiums and their interest income.

V Industrial Accidents and Occupational Health

A Survey on Industrial Accidents

(See pp.254~257)

Objective

The objective of this survey is to determine trends in the occurrence of industrial accidents annually in the principal industries, and to show final yearly figures by size of establishment and degree of injury.

Coverage

This survey covers the following areas :

1. Industry

The following industries, based on the Standard Industrial Classification for Japan :

- (1) Agriculture and forestry
- (2) Mining and quarrying of stone and gravel
- (3) Construction
- (4) Manufacturing
- (5) Electricity, gas, heat supply and water
- (6) Information and communications
(Communications, Newspaper publishers and Publishers only),
- (7) Transport and postal activities
- (8) Wholesale and retail trade
- (9) Accommodations, eating and drinking services (Hotels only)
- (10) Living-related and personal services and amusement services (Laundry, Travel agency and Golf course only)
- (11) Medical, health care and welfare (Hospital, Clinics of medical practitioners, Public health center, Health consultation offices, Child welfare services, Welfare services for the aged and care services and Welfare ser-

vices for disabled persons only)

- (12) Services, N.E.C (Domestic waste disposal business, Industrial waste disposal business, Automobile maintenance services, Machine repair shops, and Building maintenance services only)

However the survey covered Food, Beverages, tobacco and feed, Lumber and wood products, except furniture, Furniture and fixtures, Pulp, paper and paper products, Ceramic, stone and clay products, Fabricated metal products, General-purpose machinery and production machinery only among Manufacturing for the size of 10~29 employees

2. Scope of survey

(1) Survey on establishments

Primary businesses were privately and publicly operated establishments with 10 or more regular employees affiliated with the industries mentioned in 1 above (for Agriculture and forestry, only privately operated establishments). However, for establishments comprised solely of management and business departments as well as mining and quarrying of stone and gravel, mining for which the Mine Safety Act applies was excluded.

(2) Survey on general construction

For construction, the survey focused on construction sites affiliated with general construction and which had estimated workers' accident compensation liability insurance premiums of 1.6 million yen or more or construction contract amounts of 190 million yen or more.

3. Workers

Workers covered are all of worker who works in a place of business including temporary workers and day laborers in addition to regular workers. For general construction in the construction industry, however, including all workers working on construction sites (employed directly, as workers for subcontractors, or in any other way).

Survey period

1. Survey on establishments

For one year from January to December, the survey execution was January 1 until 20 January in next year.

2. Survey on general construction

For 1st half-January to June, the survey execution period was from July 1 until July 20. For 2nd half-July to December, the survey execution period was from January 1 until January 20. The survey covered a whole year from January to December, and items surveyed were based on conditions as of the last day of December.

However, when establishments investigates it in a pay period ending on a day, the survey covered a whole year preceding the last day of the pay period in December of the year.

Survey Method

Self-administered direct mail survey not involving an intermediary organization.

Central tabulation of questionnaires collected from the survey of the previous paragraph in the Statistics and Information Department, Minister's Secretariat, MHLW.

Definitions

1. Industrial accident rate

(1) Frequency rate

The frequency of occurrence of industrial accidents.

This is calculated according to the following formula:

$$\text{Frequency rate} = \frac{\text{Number of deaths and injuries due to industrial accidents}}{\text{Cumulative hours worked}} \times 1,000,000$$

(2) Severity rate

Working days lost due to workmen's accident. It indicates the degree of seriousness of the accident, calculated by the following formula :

$$\text{Severity rate} = \frac{\text{Aggregated number work-days lost}}{\text{Cumulative hours worked}} \times 1,000$$

2. Degree of disability

Calculated based on the following standard for each level of disability caused by industrial injury.

- (1) Death : death as a result of an industrial accident ; includes not only instantaneous death but also death as a result of occupational injury or disease. (7,500 days)
- (2) Permanent total disability : disability as a result of an industrial accident; results in disability falling under 1st - 3rd degree of physical disability as specified in the Implementing Rules for the Labor Standards Law. (7,500 days)
- (3) Permanent partial disability : disability falling under the 4th-14th degree of physical disability and in which a part of the body is completely lost or the function of a part of the body is lost forever. (50 to 5,500 days in accordance with degree)

List of Working Days Lost

Degree of disability, Physical disability	Working days lost per injury
Death	7,500 days
Permanent total disability (1st-3rd degree physical disability)	
Permanent partial disability	7,500 days
4th degree	5,500 days
5th degree	4,000 days
6th degree	3,000 days
7th degree	2,200 days
8th degree	1,500 days
9th degree	1,000 days
10th degree	600 days
11th degree	400 days
12th degree	200 days
13th degree	100 days
14th degree	50 days

- (4) Temporary disability : excluding industrial accidents resulting in death, permanent total disability, or perma-

nent partial disability, accident in which a worker cannot work because of injury for at least one day or longer from the following day of occurrence of the accident, however, the injury will be cured after passing certain period of time, and which does not leave an injury that falls under the Physically Handicapped Category Grade 1 to Grade 14. (number of calendar days absent from work multiplied by 300/365 multiplied, however, in the case of the leap year, by 300/366)

B Survey on State of Employees' Health

(see page 258~275)

Objective

In recent years in association with changes in the economic environment, problems such as longer working hours, a trend of failing to reduce industrial accidents, and increases in cases of suicide, have occurred in establishments more often. Therefore it is required to respond to them more quickly than before.

This survey is aimed at clarifying the health status of workers and the promotional status of their health management, thereby contributing to the promotion of Industrial health administration and Services, including health guaranteeing measures for workers and enhancement of voluntary health management.

History

The Special Survey on Industrial Safety and Health was started as [Basic Survey on Industrial Safety] in 1966, and 5 independent surveys ([Survey on Labour Environment], [Survey on State of Employees' Health], [Basic Survey on Industrial Safety and Health], [Survey on Technological Innovation and Labour] and [General Survey on the Prevention of Industrial Accidents in the Construction Industry]) were conducted in 5 years rotation respectively until 2010. Since 2011, the previous 5 surveys have been combined into 5 questionnaire forms under the [Special Survey on Industrial Safety and Health].

The survey system was reviewed in 2012, and the surveys were restructured into the [Status Survey], [Survey on Labour Environment], and [Survey on the Prevention of Industrial Accidents in Specified Industries]. The surveys are to be conducted under the collective name of [Survey on Industrial Safety and Health] from 2013 onwards.

Coverage

1. Area
Nationwide
2. Industry

The following industries, based on the Standard Industrial Classification for Japan (revised on November 2007) were surveyed: Agriculture, Forestry (forestry only), Mining, Quarrying of stone and gravel, Construction, Manufacturing, Electricity. Gas. Heat supply and Water, Information and commu-

nications, Transportation, Postal activities, Wholesale, Retail trade, Finance, Insurance, Real estate and Goods rental and leasing, Scientific research, Professional and technical services, Accommodations, Eating and drinking services, Living-related and personal services, Amusement services, Education and learning support, Medical, Health care and welfare, Compound services, Services (not elsewhere classified)

3. Establishments

About 14,000 private establishments were selected from the industries listed in 2 above which hired 10 or more regular employees.

4. Employees

Out of regular employees and dispatched workers hired by establishments listed in 3 above, about 19,000 employees were selected.

Survey period

As a rule, the survey was conducted as of the 31st of October, 2012. However, some items were surveyed for the last month, the last 6 months and the last full year. As for the survey on workers, the status of the establishment where the questionnaire form was delivered was surveyed as of that time. This survey was conducted between 7th December, 2012 and 27th December, 2012.

Survey Items

1. Survey on establishments

- (1) Items on enterprise and establishments
- (2) Items on provision for workers who work long hours
- (3) Items on mental health care
- (4) Items on periodic health evaluation
- (5) Items on examination for cancer and a complete physical examination
- (6) Items on prevention of passive smoking
- (7) Items on low back pain provision
- (8) Items on heat illness provision
- (9) Itemson management for health prevention of workers

2. Survey of workers

- (1) Character of workers, etc.
- (2) Items on working conditions
- (3) Items on periodic health evaluation
- (4) Items on face-to-face consultation with workers who work for long hours
- (5) Items on smoking

Survey method

1. Survey of establishments.

The Statistics and Information Department, Minister's Secretariat, Ministry of Health, Labour and Welfare sends the questionnaire forms directly to the target establishments. Then, the person in charge in that establishment fills out the questionnaire and sends it back to the Statistics and Information Department, Minister's Secretariat, Ministry of Health, Labour and Welfare.

2. Survey on workers

The Statistics and Information Department, Minister's Secretariat, Ministry of Health, Labour and Welfare sends questionnaire forms directly to the establishments which manage surveyed workers. In those establishments, the person in charge selects surveyed workers based on a selection rule, and delivers questionnaire forms to them. The selected workers fill out the questionnaires, put them into their own envelopes and seals them by themselves. The person in charge in that establishment then sends these questionnaire forms all together to the Statistics and Information Department, Minister's Secretariat, Ministry of Health, Labour and Welfare.

VI Living Conditions of Working Persons

A Consumer Price Index

(See pp.276~279)

Objective

The Consumer Price Index (CPI) is calculated to measure the average price movements of goods and services purchased by the households throughout the country. It reflects changes of the cost of purchasing goods and services in a fixed "market basket", but is not designed to measure changes of the cost of living attributed to changes in the consumption structure of households.

History

Compilation of the CPI was started in August 1946. The first revision was made in August 1949, when the index formula was changed to the Laspeyres Method, with earlier series being recalculated retroactively to August 1946. In and after 1955, the base periods have been revised every five years, so as to take account of the changes in consumption patterns.

Although the index items had been classified into five major groups since the computation of the CPI began, the index series with 1980 base were compiled on the basis of a new classification system, i. e., a ten major group system in accordance with the revision of the Income and Expenditure items under the FIES in January 1981.

The computation of the index for "general index including imputed rent" was started following the use of the 1970 base. At the revision of CPI to 1985 base, "general index including imputed rent" was included in the main index.

At the revision of CPI to the 1995 base, the index for "commodities excluding fresh food" was newly created.

Target scope of the Index

Because the Consumer Price Index measures price changes that affect household consumption, the Index targets expenses for household consumption (however, of consumption expenses, religious and ceremonious expenses,

donations, gifts, and other out-of-pocket expenses and money are excluded.)

Accordingly, non-consumption expenditure (direct taxes, social insurance premiums, etc.) and expenditure other than that for purchases of securities, purchases of property or housing, etc., are not included in the Index.

It should be noted that housing-related expenditures of home ownership are incorporated in the Index using the imputed rent method.

Index Formula

The index is calculated as the weighted arithmetic mean with fixed base (Laspeyres' formula). The formula is as follows :

$$I_t = \frac{\sum_{i=1}^n \frac{P_{ti}}{P_{oi}} W_{oi}}{\sum_{i=1}^n W_{oi}} \times 100$$

i : item

n : no. of item

where P_{oi} : average price of item "i" in the base period (o)

P_{ti} : average price of item "i" in the current period (t)

W_{oi} : weight for item "i" in the base period

Index reference period and weight reference period

Both the index reference period and the weight reference period are the calendar year 2005.

Items to be priced

The number of items priced for the computation of the index is 588 including 1 items of imputed rent for owner-occupied housings (including 5 items to investigate only in Okinawa). Items are selected in consideration of the relative importance of each item to the total living expenditures, representativeness of price movements and feasibility of price data collection, in order to represent the price movements of all the goods and services purchased by households.

Through a mid-point year review, "television (CRT)" was integrated into "television (flat screen)," and "audio recording medium" was integrated into "recordable DVD." In addition, three new items were added; namely, "beer-like alcoholic beverage," "electric washing machine (washer/dryer)," and "household game device (portable)." Consequently, the number of items changed from the results of January 2008 to 585.

Price Data

Prices of index items are derived from the Retail Price Survey (RPS) conducted by the Statistics Bureau, Ministry of Internal Affairs and Communications.

Seasonally Adjusted Series

Seasonally adjusted indices are computed in order to see general price trends in the economy. The series include "general index", "general index excluding fresh food", "general index excluding imputed rent", "general index excluding imputed rent and fresh food", and "general index excluding food (excluding alcoholic beverages) and energy". At the revision of CPI to the 2005 base, they were included

"Goods" "Semi-durable goods", "Goods, excluding fresh food".

As for the seasonal adjustment method, X-12 ARIMA by the U.S. Census Bureau is employed. When the results for December of the current year are finalized, recalculation is done with seasonally adjusted series including the data for the whole period of the current year, and the series thus updated become the final seasonally adjusted indexes.

B Family Income and Expenditure Survey

(See pp.280~292)

Objective

The Family Income and Expenditure Survey (FIES) aims at providing comprehensive data on incomes and expenditures of consumers in Japan and other related information. The data are used in various fields, such as policy planning, econometric analysis, market research, etc. It also supplies basic data to the calculation of such macroeconomic figures as the Gross Domestic Expenditure and the Consumer Price Index.

History

This survey developed from the Consumer Price Survey begun in July, 1946. Pass through several times revision, in July 1962, the coverage of the FIES was extended to include the entire area of Japan.

In January 2002, the households of one-person (excluding one-person households of student) were incorporated into the coverage of the FIES, and start to collect data about households with 2 or more, those have saving and debt, or not.

Coverage

The survey covers all consumer households in Japan except for institutional households and one-person households comprised of a student. The following households are, however, excluded as inappropriate households.

- Households which manage restaurants, hotels, boarding houses or dormitories, sharing their dwellings
- Households which serve meals to the boarders even though not managing boarding houses as an occupation
- Households with 4 or more living-in employees
- Households whose heads are absent for a long time
- Foreigner households

Survey Period

The survey is implemented every month.

Survey Method

The FIES is a sample survey, and the sample households are selected based on the following criteria. The entire land of Japan is stratified into the strata of 168 cities, towns and villages which are extracted according to region, city class, population change rates and industrial texture. As a rule, each survey unit is composed of two enumeration districts of the 2005 Population Census.

Each unit area is surveyed for 1 year, and after that one-twelfth of the units are renewed every month. In case of households, the sample of two-or-more person household replaced by 6 months and the sample of one-person household replaced by 3 months. Data are obtained in four kinds of questionnaires, namely, Household Schedule, Family Account Book, Yearly Income Schedule and Savings Schedule.

Estimate Method

First, the adjustments coefficients by municipality are calculated in order to compensate the difference in sampling ratios for strata. They are proportional to the inverses of sampling ratios so that the adjusted number of households in Japan will be equal to the number of the households in the universe multiplied by 1/489, the maximum of the sampling ratios for the strata.

Second, these adjustment coefficients are corrected by the distribution of two-or-more-person households by 10 districts and 4 groups by number of household members which are given by the results of Labour Force Survey.

Third, the yearly average values are calculated by the simple arithmetic means of monthly figures.

of the Ministry of Health and Welfare began keeping statistics on labour unions, and gathering monthly figures on the formation, dissolution and number of labour unions at the end of each month. In September 1948, the survey was transferred to the jurisdiction of the Labour Statistics and Research Bureau of the Ministry of Labour. Survey results continued to be published until June 1949, when the revised Labour Union Act abolished the requirement to report the formation or dissolution of labour unions.

Separate from the above survey, the Labour Policy Bureau of the Ministry of Health and Welfare conducted an exhaustive nationwide labour union survey in 1947 based on conditions as of June 30 and December 31. This survey was transferred to the Labor Statistics and Research Bureau (known today as the Statistics and Information Department of the Ministry of Health, Labour and Welfare) in 1948. This survey, known as the "Basic Survey on Labour Unions" was carried out at the end of June every year.

In 1983, the "Basic Survey on Labour Unions" was begun, as a part of "General Survey on Labour Relations" to acquire an overall view of labour relations. This survey is the same as the former "Basic Survey on Labour Unions," to which a "Survey on Status of Labour Unions" on a different subject every year has been added.

"Survey on Status of Labour Unions" was the subject for the 2012 "Survey on Collective Bargainings and Labour Disputes".

VII Social Insurance

A Employment Insurance Statistics

(See pp.293~297)

B Workmen's Accident Compensation Insurance Statistics

(See pp.298~299)

C Health Insurance Statistics

(See pp.300~301)

D Employees Pension Insurance Statistics

(See pp.302)

VIII Labour Relations

A General Survey on Labour Relations

(See pp.303~315)

History

Prewar surveys on labour unions had been conducted first by the Police Bureau and the Social Affairs Bureau of the Ministry of Home Affairs, and then by the Labour Bureau and the Labour Policy Bureau of the Ministry of Health and Welfare, which continued conducting the survey until 1944. The survey results were published until 1941.

Immediately after World War II, the Labour Policy Bureau

A-1 Basic Survey on Labour Unions

(See pp.303)

Objective

The objective of this survey is to investigate the number of all labour unions throughout the country and their members and participating organization, and define actual conditions of organization of labour unions, such as the distribution of industry distinction, area distinction, and affiliation of upper-part unions and members of an association of a labour union organization.

Coverage

This survey covers all labour unions existing throughout the country at the time of the survey (including employees' organizations prescribed in the National Public Service Act or Local National Public Service Act). For the Seamen's Unions, results of a survey conducted by the Maritime Human Resources Policy Division, Maritime Bureau, Ministry of Land, Infrastructure, Transport and Tourism, are used.

Survey Period

As of June 30, 2012

Survey Items

1. Unit labour unions or unitary labour unions

Name of union, name of enterprise, main services or main products manufactured by the establishment that members

work in, type of union, number of members, applied laws and regulations, and status of affiliation with upper-part unions

2. Federations of unions

Name of federation, type of federation, number of members, and status of affiliation with upper-part unions

Survey Method

An On-the-spot survey (partly including mail); staffs from prefectural Labour Policy Sections and Labour Policy Offices visit the labour unions, and the questionnaires are filled in by union representatives under supervision.

For the collection of questionnaire forms, an online reporting method via the Internet, utilizing the online survey system that is jointly used for governmental statistics, has also been used since 2012.

Definitions

1. Unit labour unions: refers to a union that takes the formation, under the convention, in which members of the organization in question participate as an individual worker and that has no subordinate organization (branch offices) which can engage in independent activity.
2. Unitary labour unions: refers to a union that takes the formation, under the convention, in which members of the organization in question participate as an individual worker and that has, within the organization, subordinate organizations (branch offices) which can engage in independent activity.
3. Federations of unions: a body incorporating two or more unit labour unions or unitary labour unions. In this survey, permanent consultative bodies (councils) consisting of two or more labour unions are also considered federations.

A—2 Survey on Collective Bargainings and Labor Disputes

(See pp.304~315)

Aim of survey

With labour unions as subject, to make clear the actual situation of as collective bargaining by labour unions and the situation of procedure for labor dispute under the circumstance in which labour environment is changing.

Scope of Survey

1. Area

All areas of Japan

2. Industry

The following industries based on the Standard Industrial Classification for Japan.

- (1) Mining and quarrying of stone and gravel
- (2) Construction
- (3) Manufacturing
- (4) Electricity, gas, heat supply and water
- (5) Information and communications
- (6) Transport and postal activities
- (7) Wholesale and retail trade

(8) Finance and insurance

(9) Real estate and goods rental and leasing

(10) Scientific research, professional and technical services

(11) Accommodations, eating and drinking services

(12) Living-related and personal services and amusement services

(13) Education, learning support

(14) Medical, health care and welfare

(15) Compound services

(16) Services, N.E.C

3. Subject of Survey

Approximately 4,900 labour unions selected by a random sampling method out of labour unions which have more than 30 union members in private establishments belonging to the above industries.

Survey Period

This survey was conducted from July 1 until July 20, 2012, based on conditions being applied as of June 30, 2012.

Items of Survey

1. Items regarding labour union
2. Items regarding collective bargaining
3. Items regarding labour dispute
4. Items regarding measure to settle various problems between labour and management
5. Awareness regarding labour-management relations

Method of Survey

The office staff of the Labour Policy Divisions and Labour Policy Offices in prefectures delivers questionnaire forms to subject labour unions (including posting). After the labour unions complete the questionnaire forms, the same office staff collects these forms.

B Survey on Labour Disputes Statistics

(See pp.316~323)

Objective

This objective of this survey is to study labour disputes in order to gather basic information labour for administration purposes.

History

The first statistics on labour disputes were compiled in 1897 by the Commerce and Industry Bureau, Agriculture and Commerce Ministry and the Police Bureau, Ministry of Home Affairs, followed in turn by the Social Affairs Bureau of the same ministry, the Labour Bureau (and later the Employment Bureau and the Labour Policy Bureau) of the Ministry of Health and Welfare, and by the Labour Policy Bureau of the Ministry of Labour. In September 1948, this survey came under the jurisdiction of the Labour Statistics and Research Bureau, Ministry of Labour (known today as the Statistics and Information Department, Ministry of Health, Labour and Welfare), which has conducted it since then.

Over the decades the survey has been amended several times. The most recent important change was made in January 1950, when the scope and standards for compilation were partially amended to obtain more accurate statistics and to better conform to international standards.

Coverage

All labour disputes

Survey Period

The survey is based on conditions each month for labour disputes from start to settlement, as of the end of the month.

Survey Method

The Statistics and Information Department, Minister's Secretariat Ministry of Health, Labour and Welfare, sent questionnaire forms directly to prefectural offices in charge of labour administration.

The prefectural offices in charge of labour administration filled out the questionnaire forms and sent them back to the Statistics and Information Department, Minister's Secretariat Ministry of Health, Labour and Welfare.

The following standards for tabulation were used.

Standards for Tabulation:

1. In cases where a strike or other workers' act of dispute occurs simultaneously with an employer's lockout, the dispute is tabulated in the column for each act but counted as one dispute in the column for total number of disputes (excluding duplications).
2. In cases where two types of major demand are made in one dispute, each major demand is counted.

Definitions

Labour dispute : any dispute over workers' status between labour and management for the settlement of which a third party intervenes through conciliation, mediation,

or arbitration, or where acts of dispute have occurred.

Total dispute : the total of all dispute accompanied by acts of dispute or settled by third party intervention.

Act of dispute : action taken by either or both parties to attain an objective which disrupts normal business operation (strikes of a half day or more, lockouts, strikes of a half day or less, slowdowns, and production takeovers).

Strike of a half day or more : temporary work stoppage by a workers' organization to obtain an objective. Strikes of a half day or less are excluded.

Lockout : stoppage of business activity by an employer as a means of dispute, accompanied by employer's announcement to that effect.

Strike of a half day or less : temporary work stoppage by a workers' organization to obtain an objective, with an aggregate duration of less than one-half of one working day.

Slowdown : reduction in work efficiency by a workers' organization to obtain an objective while continuing to work.

Production takeover : where a business establishment is occupied by workers against the will of the employer and production and operation are conducted according to the workers' policies.

Working days lost : aggregate person-days lost by dispute participants during a strike lasting a half day or more and lockouts (excluding number of person-days lost indirectly).

IX International Labour-related Statistics

(See pp.324~325)