

Press Release

“Survey on Wage Increase, 2012”

Digest of the Summary Report

- Amount of revision in average wage per capita was 523 yen higher than the previous year, and reached 4,036 yen -

29-Nov-2012 The results of the “Survey on Wage Increase, 2012” has now been tabulated and released by the Ministry of Health, Labour and Welfare.

This survey has been implemented to identify the amount, rate and method of the wage revision in private companies nationwide. The situation of wage revision in 2012 has been surveyed in August. The survey was a sample survey among companies that employ 100 regular employees or more (or 30 or more for “manufacturing” and “wholesale and retail trade” industries), and received valid responses from 1,878 companies. Out of this, 1,653 companies with 100 regular employees or more have been tabulated for this report.

<Key survey results>

1. Revision of wages

(1) The percentage of companies that increased or will increase the average wage per person in 2012 was higher than the previous year at 75.3% (73.8% in the previous year).

[Table 1; Appendix table 1]

(2) The amount of revision in the average wage per capita in 2012 was 4,036 yen (3,513 yen in the previous year) and the revision rate was 1.4% (1.2% in the previous year), which are both an increase compared to the previous year.

[Table 2; Appendix table 2]

(3) The percentage of companies which made or will make wage cuts (meaning that wage is cut for a certain period of time without changing the wage scale, etc.) in 2012 was lower than the previous year at 12.8% (15.2% in the previous year).

[Table 5; Appendix table 9]

Note: Average wage per capita is the average amount per person of the regular employee’s scheduled wage (i.e. the wage paid every month excluding overtime allowance, holiday work allowance, etc.).

2. Implementation of regular wage increase, etc.

(1) The percentage of companies that made or will make a regular wage increase in 2012 was 56.7% for managerial positions (52.4% in the previous year) and 64.7% for general positions (62.9% in the previous year), which are both an increase compared to the previous year.

[Table 3; Appendix table 5]

(2) The percentage of companies that increased or will increase the wage scale in 2012 was 9.8% for managerial positions (11.7% in the previous year) and 12.1% for general positions (13.4% in the previous year), which are both a decrease compared to the previous year.

[Table 4; Appendix table 8]

For the details of the survey result, please refer to the Summary Report.