19 Labour and Wages

This chapter covers labour force, wages, hours worked, labour turnover, labour productivity, labour unions and labour disputes.

The section on labour force contains statistics on persons in labour force, employed persons and unemployed persons.

The section on wages contains earnings structure, etc.

The section on hours worked contains average hours worked and the working hour system.

The section on labour turnover contains statistics on the desires for employment or job changes, the condition of new employment and the separation from job, and the employment referrals.

The section on labour productivity contains labour productivity index.

The section on labour unions and labour disputes contains statistics on labour unions, union membership and labour disputes.

For employment insurance and workers' accident compensation insurance, see "23 Social Security", and for industrial injuries, see "29 Disasters and Accidents".

Labour Force Survey (Fundamental Statistical Survey) The survey, started in September 1946 by the Statistics Bureau, Ministry of Internal Affairs and Communications with the aim to survey the monthly changes of labour force status of the national population, became a full-dress survey from July 1947, after experiencing an experimental period of about a year. It is a sampling survey for households and household members covering, since October 1982, about 40,000 households and their household members, and is taken as of the end of each month (as of 26 for December). Labour force status is determined by the actual conditions in a week ending the last day of each month (from 20 to 26 for December), covering about 100,000 persons 15 years old and over in those households.

Population Census (Fundamental Statistical Survey) See "2 Population and Households". This chapter covers the employed persons by industry and employment status.

Monthly Labour Survey (Fundamental Statistical Survey) The survey has been conducted by the Ministry of Health, Labour and Welfare in order to clarify month-to-month change of employment, earnings and hours worked. It is a sample survey, consisting of three components: the national survey to clarify changes in wages, hours worked and employment; the prefectural survey to clarify these changes in each prefecture, both for establishments with 5 or more regular employees; and the special survey for establishments with 1 to 4 regular employees. The scope of the survey is all industries excluding "A-Agriculture and Forestry", "B-Fisheries", "Domestic services", of "N-Living-related and Personal Services and Amusement Services", "Foreign governments and international agencies in Japan" of "R-Services, n.e.c." and "S-Government, excluding elsewhere classified", as defined in Japan Standard Industrial Classification. "Mariners" stipulated in the Mariners Act among regular workers employed at places of business are excluded from the survey.

The national survey is conducted as of the end of survey month by mail or online reporting (for establishments with 30 or more regular employees) and via visits by enumerators or online reporting (for establishments with 5 to 29 regular employees) at approximately 33,000 establishments with 5 or more regular employees.

Indices concerning employment, wages and hours worked, etc. are compiled from the result of the national survey, and

use the year 2020 as their base period.

Basic Survey on Wage Structure (Fundamental Statistical Survey) This survey, which was conducted by the Ministry of Health, Labour and Welfare for the purpose of clarifying in detail the actual state of wage structure of the country, belongs to a series of surveys on wage structure conducted annually since 1948.

The survey was conducted, in principle, every year in July as of 30 June, at about 79,321 establishments (for the 2025 survey) selected from privately managed establishments with 5 or more regular employees (establishment with 5 to 9 employees is included only when the enterprise employ 5 to 9 employees) and publicly managed establishments with 10 or more regular employees by the stratified sampling method taking prefecture, industry and establishment size into account. The scope of the survey is all industries, excluding "A-Agriculture and Forestry", "B-Fisheries", "Domestic services", of "N-Living-related and Personal Services and Amusement Services", "Foreign governments and international agencies in Japan" of "R-Services, n.e.c." and "S-Government, excluding elsewhere classified", as defined in Japan Standard Industrial Classification.

Survey of Remuneration in the Private Sector The survey has been conducted annually since 1948 by the National Personnel Authority in order to obtain basic data for comparative investigation of the remuneration of public employees and that of employees of private enterprises, based on the provisions of the National Public Service Act and Local Public Service Act.

The survey covers private establishments with 50 or more regular employees, engaged in any industries excluding "Religion" and "Foreign governments and international agencies in Japan" in "R-Services, n.e.c." and "S-Government, except elsewhere classified" as defined in Japan Standard Industrial Classification. The 2025 survey was conducted in the end of April to the middle of June at 11,865 establishments, asking remuneration situation as of the last payment day in April.

General Survey on Working Conditions This survey is conducted annually by the Ministry of Health, Labour and Welfare to clarify the working conditions of privately managed enterprises in Japan by comprehensively surveying working hours system and wage system, etc. Covered by the survey are 6,448 enterprises (for the 2025 survey) selected by random sampling stratifying by industry and size of enterprise from private enterprises with 30 or more regular employees in all industries excluding "A-Agriculture and Forestry", "B-Fisheries" "Domestic services" of "N-Living-related and Personal Services and Amusement Services", "Political, business and cultural organisations", "Religion" and "Foreign governments and international agencies in Japan" of "R-Services, n.e.c." and "S-Government, except elsewhere classified" as defined in Japan Standard Industrial Classification.

Employment Status Survey (Fundamental Statistical Survey) The survey aims to obtain basic data on the actual conditions of the employment structure at both national and regional levels by surveying usual labour force status in Japan. The survey was first taken in 1956 by the Statistics Bureau, Ministry of Internal Affairs and Communications. It had been taken, as a rule, every three years, but the interval was extended to five years after the 1982 survey, so that the 2022 survey became the eighteenth. The survey conducted as of 1 October. The survey aims to ascertain the status of the labour force on the basis of the prevailing conditions as of the survey date, seeking the number of working days, hours worked and income as well as desires for employment, comparing persons both with a job and without a job, and investigating changes in employment within the past one year, etc. The 2022 survey covered a national sample of about

540,000 households and about 1,080,000 persons 15 years old and over residing in these households.

Survey on Employment Trends The survey has been conducted twice a year, the first half and the latter half, since 1964 by the Ministry of Health, Labour and Welfare for the purpose of analysing industry, size, occupation and interregional mobility of workforce by surveying the characteristics and circumstances of newly hired employees and separated employees in major industries. The survey covers 14,867 establishments (for the 2024 survey) with 5 or more regular employees, sampled from all industries, excluding "A-Agriculture and Forestry", "B-Fisheries", "Domestic services", of "N-Living-related and Personal Services and Amusement Services", "Foreign governments and international agencies in Japan" of "R-Services, n.e.c." and "S-Government, excluding elsewhere classified" together with 59,412 persons (for the 2024 survey) who are sampled from the newly-hired employees in the sample establishments and 71,941 persons (for the 2024 survey) sampled from the employees separated from the above establishments are surveyed through the respective establishments.

Employment Security Service Statistics（Employment Referrals for General Workers） This statistics show the number of job offers, job applications, and employment opportunities at public employment security offices (excluding new graduates). The Ministry of Health, Labour and Welfare publishes the "Status of General Employment Placement" on a monthly basis for the purpose of compiling a list of employment opportunities and other indicators. In addition to the "Status of General Employment Placement," the Ministry of Health, Labour and Welfare has statistics on employment placement including the "Employment Placement Status of New Graduates (High and Junior High School)," which compiles the job searches, job offers, and employment status of new high and junior high school graduates (Abolished as of the fiscal 2025 release), and the "Employment Placement Status of Persons with Disabilities, etc.," which compiles the employment placement status of persons with disabilities and creates an index of employment rate. These statistics are published in this chapter.

Worker Dispatching Business Reports Under the Worker Dispatching Act, worker dispatching business reports are required to be submitted to the Minister of Health, Labour and Welfare by dispatching business operators regarding their operations as of 1 June. The Ministry of Health, Labour and Welfare publishes preliminary statistics based on the results of the worker dispatching business reports. This chapter covers the total number of places of business, the number of dispatched workers, and the number of day workers dispatched.

School Basic Survey (Fundamental Statistical Survey) See "25 Education". This chapter covers the number of new school graduates who found employment by industry.

Productivity Statistics Productivity Statistics measure labor productivity (physical labor productivity index) in the mining and manufacturing sector and major industrial sectors on a monthly, quarterly, and annual basis. Since 1958, they have been published monthly by the Japan Productivity Center as indicators of efficiency by industry and business type.

Basic Survey on Labour Unions The survey was initiated in 1947 under the name of Survey on Labour Unions as a complete count survey in order to clarify actual conditions of the organisation of labour unions. It was renamed to Basic Survey on Trade Unions in 1948. In 1983, the name of the survey was changed to the present one, and, at the same time, the survey became a part of the Survey on Industrial Relations. The survey is conducted in July, covering all the labour

unions in Japan, by the Ministry of Health, Labour and Welfare as of the end of June every year.

Survey on Labour Disputes The Survey on Labour Disputes is conducted by the Ministry of Health, Labour and Welfare to investigate the situation of labor disputes in Japan, to clarify actual conditions, and to provide basic data for promoting labor administration. The survey covers the one-month period from the beginning of the month to the end of the month. As of the end of each month, the survey covers labor disputes that occurred during this period or that continued from the previous month.

See the Glossary for Terms in this chapter.

19-1 就業状態別15歳以上人口

Population Aged 15 Years Old and Over by Labour Force Status

A 総数（平成8年～令和7年）

Total (1996 to 2025)

（単位 万人） (In 10 thousand of persons)

年次 Year	総数 Total 1)	労働力人口 Labour force					非労働力人口 Not in labour force		
		計 Total	就業者 Employed		完全失業者 Unemployed		計 Total		
				就業率 Employment rate (%) 2)		完全失業率 Unemployment rate (%) 3)		#通学 Attending school	#家事 House keeping
平成8年平均 1996 Av.	10,571	6,711	6,486	61.4	225	3.4	3,852	879	1,685
9 1997	10,661	6,787	6,557	61.5	230	3.4	3,863	855	1,678
10 1998	10,728	6,793	6,514	60.7	279	4.1	3,924	836	1,700
11 1999	10,783	6,779	6,462	59.9	317	4.7	3,989	830	1,731
12 2000	10,836	6,766	6,446	59.5	320	4.7	4,057	815	1,775
13 2001	10,886	6,752	6,412	58.9	340	5.0	4,125	801	1,792
14 2002	10,927	6,689	6,330	57.9	359	5.4	4,229	788	1,758
15 2003	10,962	6,666	6,316	57.6	350	5.3	4,285	780	1,751
16 2004	10,990	6,642	6,329	57.6	313	4.7	4,336	772	1,728
17 2005	11,008	6,651	6,356	57.7	294	4.4	4,346	750	1,721
18 2006	11,030	6,664	6,389	57.9	275	4.1	4,358	726	1,721
19 2007	11,066	6,684	6,427	58.1	257	3.9	4,375	708	1,710
20 2008	11,086	6,674	6,409	57.8	265	4.0	4,407	701	1,705
21 2009	11,099	6,650	6,314	56.9	336	5.1	4,446	698	1,670
22 2010	11,111	6,632	6,298	56.6	334	5.1	4,473	696	1,672
23 2011 4)	11,117	6,596	6,293	56.5	302	4.6	4,518	699	1,687
24 2012	11,110	6,565	6,280	56.5	285	4.3	4,543	693	1,660
25 2013	11,107	6,593	6,326	56.9	265	4.0	4,510	680	1,595
26 2014	11,109	6,609	6,371	57.3	236	3.6	4,494	678	1,553
27 2015	11,110	6,625	6,402	57.6	222	3.4	4,479	678	1,528
28 2016	11,115	6,678	6,470	58.1	208	3.1	4,430	656	1,498
29 2017	11,118	6,732	6,542	58.8	190	2.8	4,379	656	1,458
30 2018	11,116	6,849	6,682	60.0	167	2.4	4,258	621	1,379
令和元年平均 2019 Av.	11,112	6,912	6,750	60.6	162	2.4	4,191	599	1,329
2 2020	11,108	6,902	6,710	60.3	192	2.8	4,197	588	1,317
3 2021	11,087	6,907	6,713	60.4	195	2.8	4,171	588	1,269
4 2022	11,038	6,902	6,723	60.9	179	2.6	4,128	578	1,228
5 2023	11,017	6,925	6,747	61.2	178	2.6	4,084	568	1,178
6 2024	10,995	6,957	6,781	61.7	176	2.5	4,031	556	1,135
7 2025	10,973	7,004	6,828	62.2	176	2.5	3,962	546	1,086

1）不詳を含む。 2）（就業者÷15歳以上人口）×100 3）（完全失業者÷労働力人口）×100 4）労働力人口及び非労働力人口は、東日本大震災の影響により、補完的に推計した値（2015年国勢調査基準）

1) Including not reported. 2) (Employed / population aged 15 years old and over) x 100

3) (Unemployed / labour force) x 100 4) Labour force and not in labour force are supplementary-estimated figures (Referential figures : 2015 Population Census base) due to the Great East Japan Earthquake.

資料 総務省統計局「労働力調査結果」

Source: Statistics Bureau, Ministry of Internal Affairs and Communications.

19-1 就業状態別15歳以上人口（続き）

Population Aged 15 Years Old and Over by Labour Force Status (*Cont'd*)

B 男（平成8年～令和7年）

Male (1996 to 2025)

（単位 万人） (In 10 thousand of persons)

年次	Year		総数 Total 1)	労働力人口 Labour force					非労働力人口 Not in labour force		
				計 Total	就業者 Employed		完全失業者 Unemployed		計 Total		
						就業率 Employment rate (%) 2)		完全失業率 Unemployment rate (%) 3)		#通学 Attending school	#家事 House keeping
平成8年平均	1996	Av.	5,136	3,992	3,858	75.1	134	3.4	1,140	469	24
9	1997		5,180	4,027	3,892	75.1	135	3.4	1,147	452	25
10	1998		5,209	4,026	3,858	74.1	168	4.2	1,177	447	27
11	1999		5,232	4,024	3,831	73.2	194	4.8	1,199	442	30
12	2000		5,253	4,014	3,817	72.7	196	4.9	1,233	435	36
13	2001		5,273	3,992	3,783	71.7	209	5.2	1,277	429	42
14	2002		5,294	3,956	3,736	70.6	219	5.5	1,333	419	38
15	2003		5,308	3,934	3,719	70.1	215	5.5	1,369	416	38
16	2004		5,318	3,905	3,713	69.8	192	4.9	1,406	414	38
17	2005		5,323	3,901	3,723	69.9	178	4.6	1,416	404	39
18	2006		5,331	3,903	3,735	70.0	168	4.3	1,425	391	44
19	2007		5,352	3,917	3,763	70.3	154	3.9	1,433	379	47
20	2008		5,360	3,904	3,745	69.8	159	4.1	1,454	374	47
21	2009		5,364	3,869	3,666	68.2	203	5.3	1,494	379	48
22	2010		5,365	3,850	3,643	67.7	207	5.4	1,513	375	54
23	2011	4)	5,367	3,825	3,639	67.6	187	4.9	1,538	373	62
24	2012		5,363	3,796	3,622	67.5	174	4.6	1,566	367	62
25	2013		5,362	3,783	3,620	67.5	163	4.3	1,576	363	64
26	2014		5,363	3,776	3,635	67.7	142	3.7	1,583	362	65
27	2015		5,365	3,773	3,639	67.8	135	3.6	1,588	359	68
28	2016		5,367	3,784	3,657	68.1	126	3.3	1,580	345	69
29	2017		5,368	3,789	3,677	68.4	112	3.0	1,576	347	73
30	2018		5,367	3,826	3,726	69.3	99	2.6	1,537	328	67
令和元年平均	2019	Av.	5,366	3,841	3,744	69.7	96	2.5	1,520	318	67
2	2020		5,364	3,840	3,724	69.3	115	3.0	1,520	311	75
3	2021		5,351	3,827	3,711	69.1	117	3.1	1,520	311	77
4	2022		5,328	3,805	3,699	69.4	107	2.8	1,518	305	75
5	2023		5,321	3,801	3,696	69.5	105	2.8	1,516	301	80
6	2024		5,313	3,800	3,699	69.6	101	2.7	1,510	295	81
7	2025		5,304	3,805	3,702	69.8	102	2.7	1,496	292	83

1）不詳を含む。 2）（就業者÷15歳以上人口）×100 3）（完全失業者÷労働力人口）×100 4）労働力人口及び非労働力人口は、東日本大震災の影響により、補完的に推計した値（2015年国勢調査基準）

1) Including not reported. 2) (Employed / population of 15 years aged and over) x 100

3) (Unemployed / labour force) x 100 4) Labour force and not in labour force are supplementary-estimated figures (Referential figures : 2015 Population Census base) due to the Great East Japan Earthquake.

資料 総務省統計局「労働力調査結果」

Source: Statistics Bureau, Ministry of Internal Affairs and Communications.

19-1 就業状態別15歳以上人口（続き）

Population Aged 15 Years Old and Over by Labour Force Status (*Cont'd*)

C 女（平成8年～令和7年）

Female (1996 to 2025)

（単位 万人） (In 10 thousand of persons)

年次 Year	総数 Total 1)	労働力人口 Labour force					非労働力人口 Not in labour force		
		計 Total	就業者 Employed		完全失業者 Unemployed		計 Total		
				就業率 Employment rate (%) 2)		完全失業率 Unemployment rate (%) 3)		#通学 Attending school	#家事 House keeping
平成8年平均 1996 Av.	5,435	2,719	2,627	48.3	91	3.3	2,712	410	1,662
9 1997	5,481	2,760	2,665	48.6	95	3.4	2,716	403	1,652
10 1998	5,519	2,767	2,656	48.1	111	4.0	2,747	389	1,673
11 1999	5,552	2,755	2,632	47.4	123	4.5	2,790	387	1,701
12 2000	5,583	2,753	2,629	47.1	123	4.5	2,824	381	1,739
13 2001	5,613	2,760	2,629	46.8	131	4.7	2,848	372	1,750
14 2002	5,632	2,733	2,594	46.1	140	5.1	2,895	369	1,720
15 2003	5,654	2,732	2,597	45.9	135	4.9	2,916	364	1,713
16 2004	5,672	2,737	2,616	46.1	121	4.4	2,930	358	1,690
17 2005	5,685	2,750	2,633	46.3	116	4.2	2,930	346	1,681
18 2006	5,698	2,761	2,654	46.6	107	3.9	2,933	334	1,677
19 2007	5,714	2,768	2,665	46.6	104	3.7	2,942	329	1,663
20 2008	5,726	2,771	2,664	46.5	107	3.8	2,953	326	1,658
21 2009	5,736	2,782	2,649	46.2	133	4.8	2,952	319	1,622
22 2010	5,746	2,783	2,656	46.3	128	4.6	2,960	321	1,618
23 2011 4)	5,750	2,770	2,654	46.2	115	4.2	2,980	325	1,625
24 2012	5,747	2,769	2,658	46.2	112	4.0	2,977	326	1,597
25 2013	5,746	2,809	2,707	47.1	103	3.7	2,934	318	1,531
26 2014	5,746	2,832	2,737	47.6	96	3.4	2,911	316	1,488
27 2015	5,746	2,852	2,764	48.0	89	3.1	2,891	320	1,460
28 2016	5,748	2,895	2,813	48.9	82	2.8	2,850	311	1,429
29 2017	5,750	2,944	2,865	49.8	78	2.7	2,803	309	1,385
30 2018	5,749	3,024	2,956	51.3	67	2.2	2,721	293	1,312
令和元年平均 2019 Av.	5,747	3,072	3,005	52.2	66	2.2	2,670	282	1,263
2 2020	5,744	3,063	2,986	51.8	76	2.5	2,677	277	1,243
3 2021	5,735	3,080	3,002	52.2	78	2.5	2,651	278	1,191
4 2022	5,711	3,096	3,024	53.0	73	2.4	2,610	273	1,153
5 2023	5,696	3,124	3,051	53.6	73	2.3	2,568	267	1,098
6 2024	5,682	3,157	3,082	54.2	76	2.4	2,521	260	1,054
7 2025	5,669	3,200	3,126	55.1	74	2.3	2,466	255	1,002

1) 不詳を含む。 2) （就業者÷15歳以上人口）×100 3) （完全失業者÷労働力人口）×100 4) 労働力人口及び非労働力人口は、東日本大震災の影響により、補完的に推計した値（2015年国勢調査基準）

1) Including not reported. 2) (Employed / population aged 15 years old and over) x 100

3) (Unemployed / labour force) x 100 4) Labour force and not in labour force are supplementary-estimated figures (Referential figures : 2015 Population Census base) due to the Great East Japan Earthquake.

資料 総務省統計局「労働力調査結果」

Source: Statistics Bureau, Ministry of Internal Affairs and Communications.

19-2 年齢階級、就業状態別労働力人口

Labour Force by Age Group and Labour Force Status

A 総数（平成22年～令和7年）

Total (2010 to 2025)

（単位 万人） (In 10 thousand of persons)

年次	Year	総数 Total	15-24歳 years old	25-34	35-44	45-54	55-64	65歳以上 and over
		労働力人口 Labour force						
平成22年平均	2010 Av.	6,632	544	1,329	1,542	1,343	1,290	585
27	2015	6,625	516	1,191	1,558	1,439	1,173	746
令和2年平均	2020 Av.	6,902	584	1,158	1,397	1,636	1,208	919
6	2024	6,957	595	1,168	1,297	1,653	1,298	946
7	2025	7,004	603	1,190	1,280	1,639	1,333	960
		労働力人口比率 Labour force participation rate (%) 1)						
平成22年平均	2010 Av.	59.6	43.2	83.9	82.8	85.3	68.7	19.9
27	2015	59.6	43.0	85.2	85.0	86.2	72.2	22.1
令和2年平均	2020 Av.	62.0	48.6	88.6	87.1	88.1	78.7	25.5
6	2024	63.3	50.8	90.8	89.1	89.0	81.2	26.1
7	2025	63.8	51.5	91.8	89.7	89.6	81.8	26.5
		就業者 Employed						
平成22年平均	2010 Av.	6,298	492	1,247	1,472	1,291	1,227	570
27	2015	6,402	488	1,136	1,510	1,400	1,137	732
令和2年平均	2020 Av.	6,710	558	1,113	1,363	1,597	1,177	903
6	2024	6,781	572	1,128	1,267	1,619	1,265	930
7	2025	6,828	580	1,150	1,250	1,606	1,299	943
		完全失業者 Unemployed						
平成22年平均	2010 Av.	334	51	82	71	52	64	15
27	2015	222	29	55	48	40	37	15
令和2年平均	2020 Av.	192	27	45	35	38	31	16
6	2024	176	24	40	30	34	33	16
7	2025	176	23	39	30	33	34	18
		完全失業率 Unemployment rate (%) 2)						
平成22年平均	2010 Av.	5.1	9.4	6.2	4.6	3.9	5.0	2.4
27	2015	3.4	5.5	4.6	3.1	2.8	3.1	2.0
令和2年平均	2020 Av.	2.8	4.6	3.9	2.5	2.3	2.6	1.7
6	2024	2.5	4.0	3.4	2.3	2.1	2.5	1.7
7	2025	2.5	3.8	3.3	2.3	2.0	2.6	1.9

1)（労働力人口÷15歳以上人口）×100 2)（完全失業者÷労働力人口）×100

1) (Labour force / population aged 15 years old and over) x 100 2) (Unemployed / labour force) x 100

資料 総務省統計局「労働力調査結果」

Source: Statistics Bureau, Ministry of Internal Affairs and Communications.

19-2 年齢階級、就業状態別労働力人口（続き）
Labour Force by Age Group and Labour Force Status (*Cont'd*)

B 男（平成22年～令和7年）
Male (2010 to 2025)

（単位 万人） (In 10 thousand of persons)

年次	Year	総数 Total	15-24歳 years old	25-34	35-44	45-54	55-64	65歳以上 and over
		労働力人口 Labour force						
平成22年平均	2010 Av.	3,850	273	767	912	760	778	361
27	2015	3,773	263	672	893	802	687	455
令和2年平均	2020 Av.	3,840	295	636	781	895	683	549
6	2024	3,800	299	628	709	895	719	550
7	2025	3,805	303	634	695	883	734	555
		労働力人口比率 Labour force participation rate (%) 1)						
平成22年平均	2010 Av.	71.6	42.4	95.1	96.8	96.4	83.9	28.8
27	2015	70.3	42.9	94.5	96.1	95.4	85.6	31.1
令和2年平均	2020 Av.	71.4	48.1	94.9	96.0	95.5	89.7	35.1
6	2024	71.5	49.6	94.9	95.7	95.3	90.3	35.0
7	2025	71.7	50.3	94.9	95.6	95.4	90.3	35.4
		就業者 Employed						
平成22年平均	2010 Av.	3,643	244	717	873	729	731	350
27	2015	3,639	248	640	866	779	663	443
令和2年平均	2020 Av.	3,724	280	609	761	873	663	537
6	2024	3,699	287	606	692	877	700	538
7	2025	3,702	291	612	678	865	714	542
		完全失業者 Unemployed						
平成22年平均	2010 Av.	207	29	49	39	31	46	12
27	2015	135	15	32	27	23	25	11
令和2年平均	2020 Av.	115	15	27	21	21	20	13
6	2024	101	12	22	17	18	19	12
7	2025	102	12	22	17	18	20	13
		完全失業率 Unemployment rate (%) 2)						
平成22年平均	2010 Av.	5.4	10.4	6.6	4.3	4.1	6.0	3.3
27	2015	3.6	5.9	4.8	3.0	2.9	3.7	2.4
令和2年平均	2020 Av.	3.0	5.0	4.1	2.7	2.4	2.9	2.4
6	2024	2.7	4.0	3.5	2.4	2.0	2.6	2.2
7	2025	2.7	4.0	3.5	2.4	2.0	2.7	2.3

1)（労働力人口÷15歳以上人口）×100 2)（完全失業者÷労働力人口）×100
1) (Labour force / population aged 15 years old and over) x 100 2) (Unemployed / labour force) x 100

資料 総務省統計局「労働力調査結果」
Source: Statistics Bureau, Ministry of Internal Affairs and Communications.

19-2 年齢階級、就業状態別労働力人口（続き）
Labour Force by Age Group and Labour Force Status (*Cont'd*)

C 女（平成22年～令和7年）
Female (2010 to 2025)

（単位 万人） (In 10 thousand of persons)

年次	Year	総数 Total	15-24歳 years old	25-34	35-44	45-54	55-64	65歳以上 and over
		労働力人口 Labour force						
平成22年平均	2010 Av.	2,783	271	562	631	582	512	224
27	2015	2,852	253	519	664	638	486	293
令和2年平均	2020 Av.	3,063	289	524	616	741	524	370
6	2024	3,157	296	541	588	758	578	396
7	2025	3,200	300	556	585	755	599	405
		労働力人口比率 Labour force participation rate (%) 1)						
平成22年平均	2010 Av.	48.5	44.0	72.3	68.6	74.2	53.9	13.3
27	2015	49.6	43.1	75.3	73.4	76.9	59.2	15.3
令和2年平均	2020 Av.	53.2	49.1	82.0	77.9	80.5	68.0	18.2
6	2024	55.6	52.0	86.6	82.2	82.6	72.1	19.3
7	2025	56.4	52.8	88.4	83.6	83.5	73.3	19.7
		就業者 Employed						
平成22年平均	2010 Av.	2,656	248	530	599	561	495	221
27	2015	2,764	240	496	643	620	475	289
令和2年平均	2020 Av.	2,986	278	504	602	724	513	366
6	2024	3,082	285	522	575	743	565	391
7	2025	3,126	289	539	572	741	585	401
		完全失業者 Unemployed						
平成22年平均	2010 Av.	128	22	32	32	21	17	3
27	2015	89	13	22	21	17	11	3
令和2年平均	2020 Av.	76	12	20	14	17	11	4
6	2024	76	11	19	13	15	13	4
7	2025	74	11	17	13	14	14	5
		完全失業率 Unemployment rate (%) 2)						
平成22年平均	2010 Av.	4.6	8.0	5.7	5.0	3.6	3.3	1.3
27	2015	3.1	5.1	4.3	3.2	2.7	2.3	1.0
令和2年平均	2020 Av.	2.5	4.2	3.7	2.3	2.3	2.1	1.1
6	2024	2.4	3.7	3.5	2.2	2.0	2.2	1.0
7	2025	2.3	3.7	3.1	2.2	1.9	2.3	1.2

1)（労働力人口÷15歳以上人口）×100 2)（完全失業者÷労働力人口）×100
1) (Labour force / population aged 15 years old and over) x 100 2) (Unemployed / labour force) x 100

資料 総務省統計局「労働力調査結果」
Source: Statistics Bureau, Ministry of Internal Affairs and Communications.

19-3 男女別就業者数
Employed Persons by Sex

A 産業別（令和2～7年）
By Industry (2020 to 2025)

（単位 万人） (In 10 thousand of persons)

年次、男女	Year and sex	総数 Total 1)	農業、林業 Agriculture and forestry	非農林業 Non-agricultural industries	漁業 Fisheries	鉱業、採石業、砂利採取業 2)	建設業 Construction	製造業 Manufacturing
総数	Total							
令和2年平均	2020Av.	6,710	200	6,510	13	2	494	1,051
6	2024	6,781	180	6,601	12	2	477	1,046
7	2025	6,828	174	6,655	13	2	478	1,033
男	Male							
令和2年平均	2020Av.	3,724	121	3,604	11	2	412	737
6	2024	3,699	112	3,587	10	2	389	729
7	2025	3,702	107	3,595	10	2	389	715
女	Female							
令和2年平均	2020Av.	2,986	79	2,907	3	0	82	314
6	2024	3,082	69	3,013	3	0	87	317
7	2025	3,126	66	3,060	3	0	88	318

年次、男女	Year and sex	非農林業 Non-agricultural industries: 電気・ガス・熱供給・水道業 3)	情報通信業 Information and communications	運輸業、郵便業 Transport and postal activities	卸売業、小売業 Wholesale and retail trade	金融業、保険業 Finance and insurance	不動産業、物品賃貸業 4)	学術研究、専門・技術サービス業 5)
総数	Total							
令和2年平均	2020Av.	32	241	349	1,062	167	140	245
6	2024	30	292	345	1,045	155	140	263
7	2025	33	302	345	1,029	157	145	270
男	Male							
令和2年平均	2020Av.	27	172	274	508	75	84	157
6	2024	25	204	267	496	70	80	162
7	2025	28	208	268	486	71	83	164
女	Female							
令和2年平均	2020Av.	5	69	75	554	92	56	87
6	2024	5	88	78	550	86	59	101
7	2025	6	93	78	543	87	62	106

年次、男女	Year and sex	非農林業 Non-agricultural industries: 宿泊業、飲食サービス業 6)	生活関連サービス業、娯楽業 7)	教育、学習支援業 Education, learning support	医療、福祉 Medical, health care and welfare	複合サービス事業 Compound services	サービス業（他に分類されないもの） 8)	公務（他に分類されるものを除く） 9)
総数	Total							
令和2年平均	2020Av.	392	236	341	867	51	454	249
6	2024	407	230	349	922	46	466	254
7	2025	416	235	356	947	44	482	252
男	Male							
令和2年平均	2020Av.	150	96	144	213	30	270	174
6	2024	155	92	145	235	26	272	171
7	2025	158	94	145	241	25	281	168
女	Female							
令和2年平均	2020Av.	242	139	197	655	21	182	74
6	2024	253	138	205	686	20	194	83
7	2025	259	140	211	706	19	201	84

1) 分類不能・不詳を含む。
1) Including unclassifiable and not reported. 2) Mining and quarrying of stone and gravel 3) Electricity, gas, heat supply and water 4) Real estate and goods rental and leasing 5) Scientific research, professional and technical services 6) Accommodations, eating and drinking services 7) Living-related and personal services and amusement services 8) Services, n.e.c. 9) Government, except elsewhere classified

資料 総務省統計局「労働力調査結果」 Source: Statistics Bureau, Ministry of Internal Affairs and Communications.

19-3 男女別就業者数(続き)
Employed Persons by Sex (*Cont'd*)

B 職業別(令和2～7年)
By Occupation (2020 to 2025)

(単位 万人) (In 10 thousand of persons)

年次、男女 Year and sex	総数 Total 1)	管理的職業従事者 Administrative and managerial workers	専門的・技術的職業従事者 Professional and engineering workers	事務従事者 Clerical workers	販売従事者 Sales workers	サービス職業従事者 Service workers
総数 Total						
令和2年平均 2020Av.	6,710	129	1,221	1,360	852	831
6 2024	6,781	123	1,324	1,419	810	848
7 2025	6,828	125	1,352	1,448	806	862
男 Male						
令和2年平均 2020Av.	3,724	113	643	541	473	263
6 2024	3,699	104	688	558	445	272
7 2025	3,702	107	697	567	442	277
女 Female						
令和2年平均 2020Av.	2,986	17	579	819	379	568
6 2024	3,082	20	636	861	365	575
7 2025	3,126	18	654	881	364	585

年次、男女 Year and sex	保安職業従事者 Security workers	農林漁業従事者 Agricultural, forestry and fishery workers	生産工程従事者 Manufacturing process workers	輸送・機械運転従事者 Transport and machine operation workers	建設・採掘従事者 Construction and mining workers	運搬・清掃・包装等従事者 Carrying, cleaning, packaging, and related workers
総数 Total						
令和2年平均 2020Av.	133	209	873	218	293	482
6 2024	122	187	864	212	275	493
7 2025	120	182	844	214	273	505
男 Male						
令和2年平均 2020Av.	124	134	618	210	286	262
6 2024	112	123	604	203	266	268
7 2025	110	119	585	204	264	278
女 Female						
令和2年平均 2020Av.	10	75	255	7	7	220
6 2024	10	64	260	9	9	225
7 2025	10	63	259	10	8	228

1) 分類不能・不詳を含む。
1) Including unclassifiable and not reported.

資料 総務省統計局「労働力調査結果」
Source: Statistics Bureau, Ministry of Internal Affairs and Communications.

19-3 男女別就業者数(続き)
Employed Persons by Sex (*Cont'd*)

C 従業上の地位別(令和2～7年)
By Employment Status (2020 to 2025)

(単位 万人) (In 10 thousand of persons)

年次、男女 Year and sex	総数 Total 1)	自営業主 Self-employed worker	#雇有業主 With employee	家族従業者 Family worker	雇用者 Employee
総数 Total					
令和2年平均 2020Av.	6,710	527	118	140	6,005
6 2024	6,781	505	109	119	6,123
7 2025	6,828	499	104	115	6,185
男 Male					
令和2年平均 2020Av.	3,724	392	97	27	3,284
6 2024	3,699	364	88	23	3,293
7 2025	3,702	357	84	23	3,306
女 Female					
令和2年平均 2020Av.	2,986	135	20	113	2,721
6 2024	3,082	141	20	96	2,830
7 2025	3,126	142	21	92	2,879

1) 不詳を含む。
1) Including not reported.
資料 総務省統計局「労働力調査結果」
Source: Statistics Bureau, Ministry of Internal Affairs and Communications.

19-4 雇用形態別雇用者数(令和2～7年)
Number of Employees by Type of Employment (2020 to 2025)

(単位 万人) (In 10 thousand of persons)

年次 Year	就業者 Employed person	雇用者 Employment 1)	正規の職員・従業員 Regular employee	非正規の職員・従業員 Non-regular employee	パート Part-time	アルバイト Temporary	労働者派遣事業所の派遣社員 Dispatched worker from temporary labour agency	契約社員 Contract employee	嘱託 Entrusted employee	その他 Other
令和2年平均 2020Av.	6,706	6,000	3,556	2,100	1,030	449	139	279	116	86
6 2024	6,772	6,115	3,645	2,126	1,028	474	154	277	108	86
7 2025	6,820	6,177	3,700	2,128	1,031	481	156	273	105	81

1) 役員を含む。
1) Including executive of company or corporation.
資料 総務省統計局「労働力調査結果」
Source: Statistics Bureau, Ministry of Internal Affairs and Communications.

19-5 産業、従業上の地位別就業者数(令和2年)

Employed Persons by Industry and Employment Status (2020)

(単位 1,000人) (In thousands of persons)

産業	Industry	総数 Total 1)	男 Male	女 Female	雇用者 Employees	役員 Board member of company, etc.	雇人のある業主 Self-employed, employing others	雇人のない業主 Self-employed, not employing others 2)	家族従業者 Family workers
総数	Total	57,674	31,526	26,148	46,982	3,141	1,057	3,799	1,602
農業、林業	Agriculture and forestry	1,838	1,110	728	436	48	112	667	569
漁業	Fisheries	130	99	31	42	5	14	37	30
鉱業、採石業、砂利採取業	Mining and quarrying of stone and gravel	20	17	3	17	2	0	0	0
建設業	Construction	4,252	3,502	750	2,771	630	151	527	135
製造業	Manufacturing	8,921	6,121	2,801	8,007	463	55	249	85
電気・ガス・熱供給・水道業	Electricity, gas, heat supply and water	277	232	45	270	5	0	1	0
情報通信業	Information and communications	1,964	1,393	571	1,724	129	7	94	5
運輸業、郵便業	Transport and postal activities	3,099	2,414	685	2,836	116	11	98	8
卸売業、小売業	Wholesale and retail trade	8,835	4,152	4,683	7,499	591	136	346	210
金融業、保険業	Finance and insurance	1,356	582	774	1,264	55	6	21	3
不動産業、物品賃貸業	Real estate and goods rental and leasing	1,263	732	531	815	236	23	140	42
学術研究、専門・技術サービス業	Scientific research, professional and technical services	2,122	1,346	777	1,431	198	91	331	63
宿泊業、飲食サービス業	Accommodations, eating and drinking services	3,127	1,171	1,956	2,512	102	151	186	156
生活関連サービス業、娯楽業	Living-related and personal services and amusement services	2,010	796	1,215	1,403	92	89	315	97
教育、学習支援業	Education, learning support	2,832	1,171	1,661	2,557	47	34	167	14
医療、福祉	Medical, health care and welfare	7,630	1,862	5,768	7,104	176	121	98	79
複合サービス事業	Compound services	440	259	181	428	5	2	1	1
サービス業(他に分類されないもの)	Services, n.e.c.	3,793	2,262	1,531	3,124	220	34	340	43
公務(他に分類されるものを除く)	Government, except elsewhere classified	2,029	1,409	619	2,029	-	-	-	-
分類不能の産業	Industries unable to classify	1,733	896	837	711	22	19	180	62

1) 従業上の地位不詳を含む。 2) 家庭内職者を含む。

1) Including employment status not reported. 2) Including piece rate work.

資料 総務省統計局「国勢調査結果」

Source: Statistics Bureau, Ministry of Internal Affairs and Communications.

19-6 産業別常用雇用指数（令和2～7年）

Regular Employment Indices by Industry (2020 to 2025)

（令和2年平均＝100） (2020 average=100)

産業	Industry	令和2年平均 2020 Av.	3年 2021	4年 2022	5年 2023	6年 2024	7年 2025
調査産業計	Industries covered	100.0	100.3	99.7	100.4	101.6	102.5
鉱業、採石業、砂利採取業	Mining and quarrying of stone and gravel	100.0	98.6	83.0	81.8	94.3	94.7
建設業	Construction	100.0	100.5	101.8	101.3	99.7	101.8
製造業	Manufacturing	100.0	98.9	97.5	97.7	97.8	97.8
電気・ガス・熱供給・水道業	Electricity, gas, heat supply and water	100.0	101.0	99.8	98.6	98.5	98.8
情報通信業	Information and communications	100.0	102.7	102.5	105.7	107.5	108.5
運輸業、郵便業	Transport and postal activities	100.0	99.2	97.5	96.4	95.2	94.6
卸売業、小売業	Wholesale and retail trade	100.0	100.3	98.2	97.3	99.1	99.6
金融業、保険業	Finance and insurance	100.0	99.0	95.9	94.6	94.6	94.4
不動産業、物品賃貸業	Real estate and goods rental and leasing	100.0	102.9	108.8	111.1	112.6	114.3
学術研究、専門・技術サービス業	Scientific research, professional and technical services	100.0	102.0	101.5	103.4	106.8	107.3
宿泊業、飲食サービス業	Accommodations, eating and drinking services	100.0	97.3	97.8	105.7	112.8	121.9
生活関連サービス業、娯楽業	Living-related and personal services and amusement services 1)	100.0	94.2	93.1	95.1	97.8	99.2
教育、学習支援業	Education, learning support	100.0	100.9	97.2	99.0	104.0	104.8
医療、福祉	Medical, health care and welfare	100.0	102.6	104.0	104.2	103.2	104.0
複合サービス事業	Compound services	100.0	95.9	84.8	81.5	85.1	84.2
サービス業（他に分類されないもの）	Services, n.e.c. 2)	100.0	101.8	103.5	105.3	106.4	107.7

常用労働者30人以上の事業所 1）家事サービス業を除く。 2）外国公務を除く。

Establishments with 30 or more regular employees. 1) Excluding domestic services. 2) Excluding services by foreign governments and international agencies in Japan.

資料 厚生労働省「毎月勤労統計調査（全国調査）」

Source: Ministry of Health, Labour and Welfare.

19-7 産業別常用労働者1人平均月間現金給与額

Average Monthly Cash Earnings per Regular Employee by Industry

A 総数（令和7年）

Total (2025)

（単位 円） (In *yen*)

産業	Industry	現金給与総額 Total cash earnings	きまって支給する給与 Contractual cash	所定内給与 Scheduled	所定外給与 Non-scheduled	特別に支払われた給与 Special cash earnings
調査産業計	Industries covered	355,941	287,427	267,532	19,895	68,514
鉱業、採石業、砂利採取業	Mining and quarrying of stone and gravel	469,003	356,529	330,414	26,115	112,474
建設業	Construction	462,801	365,900	339,278	26,622	96,901
製造業	Manufacturing	430,282	335,931	304,192	31,739	94,351
電気・ガス・熱供給・水道業	Electricity, gas, heat supply and water	636,949	487,436	426,972	60,464	149,513
情報通信業	Information and communications	549,289	422,903	388,516	34,387	126,386
運輸業、郵便業	Transport and postal activities	379,045	318,289	276,228	42,061	60,756
卸売業、小売業	Wholesale and retail trade	311,853	253,047	240,438	12,609	58,806
金融業、保険業	Finance and insurance	553,864	416,651	389,544	27,107	137,213
不動産業、物品賃貸業	Real estate and goods rental and leasing	434,661	337,223	314,933	22,290	97,438
学術研究、専門・技術サービス業	Scientific research, professional and technical services	523,326	404,662	378,203	26,459	118,664
宿泊業、飲食サービス業	Accommodations, eating and drinking services	143,068	132,178	124,674	7,504	10,890
生活関連サービス業、娯楽業	Living-related and personal services and amusement services 1)	243,466	216,549	206,103	10,446	26,917
教育、学習支援業	Education, learning support	408,235	304,856	297,914	6,942	103,379
医療、福祉	Medical, health care and welfare	318,371	268,225	254,160	14,065	50,146
複合サービス事業	Compound services	396,744	310,503	293,203	17,300	86,241
サービス業（他に分類されないもの）	Services, n.e.c. 2)	291,320	251,478	232,575	18,903	39,842

常用労働者5人以上の事業所 1）家事サービス業を除く。 2）外国公務を除く。

Establishments with 5 or more regular employees. 1) Excluding domestic services. 2) Excluding services by foreign governments and international agencies in Japan.

資料 厚生労働省「毎月勤労統計調査（全国調査）」

Source: Ministry of Health, Labour and Welfare.

19-7 産業別常用労働者1人平均月間現金給与額（続き）

Average Monthly Cash Earnings per Regular Employee by Industry (*Cont'd*)

B 男、女（令和7年）

Male/Female (2025)

（単位 円） (In *yen*)

産業	Industry	男 Male			女 Female		
		現金給与総額			現金給与総額		
		Total cash earnings	きまって支給する給与 Contractual cash	特別に支払われた給与 Special cash earnings	Total cash earnings	きまって支給する給与 Contractual cash	特別に支払われた給与 Special cash earnings
調査産業計	Industries covered	449,528	356,565	92,963	255,918	213,534	42,384
鉱業、採石業、砂利採取業	Mining and quarrying of stone and gravel	481,917	367,715	114,202	386,985	285,486	101,499
建設業	Construction	499,433	394,294	105,139	315,264	251,540	63,724
製造業	Manufacturing	499,083	384,235	114,848	273,231	225,668	47,563
電気・ガス・熱供給・水道業	Electricity, gas, heat supply and water	663,717	507,622	156,095	494,411	379,947	114,464
情報通信業	Information and communications	599,069	457,573	141,496	436,566	344,396	92,170
運輸業、郵便業	Transport and postal activities	418,043	351,538	66,505	262,789	219,172	43,617
卸売業、小売業	Wholesale and retail trade	430,546	338,046	92,500	207,956	178,643	29,313
金融業、保険業	Finance and insurance	758,646	553,215	205,431	403,782	316,565	87,217
不動産業、物品賃貸業	Real estate and goods rental and leasing	506,837	387,463	119,374	324,507	260,548	63,959
学術研究、専門・技術サービス業	Scientific research, professional and technical services	608,249	465,940	142,309	378,685	300,293	78,392
宿泊業、飲食サービス業	Accommodations, eating and drinking services	184,112	166,785	17,327	116,204	109,527	6,677
生活関連サービス業、娯楽業	Living-related and personal services and amusement services 1)	311,052	270,940	40,112	194,891	177,458	17,433
教育、学習支援業	Education, learning support	475,191	352,005	123,186	346,614	261,464	85,150
医療、福祉	Medical, health care and welfare	421,103	360,709	60,394	285,331	238,481	46,850
複合サービス事業	Compound services	463,433	360,625	102,808	302,883	239,958	62,925
サービス業（他に分類されないもの）	Services, n.e.c. 2)	350,005	297,025	52,980	217,919	194,509	23,410

常用労働者5人以上の事業所 1) 家事サービス業を除く。 2) 外国公務を除く。

Establishments with 5 or more regular employees. 1) Excluding domestic services. 2) Excluding services by foreign governments and international agencies in Japan.

資料 厚生労働省「毎月勤労統計調査（全国調査）」

Source: Ministry of Health, Labour and Welfare.

19-8 産業別賃金指数(令和2～7年)

Wage Indices by Industry (2020 to 2025)

(令和2年平均=100) (2020 average=100)

産業 Industry		令和2年平均 2020 Av.	3年 2021	4年 2022	5年 2023	6年 2024	7年 2025
調査産業計	Industries covered	100.0	100.9	104.0	105.9	108.9	111.7
鉱業、採石業、砂利採取業	Mining and quarrying of stone and gravel	100.0	105.3	109.7	119.5	122.2	130.6
建設業	Construction	100.0	99.6	102.7	100.8	107.0	109.7
製造業	Manufacturing	100.0	102.2	103.7	106.2	108.9	113.8
電気・ガス・熱供給・水道業	Electricity, gas, heat supply and water	100.0	100.8	97.7	99.7	106.0	112.8
情報通信業	Information and communications	100.0	99.5	101.5	103.3	106.3	110.8
運輸業、郵便業	Transport and postal activities	100.0	99.8	106.7	111.6	114.6	111.3
卸売業、小売業	Wholesale and retail trade	100.0	103.3	107.5	108.1	109.7	112.5
金融業、保険業	Finance and insurance	100.0	96.9	97.3	102.0	106.7	114.2
不動産業、物品賃貸業	Real estate and goods rental and leasing	100.0	104.3	113.0	120.5	116.4	119.7
学術研究、専門・技術サービス業	Scientific research, professional and technical services	100.0	98.6	103.1	104.4	107.6	110.1
宿泊業、飲食サービス業	Accommodations, eating and drinking services	100.0	97.7	116.3	126.4	130.9	131.0
生活関連サービス業、娯楽業	Living-related and personal services and amusement services 1)	100.0	102.1	109.7	116.9	119.4	121.9
教育、学習支援業	Education, learning support	100.0	100.1	101.9	102.5	105.1	107.7
医療、福祉	Medical, health care and welfare	100.0	99.8	101.2	101.4	102.6	105.5
複合サービス事業	Compound services	100.0	98.9	98.1	101.2	100.4	106.1
サービス業(他に分類されないもの)	Services, n.e.c. 2)	100.0	103.3	107.4	112.7	116.2	117.9

常用労働者30人以上の事業所 1) 家事サービス業を除く。 2) 外国公務を除く。
Establishments with 30 or more regular employees. 1) Excluding domestic services. 2) Excluding services by foreign governments and international agencies in Japan.

資料 厚生労働省「毎月勤労統計調査(全国調査)」
Source: Ministry of Health, Labour and Welfare.

19-9 産業、男女別常用労働者数・年齢・勤続年数及びきまって支給する現金給与額（令和7年）

Number of Regular Employees, Age, Years of Service and Monthly Contractual Cash Earnings of Employees by Industry and Sex (2025)

（単位 金額 1,000円） (Earnings in thousands of *yen*)

産業	Industry	男 Male				女 Female			
		労働者数 Employees (1,000)	年齢 Age	勤続年数 Length of service	きまって支給する現金給与額 3)	労働者数 Employees (1,000)	年齢 Age	勤続年数 Length of service	きまって支給する現金給与額 3)
現金給与額	Monthly Contractual Cash Earnings	18,070	45.2	14.2	410.0	10,854	43.2	10.4	304.7
鉱業、採石業、砂利採取業	Mining and quarrying of stone and gravel	9	48.8	14.1	427.8	1	46.6	12.9	371.8
建設業	Construction	1,521	45.8	14.3	412.0	273	44.3	10.9	310.6
製造業	Manufacturing	4,586	44.3	16.4	398.0	1,566	43.7	12.3	274.2
電気・ガス・熱供給・水道業	Electricity, gas, heat supply and water	117	43.4	18.1	522.4	20	41.5	15.1	421.1
情報通信業	Information and communications	1,184	41.3	13.4	462.1	471	37.4	9.6	380.3
運輸業、郵便業	Transport and postal activities	1,872	49.5	13.5	381.7	362	44.4	10.1	290.6
卸売業、小売業	Wholesale and retail trade	2,755	45.1	16.2	413.6	1,608	42.9	11.5	296.2
金融業、保険業	Finance and insurance	483	44.4	16.7	585.3	574	44.0	12.8	359.4
不動産業、物品賃貸業	Real estate and goods rental and leasing	339	45.1	11.7	428.1	197	41.9	9.0	321.7
学術研究、専門・技術サービス業	Scientific research, professional and technical services	861	43.8	13.2	511.9	373	40.8	9.6	378.7
宿泊業、飲食サービス業	Accommodations, eating and drinking services	401	44.0	10.7	340.4	348	42.1	8.4	259.9
生活関連サービス業、娯楽業	Living-related and personal services and amusement services 1)	295	44.1	11.9	350.5	254	40.1	9.1	270.7
教育、学習支援業	Education, learning support	385	47.1	13.3	462.1	444	41.7	10.2	334.7
医療、福祉	Medical, health care and welfare	1,358	43.8	10.6	409.3	3,255	44.2	9.7	308.2
複合サービス事業	Compound services	160	45.7	18.1	369.3	77	43.0	14.1	276.8
サービス業（他に分類されないもの）	Services, n. e. c. 2)	1,744	46.9	10.2	338.0	1,030	44.1	7.8	271.5

「給与額」は6月分。常用労働者10人以上の民営の事業所。短時間労働者を除く。 1）家事サービス業を除く。 2）外国公務を除く。

Earnings figures are for June. Private establishments with 10 or more regular employees. Excluding part-time workers.

1) Excluding domestic services. 2) Excluding services by foreign governments and international agencies in Japan.

3) Monthly contractual cash earnings.

資料 厚生労働省「賃金構造基本統計調査」

Source: Ministry of Health, Labour and Welfare.

19-10 企業規模・産業、学歴別常用労働者のきまって支給する現金給与額

Monthly Contractual Cash Earnings of Regular Employees by Size of Enterprise, Industry and Academic Career

A 男（令和7年）

Male (2025)

（単位 1,000円） (Earnings in thousands of *yen*)

企業規模・産業 Size of enterprise and industry		中学 Lower secondary schools	高校 Upper secondary schools	専門学校 Professional training college	高専・短大 Colleges of technology and junior colleges	大学 Universities	大学院 Graduate schools
現金給与額	Monthly Contractual Cash Earnings	341.2	362.6	371.3	414.5	463.3	572.0
企業規模別	By size of enterprise						
1,000人以上	persons and over	380.3	416.9	403.8	443.3	526.6	598.3
100-999		339.1	353.2	366.6	408.0	434.3	524.7
10-99人	persons	332.7	332.4	353.7	356.1	395.9	503.0
産業別	By industry						
鉱業、採石業、砂利採取業	Mining and quarrying of stone and gravel	342.9	362.6	353.9	433.0	562.4	748.8
建設業	Construction	358.8	377.9	418.2	428.4	480.2	633.2
製造業	Manufacturing	351.6	369.4	370.2	423.3	443.8	540.7
電気・ガス・熱供給・水道業	Electricity, gas, heat supply and water	490.9	517.6	416.5	497.0	522.3	588.8
情報通信業	Information and communications	345.8	447.5	397.4	438.8	470.4	534.8
運輸業、郵便業	Transport and postal activities	358.5	370.6	382.6	395.3	429.8	516.4
卸売業、小売業	Wholesale and retail trade	326.7	355.6	381.9	393.0	457.6	561.1
金融業、保険業	Finance and insurance	451.8	476.2	506.4	492.3	588.7	784.8
不動産業、物品賃貸業	Real estate and goods rental and leasing	364.8	376.9	406.2	387.6	465.2	574.7
学術研究、専門・技術サービス業	Scientific research, professional and technical services	379.9	421.0	416.0	562.4	526.3	597.6
宿泊業、飲食サービス業	Accommodations, eating and drinking services	314.4	320.3	353.4	337.8	377.7	494.9
生活関連サービス業、娯楽業	Living-related and personal services and amusement services 1)	312.0	323.5	356.9	375.2	384.6	489.4
教育、学習支援業	Education, learning support	310.1	348.8	361.9	370.2	435.6	567.1
医療、福祉	Medical, health care and welfare	266.0	285.9	339.7	349.8	494.6	787.0
複合サービス事業	Compound services	328.1	363.0	376.8	350.0	368.8	436.5
サービス業（他に分類されないもの）	Services, n. e. c. 2)	293.4	315.5	338.3	352.3	377.3	406.9

「給与額」は6月分。常用労働者10人以上の民営の事業所。短時間労働者を除く。 1）家事サービス業を除く。 2）外国公務を除く。

Earnings figures are for June. Private establishments with 10 or more regular employees. Excluding part-time workers.
1) Excluding domestic services. 2) Excluding services by foreign governments and international agencies in Japan.

資料 厚生労働省「賃金構造基本統計調査」

Source: Ministry of Health, Labour and Welfare.

19−10 企業規模・産業、学歴別常用労働者のきまって支給する現金給与額（続き）

Monthly Contractual Cash Earnings of Regular Employees by Size of Enterprise, Industry and Academic Career (*Cont'd*)

B 女（令和7年）

Female (2025)

（単位 1,000円） (Earnings in thousands of *yen*)

企業規模・産業 Size of enterprise and industry		中学 Lower secondary schools	高校 Upper secondary schools	専門学校 Professional training college	高専・短大 Colleges of technology and junior colleges	大学 Universities	大学院 Graduate schools
現金給与額	Monthly Contractual Cash Earnings	246.0	259.9	307.0	310.6	351.1	464.0
企業規模別	By size of enterprise						
1,000人以上	persons and over	264.1	287.8	329.8	346.7	384.2	498.9
100-999		250.6	256.4	308.0	308.6	332.8	432.9
10-99人	persons	234.3	243.5	286.4	283.6	318.9	390.9
産業別	By industry						
鉱業、採石業、砂利採取業	Mining and quarrying of stone and gravel	234.7	292.9	299.6	298.5	527.2	569.3
建設業	Construction	273.0	280.0	295.6	325.9	346.1	495.0
製造業	Manufacturing	233.7	251.6	264.7	305.8	334.5	440.4
電気・ガス・熱供給・水道業	Electricity, gas, heat supply and water	286.0	384.4	378.8	447.9	445.8	455.3
情報通信業	Information and communications	265.2	334.1	335.3	395.6	387.7	461.1
運輸業、郵便業	Transport and postal activities	289.8	263.6	285.1	300.8	342.1	378.7
卸売業、小売業	Wholesale and retail trade	242.6	254.9	280.2	323.4	349.4	412.9
金融業、保険業	Finance and insurance	293.3	318.6	313.7	373.0	386.5	609.7
不動産業、物品賃貸業	Real estate and goods rental and leasing	267.4	274.2	302.4	319.3	355.3	490.3
学術研究、専門・技術サービス業	Scientific research, professional and technical services	287.0	327.7	315.4	372.9	407.7	450.0
宿泊業、飲食サービス業	Accommodations, eating and drinking services	225.2	239.2	275.7	269.3	305.5	327.8
生活関連サービス業、娯楽業	Living-related and personal services and amusement services 1)	237.6	241.6	283.0	289.7	307.0	388.0
教育、学習支援業	Education, learning support	290.3	272.1	301.1	292.5	339.9	501.5
医療、福祉	Medical, health care and welfare	247.0	256.2	319.8	298.6	347.7	500.6
複合サービス事業	Compound services	268.2	264.7	269.0	292.8	294.9	404.1
サービス業（他に分類されないもの）	Services, n. e. c. 2)	228.7	244.7	273.4	280.1	303.7	358.9

「給与額」は6月分。常用労働者10人以上の民営の事業所。短時間労働者を除く。 1）家事サービス業を除く。 2）外国公務を除く。

Earnings figures are for June. Private establishments with 10 or more regular employees. Excluding part-time workers.
1) Excluding domestic services. 2) Excluding services by foreign governments and international agencies in Japan.

資料 厚生労働省「賃金構造基本統計調査」

Source: Ministry of Health, Labour and Welfare.

19-11 新規学校卒業者の男女、学歴別所定内給与額（令和7年）

Scheduled Cash Earnings of New School Graduates by Sex and Academic Career (2025)

（単位 1,000円） (In thousands of *yen*)

企業規模・産業 Size of enterprise and industry		高校卒 Upper secondary schools		高専・短大卒 Colleges of technology and junior colleges		大学卒 Universities		大学院卒 Graduate schools	
		男 Male	女 Female	男 Male	女 Female	男 Male	女 Female	男 Male	女 Female
所定内給与額	Scheduled cash earnings	210.1	202.9	241.4	230.0	264.9	259.7	301.2	292.9
企業規模別	By size of enterprise								
1,000人以上	persons and over	218.2	213.6	247.3	241.0	274.4	272.5	311.1	297.6
100-999		204.4	198.9	221.3	231.8	259.5	248.6	279.9	294.3
10-99人	persons	204.8	192.3	223.1	218.6	244.5	240.1	282.9	255.4
産業別	By industry								
鉱業、採石業、砂利採取業	Mining and quarrying of stone and gravel	233.1	-	257.5	398.5	280.2	355.1	387.5	420.5
建設業	Construction	215.9	204.0	271.2	229.1	271.9	263.1	324.6	310.5
製造業	Manufacturing	210.3	204.4	244.9	219.8	259.2	254.6	297.9	299.7
電気・ガス・熱供給・水道業	Electricity, gas, heat supply and water	202.5	193.9	230.7	241.3	243.0	248.7	294.6	287.7
情報通信業	Information and communications	198.2	212.7	246.3	238.0	259.1	262.4	313.4	290.6
運輸業、郵便業	Transport and postal activities	215.9	210.2	233.6	231.3	257.7	240.9	272.0	235.5
卸売業、小売業	Wholesale and retail trade	199.1	199.6	219.7	223.4	260.6	257.5	305.3	279.8
金融業、保険業	Finance and insurance	204.2	199.6	213.4	229.5	268.4	264.5	307.0	342.7
不動産業、物品賃貸業	Real estate and goods rental and leasing	203.1	207.4	204.9	208.5	276.8	264.5	295.2	303.4
学術研究、専門・技術サービス業	Scientific research, professional and technical services	213.7	201.7	247.9	238.7	294.3	282.5	300.7	300.3
宿泊業、飲食サービス業	Accommodations, eating and drinking services	220.6	203.4	251.1	208.1	259.9	239.8	-	240.3
生活関連サービス業、娯楽業	Living-related and personal services and amusement services 1)	199.1	213.4	215.7	226.5	257.6	246.4	284.7	-
教育、学習支援業	Education, learning support	207.4	184.3	226.1	225.4	248.5	251.7	315.3	275.5
医療、福祉	Medical, health care and welfare	190.4	187.0	238.5	235.7	276.5	268.8	278.8	289.3
複合サービス事業	Compound services	221.3	201.8	197.6	195.6	242.2	229.1	211.1	230.6
サービス業（他に分類されないもの）	Services, n. e. c. 2)	207.9	209.2	233.8	225.0	245.8	245.8	270.6	245.9

「給与額」は6月分。新規学卒者（当該年3月に卒業した者）の所定内給与額（通勤手当を含む）。常用労働者10人以上の民営の事業所 1）家事サービス業を除く。 2）外国公務を除く。

Earnings figures are for June. Scheduled cash earnings (including commuting allowances) for new graduates (those who graduated in March of the relevant year). Private establishments with 10 or more regular employees. 1) Excluding domestic services. 2) Excluding services by foreign governments and international agencies in Japan.

資料 厚生労働省「賃金構造基本統計調査」

Source: Ministry of Health, Labour and Welfare.

19-12 産業、企業規模別女性短時間労働者数、年齢及び1時間当たり所定内給与額（令和5～7年）

Number, Age and Hourly Scheduled Cash Earnings of Female Part-Time Workers by Industry and Size of Enterprise (2023 to 2025)

年次、産業	Year and industry	企業規模計 Total 労働者数 Employees (1,000)	年齢 age	1時間当たり所定内給与額（円） Hourly scheduled cash earnings (*yen*)	10-99人 persons 労働者数 Employees (1,000)	年齢 age	1時間当たり所定内給与額（円） Hourly scheduled cash earnings (*yen*)
製造業	Manufacturing						
令和5年	2023	684	49.9	1,132	290	51.3	1,125
6	2024	559	50.4	1,188	300	50.9	1,128
7	2025	532	51.7	1,238	309	53.2	1,179
卸売業、小売業	Wholesale and retail trade						
令和5年	2023	2,733	45.7	1,176	692	45.5	1,137
6	2024	2,444	46.4	1,210	640	43.7	1,186
7	2025	2,464	46.7	1,263	676	44.5	1,225
宿泊業、飲食サービス業	Accommodations, eating and drinking services						
令和5年	2023	1,653	37.2	1,134	458	40.7	1,128
6	2024	1,658	37.4	1,191	377	40.9	1,177
7	2025	1,654	37.6	1,230	390	41.3	1,185
医療、福祉	Medical, health care and welfare						
令和5年	2023	1,589	52.5	1,608	765	52.8	1,522
6	2024	1,676	53.4	1,742	792	54.3	1,664
7	2025	1,746	53.5	1,707	792	54.0	1,673

年次、産業	Year and industry	100-999 労働者数 Employees (1,000)	年齢 age	1時間当たり所定内給与額（円） Hourly scheduled cash earnings (*yen*)	1,000人以上 and over 労働者数 Employees (1,000)	年齢 age	1時間当たり所定内給与額（円） Hourly scheduled cash earnings (*yen*)
製造業	Manufacturing						
令和5年	2023	241	48.4	1,124	154	49.6	1,158
6	2024	179	50.0	1,207	80	49.3	1,372
7	2025	145	50.6	1,256	78	48.2	1,442
卸売業、小売業	Wholesale and retail trade						
令和5年	2023	436	46.4	1,179	1,605	45.6	1,192
6	2024	410	46.6	1,213	1,394	47.6	1,219
7	2025	362	46.6	1,267	1,426	47.8	1,280
宿泊業、飲食サービス業	Accommodations, eating and drinking services						
令和5年	2023	292	36.9	1,109	902	35.5	1,145
6	2024	368	37.9	1,173	913	35.8	1,204
7	2025	337	37.7	1,226	928	36.0	1,250
医療、福祉	Medical, health care and welfare						
令和5年	2023	599	52.6	1,677	225	51.0	1,718
6	2024	623	53.1	1,796	260	51.5	1,849
7	2025	636	54.0	1,727	318	51.5	1,755

「給与額」は6月分。常用労働者10人以上の民営の事業所

Earnings figures are for June. Private establishments with 10 or more regular employees.

資料 厚生労働省「賃金構造基本統計調査」

Source: Ministry of Health, Labour and Welfare.

19-13 男女、職種別常用労働者数及び年齢・勤続年数・実労働時間数・きまって支給する現金給与額（令和7年）

職種	Occupation	労働者数（10人） Employees (10 persons)	年齢 Age	勤続年数 Length of service	所定内実労働時間数 Actual number of scheduled hours worked	きまって支給する現金給与額（1,000円） Contractual cash earnings (1,000 *yen*)	#所定内給与額 Scheduled cash earnings
男	Male						
管理的職業従事者	Administrative and managerial worker	155,833	51.7	22.9	163	606.3	597.8
その他の営業職業従事者	Other sales worker	71,882	43.5	14.6	164	442.3	414.7
ソフトウェア作成者	Software creator	64,142	38.0	10.5	160	402.9	366.7
販売店員	Retailer, retail manager, wholesaler, wholesale manager, shop assistant	57,696	43.1	13.2	166	326.3	302.6
総合事務員	Comprehensive clerical worker	52,888	45.2	15.3	158	433.0	399.0
その他の運搬従事者	Other carrying worker	47,505	46.3	12.3	163	312.9	275.2
営業用大型貨物自動車運転者	Large-sized truck driver, business	45,766	51.6	13.6	175	388.3	307.3
営業用貨物自動車運転者（大型車を除く）	Truck driver, business (except large-sized)	43,305	50.4	11.8	173	343.2	288.3
食料品・飲料・たばこ製造従事者	Food, beverage and cigarette manufacturing worker	42,108	43.5	12.9	164	316.2	277.6
介護職員（医療・福祉施設等）	Care worker (medical and welfare facilities, etc.)	41,328	43.1	9.3	163	297.6	280.2
営業・販売事務従事者	Sales clerk	37,808	45.5	16.0	161	424.7	391.1
機械技術者	Machinery engineer	35,745	42.6	15.3	162	431.9	384.2
その他の一般事務従事者	Other general clerical worker	35,174	45.6	15.9	154	454.6	418.3
建築技術者	Architectural engineer	31,996	44.5	13.7	167	471.8	422.1
電気・電子・電気通信技術者（通信ネットワーク技術者を除く）	Electrical, electronic, telecommunications engineer (except communication network engineer)	30,145	42.3	15.2	159	458.3	405.7
庶務・人事事務員	General and human affairs worker	29,512	46.2	15.1	160	410.8	380.9
生産関連事務従事者	Production-related clerical worker	28,476	46.4	17.9	162	397.6	361.1
土木技術者	Civil engineer	28,271	46.7	14.0	162	425.9	391.8
企画事務員	Planning clerical worker	27,460	44.9	15.9	159	514.9	477.9
金属工作機械作業従事者	Metal machine tools worker	26,008	42.9	15.1	166	342.8	295.5
自動車組立従事者	Automobile assembly workers	25,855	41.5	15.6	159	415.5	342.5
飲食物調理従事者	Food and drink preparatory worker	23,976	44.6	10.1	174	327.5	295.6
警備員	Security staff	23,169	54.3	10.3	168	290.7	241.5
電気機械器具組立従事者	Electro-mechanical apparatus assembly worker	23,061	43.5	14.8	160	338.3	298.8
電気工事従事者	Electric construction workers	21,462	41.7	14.4	163	413.9	363.5

「労働時間数」及び「給与額」は6月分。常用労働者10人以上の民営の事業所。短時間労働者を除く。
資料 厚生労働省「賃金構造基本統計調査」

19-13 Age, Years of Service, Monthly Hours Worked and Contractual Earnings by Sex and Occupation (2025)

職種		労働者数（10人） Employees (10 persons)	年齢 Age	勤続年数 Length of service	所定内実労働時間数 Actual number of scheduled hours worked	きまって支給する現金給与額（1,000円） Contractual cash earnings (1,000 *yen*)	#所定内給与額 Scheduled cash earnings
女	Female						
看護師	Nurse	79,840	42.5	9.8	156	363.3	331.8
介護職員（医療・福祉施設等）	Care worker (medical and welfare facilities, etc.)	75,265	46.5	8.9	162	266.7	253.5
総合事務員	Comprehensive clerical worker	74,815	44.2	11.6	157	302.4	284.5
販売店員	Retailer, retail manager, wholesaler, wholesale manager, shop assistant	64,751	44.1	9.9	158	242.6	231.8
その他の一般事務従事者	Other general clerical worker	59,893	43.1	10.6	155	299.9	280.9
営業・販売事務従事者	Sales clerk	55,293	41.7	11.3	156	303.7	284.5
庶務・人事事務員	General and human affairs worker	49,279	44.2	12.2	158	312.3	293.2
食料品・飲料・たばこ製造従事者	Food, beverage and cigarette manufacturing worker	30,508	43.6	9.6	164	232.4	209.4
会計事務従事者	Accountancy clerk	30,093	43.9	12.3	159	304.1	287.9
保育士	Childcare worker	27,870	40.6	9.2	163	285.0	278.6
企画事務員	Planning clerical worker	21,833	40.6	12.4	157	401.2	370.9
管理的職業従事者	Administrative and managerial worker	19,997	50.3	20.2	161	548.4	538.0
飲食物調理従事者	Food and drink preparatory worker	19,957	45.2	8.2	164	237.5	221.6
保険営業職業従事者	Insurance sales worker	19,476	47.4	10.5	142	327.1	326.7
生産関連事務従事者	Production-related clerical worker	19,406	44.7	14.0	161	292.6	273.8
その他の営業職業従事者	Other sales worker	18,859	38.0	9.9	161	364.1	339.1
ソフトウェア作成者	Software creator	17,644	33.6	7.9	159	347.0	321.0
幼稚園教員、保育教諭	Kindergarten teacher, childcare teacher	17,332	38.6	9.8	166	286.4	280.7
電話応接事務員	Telephone receptionist	14,690	43.9	8.6	154	287.1	264.3
その他の社会福祉専門職業従事者	Other social welfare specialist professional	13,670	46.4	9.9	161	289.7	278.9
理学療法士、作業療法士、言語聴覚士、視能訓練士	Physiotherapist, occupational therapist, certified orthoptist, speech therapist	13,057	35.5	7.6	156	292.7	282.0
その他の運搬従事者	Other carrying worker	13,011	46.1	8.7	160	236.5	217.4
飲食物給仕従事者	Food and drink service worker	12,029	41.3	8.3	162	255.1	232.4
電気機械器具組立従事者	Electro-mechanical apparatus assembly worker	11,401	45.3	12.3	161	238.3	221.2
准看護師	Assistant nurse	11,013	52.7	13.8	159	300.5	277.6

Figures on hours worked and earnings refer to those for June. Private establishments with 10 or more regular employees. Excluding part-time workers.

Source: Ministry of Health, Labour and Welfare.

19-14 職種別従業員数、平均年齢及び給与月額(令和7年)

職種	Occupation		従業員総数 Total persons engaged	平均年齢 Average age	4月分平均支給額(円) Average amount of earnings for April (*yen*) きまって支給する給与 Contract earnings	#時間外手当 Overtime allowance	#通勤手当 Commutation allowance
支店長	Branch manager	1)	3,822	54.0	822,949	8,086	18,332
事務部長	Administration department manager	1)	111,125	52.7	763,002	3,465	15,345
事務部次長	Administration department assistant manager		47,585	51.3	680,719	4,101	16,358
事務課長	Administration section manager		242,018	49.0	633,299	12,180	15,416
事務課長代理	Administration section acting manager		80,336	46.4	551,367	48,191	20,507
事務係長	Chief clerk		249,600	44.9	501,946	59,597	19,010
事務主任	Senior clerk		229,250	42.0	442,751	56,836	17,205
事務係員	Clerk		1,051,831	38.2	381,804	44,005	14,850
工場長	Factory manager	1)	2,402	54.6	758,465	3,397	12,315
技術部長	Technical department manager	1)	61,973	53.3	752,347	6,048	11,457
技術部次長	Technical department assistant manager		27,003	52.7	710,627	9,020	15,097
技術課長	Technical section manager		178,132	49.5	641,486	17,382	12,481
技術課長代理	Technical section acting manager		46,919	47.4	582,450	44,525	12,354
技術係長	Chief technician		174,695	45.8	542,632	80,403	12,420
技術主任	Senior technician		192,922	42.6	493,552	79,652	10,366
技術係員	Technician		903,155	36.5	403,977	57,992	10,213
電話交換手	Telephone operator	2)	43	46.5	303,378	7,710	26,709
自家用乗用自動車運転手	Private car driver	3)	589	42.9	389,944	84,728	8,544
守衛	Guard		951	50.9	412,708	68,710	6,905
用務員	Janitor		1,182	44.8	301,565	60,509	12,824
研究所長	Head of research institution	1)	292	53.7	943,345	468	15,055
研究部(課)長	Research department manager		9,863	50.5	721,198	5,838	17,380
研究室(係)長	Research section chief		12,735	49.7	615,202	11,458	8,552
主任研究員	Senior researcher		22,753	45.5	557,756	20,673	11,886
研究員	Researcher		52,125	37.4	465,133	55,123	9,921
研究補助員	Assistant research worker		2,238	32.8	371,407	43,674	14,994
病院長	Director of hospital		761	63.4	1,797,593	81,811	14,659
副院長	Assistant director of hospital		2,060	59.0	1,607,385	141,822	15,632
医科長	Chief of the medical department		6,184	53.7	1,413,841	199,095	16,058
医師	Physician		19,841	44.3	1,206,883	156,312	12,631
歯科医師	Dentist		520	47.5	854,809	45,445	6,001
薬局長	Chief of the dispensary		2,102	51.6	519,850	30,011	10,735
薬剤師	Pharmacist		17,334	39.4	388,534	30,399	14,073
診療放射線技師	Radiology technician		21,645	39.2	381,081	33,417	16,835
臨床検査技師	Clinical laboratory technician		25,582	39.6	349,673	26,038	16,087
栄養士	Nutritionist		14,199	37.4	297,995	18,592	15,249
理学療法士	Physical therapist		61,989	34.4	317,301	15,176	10,329
作業療法士	Occupational therapist		33,488	34.3	306,131	13,032	10,429

平均年齢は4月1日現在 1) 取締役兼任者を除く。 2) 見習、外国語の電話交換手を除く。 3) 業務委託契約等に基づき、他の事業所において業務に従事している者を除く。 4) 航行区域に限定のない総トン数20トン以上の船舶の乗組員
5) 北緯63度から南緯11度の間及び東経94度から175度の間の水域を航行区域とする総トン数20トン以上の船舶の乗組員
6) 港内又は湾内を航行区域とする総トン数5トン以上の船舶の乗組員
資料 人事院「職種別民間給与実態調査」

19-14 Number of Persons Engaged, Average Age and Monthly Earnings by Occupation (2025)

職種	Occupation	従業員総数 Total persons engaged	平均年齢 Average age	4月分平均支給額(円) Average amounts of earnings for April (*yen*) きまって支給する給与 Contract earnings	#時間外手当 Overtime allowance	#通勤手当 Commutation allowance
総看護師長	Head of nurse	2,439	55.1	551,806	20,008	7,876
看護師長	Chief nurse	39,549	49.0	455,988	38,825	9,030
看護師	Nurse	306,632	39.0	379,708	41,903	12,052
准看護師	Assistant nurse	32,296	47.5	318,846	36,339	8,014
大学学長	President of university	58	66.9	1,020,994	0	52,574
大学副学長	Vice president of university	323	58.6	812,100	378	55,289
大学学部長	Dean of college and university	1,458	60.6	796,408	9,346	32,335
大学教授	Professor of college and university	32,286	57.8	734,052	4,919	51,433
大学准教授	Associate professor of college and university	18,241	50.3	602,178	7,618	43,853
大学講師	Instructor of college and university	12,699	45.0	548,570	23,763	45,929
大学助教	Assistant professor of college and university	17,940	35.3	444,567	38,560	34,367
高等学校校長	Principal of upper secondary school	189	61.0	801,619	10,461	47,663
高等学校教頭	Head teacher of upper secondary school	775	55.7	676,952	13,651	25,677
高等学校主幹教諭	Senior teacher of upper secondary school	318	48.0	656,739	19,763	33,679
高等学校指導教諭	Advanced skill teacher of upper secondary school	-	-	-	-	-
高等学校教諭	Teacher of upper secondary school	22,011	45.3	536,686	26,742	27,419
遠洋	Distant water 4)					
船長・機関長	Sea master and chief engineer	30	53.5	1,256,509	0	0
一等航海士・機関士	Chief officer and engineer	36	36.2	925,372	271,267	0
二等航海士・機関士	Second officer and engineer	18	30.2	754,740	222,047	0
三等航海士・機関士	Third officer and engineer	36	25.3	663,799	193,425	0
近海	Off-shore water 5)					
船長・機関長	Sea master and chief engineer	24	52.8	760,573	42,489	3,077
一等航海士・機関士	Chief officer and engineer	43	48.8	683,115	201,486	4,052
二等航海士・機関士	Second officer and engineer	13	37.9	574,182	179,431	2,143
三等航海士・機関士	Third officer and engineer	28	30.8	524,165	169,934	5,069
甲板長・操機長	Boat swain and No.1 oiler	13	58.6	705,913	237,297	3,571
甲板手・操機手	Deck store keeper and oiler	47	39.9	603,835	167,557	2,183
甲板員・機関員	Sailor and fireman	22	25.4	403,977	119,315	3,333
沿海・平水	Coast and inland water 6)					
船長・機関長	Sea master and chief engineer	75	54.6	837,850	58,038	3,282
一等航海士・機関士	Chief officer and engineer	88	45.8	644,330	189,992	6,326
二等航海士・機関士	Second officer and engineer	57	37.2	573,346	180,569	8,250
三等航海士・機関士	Third officer and engineer	56	28.7	503,120	165,442	8,138
甲板長・操機長	Boat swain and No.1 oiler	63	52.3	643,242	202,289	7,696
甲板手・操機手	Deck store keeper and oiler	82	40.2	517,336	166,226	6,590
甲板員・機関員	Sailor and fireman	96	24.6	389,104	114,556	3,630

For average age, as of 1 April. 1) Excluding concurrent chief manager. 2) Excluding apprentices and foreign language telephone operators. 3) Excluding those working in other establishments based on outsourcing agreements. 4) Crew members of ships, 20 gross tonnage or more, which can navigate with no geographical limitation. 5) Crew members of ships, 20 gross tonnage or more, which can navigate within the area between the north latitude 63 degrees and the south latitude 11 degrees and between the east longitude 94 degrees and 175 degrees. 6) Crew members of ships, 5 gross tonnage or more, which can navigate within a harbour or a bay area.

Source: National Personnel Authority.

19-15 産業別常用労働者1人平均月間総実労働時間数(令和3～7年)

Average Monthly Total Hours Worked per Regular Employee by Industry (2021 to 2025)

(単位 時間) (In hours)

年次	Year	総数 Total	鉱業、採石業、砂利採取業 Mining and quarrying of stone and gravel	建設業 Construction	製造業 Manufacturing	電気・ガス・熱供給・水道業 Electricity, gas, heat supply and water	情報通信業 Information and communications
令和3年平均	2021Av.	142.4	160.2	169.3	159.0	156.3	159.0
4	2022	143.2	155.4	165.5	159.3	155.1	156.8
5	2023	143.8	158.8	164.8	159.4	156.5	157.4
6	2024	142.8	159.5	161.9	158.5	157.7	157.4
7	2025	141.1	160.2	160.8	157.5	156.8	157.0

年次	Year	運輸業、郵便業 Transport and postal activities	卸売業、小売業 Wholesale and retail trade	金融業、保険業 Finance and insurance	不動産業、物品賃貸業 Real estate and goods rental and leasing	学術研究、専門・技術サービス業 Scientific research, professional and technical services	宿泊業、飲食サービス業 Accommodations, eating and drinking services
令和3年平均	2021Av.	160.0	134.7	147.4	144.3	156.0	88.2
4	2022	162.2	135.2	145.5	146.8	156.8	99.5
5	2023	162.9	134.5	148.3	151.5	157.9	101.7
6	2024	163.1	132.0	148.8	149.0	156.6	102.1
7	2025	159.1	131.6	147.7	145.4	154.3	98.7

年次	Year	生活関連サービス業、娯楽業 Living-related and personal services and amusement services 1)	教育、学習支援業 Education, learning support	医療、福祉 Medical, health care and welfare	複合サービス事業 Compound services	サービス業(他に分類されないもの) Services, n.e.c. 2)
令和3年平均	2021Av.	113.2	126.9	139.1	149.8	133.9
4	2022	122.4	128.8	137.5	149.0	135.9
5	2023	121.7	131.5	137.9	151.6	137.6
6	2024	120.7	132.0	137.1	149.4	135.7
7	2025	118.5	127.4	136.2	148.7	134.0

常用労働者30人以上の事業所 1) 家事サービス業を除く。 2) 外国公務を除く。
Establishments with 30 or more regular employees. 1) Excluding domestic services. 2) Excluding services by foreign governments and international agencies in Japan.

資料 厚生労働省「毎月勤労統計調査年報(全国調査)」
Source: Ministry of Health, Labour and Welfare.

19-16 企業規模・産業、1日の所定労働時間別企業数の割合（令和7年）

Ratio of Enterprises by Scheduled Daily Working Hours of Enterprise, Size of Enterprise and Industry (2025)

（単位 パーセント） (%)

企業規模・産業 Size of enterprise and industry		計 Total 1)	6:29 時間:分 以下 hours : minutes and under	6:30-6:59	7:00	7:01-7:29	7:30-7:59	8:00	8:01 時間:分 以上 hours : minutes and over	1企業平均1日の所定労働時間（時間:分） Average daily prescribed working hours (hours : minutes)
総数	Total	100.0	0.3	1.0	4.2	3.8	26.0	63.8	0.8	7:49
1,000人以上	persons and over	100.0	0.1	-	2.9	4.1	37.3	55.0	0.6	7:49
300-999		100.0	-	0.2	3.6	5.0	36.3	54.2	0.5	7:47
100-299		100.0	0.4	-	4.2	2.5	28.0	63.7	0.8	7:50
30- 99人	persons	100.0	0.3	1.5	4.3	4.0	23.9	65.2	0.8	7:48
鉱業、採石業、砂利採取業	Mining and quarrying of stone and gravel	100.0	-	-	6.7	7.6	21.0	64.8	-	7:47
建設業	Construction	100.0	1.2	-	10.1	3.7	26.8	58.2	0.0	7:43
製造業	Manufacturing	100.0	0.2	0.7	0.7	3.1	35.5	58.4	1.4	7:51
電気・ガス・熱供給・水道業	Electricity, gas, heat supply and water	100.0	-	-	-	5.1	66.3	27.9	0.7	7:44
情報通信業	Information and communications	100.0	-	1.0	8.9	1.7	25.6	62.7	-	7:46
運輸業、郵便業	Transport and postal activities	100.0	-	4.6	7.2	3.5	20.0	64.2	0.4	7:46
卸売業、小売業	Wholesale and retail trade	100.0	-	1.2	2.2	3.9	26.7	65.7	0.2	7:49
金融業、保険業	Finance and insurance	100.0	-	-	11.0	8.8	50.2	30.1	-	7:38
不動産業、物品賃貸業	Real estate and goods rental and leasing	100.0	-	-	4.1	4.7	37.3	53.9	-	7:47
学術研究、専門・技術サービス業	Scientific research, professional and technical services	100.0	1.2	-	11.2	2.4	39.8	44.2	1.2	7:40
宿泊業、飲食サービス業	Accommodations, eating and drinking services	100.0	0.8	2.1	2.5	2.5	13.4	77.2	1.4	7:53
生活関連サービス業、娯楽業	Living-related and personal services and amusement services 2)	100.0	1.4	2.2	5.6	6.3	20.4	63.6	0.4	7:46
教育、学習支援業	Education, learning support	100.0	-	1.4	6.2	6.5	21.0	64.8	-	7:47
医療、福祉	Medical, health care and welfare	100.0	-	-	4.0	4.2	19.5	71.3	1.0	7:51
複合サービス事業	Compound services	100.0	-	0.8	2.7	5.4	64.2	26.2	0.8	7:38
サービス業（他に分類されないもの）	Services, n.e.c. 3)	100.0	0.8	0.8	4.3	3.3	20.5	68.6	1.9	7:50

1月1日現在。企業において最も多くの労働者に適用される1日の所定労働時間による。 1）不明を含む。 2）家事サービス業を除く。 3）政治・経済・文化団体、宗教及び外国公務を除く。

As of 1 January. Daily prescribed working hours represent the hours applicable to the largest number of employees of the enterprise. 1) Including unknown. 2) Excluding domestic services. 3) Excluding services by political, business and cultural organisations, religion, and foreign governments and international agencies in Japan.

資料 厚生労働省「就労条件総合調査」

Source: Ministry of Health, Labour and Welfare.

19-17 企業規模・産業、週休制の形態別企業数及び適用労働者数の割合

Ratio of Enterprises and Employees Covered by the System, by Form of Weekly Days Off System, Size of Enterprise and Industry

A 企業数(令和7年)

Enterprises (2025)

(単位 パーセント) (%)

企業規模・産業 Size of enterprise and industry		計 Total 1)	週休1日制又は週休1日半制 Weekly one day off or weekly one and a half day off	何らかの週休2日制 Some kind of weekly two days off system			何らかの週休3日制 Some kind of weekly three days off system	完全週休3日制より休日日数が実質的に多い制度 More than three days off weekly
				計 Total	完全週休2日制より休日日数が実質的に少ない制度 Less than two days off weekly	完全週休2日制 Weekly two days off		
総数	Total	100.0	5.6	92.6	27.1	65.5	0.9	0.2
1,000人以上	persons and over	100.0	1.4	95.7	17.8	77.9	2.1	0.2
300-999		100.0	1.9	94.8	21.6	73.2	2.2	-
100-299		100.0	3.6	94.2	23.5	70.7	1.0	0.0
30- 99人	persons	100.0	6.7	91.7	29.1	62.6	0.7	0.2
鉱業、採石業、砂利採取業	Mining and quarrying of stone and gravel	100.0	4.9	90.9	47.1	43.7	2.4	1.8
建設業	Construction	100.0	5.2	93.5	30.8	62.7	0.1	-
製造業	Manufacturing	100.0	2.5	96.5	36.6	59.9	0.7	0.0
電気・ガス・熱供給・水道業	Electricity, gas, heat supply and water	100.0	1.0	96.3	22.1	74.1	2.7	-
情報通信業	Information and communications	100.0	1.0	98.0	2.3	95.7	-	-
運輸業、郵便業	Transport and postal activities	100.0	17.8	80.6	35.7	44.9	0.5	1.2
卸売業、小売業	Wholesale and retail trade	100.0	4.5	92.8	27.3	65.5	1.9	-
金融業、保険業	Finance and insurance	100.0	-	97.4	3.0	94.4	2.3	-
不動産業、物品賃貸業	Real estate and goods rental and leasing	100.0	0.1	99.8	25.2	74.6	0.1	-
学術研究、専門・技術サービス業	Scientific research, professional and technical services	100.0	1.1	97.4	11.2	86.2	1.5	-
宿泊業、飲食サービス業	Accommodations, eating and drinking services	100.0	8.9	86.9	30.0	56.9	0.6	-
生活関連サービス業、娯楽業	Living-related and personal services and amusement services 2)	100.0	7.9	90.5	38.2	52.3	1.6	-
教育、学習支援業	Education, learning support	100.0	6.2	92.9	38.0	54.9	0.2	-
医療、福祉	Medical, health care and welfare	100.0	4.5	94.0	15.9	78.1	0.8	-
複合サービス事業	Compound services	100.0	8.4	91.6	24.6	66.9	-	-
サービス業(他に分類されないもの)	Services, n.e.c. 3)	100.0	9.3	87.2	25.8	61.4	0.9	0.8

1月1日現在。1企業で2つ以上の週休制のある場合には、最も多くの労働者に適用されている形態による。 1) 不明を含む。 2) 家事サービス業を除く。 3) 政治・経済・文化団体、宗教及び外国公務を除く。

As of 1 January. For enterprises with two or more kinds of weekly day-off systems, data are based on the system applicable to the largest number of employees. 1) Including unknown. 2) Excluding domestic services. 3) Excluding services by political, business and cultural organisations, religion, and foreign governments and international agencies in Japan.

資料 厚生労働省「就労条件総合調査」

Source: Ministry of Health, Labour and Welfare.

19-17 企業規模・産業、週休制の形態別企業数及び適用労働者数の割合（続き）

Ratio of Enterprises and Employees Covered by the System, by Form of Weekly Days Off System, Size of Enterprise and Industry (*Cont'd*)

B 適用労働者数（令和7年）

Employees Covered by the System (2025)

（単位 パーセント） (%)

企業規模・産業 Size of enterprise and industry		計 Total	週休1日制又は週休1日半制 Weekly one day off or weekly one and a half day off	何らかの週休2日制 Some kind of weekly two days off system			何らかの週休3日制 Some kind of weekly three days off system	完全週休3日制より休日日数が実質的に多い制度 More than three days off weekly
				計 Total	完全週休2日制より休日日数が実質的に少ない制度 Less than two days off weekly	完全週休2日制 Weekly two days off		
総数	Total	100.0	3.0	94.4	21.1	73.3	2.4	0.2
1,000人以上	persons and over	100.0	1.1	94.7	15.7	79.0	4.0	0.2
300-999		100.0	2.2	95.1	20.4	74.8	2.5	0.2
100-299		100.0	3.7	94.9	22.7	72.3	1.3	0.1
30- 99人	persons	100.0	6.0	92.8	29.0	63.8	1.0	0.2
鉱業、採石業、砂利採取業	Mining and quarrying of stone and gravel	100.0	2.9	90.5	43.3	47.2	3.5	3.2
建設業	Construction	100.0	2.2	97.1	20.6	76.5	0.7	0.1
製造業	Manufacturing	100.0	0.8	97.1	21.8	75.3	1.8	0.3
電気・ガス・熱供給・水道業	Electricity, gas, heat supply and water	100.0	0.1	97.4	10.2	87.2	2.2	0.3
情報通信業	Information and communications	100.0	0.2	99.4	2.7	96.7	0.4	0.0
運輸業、郵便業	Transport and postal activities	100.0	13.0	82.0	42.3	39.7	5.0	0.0
卸売業、小売業	Wholesale and retail trade	100.0	2.2	92.3	22.5	69.8	5.3	0.1
金融業、保険業	Finance and insurance	100.0	0.0	99.2	0.9	98.3	0.8	0.0
不動産業、物品賃貸業	Real estate and goods rental and leasing	100.0	0.4	98.6	18.2	80.4	0.7	0.3
学術研究、専門・技術サービス業	Scientific research, professional and technical services	100.0	0.4	98.2	8.4	89.8	1.3	0.2
宿泊業、飲食サービス業	Accommodations, eating and drinking services	100.0	3.5	91.5	23.6	67.9	4.0	1.0
生活関連サービス業、娯楽業	Living-related and personal services and amusement services 1)	100.0	6.3	92.0	29.0	63.0	1.4	0.4
教育、学習支援業	Education, learning support	100.0	7.9	90.0	27.4	62.6	2.1	0.0
医療、福祉	Medical, health care and welfare	100.0	2.5	95.4	21.5	73.9	2.0	0.1
複合サービス事業	Compound services	100.0	1.5	98.5	5.7	92.8	0.0	-
サービス業（他に分類されないもの）	Services, n.e.c. 2)	100.0	5.9	91.4	25.3	66.2	1.9	0.7

1月1日現在。監視又は断続労働に従事する者及び監督又は管理の地位にある者などで労働時間の定めのない者は除く。 1）家事サービス業を除く。 2）政治・経済・文化団体、宗教及び外国公務を除く。

As of 1 January. Excluding employees whose working hours are not regulated, such as those engaged in monitoring or in intermittent work, superintendents and administrators. 1) Excluding domestic services. 2) Excluding services by political, business and cultural organisations, religion, and foreign governments and international agencies in Japan.

資料 厚生労働省「就労条件総合調査」

Source: Ministry of Health, Labour and Welfare.

19-18 企業規模・産業別年間休日総数及び年次有給休暇の取得状況（令和7年）

Number of Annual Holidays and Acquisition of Annual Paid Leave by Size of Enterprise and Industry (2025)

（単位 日） (In days)

企業規模・産業 Size of enterprise and industry		1企業平均年間休日総数 Average number of annual holidays per enterprise 1)	労働者1人平均年間休日総数 Average number of annual holidays per employee 2)	年次有給休暇 Annual paid leave		
				労働者1人平均付与日数 Average number of days granted per employee 3)	労働者1人平均取得日数 Average number of days acquired per employee 4)	労働者1人平均取得率 Average acquisition rate per employee (%) 5)
総数	Total	112.4	116.6	18.1	12.1	66.9
1,000人以上	persons and over	117.7	118.9	18.5	12.8	69.0
300-999		116.2	118.1	18.4	12.3	66.8
100-299		114.5	115.8	17.8	11.7	65.5
30- 99人	persons	111.2	112.4	17.4	11.3	64.9
鉱業、採石業、砂利採取業	Mining and quarrying of stone and gravel	110.5	113.3	18.2	13.5	74.3
建設業	Construction	112.8	117.9	18.3	11.1	60.7
製造業	Manufacturing	114.2	119.3	18.8	13.7	72.8
電気・ガス・熱供給・水道業	Electricity, gas, heat supply and water	119.4	121.9	19.5	14.7	75.2
情報通信業	Information and communications	122.2	123.2	18.9	12.7	66.9
運輸業、郵便業	Transport and postal activities	104.2	107.6	17.4	11.4	65.3
卸売業、小売業	Wholesale and retail trade	111.8	116.3	17.5	10.5	59.9
金融業、保険業	Finance and insurance	121.6	121.7	19.6	14.3	72.8
不動産業、物品賃貸業	Real estate and goods rental and leasing	116.6	118.9	17.8	11.6	65.5
学術研究、専門・技術サービス業	Scientific research, professional and technical services	121.4	122.1	18.4	12.3	66.8
宿泊業、飲食サービス業	Accommodations, eating and drinking services	102.2	108.0	15.9	8.0	50.7
生活関連サービス業、娯楽業	Living-related and personal services and amusement services 6)	105.3	109.4	17.7	10.6	59.6
教育、学習支援業	Education, learning support	113.4	116.7	18.3	11.1	60.5
医療、福祉	Medical, health care and welfare	114.0	115.1	17.7	12.1	68.4
複合サービス事業	Compound services	115.0	108.8	19.7	11.2	57.1
サービス業（他に分類されないもの）	Services, n.e.c. 7)	112.7	114.0	16.4	11.4	69.7

1月1日現在 1）企業において最も多くの労働者に適用される年間休日総数の平均 2）最も多くの労働者に適用される年間休日総数をその適用を受ける労働者により加重平均したもの 3）繰越日数は含まない。 4）1年間に実際に取得した日数 5）（取得日数計／付与日数計）×100 6）家事サービス業を除く。 7）政治・経済・文化団体、宗教及び外国公務を除く。

As of 1 January. 1) The average number of annual holidays applicable to the largest number of employees of the enterprise. 2) The number of annual holidays applicable to the largest number of employees is weighted by the number of employees to whom it applies. 3) Excluding days carried forward. 4) Number of days actually taken in a year. 5) (Number of days acquired / number of days granted) x 100 6) Excluding domestic services. 7) Excluding services by political, business and cultural organisations, religion, and foreign governments and international agencies in Japan.

資料 厚生労働省「就労条件総合調査」

Source: Ministry of Health, Labour and Welfare.

19-19 男女、就業状態の異動形態・希望意識別15歳以上人口（平成29年、令和4年）

Population 15 Years Old and Over by Sex, Change of Labour Force Status and Wish for Work (2017 and 2022)

（単位 1,000人） (In thousands of persons)

年次、男女 Year and sex	総数 Total 1)	有業者 Engaged in work	無業者 Not engaged in work	過去1年以内の就業異動 Change of labour force status during the past year				
				有業者 Engaged in work			無業者 Not engaged in work	
				継続就業者 Did not change the job	転職者 Changed a job	新規就業者 Began work for the past year	離職者 Quitted a job	継続非就業者 Not working continuously
総数 Total								
平成29年 2017	110,977	66,213	44,764	57,781	3,316	3,749	2,556	41,427
令和4年 2022	110,195	67,060	43,135	58,930	3,027	3,569	2,452	38,372
男 Male								
平成29年 2017	53,543	37,074	16,469	33,176	1,522	1,605	1,061	15,113
令和4年 2022	53,135	36,706	16,429	32,900	1,375	1,611	1,059	14,518
女 Female								
平成29年 2017	57,434	29,139	28,295	24,606	1,794	2,144	1,494	26,313
令和4年 2022	57,061	30,354	26,706	26,030	1,652	1,958	1,393	23,854

年次、男女 Year and sex	就業に関する希望意識 Wish for work					
	有業者 Engaged in work				無業者 Not engaged in work	
	継続就業希望者 Wishing to continue the present job	追加就業希望者 Wishing to have an additional job	転職希望者 Wishing to switch the another job	就業休止希望者 Wishing to stop working	就業希望者 Wishing to work	非就業希望者 Not wishing to work
総数 Total						
平成29年 2017	51,732	4,244	6,718	2,674	8,623	35,551
令和4年 2022	51,322	5,168	6,480	3,125	7,827	34,884
男 Male						
平成29年 2017	29,467	2,310	3,408	1,369	3,165	13,088
令和4年 2022	28,403	2,816	3,270	1,662	3,124	13,155
女 Female						
平成29年 2017	22,264	1,934	3,310	1,305	5,458	22,463
令和4年 2022	22,919	2,352	3,210	1,463	4,703	21,728

1) 不詳を含む。

1) Including not reported.

資料 総務省統計局「就業構造基本調査結果」

Source: Statistics Bureau, Ministry of Internal Affairs and Communications.

19-20 男女、職歴・就業形態別入職者数及び勤続期間別離職者数（令和4～6年）

Hired Employees by Sex, Occupational Career, and Form of Employment and Employees Separated from Service by Sex and Length of Service (2022 to 2024)

（単位 1,000人） (In thousands of persons)

年次、男女 Year and sex		常用労働者数（1月1日現在） Regular employees (as of 1 Jan.)	入職者 Hired employees	一般労働者 Ordinary workers	パートタイム労働者 Part-time workers	職歴別 By occupational career 1) 未就業者 Occupationally inexperienced		既就業者（転職入職者） Occupationally experienced (job changer)	同一企業内からの転入者 Transferred from within the same enterprise (company)
							新規学卒者 New graduates	新規学卒者以外 Others	
総数	Total								
令和4年	2022	51,198.9	7,798.0	4,398.3	3,399.7	2,828.0	1,463.3	1,364.8	4,969.9	2,107.9
5	2023	51,847.9	8,501.2	4,497.3	4,003.9	3,091.3	1,509.8	1,581.5	5,409.9	2,175.9
6	2024	50,645.8	7,473.7	4,337.8	3,135.9	2,553.7	1,204.4	1,349.3	4,920.0	2,140.8
男	Male									
令和4年	2022	27,480.4	3,635.0	2,418.4	1,216.6	1,237.9	759.5	478.4	2,397.0	1,294.8
5	2023	27,676.2	3,946.6	2,478.2	1,468.4	1,332.7	715.6	617.1	2,613.9	1,327.1
6	2024	26,752.1	3,459.3	2,332.7	1,126.6	1,123.1	592.4	530.7	2,336.2	1,256.4
女	Female									
令和4年	2022	23,718.6	4,163.0	1,979.9	2,183.1	1,590.1	703.7	886.3	2,572.9	813.1
5	2023	24,171.7	4,554.6	2,019.1	2,535.5	1,758.6	794.2	964.4	2,796.0	848.8
6	2024	23,893.8	4,014.4	2,005.0	2,009.4	1,430.6	611.9	818.7	2,583.8	884.4

年次、男女 Year and sex		離職者 Employees separated from service	勤続期間別 By length of service 6か月未満 6 months, under	6か月-1年 6 months - 1 year	1-2年 years	2-5	5-10	10年以上 and over	同一企業内への転出者 Transferred to within the same enterprise (company)	「雇用期間の定めあり」から「雇用期間の定めなし」に切替えられた者 2)
総数	Total									
令和4年	2022	7,656.7	1,468.4	820.0	927.6	1,869.7	1,074.4	1,491.0	2,273.8	381.6
5	2023	7,981.0	1,646.3	947.3	1,002.9	1,635.3	1,243.5	1,498.8	2,396.9	412.1
6	2024	7,195.3	1,289.2	933.2	991.1	1,560.2	1,102.0	1,316.4	2,209.1	392.3
男	Male									
令和4年	2022	3,651.5	619.4	365.4	415.7	823.7	517.4	907.5	1,429.0	160.6
5	2023	3,805.7	710.9	437.0	450.3	717.2	584.4	902.8	1,438.2	158.6
6	2024	3,367.6	551.4	379.7	428.6	711.9	498.7	795.4	1,323.0	173.1
女	Female									
令和4年	2022	4,005.2	849.0	454.5	511.9	1,045.9	557.0	583.5	844.8	221.0
5	2023	4,175.4	935.4	510.3	552.6	918.1	659.1	596.0	958.8	253.5
6	2024	3,827.7	737.8	553.5	562.5	848.4	603.3	521.0	886.2	219.1

常用労働者5人以上の事業所 1) 入職前1年間における就業経験の有無による。
Establishments with 5 or more regular employees. 1) Classified by whether the employee had occupational experience or not during the preceding year before newly-employed. 2) Workers who have been switched to no defined period of employment from defined period of employment

資料 厚生労働省「雇用動向調査」
Source: Ministry of Health, Labour and Welfare.

19-21 企業規模・産業、定年年齢階級別企業数の割合（令和4年）

Ratio of Enterprises with Retirement Age System by Size of Enterprise, Industry and Retirement Age (2022)

（単位 パーセント） (%)

企業規模・産業 Size of enterprise and industry		一律定年制を定めている企業 Enterprises with uniform retirement age system 1)		定年年齢 Retirement age 60歳 years old	61	62	63	64	65	66歳以上 and over
総数	Total	(96.9)	100.0	72.3	0.3	0.7	1.5	0.1	21.1	3.5
企業規模別	By size of enterprise									
1,000人以上	persons and over	(90.9)	100.0	79.3	0.7	1.1	0.9	0.2	17.1	0.7
300-999		(91.9)	100.0	81.7	0.5	1.1	1.9	0.4	13.8	0.2
100-299		(97.8)	100.0	76.6	0.6	0.6	1.3	0.1	19.2	1.6
30- 99人	persons	(97.3)	100.0	69.8	0.2	0.6	1.6	-	22.5	4.5
産業別	By industry									
鉱業、採石業、砂利採取業	Mining and quarrying of stone and gravel	(100.0)	100.0	75.7	-	-	2.6	-	21.7	-
建設業	Construction	(97.1)	100.0	67.7	0.1	1.6	0.4	-	26.2	3.9
製造業	Manufacturing	(98.0)	100.0	79.0	0.0	0.4	2.0	-	13.2	4.4
電気・ガス・熱供給・水道業	Electricity, gas, heat supply and water	(93.0)	100.0	76.6	-	2.8	0.9	-	17.9	1.8
情報通信業	Information and communications	(97.9)	100.0	83.2	0.4	0.2	0.5	-	15.7	-
運輸業、郵便業	Transport and postal activities	(97.0)	100.0	58.3	0.8	0.1	2.3	0.8	34.0	3.7
卸売業、小売業	Wholesale and retail trade	(97.0)	100.0	82.6	-	0.8	0.1	-	15.8	0.6
金融業、保険業	Finance and insurance	(99.0)	100.0	88.4	0.2	-	0.9	-	10.5	-
不動産業、物品賃貸業	Real estate and goods rental and leasing	(99.4)	100.0	77.5	1.8	0.2	2.7	-	16.1	1.4
学術研究、専門・技術サービス業	Scientific research, professional and technical services	(98.0)	100.0	76.0	0.1	1.3	1.1	-	21.5	-
宿泊業、飲食サービス業	Accommodations, eating and drinking services	(98.0)	100.0	63.3	-	0.4	2.5	-	27.2	6.7
生活関連サービス業、娯楽業	Living-related and personal services and amusement services 2)	(94.8)	100.0	70.6	-	0.1	0.1	-	21.6	6.3
教育、学習支援業	Education, learning support	(84.1)	100.0	64.9	-	1.3	1.7	-	30.4	0.5
医療、福祉	Medical, health care and welfare	(96.5)	100.0	66.1	0.1	0.4	2.0	-	25.6	4.7
複合サービス事業	Compound services	(97.9)	100.0	90.4	0.7	2.4	1.6	-	5.0	-
サービス業（他に分類されないもの）	Services, n.e.c. 3)	(98.1)	100.0	63.0	1.6	1.8	2.8	0.1	24.0	5.6

1月1日現在。常用労働者30人以上の民営企業 1) （ ）の数値は、定年制を定めている企業のうち、一律定年制を定めている企業の割合 2) 家事サービス業を除く。 3) 政治・経済・文化団体、宗教及び外国公務を除く。

As of 1 January. Private enterprises with 30 or more regular employees. 1) Figures in parentheses are the proportion of enterprises with uniform retirement age system in enterprises with any retirement age system. 2) Excluding domestic services. 3) Excluding services by political, business and cultural organisations, religion, and foreign governments and international agencies in Japan.

資料 厚生労働省「就労条件総合調査」

Source: Ministry of Health, Labour and Welfare.

19-22 一般職業紹介状況（令和5～7年度）

Employment Referrals for General Works (F.Y. 2023 to 2025)

（単位 1,000）　　(In thousands)

年度 Fiscal year		月間有効求職者数 Monthly active applications (A)	月間有効求人数 Monthly active job openings (B)	新規求職申込件数 New applications (C)	#パートタイム Part-timers	新規求人数 New job openings (D)	#パートタイム Part-timers	就職件数 Persons who found employment (E)	#パートタイム Part-timers	有効求人倍率（倍） Active job openings-to-applicants ratio (Times) (B / A)	就職率 Ratio of persons who found employment (%) (E / C)	充足率 Sufficiency ratio (%) (E / D)
		一般 General works										
令和5年	2023	1,918	2,472	375	139	856	336	101	48	1.29	26.8	11.8
6	2024	1,921	2,397	367	140	829	322	95	47	1.25	25.9	11.5
7	2025	1,907	2,298	369	142	794	306	91	46	1.20	24.8	11.5
		常用 Regular works										
令和5年	2023	1,901	2,221	370	138	767	279	92	41	1.17	…	…
6	2024	1,904	2,168	362	139	747	270	86	40	1.14	…	…
7	2025	1,892	2,082	364	141	717	258	83	40	1.10	…	…
		臨時・季節 Casual and seasonal works										
令和5年	2023	17	251	6	1	89	57	9	7	…	…	…
6	2024	16	229	5	1	82	52	9	6	…	…	…
7	2025	16	216	5	1	77	48	9	6	…	…	…

月平均
Monthly averages.

資料 厚生労働省「職業安定業務統計（一般職業紹介状況）」
Source: Ministry of Health, Labour and Welfare.

19-23 年齢階級別労働市場関係指標（令和5～7年度）

Labour-Market-Related Indicators by Age Group (F.Y. 2023 to 2025)

（単位 1,000）　(In thousands)

年度 Fiscal year		総数 Total	19歳以下 years old and under	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65歳以上 and over
新規求職申込件数 New applications													
令和5年	2023	370	3	26	36	31	31	32	36	38	34	38	63
6	2024	362	3	24	34	30	29	30	33	38	35	39	66
7	2025	364	3	23	34	29	28	29	32	38	36	41	70
有効求職者数 Active applications													
令和5年	2023	1,901	16	130	195	170	165	165	189	207	189	215	259
6	2024	1,904	17	123	189	167	159	161	181	210	198	222	277
7	2025	1,892	16	117	186	165	154	156	172	207	202	230	286
就職件数 Persons who found employment													
令和5年	2023	92	1	6	8	7	8	9	11	11	10	10	11
6	2024	86	1	5	7	7	7	8	9	11	9	10	12
7	2025	83	1	5	6	6	6	7	9	10	9	10	13

資料 厚生労働省「職業安定業務統計（一般職業紹介状況）」
Source: Ministry of Health, Labour and Welfare.

19-24 派遣労働者数（令和5～7年度）

Number of Dispatched Workers (F.Y. 2023 to 2025)

年度 Fiscal year		集計事業所数 Number of tabulated establishments	派遣労働者数 Dispatched workers			日雇派遣労働者 Day labourers
			計 Total	無期雇用派遣労働者 Dispatched workers for indefinite terms	有期雇用派遣労働者 Dispatched workers for definite terms	
令和5年	2023	43,736	1,924,455	791,293	1,133,162	39,053
6	2024	44,035	1,913,646	817,688	1,095,958	29,940
7	2025	44,110	2,009,094	874,747	1,134,347	40,854

6月1日現在
As of 1 June.

資料 厚生労働省「労働者派遣事業報告書」
Source: Ministry of Health, Labour and Welfare.

19-25 新規学校卒業者の職業紹介状況（令和3～7年）

Employment Referrals for New School Graduates (2021 to 2025)

年次	Year	求職者数 Applications (A)	求人数 Job openings (B)	就職者数 Persons who found employment (C)	求人倍率（倍） Job openings-to-applicants ratio (Times) (B / A)	就職率 Ratio of persons who found employment (%) (C / A)	充足率 Sufficiency ratio (%) (C / B)
		中学卒業者 Lower secondary school graduates					
令和3年	2021	394	1,168	376	2.96	95.4	32.2
4	2022	310	1,102	297	3.55	95.8	27.0
5	2023	388	1,081	335	2.79	86.3	31.0
6	2024	357	1,007	295	2.82	82.6	29.3
7	2025	331	933	306	2.82	92.4	32.8
		高校卒業者 Upper secondary school graduates					
令和3年	2021	146,314	386,316	145,761	2.64	99.6	37.7
4	2022	134,584	388,588	134,108	2.89	99.6	34.5
5	2023	127,074	443,980	126,675	3.49	99.7	28.5
6	2024	121,027	482,626	120,581	3.99	99.6	25.0
7	2025	121,677	499,438	121,052	4.10	99.5	24.2

6月末日までに公共職業安定所及び学校において取り扱ったもの。各年3月新規学卒者

Contents which were treated at the Public Employment Security Offices and schools by the end of June. Referring to those who graduated from school in March of each year.

資料 厚生労働省「職業安定業務統計（新規学卒者（高校・中学）の職業紹介状況）」

Source: Ministry of Health, Labour and Welfare.

19-26 障害者の職業紹介状況(令和5～7年度)

Employment Referrals for Disabled Persons (F.Y. 2023 to 2025)

年度 Fiscal year	身体障害者 Physically disabled				知的障害者 Intellectually disabled			
	新規求職申込件数 New applications (A)	有効求職者数 Active applications 1)	就職件数 Persons who found employment (B)	就職率 Ratio of persons who found employment (%) (B / A)	新規求職申込件数 New applications (A)	有効求職者数 Active applications 1)	就職件数 Persons who found employment (B)	就職率 Ratio of persons who found employment (%) (B / A)
令和5年 2023	59,202	120,925	22,912	38.7	37,515	58,047	22,201	59.2
6 2024	60,252	108,066	22,704	37.7	40,385	54,684	22,449	55.6
7 2025	59,091	98,639	21,463	36.3	39,307	51,867	22,215	56.5

年度 Fiscal year	精神障害者 Mentally disabled				その他の障害者 Others			
	新規求職申込件数 New applications (A)	有効求職者数 Active applications 1)	就職件数 Persons who found employment (B)	就職率 Ratio of persons who found employment (%) (B / A)	新規求職申込件数 New applications (A)	有効求職者数 Active applications 1)	就職件数 Persons who found employment (B)	就職率 Ratio of persons who found employment (%) (B / A)
令和5年 2023	137,935	209,411	60,598	43.9	14,838	18,208	5,045	34.0
6 2024	153,223	211,942	65,518	42.8	14,247	16,107	4,938	34.7
7 2025	165,316	213,202	66,580	40.3	14,422	16,201	4,920	34.1

公共職業安定所取扱数　1) 年度末

Data are based on the records of the Public Employment Security Offices. 1) End of fiscal year.

資料 厚生労働省「職業安定業務統計(障害者の職業紹介状況等)」

Source: Ministry of Health, Labour and Welfare.

19-27 産業別新規学校卒業就職者数(令和7年)

Number of New School Graduates Who Found Employment by Industry (2025)

産業 Industry		高等学校 Upper secondary schools	高等専門学校 Colleges of technology	短期大学 Junior colleges	大学 Universities	大学院 Graduate schools
計	Total	127,501	5,681	27,365	449,638	78,861
男	Male	81,619	4,255	2,692	223,066	55,724
女	Female	45,882	1,426	24,673	226,572	23,137
農業、林業	Agriculture and forestry	1,010	4	84	861	177
漁業	Fisheries	338	1	1	92	14
鉱業、採石業、砂利採取業	Mining and quarrying of stone and gravel	191	11	1	203	116
建設業	Construction	12,654	593	355	21,591	2,853
製造業	Manufacturing	50,914	2,591	1,190	47,699	27,470
電気・ガス・熱供給・水道業	Electricity, gas, heat supply and water	2,203	412	37	2,715	1,264
情報通信業	Information and communications	1,218	835	434	52,592	10,122
運輸業、郵便業	Transport and postal activities	7,253	379	445	13,396	1,197
卸売業、小売業	Wholesale and retail trade	11,563	90	2,916	61,510	2,229
金融業、保険業	Finance and insurance	1,627	20	459	28,125	1,611
不動産業、物品賃貸業	Real estate and goods rental and leasing	801	59	248	13,899	609
学術研究、専門・技術サービス業	Scientific research, professional and technical services	2,199	291	395	22,593	7,715
宿泊業、飲食サービス業	Accommodations, eating and drinking services	6,440	3	2,029	11,911	277
生活関連サービス業、娯楽業	Living-related and personal services and amusement services	4,880	14	892	10,492	376
教育、学習支援業	Education, learning support	509	6	4,784	34,063	8,158
医療、福祉	Medical, health care and welfare	4,836	4	11,254	59,988	6,921
複合サービス事業	Compound services	1,928	17	220	3,317	208
サービス業(他に分類されないもの)	Services, n.e.c.	4,966	186	1,121	31,209	2,476
公務(他に分類されるものを除く)	Government (except elsewhere classified)	10,631	151	453	29,298	3,103
その他	Other	1,340	14	47	4,084	1,965

高等専門学校、短期大学、大学及び大学院の就職者数には、進学しかつ就職した者を含む。

Persons who found employment for colleges of technology, junior colleges, universities and graduate schools, including persons who advanced to schools of higher grade while in employment.

資料 文部科学省「学校基本統計」

Source: Ministry of Education, Culture, Sports, Science and Technology.

19-28 鉱工業・業種別労働生産性指数（令和4～7年）

Labour Productivity Index by Industry (2022 to 2025)

（令和2年平均＝100）　　(2020 average = 100)

業種	Industry	令和4年平均 2022 Av.	5年平均 2023 Av.	6年平均 2024 Av.	7年平均 2025 Av.
製造工業	Manufacturing	105.3	103.5	101.2	101.4
食料品・たばこ	Foods and tobacco	97.1	94.7	93.9	94.0
繊維	Textiles	106.6	98.7	94.7	93.0
木材・木製品	Wood and wood products	106.5	99.8	91.5	95.3
家具	Furniture	106.9	107.8	104.6	103.1
パルプ・紙・紙加工品	Pulp, paper and paper products	105.8	99.2	97	94.6
印刷業	Printing	98.3	93.5	90.4	90.6
化学（石油・石炭を含む）	Chemicals (including petroleum and coal products)	103.8	97.7	95.7	95.2
プラスチック製品	Plastic products	102.6	100.0	97.9	98.9
ゴム製品	Rubber products	108.1	107.0	102	103.5
窯業・土石製品	Ceramics, stone, and clay products	99.6	93.4	89.8	86.4
鉄鋼業	Iron and steel	107.0	104.8	101.3	99.5
非鉄金属	Non-ferrous metals	104.3	100.1	99.4	96.1
金属製品	Fabricated metals	101.7	97.4	93.4	90.8
汎用機械	General-purpose machinery	115.6	110.8	105.2	105.9
生産用機械	Production machinery	127.6	115.2	113.9	114.4
業務用機械	Business oriented machinery	118.7	122.1	118.1	126.2
電子部品・デバイス	Electrical parts and devices	101.2	93.4	100.3	106.5
電気機械	Electrical machinery	107.7	109.1	103.4	103.6
情報通信機械	Information and communication equipment	88.5	92.4	89.2	83.6
輸送機械	Transport equipment	102.5	116.8	113.9	114.8
鉱業	Mining	112.6	107.9	104.1	97.9

事業所規模5人以上
Establishments with 5 or more employees.

資料　公益財団法人日本生産性本部「生産性統計」
Source: Japan Productivity Center.

19-29 産業別労働組合数及び組合員数(令和7年)

Labour Unions and Membership by Industry (2025)

産業 Industry		単位労働組合 Unit labour unions							単一労働組合 Unitary labour unions	
		労働組合数 Unions	労働組合員数 Membership (1,000) 1)	主要団体 Major organisations				推定組織率 Estimated unionisation rate (%) 3)	労働組合数 Unions	労働組合員数 Membership (1,000)
				連合 *Rengo*	全労連 *Zenroren*	全労協 *Zenrokyo*	その他 Other 2)			
全産業	All industries	45,100	9,864	6,781	433	70	2,717	15.9	22,244	9,927
農業、林業、漁業	Agriculture, forestry and fisheries	317	10	7	0	0	2	1.5	60	8
鉱業、採石業、砂利採取業	5)	79	5	4	0	-	2	27.0	55	6
建設業	Construction	2,379	835	133	4	17	700	20.2	762	826
製造業	Manufacturing	10,475	2,614	2,010	6	2	645	26.4	6,500	2,719
電気・ガス・熱供給・水道業	6)	1,149	152	145	4	3	3	49.0	441	160
情報通信業	Information and communications	1,174	336	270	2	0	63	11.5	660	343
運輸業、郵便業	Transport and postal activities	6,533	800	607	18	10	191	24.0	2,927	956
卸売業、小売業	Wholesale and retail trade	4,905	1,574	1,368	54	2	153	16.4	1,684	1,526
金融業、保険業	Finance and insurance	2,480	701	344	3	0	353	46.4	587	693
不動産業、物品賃貸業	7)	267	73	54	0	0	18	5.7	162	71
学術研究、専門・技術サービス業	8)	1,081	143	98	3	0	42	6.6	424	97
宿泊業、飲食サービス業	9)	407	410	239	0	0	171	11.0	281	378
生活関連サービス業、娯楽業	10)	472	119	103	3	0	14	6.9	340	116
教育、学習支援業	Education, learning support	3,186	386	240	53	10	96	12.0	2,004	379
医療、福祉	Medical, health care and welfare	3,103	494	249	154	7	94	5.3	1,638	469
複合サービス事業	Compound services	1,086	231	172	6	1	54	52.5	483	70
サービス業	Services	1,332	211	160	3	2	48	4.9	793	196
公務	Government	4,004	715	558	110	10	47	28.1	1,951	750
分類不能の産業	4)	671	56	19	8	7	21	…	492	164

6月30日現在 1) 複数の主要団体に加盟している労働組合員数は、それぞれの主要団体に重複して集計 2) 連合、全労連及び全労協に加盟していない産業別組織等及び無加盟の組合員数 3) 労働組合員数(単位労働組合)÷雇用者数(総務省統計局「労働力調査」6月分)×100 4) 複数産業の労働者で組織されている単位労働組合等を含む。

As of 30 June. 1) A person who is registered in two or more major organisations is counted as a member of each organisation. 2) Members of unit unions under major organisations other than *Rengo* , *Zenroren* , or *Zenrokyo* , and of independent unit unions. 3) Membership (of unit labour unions) / employees (for June, obtained from the Labour Force Survey by Statistics Bureau, Ministry of Internal Affairs and Communications) x 100 4) Industries unable to classify. Including unit labour unions participated by workers of two or more industries. 5) Mining and quarrying of stone and gravel 6) Electricity, gas, heat supply and water 7) Real estate and goods rental and leasing 8) Scientific research, professional and technical services 9) Accommodations, eating and drinking services 10) Living-related and personal services and amusement services

資料 厚生労働省「労働組合基礎調査」

Source: Ministry of Health, Labour and Welfare.

19-30 労働争議（令和2～6年）

Labour Disputes (2020 to 2024)

年次 Year	総争議 Total disputes		争議行為を伴わない争議 Disputes not accompanied by acts of dispute		争議行為を伴う争議 Disputes accompanied by acts of dispute		#半日以上の同盟罷業 Strikes for half a day and over		#半日未満の同盟罷業 Strikes for less than half a day	
	件数 Disputes	総参加人員 Employees affected	件数 Disputes	総参加人員 Employees affected	件数 Disputes	行為参加人員 Employees involved	件数 Disputes	行為参加人員 Employees involved	件数 Disputes	行為参加人員 Employees involved
令和2年 2020	303	57,426	246	24,990	57	6,013	35	806	34	5,324
3 2021	297	60,389	242	21,849	55	7,858	32	722	36	7,267
4 2022	270	53,519	205	15,638	65	6,447	33	744	48	5,872
5 2023	292	101,253	217	20,953	75	8,414	39	2,157	52	6,583
6 2024	278	95,325	202	35,952	76	8,982	27	935	58	8,042

年次 Year	主要要求事項別争議件数 Disputes by principal issue										主要要求事項総数 Total principal issues of labour disputes
	組合保障及び労働協約			賃金		賃金以外の労働条件		経営・雇用・人事		その他	
	Union security and labour contract	組合保障及び組合活動 Union security and labour union activity	労働協約の締結、改訂及び効力 Conclusion, revision and effect of labour contracts	Wages	#賃金額（基本給・諸手当）の改定 Wage (base pay and allowances) revision	Labour condition other than wages	#所定内労働時間の変更 Change in scheduled working hours	Business, employment and personal administration	#解雇反対・被解雇者の復職 Opposition to discharge or issues for reinstatement of the discharged	Other	
令和2年 2020	126	119	10	154	51	35	2	74	41	7	424
3 2021	137	126	13	150	55	31	1	96	57	3	440
4 2022	103	97	12	139	58	38	1	98	47	7	424
5 2023	88	81	11	157	61	38	3	118	57	4	442
6 2024	94	86	12	154	72	42	4	90	41	4	419

主要要求事項別争議件数は、1労働争議につき労働者側から提出された要求のうち、主なもの2つまでを主要要求事項として計上している。2つの主要要求事項が同一の区分内にある労働争議は1件として計上している。

Up to two major demands in a labour dispute are listed as the principal issues. If two principal issues of a labour dispute fall in a single bracket of issue in this table, the dispute is counted as one case under the bracket.

資料 厚生労働省「労働争議統計調査」

Source: Ministry of Health, Labour and Welfare.