

# Summary Report of Basic Survey on Wage Structure (starting salary) 2010

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Summary Report of Basic Survey on Wage Structure (starting salary) 2010【Japanese】 is also posted on the website of Ministry of Health, Labour and Welfare (<http://www.mhlw.go.jp/toukei/index.html>).

## 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

78,327 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, 13,236 establishments which had hired new graduates were selected from 46,226 establishments with valid response out of 62,673 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 2010, on the June wage of new graduates who were employed as of the end of June 2010.

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 2010. 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 2010, and this year’s salary were determined (97.0 %).

## 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

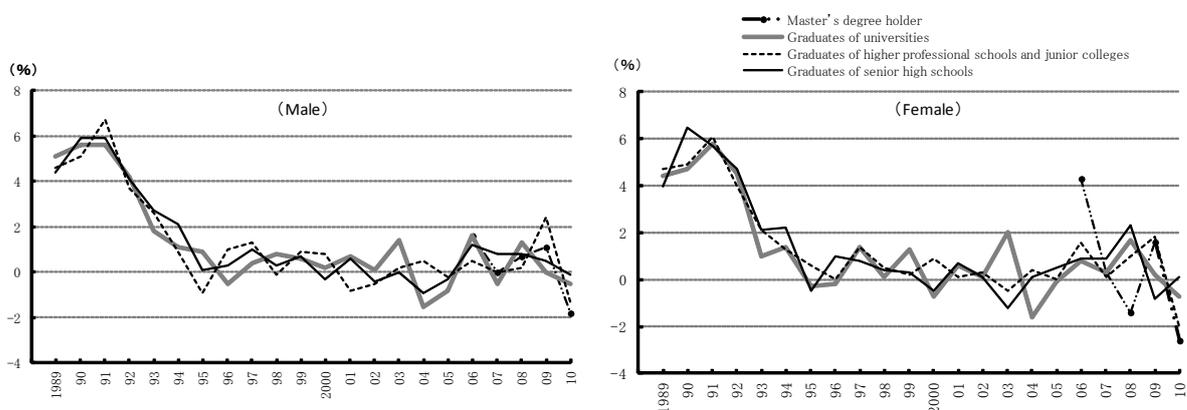
## Summary of Results

### 1. Starting salary by school career

The following is starting salary of high school graduate or higher in 2010 by school career as follows.

Total of male and female	Master's degree holder	224,000 yen	(Year-on-year rate	-1.9%)	
	Graduates of universities	197,400 yen	(	"	-0.7%)
	Graduates of higher professional schools and junior colleges	170,300 yen	(	"	-1.7%)
	Graduates of senior high schools	157,800 yen	(	"	0.0%)
Male	Master's degree holder	224,500 yen	(Year-on-year rate	-1.8%)	
	Graduates of universities	220,300 yen	(	"	-0.5%)
	Graduates of higher professional schools and junior colleges	173,600 yen	(	"	-1.3%)
	Graduates of senior high schools	160,700 yen	(	"	-0.1%)
Female	Master's degree holder	221,200 yen	(Year-on-year rate	-2.6%)	
	Graduates of universities	193,500 yen	(	"	-0.7%)
	Graduates of higher professional schools and junior colleges	168,200 yen	(	"	-2.0%)
	Graduates of senior high schools	153,200 yen	(	"	0.1%)

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



Total of male and female for all but high school graduate fell below the amount paid in the previous year.

As for starting salary by sex, all but female of high school graduate fell below the amount paid in the previous year in every school career.

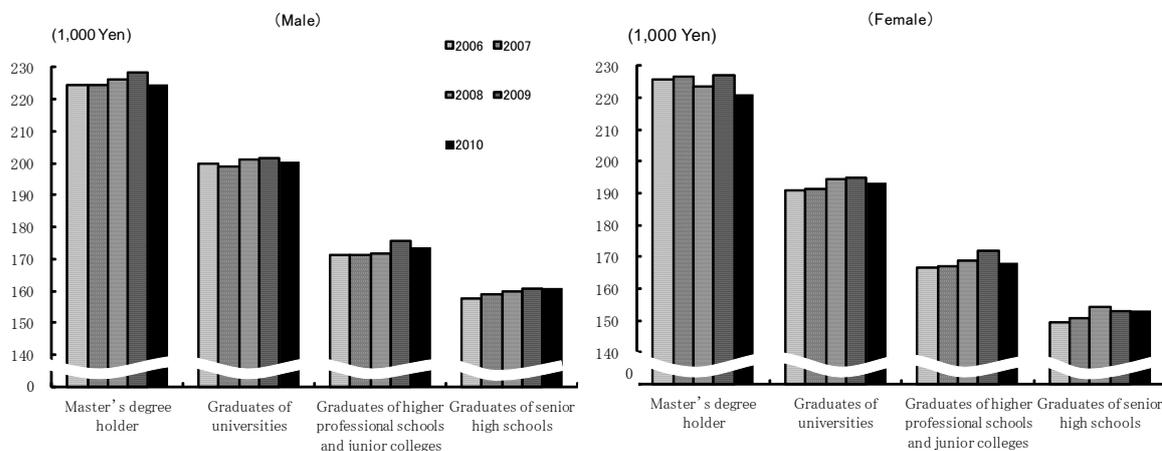
(Figure 1, Table 1, Figure 2, Appendix Table 1)

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
2006	224.8 ( 2.0)	196.3 ( 1.2)	168.5 ( 1.1)	154.4 ( 1.0)	224.6 ( 1.6)	199.8 ( 1.6)	171.2 ( 0.5)	157.6 ( 1.2)	226.0 ( 4.3)	190.8 ( 0.8)	166.8 ( 1.6)	149.4 ( 0.9)
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)

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

Regarding starting salary by enterprise size and school career, starting salary both for male and female university graduates fell below the amount paid in the previous year in large size enterprises (1,000 or more regular employees) and medium size enterprises (100-999 regular employees), while exceeded in small size enterprises (10-99 regular employees).

Starting salary both for male and female high school graduates fell below the amount paid in the previous year in large size enterprises, while exceeded in medium and small size enterprises.

As for the salary amount difference between enterprises (large enterprise = 100) for male and female university graduates, the gap with small size enterprises has been narrowed for both. For high school graduates, the gaps with small and medium size enterprises have been narrowed except for male high school graduate in small 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 (%)	
		2010	2009		2010	2009		2010	2009		2010	2009		
Starting salary and increase/decrease rate in comparison with the previous year	Total	Total	224.0	228.4	-1.9	197.4	198.8	-0.7	170.3	173.2	-1.7	157.8	157.8	0.0
		Large size enterprises	227.0	229.3	-1.0	198.3	200.4	-1.0	174.6	182.3	-4.2	158.9	161.4	-1.5
		Medium size enterprises	219.5	227.0	-3.3	197.2	199.1	-1.0	170.8	175.0	-2.4	156.8	155.6	0.8
		Small size enterprises	218.5	221.3	-1.3	195.9	192.6	1.7	168.3	165.6	1.6	158.3	156.4	1.2
	Male	Total	224.5	228.6	-1.8	200.3	201.4	-0.5	173.6	175.8	-1.3	160.7	160.8	-0.1
		Large size enterprises	226.9	229.0	-0.9	201.2	203.4	-1.1	177.7	179.3	-0.9	160.0	162.0	-1.2
		Medium size enterprises	219.7	228.6	-3.9	199.7	201.1	-0.7	172.7	177.6	-2.8	159.1	158.1	0.6
		Small size enterprises	224.1	222.3	0.8	199.8	195.4	2.3	172.2	168.2	2.4	163.7	163.3	0.2
	Female	Total	221.2	227.1	-2.6	193.5	194.9	-0.7	168.2	171.7	-2.0	153.2	153.0	0.1
		Large size enterprises	227.1	231.8	-2.0	194.5	195.9	-0.7	171.5	184.9	-7.2	156.6	159.6	-1.9
		Medium size enterprises	218.8	222.3	-1.6	193.4	196.0	-1.3	168.8	173.1	-2.5	153.4	152.5	0.6
		Small size enterprises	204.7	219.6	-6.8	191.5	189.6	1.0	167.0	164.9	1.3	151.1	148.2	2.0
Amount difference between enterprises sizes	Total	Medium size enterprises	97	99	/	99	99	/	98	96	/	99	96	/
		Small size enterprises	96	97	/	99	96	/	96	91	/	100	97	/
	Male	Medium size enterprises	97	100	/	99	99	/	97	99	/	99	98	/
		Small size enterprises	99	97	/	99	96	/	97	94	/	102	101	/
	Female	Medium size enterprises	96	96	/	99	100	/	98	94	/	98	96	/
		Small size enterprises	90	95	/	98	97	/	97	89	/	96	93	/

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

As for starting salary for university graduates by major industry and school career, the highest paid were male in living-related and personal services and amusement services (224,600 yen) and female in information and communications (209,700 yen), while the lowest paid were male in medical, health care and welfare (187,800 yen) and female in services, n.e.c. (183,300 yen). For high school graduates, the highest paid for both male and female were those who in living-related and personal services and amusement services (male 170,100 yen, female 165,500 yen), while the lowest paid were male in finance insurance (144,700 yen) and female in education, learning support (146,400 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 (%)
	2010	2009		2010	2009		2010	2009		2010	2009	
<b>Total</b>	224.0	228.4	-1.9	197.4	198.8	-0.7	170.3	173.2	-1.7	157.8	157.8	0.0
Construction	223.3	223.3	0.0	198.3	198.3	0.0	175.0	174.9	0.1	162.1	167.1	-3.0
Manufacturing	224.1	226.7	-1.1	201.1	200.9	0.1	172.1	174.3	-1.3	159.7	158.5	0.8
Information and communications	225.3	238.4	-5.5	211.9	210.9	0.5	180.8	177.3	2.0	158.5	168.5	-5.9
Transport and postal activities	215.0	217.5	-1.1	189.3	191.7	-1.3	170.6	175.1	-2.6	157.6	159.9	-1.4
Wholesale and Retail trade	215.1	231.4	-7.0	197.7	198.6	-0.5	170.5	169.2	0.8	158.0	157.6	0.3
Finance and Insurance	211.9	226.8	-6.6	188.6	190.5	-1.0	155.3	160.8	-3.4	148.8	139.0	7.1
Scientific research, professional and technical services	233.6	229.2	1.9	206.4	209.9	-1.7	166.9	168.3	-0.8	160.8	167.7	-4.1
Accommodations, eating and drinking services	* 200.0	180.3	10.9	191.9	197.8	-3.0	163.4	169.4	-3.5	154.7	152.3	1.6
Living-related and personal services and amusement services	212.3	211.7	0.3	216.3	201.8	7.2	168.3	165.0	2.0	166.9	164.9	1.2
Education, Learning support	226.2	240.0	-5.8	199.3	201.5	-1.1	173.8	171.5	1.3	154.9	152.8	1.4
Medical, health care and Welfare	215.7	220.9	-2.4	192.7	192.6	0.1	170.3	177.0	-3.8	147.4	145.6	1.2
Services, n.e.c.	213.9	234.2	-8.7	190.1	188.0	1.1	164.2	167.0	-1.7	155.2	155.9	-0.4
<b>Male</b>	224.5	228.6	-1.8	200.3	201.4	-0.5	173.6	175.8	-1.3	160.7	160.8	-0.1
Construction	224.1	223.2	0.4	200.5	198.4	1.1	176.3	175.1	0.7	162.7	168.5	-3.4
Manufacturing	224.4	226.9	-1.1	202.1	202.1	0.0	174.7	177.0	-1.3	161.7	160.1	1.0
Information and communications	224.3	240.5	-6.7	213.1	209.5	1.7	180.1	178.5	0.9	168.9	175.3	-3.7
Transport and postal activities	215.5	217.4	-0.9	190.3	194.9	-2.4	178.0	176.1	1.1	158.5	160.5	-1.2
Wholesale and Retail trade	216.8	231.8	-6.5	200.3	200.2	0.0	170.4	169.0	0.8	160.6	160.0	0.4
Finance and Insurance	212.5	224.9	-5.5	193.6	196.0	-1.2	179.7	174.8	2.8	144.7	155.2	-6.8
Scientific research, professional and technical services	234.7	229.0	2.5	208.1	212.8	-2.2	167.4	172.3	-2.8	155.9	171.5	-9.1
Accommodations, eating and drinking services	-	* 188.8	-	194.9	203.4	-4.2	163.8	178.0	-8.0	157.5	157.9	-0.3
Living-related and personal services and amusement services	215.1	215.5	-0.2	224.6	210.9	6.5	174.1	167.8	3.8	170.1	168.4	1.0
Education, Learning support	231.1	238.1	-2.9	201.2	213.2	-5.6	177.6	176.3	0.7	159.0	146.3	8.7
Medical, health care and Welfare	213.3	* 232.7	-8.3	187.8	191.9	-2.1	180.0	183.5	-1.9	145.0	150.2	-3.5
Services, n.e.c.	216.0	230.1	-6.1	192.7	190.2	1.3	164.9	172.3	-4.3	158.5	157.3	0.8
<b>Female</b>	221.2	227.1	-2.6	193.5	194.9	-0.7	168.2	171.7	-2.0	153.2	153.0	0.1
Construction	218.1	225.5	-3.3	190.4	197.1	-3.4	170.2	174.5	-2.5	155.2	152.5	1.8
Manufacturing	222.2	224.8	-1.2	197.6	197.5	0.1	167.3	170.4	-1.8	153.9	154.1	-0.1
Information and communications	230.8	229.2	0.7	209.7	213.3	-1.7	182.2	174.5	4.4	150.8	156.4	-3.6
Transport and postal activities	210.1	218.6	-3.9	187.7	184.9	1.5	162.5	174.1	-6.7	155.6	157.9	-1.5
Wholesale and Retail trade	212.0	230.0	-7.8	193.7	195.9	-1.1	170.7	169.5	0.7	155.7	156.5	-0.5
Finance and Insurance	208.7	238.3	-12.4	184.1	186.1	-1.1	155.1	160.4	-3.3	148.9	137.7	8.1
Scientific research, professional and technical services	228.6	229.8	-0.5	203.3	205.7	-1.2	166.5	164.2	1.4	164.7	158.9	3.7
Accommodations, eating and drinking services	* 200.0	* 164.8	21.4	188.7	192.4	-1.9	163.1	162.7	0.2	153.2	149.6	2.4
Living-related and personal services and amusement services	* 201.0	* 207.3	-3.0	204.3	190.1	7.5	164.4	163.9	0.3	165.5	163.3	1.3
Education, Learning support	220.6	242.5	-9.0	198.7	195.8	1.5	173.6	171.3	1.3	146.4	154.3	-5.1
Medical, health care and Welfare	217.5	210.9	3.1	195.0	192.9	1.1	168.1	175.6	-4.3	147.9	143.9	2.8
Services, n.e.c.	200.7	239.9	-16.3	183.3	185.6	-1.2	162.5	161.6	0.6	150.3	153.0	-1.8

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

As for starting salary distribution for university graduates, the 200,000 yen level was the highest for both male (35.3 %) and female (28.1%), and for high school graduates the 160,000 yen level was the highest for male (39.1 %), and the 150,000 yen level was the highest for female (27.1 %) (Table 4).

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

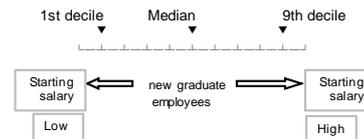
Starting salary	Total				Male				Female			
	Master's degree holder	Graduates of universities	Graduates of higher professional schools and junior colleges	Graduates of senior high schools	Master's degree holder	Graduates of universities	Graduates of higher professional schools and junior colleges	Graduates 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				0.4				0.5				0.2
110.0 ~ 119.9				0.7				0.5				1.2
120.0 ~ 129.9			0.7	3.5			0.6	2.1			0.9	5.8
130.0 ~ 139.9			3.4	7.4			3.3	4.5			3.5	11.8
140.0 ~ 149.9		1.9	10.8	13.1		1.1	7.0	9.7		2.9	13.1	18.4
150.0 ~ 159.9		2.3	15.4	24.6		1.8	11.7	23.0		3.0	17.8	27.1
160.0 ~ 169.9	0.3	4.8	20.9	32.9	0.2	3.4	21.3	39.1	1.0	6.8	20.6	23.4
170.0 ~ 179.9	0.5	10.8	20.6	10.9	0.6	8.4	23.9	14.0	0.6	14.2	18.5	6.1
180.0 ~ 189.9	1.9	11.1	13.4	3.6	1.5	9.8	16.1	3.8	3.8	12.9	11.7	3.3
190.0 ~ 199.9	3.9	16.2	6.7	0.8	4.0	17.2	7.0	0.6	3.5	14.8	6.5	1.2
200.0 ~ 209.9	9.1	32.3	2.9	2.0	8.2	35.3	1.9	2.4	13.8	28.1	3.6	1.6
210.0 ~ 219.9	18.3	9.2	2.9		17.4	11.4	3.2		22.7	6.1	2.7	
220.0 ~ 229.9	41.5	4.4	1.1		43.9	3.6	2.3		30.8	5.4	0.3	
230.0 ~ 239.9	12.3	2.7	1.3		13.0	2.9	1.9		9.0	2.5	1.0	
240.0 ~ 249.9	6.1	1.5			5.9	1.5			7.1	1.4		
250.0 ~ 259.9	3.4	1.4			3.1	1.6			5.0	1.2		
260.0 ~ 269.9	0.9	1.2			0.8	1.7			1.7	0.6		
270.0 ~ 279.9	0.3				0.3				0.4			
280.0 ~ 299.9	0.5				0.5				0.4			
300.0 ~	0.8	0.2			0.8	0.3			0.4	0.1		
Average (1,000 Yen)	224.0 (228.4)	197.4 (198.8)	170.3 (173.2)	157.8 (157.8)	224.5 (228.6)	200.3 (201.4)	173.6 (175.8)	160.7 (160.8)	221.2 (227.1)	193.5 (194.9)	168.2 (171.7)	153.2 (153.0)
1st decile	204.2 (208.1)	171.0 (172.4)	145.6 (148.1)	136.8 (138.4)	206.1 (210.3)	173.8 (175.6)	148.8 (151.7)	142.3 (146.1)	202.1 (202.1)	166.7 (168.7)	144.4 (145.8)	131.5 (130.7)
Median	225.9 (227.7)	200.5 (200.8)	169.4 (171.4)	160.0 (160.2)	226.6 (227.7)	201.4 (201.8)	172.8 (173.0)	161.6 (161.3)	221.2 (227.8)	196.2 (195.5)	167.0 (170.4)	154.1 (154.2)
9th decile	242.4 (247.9)	221.6 (221.9)	193.7 (200.5)	176.1 (174.1)	241.6 (244.8)	222.2 (222.1)	196.6 (201.7)	176.6 (175.7)	244.9 (251.8)	221.0 (221.7)	192.2 (200.1)	171.5 (172.1)
Dispersion coefficient	0.08 (0.09)	0.13 (0.12)	0.14 (0.15)	0.12 (0.11)	0.08 (0.08)	0.12 (0.12)	0.14 (0.14)	0.11 (0.09)	0.10 (0.11)	0.14 (0.14)	0.14 (0.16)	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 1<sup>st</sup> decile, the highest 1/10 is 9<sup>th</sup> 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 2009

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)
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)	
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)	

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	224.0	197.4	170.3	157.8	224.5	200.3	173.6	160.7	221.2	193.5	168.2	153.2
	(Clerical)	...	195.4	...	...	...	199.5	...	...	...	190.7	...	...
	(Technical)	...	201.5	...	...	...	201.6	...	...	...	201.3	...	...
	Mining and quarrying of stone and gravel	238.7	213.7	221.2	171.9	238.4	213.7	* 225.6	171.8	240.2	213.6	* 194.7	* 174.4
	Construction	223.3	198.3	175.0	162.1	224.1	200.5	176.3	162.7	218.1	190.4	170.2	155.2
	Manufacturing	224.1	201.1	172.1	159.7	224.4	202.1	174.7	161.7	222.2	197.6	167.3	153.9
	Electricity,Gas,Heat supply and Water	221.9	195.3	175.5	160.2	221.6	195.3	176.1	160.3	225.3	195.3	173.6	159.7
	Information and communications	225.3	211.9	180.8	158.5	224.3	213.1	180.1	168.9	230.8	209.7	182.2	150.8
	Transport and postal activities	215.0	189.3	170.6	157.6	215.5	190.3	178.0	158.5	210.1	187.7	162.5	155.6
	Wholesale and Retail trade	215.1	197.7	170.5	158.0	216.8	200.3	170.4	160.6	212.0	193.7	170.7	155.7
	Finance and Insurance	211.9	188.6	155.3	148.8	212.5	193.6	179.7	144.7	208.7	184.1	155.1	148.9
	Real estate and goods rental and leasing	217.8	207.1	173.5	158.4	218.7	212.5	183.3	162.3	215.1	197.4	166.4	153.7
	Scientific research,professional and technical services	233.6	206.4	166.9	160.8	234.7	208.1	167.4	155.9	228.6	203.3	166.5	164.7
	Accommodations,eating and drinking services	* 200.0	191.9	163.4	154.7	-	194.9	163.8	157.5	* 200.0	188.7	163.1	153.2
	Living-related and personal services and amusement	212.3	216.3	168.3	166.9	215.1	224.6	174.1	170.1	* 201.0	204.3	164.4	165.5
	Education,Learning support	226.2	199.3	173.8	154.9	231.1	201.2	177.6	159.0	220.6	198.7	173.6	146.4
	Medical,health care and Welfare	215.7	192.7	170.3	147.4	213.3	187.8	180.0	145.0	217.5	195.0	168.1	147.9
	Compound services	180.9	171.4	155.6	144.1	182.7	172.1	153.5	145.7	* 158.7	170.7	157.1	143.5
	Services,N.E.C	213.9	190.1	164.2	155.2	216.0	192.7	164.9	158.5	200.7	183.3	162.5	150.3
	Amount Difference between industries (Total = 100)	Total	100	100	100	100	100	100	100	100	100	100	100
(Clerical)		...	99	...	...	...	100	...	...	...	99	...	...
(Technical)		...	102	...	...	...	101	...	...	...	104	...	...
Mining and quarrying of stone and gravel		107	108	130	109	106	107	...	107	109	110	...	...
Construction		100	100	103	103	100	100	102	101	99	98	101	101
Manufacturing		100	102	101	101	100	101	101	101	100	102	99	100
Electricity,Gas,Heat supply and Water		99	99	103	102	99	98	101	100	102	101	103	104
Information and communications		101	107	106	100	100	106	104	105	104	108	108	98
Transport and postal activities		96	96	100	100	96	95	103	99	95	97	97	102
Wholesale and Retail trade		96	100	100	100	97	100	98	100	96	100	101	102
Finance and Insurance		95	96	91	94	95	97	104	90	94	95	92	97
Real estate and goods rental and leasing		97	105	102	100	97	106	106	101	97	102	99	100
Scientific research,professional and technical services		104	105	98	102	105	104	96	97	103	105	99	108
Accommodations,eating and drinking services		...	97	96	98	-	97	94	98	...	98	97	100
Living-related and personal services and amusement		95	110	99	106	96	112	100	106	...	106	98	108
Education,Learning support		101	101	102	98	103	100	102	99	100	103	103	96
Medical,health care and Welfare		96	98	100	93	95	94	104	90	98	101	100	97
Compound services		81	87	91	91	81	86	88	91	...	88	93	94
Services,N.E.C		95	96	96	98	96	96	95	99	91	95	97	98

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	188.1	91	154.1	84	148.3	90
Aomori	175.9	85	143.1	78	135.1	82
Iwate	181.1	87	149.5	81	138.9	84
Miyagi	184.3	89	161.9	88	149.2	91
Akita	177.0	86	154.6	84	135.6	82
Yamagata	179.5	87	152.4	83	145.3	88
Fukushima	200.6	97	169.2	92	144.5	88
Ibaraki	196.4	95	171.0	93	158.8	97
Tochigi	193.3	93	170.5	93	158.4	96
Gunma	192.5	93	165.8	90	161.0	98
Saitama	196.3	95	175.6	95	161.7	98
Chiba	203.2	98	172.4	94	159.4	97
Tokyo	207.0	100	184.3	100	164.5	100
Kanagawa	201.8	97	178.3	97	170.3	104
Niigata	183.4	89	161.9	88	155.3	94
Toyama	188.7	91	168.0	91	159.1	97
Ishikawa	183.3	89	159.3	86	151.9	92
Fukui	188.7	91	176.7	96	158.8	97
Yamanashi	191.1	92	162.7	88	158.1	96
Nagano	188.3	91	165.1	90	161.0	98
Gifu	189.3	91	168.2	91	157.1	96
Shizuoka	196.9	95	168.1	91	159.2	97
Aichi	199.0	96	176.6	96	162.4	99
Mie	189.7	92	178.5	97	161.5	98
Shiga	189.8	92	168.3	91	158.9	97
Kyoto	191.8	93	167.1	91	159.8	97
Osaka	202.4	98	178.1	97	171.5	104
Hyogo	197.7	96	172.1	93	159.2	97
Nara	185.9	90	169.0	92	159.9	97
Wakayama	188.4	91	168.1	91	156.5	95
Tottori	172.2	83	149.1	81	144.8	88
Shimane	178.7	86	162.0	88	146.3	89
Okayama	192.6	93	173.8	94	155.5	95
Hiroshima	190.2	92	173.9	94	159.1	97
Yamaguchi	190.0	92	206.6	112	156.3	95
Tokushima	178.5	86	173.4	94	153.4	93
Kagawa	188.9	91	162.8	88	150.8	92
Ehime	189.2	91	150.8	82	154.8	94
Kochi	193.2	93	157.4	85	146.4	89
Fukuoka	187.8	91	165.2	90	151.5	92
Saga	177.3	86	161.5	88	139.9	85
Nagasaki	182.1	88	153.3	83	140.2	85
Kumamoto	178.1	86	152.6	83	146.9	89
Oita	172.4	83	153.8	83	149.2	91
Miyazaki	178.0	86	161.6	88	143.3	87
Kagoshima	174.5	84	157.7	86	138.3	84
Okinawa	165.7	80	143.9	78	124.3	76

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	189.4	89	154.6	84	147.9	89	184.5	92	153.8	83	148.7	91
Aomori	176.6	83	145.1	79	142.2	86	173.8	86	142.1	77	129.8	79
Iwate	182.0	86	154.1	84	143.4	87	179.7	89	144.7	78	134.3	82
Miyagi	182.8	86	168.6	91	151.1	91	187.5	93	158.5	86	146.7	90
Akita	177.1	83	159.1	86	137.6	83	176.9	88	153.4	83	133.4	82
Yamagata	180.9	85	156.9	85	147.3	89	177.2	88	146.6	80	142.4	87
Fukushima	201.5	95	177.8	96	149.8	91	199.0	99	160.5	87	136.5	84
Ibaraki	198.1	93	171.9	93	161.1	97	192.3	96	169.4	92	153.5	94
Tochigi	196.5	93	172.4	94	159.7	97	189.7	94	169.3	92	156.3	96
Gunma	192.6	91	176.3	96	162.3	98	192.5	96	154.5	84	159.0	97
Saitama	198.1	93	173.3	94	164.7	100	194.0	97	177.1	96	158.7	97
Chiba	207.0	98	173.5	94	161.8	98	196.9	98	171.3	93	155.9	95
Tokyo	212.2	100	184.3	100	165.3	100	201.0	100	184.4	100	163.4	100
Kanagawa	203.0	96	174.8	95	172.3	104	200.0	100	180.4	98	165.7	101
Niigata	185.8	88	167.9	91	160.5	97	178.9	89	159.0	86	145.4	89
Toyama	191.6	90	175.8	95	163.2	99	184.2	92	159.4	86	148.8	91
Ishikawa	188.0	89	170.6	93	154.8	94	175.7	87	153.1	83	148.2	91
Fukui	192.5	91	196.3	107	162.8	98	184.1	92	165.5	90	151.5	93
Yamanashi	189.4	89	162.7	88	160.5	97	194.2	97	162.6	88	153.9	94
Nagano	191.1	90	170.7	93	159.5	96	183.8	91	163.2	89	162.8	100
Gifu	194.7	92	180.1	98	162.8	98	182.1	91	162.2	88	153.5	94
Shizuoka	196.9	93	171.1	93	162.4	98	196.8	98	166.8	90	156.9	96
Aichi	201.5	95	179.8	98	163.4	99	195.1	97	175.1	95	160.2	98
Mie	196.6	93	176.5	96	164.4	99	179.5	89	179.2	97	157.6	96
Shiga	194.1	91	167.5	91	160.1	97	186.1	93	168.8	92	156.9	96
Kyoto	194.4	92	172.6	94	160.0	97	189.0	94	164.4	89	159.6	98
Osaka	205.7	97	176.8	96	174.4	106	197.5	98	178.7	97	162.3	99
Hyogo	200.3	94	176.6	96	160.1	97	194.6	97	168.7	91	156.5	96
Nara	188.9	89	165.4	90	163.2	99	182.8	91	171.0	93	156.5	96
Wakayama	187.0	88	181.5	98	157.9	96	190.5	95	165.2	90	153.4	94
Tottori	176.9	83	150.0	81	148.4	90	167.6	83	147.8	80	140.8	86
Shimane	188.4	89	159.0	86	149.6	91	171.6	85	164.4	89	141.1	86
Okayama	195.9	92	178.7	97	160.0	97	187.5	93	172.1	93	150.6	92
Hiroshima	194.4	92	176.5	96	162.6	98	184.2	92	171.5	93	152.3	93
Yamaguchi	192.1	91	210.2	114	157.9	96	187.2	93	202.0	110	153.1	94
Tokushima	181.9	86	* 191.6	...	154.7	94	174.7	87	* 163.7	...	150.8	92
Kagawa	193.8	91	174.9	95	151.2	91	183.2	91	150.9	82	149.6	92
Ehime	194.0	91	152.6	83	161.3	98	183.7	91	149.1	81	143.3	88
Kochi	190.5	90	151.2	82	150.3	91	* 195.4	...	160.3	87	139.8	86
Fukuoka	189.8	89	180.4	98	152.6	92	184.9	92	155.1	84	149.8	92
Saga	182.8	86	165.9	90	145.0	88	* 172.0	...	158.1	86	133.5	82
Nagasaki	189.5	89	168.7	92	145.6	88	173.3	86	147.8	80	134.8	82
Kumamoto	179.6	85	166.9	91	146.0	88	175.8	87	149.2	81	148.1	91
Oita	172.2	81	156.5	85	151.8	92	172.6	86	152.9	83	142.8	87
Miyazaki	180.4	85	167.5	91	144.6	87	174.1	87	160.4	87	142.7	87
Kagoshima	175.8	83	169.9	92	142.2	86	173.2	86	153.0	83	134.5	82
Okinawa	167.6	79	144.4	78	126.1	76	162.6	81	142.9	77	121.7	74

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