

Summary of 2025 Annual Average (II Detailed Tabulation)

1. Employees

Annual average number of non-regular employees in 2025 was 21.28 million, an increase of 0.02 million from the previous year.

Viewing by main reason for taking a non-regular employment, the most common reason was “for working at convenient times” at 7.57 million, an increase of 0.26 million.

2. Unemployed persons (ILO 2013)

(1) Unemployed persons (ILO 2013) by reason for being unable to take up a job

Among the “unemployed persons (ILO 2013)” (1.94 million for the 2025 annual average, a decrease of 0.01 million from the previous year), the number of “unemployed persons (ILO 2013)” who were unable to take up a job because of “preferable kind of job is not available” was 0.53 million, the same as the previous year. The number of those because of “wish to have any kind of job, but it is not available” was 0.10 million, an increase of 0.01 million.

(2) Unemployed persons (ILO 2013) by duration of unemployment

The number of “those who have looked for a job or prepared to start a business” for “less than 3 months” was 0.83 million, the same as the previous year. “3 to less than 6 months” was 0.29 million, an increase of 0.01 million. “6 months to less than 1 year” was 0.25 million, a decrease of 0.01 million. “1 year or more” was 0.55 million, an increase of 0.01 million.

3. Not in labour force

(1) Persons not in labour force categorized by whether or not they wish to work

Among the persons not in the labour force (39.40 million for the 2025 annual average, a decrease of 0.69 million from the previous year), the number of those who wish to work was 2.12 million, a decrease of 0.13 million.

Viewing by sex and age groups, for males, those aged 65 and over accounted for the largest, 0.24 million, the same as the previous year. For females, those aged 35-44 and aged 45-54 accounted for the largest, 0.29 million, a decrease of 0.04 million and a decrease of 0.01 million, respectively.

On the other hand, the number of those who do not wish to work was 36.37 million, a decrease of 0.62 million. The number of those who do not wish to work aged 65 and over was 25.97 million, a decrease of 0.23 million.

(2) Persons wishing to work by reason for not seeking a job

The number of persons who do not currently seek a job because there is “no prospect of finding a job” was 0.74 million, a decrease of 0.01 million from the previous year, “for poor condition of health” was 0.53 million, a decrease of 0.02 million, “for childbirth or child-rearing” was 0.28 million, a decrease of 0.07 million, and “for caring aged or sick family member” was 0.14 million, the same as the previous year.

4. Labour underutilization

(1) Persons in time-related underemployment and potential labour force

Among the employed persons (68.20 million for 2025 annual average), the number of persons in time-related underemployment was 1.98 million, an increase of 0.08 million from the previous year.

The number of unemployed persons (ILO 2013) was 1.94 million, a decrease of 0.01 million.

Among the persons not in the labour force (39.40 million), the number of potential labour force was 0.35 million, an increase of 0.02 million.

(2) Labour underutilization indicator 4 (LU4)

Labour underutilization indicator 4 (LU4), which indicates labour underutilization most inclusively, was 6.1%, an increase of 0.1 percent points from the previous year.

Viewing by sex, male LU4 was 5.0%, an increase of 0.3 percent points, and female LU4 was 7.4%, the same as the previous year.