

Summary Report of Basic Survey on Wage Structure (starting salary)

2011

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Summary Report of Basic Survey on Wage Structure (starting salary) 2011【Japanese】 is also posted on the website of Ministry of Health, Labour and Welfare (http://www.mhlw.go.jp/toukei_hakusho/toukei/).

Outline of Survey

1. Objective

This survey is a fundamental statistics, and its objective is to clarify the wage structure of employees in major industries by type of employment, type of work, occupation, sex, age, school career, length of service, and occupational career, and others. Of them, only the results of starting salary are compiled in this summary.

2. Scope of Survey

(1) Area

Nationwide (except some islands)

(2) Industry

The following 16 major industries, based on the Standard Industrial Classification for Japan (revised in November 2007).

Mining and quarrying of stone and gravel

Construction,

Manufacturing,

Electricity, gas, heat supply and water,

Information and communications,

Transport and postal activities,

Wholesale and retail trade,

Finance and insurance,

Real estate and goods rental and leasing,

Scientific research, professional and technical services,

Accommodations, eating and drinking services,

Living-related and personal services and amusement services,

Education, learning support,

Medical, health care and welfare,

Compound services,

Services, n.e.c.

(3) Establishment

77,393 establishments were selected according to some sampling method from private establishments with five or more regular employees (for establishments with 5-9 regular employees category, its enterprise size should be establishments with 5-9 regular employees) and public establishments with 10 or more regular employees by prefecture, industry, and enterprise size.

As for starting salary sampling, 13,534 establishments which had hired new graduates were selected from 45,818 establishments with valid response out of 62,004 private establishments with 10 or more regular employees.

3. Survey items

Characteristics of the establishment, the number of employees by type of employment,

total number of regular employees in enterprise, starting salary for new graduates and the number of recruits

4. Survey period

The survey was conducted in July 2011, on the June wage of new graduates who were employed as of the end of June 2011.

5. Survey method

The survey form was distributed and collected by staff and enumerators from Labour Bureau and Labour Standards Inspection Offices in each prefecture.

6. Survey body

Statistics and Information Department, Minister's Secretariat, Ministry of Health, Labour and Welfare

|

Prefectural Labour Bureau

|

Labour Standards Inspection Office

|

Enumerator

|

Respondent

Definitions

“New graduate”

In principle, a person who graduated from high school, technical college/junior college, or university under the School Education Act, or who has completed a master’s program and obtained or will obtain a master’s degree in March 2011. However, those who graduated from medical or dental school, special training school, school in miscellaneous category, or occupational skills development school are excluded.

New graduates are described as “new graduate employees” in this summary report.

“Starting salary”

The amount of scheduled cash earnings (which includes basic pay and fringe benefits, but non-scheduled cash earnings) without commuting allowance. The amount is the weighted average of the number of new graduate employees.

This summary report’s targets were those who were employed as of the end of June 2011, and this year’s salary were determined (97.9 %).

Notes

Marks used in statistical charts

- (*) requires caution in use due to lack of data quantity
- (...) unclear counting or inappropriate to show counting
- (-) no applicable figures

Response to Great East Japan Earthquake

The survey was also conducted as far as possible in the affected area and tabulated as normal.

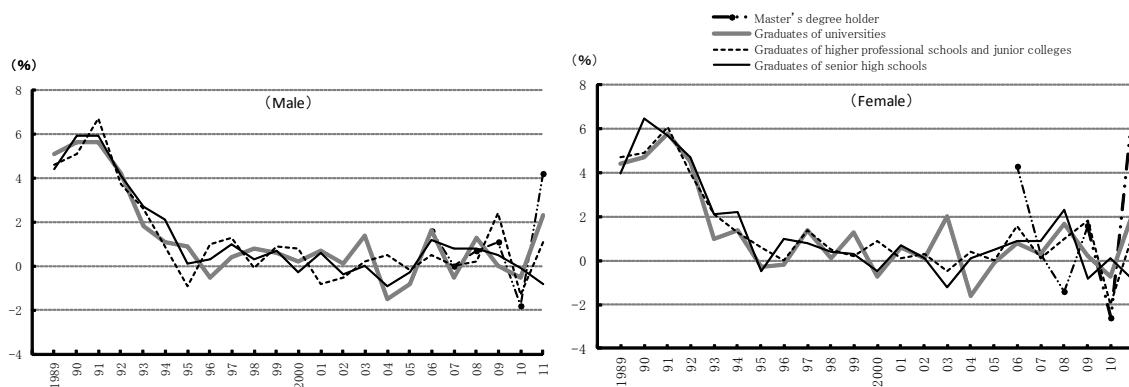
Summary of Results

1. Starting salary by school career

The following is starting salary of high school graduate or higher in 2011 by school career as follows.

Total of male and female	Master's degree holder	234,500yen	(Year-on-year rate	4.7%)	
	Graduates of universities	202,000yen	(	"	2.3%)
	Graduates of higher professional schools and junior colleges	172,500 yen	(	"	1.3%)
	Graduates of senior high schools	156,500 yen	(	"	-0.8%)
Male	Master's degree holder	233,900 yen	(Year-on-year rate	4.2%)	
	Graduates of universities	205,000 yen	(	"	2.3%)
	Graduates of higher professional schools and junior colleges	175,500 yen	(	"	1.1%)
	Graduates of senior high schools	159,400 yen	(	"	-0.8%)
Female	Master's degree holder	237,300 yen	(Year-on-year rate	7.3%)	
	Graduates of universities	197,900 yen	(	"	2.3%)
	Graduates of higher professional schools and junior colleges	170,500 yen	(	"	1.4%)
	Graduates of senior high schools	151,800 yen	(	"	-0.9%)

Figure 1 The Trends of increase/decrease rate for starting salary by sex, school career compared to the previous year



Note: Data for those who completed master's degree has been collected since 2005

The figures for men, women and the total of men and women have increased on the previous year, except for graduates of upper secondary schools.

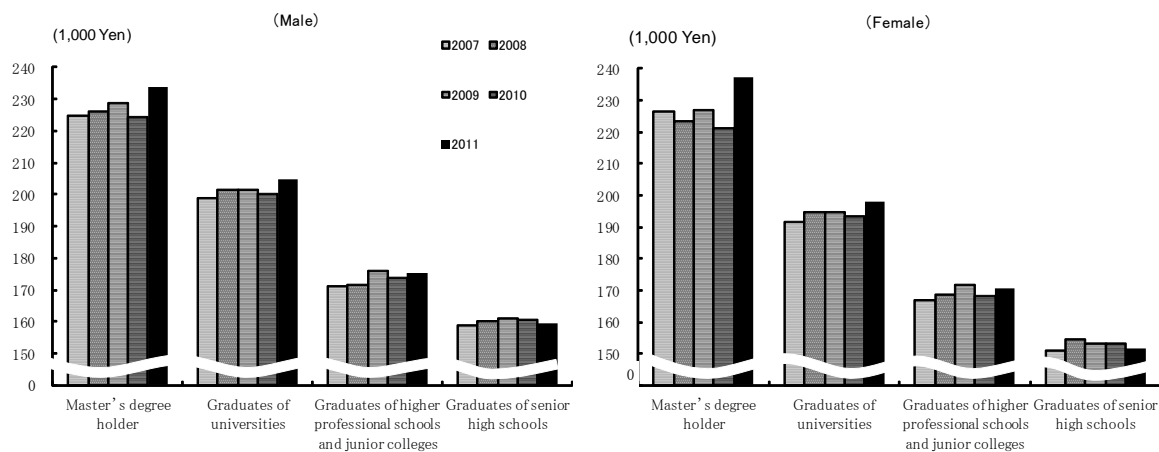
(Figure 1, Table 1, Figure 2, Appendix Table 1)

Table 1 Trends of starting salary by sex, and school career

Year	Total				Male				Female			
	Graduates of universities	Graduates of universities	Graduates of higher professional schools and junior colleges	Graduates of senior high schools	Graduates of universities	Graduates of universities	Graduates of higher professional schools and junior colleges	Graduates of senior high schools	Graduates of universities	Graduates of universities	Graduates of higher professional schools and junior colleges	Graduates of senior high schools
	1,000 Yen	1,000 Yen	1,000 Yen	1,000 Yen	1,000 Yen	1,000 Yen	1,000 Yen	1,000 Yen	1,000 Yen	1,000 Yen	1,000 Yen	1,000 Yen
2007	225.0 (0.1)	195.8 (-0.3)	168.5 (0.0)	155.7 (0.8)	224.6 (0.0)	198.8 (-0.5)	171.2 (0.0)	158.8 (0.8)	226.7 (0.3)	191.4 (0.3)	166.9 (0.1)	150.8 (0.9)
2008	225.9 (0.4)	198.7 (1.5)	169.7 (0.7)	157.7 (1.3)	226.2 (0.7)	201.3 (1.3)	171.6 (0.2)	160.0 (0.8)	223.6 (-1.4)	194.6 (1.7)	168.6 (1.0)	154.3 (2.3)
2009	228.4 (1.1)	198.8 (0.1)	173.2 (2.1)	157.8 (0.1)	228.6 (1.1)	201.4 (0.0)	175.8 (2.4)	160.8 (0.5)	227.1 (1.6)	194.9 (0.2)	171.7 (1.8)	153.0 (-0.8)
2010	224.0 (-1.9)	197.4 (-0.7)	170.3 (-1.7)	157.8 (0.0)	224.5 (-1.8)	200.3 (-0.5)	173.6 (-1.3)	160.7 (-0.1)	221.2 (-2.6)	193.5 (-0.7)	168.2 (-2.0)	153.2 (0.1)
2011	234.5 (4.7)	202.0 (2.3)	172.5 (1.3)	156.5 (-0.8)	233.9 (4.2)	205.0 (2.3)	175.5 (1.1)	159.4 (-0.8)	237.3 (7.3)	197.9 (2.3)	170.5 (1.4)	151.8 (-0.9)

Note: () is increase/decrease rate (%) compared to the previous year.

Figure 2 Trends of starting salary by sex, and school career



2. Starting salary by enterprise size

Looking at the breakdown of starting salaries by enterprise size and educational level, the starting salary for both male and female university graduates increased on the previous year in large (1,000 or more regular employees) and medium size enterprises (100-999 regular employees), while decreasing on the previous year for both men and women in small size enterprises (10-99 regular employees). Amongst upper secondary school graduates, starting salaries decreased for both men and women on the previous year, except for men in large size enterprises.

Looking at disparities in starting salaries between enterprise sizes (where a large size enterprise = 100), a growing disparity was observed for university graduates, except in the case of men in medium size enterprises. (Table 2).

Table 2 Trends of starting salary by sex, enterprise size, school career, increase/decrease rate in comparison with the previous year, and the amount difference between enterprises sizes

Sex, enterprise size			Master's degree holder			Graduates of universities			Graduates of higher professional schools and junior colleges			Graduates of senior high schools		
			Starting salary (1,000 Yen)		Increase/decrease rate in comparison with the previous year (%)	Starting salary (1,000 Yen)		Increase/decrease rate in comparison with the previous year (%)	Starting salary (1,000 Yen)		Increase/decrease rate in comparison with the previous year (%)	Starting salary (1,000 Yen)		Increase/decrease rate in comparison with the previous year (%)
			2011	2010		2011	2010		2011	2010		2011	2010	
Starting salary and increase/decrease rate in comparison with the previous year	Total	Total	234.5	224.0	4.7	202.0	197.4	2.3	172.5	170.3	1.3	156.5	157.8	-0.8
		Large size enterprises	235.8	227.0	3.9	207.3	198.3	4.5	183.0	174.6	4.8	159.0	158.9	0.1
		Medium size enterprises	237.5	219.5	8.2	202.2	197.2	2.5	172.8	170.8	1.2	155.7	156.8	-0.7
		Small size enterprises	205.6	218.5	-5.9	189.5	195.9	-3.3	168.4	168.3	0.1	155.5	158.3	-1.8
	Male	Total	233.9	224.5	4.2	205.0	200.3	2.3	175.5	173.6	1.1	159.4	160.7	-0.8
		Large size enterprises	233.9	226.9	3.1	207.5	201.2	3.1	178.0	177.7	0.2	160.3	160.0	0.2
		Medium size enterprises	237.4	219.7	8.1	206.3	199.7	3.3	174.7	172.7	1.2	158.6	159.1	-0.3
		Small size enterprises	209.9	224.1	-6.3	194.3	199.8	-2.8	175.1	172.2	1.7	159.8	163.7	-2.4
	Female	Total	237.3	221.2	7.3	197.9	193.5	2.3	170.5	168.2	1.4	151.8	153.2	-0.9
		Large size enterprises	245.9	227.1	8.3	207.1	194.5	6.5	188.2	171.5	9.7	155.9	156.6	-0.4
		Medium size enterprises	238.1	218.8	8.8	195.8	193.4	1.2	171.2	168.8	1.4	151.7	153.4	-1.1
		Small size enterprises	196.6	204.7	-4.0	185.3	191.5	-3.2	165.5	167.0	-0.9	149.1	151.1	-1.3
Amount difference between enterprises sizes	Total	Medium size enterprises	101	97	/	98	99	/	94	98	/	98	99	/
		Small size enterprises	87	96	/	91	99	/	92	96	/	98	100	/
	Male	Medium size enterprises	101	97	/	99	99	/	98	97	/	99	99	/
		Small size enterprises	90	99	/	94	99	/	98	97	/	100	102	/
	Female	Medium size enterprises	97	96	/	95	99	/	91	98	/	97	98	/
		Small size enterprises	80	90	/	89	98	/	88	97	/	96	96	/

Note:

- 1) Large size enterprises=1,000 or more regular employees, medium size enterprises = 100-999 regular employees, small size enterprises = 10-99 regular employees
- 2) For the amount difference between enterprises sizes, starting salary in large size enterprises = 100

3. Starting salary by industry

In the breakdown of starting salaries by major industries and educational level, the scientific research, professional and technical services industry had the highest for both male and female university graduates (248,300 yen for men and 227,700 yen for women). The industries with the lowest starting salaries were medical, health care and welfare for men (192,200 yen), and accomodation, eating and drinking services for women (185,400 yen). The highest starting salary for both male and female upper secondary school graduates was in the living-related and personal services and amusement services industry (172,000 yen for men and 161,900 yen for women), while the industries with the lowest starting salaries were medical, health care and welfare for men (143,900 yen), and services not elsewhere classified for women (142,800 yen).(Table 3).

Table 3 Trends of starting salary by sex, industry, school career, and increase/decrease rate compared to the previous year

Sex, industry	Master's degree holder			Graduates of universities			Graduates of higher professional schools and junior colleges			Graduates of senior high schools			
	Starting salary (1,000 Yen)		Increase/decrease rate in comparison with the previous year (%)	Starting salary (1,000 Yen)		Increase/decrease rate in comparison with the previous year (%)	Starting salary (1,000 Yen)		Increase/decrease rate in comparison with the previous year (%)	Starting salary (1,000 Yen)		Increase/decrease rate in comparison with the previous year (%)	
	2011	2010		2011	2010		2011	2010		2011	2010		
Total	Total	234.5	224.0	4.7	202.0	197.4	2.3	172.5	170.3	1.3	156.5	157.8	-0.8
	Construction	226.0	223.3	1.2	199.8	198.3	0.8	169.2	175.0	-3.3	167.9	162.1	3.6
	Manufacturing	223.7	224.1	-0.2	196.9	201.1	-2.1	171.9	172.1	-0.1	157.8	159.7	-1.2
	Information and communications	253.0	225.3	12.3	224.2	211.9	5.8	185.8	180.8	2.8	154.5	158.5	-2.5
	Transport and postal activities	220.9	215.0	2.7	194.9	189.3	3.0	168.4	170.6	-1.3	160.8	157.6	2.0
	Wholesale and Retail trade	232.9	215.1	8.3	197.4	197.7	-0.2	171.9	170.5	0.8	157.2	158.0	-0.5
	Finance and Insurance	223.3	211.9	5.4	194.2	188.6	3.0	157.4	155.3	1.4	148.5	148.8	-0.2
	Scientific research, professional and technical services	251.9	233.6	7.8	240.9	206.4	16.7	179.2	166.9	7.4	155.1	160.8	-3.5
	Accommodations, eating and drinking services	207.6	* 200.0	3.8	190.9	191.9	-0.5	163.9	163.4	0.3	151.3	154.7	-2.2
	Living-related and personal services and amusement services	* 205.7	212.3	-3.1	211.0	216.3	-2.5	167.5	168.3	-0.5	164.4	166.9	-1.5
	Education, Learning support	232.9	226.2	3.0	196.5	199.3	-1.4	172.6	173.8	-0.7	153.3	154.9	-1.0
	Medical, health care and Welfare	227.6	215.7	5.5	194.1	192.7	0.7	174.3	170.3	2.3	146.2	147.4	-0.8
	Services, n.e.c.	221.7	213.9	3.6	195.4	190.1	2.8	166.6	164.2	1.5	151.5	155.2	-2.4
	Male	Total	233.9	224.5	4.2	205.0	200.3	2.3	175.5	173.6	1.1	159.4	160.7	-0.8
Construction		225.7	224.1	0.7	201.2	200.5	0.3	169.4	176.3	-3.9	168.7	162.7	3.7
Manufacturing		224.1	224.4	-0.1	197.9	202.1	-2.1	175.0	174.7	0.2	159.5	161.7	-1.4
Information and communications		251.0	224.3	11.9	223.9	213.1	5.1	190.2	180.1	5.6	160.9	168.9	-4.7
Transport and postal activities		221.5	215.5	2.8	193.9	190.3	1.9	177.3	178.0	-0.4	160.4	158.5	1.2
Wholesale and Retail trade		235.3	216.8	8.5	199.1	200.3	-0.6	172.6	170.4	1.3	158.3	160.6	-1.4
Finance and Insurance		226.2	212.5	6.4	198.3	193.6	2.4	164.6	179.7	-8.4	157.3	144.7	8.7
Scientific research, professional and technical services		250.0	234.7	6.5	248.3	208.1	19.3	196.8	167.4	17.6	158.3	155.9	1.5
Accommodations, eating and drinking services		* 211.1	-	-	199.1	194.9	2.2	165.1	163.8	0.8	153.4	157.5	-2.6
Living-related and personal services		* 218.2	215.1	1.4	222.2	224.6	-1.1	166.2	174.1	-4.5	172.0	170.1	1.1
Education, Learning support		237.9	231.1	2.9	203.2	201.2	1.0	165.9	177.6	-6.6	157.5	159.0	-0.9
Medical, health care and Welfare		223.0	213.3	4.5	192.2	187.8	2.3	177.0	180.0	-1.7	143.9	145.0	-0.8
Services, n.e.c.		218.6	216.0	1.2	197.2	192.7	2.3	170.3	164.9	3.3	154.9	158.5	-2.3
Female		Total	237.3	221.2	7.3	197.9	193.5	2.3	170.5	168.2	1.4	151.8	153.2	-0.9
	Construction	228.9	218.1	5.0	195.1	190.4	2.5	168.5	170.2	-1.0	146.5	155.2	-5.6
	Manufacturing	220.5	222.2	-0.8	194.0	197.6	-1.8	166.4	167.3	-0.5	152.4	153.9	-1.0
	Information and communications	263.6	230.8	14.2	224.5	209.7	7.1	178.2	182.2	-2.2	145.2	150.8	-3.7
	Transport and postal activities	213.0	210.1	1.4	197.6	187.7	5.3	159.3	162.5	-2.0	161.7	155.6	3.9
	Wholesale and Retail trade	230.2	212.0	8.6	194.9	193.7	0.6	171.0	170.7	0.2	156.6	155.7	0.6
	Finance and Insurance	214.3	208.7	2.7	190.3	184.1	3.4	157.2	155.1	1.4	146.9	148.9	-1.3
	Scientific research, professional and technical services	259.4	228.6	13.5	227.7	203.3	12.0	163.3	166.5	-1.9	149.4	164.7	-9.3
	Accommodations, eating and drinking services	* 200.7	* 200.0	0.4	185.4	188.7	-1.7	162.9	163.1	-0.1	150.0	153.2	-2.1
	Living-related and personal services and amusement services	* 168.3	* 201.0	-16.3	202.4	204.3	-0.9	168.2	164.4	2.3	161.9	165.5	-2.2
	Education, Learning support	225.8	220.6	2.4	193.3	198.7	-2.7	173.2	173.6	-0.2	152.0	146.4	3.8
	Medical, health care and Welfare	230.3	217.5	5.9	195.0	195.0	0.0	173.3	168.1	3.1	147.0	147.9	-0.6
	Services, n.e.c.	* 235.4	200.7	17.3	192.5	183.3	5.0	160.1	162.5	-1.5	142.8	150.3	-5.0

Note:

1. Total includes mining and quarrying of stone and gravel, electricity, gas, heat supply and water, real estate and goods rental and leasing, and compound services in addition to the above.
2. (*) requires caution in use because there were only a few new graduate employees.
3. (-) there were no new graduate employees.

4. Starting salary distribution

Looking at the distribution of starting salaries, the most common for both male and female university graduates was in the 200,000-209,999 yen range, comprising 32.6% of men and 23.9% of women. Amongst upper secondary school graduates, the most common for men was the 160,000-169,999 yen range (34.2%), and for women the 150,000-159,999 yen range (23.8%) (Table 4).

Table 4 New graduate employees rate of starting salary by level, sex, and school career

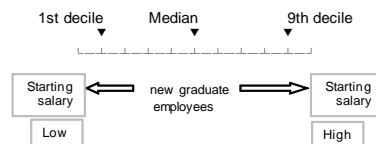
Starting salary	Total				Male				Female			
	Master's degree holder	Graduates of universities	Graduates of higher professional schools and junior colleges	Graduates of senior high schools	Master's degree holder	Graduates of universities	Graduates of higher professional schools and junior colleges	Graduates of senior high schools	Master's degree holder	Graduates of universities	Graduates of higher professional schools and junior colleges	Graduates of senior high schools
1,000 Yen	%	%	%	%	%	%	%	%	%	%	%	%
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
~ 109.9				0.2				0.2				0.2
110.0 ~ 119.9				0.9				0.6				1.3
120.0 ~ 129.9			1.1	3.9				2.0			0.8	7.1
130.0 ~ 139.9			3.1	9.4				1.9			3.9	14.3
140.0 ~ 149.9		2.0	8.1	14.0		1.6		5.2		2.7	9.9	20.6
150.0 ~ 159.9		2.5	15.6	26.7		1.9	12.9	28.5		3.3	17.5	23.8
160.0 ~ 169.9	0.3	4.8	19.0	29.4	0.3	3.5	15.1	34.2	0.5	6.5	21.7	21.4
170.0 ~ 179.9	1.6	10.2	19.9	8.6	0.8	8.3	23.0	10.4	5.4	12.6	17.8	5.7
180.0 ~ 189.9	1.2	11.4	17.2	3.7	0.7	9.5	22.4	3.7	3.2	13.8	13.7	3.6
190.0 ~ 199.9	2.1	14.4	5.0	1.3	2.1	14.9	6.6	1.7	2.0	13.8	3.9	0.7
200.0 ~ 209.9	5.7	28.9	4.7	2.0	5.3	32.6	4.1	2.4	7.2	23.9	5.1	1.3
210.0 ~ 219.9	14.8	9.3	2.7		15.3	9.8	4.0		12.6	8.5	1.8	
220.0 ~ 229.9	35.9	4.2	0.1		40.2	4.1	0.2		17.5	4.2	0.1	
230.0 ~ 239.9	12.0	2.5	3.5		12.5	2.5	3.2		10.0	2.4	3.7	
240.0 ~ 249.9	5.9	1.3			6.0	0.9			5.7	1.7		
250.0 ~ 259.9	5.8	1.4			3.3	1.9			16.3	0.8		
260.0 ~ 269.9	0.6	4.7			0.7	5.5			0.5	3.7		
270.0 ~ 279.9	0.5				0.4				1.1			
280.0 ~ 299.9	7.4				6.6				10.6			
300.0 ~	6.2	2.6			5.9	2.9			7.4	2.2		
Average (1,000 Yen)	234.5 (224.0)	202.0 (197.4)	172.5 (170.3)	156.5 (157.8)	233.9 (224.5)	205.0 (200.3)	175.5 (173.6)	159.4 (160.7)	237.3 (221.2)	197.9 (193.5)	170.5 (168.2)	151.8 (153.2)
1st decile	208.4 (204.2)	170.6 (171.0)	147.2 (145.6)	135.1 (136.8)	210.5 (206.1)	173.4 (173.8)	151.8 (148.8)	140.8 (142.3)	195.5 (202.1)	166.5 (202.1)	145.5 (144.4)	130.8 (131.5)
Median	228.3 (225.9)	201.0 (200.5)	171.2 (169.4)	158.5 (160.0)	228.1 (226.6)	202.1 (201.4)	175.4 (172.8)	160.4 (161.6)	230.7 (221.2)	197.6 (196.2)	167.9 (167.0)	152.3 (154.1)
9th decile	286.2 (242.4)	239.6 (221.6)	201.5 (193.7)	175.5 (176.1)	285.9 (241.6)	250.8 (222.2)	207.6 (196.6)	178.0 (176.6)	286.9 (244.9)	231.6 (221.0)	200.8 (192.2)	171.1 (171.5)
Dispersion coefficient	0.17 (0.08)	0.17 (0.13)	0.16 (0.14)	0.13 (0.12)	0.17 (0.08)	0.19 (0.12)	0.16 (0.14)	0.12 (0.11)	0.20 (0.10)	0.16 (0.14)	0.16 (0.14)	0.13 (0.13)

Note:

1) Quantile is a value to indicate distribution shape. Specifically, when the amount of starting salary for all persons are lined up from the lowest to the highest, the salary of the lowest 1/10 is 1st decile, the highest 1/10 is 9th decile, and the middle is median.

2) Decile dispersion coefficient is one of indicators to indicate spread of distribution, and its value is calculated according to the following formula. In general, the smaller the value, the smaller the spread of distribution is.

○ Decile Dispersion Coefficient=(9th Decile - 1st Decile)/2 x Median



3) Figure in () is that of 2010

Statistical Tables

Appendix Table 1 Trends of starting salary by sex, school career, and increase/decrease rate compared to the previous year

Sex, Year		Master's degree holder		Graduates of universities		Graduates of higher professional schools and junior colleges		Graduates of senior high schools	
		1,000 Yen	(%)	1,000 Yen	(%)	1,000 Yen	(%)	1,000 Yen	(%)
Total	2001	...	(...)	195.1	(...)	165.9	(...)	154.0	(...)
	2002	...	(...)	195.1	(0.0)	166.0	(0.1)	154.0	(0.0)
	2003	...	(...)	198.1	(1.5)	165.3	(-0.4)	152.9	(-0.7)
	2004	...	(...)	195.0	(-1.6)	166.3	(0.6)	152.6	(-0.2)
	2005	220.4	(...)	193.9	(-0.6)	166.6	(0.2)	152.9	(0.2)
	2006	224.8	(2.0)	196.3	(1.2)	168.5	(1.1)	154.4	(1.0)
	2007	225.0	(0.1)	195.8	(-0.3)	168.5	(0.0)	155.7	(0.8)
	2008	225.9	(0.4)	198.7	(1.5)	169.7	(0.7)	157.7	(1.3)
	2009	228.4	(1.1)	198.8	(0.1)	173.2	(2.1)	157.8	(0.1)
	2010	224.0	(-1.9)	197.4	(-0.7)	170.3	(-1.7)	157.8	(0.0)
	2011	234.5	(4.7)	202.0	(2.3)	172.5	(1.3)	156.5	(-0.8)
Male	1989	...	(...)	160.9	(5.1)	138.4	(4.6)	125.6	(4.4)
	1990	...	(...)	169.9	(5.6)	145.4	(5.1)	133.0	(5.9)
	1991	...	(...)	179.4	(5.6)	155.1	(6.7)	140.8	(5.9)
	1992	...	(...)	186.9	(4.2)	160.9	(3.7)	146.6	(4.1)
	1993	...	(...)	190.3	(1.8)	165.1	(2.6)	150.6	(2.7)
	1994	...	(...)	192.4	(1.1)	166.6	(0.9)	153.8	(2.1)
	1995	...	(...)	194.2	(0.9)	165.1	(-0.9)	154.0	(0.1)
	1996	...	(...)	193.2	(-0.5)	166.8	(1.0)	154.5	(0.3)
	1997	...	(...)	193.9	(0.4)	168.9	(1.3)	156.0	(1.0)
	1998	...	(...)	195.5	(0.8)	168.8	(-0.1)	156.5	(0.3)
	1999	...	(...)	196.6	(0.6)	170.3	(0.9)	157.6	(0.7)
	2000	...	(...)	196.9	(0.2)	171.6	(0.8)	157.1	(-0.3)
	2001	...	(...)	198.3	(0.7)	170.3	(-0.8)	158.1	(0.6)
	2002	...	(...)	198.5	(0.1)	169.5	(-0.5)	157.5	(-0.4)
	2003	...	(...)	201.3	(1.4)	169.8	(0.2)	157.5	(0.0)
	2004	...	(...)	198.3	(-1.5)	170.7	(0.5)	156.1	(-0.9)
	2005	221.0	(...)	196.7	(-0.8)	170.3	(-0.2)	155.7	(-0.3)
	2006	224.6	(1.6)	199.8	(1.6)	171.2	(0.5)	157.6	(1.2)
	2007	224.6	(0.0)	198.8	(-0.5)	171.2	(0.0)	158.8	(0.8)
	2008	226.2	(0.7)	201.3	(1.3)	171.6	(0.2)	160.0	(0.8)
	2009	228.6	(1.1)	201.4	(0.0)	175.8	(2.4)	160.8	(0.5)
2010	224.5	(-1.8)	200.3	(-0.5)	173.6	(-1.3)	160.7	(-0.1)	
2011	233.9	(4.2)	205.0	(2.3)	175.5	(1.1)	159.4	(-0.8)	
Female	1989	...	(...)	155.6	(4.4)	131.7	(4.7)	118.3	(4.0)
	1990	...	(...)	162.9	(4.7)	138.1	(4.9)	126.0	(6.5)
	1991	...	(...)	172.3	(5.8)	146.5	(6.1)	133.2	(5.7)
	1992	...	(...)	180.1	(4.5)	152.4	(4.0)	139.5	(4.7)
	1993	...	(...)	181.9	(1.0)	155.6	(2.1)	142.4	(2.1)
	1994	...	(...)	184.5	(1.4)	157.7	(1.3)	145.5	(2.2)
	1995	...	(...)	184.0	(-0.3)	158.7	(0.6)	144.7	(-0.5)
	1996	...	(...)	183.6	(-0.2)	158.7	(0.0)	146.1	(1.0)
	1997	...	(...)	186.2	(1.4)	161.0	(1.4)	147.3	(0.8)
	1998	...	(...)	186.3	(0.1)	161.8	(0.5)	147.9	(0.4)
	1999	...	(...)	188.7	(1.3)	162.2	(0.2)	148.3	(0.3)
	2000	...	(...)	187.4	(-0.7)	163.6	(0.9)	147.6	(-0.5)
	2001	...	(...)	188.6	(0.6)	163.8	(0.1)	148.7	(0.7)
	2002	...	(...)	188.8	(0.1)	164.3	(0.3)	148.8	(0.1)
	2003	...	(...)	192.5	(2.0)	163.5	(-0.5)	147.0	(-1.2)
	2004	...	(...)	189.5	(-1.6)	164.2	(0.4)	147.2	(0.1)
	2005	216.6	(...)	189.3	(-0.1)	164.2	(0.0)	148.0	(0.5)
	2006	226.0	(4.3)	190.8	(0.8)	166.8	(1.6)	149.4	(0.9)
	2007	226.7	(0.3)	191.4	(0.3)	166.9	(0.1)	150.8	(0.9)
	2008	223.6	(-1.4)	194.6	(1.7)	168.6	(1.0)	154.3	(2.3)
	2009	227.1	(1.6)	194.9	(0.2)	171.7	(1.8)	153.0	(-0.8)
2010	221.2	(-2.6)	193.5	(-0.7)	168.2	(-2.0)	153.2	(0.1)	
2011	237.3	(7.3)	197.9	(2.3)	170.5	(1.4)	151.8	(-0.9)	

Note: 1) Figure in () is increase/decrease rate (%) compared to the previous year

2) Data for total of male and female has been collected since 2001

3) Data for those who completed master's degree collected since 2005

Appendix Table 2 Starting salary by industry, sex, school career, and salary amount difference between industries

Industry	Total				Male				Female				
	Master's degree holder	Graduates of universities	Graduates of higher professional schools and junior colleges	Graduates of senior high schools	Master's degree holder	Graduates of universities	Graduates of higher professional schools and junior colleges	Graduates of senior high schools	Master's degree holder	Graduates of universities	Graduates of higher professional schools and junior colleges	Graduates of senior high schools	
Starting salary (1,000 Yen)	Total	234.5	202.0	172.5	156.5	233.9	205.0	175.5	159.4	237.3	197.9	170.5	151.8
	(Clerical)	...	199.5	...	...	...	202.8	...	...	...	196.0	...	...
	(Technical)	...	206.5	...	...	...	208.1	...	...	...	203.1	...	...
	Mining and quarrying of stone and gravel	244.3	219.6	* 154.7	162.0	245.2	216.5	* 183.0	162.0	* 222.0	* 238.2	* 150.0	-
	Construction	226.0	199.8	169.2	167.9	225.7	201.2	169.4	168.7	228.9	195.1	168.5	146.5
	Manufacturing	223.7	196.9	171.9	157.8	224.1	197.9	175.0	159.5	220.5	194.0	166.4	152.4
	Electricity, Gas, Heat supply and Water	223.0	197.3	173.8	160.6	223.0	197.4	175.1	161.1	222.7	197.0	169.4	158.6
	Information and communications	253.0	224.2	185.8	154.5	251.0	223.9	190.2	160.9	263.6	224.5	178.2	145.2
	Transport and postal activities	220.9	194.9	168.4	160.8	221.5	193.9	177.3	160.4	213.0	197.6	159.3	161.7
	Wholesale and Retail trade	232.9	197.4	171.9	157.2	235.3	199.1	172.6	158.3	230.2	194.9	171.0	156.6
	Finance and Insurance	223.3	194.2	157.4	148.5	226.2	198.3	164.6	157.3	214.3	190.3	157.2	146.9
	Real estate and goods rental and leasing	224.3	224.7	171.7	165.6	224.3	239.5	183.5	169.5	224.7	191.7	162.4	153.3
	Scientific research, professional and technical services	251.9	240.9	179.2	155.1	250.0	248.3	196.8	158.3	259.4	227.7	163.3	149.4
	Accommodations, eating and drinking services	207.6	190.9	163.9	151.3	* 211.1	199.1	165.1	153.4	* 200.7	185.4	162.9	150.0
	Living-related and personal services and amusement	* 205.7	211.0	167.5	164.4	* 218.2	222.2	166.2	172.0	* 168.3	202.4	168.2	161.9
	Education, Learning support	232.9	196.5	172.6	153.3	237.9	203.2	165.9	157.5	225.8	193.3	173.2	152.0
	Medical, health care and Welfare	227.6	194.1	174.3	146.2	223.0	192.2	177.0	143.9	230.3	195.0	173.3	147.0
	Compound services	195.5	172.8	152.5	141.2	195.9	173.6	149.0	141.0	* 187.5	171.9	153.3	141.3
Services, n.e.c.	221.7	195.4	166.6	151.5	218.6	197.2	170.3	154.9	* 235.4	192.5	160.1	142.8	
Amount Difference between industries (Total = 100)	Total	100	100	100	100	100	100	100	100	100	100	100	100
	(Clerical)	...	99	...	...	...	99	...	...	...	99	...	...
	(Technical)	...	102	...	...	...	102	...	...	...	103	...	...
	Mining and quarrying of stone and gravel	104	109	...	104	105	106	...	102	...	...	...	-
	Construction	96	99	98	107	96	98	97	106	96	99	99	97
	Manufacturing	95	97	100	101	96	97	100	100	93	98	98	100
	Electricity, Gas, Heat supply and Water	95	98	101	103	95	96	100	101	94	100	99	104
	Information and communications	108	111	108	99	107	109	108	101	111	113	105	96
	Transport and postal activities	94	96	98	103	95	95	101	101	90	100	93	107
	Wholesale and Retail trade	99	98	100	100	101	97	98	99	97	98	100	103
	Finance and Insurance	95	96	91	95	97	97	94	99	90	96	92	97
	Real estate and goods rental and leasing	96	111	100	106	96	117	105	106	95	97	95	101
	Scientific research, professional and technical services	107	119	104	99	107	121	112	99	109	115	96	98
	Accommodations, eating and drinking services	89	95	95	97	...	97	94	96	...	94	96	99
	Living-related and personal services and amusement	...	104	97	105	...	108	95	108	...	102	99	107
	Education, Learning support	99	97	100	98	102	99	95	99	95	98	102	100
	Medical, health care and Welfare	97	96	101	93	95	94	101	90	97	99	102	97
	Compound services	83	86	88	90	84	85	85	88	...	87	90	93
Services, n.e.c.	95	97	97	97	93	96	97	97	...	97	94	94	

Note: (*) requires caution in use because there were only a few new graduate employees

Appendix Table 3 Starting salary by prefecture, sex, school career, and salary amount difference between prefectures (2-1)

prefecture	Total					
	Graduates of universities		Graduates of higher professional schools and junior colleges		Graduates of senior high schools	
	Starting salary (1,000 Yen)	difference (Tokyo=100)	Starting salary (1,000 Yen)	difference (Tokyo=100)	Starting salary (1,000 Yen)	difference (Tokyo=100)
Hokkaido	187.6	84	161.0	83	146.1	89
Aomori	174.7	78	146.8	76	134.1	82
Iwate	185.2	83	158.7	82	141.1	86
Miyagi	196.8	88	191.9	99	167.8	103
Akita	157.3	71	154.3	80	137.2	84
Yamagata	179.6	81	157.0	81	139.3	85
Fukushima	184.4	83	152.7	79	147.9	91
Ibaraki	190.2	85	170.1	88	159.0	97
Tochigi	191.7	86	166.0	86	157.7	97
Gunma	190.2	85	161.7	83	162.3	99
Saitama	198.1	89	176.5	91	163.4	100
Chiba	197.3	89	172.9	89	164.5	101
Tokyo	222.8	100	193.9	100	163.4	100
Kanagawa	202.6	91	179.8	93	163.8	100
Niigata	182.6	82	157.4	81	148.4	91
Toyama	187.7	84	170.4	88	157.4	96
Ishikawa	188.0	84	165.5	85	149.1	91
Fukui	185.0	83	162.7	84	156.5	96
Yamanashi	199.7	90	167.5	86	165.0	101
Nagano	190.1	85	166.3	86	159.0	97
Gifu	191.7	86	171.8	89	158.5	97
Shizuoka	192.4	86	166.5	86	158.6	97
Aichi	200.6	90	170.6	88	163.0	100
Mie	187.1	84	173.7	90	159.7	98
Shiga	196.8	88	171.2	88	162.6	100
Kyoto	193.6	87	168.4	87	160.2	98
Osaka	198.9	89	176.9	91	164.5	101
Hyogo	194.4	87	171.7	89	162.6	100
Nara	192.5	86	174.6	90	161.3	99
Wakayama	185.2	83	170.6	88	153.2	94
Tottori	168.6	76	148.2	76	146.0	89
Shimane	182.2	82	153.5	79	148.8	91
Okayama	185.4	83	165.9	86	157.7	97
Hiroshima	196.1	88	170.6	88	155.4	95
Yamaguchi	178.1	80	163.2	84	152.3	93
Tokushima	188.8	85	* 186.8	...	152.5	93
Kagawa	188.0	84	164.6	85	157.0	96
Ehime	171.1	77	151.0	78	150.7	92
Kochi	176.3	79	158.8	82	144.0	88
Fukuoka	190.4	85	179.4	93	151.1	92
Saga	175.0	79	159.1	82	143.6	88
Nagasaki	178.3	80	154.6	80	137.9	84
Kumamoto	174.4	78	154.4	80	137.0	84
Oita	170.2	76	158.5	82	147.9	91
Miyazaki	174.7	78	159.0	82	144.2	88
Kagoshima	180.5	81	155.0	80	144.7	89
Okinawa	165.3	74	157.5	81	128.2	78

Appendix Table 3 Starting salary by prefecture, sex, school career, and salary amount difference between prefectures (2-2)

prefecture	Male						Female					
	Graduates of universities		Graduates of higher professional schools and junior colleges		Graduates of senior high schools		Graduates of universities		Graduates of higher professional schools and junior colleges		Graduates of senior high schools	
	Starting salary (1,000 Yen)	difference (Tokyo=100)	Starting salary (1,000 Yen)	difference (Tokyo=100)	Starting salary (1,000 Yen)	difference (Tokyo=100)	Starting salary (1,000 Yen)	difference (Tokyo=100)	Starting salary (1,000 Yen)	difference (Tokyo=100)	Starting salary (1,000 Yen)	difference (Tokyo=100)
Hokkaido	186.7	83	163.1	84	146.9	89	189.2	87	159.0	82	144.8	91
Aomori	174.6	77	156.3	80	137.5	83	175.0	80	141.8	73	132.0	83
Iwate	188.3	83	159.1	82	144.4	88	182.1	83	158.3	82	135.6	85
Miyagi	201.7	89	210.1	108	163.3	99	187.9	86	155.4	80	171.4	107
Akita	148.8	66	155.0	80	139.4	84	174.0	80	153.5	79	134.7	84
Yamagata	182.8	81	167.5	86	143.0	87	172.8	79	146.1	75	133.2	83
Fukushima	185.7	82	157.8	81	151.1	92	182.7	84	151.1	78	142.4	89
Ibaraki	190.9	84	172.6	89	159.8	97	189.2	87	168.0	87	155.8	97
Tochigi	198.2	88	172.4	89	159.0	96	185.1	85	161.3	83	155.2	97
Gunma	193.2	85	168.5	87	167.8	102	184.9	85	158.3	82	149.6	94
Saitama	199.0	88	172.9	89	170.1	103	196.3	90	180.0	93	154.9	97
Chiba	201.1	89	180.5	93	168.7	102	191.2	88	169.3	87	155.2	97
Tokyo	226.1	100	194.4	100	165.0	100	218.2	100	193.6	100	159.9	100
Kanagawa	204.4	90	181.5	93	163.3	99	200.4	92	178.6	92	164.9	103
Niigata	187.3	83	161.2	83	152.7	93	171.3	79	155.4	80	141.1	88
Toyama	189.9	84	171.6	88	159.1	96	182.7	84	169.3	87	154.4	97
Ishikawa	192.2	85	* 174.5	...	152.2	92	182.6	84	163.6	85	146.2	91
Fukui	187.3	83	164.4	85	160.3	97	181.5	83	160.5	83	150.5	94
Yamanashi	200.1	89	176.2	91	168.0	102	199.2	91	161.7	84	160.3	100
Nagano	191.4	85	165.7	85	160.6	97	188.0	86	166.9	86	157.3	98
Gifu	194.5	86	174.8	90	160.6	97	187.1	86	170.9	88	154.4	97
Shizuoka	193.6	86	163.6	84	159.5	97	190.7	87	169.1	87	157.2	98
Aichi	205.3	91	171.0	88	165.8	100	195.6	90	170.5	88	158.2	99
Mie	193.3	85	177.1	91	162.0	98	178.7	82	171.0	88	156.3	98
Shiga	200.5	89	179.0	92	162.6	99	192.7	88	166.0	86	162.4	102
Kyoto	198.7	88	171.5	88	160.3	97	188.2	86	167.6	87	160.0	100
Osaka	202.4	90	174.1	90	165.3	100	196.2	90	178.3	92	163.2	102
Hyogo	196.1	87	170.1	88	163.3	99	192.1	88	172.8	89	161.2	101
Nara	196.3	87	174.3	90	162.5	98	188.3	86	174.8	90	158.8	99
Wakayama	188.3	83	169.8	87	157.3	95	182.8	84	170.9	88	147.2	92
Tottori	171.2	76	155.5	80	149.4	91	165.6	76	144.9	75	138.4	87
Shimane	185.7	82	* 165.7	...	150.4	91	176.1	81	149.9	77	145.6	91
Okayama	189.3	84	167.3	86	158.5	96	180.9	83	164.8	85	155.3	97
Hiroshima	200.8	89	170.2	88	160.4	97	189.2	87	170.9	88	146.8	92
Yamaguchi	182.6	81	172.6	89	158.4	96	169.1	77	152.3	79	142.9	89
Tokushima	195.7	87	188.3	97	153.8	93	178.7	82	* 185.9	...	148.9	93
Kagawa	192.0	85	169.3	87	158.1	96	182.3	84	158.0	82	154.3	96
Ehime	171.9	76	* 152.1	...	155.0	94	170.3	78	149.8	77	141.4	88
Kochi	178.6	79	* 160.0	...	146.7	89	172.2	79	158.5	82	139.9	87
Fukuoka	196.4	87	183.4	94	156.4	95	181.9	83	176.1	91	144.6	90
Saga	180.0	80	* 169.5	...	148.3	90	168.1	77	155.3	80	139.1	87
Nagasaki	181.4	80	162.3	83	145.9	88	175.4	80	152.3	79	131.6	82
Kumamoto	182.4	81	164.8	85	140.6	85	168.2	77	150.3	78	130.8	82
Oita	169.1	75	165.8	85	150.8	91	171.7	79	154.4	80	142.1	89
Miyazaki	176.5	78	158.5	82	146.9	89	172.9	79	159.2	82	141.1	88
Kagoshima	185.0	82	166.2	85	148.4	90	172.7	79	149.1	77	139.9	87
Okinawa	166.5	74	161.7	83	129.4	78	163.7	75	151.8	78	126.9	79