

“ Seishain ? Freeter ? What is the difference?? ”

~For those who are undecided
about their choice of career~

英語版

Words such as seishain, part-timer and arubaito are widely used because they are convenient in classifying the type of worker (as to their difference).

* Even when referred to in the same way, the details of a job may differ depending on the company.

せいしゃいん

【正社員 Regular employee】

Employed directly, with no fixed period of employment, and generally has a role with more responsibilities than other forms of employment.

ひせいきしゃいん

【非正規社員 Non-regular employee】

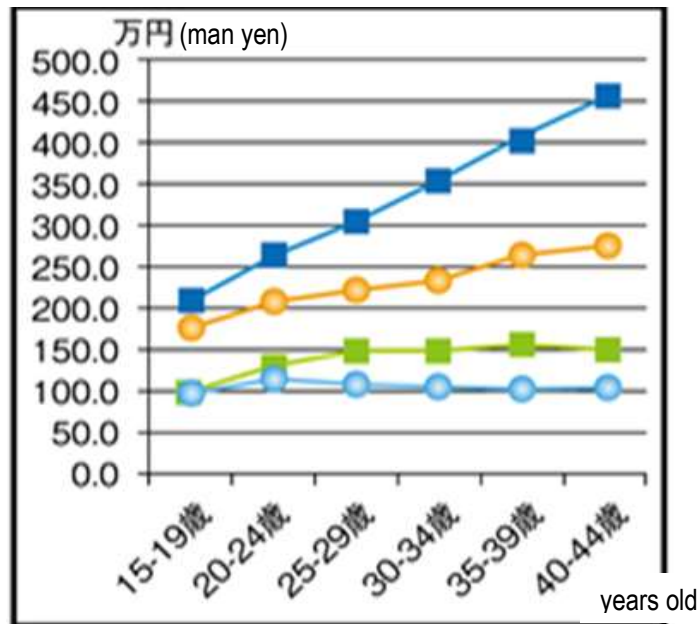
Workers who are not regular employees. Some are contract employees, whose period of employment is specified in the contract; temporary workers whose dispatch destination is based on the agency's temporary contract; part-timers, with shorter working hours than regular employees; arubaito, who are generally students whose main priority is not employment.

ふりーたー

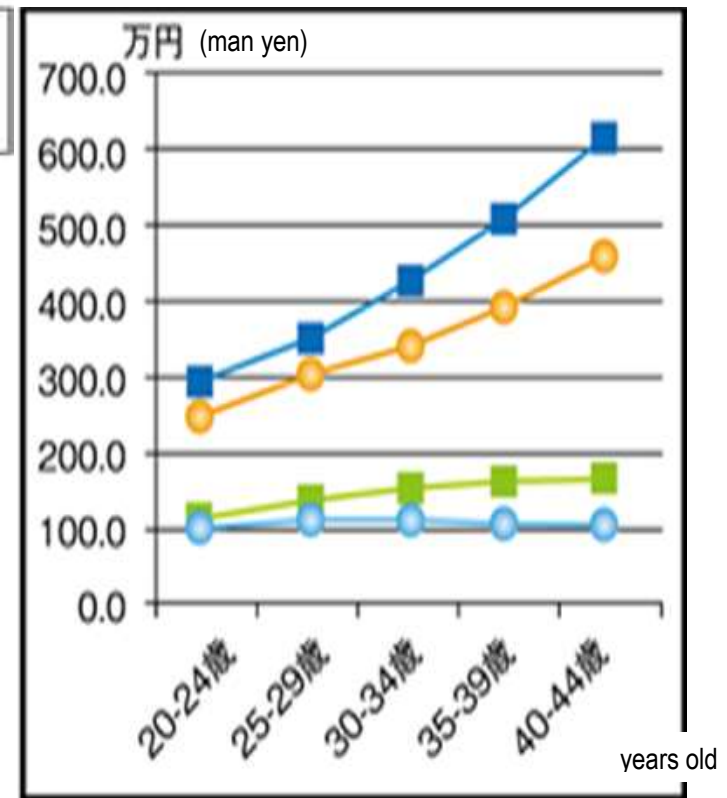
【フリーター Freeter (a freelance worker; from the combination of the English word, “free” and the German word, “arbeiter”, meaning “worker”)】

A person who is generally aged between 15 and 34, who has been working for extensive period as a non-regular employee, and desires to work only as a non-regular employee (excluding students or those devoted to housework).

■ Relationship between age and annual income by gender, educational background, type of employment (from the principal job)



【Annual income of a senior high school graduate】



【Annual income of a college graduate】



Even if I do not have to worry at present, there is a big difference when the increase in wages and lifestyle stability are compared.

In the case of regular employees, annual income (such as salary earned in a year, etc.) and income per hour (hourly wage) tend to increase with the employee's age. However, the annual and per hour income of part-timers in their teenage years and in their 40's remain almost constant, and wages tend not to rise with their age, as compared to regular employees.

● Systems applicable to non-regular employees

Compared to regular employees, systems such as the “retirement allowance plan”, etc., tend to be less applicable to other employees (they do not fall under those qualified for the system).

■ Percentage of workers based on type of employment, the condition of the current company’s application of various systems, etc.

Multiple answers (Unit: %) Year 2014

就業形態 しゅうぎょうけいたい Type of employment	こようほけん 雇用保険 Unemployment insurance	けんこうほけん 健康保険 Health insurance	こうせいねんきん 厚生年金 Employees’ pension	たいしよくきんせいど 退職金制度 Retirement allowance plan	しょうよしきゅうせいど 賞与支給制度 Bonus system	ふくりこうせいしせつとう 福利厚生施設等 の利用 りよう Utilization of welfare facilities, etc.	じこけいはつえんじょ 自己啓発援助 せいど 制度 Self- development assistance system
Regular employee	92.5	99.3	99.1	80.6	86.1	54.2	36.8
Workers other than regular employees	67.7	54.7	52.0	9.6	31.0	23.8	10.1
Temp. worker dispatched by an agency (haken geisha)	83.8	81.1	76.5	10.9	15.8	26.6	13.2
Contract employee	83.0	87.6	83.5	14.2	42.8	34.0	12.7
Part-time worker	60.6	37.6	35.3	4.3	23.9	17.6	7.3
Contingent (casual) worker	19.4	14.5	14.8	7.4	11.4	8.5	1.9

● Reasons why companies do not give merit to a “freeter’s” work experience.

Most of the respondents (almost 70%) answered: “They do not have the perseverance and may quit their jobs anytime.” Next popular answers are: “They have no skill or knowledge appropriate for their age.” “They need to be educated in professionalism, etc.”

Depending on the company, a person who experienced being a “freeter”, may be regarded as someone lacking in professionalism.

Reasons why being a previous “freeter” is considered a minus factor. (Multiple answers %)

	No perseverance and may quit any time	No skill or knowledge appropriate for their age	Need to be educated in professionalism, etc.	No sense of responsibility	Finds it difficult to fit into the organization.	It is difficult to grasp their personality	When they join a company, evaluation and placement is difficult to determine.	Others	No response
Total companies (1288 社)	71.7	47.5	44.9	43.5	38.1	25.9	20.0	1.8	0.1
<Employment of a freeter: Yes / No >									
Have employed (152 社)	77.0	44.7	42.1	54.6	36.8	25.7	7.9	2.0	0.0
Do not employ (1123 社)	71.1	47.8	45.3	41.6	38.5	25.8	21.9	1.8	0.1

Total number of companies that responded that being a “freeter” is a “minus factor” during employment.

独立行政法人 労働政策研究・研修機構「企業における若年層の募集・採用等に関する実態調査」より一部抜粋

These data were edited by Shiga Intercultural Association for Globalization, based on the reference, “Seishain? Freeter? What is the difference??” (Published by the Ministry of Health, Labor and Welfare).