

Summary Report of Basic Survey on Wage Structure (Nationwide) 2010

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Summary Report of Basic Survey on Wage Structure (Nationwide) 2010 is also published online at the web page of the Ministry of Health, Labour and Welfare.
URL (<http://www.mhlw.go.jp/toukei/index.html>)

Outline of the Survey

1 Objective

This survey is a fundamental statistical survey which is implemented to identify the actual situation of employees' wages in major industries by type of employment, type of labour, occupation, gender, age, level of education, length of service and occupational career, etc.

2 Coverage

(1) Area: Nationwide, Japan (However, some islands are excluded.)

(2) Industry

The following 16 major industries based on the Japan Standard Industrial Classification (November 2007 Revision): 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; accommodation, eating and drinking services; living-related and personal services and amusement services; education and learning support; medical, health care and welfare; compound services; services not elsewhere classified.

(3) Establishment

78,327 establishments extracted by prefecture, industry and size of establishment using certain methods, from private establishments employing 5 regular employees or more (establishments with 5 to 9 employees are only for establishments whose size of enterprise is 5 to 9 employees) and public establishments employing 10 regular employees or more.

This Summary Report is the tabulation results of wages etc. of regular employees of private establishments employing 10 or more regular employees (62,673 establishments; valid responses from 46,226 establishments).

3 Survey Items

Attribute of establishment, worker's gender, type of employment, type of labour, level of education, age, length of service, type of employee, class of position, type of occupation, years of experience, days worked, scheduled hours worked, overtime hours worked, contractual cash earnings, cash earnings for overtime work, annual bonus for 2009, and special cash earnings such as term-end allowance.

4 Survey Period

The survey was conducted in July on wages etc. of June 2010 (special cash earnings such as bonuses or term-end allowances are for the one year period of 2009).

5 Survey Method

Staff of the Prefectural Labour Offices and Labour Standards Inspection Offices and enumerators distributed the questionnaires and collected it after the surveyed establishments filled it out.

6 Survey Organizations

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

and Welfare -- Prefectural Labour Offices -- Labour Standards Inspection Offices --
Enumerators – Respondents

Definition of Terms

“Regular employee”

A worker who comes under any of the followings:

- 1 A worker employed with no defined period of employment
- 2 A worker employed for a defined period of employment which exceeds 1 month
- 3 A worker employed on a daily basis or for a defined period of 1 month or less, who was employed for 18 days or more in both April and May

“Wage”

“Wage” as used in this Summary Report is the scheduled cash earnings in June 2010, and in all cases, it is the average scheduled cash earnings.

Scheduled cash earnings is the amount of cash earnings (contractual cash earnings), which are paid in June in accordance with conditions and calculation methods prescribed under a labour contract, etc. Cash earnings for overtime work (i.e. (1) overtime allowance, (2) night work allowance, (3) holiday work allowance, (4) night-duty/day-duty allowance, and (5) shift allowance) are subtracted from the amount. And it is the amount before taxes etc (such as income tax).

“Hourly wage”

The average of the wage of each part-time worker divided by scheduled hours worked of the person.

“Size of enterprise”

The size of total number of regular employees of the enterprise which the surveyed employee belongs to. In this Summary Report, enterprises with 1,000 or more employees are classified as “Large enterprise”, enterprises with 100 to 999 employees as “Medium enterprise” and enterprises with 10 to 99 employees as “Small enterprise”.

“Type of labour”

Regular employees are classified into “Full-time employees” and “Part-time workers”.

A “full-time employee” is a person who is not a “part-time worker”.

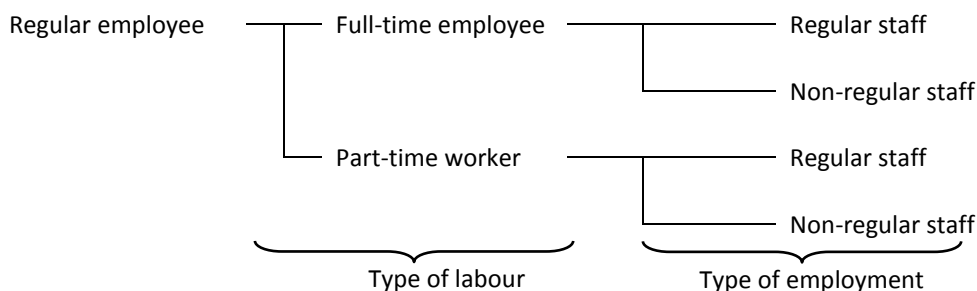
A “part-time worker” is a worker who has fewer scheduled hours worked per day, or who has the same scheduled hours worked per day but fewer scheduled days worked per week than ordinary workers of the establishment.

“Type of employment”

Regular employees are classified into “Regular staff” and “Non-regular staff”.

“Regular staff” are employees who are regarded as regular staff in an establishment and

“Non-regular staff” are employees who are not a regular staff.



“Length of service”

The number of years of service from the time the worker was hired by the enterprise to the date of survey. In all cases, “length of service” under this Summary Report is the average length of service.

“Standard worker”

Under this survey, a worker who is employed by an enterprise immediately after graduation from school and who is regarded to be working continuously for the same enterprise is taken as a standard worker.

More specifically, it is the persons whose age minus length of service is 15, 18, 20, and 22 or 23, for a “lower secondary school graduate”, “upper secondary school graduate”, “college of technology/junior college graduate”, and “university graduate (excluding graduate school graduates)”, respectively.

“Type of employee”

Employees, who belong to the industries of Mining and quarrying of stone and gravel, Construction and Manufacturing, are classified into “production workers” and “supervisory, clerical and technical workers”.

“Production workers” are persons who engage in work at the production site of goods or construction sites etc, and “supervisory, clerical and technical workers” are persons who are not “production workers”.

“Class of position”

Among workers who belong to an enterprise with 100 or more regular employees and have no defined period of employment, those with managerial posts are classified to “senior positions”, “middle management level”, or “lower management level” etc, and those that are not in such post are classified to “non-managerial workers”.

Explanatory Notes

Symbols etc used in the statistical tables

“*” indicates that the case where attention is required in using the data, such as when the number of employees covered by the survey is small.

“...” indicates that the value is unknown.

“-” indicates that said figure does not exist.

Outline of Results

1 Wage of full-time employee

(1) Trends in wage

Wage was 2,962,000 yen for men and women overall (average age 41.3 years, continuous service 11.9 years), 3,283,000 yen for men (average age 42.1 years, continuous service 13.3 years), and 2,276,000 yen for women (average age 39.6 years, continuous service 8.9 years), which represents an increase of 0.6% for men and women overall, an increase of 0.5% for men, and a decrease of 0.2% for women respectively compared with the previous year (Figure 1, Table 1).

Figure 1 Trends in year-on-year change of wages by gender

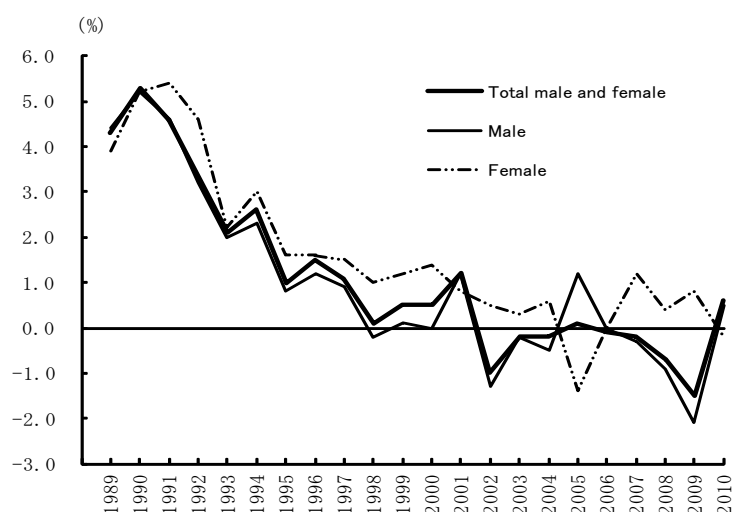


Table 1 Trends in year-on-year change of wages by gender

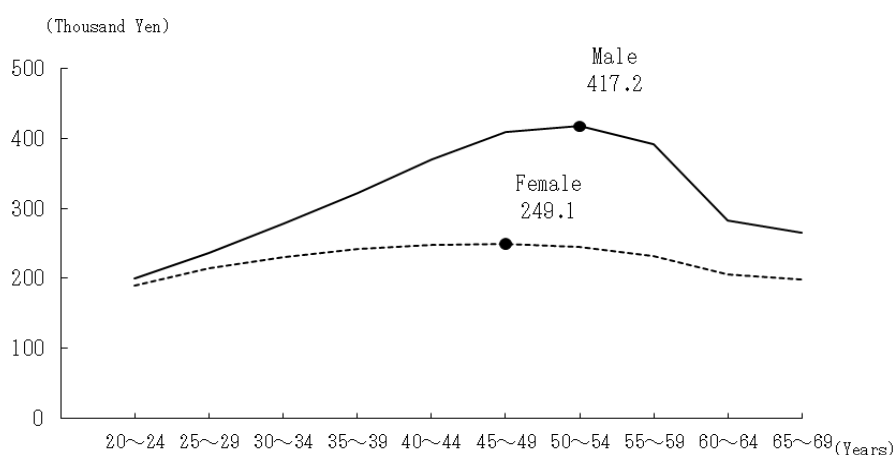
Year	Total male and female		Male		Female	
	Wage (Thousand yen)	On-year change (%)	Wage (Thousand yen)	On-year change (%)	Wage (Thousand yen)	On-year change (%)
1989	241.8	4.3	276.1	4.4	166.3	3.9
1990	254.7	5.3	290.5	5.2	175.0	5.2
1991	266.3	4.6	303.8	4.6	184.4	5.4
1992	275.2	3.3	313.5	3.2	192.8	4.6
1993	281.1	2.1	319.9	2.0	197.0	2.2
1994	288.4	2.6	327.4	2.3	203.0	3.0
1995	291.3	1.0	330.0	0.8	206.2	1.6
1996	295.6	1.5	334.0	1.2	209.6	1.6
1997	298.9	1.1	337.0	0.9	212.7	1.5
1998	299.1	0.1	336.4	-0.2	214.9	1.0
1999	300.6	0.5	336.7	0.1	217.5	1.2
2000	302.2	0.5	336.8	0.0	220.6	1.4
2001	305.8	1.2	340.7	1.2	222.4	0.8
2002	302.6	-1.0	336.2	-1.3	223.6	0.5
2003	302.1	-0.2	335.5	-0.2	224.2	0.3
2004	301.6	-0.2	333.9	-0.5	225.6	0.6
2005	302.0	0.1	337.8	1.2	222.5	-1.4
2006	301.8	-0.1	337.7	-0.0	222.6	0.0
2007	301.1	-0.2	336.7	-0.3	225.2	1.2
2008	299.1	-0.7	333.7	-0.9	226.1	0.4
2009	294.5	-1.5	326.8	-2.1	228.0	0.8
2010	296.2	0.6	328.3	0.5	227.6	-0.2
2010						
Average age (Years)	41.3		42.1		39.6	
Length of service (Years)	11.9		13.3		8.9	

(2) Wage by gender

Looking at the wage curve* by gender, wage of men increased with age group peaking at 4,172,000 yen in the group aged 50 to 54 (or 209 taking the wage of the group aged 20 to 24 as 100), and falling off thereafter. Wages for women peaked at 2,491,000 yen in the group aged 45 to 49 while the wage curve was less steep than for men (Figure 2, Table 2).

* Wage curve is a chart that shows the amount of wage changing with age or age group. The same applies hereinafter.

Figure 2 Wage by gender and age group



Note: The filled circle on the line indicates the peak of the wage. The same applies hereinafter.

Table 2 Wage, year-on-year change and wage gap across age groups, by gender and age group

Age group	Male			Female		
	Wage (Thousand yen)	On-year change (%)	Wage gap across age groups (Age 20 to 24 = 100)	Wage (Thousand yen)	On-year change (%)	Wage gap across age groups (Age 20 to 24 = 100)
Total age	328.3	0.5	164	227.6	-0.2	120
Age 20 - 24	199.8	0.1	100	189.5	-0.2	100
25 - 29	236.8	-0.4	119	215.0	0.4	113
30 - 34	278.4	-0.6	139	230.7	0.2	122
35 - 39	322.0	0.0	161	241.9	-1.4	128
40 - 44	370.5	-1.0	185	247.6	-0.5	131
45 - 49	409.2	0.7	205	249.1	-0.4	131
50 - 54	417.2	1.2	209	245.4	0.1	129
55 - 59	392.2	1.7	196	231.3	-0.9	122
60 - 64	283.2	-1.9	142	206.1	1.4	109
65 - 69	264.6	4.1	132	198.9	-1.4	105
Average age (Years)	42.1			39.6		
Length of service (Years)	13.3			8.9		

(3) Wage by level of education

Looking at the wage by level of education, amongst men wages were 395,300 yen for university or graduate school graduates (on-year decrease of 0.4%), 300,100 yen for college of technology or junior college graduates (on-year increase of 1.4%), 289,100 yen for upper secondary school graduates (on-year increase of 0.7%), and only the wage of university or graduate school graduates have decreased from the previous year. Amongst women, it was 274,700 yen for university or graduate school graduates (on-year decrease of 1.7%), 242,900 yen for college of technology or junior college graduates (on-year increase of 0.7%), 199,400 yen for upper secondary school graduates (on-year decrease of 0.3%), and the wage of university or graduate school graduates and upper secondary school graduates have decreased from the previous year.

Looking at the age group with the peak wage by level of education, amongst men the peak was in the group aged 50 to 54 for university or graduate school graduates and upper secondary school graduates, and in the group aged 55 to 59 for college of technology or junior college graduates. Amongst women, the wage peak was in the group aged 60 to 64 for university or graduate school graduates, the group aged 55 to 59 for college of technology or junior college graduates, and the group aged 45 to 49 for upper secondary school graduates.

Looking at the wage curve by level of education, the wage curve of university or graduate school graduates was the steepest for both men and women, which was observed stronger for men than women (Figure 3, Table 3).

Figure 3: Wage by level of education, gender and age group

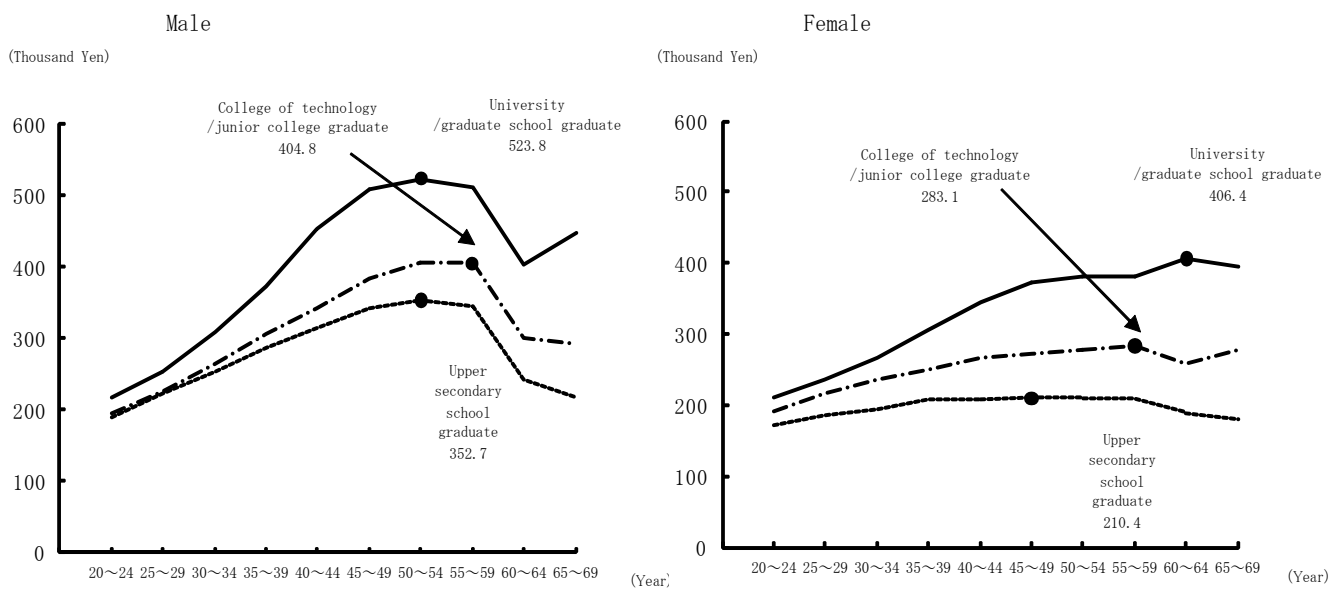


Table 3: Wage, year-on-year change, wage gap across age groups, by level of education, gender and age group

Gender Age group		University/graduate school graduate			College of technology/junior college graduate			Upper secondary school graduate		
		Wage (Thousand yen)	On-year change (%)	Wage gap across age groups (Age 20 to 24 = 100)	Wage (Thousand yen)	On-year change (%)	Wage gap across age groups (Age 20 - 24 = 100)	Wage (Thousand yen)	On-year change (%)	Wage gap across age groups (Age 20 to 24 = 100)
Male	Total age	395.3	-0.4	181	300.1	1.4	155	289.1	0.7	152
	Age 20-24	218.2	0.5	100	193.5	-0.9	100	190.4	0.2	100
	25-29	252.8	-1.1	116	224.6	-0.7	116	221.8	0.1	116
	30-34	309.9	-1.0	142	264.4	-0.5	137	252.8	-0.6	133
	35-39	373.5	-0.6	171	306.0	-0.7	158	285.5	0.3	150
	40-44	454.3	-1.5	208	342.8	-2.6	177	314.4	1.0	165
	45-49	507.7	0.9	233	384.6	0.5	199	341.7	1.3	179
	50-54	523.8	1.4	240	404.6	3.1	209	352.7	0.8	185
	55-59	512.4	-0.5	235	404.8	1.7	209	345.4	0.8	181
	60-64	402.7	-6.9	185	299.5	0.2	155	242.9	-2.4	128
	65-69	446.2	-0.1	204	290.9	7.9	150	216.3	0.5	114
	Average age (Years)	41.0			38.1			42.9		
	Length of service (Years)	12.5			11.2			13.9		
Female	Total age	274.7	-1.7	131	242.9	0.7	127	199.4	-0.3	116
	Age 20-24	210.3	1.3	100	190.7	-0.9	100	172.5	0.2	100
	25-29	234.8	0.2	112	215.2	0.2	113	185.1	-0.1	107
	30-34	266.9	-1.1	127	235.2	0.8	123	194.1	-0.8	113
	35-39	307.0	-6.0	146	250.0	-1.5	131	208.3	1.6	121
	40-44	345.6	-6.0	164	267.0	1.1	140	208.7	-0.2	121
	45-49	372.4	-4.0	177	272.2	0.5	143	210.4	0.0	122
	50-54	381.3	-2.2	181	278.5	0.3	146	210.0	-0.3	122
	55-59	380.1	0.9	181	283.1	-2.0	148	208.9	-0.8	121
	60-64	406.4	13.4	193	258.3	-0.2	135	189.4	-1.4	110
	65-69	395.2	-5.1	188	279.2	15.1	146	181.4	-9.3	105
	Average age (Years)	33.6			37.7			42.8		
	Length of service (Years)	6.4			8.6			9.9		

(4) Wage by size of enterprise

Looking at wages by size of enterprise, wages for men in large and medium enterprises were higher than the previous year and wages for women in large enterprises were higher than the previous year, with wages amongst men of 382,900 yen for large enterprises (on-year increase of 1.3%), 316,700 yen for medium enterprises (on-year increase of 0.2%), and 285,300 yen for small enterprises (on-year decrease of 0.5%), and amongst women 254,600 yen for large enterprises (on-year increase of 1.2%), 227,300 yen for medium enterprises (on-year decrease of 1.0%), and 206,800 yen for small enterprises (on-year decrease of 0.5%). Additionally, taking wages at large enterprises as 100, wages at medium enterprises were 83 (84 in the previous year) for men and 89 (91) for women, and wages at small enterprises were 75 (76) for men and 81 (83) for women.

Looking at the age groups with the peak wage by size of enterprise, amongst men the peak was in the group aged 50 to 54 for large and medium enterprises, at 504,400 yen for large enterprises (or 240 taking the wage for the group aged 20 to 24 as 100), and 407,400 yen for medium enterprises (207), and the peak for small enterprises have shifted from the group aged 50 to 54 in the previous year to the group aged 45 to 49, at 332,300 yen (173). Amongst women the peak was in the group aged 50 to 54 for large enterprises, at 292,300 yen (145), and in the group aged 45 to 49 for medium and small enterprises, at 248,900 yen (131) for medium enterprises and 220,800 (123) yen for small enterprises, and the wage curve was less steep than for men (Figure 4, Table 4).

Figure 4: Wage by size of enterprise, gender and age group

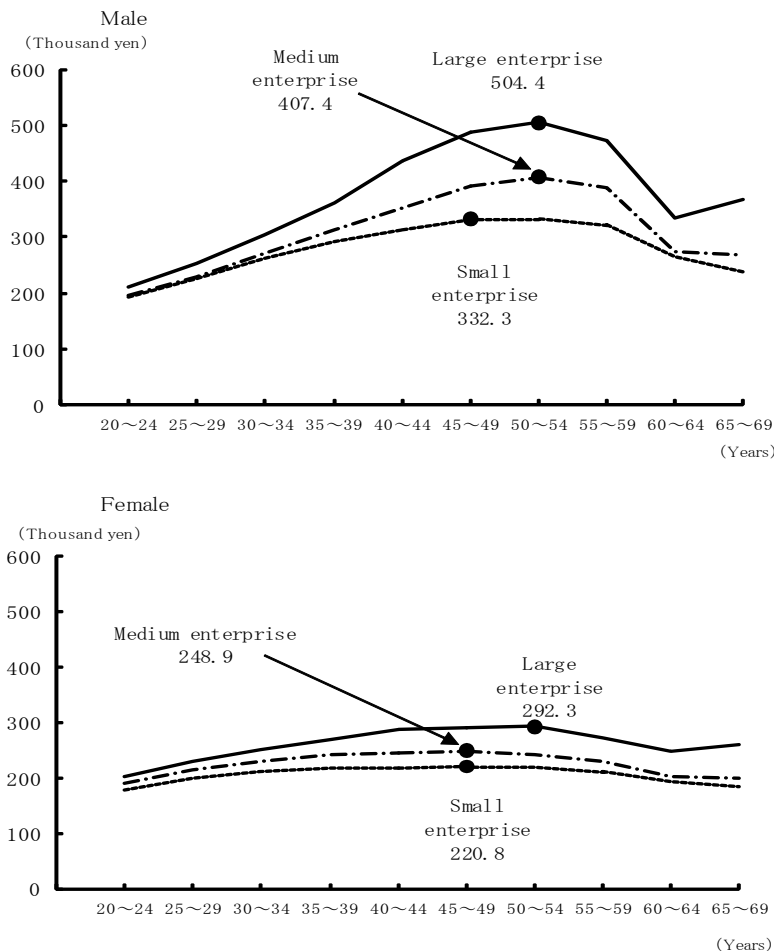


Table 4: Wage, year-on-year change, wage gap across sizes of enterprise and age groups, by size of enterprise, gender and age group

Gender Age group	Large enterprise				Medium enterprise				Small enterprise				
	Wage (Thous and yen)	On- year chang e (%)	Wage gap		Wage (Thous and yen)	On-year change (%)	Wage gap		Wage (Thous and yen)	On-year change (%)	Wage gap		
			Gap across sizes of enterprise (Large enterprise = 100)	Gap across age groups (Age 20 to 24 = 100)			Gap across size of enterprise (Large enterprise = 100)	Gap across age groups (Age 20 -24 = 100)			Gap across size of enterprise (Large enterprise = 100)	Gap across age groups (Age 20 to 24 = 100)	
Male	Total age	382.9	1.3	100	183	316.7	0.2	83 (84)	161	285.3	-0.5	75 (76)	149
	Age 20-24	209.8	1.1	100	100	196.5	-1.4	94 (96)	100	192.0	0.6	92 (92)	100
	25-29	253.3	-0.2	100	121	230.5	-0.7	91 (92)	117	225.5	-0.5	89 (89)	117
	30-34	304.8	-0.8	100	145	270.3	-0.3	89 (88)	138	262.4	-0.4	86 (86)	137
	35-39	362.1	-0.2	100	173	312.4	0.6	86 (86)	159	291.5	-0.4	81 (81)	152
	40-44	436.2	-0.6	100	208	353.7	-0.9	81 (81)	180	312.2	-1.6	72 (72)	163
	45-49	486.6	1.0	100	232	391.5	-0.1	80 (81)	199	332.3	-0.3	68 (69)	173
	50-54	504.4	1.8	100	240	407.4	1.7	81 (81)	207	331.6	-0.9	66 (68)	173
	55-59	471.2	4.5	100	225	389.2	0.1	83 (86)	198	321.2	-0.1	68 (71)	167
	60-64	333.6	4.6	100	159	274.5	-6.3	82 (92)	140	265.1	-2.0	79 (85)	138
	65-69	366.4	6.0	100	175	269.4	6.3	74 (73)	137	237.4	0.3	65 (68)	124
	Average age (Years)	41.4				41.7				43.3			
Length of service (Years)	15.8				12.8				11.2				
Female	Total age	254.6	1.2	100	126	227.3	-1.0	89 (91)	120	206.8	-0.5	81 (83)	116
	Age 20-24	202.0	0.3	100	100	189.3	-1.1	94 (95)	100	178.8	1.2	89 (88)	100
	25-29	229.1	-0.1	100	113	215.5	0.3	94 (94)	114	199.0	1.0	87 (86)	111
	30-34	250.0	1.0	100	124	230.5	-0.9	92 (94)	122	212.5	0.3	85 (86)	119
	35-39	269.4	0.7	100	133	240.6	-2.0	89 (92)	127	217.7	-2.9	81 (84)	122
	40-44	288.1	1.8	100	143	244.4	-2.2	85 (88)	129	218.6	-0.6	76 (78)	122
	45-49	290.0	0.3	100	144	248.9	-1.1	86 (87)	131	220.8	0.0	76 (76)	123
	50-54	292.3	3.1	100	145	243.4	-2.6	83 (88)	129	219.4	1.0	75 (77)	123
	55-59	272.8	0.3	100	135	231.4	-1.1	85 (86)	122	210.4	-1.3	77 (78)	118
	60-64	248.3	7.0	100	123	203.4	-0.1	82 (88)	107	192.5	0.5	78 (83)	108
	65-69	259.3	18.1	100	128	198.3	1.5	76 (89)	105	185.6	-7.2	72 (91)	104
	Average age (Years)	37.7				39.8				40.9			
Length of service (Years)	9.8				8.5				8.6				

Note: Figures in round brackets () are data of 2009.

(5) Wage by industry

Looking at wages by major industry, the highest amongst men were in the finance and insurance industry (467,100 yen), followed by the education and learning support industry (445,800 yen), with the lowest being the accommodations, eating and drinking services industry (267,500 yen). Amongst women the highest was in the education and learning support industry (299,600 yen) and the lowest in the accommodation, eating and drinking services industry (187,100 yen).

Looking at the wage curve by industry, the peak wage for men in the finance and insurance industry was for the group aged 45 to 49, declining steeply thereafter. The wage curve for the transport and postal activities industry and the accommodation, eating and drinking services industry was less steep than other industries. For women, wages generally increase with age group in the finance and insurance industry and the education and learning support industry, but the wage curve for the manufacturing industry, transport and postal activities industry, and accommodation, eating and drinking services industry was less steep than other industries (Figure 5, Table 5).

Figure 5: Wage by industry, gender and age group

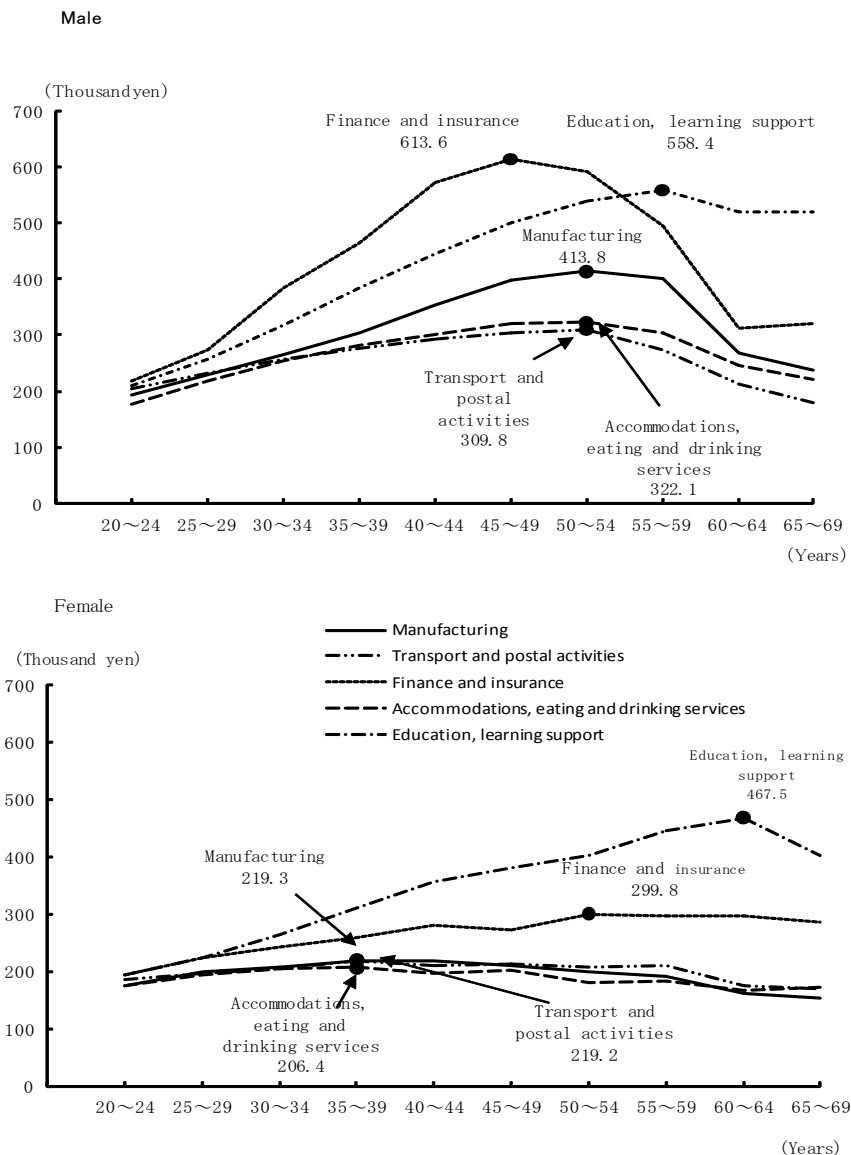


Table 5: Wage, year-on-year change and wage gap across age groups, by industry, gender and age group

Gender, age group		Construction	Manufacturing	Information and communications	Transport and postal activities	Wholesale and retail trade	Finance and insurance	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	Services, n.e.c.	
Male	Total age	320.9	318.6	382.9	269.2	333.5	467.1	407.6	267.5	284.3	445.8	351.6	273.2	
	Age 20-24	201.4	194.6	220.4	205.5	202.6	217.0	210.7	178.2	198.0	209.8	198.7	187.2	
	25-29	238.2	228.4	252.7	233.2	238.0	273.3	262.2	217.3	231.8	255.7	238.3	222.4	
	30-34	276.5	263.9	314.0	257.7	283.4	384.3	335.0	254.9	282.3	318.6	272.7	251.4	
	35-39	317.1	305.2	386.2	277.1	324.4	464.2	388.6	282.8	307.7	385.4	342.8	282.9	
	40-44	355.9	354.1	434.4	293.9	377.7	572.4	435.2	300.9	351.0	444.9	417.7	309.6	
	45-49	381.8	397.5	508.5	304.0	413.6	613.6	511.8	320.7	347.9	498.7	490.9	332.5	
	50-54	389.0	413.8	572.4	309.8	425.3	592.6	533.9	322.1	371.2	538.2	496.7	316.9	
	55-59	377.5	401.7	522.9	274.7	419.9	495.0	511.1	304.0	318.1	558.4	502.7	310.1	
	60-64	291.4	266.9	330.5	212.1	282.4	312.4	411.1	245.0	243.8	518.8 *	437.5	229.1	
	65-69	254.8	236.5 *	449.6	179.2	250.1	319.5	381.8	221.2	210.1	518.9 *	451.4	200.0	
	On-year change (%)	-3.3	1.1	-0.5	2.9	-0.2	-0.2	3.7	-0.5	-0.3	-0.7	0.0	0.6	
	Average age (Years)	44.0	41.4	38.6	45.5	40.9	41.8	43.1	40.8	38.5	46.0	39.4	44.6	
	Length of service (Years)	14.0	15.0	13.2	12.0	13.6	15.5	12.4	8.9	8.6	14.1	8.4	9.6	
	Wage gap across age groups (Age 20 - 24 = 100)	Total age	159	164	174	131	165	215	193	150	144	212	177	146
		Age 20-24	100	100	100	100	100	100	100	100	100	100	100	100
		25-29	118	117	115	113	117	126	124	122	117	122	120	119
		30-34	137	136	142	125	140	177	159	143	143	152	137	134
		35-39	157	157	175	135	160	214	184	159	155	184	173	151
40-44		177	182	197	143	186	264	207	169	177	212	210	165	
45-49		190	204	231	148	204	283	243	180	176	238	247	178	
50-54		193	213	260	151	210	273	253	181	187	257	250	169	
55-59		187	206	237	134	207	228	243	171	161	266	253	166	
60-64		145	137	150	103	139	144	195	137	123	247	220	122	
65-69	127	122	204	87	123	147	181	124	106	247	227	107		
Female	Total age	215.3	199.4	287.3	203.6	217.8	252.0	273.2	187.1	207.3	299.6	243.3	201.8	
	Age 20-24	182.5	174.2	220.0	185.0	185.1	194.4	189.7	174.6	181.2	193.9	199.5	177.7	
	25-29	198.3	199.7	244.3	197.4	207.7	222.6	231.1	193.6	206.0	223.6	227.9	195.6	
	30-34	206.7	208.2	275.7	203.5	227.1	243.3	281.9	204.8	218.3	263.6	241.2	209.0	
	35-39	223.2	219.3	305.6	219.2	235.6	257.7	279.4	206.4	234.0	308.8	255.0	211.7	
	40-44	235.6	219.2	335.0	211.0	240.0	279.5	308.0	195.6	228.3	355.0	254.6	222.2	
	45-49	214.1	210.5	396.2	213.4	236.9	271.6	334.1	203.0	221.0	379.2	263.6	216.4	
	50-54	229.7	199.9	412.4	207.4	225.9	299.8	325.1	181.4	223.8	402.7	266.0	217.9	
	55-59	232.3	190.0	409.4	210.3	210.6	296.8	310.0	184.1	203.6	445.8	258.7	192.4	
	60-64	227.4	160.0	252.7	174.6	192.8	297.8	230.0	167.8	186.4	467.5	231.4	163.5	
	65-69	182.4	152.8 *	196.4	169.0	183.4	285.2	179.9	171.3	151.0	401.0	247.1	153.1	
	On-year change (%)	-1.2	1.4	3.7	0.3	-0.1	-2.5	0.7	0.1	-0.2	-2.3	-0.2	-2.1	
	Average age (Years)	41.3	41.5	34.2	40.1	38.1	38.6	36.9	40.8	38.2	37.4	39.9	41.3	
	Length of service (Years)	11.0	10.9	8.3	8.2	9.0	9.7	8.7	7.0	7.5	9.5	7.8	6.5	
	Wage gap across age groups (Age 20 - 24 = 100)	Total age	118	114	131	110	118	130	144	107	114	155	122	114
		Age 20-24	100	100	100	100	100	100	100	100	100	100	100	100
		25-29	109	115	111	107	112	115	122	111	114	115	114	110
		30-34	113	120	125	110	123	125	149	117	120	136	121	118
		35-39	122	126	139	118	127	133	147	118	129	159	128	119
40-44		129	126	152	114	130	144	162	112	126	183	128	125	
45-49		117	121	180	115	128	140	176	116	122	196	132	122	
50-54		126	115	187	112	122	154	171	104	124	208	133	123	
55-59		127	109	186	114	114	153	163	105	112	230	130	108	
60-64		125	92	115	94	104	153	121	96	103	241	116	92	
65-69	100	88	89	91	99	147	95	98	83	207	124	86		

(6) Wage in terms of type of employment

Looking at wages by type of employment, wages for regular staff were 311,500 yen (average age 40.7 years, continuous service 12.6 years), and wages for non-regular staff were 198,100 yen (average age 45.0 years, continuous service 6.8 years). In the breakdown by gender, wages for male regular staff were 338,500 yen (on-year increase of 0.3%) and wages for male non-regular staff were 228,800 yen (on-year decrease of 3.1%), while wages for female regular staff were 244,000 yen (on-year decrease of 0.3%), and wages for female non-regular staff were 170,900 yen (on-year increase of 0.7%).

In the breakdown by age group, no increase in wages with age group was seen for either male or female non-regular staff.

Taking the wages of regular staff as 100, the wages of non-regular staff were 64 (63 in the previous year) for men and women overall, 68 (66) for men and 70 (70) for women. Looking at the data by size of enterprise, wages of non-regular staff at large enterprises were 60 (56), in a breakdown by major industries, wages were 59(58) or wholesale and retail trade industry and finance and insurance industry.

Figure 6: Wage by type of employment, gender and age group

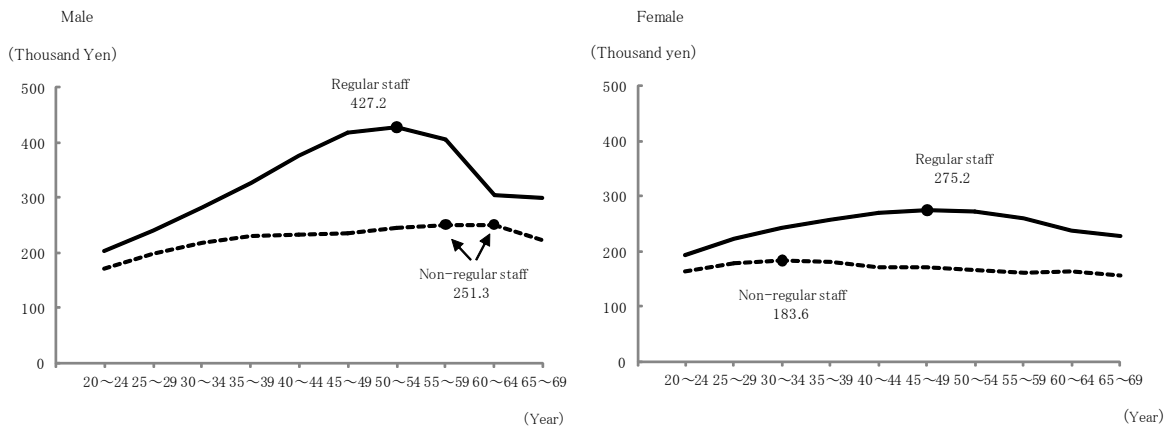


Figure 7: Wage by type of employment, size of enterprise and industry

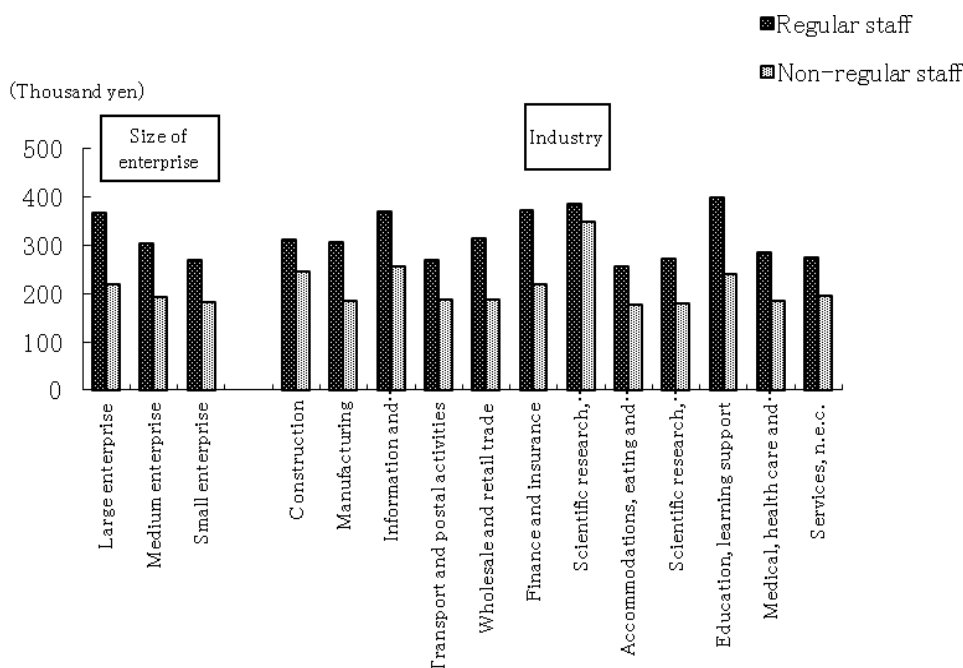


Table 6: Wage, year-on-year change and wage gap across types of employment, by type of employment, gender and age group

Age group	Total male and female					Male					Female				
	Regular staff		Non-regular staff		Wage gap across types of employment (Regular staff = 100)	Regular staff		Non-regular staff		Wage gap across types of employment (Regular staff = 100)	Regular staff		Non-regular staff		Wage gap across types of employment (Regular staff = 100)
	Wage (Thous and yen)	On-year change (%)	Wage (Thous and yen)	On-year change (%)		Wage (Thous and yen)	On-year change (%)	Wage (Thous and yen)	On-year change (%)		Wage (Thous and yen)	On-year change (%)	Wage (Thous and yen)	On-year change (%)	
Total age	311.5	0.4	198.1	1.8	64 (63)	338.5	0.3	228.8	3.1	68 (66)	244.0	-0.3	170.9	-0.7	70 (70)
Age 20-24	199.1	-0.1	166.6	-2.1	84 (85)	203.1	0.0	172.0	-1.8	85 (86)	194.4	-0.2	162.5	-2.3	84 (85)
25-29	233.8	-0.2	188.0	0.0	80 (80)	240.8	-0.5	198.3	0.1	82 (82)	222.2	0.2	179.1	-0.7	81 (81)
30-34	271.7	-0.1	198.3	-0.9	73 (74)	283.0	-0.5	217.4	-1.2	77 (77)	242.7	0.5	183.6	-1.5	76 (77)
35-39	309.8	-0.3	201.1	0.8	65 (64)	326.9	0.0	231.5	0.8	71 (70)	257.6	-1.8	181.7	0.1	71 (69)
40-44	351.9	-0.3	192.7	-0.9	55 (55)	377.2	-1.0	232.4	-2.4	62 (62)	270.4	-0.4	172.2	-1.0	64 (64)
45-49	381.8	0.6	189.7	-0.4	50 (50)	417.2	0.6	235.7	-1.1	56 (58)	275.2	-0.6	170.5	0.6	62 (61)
50-54	388.6	0.7	192.5	1.2	50 (49)	427.2	0.8	244.4	2.8	57 (56)	272.3	-0.6	165.3	0.2	61 (60)
55-59	371.5	1.0	199.7	1.8	54 (53)	405.7	1.2	251.3	5.9	62 (59)	260.4	-0.5	160.5	-0.8	62 (62)
60-64	287.8	-4.0	226.6	5.3	79 (72)	305.3	-4.4	251.3	5.9	82 (74)	238.5	1.0	163.1	-0.1	68 (69)
65-69	280.0	2.3	207.7	7.7	74 (70)	299.2	3.6	223.8	8.2	75 (72)	229.0	-2.6	155.4	-3.7	68 (69)
Average age (Years)	40.7		45.0			41.5		47.4			38.7		42.9		
Length of service (Years)	12.6		6.8			13.8		7.6			9.7		6.0		

Table 7: Wage, year-on-year change and wage gap across types of employment, by type of employment, gender and size of enterprise

Size of enterprise	Total male and female					Male					Female				
	Regular staff		Non-regular staff		Wage gap across types of employment (Regular staff = 100)	Regular staff		Non-regular staff		Wage gap across types of employment (Regular staff = 100)	Regular staff		Non-regular staff		Wage gap across types of employment (Regular staff = 100)
	Wage (Thous and yen)	On-year change (%)	Wage (Thous and yen)	On-year change (%)		Wage (Thous and yen)	On-year change (%)	Wage (Thous and yen)	On-year change (%)		Wage (Thous and yen)	On-year change (%)	Wage (Thous and yen)	On-year change (%)	
Large enterprise	367.1	0.7	219.8	7.3	60 (56)	395.0	0.8	256.7	10.6	65 (59)	277.0	-0.1	183.6	0.6	66 (66)
Medium enterprise	303.3	0.3	192.9	-0.4	64 (64)	328.3	0.2	219.7	-0.1	67 (67)	246.1	-0.7	170.9	-1.4	69 (70)
Small enterprise	269.1	-0.3	183.4	-0.7	68 (68)	291.8	-0.5	212.0	-1.1	73 (73)	217.7	-0.5	157.9	0.1	73 (72)

Note: Figures in round brackets () are data of 2009.

Table 8: Wage, year-on-year change and wage gap across types of employment, by type of employment, gender and industry

Industry	Total male and female					Male					Female				
	Regular staff		Non-regular staff		Wage gap across types of employment (Regular staff = 100)	Regular staff		Non-regular staff		Wage gap across types of employment (Regular staff = 100)	Regular staff		Non-regular staff		Wage gap across types of employment (Regular staff = 100)
	Wage (Thous and yen)	On-year change (%)	Wage (Thous and yen)	On-year change (%)		Wage (Thous and yen)	On-year change (%)	Wage (Thous and yen)	On-year change (%)		Wage (Thous and yen)	On-year change (%)	Wage (Thous and yen)	On-year change (%)	
Industries covered	311.5	0.4	198.1	1.8	64 (63)	338.5	0.3	228.8	3.1	68 (66)	244.0	-0.3	170.9	-0.7	70 (70)
Construction	313.7	-3.5	247.1	-1.1	79 (77)	325.9	-3.3	260.8	-3.3	80 (80)	220.1	-2.2	177.3	-3.3	81 (81)
Manufacturing	306.7	2.0	186.8	1.2	61 (61)	327.4	1.5	215.6	-0.6	66 (67)	214.9	1.9	156.7	-0.3	73 (74)
Information and communications	370.1	0.7	257.6	6.3	70 (66)	385.9	-0.8	305.9	6.0	79 (74)	300.7	3.3	211.9	4.4	70 (70)
Transport and postal activities	271.2	1.9	188.4	0.2	69 (71)	276.4	2.2	197.9	0.2	72 (73)	219.9	-1.1	167.5	4.8	76 (72)
Wholesale and retail trade	315.4	-0.5	187.0	1.9	59 (58)	341.9	-0.7	224.9	3.9	66 (63)	238.7	-0.9	165.8	0.0	69 (69)
Finance and insurance	373.3	-0.9	221.2	-16.1	59 (70)	473.4	0.1	294.9	-21.6	62 (80)	258.2	-2.3	189.1	-6.6	73 (77)
Scientific research, professional and technical services	385.9	3.5	349.3	26.9	91 (74)	410.2	3.2	391.5	18.2	95 (83)	285.8	0.5	212.8	3.5	74 (72)
Accommodations, eating and drinking services	257.7	-0.5	177.7	1.3	69 (68)	282.5	-0.5	198.7	0.6	70 (70)	203.3	-0.5	162.3	1.5	80 (78)
Living-related and personal services and amusement services	273.9	-1.1	181.5	-0.7	66 (66)	305.0	-0.9	193.5	-1.0	63 (63)	225.7	-1.2	173.8	-0.5	77 (76)
Education, learning support	399.4	-1.4	241.4	4.2	60 (57)	456.6	-1.0	285.7	8.9	63 (57)	311.6	-2.1	204.9	-0.1	66 (64)
Medical, health care and welfare	285.0	0.5	185.4	1.3	65 (65)	368.1	1.1	217.9	-2.6	59 (61)	254.0	0.0	175.9	1.9	69 (68)
Services, n.e.c.	276.1	0.2	196.6	-1.0	71 (72)	293.2	0.1	208.3	2.1	71 (70)	218.6	-0.5	184.1	-4.9	84 (88)

Note: 1) 'Industries covered' 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 industries presented above in the table.

2) Figures in round brackets () are data of 2009.

(7) Distribution of wages

Breaking down the distribution of wages by gender, for men, as the age group increases more workers were in general found in higher wage groups. Conversely, for women, up to the group aged 35 to 39, as age group increases more workers were in general found in higher wage groups, however, thereafter more were found in lower wage groups.

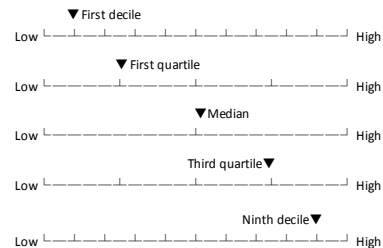
Looking at the dispersion of wages, the spread was broadly larger as age group increases for both men and women. Looking at the quartile spread by level of education, the spread for university or graduate school graduates were larger than other graduates for both men and women (Table 9, Figure 8).

Table 9: Distribution of workers by gender, wage group and age group (2-1)

Wage group	Male										
	Total age	Age 20-24	Age 25-29	Age 30-34	Age 35-39	Age 40-44	Age 45-49	Age 50-54	Age 55-59	Age 60-64	Age 65-69
	%	%	%	%	%	%	%	%	%	%	%
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
~ 99.9 (Thousand yen)	0.2	0.3	0.2	0.1	0.1	0.1	0.1	0.2	0.2	0.6	1.6
100.0 ~ 119.9	0.6	1.1	0.6	0.3	0.2	0.2	0.3	0.4	0.7	1.9	4.2
120.0 ~ 139.9	1.4	3.3	1.6	0.9	0.6	0.7	0.8	1.4	4.6	7.2	7.2
140.0 ~ 159.9	2.8	7.5	3.3	1.8	1.4	1.1	1.2	1.5	2.6	7.3	11.4
160.0 ~ 179.9	4.7	17.8	6.4	3.6	2.1	1.8	1.7	2.0	3.0	9.3	12.2
180.0 ~ 199.9	6.0	22.3	11.2	5.8	3.3	2.4	2.2	2.6	3.3	9.8	9.4
200.0 ~ 219.9	7.6	22.1	17.4	8.9	5.0	3.6	2.8	3.2	4.0	10.1	9.3
220.0 ~ 239.9	8.1	13.4	18.0	12.7	7.3	4.7	3.8	3.6	3.9	7.8	7.2
240.0 ~ 259.9	7.8	6.3	14.2	12.8	8.9	6.0	4.2	4.1	4.7	8.0	6.6
260.0 ~ 279.9	7.0	3.1	10.1	12.1	9.2	6.5	4.7	4.2	4.7	5.4	4.0
280.0 ~ 299.9	6.3	1.1	6.2	10.4	9.8	7.0	4.8	4.2	4.5	4.5	3.6
300.0 ~ 319.9	5.9	0.8	3.6	7.8	9.9	7.1	5.5	5.0	4.9	4.4	3.8
320.0 ~ 339.9	5.2	0.3	2.6	6.2	8.2	7.3	5.7	5.0	4.8	3.1	2.0
340.0 ~ 359.9	4.6	0.1	1.5	4.5	6.6	6.7	6.0	5.4	5.3	2.5	1.6
360.0 ~ 399.9	7.6	0.2	1.6	5.3	10.0	11.6	11.2	10.4	9.6	3.8	3.5
400.0 ~ 449.9	7.5	0.2	0.7	3.2	7.7	11.7	11.9	12.2	11.7	5.7	2.0
450.0 ~ 499.9	5.1	0.0	0.3	1.6	4.0	7.3	9.9	9.5	8.8	2.9	1.9
500.0 ~ 599.9	5.9	0.0	0.3	1.2	3.3	8.0	11.9	12.4	11.5	3.5	3.4
600.0 ~ 699.9	2.7	0.0	0.2	0.4	1.2	3.2	5.9	6.4	5.1	1.9	1.2
700.0 ~ 799.9	1.3	-	0.0	0.2	0.5	1.3	2.4	3.3	2.6	1.3	1.1
800.0 ~ 899.9	0.6	-	0.0	0.1	0.2	0.8	1.2	1.5	1.1	0.6	1.1
900.0 ~ 999.9	0.3	-	0.0	0.1	0.2	0.4	0.7	0.8	0.5	0.3	0.3
1000.0 ~ 1199.9	0.3	-	0.0	0.1	0.2	0.3	0.6	0.6	0.5	0.3	0.3
1200.0 ~	0.3	-	0.0	0.0	0.2	0.3	0.4	0.5	0.5	0.4	1.0
Average (Thousand yen)	328.3	199.8	236.8	278.4	322.0	370.5	409.2	417.2	392.2	283.2	264.6
First decile (Thousand yen)	180.8	155.3	174.7	192.5	208.8	220.8	225.9	215.4	192.9	149.1	132.7
First quartile (Thousand yen)	224.0	175.3	202.1	226.1	251.5	273.9	292.8	291.3	264.3	182.6	161.0
Median (Thousand yen)	291.1	198.0	229.8	265.1	304.0	344.4	381.6	390.1	368.0	236.0	208.2
Third quartile (Thousand yen)	393.4	220.8	263.6	313.8	367.5	432.6	489.6	503.2	481.5	328.0	291.0
Ninth decile (Thousand yen)	515.3	245.5	303.5	372.4	446.3	542.7	614.6	643.9	604.8	467.8	462.0
Decile dispersion coefficient	0.57	0.23	0.28	0.34	0.39	0.47	0.51	0.55	0.56	0.68	0.79
	(0.59)	(0.23)	(0.29)	(0.35)	(0.40)	(0.49)	(0.52)	(0.56)	(0.59)	(0.75)	(0.75)
Quartile dispersion coefficient	0.29	0.11	0.13	0.17	0.19	0.23	0.26	0.27	0.30	0.31	0.31
	(0.29)	(0.11)	(0.14)	(0.17)	(0.20)	(0.24)	(0.26)	(0.28)	(0.31)	(0.32)	(0.30)

Note: 1) Quantiles are a value that shows the form of distribution. In here specifically, it is the wage of a person in a certain rank in the line of wages of all workers in an ascending sequence. In a diagram, it could be shown as below.

- First decile The wage of a person that ranks in the one tenth part of the sequence in an ascending order.
- First quartile The wage of a person that ranks in the one fourth part of the sequence in an ascending order.
- Median The wage of a person that ranks in the half part of the sequence in an ascending/descending order.
- Third quartile..... The wage of a person that ranks in the one fourth part of the sequence in a descending order.
- Ninth decile..... The wage of a person that ranks in the one tenth part of the sequence in a descending order.



2) Dispersion coefficient is one of the indicators that show the spreading of a distribution, and is the value calculated by the following formula.

Generally, the smaller value means the spreading of the distribution is smaller.

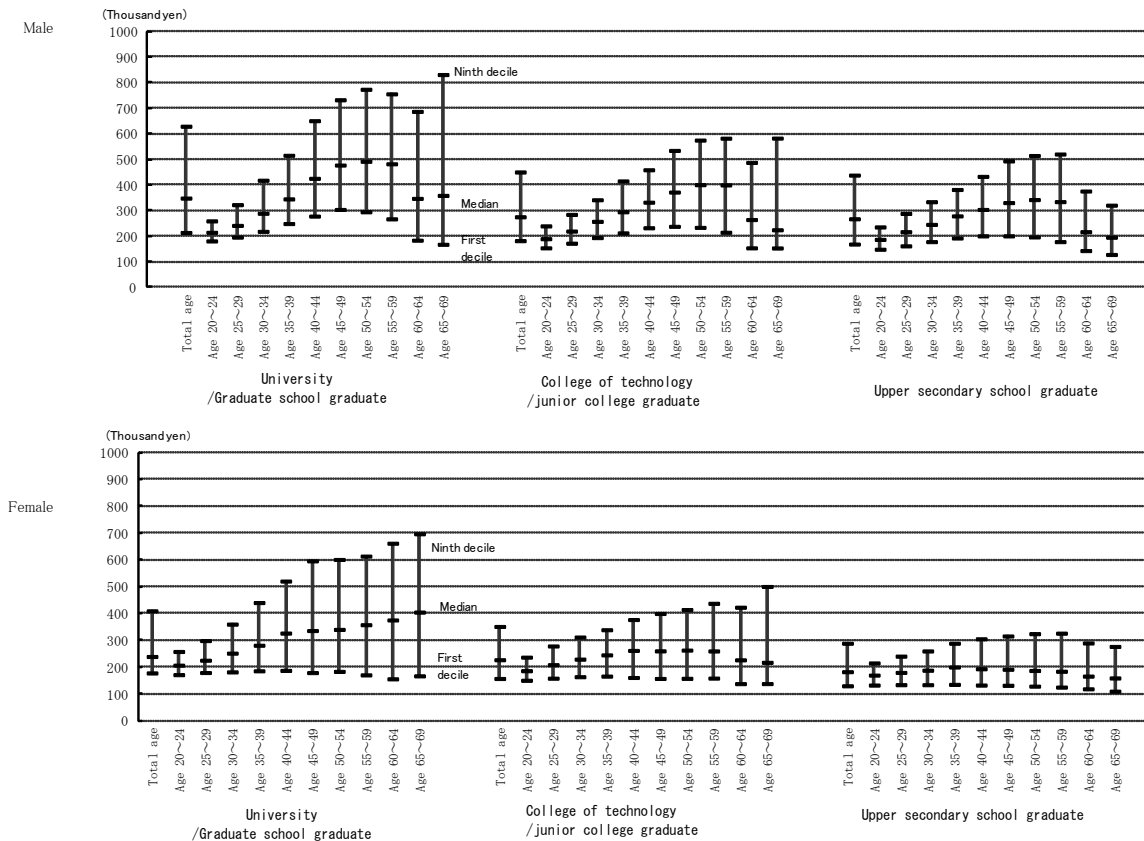
$$\text{Decile dispersion coefficient} = \frac{\text{Ninth decile} - \text{First decile}}{2 \times \text{Median}} \quad \text{Quartile dispersion coefficient} = \frac{\text{Third quartile} - \text{First quartile}}{2 \times \text{Median}}$$

3) Figures in round brackets () are data of 2009.

Table 9: Distribution of workers by gender, wage group and age group (2-2)

Wage group	Female										
	Total age	Age 20-24	Age 25-29	Age 30-34	Age 35-39	Age 40-44	Age 45-49	Age 50-54	Age 55-59	Age 60-64	Age 65-69
	%	%	%	%	%	%	%	%	%	%	%
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
~ 99.9 (Thousand yen)	0.8	0.3	0.3	0.5	0.7	0.9	0.9	1.2	1.3	1.9	3.3
100.0 ~ 119.9	2.8	2.3	1.2	1.5	2.0	2.2	2.9	3.5	4.6	7.9	12.2
120.0 ~ 139.9	6.5	5.4	4.0	4.3	4.6	5.8	6.4	8.1	9.8	15.5	18.0
140.0 ~ 159.9	10.1	12.9	7.6	7.0	7.4	9.1	10.1	10.8	12.5	16.8	15.5
160.0 ~ 179.9	12.7	22.5	11.8	10.5	9.3	10.5	10.8	10.7	12.2	14.0	12.9
180.0 ~ 199.9	12.6	21.5	16.8	12.5	9.8	9.6	9.6	10.3	10.2	9.4	7.4
200.0 ~ 219.9	11.3	16.2	17.5	12.5	10.1	8.3	9.2	7.8	7.8	7.3	7.9
220.0 ~ 239.9	9.7	9.5	14.4	12.9	11.1	8.1	7.2	7.4	7.6	4.9	2.7
240.0 ~ 259.9	7.5	4.5	9.7	10.4	9.9	7.3	6.7	6.4	5.6	3.9	3.2
260.0 ~ 279.9	5.9	2.3	6.7	8.3	9.0	6.8	5.4	5.4	4.5	2.7	2.6
280.0 ~ 299.9	4.5	1.2	3.5	6.2	6.8	6.9	5.4	3.9	4.1	2.4	1.9
300.0 ~ 319.9	3.4	0.7	2.3	4.5	5.2	4.6	4.5	3.8	3.2	2.1	1.5
320.0 ~ 359.9	4.8	0.7	2.7	4.4	6.6	8.0	6.8	6.9	5.2	3.0	1.7
360.0 ~ 399.9	2.7	0.1	0.8	2.4	3.4	4.8	5.0	4.6	3.1	1.6	1.4
400.0 ~ 449.9	1.9	0.0	0.2	1.1	1.8	3.4	3.6	3.7	3.2	2.0	3.0
450.0 ~ 499.9	1.0	-	0.2	0.5	0.9	1.4	1.9	2.0	1.8	1.0	1.4
500.0 ~ 599.9	1.0	0.0	0.1	0.4	0.6	1.4	1.9	2.1	2.1	1.7	1.9
600.0 ~ 699.9	0.4	-	0.0	0.2	0.2	0.5	0.7	0.7	0.7	1.1	0.7
700.0 ~ 799.9	0.2	-	0.0	0.1	0.2	0.2	0.2	0.3	0.2	0.3	0.6
800.0 ~ 899.9	0.1	-	0.0	0.1	0.1	0.0	0.2	0.1	0.2	0.2	0.2
900.0 ~ 999.9	0.1	-	0.0	0.0	0.1	0.0	0.2	0.1	0.0	0.1	0.0
1000.0 ~	0.1	0.0	0.1	0.0	0.1	0.1	0.2	0.2	0.1	0.1	0.1
Average (Thousand yen)	227.6	189.5	215.0	230.7	241.9	247.6	249.1	245.4	231.3	206.1	198.9
1st decile (Thousand yen)	139.8	143.7	152.5	151.0	147.3	142.4	139.3	134.3	129.2	120.4	111.3
1st quartile (Thousand yen)	167.9	164.1	180.0	182.0	181.9	173.5	168.4	162.9	154.8	139.7	131.4
Median (Thousand yen)	207.6	186.0	209.0	221.9	230.2	228.2	220.1	214.0	198.6	170.5	161.6
3rd quartile (Thousand yen)	263.1	211.4	242.5	266.9	282.6	298.4	301.0	297.8	275.2	229.2	214.5
9th decile (Thousand yen)	336.2	238.2	279.7	315.0	340.0	374.9	389.7	391.2	377.5	337.0	339.0
Decile dispersion coefficient	0.47	0.25	0.30	0.37	0.42	0.51	0.57	0.60	0.63	0.64	0.70
	(0.48)	(0.26)	(0.31)	(0.36)	(0.44)	(0.52)	(0.60)	(0.64)	(0.64)	(0.60)	(0.58)
Quartile dispersion coefficient	0.23	0.13	0.15	0.19	0.22	0.27	0.30	0.32	0.30	0.26	0.26
	(0.23)	(0.13)	(0.16)	(0.18)	(0.23)	(0.29)	(0.31)	(0.33)	(0.32)	(0.25)	(0.24)

Figure 8: 1st decile, median and 9th decile, by level of education, gender and age group



Note: Refer to Note: 1) of Table 9.

(8) Wage of standard worker

Looking at the age groups with the peak wage by level of education, in terms of the wages of a standard worker, amongst men the peak was in the group aged 50 to 54 for university graduates, and the group aged 55 to 59 for college of technology or junior college graduates and upper secondary school graduates, and amongst women the peak was in the group aged 50 to 54 for all graduates (Figure 9, Table 10).

Taking the wages of the group aged 20 to 24 as 100 and breaking down by level of education, the value for the age group with the peak wage within each education level was as followings: amongst men, for university graduates it was 255 for the group aged 50 to 54, for college of technology or junior college and upper secondary school graduates it was 257 and 233 respectively for the group aged 55 to 59, amongst women, the wage was 229 for university graduates, 212 for college of technology or junior college graduates, and 196 for upper secondary school graduates all for the group aged 50 to 54 (Figure 9, Table 10).

Figure 9: Wage of standard workers by level of education, gender and age group

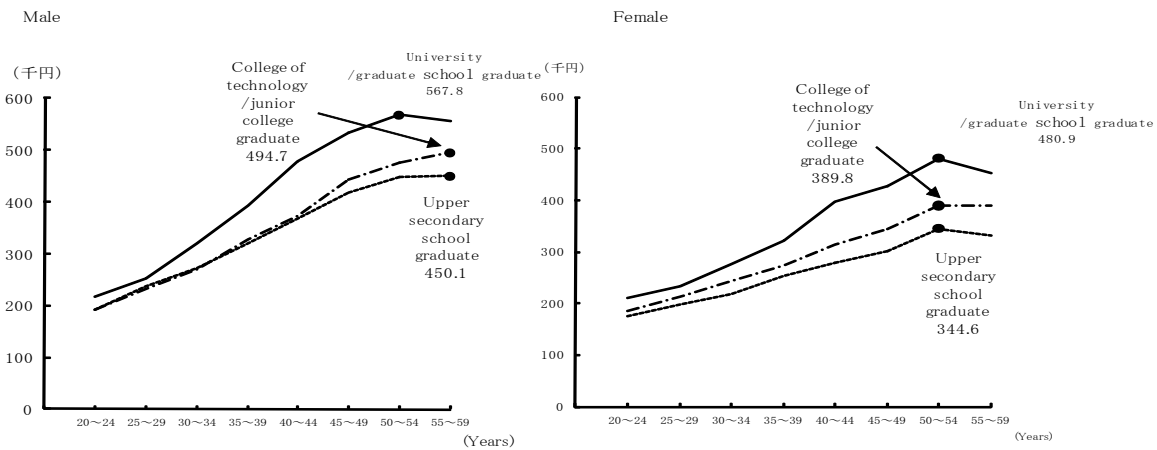


Table 10: Wage, year-on-year change and wage gap across age groups of standard workers, by level of education, gender and age group

Gender	Age group	University graduate			College of technology/junior college graduate			Upper secondary school graduate		
		Wage (Thousand yen)	On-year change (%)	Wage gap across age groups (Age 20 to 24 = 100)	Wage (Thousand yen)	On-year change (%)	Wage gap across age groups (Age 20 to 24 = 100)	Wage (Thousand yen)	On-year change (%)	Wage gap across age groups (Age 20 to 24 = 100)
Male	Total age	392.4	-0.8	180	303.3	1.6	157	325.2	-0.2	168
	Age 20-24	218.1	0.7	100	192.7	-0.6	100	193.0	-1.0	100
	25-29	253.0	-1.9	116	231.3	-0.6	120	236.4	-0.2	122
	30-34	319.9	-1.0	147	270.2	-1.5	140	271.5	-2.8	141
	35-39	392.0	-0.9	180	326.8	-2.7	170	319.4	0.0	165
	40-44	479.0	0.1	220	371.9	-6.2	193	367.4	-0.1	190
	45-49	533.5	-0.4	245	443.2	-1.6	230	418.0	0.8	217
	50-54	567.8	0.9	260	474.6	-3.7	246	448.6	-1.6	232
	55-59	556.3	-1.9	255	494.7	-4.7	257	450.1	0.4	233
Female	Total age	255.8	-0.4	122	237.3	0.2	129	225.0	-0.4	128
	Age 20-24	210.3	1.4	100	184.2	-0.5	100	176.0	0.6	100
	25-29	233.4	-0.3	111	213.1	1.3	116	198.9	-1.2	113
	30-34	276.0	2.0	131	243.9	3.0	132	219.3	-2.5	125
	35-39	321.6	-0.9	153	274.2	-3.8	149	253.9	1.3	144
	40-44	396.5	-3.2	189	312.8	-2.5	170	278.7	-0.9	158
	45-49	427.3	-2.1	203	343.4	-6.1	186	302.4	-3.7	172
	50-54	480.9	1.1	229	389.8	-0.6	212	344.6	2.4	196
	55-59	452.2	-11.4	215	389.2	-4.0	211	331.4	-2.4	188

(9) Wages in the manufacturing industry by type of employee

Looking at the age groups with the peak wage in the manufacturing industry by type of employee, amongst men the peak was 330,000 yen for production workers and 492,600 yen for supervisory, clerical and technical workers in the group aged 50 to 54. Amongst women the peak was 186,200 yen for production workers in the group aged 35 to 39, and 261,100 yen for supervisory, clerical and technical workers in the group aged 45 to 49 (Table 11).

Table 11: Wage, year-on-year change and wage gap across age groups in manufacturing industry, by gender, type of employee and age group

Age group	Male						Female					
	Production workers			Supervisory, clerical and technical workers			Production workers			Supervisory, clerical and technical workers		
	Wage (Thousand yen)	On-year change (%)	Wage gap across age groups (Age 20 to 24 = 100)	Wage (Thousand yen)	On-year change (%)	Wage gap across age groups (Age 20 to 24 = 100)	Wage (Thousand yen)	On-year change (%)	Wage gap across age groups (Age 20 to 24 = 100)	Wage (Thousand yen)	On-year change (%)	Wage gap across age groups (Age 20 to 24 = 100)
Total age	267.4	0.5	140	387.4	1.5	187	171.6	1.1	105	237.9	2.0	124
Age 20-24	190.9	0.5	100	207.7	-0.5	100	162.9	-0.2	100	191.6	0.5	100
25-29	217.7	-0.1	114	246.3	-0.6	119	175.2	-0.1	108	218.5	2.4	114
30-34	245.7	-0.2	129	294.5	-1.0	142	178.7	0.8	110	231.9	2.4	121
35-39	276.4	1.7	145	344.5	-1.0	166	186.2	2.7	114	249.8	3.5	130
40-44	297.5	-0.1	156	410.8	0.8	198	182.1	2.6	112	257.3	3.1	134
45-49	316.2	1.6	166	467.4	1.1	225	176.3	2.6	108	261.1	0.6	136
50-54	330.0	1.7	173	492.6	1.0	237	172.2	2.3	106	259.2	2.9	135
55-59	328.8	0.2	172	487.2	2.5	235	168.6	-0.5	103	257.8	-1.7	135
60-64	228.2	-4.1	120	331.3	-2.4	160	148.4	-1.4	91	203.6	-3.7	106
Average age (Years)	40.2			43.1			43.4			38.9		
Length of service (Years)	13.4			17.1			10.4			11.6		

(10) Wages by class of position

Looking at wages by class of position with regards to enterprises with 100 or more regular employees in the overall enterprise, for men wages were 640,500 yen for senior positions (on-year increase of 0.7%), 514,800 yen for middle management level (on-year decrease of 0.2%) and 392,100 yen for lower management level (on-year increase of 1.9%), and for women wages were 535,400 yen for senior positions (on-year decrease of 5.7%), 431,500 yen for middle management level (on-year increase of 0.8%) and 342,300 for lower management level (on-year decrease of 0.7%) (Table12).

Table 12: Wage, year-on-year change, wage gap between managerial workers and non-managerial workers, by class of position and gender (for enterprises with 100 or more employees)

Class of position	Male				Female			
	Wage (Thousand yen)	On-year change (%)	Wage gap between managerial workers and non-managerial workers (non-manegerials at age 20 to 24 = 100)	Average age (Years)	Wage (Thousand yen)	On-year change (%)	Wage gap between managerial workers and non-managerial workers (non-manegerials at age 20 to 24 =	Average age (Years)
Senior position	640.5	0.7	313 (309)	51.9	535.4	-5.7	270 (284)	52.0
Middle management level	514.8	-0.2	251 (251)	47.5	431.5	0.8	217 (214)	47.9
Lower management level	392.1	1.9	191 (187)	43.4	342.3	-0.7	172 (172)	43.8
Non-managerial workers (Age 20-24)	204.9	-0.4	100 (100)		198.5	-0.8	100 (100)	

Note: Figures in round brackets () are data of 2009.

2 Wage of part-time workers

(1) Wage by age group

Hourly wages for part-time workers were 1,081 yen for men (on-year decrease of 0.5%) and 979 yen for women (on-year increase of 0.6%). For men wages were over 1,000 yen for groups aged 25 to 29 or over. For women wages were at the 1,000 yen level for the group aged 25 to 29 and for those in their 30s, and at the 900 yen level for those in their 40s or over (Figure 10, Table 13).

Figure 10: Hourly wage of part-time workers by gender and age group

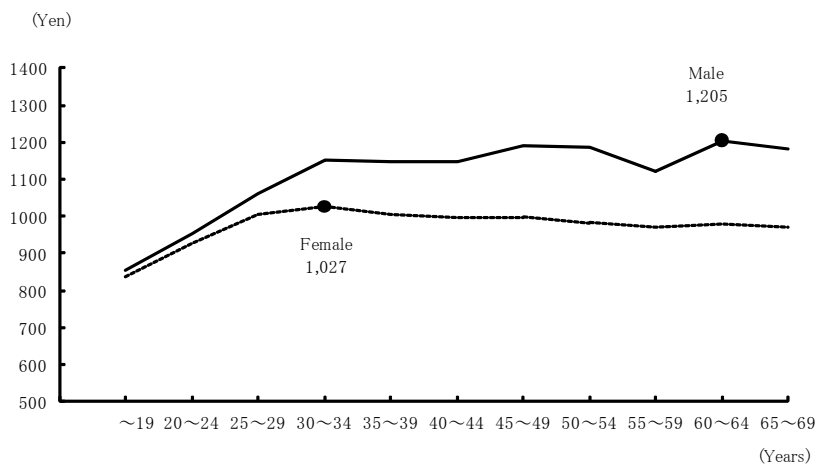


Table 13: Hourly wage, year-on-year change and wage gap across age groups of part-time workers, by gender and age group

Age group	Male			Female		
	Hourly wage (Yen)	On-year change (%)	Wage gap across age groups (Age 20 to 24 = 100)	Hourly wage (Yen)	On-year change (%)	Wage gap across age groups (Age 20 to 24 = 100)
Total age	1,081	-0.5	113	979	0.6	105
Age 19 and under	856	-0.6	90	836	-0.9	90
20-24	953	-1.9	100	928	-1.2	100
25-29	1,061	0.5	111	1,007	0.5	109
30-34	1,150	2.1	121	1,027	-0.4	111
35-39	1,145	-2.2	120	1,007	-1.0	109
40-44	1,149	-2.5	121	995	1.0	107
45-49	1,189	1.2	125	998	1.5	108
50-54	1,185	-3.1	124	983	1.8	106
55-59	1,122	-5.9	118	970	0.3	105
60-64	1,205	-3.6	126	980	2.1	106
65-69	1,181	-0.7	124	969	0.5	104
Average age (Years)	41.4			45.1		
Average days worked (Days)	16.0			17.4		
Average scheduled hours worked per day (Hours)	5.4			5.2		
Length of service (Years)	4.4			5.4		

(2) Wage by size of enterprise

Looking at hourly wages by size of enterprise, for men wages were 1,043 yen for large enterprises (on-year decrease of 0.5%), 1,115 yen for medium enterprises (on-year decrease of 1.2%) and 1,096 yen for small enterprises (on-year increase of 0.3%), and for women wages were 970 yen for large enterprises (0.0% change from the previous year), 1,000 yen for medium enterprises (on-year increase of 0.3%), and 970 yen for small enterprises (on-year increase of 1.7%) (Table 14).

Table 14: Hourly wage, year-on-year change and wage gap across size of enterprise of part-time workers, by size of enterprise and gender

Size of enterprise	Male			Female		
	Hourly wage (Yen)	On-year change (%)	Wage gap across size of enterprise (Large enterprise = 100)	Hourly wage (Yen)	On-year change (%)	Wage gap across size of enterprise (Large enterprise = 100)
Large enterprise	1,043	-0.5	100	970	0.0	100
Medium enterprise	1,115	-1.2	107	1,000	0.3	103
Small enterprise	1,096	0.3	105	970	1.7	100

(3) Wage by industry

Looking at hourly wages by major industry, wages exceeded 1,000 yen for men in the manufacturing industry, the transport and postal activities industry and the services (not elsewhere classified) industry, and exceeded 1,000 yen for women in the medical, health care and welfare industry (Table 15).

Table 15: Hourly wage, year-on-year change and wage gap across industries of part-time workers, by major industries and gender

Gender, industry		Hourly wage (Yen)	On-year change (%)	Wage gap across industry (Industry covered = 100)
Male	Industries covered	1,081	-0.5	100
	Manufacturing	1,148	-3.0	106
	Transport and postal activities	1,111	-0.7	103
	Wholesale and retail trade	975	0.2	90
	Accommodations, eating and drinking services	923	-0.6	85
	Services, n.e.c.	1,083	-1.8	100
Female	Industries covered	979	0.6	100
	Manufacturing	884	-0.8	90
	Wholesale and retail trade	913	0.4	93
	Accommodations, eating and drinking services	890	-0.4	91
	Medical, health care and welfare	1,213	1.8	124
	Services, n.e.c.	944	-2.9	96

Note: 'Industries covered' includes the following industries in addition to those presented above: both male and female includes 'Mining and quarrying of stone and gravel', 'Electricity, gas, heat supply and water', 'Real estate and goods rental and leasing', 'Scientific research, professional and technical services', 'Living-related and personal services and amusement services', 'Education, learning support', and 'Compound services'; male includes 'Medical, health care and welfare'; and female includes 'Transport and postal activities'.

Statistical Tables

Appendix tables 1-15 are the results of tabulation for full-time employees and Appendices 16-18 are that for part-time workers.

Appendix table 1: Wage by level of education, age group and gender

(Unit: Thousand yen)

Level of education Age group		Total male and female				Male				Female			
		All sizes of enterprises covered	Large enterprise	Medium enterprise	Small enterprise	All sizes of enterprises covered	Large enterprise	Medium enterprise	Small enterprise	All sizes of enterprises covered	Large enterprise	Medium enterprise	Small enterprise
All level of education	Total age	296.2	348.1	286.1	259.2	328.3	382.9	316.7	285.3	227.6	254.6	227.3	206.8
	Age 20-24	194.9	206.4	193.2	184.9	199.8	209.8	196.5	192.0	189.5	202.0	189.3	178.8
	25-29	228.2	244.4	224.4	215.0	236.8	253.3	230.5	225.5	215.0	229.1	215.5	199.0
	30-34	263.5	288.8	256.8	247.5	278.4	304.8	270.3	262.4	230.7	250.0	230.5	212.5
	35-39	299.4	338.1	290.7	270.9	322.0	362.1	312.4	291.5	241.9	269.4	240.6	217.7
	40-44	336.3	402.9	320.2	284.1	370.5	436.2	353.7	312.2	247.6	288.1	244.4	218.6
	45-49	361.6	444.0	343.3	294.9	409.2	486.6	391.5	332.3	249.1	290.0	248.9	220.8
	50-54	366.4	459.5	352.9	294.6	417.2	504.4	407.4	331.6	245.4	292.3	243.4	219.4
	55-59	346.5	432.3	338.9	286.4	392.2	471.2	389.2	321.2	231.3	272.8	231.4	210.4
	60-64	262.5	314.8	254.2	245.0	283.2	333.6	274.5	265.1	206.1	248.3	203.4	192.5
65-69	247.8	341.4	248.9	224.9	264.6	366.4	269.4	237.4	198.9	259.3	198.3	185.6	
University/Graduate school graduate	Total age	370.9	407.0	357.2	321.5	395.3	435.8	378.6	340.0	274.7	282.9	277.1	255.2
	Age 20-24	214.6	220.1	212.3	204.6	218.2	225.1	214.3	208.0	210.3	214.3	209.6	201.5
	25-29	246.5	257.6	240.3	233.3	252.8	264.5	245.2	240.1	234.8	244.1	231.5	222.0
	30-34	299.6	323.2	290.8	274.3	309.9	334.7	299.9	283.0	266.9	282.9	263.9	247.1
	35-39	362.7	398.6	347.9	322.5	373.5	411.6	356.2	331.3	307.0	323.4	306.7	281.2
	40-44	441.2	488.3	414.1	361.9	454.3	499.1	427.6	373.2	345.6	386.1	332.3	297.2
	45-49	492.9	550.2	470.3	399.5	507.7	563.6	483.4	411.6	372.4	394.6	381.2	329.5
	50-54	509.6	581.6	491.2	403.6	523.8	596.4	502.5	415.4	381.3	413.3	393.9	323.3
	55-59	502.3	564.8	496.7	417.0	512.4	574.5	503.7	429.1	380.1	402.8	416.2	306.8
	60-64	402.9	448.4	399.7	344.1	402.7	447.5	396.8	346.9	406.4	466.0	436.2	310.2
65-69	442.5	512.0	494.6	325.1	446.2	510.8	499.4	329.1	395.2	553.1	451.4	282.4	
College of technology/junior college graduate	Total age	267.0	294.9	266.4	247.5	300.1	333.4	293.0	285.6	242.9	266.3	246.3	221.9
	Age 20-24	191.7	203.1	194.4	182.3	193.5	201.5	193.5	187.1	190.7	204.1	195.0	180.6
	25-29	218.9	230.9	222.4	205.1	224.6	231.3	224.6	220.1	215.2	230.7	220.9	196.2
	30-34	248.5	260.5	246.1	242.7	264.4	274.2	258.5	266.4	235.2	250.7	235.8	220.8
	35-39	277.7	296.3	276.3	264.7	306.0	327.4	301.7	297.6	250.0	272.2	248.9	230.7
	40-44	301.5	335.5	298.7	277.4	342.8	382.1	332.0	326.4	267.0	297.2	268.4	240.9
	45-49	315.3	366.1	308.5	285.3	384.6	435.4	373.2	352.9	272.2	311.4	271.2	246.3
	50-54	326.4	384.3	326.5	287.5	404.6	464.7	403.7	353.4	278.5	318.5	280.7	252.9
	55-59	332.6	406.1	323.7	296.9	404.8	492.9	386.7	351.5	283.1	311.9	285.7	263.6
	60-64	275.5	315.4	265.7	270.6	299.5	316.4	283.6	307.3	258.3	314.4	255.2	240.9
65-69	284.1	223.8	278.4	303.6	290.9	206.7	287.9	317.2	279.2	257.2	273.8	290.8	
Upper secondary school graduate	Total age	261.7	304.7	248.9	243.9	289.1	332.8	276.5	268.3	199.4	227.0	193.6	188.8
	Age 20-24	183.6	192.5	179.6	180.5	190.4	198.1	185.6	188.5	172.5	180.3	170.9	169.0
	25-29	210.5	222.4	203.8	208.9	221.8	236.5	214.1	219.0	185.1	188.5	183.4	184.6
	30-34	237.8	254.6	229.7	234.3	252.8	269.8	244.2	249.4	194.1	207.2	192.6	186.7
	35-39	264.5	293.2	253.5	252.8	285.5	312.8	275.2	273.5	208.3	235.4	204.4	191.6
	40-44	284.1	327.3	272.5	265.4	314.4	358.5	304.8	292.4	208.7	241.5	201.3	194.9
	45-49	300.2	366.0	281.6	266.0	341.7	407.3	323.1	301.6	210.4	247.9	204.2	193.4
	50-54	306.4	382.5	287.9	266.7	352.7	426.5	338.7	302.7	210.0	252.7	200.7	195.7
	55-59	301.7	378.4	287.1	261.2	345.4	417.8	334.4	295.7	208.9	252.5	200.4	196.1
	60-64	226.6	239.4	216.6	230.4	242.9	246.4	232.3	251.2	189.4	222.7	179.6	185.1
65-69	206.5	216.5	195.5	211.9	216.3	195.8	208.6	224.5	181.4	249.4	161.0	177.0	
Lower secondary school graduate	Total age	241.7	294.8	228.2	234.0	263.9	321.1	254.6	251.9	171.6	198.6	171.1	163.5
	Age 20-24	180.1	206.5	171.9	177.8	198.4	219.1	189.4	197.1	144.9	171.0	146.2	138.4
	25-29	206.0	216.6	193.2	209.0	218.0	230.1	206.3	219.6	157.0	169.7	156.7	152.1
	30-34	234.6	228.7	211.2	246.8	250.6	247.4	225.9	261.2	167.2	184.4	163.4	158.8
	35-39	246.4	257.5	234.2	249.1	265.3	277.8	258.2	265.0	172.6	176.2	176.6	168.6
	40-44	268.3	308.2	250.8	262.8	287.4	335.5	272.0	278.8	180.1	207.6	178.0	167.9
	45-49	270.6	317.3	260.3	261.8	293.5	338.1	294.1	277.8	180.8	208.8	183.4	165.6
	50-54	272.4	341.0	262.2	252.6	299.6	368.2	296.6	273.9	185.7	217.5	189.3	171.2
	55-59	276.0	357.2	258.3	251.3	307.4	383.7	297.8	274.0	183.1	216.5	180.0	175.5
	60-64	211.5	210.1	192.2	222.8	228.0	220.0	208.6	238.7	164.8	188.0	159.7	162.7
65-69	192.9	204.8	173.4	200.2	205.1	194.7	184.5	213.3	156.7	219.3	149.5	151.2	

Appendix table 2: Wage by industry, age group, gender and size of enterprise (4-1)

(Unit: Thousand yen)

Industry	Age group	Total male and female				Male				Female			
		All sizes of enterprises covered	Large enterprise	Medium enterprise	Small enterprise	All sizes of enterprises covered	Large enterprise	Medium enterprise	Small enterprise	All sizes of enterprises covered	Large enterprise	Medium enterprise	Small enterprise
Industries covered	Total age	296.2	348.1	286.1	259.2	328.3	382.9	316.7	285.3	227.6	254.6	227.3	206.8
	Age 20-24	194.9	206.4	193.2	184.9	199.8	209.8	196.5	192.0	189.5	202.0	189.3	178.8
	25-29	228.2	244.4	224.4	215.0	236.8	253.3	230.5	225.5	215.0	229.1	215.5	199.0
	30-34	263.5	288.8	256.8	247.5	278.4	304.8	270.3	262.4	230.7	250.0	230.5	212.5
	35-39	299.4	338.1	290.7	270.9	322.0	362.1	312.4	291.5	241.9	269.4	240.6	217.7
	40-44	336.3	402.9	320.2	284.1	370.5	436.2	353.7	312.2	247.6	288.1	244.4	218.6
	45-49	361.6	444.0	343.3	294.9	409.2	486.6	391.5	332.3	249.1	290.0	248.9	220.8
	50-54	366.4	459.5	352.9	294.6	417.2	504.4	407.4	331.6	245.4	292.3	243.4	219.4
	55-59	346.5	432.3	338.9	286.4	392.2	471.2	389.2	321.2	231.3	272.8	231.4	210.4
	60-64	262.5	314.8	254.2	245.0	283.2	333.6	274.5	265.1	206.1	248.3	203.4	192.5
65-69	247.8	341.4	248.9	224.9	264.6	366.4	269.4	237.4	198.9	259.3	198.3	185.6	
Mining and quarrying of stone and gravel	Total age	312.2	436.1	349.5	268.1	324.7	459.0	359.3	278.2	221.4	269.2	262.0	199.3
	Age 20-24	205.6	217.3	201.0	184.7	206.2	217.8	202.0	185.5	201.8	214.9 *	176.6	180.5
	25-29	249.6	273.0	258.4	226.2	249.8	275.5	254.8	229.5	248.4 *	257.6 *	279.4 *	202.4
	30-34	278.3	360.8	304.4	244.5	285.9	368.4	310.4	253.0	234.1 *	307.6 *	274.1 *	194.0
	35-39	305.2	396.3	352.7	266.5	320.2	424.7	364.7	279.7	221.7	300.7 *	195.6	196.5
	40-44	323.9	482.4	338.1	273.0	337.6	503.5	349.6	284.2	242.6	332.0 *	276.9	207.4
	45-49	354.8	516.4	408.1	284.7	368.6	529.3	422.4	295.1	224.8 *	334.4 *	230.5	203.0
	50-54	373.6	596.4	463.6	285.9	395.5	621.2	471.5	302.0	221.3	285.6	334.4	201.1
	55-59	347.5 *	621.6	419.0	290.5	363.1	686.3	426.0	301.1	208.7	175.5	297.7	203.5
	60-64	256.3	280.1	256.3	254.2	263.9	290.9	277.4	260.4	188.5 *	150.0	157.3	196.1
65-69	219.3	-	283.7	216.6	224.9	-	283.7	222.2	166.0	-	-	166.0	
Construction	Total age	308.3	399.5	330.4	276.4	320.9	417.7	343.1	287.3	215.3	261.1	236.0	196.4
	Age 20-24	198.1	207.0	196.2	195.1	201.4	208.7	198.1	199.7	182.5	197.9	187.0	174.2
	25-29	231.5	247.9	234.5	225.5	238.2	254.9	241.4	232.1	198.3	217.8	205.3	187.5
	30-34	267.3	306.1	266.1	259.8	276.5	322.1	273.9	268.7	206.7	235.8	222.4	190.1
	35-39	305.4	365.9	320.3	282.4	317.1	381.6	331.8	293.7	223.2	275.8	240.4	197.0
	40-44	340.6	447.7	359.0	300.1	355.9	467.1	375.7	313.9	235.6	310.2	259.0	201.2
	45-49	362.0	505.3	390.7	307.0	381.8	522.7	407.6	324.8	214.1	266.4	252.2	194.7
	50-54	372.8	550.8	417.8	307.5	389.0	562.6	430.5	321.6	229.7 *	331.4	282.6	205.4
	55-59	365.5	497.9	440.7	302.4	377.5	514.2	454.4	311.9	232.3	322.2 *	248.6	203.5
	60-64	285.8	347.7	297.4	274.5	291.4	354.7	296.2	281.0	227.4	179.3 *	321.2	219.1
65-69	250.4 *	374.3	292.7	243.0	254.8 *	376.2	297.2	247.1	182.4 *	144.9 *	122.3	184.8	
Manufacturing	Total age	292.3	351.0	275.3	245.8	318.6	369.2	301.4	272.4	199.4	246.8	192.8	177.5
	Age 20-24	188.8	202.5	185.9	175.1	194.6	205.7	191.1	183.0	174.2	191.7	173.3	160.0
	25-29	221.8	241.2	214.6	205.2	228.4	246.2	220.9	212.4	199.7	219.8	195.8	184.6
	30-34	253.2	281.9	242.7	233.2	263.9	289.9	253.2	245.5	208.2	239.0	203.6	186.4
	35-39	288.0	328.0	275.7	255.2	305.2	338.6	293.8	275.5	219.3	271.0	211.0	185.2
	40-44	327.6	396.0	302.7	268.5	354.1	413.7	329.2	296.8	219.2	286.8	207.0	182.1
	45-49	358.5	448.5	326.2	276.9	397.5	470.0	366.3	316.8	210.5	288.6	196.3	182.3
	50-54	366.6	468.3	345.9	277.5	413.8	493.7	396.3	321.9	199.9	271.6	190.9	179.0
	55-59	351.5	448.1	336.6	269.7	401.7	470.6	390.6	317.9	190.0	242.4	182.6	181.6
	60-64	238.6	277.4	230.8	227.4	266.9	295.1	259.4	257.5	160.0	175.3	155.7	159.7
65-69	212.0	203.0	213.6	211.8	236.5	214.4	243.0	235.4	152.8 *	145.4	146.3	155.3	
Electricity, gas, heat supply and water	Total age	399.2	415.2	330.5	310.4	411.0	426.3	345.5	320.9	306.6	325.1	231.5	229.6
	Age 20-24	205.2	206.0	197.6	199.1	207.0	208.0	197.5	200.6	197.5	197.7	197.9	192.8
	25-29	265.4	272.2	230.8	221.7	268.7	274.8	234.9	225.5	239.8	249.5	217.5	198.0
	30-34	321.4	334.4	262.2	250.9	327.8	340.0	271.2	256.5	273.8	290.2	213.8	213.9
	35-39	381.3	397.1	322.8	285.9	389.8	406.4	329.1	295.1	322.8	336.3	255.6	220.2
	40-44	447.2	466.5	337.4	329.9	460.7	477.2	365.8	339.9	345.3	378.0 *	232.6	234.0
	45-49	504.0	520.9	389.3	356.3	515.8	532.9	397.0	369.5	387.3	401.7	293.9	274.0
	50-54	527.5	556.1	403.2	394.9	536.4	563.8	412.5	412.4	399.7	438.8	255.5	266.6
	55-59	491.6	528.1	412.2	411.6	507.1	537.7	443.6	425.9	345.2	419.4 *	238.2	258.3
	60-64	278.6	275.5	285.1	273.3	287.0	286.6	293.0	278.6	195.3	201.7	180.4	199.6
65-69	* 254.5	* 131.9	* 294.9	238.5	* 254.5	* 131.9	* 294.9	238.5	-	-	-	-	

Appendix table 2: Wage by industry, age group, gender and size of enterprise (4-2)

(Unit: Thousand yen)

Industry	Age group	Total male and female				Male				Female			
		All sizes of enterprises covered	Large enterprise	Medium enterprise	Small enterprise	All sizes of enterprises covered	Large enterprise	Medium enterprise	Small enterprise	All sizes of enterprises covered	Large enterprise	Medium enterprise	Small enterprise
Information and communications	Total age	363.3	405.3	361.5	317.5	382.9	423.1	378.8	336.9	287.3	312.7	291.7	263.9
	Age 20-24	220.3	228.0	221.8	210.8	220.4	225.1	220.6	215.6	220.0	234.2	224.5	203.0
	25-29	250.2	259.5	251.7	240.3	252.7	259.4	253.8	245.0	244.3	259.7	246.6	230.9
	30-34	305.6	332.2	303.2	285.4	314.0	341.2	308.8	294.5	275.7	287.6	282.2	261.9
	35-39	371.1	414.0	365.1	341.7	386.2	428.9	379.0	354.4	305.6	321.5	302.4	300.7
	40-44	419.2	439.0	424.6	377.5	434.4	452.5	440.1	391.5	335.0	351.8	332.0	321.2
	45-49	492.6	521.4	506.6	408.7	508.5	533.4	516.5	435.8	396.2	434.7	434.1	314.3
	50-54	556.7	580.3	576.8	448.3	572.4	594.4	584.3	480.4	412.4	401.3 *	509.4	275.7
	55-59	509.7	493.4	556.6	453.0	522.9	499.1	573.7	478.7	409.4 *	431.1 *	442.2	330.0
	60-64	323.0	251.1	321.3	409.1	330.5	251.7	326.7	430.9	252.7 *	245.9 *	251.5 *	260.3
65-69	* 430.3	* 298.6	* 413.5	* 501.0	* 449.6	322.3	* 414.5	* 567.5	196.4 *	155.3 *	164.7 *	207.5	
Transport and postal activities	Total age	261.5	305.5	241.6	243.9	269.2	318.1	247.3	249.9	203.6	217.2	202.3	190.4
	Age 20-24	199.7	202.1	193.2	207.2	205.5	206.3	200.1	215.3	185.0	190.8	178.3	185.0
	25-29	225.7	232.4	214.0	229.5	233.2	239.7	220.9	237.5	197.4	204.0	192.2	192.3
	30-34	249.7	259.8	237.4	252.0	257.7	270.2	243.9	258.8	203.5	204.9	203.6	200.8
	35-39	269.9	298.4	253.6	258.2	277.1	308.5	258.6	265.9	219.2	237.4	217.3	196.8
	40-44	285.9	346.4	262.8	261.3	293.9	353.8	271.0	268.1	211.0	258.6	204.2	186.7
	45-49	294.7	369.3	263.8	262.4	304.0	379.6	270.9	270.1	213.4	242.6	216.6	189.2
	50-54	300.7	391.9	265.8	253.6	309.8	402.4	271.6	261.1	207.4	227.9	217.3	183.7
	55-59	269.4	356.6	247.3	241.7	274.7	369.2	250.8	245.0	210.3	225.1	205.5	206.0
	60-64	209.6	216.9	207.0	210.3	212.1	219.0	208.9	213.4	174.6 *	166.8	176.5	174.4
65-69	178.8	192.4	182.8	172.7	179.2	192.9	183.0	173.1	169.0 *	153.6	173.4	168.4	
Wholesale and retail trade	Total age	297.7	327.5	294.0	275.4	333.5	373.5	326.6	306.4	217.8	231.5	211.9	212.2
	Age 20-24	194.3	202.7	191.5	189.3	202.6	213.4	198.7	196.8	185.1	191.3	182.1	182.7
	25-29	225.9	237.8	220.9	220.1	238.0	251.0	232.2	232.9	207.7	219.2	203.8	200.2
	30-34	266.8	284.5	260.4	258.8	283.4	304.1	275.4	275.3	227.1	241.4	223.8	217.0
	35-39	301.0	328.9	296.9	281.6	324.4	360.4	314.7	306.0	235.6	250.8	235.6	222.3
	40-44	340.9	385.2	336.5	302.0	377.7	428.5	369.9	334.3	240.0	261.6	234.3	227.3
	45-49	365.5	414.0	365.5	320.7	413.6	472.2	409.4	361.3	236.9	254.6	227.6	230.9
	50-54	375.1	424.7	375.4	327.6	425.3	494.8	418.7	368.8	225.9	240.3	217.3	221.2
	55-59	362.2	403.6	372.3	317.6	419.9	480.1	422.9	366.7	210.6	221.8	196.6	214.1
	60-64	257.1	258.7	250.7	261.3	282.4	290.4	271.8	288.8	192.8	187.7	170.8	205.0
65-69	229.2 *	255.7 *	195.3	240.6	250.1 *	266.9	231.7	254.6	183.4	172.3	139.1	207.8	
Finance and insurance	Total age	364.0	366.9	351.4	368.0	467.1	491.3	410.9	424.5	252.0	252.2	245.7	267.5
	Age 20-24	202.2	203.5	199.4	190.7	217.0	219.2	210.9	205.9	194.4	195.3	192.7	184.4
	25-29	245.3	248.3	234.1	242.9	273.3	282.2	246.1	264.1	222.6	222.7	222.1	223.1
	30-34	308.9	317.1	290.1	281.0	384.3	412.0	326.3	320.2	243.3	242.2	250.3	235.4
	35-39	368.3	374.7	350.7	353.6	464.2	497.7	392.7	396.8	257.7	251.2	276.2	291.7
	40-44	455.8	465.0	429.0	416.3	572.4	605.3	482.4	476.2	279.5	273.6	298.6	320.5
	45-49	476.3	479.0	465.2	473.1	613.6	650.2	516.0	534.5	271.6	264.6	305.5	327.7
	50-54	479.9	485.1	471.8	446.2	592.6	636.0	506.2	510.7	299.8	300.4	301.2	287.5
	55-59	420.3	400.1	477.4	445.4	495.0	501.4	492.7	472.6	296.8	296.3	313.5	287.3
	60-64	304.9	290.8	348.5	345.4	312.4	278.0	354.4	349.2	297.8	297.5 *	274.2 *	321.3
65-69	292.3	282.5 *	332.4 *	358.1	319.5	228.8 *	351.9 *	380.6	285.2	287.6 *	170.1	162.7	
Real estate and goods rental and leasing	Total age	314.6	342.7	309.8	297.0	347.1	378.0	342.5	326.6	234.9	252.7	229.2	226.9
	Age 20-24	220.0	242.4	211.4	199.7	231.0	246.8	225.6	214.7	208.9	237.9	195.1	187.2
	25-29	249.2	275.7	235.8	231.8	266.4	287.1	255.1	249.7	224.7	255.1	210.9	210.2
	30-34	280.8	297.8	276.4	269.0	299.1	321.2	292.6	287.1	244.6	262.1	235.2	232.9
	35-39	332.3	384.9	311.8	298.8	355.2	409.5	328.7	322.0	254.7	279.8	257.0	232.9
	40-44	375.2	464.9	360.1	327.8	410.5	498.7	394.6	355.8	257.2	288.9	239.9	257.8
	45-49	381.8	435.6	380.9	350.2	431.9	496.3	433.9	389.2	250.1	233.7	259.8	249.3
	50-54	404.0	448.9	431.9	356.7	448.7	481.6	481.2	399.3	246.3	236.9	257.3	242.0
	55-59	369.2	354.9	400.9	351.8	411.5	398.0	452.2	387.8	225.4	200.6	231.5	228.7
	60-64	277.3	249.2	271.1	291.5	288.8	260.6	279.7	305.4	204.0	171.5	207.7	212.1
65-69	213.7 *	235.1	197.8	212.3	221.4 *	255.6	203.1	215.4	170.7	139.7	180.3	183.7	

Appendix table 2: Wage by industry, age group, gender and size of enterprise (4-3)

(Unit: Thousand yen)

Industry	Age group	Total male and female				Male				Female			
		All sizes of enterprises covered	Large enterprise	Medium enterprise	Small enterprise	All sizes of enterprises covered	Large enterprise	Medium enterprise	Small enterprise	All sizes of enterprises covered	Large enterprise	Medium enterprise	Small enterprise
Scientific research, professional and technical services	Total age	380.5	429.4	379.1	317.1	407.6	445.9	407.6	345.3	273.2	308.7	282.5	245.5
	Age 20-24	202.2	218.3	205.1	189.2	210.7	220.7	209.8	202.0	189.7	211.6	198.1	176.7
	25-29	252.8	267.5	256.2	234.6	262.2	272.3	270.1	242.4	231.1	251.1	227.3	220.8
	30-34	321.5	334.3	357.3	276.0	335.0	343.4	373.0	285.6	281.9	292.2	310.0	256.2
	35-39	364.6	392.6	376.7	323.7	388.6	408.3	406.4	346.7	279.4	315.5	275.5	259.5
	40-44	412.8	481.1	391.9	343.3	435.2	501.7	407.1	368.3	308.0	350.0	326.8	252.7
	45-49	481.2	550.4	476.5	380.3	511.8	566.8	512.0	409.2	334.1 *	393.1 *	340.4	293.7
	50-54	502.9	587.1	499.5	390.9	533.9	607.1	543.7	410.9	325.1	380.3	312.7 *	302.8
	55-59	489.4	515.2	474.9	453.7	511.1	520.4	507.8	493.4	310.0	389.5 *	315.7	269.2
	60-64	403.1	424.2	365.9	358.3	411.1	425.2	377.0 *	387.5	230.0	236.6	214.0	238.0
65-69	378.9	399.9	261.2 *	404.1	381.8	399.9	262.8 *	429.8	179.9	- *	119.3	188.6	
Accommodations, eating and drinking services	Total age	236.8	260.7	239.0	218.9	267.5	290.2	268.4	249.6	187.1	201.2	191.1	175.9
	Age 20-24	176.3	187.2	174.3	168.2	178.2	189.6	175.9	171.7	174.6	185.3	173.1	164.1
	25-29	207.6	224.6	201.2	201.0	217.3	233.3	209.6	212.2	193.6	210.8	191.1	181.6
	30-34	239.4	262.2	238.4	219.8	254.9	276.6	251.9	237.7	204.8	222.6	212.3	180.0
	35-39	264.2	291.3	265.9	238.2	282.8	305.2	284.0	258.8	206.4	231.0	212.2	185.9
	40-44	271.5	301.8	279.8	240.6	300.9	324.2	306.0	274.2	195.6	219.8	203.6	178.7
	45-49	280.5	314.0	290.5	248.4	320.7	352.8	324.2	290.9	203.0	213.4	218.7	185.9
	50-54	269.4	305.8	287.4	238.4	322.1	356.5	335.3	290.0	181.4	190.8	188.9	173.9
	55-59	251.9	292.5	263.5	227.7	304.0	345.4	314.6	274.8	184.1	193.3	189.6	177.8
	60-64	208.6	214.0	213.6	203.3	245.0	258.3	242.6	243.6	167.8	165.3	161.9	171.2
65-69	194.0	177.2	198.4	193.6	221.2 *	202.5	212.6	233.8	171.3	140.4 *	183.8	167.4	
Living-related and personal services and amusement services	Total age	249.8	280.3	251.0	236.0	284.3	316.9	287.1	267.3	207.3	229.9	207.2	198.7
	Age 20-24	188.5	197.6	193.5	179.3	198.0	213.1	202.9	185.3	181.2	186.1	185.6	175.1
	25-29	220.3	229.1	226.7	208.5	231.8	240.8	240.7	216.5	206.0	213.4	208.9	199.2
	30-34	258.9	278.5	263.2	244.6	282.3	308.2	287.9	263.7	218.3	225.0	222.3	210.7
	35-39	282.9	320.7	285.0	260.9	307.7	337.6	314.4	285.0	234.0 *	285.5	225.7	215.3
	40-44	302.3	369.6	305.6	271.8	351.0	419.5	357.5	313.0	228.3	269.8	229.1	214.0
	45-49	291.8	337.5	295.6	272.8	347.9	379.8	356.5	327.0	221.0	245.2	226.3	211.4
	50-54	296.5 *	366.7	294.1	271.2	371.2	488.6	376.3	327.0	223.8	264.8	214.0	213.8
	55-59	258.8	291.7	262.8	249.5	318.1	345.6	340.7	297.8	203.6	201.4	204.8	203.0
	60-64	215.8 *	250.7	204.1	215.7	243.8	221.2	235.3	252.1	186.4 *	270.2	171.3	173.5
65-69	185.2	182.7	160.0	201.1	210.1	203.1	178.3	229.9	151.0	156.0	136.9	159.2	
Education, learning support	Total age	386.2	467.3	405.0	273.2	445.8	511.3	444.0	330.1	299.6	364.6	336.4	232.7
	Age 20-24	196.6	218.8	201.9	190.5	209.8	217.6	213.8	196.3	193.9	219.6	197.1	190.0
	25-29	235.4	262.0	243.5	212.2	255.7	277.3	255.1	232.2	223.6	248.1	234.4	206.1
	30-34	293.7	324.6	301.7	247.8	318.6	346.1	319.1	273.0	263.6	290.3	277.4	229.5
	35-39	356.3	398.8	362.7	280.3	385.4	429.5	380.7	310.7	308.8	343.1	327.7	248.2
	40-44	413.4	467.7	421.9	311.5	444.9	495.7	445.5	342.3	355.0	402.5	377.0	272.3
	45-49	459.4	525.2	468.6	339.9	498.7	552.3	495.1	390.0	379.2	449.2	409.2	282.5
	50-54	500.7	559.4	519.3	370.7	538.2	589.0	548.7	408.5	402.7	450.8	441.0	311.2
	55-59	529.3	605.9	540.9	376.5	558.4	632.7	558.6	401.6	445.8	499.6	490.0	330.8
	60-64	508.5	615.4	520.9	301.2	518.8	629.9	524.3	297.0	467.5	532.1	508.8	314.7
65-69	497.4	728.8	463.6	289.9	518.9	738.4	462.0	297.9	401.0 *	607.1	469.8	268.8	
Medical, health care and welfare	Total age	272.1	332.8	275.1	235.1	351.6	437.9	352.8	290.2	243.3	288.4	245.0	219.0
	Age 20-24	199.3	229.2	200.0	182.8	198.7	223.8	195.4	189.8	199.5	230.5	201.5	181.4
	25-29	230.9	271.3	230.2	202.6	238.3	302.2	228.4	215.0	227.9	260.8	231.0	198.2
	30-34	251.7	300.3	248.9	226.7	272.7	328.7	267.7	251.2	241.2	288.1	239.0	214.7
	35-39	283.9	356.7	282.1	240.1	342.8	426.1	340.9	276.3	255.0	313.7	253.3	224.9
	40-44	296.3	385.7	298.4	247.4	417.7	520.3	411.4	336.2	254.6	317.0	255.3	228.2
	45-49	311.9	407.2	314.7	263.9	490.9	600.3	495.7	395.9	263.6	328.3	264.6	236.8
	50-54	314.3	416.3	317.4	268.4	496.7	552.5	526.4	384.3	266.0	349.1	262.4	245.8
	55-59	312.0	435.3	314.3	262.5	502.7	688.6	501.6	377.7	258.7	309.6	261.8	237.9
	60-64	287.1	439.8	280.0	261.4 *	437.5 *	679.9	418.4 *	378.9	231.4	287.9	230.4	221.5
65-69	* 345.2 *	* 578.8 *	* 366.2	282.7 *	* 451.4	* 631.1 *	* 510.9	315.3	247.1 *	* 372.8	241.2	253.0	

Appendix table 2: Wage by industry, age group, gender and size of enterprise (4-4)

(Unit: Thousand yen)

Industry	Age group	Total male and female				Male				Female			
		All sizes of enterprises covered	Large enterprise	Medium enterprise	Small enterprise	All sizes of enterprises covered	Large enterprise	Medium enterprise	Small enterprise	All sizes of enterprises covered	Large enterprise	Medium enterprise	Small enterprise
Compound services	Total age	277.2	308.6	261.7	256.3	310.3	343.8	295.8	275.1	210.6	223.3	206.2	197.3
	Age 20-24	178.3	180.9	177.5	174.0	182.9	189.9	181.6	175.5	174.8	176.1	174.4	169.3
	25-29	199.0	208.0	194.7	196.8	205.4	215.4	201.1	200.8	187.7	195.2	184.3	183.1
	30-34	231.0	246.7	220.8	222.2	249.0	266.5	236.9	236.6	196.7	201.2	196.6	180.9
	35-39	264.0	282.7	251.9	242.0	282.4	297.0	274.4	255.3	224.6	246.2	213.0	202.0
	40-44	298.2	341.3	272.2	263.6	325.9	368.1	302.1	276.7	234.5	261.2	222.3	217.2
	45-49	333.2	377.7	311.1	289.2	369.8	410.5	349.2	319.8	240.8	270.2	234.0	193.6
	50-54	354.4	415.1	338.4	311.2	395.7	453.2	380.5	342.1	241.0	250.5	243.5	214.9
	55-59	352.9	432.5	328.4	289.0	404.0	476.3	379.2	328.3	225.6	249.4	223.2 *	207.8
	60-64	226.0	259.1	200.4	229.6	248.1 *	270.9	228.9	242.6	155.9 *	170.2	153.5	152.2
65-69	216.9 *	217.3	169.7	242.8	235.6 *	229.8	171.4	249.1	170.5 *	182.7	168.8 *	174.1	
Services, n.e.c.	Total age	251.2	260.4	243.4	254.2	273.2	289.8	265.0	271.4	201.8	201.1	199.8	205.6
	Age 20-24	183.5	187.7	180.0	183.6	187.2	193.8	181.2	188.5	177.7	179.5	177.9	175.6
	25-29	212.0	208.1	215.1	212.0	222.4	220.3	225.2	220.8	195.6	194.3	197.8	194.5
	30-34	236.8	234.7	234.1	242.1	251.4	252.0	247.7	254.9	209.0	207.1	213.1	203.2
	35-39	258.5	258.2	255.4	262.5	282.9	292.9	279.1	279.9	211.7	204.8	215.8	213.4
	40-44	283.1	296.2	274.3	283.6	309.6	328.4	301.4	304.5	222.2	219.3	223.9	222.0
	45-49	297.6	339.1	284.7	284.0	332.5	380.3	319.7	310.3	216.4	205.8	217.1	221.3
	50-54	289.3	313.3	274.9	289.0	316.9	342.2	304.8	312.2	217.9 *	228.6	203.7	228.0
	55-59	282.1	314.4	264.6	286.6	310.1	340.3	297.0	307.8	192.4	206.0	179.5	208.4
	60-64	215.0	214.4	204.8	230.9	229.1	227.8	221.9	239.6	163.5	156.7	155.1	187.5
65-69	189.1	175.8	183.7	199.8	200.0	186.1	194.1	210.9	153.1	130.7	155.3	155.4	

Appendix table 3: Wage by size of enterprise, age group, gender and type of employment

(Unit: Thousand yen)

Size of enterprise Age group	Total male and female				Male				Female				
	Regular staff		Non-regular staff		Regular staff		Non-regular staff		Regular staff		Non-regular staff		
	2010	2009	2010	2009	2010	2009	2010	2009	2010	2009	2010	2009	
Enterprises covered	Total age	311.5	310.4	198.1	194.6	338.5	337.4	228.8	222.0	244.0	244.8	170.9	172.1
	Age 20-24	199.1	199.2	166.6	170.2	203.1	203.0	172.0	175.1	194.4	194.7	162.5	166.3
	25-29	233.8	234.2	188.0	188.0	240.8	242.0	198.3	198.2	222.2	221.7	179.1	180.3
	30-34	271.7	271.9	198.3	200.0	283.0	284.4	217.4	220.0	242.7	241.4	183.6	186.4
	35-39	309.8	310.6	201.1	199.5	326.9	326.9	231.5	229.7	257.6	262.3	181.7	181.5
	40-44	351.9	353.1	192.7	194.4	377.2	381.0	232.4	238.1	270.4	271.6	172.2	174.0
	45-49	381.8	379.6	189.7	190.4	417.2	414.6	235.7	238.4	275.2	277.0	170.5	169.5
	50-54	388.6	385.9	192.5	190.2	427.2	423.6	244.4	237.8	272.3	274.0	165.3	165.0
	55-59	371.5	367.7	199.7	196.2	405.7	401.0	251.3	237.3	260.4	261.7	160.5	161.8
	60-64	287.8	299.7	226.6	215.2	305.3	319.5	251.3	237.3	238.5	236.1	163.1	163.2
65-69	280.0	273.6	207.7	192.8	299.2	288.7	223.8	206.8	229.0	235.1	155.4	161.3	
Large enterprise	Total age	367.1	364.5	219.8	204.9	395.0	391.7	256.7	232.2	277.0	277.2	183.6	182.5
	Age 20-24	210.1	209.8	178.7	178.8	212.4	211.5	184.7	181.1	207.0	207.6	174.0	177.0
	25-29	251.5	252.7	197.9	197.6	257.8	259.3	210.7	206.7	239.4	240.3	187.3	190.6
	30-34	300.4	301.8	211.1	210.5	311.3	313.6	229.9	231.9	267.7	265.7	196.6	194.8
	35-39	351.7	351.2	215.1	211.2	369.4	369.7	243.9	236.1	290.7	287.8	193.1	194.4
	40-44	420.8	422.4	207.2	210.3	444.1	447.2	244.3	255.7	319.8	318.7	186.0	187.4
	45-49	466.0	464.3	202.3	203.8	494.7	490.7	243.3	265.5	328.8	341.4	184.5	179.2
	50-54	486.3	482.1	196.5	193.1	514.1	508.7	243.1	240.4	343.0	343.1	176.0	168.6
	55-59	462.1	447.4	238.8	203.0	485.6	466.8	308.3	247.1	326.3	332.1	171.4	166.9
	60-64	381.5	376.6	270.7	228.1	400.7	392.9	294.1	247.4	330.4	314.2	168.2	168.8
65-69	408.9	411.2	294.7	221.6	488.6	484.3	310.7	245.4	295.5	276.6	165.4	186.3	
Medium enterprise	Total age	303.3	302.3	192.9	193.6	328.3	327.5	219.7	219.9	246.1	247.9	170.9	173.4
	Age 20-24	197.8	199.8	164.1	168.9	200.3	202.1	166.5	176.3	194.6	197.0	162.2	163.3
	25-29	230.1	230.9	186.1	186.0	234.8	236.4	192.2	194.7	222.7	222.8	181.2	179.7
	30-34	265.6	265.3	195.6	198.9	275.3	275.3	214.7	213.5	243.5	243.8	180.7	190.1
	35-39	302.2	301.4	198.4	196.1	317.5	315.0	225.6	222.9	258.3	264.5	183.7	183.5
	40-44	338.5	339.3	188.0	190.8	361.6	364.1	224.3	230.4	271.3	275.8	170.3	174.4
	45-49	368.1	368.0	186.7	187.4	401.3	401.6	233.7	228.1	282.0	280.9	168.2	170.1
	50-54	378.8	377.6	195.9	188.5	420.1	415.1	251.5	227.9	272.9	283.3	165.3	167.6
	55-59	369.9	371.0	190.1	198.6	406.6	410.1	234.1	240.1	265.3	266.3	160.8	165.3
	60-64	291.3	316.5	212.3	214.7	309.7	337.9	232.7	238.0	241.3	249.6	165.4	165.1
65-69	313.1	295.2	195.8	186.6	346.8	316.6	208.2	197.5	236.7	238.4	162.6	158.8	
Small enterprise	Total age	269.1	270.0	183.4	184.7	291.8	293.3	212.0	214.3	217.7	218.8	157.9	157.8
	Age 20-24	188.8	187.4	158.2	160.6	195.1	194.4	166.8	165.7	183.2	180.2	152.4	156.6
	25-29	219.4	219.2	176.3	176.5	228.6	229.7	191.2	191.2	204.5	202.5	161.6	164.7
	30-34	253.0	252.3	183.1	186.0	265.4	266.3	202.5	212.6	220.2	219.7	168.6	166.0
	35-39	277.4	280.7	186.6	190.7	294.4	295.8	222.6	230.6	227.7	236.8	161.7	161.6
	40-44	293.1	295.7	185.6	180.7	315.6	321.1	233.0	228.2	231.6	233.3	161.5	156.7
	45-49	306.1	307.1	182.6	179.7	336.8	338.6	231.6	226.0	234.6	235.2	160.6	156.5
	50-54	306.7	306.7	182.9	190.0	337.0	339.3	233.1	251.5	234.6	231.6	155.0	156.9
	55-59	301.2	301.7	181.4	186.5	329.7	330.2	221.0	225.1	227.5	228.9	151.5	150.9
	60-64	260.9	266.2	202.6	203.9	278.0	285.0	226.3	226.0	210.5	207.9	156.8	156.1
65-69	246.0	245.4	184.9	186.7	258.0	252.7	197.9	202.4	207.6	226.4	145.5	149.3	

Appendix table 4: Percentage distribution of employees by age group, gender and level of education

(Unit: %)

Age group		Male					Female				
		All level of education	University /graduate school graduate	College of technology/junior college graduate	Upper secondary school graduate	Lower secondary school graduate	All level of education	University /graduate school graduate	College of technology/junior college graduate	Upper secondary school graduate	Lower secondary school graduate
Percentage distribution by age group (Total age = 100)	Total age	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
	Age 20-24	6.2	5.2	9.9	6.5	3.5	12.1	17.1	13.8	9.1	5.7
	25-29	11.1	14.2	14.4	8.6	5.0	15.4	30.4	16.5	8.7	3.8
	30-34	13.1	14.9	17.5	11.5	6.2	12.8	18.4	15.3	9.0	4.7
	35-39	15.2	16.0	19.9	14.5	7.4	12.8	12.1	14.8	12.3	6.0
	40-44	13.4	13.9	14.0	13.5	7.7	11.0	7.5	12.2	12.3	5.3
	45-49	11.6	12.3	9.4	12.0	6.8	10.5	6.0	11.0	12.6	5.5
	50-54	10.4	10.5	7.0	11.2	10.8	9.4	4.6	8.4	12.2	10.8
	55-59	10.3	8.0	5.1	11.8	24.1	8.8	2.6	5.4	12.6	25.7
	60-64	6.0	4.1	2.2	6.9	19.6	4.7	1.1	2.3	6.8	22.0
65-69	1.3	0.8	0.4	1.5	6.1	1.0	0.2	0.4	1.3	6.5	
Percentage distribution by level of education (All level of education = 100)	Total age	100.0	37.0	10.9	46.8	5.3	100.0	20.2	32.1	44.1	3.6
	Age 20-24	100.0	31.0	17.4	48.6	2.9	100.0	28.5	36.6	33.2	1.7
	25-29	100.0	47.3	14.2	36.1	2.4	100.0	39.7	34.4	25.0	0.9
	30-34	100.0	42.0	14.5	41.0	2.5	100.0	29.0	38.5	31.2	1.3
	35-39	100.0	38.7	14.3	44.5	2.6	100.0	19.0	37.0	42.3	1.7
	40-44	100.0	38.3	11.4	47.2	3.0	100.0	13.6	35.4	49.2	1.7
	45-49	100.0	39.3	8.9	48.7	3.1	100.0	11.4	33.6	53.1	1.9
	50-54	100.0	37.1	7.4	50.1	5.5	100.0	9.8	28.7	57.4	4.1
	55-59	100.0	28.9	5.4	53.4	12.3	100.0	6.0	19.9	63.6	10.5
	60-64	100.0	25.4	4.0	53.4	17.1	100.0	4.7	15.3	63.5	16.5
65-69	100.0	21.1	3.4	51.3	24.2	100.0	4.7	13.5	58.1	23.7	

Appendix table 5: Percentage distribution of employees by size of enterprise and age group

(Unit: %)

Age group		Male				Female			
		All size of enterprises covered	Large enterprise	Medium enterprise	Small enterprise	All sizes of enterprises covered	Large enterprise	Medium enterprise	Small enterprise
Percentage distribution by age group (Total age = 100)	Total age	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
	Age 20-24	6.2	6.6	6.8	5.2	12.1	13.5	11.2	12.1
	25-29	11.1	11.6	11.5	10.1	15.4	18.2	15.4	13.2
	30-34	13.1	12.5	13.6	13.2	12.8	13.9	13.3	11.3
	35-39	15.2	15.2	15.5	15.0	12.8	14.2	12.8	11.7
	40-44	13.4	14.6	13.0	12.6	11.0	11.4	11.0	10.9
	45-49	11.6	13.2	10.8	10.8	10.5	9.8	10.5	11.0
	50-54	10.4	11.0	10.2	10.2	9.4	7.9	9.7	10.1
	55-59	10.3	9.8	10.3	10.8	8.8	6.4	9.2	10.0
	60-64	6.0	4.0	6.0	8.1	4.7	3.1	4.6	6.2
65-69	1.3	0.5	1.2	2.3	1.0	0.4	0.9	1.5	
Percentage distribution by size of enterprise (All size of enterprises covered = 100)	Total age	100.0	32.0	37.2	30.8	100.0	25.6	41.6	32.8
	Age 20-24	100.0	33.8	40.5	25.7	100.0	28.5	38.6	32.9
	25-29	100.0	33.6	38.6	27.9	100.0	30.2	41.6	28.2
	30-34	100.0	30.6	38.5	31.0	100.0	27.8	43.3	29.0
	35-39	100.0	32.0	37.7	30.3	100.0	28.4	41.6	30.0
	40-44	100.0	34.9	36.0	29.0	100.0	26.3	41.3	32.4
	45-49	100.0	36.5	34.7	28.8	100.0	23.9	41.8	34.3
	50-54	100.0	33.6	36.3	30.1	100.0	21.5	43.1	35.4
	55-59	100.0	30.5	37.2	32.3	100.0	18.7	43.8	37.5
	60-64	100.0	21.4	37.4	41.3	100.0	16.4	40.5	43.1
65-69	100.0	12.9	33.1	54.0	100.0	11.4	38.7	49.9	

Appendix table 6 : Percentage distribution of employees by industry

(Unit: %)

Gender	Age group	Industries covered	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.	
																			Percentage distribution by age group (Total age = 100)
Male	Total age	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	
	Age 20-24	6.2	3.6	5.6	7.1	6.8	7.2	3.4	6.4	7.5	5.6	3.4	8.5	11.0	2.5	8.7	4.9	4.5	
	25-29	11.1	6.6	8.5	10.7	7.9	15.8	7.2	12.5	12.4	12.5	10.8	12.7	17.7	7.5	16.7	11.0	10.1	
	30-34	13.1	7.9	11.4	13.0	12.9	17.6	10.1	14.0	9.4	13.7	14.1	14.5	17.0	10.7	17.5	12.2	12.6	
	35-39	15.2	10.3	14.6	15.0	17.4	16.5	14.0	17.1	13.3	17.9	16.1	15.8	15.5	13.5	15.6	15.8	13.8	
	40-44	13.4	12.1	11.8	13.9	16.5	16.2	13.8	13.7	16.1	13.2	14.2	11.9	10.0	12.4	10.4	11.7	11.4	
	45-49	11.6	13.3	10.5	12.1	14.5	12.2	12.2	11.6	14.8	9.2	11.6	9.5	7.5	13.3	8.7	14.0	9.9	
	50-54	10.4	15.0	11.7	10.3	13.1	7.2	12.4	10.6	12.7	8.3	8.9	8.8	6.8	13.6	8.1	15.2	9.6	
	55-59	10.3	16.1	13.1	10.7	6.9	5.3	13.6	8.8	9.7	8.5	9.3	8.8	6.9	12.2	6.9	10.6	12.4	
	60-64	6.0	10.9	8.6	4.6	1.9	1.6	10.1	4.0	3.7	8.3	8.8	6.4	4.9	10.6	4.5	3.8	11.5	
	65-69	1.3	2.5	2.2	0.8	0.2	0.3	2.3	0.7	0.3	1.9	2.3	1.5	1.4	2.7	1.9	0.4	3.1	
	Female	Total age	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
		Age 20-24	12.1	3.7	8.7	10.0	12.6	14.1	10.2	12.9	15.3	13.5	9.2	15.7	17.8	17.9	12.2	13.3	6.4
		25-29	15.4	7.4	12.6	11.4	8.1	25.8	14.5	18.6	16.7	21.5	18.5	14.2	17.5	18.9	15.0	12.4	14.4
		30-34	12.8	9.8	12.7	11.0	13.8	19.1	13.1	13.0	11.8	17.0	19.1	10.5	12.1	12.9	12.7	12.9	14.8
		35-39	12.8	13.5	15.2	13.1	19.8	14.7	15.1	13.6	12.5	13.0	18.0	8.2	9.7	12.0	11.5	14.8	16.1
		40-44	11.0	14.7	12.7	12.0	17.4	11.4	11.1	11.1	11.6	9.7	12.0	7.4	8.1	9.7	10.9	10.2	11.0
		45-49	10.5	10.4	10.4	11.3	11.6	7.8	10.5	9.6	10.7	8.6	9.6	8.0	7.4	9.4	11.6	11.2	9.5
		50-54	9.4	15.3	9.8	10.3	7.2	3.0	9.1	7.9	8.6	5.8	6.1	8.6	8.7	7.6	11.1	11.1	8.3
55-59		8.8	12.9	8.7	11.7	5.8	2.7	9.2	7.4	6.3	6.1	4.5	10.9	9.1	6.2	8.9	8.5	8.7	
60-64		4.7	9.2	6.1	5.9	1.5	0.7	5.4	3.5	4.2	3.2	1.6	9.3	5.7	3.8	4.4	2.4	7.1	
65-69		1.0	1.8	1.1	1.1	-	0.1	0.8	0.7	1.2	0.8	0.1	2.9	1.3	0.9	0.7	0.4	2.1	

Appendix table 7 : Percentage distribution of employees by type of employment

(Unit: %)

Age group		Male								Female							
		All size of enterprises covered		Large enterprise		Medium enterprise		Small enterprise		All size of enterprises covered		Large enterprise		Medium enterprise		Small enterprise	
		Regular staff	Non-regular staff	Regular staff	Non-regular staff	Regular staff	Non-regular staff	Regular staff	Non-regular staff	Regular staff	Non-regular staff	Regular staff	Non-regular staff	Regular staff	Non-regular staff	Regular staff	Non-regular staff
Percentage distribution by type of employment (All type of employment = 100)	Total age	90.7	9.3	91.2	8.8	89.3	10.7	91.9	8.1	77.5	22.5	76.0	24.0	75.0	25.0	81.8	18.2
	Age 20-24	89.4	10.6	90.6	9.4	88.8	11.2	88.8	11.2	84.6	15.4	84.8	15.2	83.7	16.3	85.5	14.5
	25-29	90.7	9.3	90.5	9.5	90.0	10.0	91.7	8.3	83.2	16.8	80.3	19.7	82.6	17.4	87.1	12.9
	30-34	92.9	7.1	92.1	7.9	91.8	8.2	95.3	4.7	79.7	20.3	75.0	25.0	79.2	20.8	85.0	15.0
	35-39	94.8	5.2	94.2	5.8	94.5	5.5	95.9	4.1	79.4	20.6	78.2	21.8	76.2	23.8	84.9	15.1
	40-44	95.4	4.6	96.1	3.9	94.2	5.8	95.9	4.1	76.8	23.2	76.3	23.7	73.4	26.6	81.4	18.6
	45-49	95.6	4.4	96.8	3.2	94.1	5.9	95.8	4.2	75.0	25.0	73.1	26.9	71.0	29.0	81.4	18.6
	50-54	94.5	5.5	96.4	3.6	92.5	7.5	94.8	5.2	74.9	25.1	69.6	30.4	72.5	27.5	80.9	19.1
	55-59	91.2	8.8	91.8	8.2	89.9	10.1	92.2	7.8	70.9	29.1	65.5	34.6	67.5	32.5	77.5	22.5
	60-64	59.2	40.8	37.1	62.9	54.2	45.8	75.1	24.9	57.0	43.0	49.4	50.6	50.1	49.9	66.4	33.6
65-69	54.2	45.8	31.3	68.7	44.1	55.9	65.8	34.2	59.1	40.9	72.2	27.8	48.2	51.8	64.5	35.5	
Percentage distribution by age group (Total age = 100)	Total age	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
	Age 20-24	6.1	7.1	6.5	7.0	6.8	7.1	5.0	7.2	13.2	8.3	15.1	8.6	12.5	7.3	12.7	9.7
	25-29	11.1	11.2	11.5	12.6	11.6	10.7	10.0	10.2	16.5	11.5	19.2	14.9	16.9	10.7	14.1	9.3
	30-34	13.4	10.0	12.6	11.3	14.0	10.5	13.7	7.7	13.1	11.5	13.7	14.4	14.0	11.0	11.7	9.3
	35-39	15.9	8.5	15.7	10.1	16.4	8.0	15.7	7.5	13.1	11.7	14.6	13.0	13.0	12.2	12.2	9.7
	40-44	14.1	6.7	15.3	6.6	13.7	7.0	13.2	6.3	10.9	11.4	11.4	11.2	10.7	11.6	10.8	11.1
	45-49	12.2	5.5	14.0	4.8	11.4	5.9	11.3	5.6	10.2	11.6	9.4	11.0	10.0	12.3	10.9	11.2
	50-54	10.9	6.2	11.6	4.5	10.5	7.2	10.6	6.6	9.1	10.5	7.2	10.0	9.4	10.7	10.0	10.6
	55-59	10.4	9.7	9.9	9.1	10.4	9.7	10.9	10.4	8.0	11.3	5.5	9.2	8.3	12.0	9.5	12.4
	60-64	3.9	26.5	1.6	28.8	3.7	25.9	6.6	24.7	3.5	9.1	2.0	6.4	3.1	9.2	5.1	11.5
65-69	0.8	6.6	0.2	4.2	0.6	6.2	1.7	9.8	0.7	1.8	0.4	0.5	0.6	1.9	1.2	2.9	

Appendix table 8 : Length of service by gender age group, size of enterprise and level of education

(Unit: Years)

Gender	Age group	Total	Size of enterprise			Level of education			
			Large enterprise	Medium enterprise	Small enterprise	University /graduate school graduate	College of technology/junior college graduate	Upper secondary school graduate	Lower secondary school graduate
Male	Total age	13.3	15.8	12.8	11.2	12.5	11.2	13.9	17.1
	Age 20-24	2.4	2.4	2.4	2.5	1.3	2.2	3.2	3.2
	25-29	4.4	4.4	4.5	4.3	3.6	4.7	5.2	4.7
	30-34	7.5	8.1	7.5	6.8	6.8	7.7	8.2	6.9
	35-39	11.1	12.8	11.2	9.2	10.5	11.1	11.8	9.8
	40-44	14.6	17.4	14.4	11.5	14.9	14.6	14.5	12.4
	45-49	18.3	22.5	17.6	14.0	18.8	17.6	18.2	16.1
	50-54	21.1	26.3	20.5	16.1	21.7	20.7	20.8	20.5
	55-59	22.9	30.0	22.1	17.2	22.3	22.9	23.0	23.9
	60-64	17.1	19.1	16.9	16.3	15.6	16.2	16.9	20.4
65-69	14.8	11.7	13.1	16.6	12.3	13.0	14.2	18.5	
Female	Total age	8.9	9.8	8.5	8.6	6.4	8.6	9.9	12.0
	Age 20-24	2.2	2.1	2.2	2.2	1.4	2.1	3.0	1.9
	25-29	4.2	4.2	4.3	4.2	3.5	4.6	4.8	3.2
	30-34	6.7	7.1	6.6	6.3	5.9	6.9	7.1	4.8
	35-39	9.1	10.7	8.8	7.8	8.2	9.4	9.3	7.0
	40-44	10.6	13.4	10.0	9.0	11.7	10.9	10.1	8.7
	45-49	11.7	15.0	11.2	9.9	12.4	12.2	11.2	9.7
	50-54	13.3	16.8	12.4	12.2	14.8	13.9	12.8	13.3
	55-59	15.4	19.7	14.3	14.5	17.5	15.7	15.1	15.2
	60-64	14.7	16.7	13.2	15.4	18.1	14.6	14.5	14.6
65-69	16.2	20.7	12.8	17.8	18.8	14.9	16.6	15.6	

Appendix table 9 : Length of service by gender, age group and industry

(Unit: Years)

Gender	Age group	Industries covered	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	Accommodation, eating and drinking services	Living-related and personal services and amusement	Education, learning support	Medical, health care and welfare	Compound services	Services, n.e.c.
		Male	Total age	13.3	14.6	14.0	15.0	18.8	13.2	12.0	13.6	15.5	9.4	12.4	8.9	8.6	14.1	8.4	17.1	9.6
Age 20-24	2.4		3.0	2.7	3.0	2.7	1.9	2.7	2.1	1.4	1.8	1.9	2.4	2.0	1.5	1.8	2.0	2.1
25-29	4.4		4.1	5.0	4.8	5.7	3.9	4.2	4.5	4.1	3.7	3.7	4.2	3.9	3.3	3.8	4.4	3.9
30-34	7.5		8.5	8.4	8.1	12.0	7.6	6.5	8.0	8.4	6.4	6.1	6.3	6.2	5.4	5.5	8.4	6.4
35-39	11.1		11.4	11.5	12.4	16.3	11.9	9.3	11.6	13.1	8.8	10.4	8.9	9.1	8.8	7.7	13.6	8.8
40-44	14.6		13.5	13.6	16.2	21.1	17.0	11.4	14.9	17.5	11.7	15.1	11.3	12.0	12.2	10.1	17.6	11.1
45-49	18.3		16.7	16.9	20.2	26.8	21.2	14.2	19.3	21.4	14.6	19.6	12.4	14.2	16.6	12.4	23.5	13.0
50-54	21.1		18.3	20.0	23.8	30.5	24.7	17.0	21.7	26.2	15.3	22.9	13.5	15.6	20.2	16.3	27.5	13.5
55-59	22.9		20.2	22.0	27.6	31.6	29.7	17.2	25.0	25.0	14.1	19.9	13.5	15.3	23.4	16.6	29.7	13.7
60-64	17.1		18.5	19.6	22.4	11.8	25.1	15.1	20.8	16.0	9.4	9.0	11.4	12.6	20.3	12.2	15.5	9.7
65-69	14.8	15.2	17.8	19.3	9.3	19.6	13.8	20.5	10.1	8.9	11.5	9.9	11.9	16.3	9.8	14.5	9.3	
Female	Total age	8.9	13.0	11.0	10.9	15.2	8.3	8.2	9.0	9.7	7.1	8.7	7.0	7.5	9.5	7.8	11.4	6.5
	Age 20-24	2.2	2.0	2.3	2.8	2.5	1.8	2.1	2.3	1.8	1.9	2.0	2.3	2.1	2.0	2.0	2.3	2.1
	25-29	4.2	4.3	4.3	4.8	5.5	3.7	3.8	4.5	4.3	3.7	3.4	4.2	4.1	4.1	4.1	5.0	3.1
	30-34	6.7	7.5	7.4	7.6	11.1	6.7	5.8	7.4	7.5	6.0	5.9	6.3	6.2	6.3	6.1	8.8	4.5
	35-39	9.1	9.5	9.4	10.9	15.7	9.4	8.7	10.0	10.0	8.6	9.2	7.4	7.8	9.1	7.8	12.6	5.6
	40-44	10.6	14.8	11.5	12.3	19.0	14.3	9.0	11.9	11.5	9.7	12.5	8.2	9.0	11.9	8.8	14.5	7.0
	45-49	11.7	14.6	11.6	13.0	24.8	16.1	10.1	12.4	13.5	10.9	14.6	8.2	10.1	14.4	10.2	16.2	8.3
	50-54	13.3	15.8	17.5	14.7	27.7	20.8	11.7	14.1	16.6	12.1	16.7	8.8	11.3	18.1	11.4	18.8	10.2
	55-59	15.4	17.0	18.7	17.5	24.9	27.3	14.1	15.9	18.8	12.2	20.8	10.2	14.6	22.3	13.1	20.1	10.8
	60-64	14.7	20.3	22.0	16.9	10.6	20.9	14.1	15.9	18.6	13.2	14.2	11.0	13.6	23.4	12.4	11.5	10.0
65-69	16.2	16.0	25.2	20.1	-	22.1	18.8	14.6	25.0	13.6	21.1	12.7	15.7	20.4	12.9	6.6	10.9	

Appendix table 10: Quantiles by gender, level of education, age group

Gender, level of education			Total age	Age 20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69
Male	University/graduate school graduate	First decile (Thousand yen)	214.0	180.9	196.0	218.4	248.8	278.1	304.1	294.9	267.1	184.0	167.9
		Median (Thousand yen)	348.4	214.6	241.7	289.2	345.2	425.6	477.3	492.2	482.3	347.3	358.8
		Ninth decile (Thousand yen)	629.2	259.2	322.6	418.1	515.6	650.6	732.3	773.5	755.5	687.0	831.0
		Decile dispersion coefficient	0.60	0.18	0.26	0.35	0.39	0.44	0.45	0.49	0.51	0.72	0.92
	College of technology/junior college graduate	First decile (Thousand yen)	182.1	153.9	172.2	194.0	212.1	232.4	238.0	233.9	214.9	153.8	153.5
		Median (Thousand yen)	275.2	189.7	219.5	257.5	294.8	332.4	371.8	400.6	399.8	264.4	224.5
		Ninth decile (Thousand yen)	450.3	239.7	284.6	341.7	415.3	458.9	534.5	574.9	582.6	487.8	582.8
		Decile dispersion coefficient	0.49	0.23	0.26	0.29	0.34	0.34	0.40	0.43	0.46	0.63	0.96
	Upper secondary school graduate	First decile (Thousand yen)	168.8	148.6	161.6	178.1	192.4	200.7	200.8	196.5	178.1	143.2	128.0
		Median (Thousand yen)	267.3	187.0	216.9	245.4	278.6	304.0	330.7	342.5	334.5	216.9	195.5
		Ninth decile (Thousand yen)	438.2	235.6	288.3	334.0	382.0	433.2	493.6	514.7	520.6	375.9	320.7
		Decile dispersion coefficient	0.50	0.23	0.29	0.32	0.34	0.38	0.44	0.46	0.51	0.54	0.49
Female	University/graduate school graduate	First decile (Thousand yen)	177.8	171.3	179.3	181.6	185.7	187.3	179.2	183.7	170.5	155.8	166.9
		Median (Thousand yen)	239.1	206.9	225.3	251.7	281.1	326.4	335.8	340.1	357.5	375.4	404.9
		Ninth decile (Thousand yen)	409.3	257.8	298.4	359.9	440.3	520.4	595.8	601.1	613.6	661.6	696.7
		Decile dispersion coefficient	0.48	0.21	0.26	0.35	0.45	0.51	0.62	0.61	0.62	0.67	0.65
	College of technology/junior college graduate	First decile (Thousand yen)	157.2	150.4	158.2	163.7	166.1	160.9	157.3	157.7	158.7	137.9	138.0
		Median (Thousand yen)	227.0	186.2	208.4	229.4	245.1	261.9	260.0	263.0	259.7	226.5	217.3
		Ninth decile (Thousand yen)	351.1	236.8	278.3	311.7	338.8	377.0	399.6	414.1	437.4	422.9	500.4
		Decile dispersion coefficient	0.43	0.23	0.29	0.32	0.35	0.41	0.47	0.49	0.54	0.63	0.83
	Upper secondary school graduate	First decile (Thousand yen)	129.7	132.6	134.0	133.8	135.0	132.5	131.7	128.5	125.1	118.5	109.7
		Median (Thousand yen)	182.4	169.8	179.9	188.1	199.9	193.3	191.6	186.9	184.1	166.1	159.0
		Ninth decile (Thousand yen)	288.6	214.9	240.5	259.8	288.6	305.1	315.7	324.2	326.1	289.6	276.6
		Decile dispersion coefficient	0.44	0.24	0.30	0.33	0.38	0.45	0.48	0.52	0.55	0.52	0.52

Appendix table 11: Wage by prefecture, gender and industry (2-1)

(Unit: Thousand yen)

Prefecture	Total male and female						
	Industries covered	Construction	Manufacturing	Transport and postal activities	Wholesale and retail trade	Medical, health care and welfare	Services, n.e.c.
Total country	296.2	308.3	292.3	261.5	297.7	272.1	251.2
Hokkaido	262.3	279.1	240.0	221.0	271.6	268.9	220.9
Aomori	226.5	245.6	201.6	205.3	235.8	214.8	192.4
Iwate	236.8	251.1	226.9	208.7	242.7	246.4	194.8
Miyagi	263.8	302.1	239.5	236.9	278.4	245.2	211.2
Akita	229.4	241.0	215.3	225.3	221.7	230.6	189.6
Yamagata	237.2	238.0	227.8	238.8	226.3	231.7	231.9
Fukushima	255.1	262.5	244.1	234.4	241.7	261.9	234.2
Ibaraki	298.0	310.5	291.1	269.6	277.3	269.6	252.1
Tochigi	283.6	289.0	288.6	246.7	269.3	277.7	247.1
Gunma	273.9	319.7	278.8	255.4	266.7	249.5	243.5
Saitama	296.2	328.4	314.8	268.8	277.2	266.4	255.9
Chiba	297.4	308.7	297.5	271.5	288.6	285.7	255.0
Tokyo	364.8	390.8	371.6	307.2	352.7	329.1	303.6
Kanagawa	324.9	360.9	335.6	274.6	314.3	314.4	250.2
Niigata	261.7	283.1	237.8	242.9	262.6	286.6	231.3
Toyama	266.7	282.1	260.5	264.8	252.4	263.7	237.9
Ishikawa	267.1	288.5	257.2	232.7	275.5	249.1	235.0
Fukui	267.1	305.3	258.5	258.3	242.4	255.4	239.5
Yamanashi	273.6	300.8	272.0	268.2	269.4	263.1	206.6
Nagano	271.9	281.0	269.2	268.3	264.1	282.3	229.1
Gifu	280.0	307.3	270.5	250.5	271.8	301.0	270.7
Shizuoka	281.3	309.4	276.3	258.3	274.0	278.8	245.1
Aichi	312.5	326.8	320.6	276.8	303.6	293.3	247.7
Mie	296.7	322.7	307.0	280.7	280.3	279.7	254.1
Shiga	289.3	306.6	290.9	271.5	287.2	275.5	240.5
Kyoto	297.2	294.2	304.7	222.9	293.5	262.7	272.8
Osaka	316.9	365.9	316.6	291.1	321.1	292.4	265.8
Hyogo	294.0	279.0	295.1	257.0	300.6	276.5	258.4
Nara	279.0	315.4	284.5	268.9	272.3	262.6	217.9
Wakayama	267.6	284.8	264.4	259.1	248.2	269.6	235.3
Tottori	238.2	251.6	230.0	255.9	225.2	226.7	199.3
Shimane	241.4	251.9	222.2	224.8	247.3	230.4	207.4
Okayama	267.5	303.2	260.0	253.2	258.3	251.5	247.0
Hiroshima	279.7	302.5	274.4	267.7	296.4	260.8	221.6
Yamaguchi	272.8	282.0	283.9	257.0	250.8	284.1	217.1
Tokushima	267.1	264.4	283.9	239.2	239.2	257.7	227.1
Kagawa	267.3	301.6	283.9	225.0	269.1	264.0	228.6
Ehime	259.4	309.5	283.9	243.2	254.6	234.2	226.9
Kochi	239.9	246.5	283.9	201.8	222.8	245.2	199.6
Fukuoka	279.8	295.8	283.9	242.8	298.2	258.4	229.6
Saga	241.8	267.1	283.9	215.3	231.3	235.4	215.0
Nagasaki	238.1	255.0	283.9	183.5	232.9	229.0	217.7
Kumamoto	251.3	280.2	283.9	209.5	235.0	255.3	224.7
Oita	249.0	262.1	283.9	216.9	247.7	242.5	203.2
Miyazaki	235.5	247.9	283.9	198.2	225.3	242.3	202.5
Kagoshima	244.6	260.6	283.9	205.0	257.3	236.4	213.7
Okinawa	223.9	241.6	283.9	179.1	221.2	233.9	186.0

Note: 'Industries covered' includes the following industries in addition to those presented above: 'Mining and quarrying of stone and gravel', 'Electricity, gas, heat supply and water', 'Information and communications', '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', and 'Compound services'.

Appendix table 11: Wage by prefecture, gender and industry (2-2)

(Unit: Thousand yen)

Prefecture	Male							Female						
	Industries covered	Construction	Manufacturing	Transport and postal activities	Wholesale and retail trade	Medical, health care and welfare	Services, n.e.c.	Industries covered	Construction	Manufacturing	Transport and postal activities	Wholesale and retail trade	Medical, health care and welfare	Services, n.e.c.
Total country	328.3	320.9	318.6	269.2	333.5	351.6	273.2	227.6	215.3	199.4	203.6	217.8	243.3	201.8
Hokkaido	289.1	287.5	270.1	225.9	300.4	353.0	237.2	209.6	193.3	157.9	176.1	197.8	238.0	173.3
Aomori	257.1	255.4	239.6	208.9	267.3	284.6	212.4	178.4	167.3	147.7	160.4	169.1	195.8	149.5
Iwate	263.5	257.9	260.1	212.7	266.7	312.7	217.9	192.6	189.4	157.6	154.2	184.0	226.3	152.5
Miyagi	295.5	315.6	278.5	240.5	314.1	309.6	227.3	201.4	204.2	165.4	189.7	188.4	226.5	180.3
Akita	254.6	249.0	239.9	228.7	252.1	290.8	206.5	189.2	162.2	167.5	176.7	162.7	209.9	153.2
Yamagata	265.3	245.3	257.9	247.3	257.4	292.1	251.4	188.6	178.2	169.4	181.7	174.3	218.4	174.9
Fukushima	285.9	271.9	276.1	242.9	278.2	330.6	253.9	199.7	190.6	178.6	161.5	179.4	232.3	180.1
Ibaraki	327.2	328.2	316.3	277.4	307.8	339.2	265.0	225.1	* 190.5	199.1	185.8	191.3	244.8	196.9
Tochigi	312.7	296.7	317.0	254.5	293.7	375.8	267.5	215.6	219.0	190.1	173.4	206.1	247.1	192.7
Gunma	299.9	330.6	299.8	261.6	298.2	290.4	266.8	210.3	211.9	192.8	193.1	193.0	232.3	182.2
Saitama	324.2	341.4	334.4	287.6	304.9	330.9	269.1	224.3	224.5	219.6	189.5	201.3	239.6	203.9
Chiba	328.0	317.6	323.3	279.9	323.0	358.5	275.3	237.1	246.3	199.8	221.7	217.9	258.5	202.5
Tokyo	401.1	410.0	399.0	312.0	396.3	410.4	331.7	277.9	261.0	270.1	265.9	256.3	292.2	250.6
Kanagawa	351.8	372.4	353.1	280.5	346.4	441.5	262.5	253.7	234.8	238.4	224.2	245.1	269.9	206.8
Niigata	291.8	296.6	270.7	255.4	290.4	377.8	264.4	207.2	192.6	173.7	187.6	200.9	253.2	165.7
Toyama	295.5	293.8	286.6	277.9	288.6	343.6	256.8	211.9	201.7	196.8	189.1	188.7	243.5	185.0
Ishikawa	297.2	300.5	285.6	238.8	307.9	290.6	258.6	212.7	195.6	186.7	190.5	200.1	235.8	183.7
Fukui	303.5	327.5	289.9	266.9	279.8	349.8	271.9	205.6	172.4	189.7	197.8	181.4	227.3	170.6
Yamanashi	305.1	308.6	298.6	273.5	299.9	* 362.5	231.5	209.9	208.1	191.0	* 202.2	197.6	231.5	157.0
Nagano	301.8	289.9	299.6	283.7	297.1	354.8	252.8	212.7	200.8	192.8	177.0	193.7	254.9	185.8
Gifu	307.6	320.1	296.5	254.0	302.5	393.3	307.5	217.7	214.2	186.6	210.6	200.7	261.8	189.2
Shizuoka	313.5	323.3	302.8	269.9	312.1	393.5	288.4	215.8	228.1	192.4	181.7	200.3	247.2	184.1
Aichi	338.2	340.4	339.3	286.6	332.0	378.6	268.9	234.5	229.3	212.2	214.9	225.8	262.6	208.3
Mie	327.4	345.6	333.2	285.3	315.7	* 367.2	285.8	215.5	210.1	198.0	229.6	199.8	251.6	196.7
Shiga	317.5	332.9	313.2	285.7	321.4	354.1	263.3	220.8	200.9	201.9	180.3	206.9	246.4	185.2
Kyoto	327.5	315.1	330.7	228.3	319.8	308.5	296.8	234.9	207.8	213.7	185.1	228.1	240.9	216.9
Osaka	351.5	382.7	338.7	298.0	369.8	379.1	285.1	244.4	263.4	224.4	221.1	233.7	258.9	205.8
Hyogo	317.9	284.4	317.2	264.0	327.4	335.1	279.8	231.4	222.6	206.7	194.1	227.9	253.0	203.3
Nara	312.0	324.4	318.6	276.7	299.9	308.1	230.8	223.9	245.5	185.0	192.3	195.5	244.3	173.8
Wakayama	296.5	294.2	287.7	272.4	279.0	330.5	247.5	217.4	211.8	181.0	153.7	174.4	242.7	180.7
Tottori	266.5	261.1	261.3	263.8	251.5	253.5	220.4	199.2	185.7	168.6	179.1	177.2	217.0	155.9
Shimane	269.9	266.6	247.1	234.0	279.0	270.9	233.5	192.7	170.9	166.6	151.0	176.4	216.5	160.7
Okayama	296.8	314.2	282.8	266.1	293.4	350.3	263.0	212.3	218.7	187.3	192.3	187.6	226.3	183.8
Hiroshima	309.8	316.7	291.5	274.5	331.4	351.3	245.0	219.3	196.1	189.9	213.4	208.4	234.8	190.8
Yamaguchi	306.8	295.7	303.6	264.2	288.5	450.5	232.4	203.7	182.1	188.5	187.2	181.2	220.7	167.9
Tokushima	296.4	273.7	291.2	247.1	269.3	322.5	253.0	222.2	176.0	191.3	174.9	184.8	237.6	181.3
Kagawa	294.5	309.0	279.6	230.8	303.0	340.5	245.5	213.3	242.6	186.1	171.9	194.8	236.1	187.7
Ehime	288.9	320.4	280.6	248.2	288.1	278.9	247.7	203.4	* 222.3	178.5	169.3	186.5	216.9	167.3
Kochi	266.9	252.6	248.7	204.7	258.2	302.7	208.9	208.1	176.5	170.4	171.5	170.8	226.6	171.1
Fukuoka	310.3	307.6	288.0	251.7	332.5	313.5	262.9	218.8	209.4	189.6	192.2	211.1	239.1	181.3
Saga	276.2	279.5	265.2	221.1	270.5	305.4	242.6	190.1	174.7	167.2	165.8	167.1	210.3	164.9
Nagasaki	269.4	269.3	283.2	184.4	271.1	* 295.6	236.4	196.3	177.1	165.8	175.9	167.7	211.2	178.8
Kumamoto	287.0	297.1	277.6	214.4	271.1	366.6	242.3	198.0	182.4	171.9	165.9	174.2	217.1	174.6
Oita	276.3	272.4	273.1	222.0	274.7	306.1	227.9	198.7	186.8	176.5	169.6	173.6	218.9	150.3
Miyazaki	263.9	255.8	249.2	201.4	259.2	328.9	217.2	194.9	185.9	157.8	159.6	154.2	217.3	158.7
Kagoshima	278.2	270.8	279.2	209.7	286.3	294.5	230.8	196.7	180.4	155.7	170.5	187.8	215.6	163.3
Okinawa	242.7	252.1	226.3	178.3	243.9	277.8	198.6	192.5	173.8	155.7	185.8	170.1	211.3	155.1

Appendix table 12: Trends in wage gap across age groups by level of education

(Age 20 to 24 = 100)

Gender Age group	All level of education				University/graduate school graduate				College of technology/junior college graduate				Upper secondary school graduate				
	2000	2005	2009	2010	2000	2005	2009	2010	2000	2005	2009	2010	2000	2005	2009	2010	
Male	Total age	166	171	164	164	184	190	183	181	152	158	152	155	158	159	151	152
	Age 20-24	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
	25-29	120	121	119	119	117	119	118	116	120	120	116	116	120	119	117	116
	30-34	147	146	140	139	152	150	144	142	144	142	136	137	139	139	134	133
	35-39	172	174	161	161	186	188	173	171	169	167	158	158	157	158	150	150
	40-44	190	199	187	185	213	221	213	208	188	195	180	177	171	174	164	165
	45-49	202	211	203	205	237	239	232	233	209	205	196	199	190	185	178	179
	50-54	211	212	207	209	266	252	238	240	219	231	201	209	200	197	184	185
	55-59	196	203	193	196	260	253	237	235	200	226	204	209	193	192	180	181
	60-64	143	148	145	142	202	208	199	185	148	162	153	155	139	137	131	128
65-69	...	...	127	132	...	...	206	204	...	...	138	150	...	...	113	114	
Female	Total age	119	120	120	120	134	136	135	131	123	126	125	127	119	118	116	116
	Age 20-24	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
	25-29	113	114	113	113	113	113	113	112	114	113	112	113	112	110	108	107
	30-34	127	124	121	122	143	137	130	127	130	124	121	123	120	119	114	113
	35-39	132	133	129	128	165	164	157	146	140	137	132	131	124	122	119	121
	40-44	132	133	131	131	187	182	177	164	145	143	137	140	124	122	121	121
	45-49	129	130	132	131	193	182	187	177	154	146	141	143	128	122	122	122
	50-54	127	124	129	129	201	193	188	181	159	154	144	146	131	123	122	122
	55-59	122	122	123	122	233	195	181	181	159	156	150	148	129	126	122	121
	60-64	107	106	107	109	236	231	173	193	135	142	134	135	115	109	112	110
65-69	...	...	106	105	...	...	201	188	...	...	126	146	...	...	116	105	

Note: Age 65 to 69 was added to the tabulation by the change of age group from 2008. The same applies to the tables hereinafter.

Appendix table 13: Trends in wage gap across size of enterprise

(Large enterprise =100)

Gender Age group	Medium enterprise				Small enterprise				
	2000	2005	2009	2010	2000	2005	2009	2010	
Male	Total age	83	81	84	83	76	73	76	75
	Age 20-24	96	95	96	94	95	93	92	92
	25-29	94	92	92	91	95	90	89	89
	30-34	88	88	88	89	86	84	86	86
	35-39	87	84	86	86	80	78	81	81
	40-44	82	83	81	81	74	71	72	72
	45-49	81	80	81	80	70	67	69	68
	50-54	80	82	81	81	67	67	68	66
	55-59	83	82	86	83	71	69	71	68
	60-64	89	78	92	82	88	76	85	79
65-69	...	...	73	74	...	...	68	65	
Female	Total age	90	89	91	89	82	81	83	81
	Age 20-24	97	96	95	94	92	89	88	89
	25-29	96	94	94	94	89	87	86	87
	30-34	92	92	94	92	84	85	86	85
	35-39	90	89	92	89	79	79	84	81
	40-44	87	86	88	85	74	75	78	76
	45-49	81	82	87	86	70	73	76	76
	50-54	83	78	88	83	73	72	77	75
	55-59	81	87	86	85	73	79	78	77
	60-64	82	86	88	82	77	77	83	78
65-69	...	...	89	76	...	...	91	72	

Appendix table 14: Trends in wage gap across type of employment of non-regular staffs

(Regular staff = 100)

Age group	Total male and female					Male					Female				
	2006	2007	2008	2009	2010	2006	2007	2008	2009	2010	2006	2007	2008	2009	2010
Total age	60	61	62	63	64	64	65	65	66	68	69	69	70	70	70
Age 20-24	86	87	86	85	84	88	89	87	86	85	86	86	85	85	84
25-29	80	82	80	80	80	83	84	82	82	82	81	82	82	81	81
30-34	72	72	72	74	73	78	76	76	77	77	75	76	76	77	76
35-39	59	61	62	64	65	66	68	68	70	71	65	67	69	69	71
40-44	51	51	53	55	55	61	59	62	62	62	60	62	61	64	64
45-49	49	47	49	50	50	59	55	57	58	56	60	60	62	61	62
50-54	46	47	49	49	50	54	55	57	56	57	60	59	60	60	61
55-59	51	52	52	53	54	58	61	58	59	62	61	60	61	62	62
60-64	73	72	71	72	79	76	74	74	74	82	68	69	66	69	68
65-69	...	...	69	70	74	...	...	69	72	75	...	...	71	69	68

Appendix table 15: Trends in wage gap across age groups of standard employees by level of education

(Age 20 to 24 = 100)

Gender Age group	University/graduate school graduate				College of technology/junior college graduate				Upper secondary school graduate				
	2000	2005	2009	2010	2000	2005	2009	2010	2000	2005	2009	2010	
Male	Total age	180	189	183	180	146	157	154	157	171	174	167	168
	Age 20-24	100	100	100	100	100	100	100	100	100	100	100	100
	25-29	119	121	119	116	122	125	120	120	121	122	122	122
	30-34	155	153	149	147	149	149	142	140	148	144	143	141
	35-39	191	193	183	180	184	174	173	170	173	173	164	165
	40-44	222	229	221	220	213	211	205	193	203	199	189	190
	45-49	258	253	247	245	262	236	232	230	230	222	213	217
	50-54	287	272	260	260	280	279	254	246	258	245	234	232
55-59	293	281	262	255	267	268	268	257	265	249	230	233	
Female	Total age	123	126	124	122	118	127	128	129	123	130	129	128
	Age 20-24	100	100	100	100	100	100	100	100	100	100	100	100
	25-29	113	114	113	111	119	118	114	116	116	115	115	113
	30-34	142	139	130	131	138	136	128	132	133	132	129	125
	35-39	171	166	156	153	162	157	154	149	152	148	143	144
	40-44	206	200	198	189	180	183	173	170	174	166	161	158
	45-49	230	218	211	203	204	198	198	186	189	191	180	172
	50-54	250	239	229	229	240	224	212	212	216	195	192	196
55-59	288	255	246	215	251	230	219	211	216	207	194	188	

Appendix table 16: Trends in hourly wage and year-on-year change of part-time workers by gender

Year	Male		Female	
	Hourly wage (Yen)	On-year change (%)	Hourly wage (Yen)	On-year change (%)
1989	855	1.5	662	3.1
1990	944	10.4	712	7.6
1991	1,023	8.4	770	8.1
1992	1,053	2.9	809	5.1
1993	1,046	-0.7	832	2.8
1994	1,037	-0.9	848	1.9
1995	1,061	2.3	854	0.7
1996	1,071	0.9	870	1.9
1997	1,037	-3.2	871	0.1
1998	1,040	0.3	886	1.7
1999	1,025	-1.4	887	0.1
2000	1,026	0.1	889	0.2
2001	1,029	0.3	890	0.1
2002	991	-3.7	891	0.1
2003	1,003	1.2	893	0.2
2004	1,012	0.9	904	1.2
2005	1,069	5.6	942	4.2
2006	1,057	-1.1	940	-0.2
2007	1,085	2.6	962	2.3
2008	1,071	-1.3	975	1.4
2009	1,086	1.4	973	-0.2
2010	1,081	-0.5	979	0.6

Note: Although the definition is the same, the Japanese term of the survey item 'part-time worker' was different for 2004 and before.

Appendix table 17: Percentage distribution of part-time workers by age group and gender

(Unit: %)

Age group	Percentage distribution of employees by age group (Total age = 100)		Percentage distribution of employees by gender (Total male and female = 100)	
	Male	Female	Male	Female
Total age	100.0	100.0	25.0	75.0
Age 19 and under	11.6	5.5	41.3	58.7
Age 20-24	22.6	7.0	51.9	48.1
25-29	8.9	4.8	38.0	62.0
30-34	5.5	6.7	21.6	78.4
35-39	4.9	10.4	13.5	86.5
40-44	4.1	12.2	10.1	89.9
45-49	3.6	12.8	8.7	91.3
50-54	3.9	12.3	9.6	90.4
55-59	5.4	12.4	12.8	87.2
60-64	12.3	9.8	29.7	70.3
65-69	11.3	4.4	46.3	53.7

Appendix table 18: Percentage distribution of hourly wages of part-time workers by prefecture, gender and industry

(Unit: Yen)

Prefecture	Male						Female					
	Industries covered	Manufacturing	Transport and postal activities	Wholesale and retail trade	Accommodations, eating and drinking	Services, n.e.c.	Industries covered	Manufacturing	Wholesale and retail trade	Accommodations, eating and drinking	Medical, health care and welfare	Services, n.e.c.
Total country	1,081	1,148	1,111	975	923	1,083	979	884	913	890	1,213	944
Hokkaido	939 *	910	929	911	794	869	912	815	844	792	1,128	871
Aomori	965 *	892	824	967	832	942	826	733	821	758	1,016	812
Iwate	927	1,070 *	793	872	786	879	851	801	823	766	1,079	761
Miyagi	1,045	1,080	934	1,092	875	942	906	846	882	861	1,177	828
Akita	978	844	1,044	990	786	874	813	756	803	750	911	768
Yamagata	916	983	965	876	838	879	840	787	815	786 *	1,054	769
Fukushima	989	1,184	890	917	833	997	864	863	805	802	1,108	866
Ibaraki	1,085	1,396	987	951	859	1,132	933	921	864	866	1,090	876
Tochigi	1,042	1,245	1,100	963	894	1,031	929	896	901	854	1,167	902
Gunma	1,073	1,080	1,019	1,170	877	968	947	892	930	871	1,109	846
Saitama	1,046	1,134 *	979	958	923	1,169	968	911	922	912	1,188	979
Chiba	1,105	1,212	1,315	971	933	1,135	1,029	962	984	921	1,294	1,007
Tokyo	1,245	1,326	1,286	1,026	1,039	1,198	1,156	1,092	1,021	988	1,501	1,150
Kanagawa	1,128	1,229	1,251	1,011	976	1,143	1,072	974	990	947	1,303	1,014
Niigata	1,028	1,213	1,082	1,008	833	978	922	859	917	822	1,084	828
Toyama	1,074	1,225	995	1,054	909	980	947	858	947	859	1,081	944
Ishikawa	1,058	1,075	1,265	978	878	977	943	874	871	871	1,235	866
Fukui	1,113	962	1,207	1,013	863	890	926	869	885	843	1,054	831
Yamanashi	1,075	1,017	1,007	1,101	930	1,022	954	844	912	890	1,241	925
Nagano	996	1,119	1,073	909	887	1,081	961	948	861	875	1,133	955
Gifu	1,022	1,027	1,016	934	897	1,107	927	895	861	880	1,133	880
Shizuoka	1,140	1,164	1,110	1,119	940	1,187	991	872	957	891	1,160	1,073
Aichi	1,137	1,185	1,123	1,060	956	1,034	1,008	937	956	919	1,273	867
Mie	1,074	1,108	902	1,051	890	961	958	857	951	885	1,138	895
Shiga	1,056	1,171	1,050	905	895 *	1,022	961	911	938	871	1,171	944
Kyoto	1,082	1,077	1,335	937	898	1,503	1,013	943	915	873 *	1,301	1,071
Osaka	1,056	1,154	1,119	953	916	1,097	1,035	904	988	898	1,290	1,016
Hyogo	1,035	1,149	1,198	973	898	999	1,000	907	928	891	1,265	928
Nara	992	1,275	1,312	886	835	1,116	985	875	879	834	1,237	973
Wakayama	1,015	1,016 *	1,020	948	845	983	931	868	853	821	1,147	831
Tottori	984	946	1,045	949	796	952	879	820	862	813	1,006	847
Shimane	1,039	855	1,117	964	834	921	894	801	862	827	1,038	807
Okayama	1,076	1,245	1,011	873	911	1,222	984	778	848	858	1,279	965
Hiroshima	1,182	1,232	1,100	1,074	901	1,171	965	856	941	863	1,186	900
Yamaguchi	1,067	1,167 *	1,104	960	822	1,015	888	812	834	800	1,077	826
Tokushima	1,118	1,070	876	1,101	858 *	866	927	778	842	802	1,142	841
Kagawa	1,025 *	1,052 *	1,019	1,023	884 *	1,004	904	816	855	839	1,085	978
Ehime	1,035	991 *	928	1,014	816	888	897	778	832	797	1,085	738
Kochi	946 *	865	948	895	808	1,123	869	873	841	768	1,104	767
Fukuoka	973	971	1,028	949	816	874	903	814	832	817	1,072	914
Saga	1,012	776	909	957	803	1,078	847	741	829	859	1,076	812
Nagasaki	952	932	918	867	907	920	855	793	804	739	1,022	874
Kumamoto	930	1,003	974	853	775	1,121	874	815	760	831 *	1,140	835
Oita	960 *	1,078	1,207	820	775	922	839	751	784	796	1,005	762
Miyazaki	909	881	1,160	775 *	835	759	848	715	743	793	1,057	776
Kagoshima	1,031	1,101 *	994	796	768	1,273	819	769	747	770	978	774
Okinawa	812 *	765	829	719	730	755	775	711	734	720	1,149	759

Note: 'Industries covered' includes the following industries in addition to those presented above: both male and female includes 'Mining and quarrying of stone and gravel', 'Construction', 'Electricity, gas, heat supply and water', 'Information and communications', 'Finance and insurance', 'Real estate and goods rental and leasing', 'Scientific research, professional and technical services', 'Living-related and personal services and amusement services', 'Education, learning support', and 'Compound services'; male includes 'Medical, health care and welfare'; and female includes 'Transport and postal activities'.