

Summary Report of Basic Survey on Wage Structure (Nationwide) 2011

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Summary Report of Basic Survey on Wage Structure (Nationwide) 2011 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

77,393 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 (62,004 establishments; valid responses from 45,818 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 2010, and special cash earnings such as term-end allowance.

4 Survey Period

The survey was conducted in July on wages etc. of June 2011 (special cash earnings such as bonuses or term-end allowances are for the one year period of 2010).

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 2011, 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”.

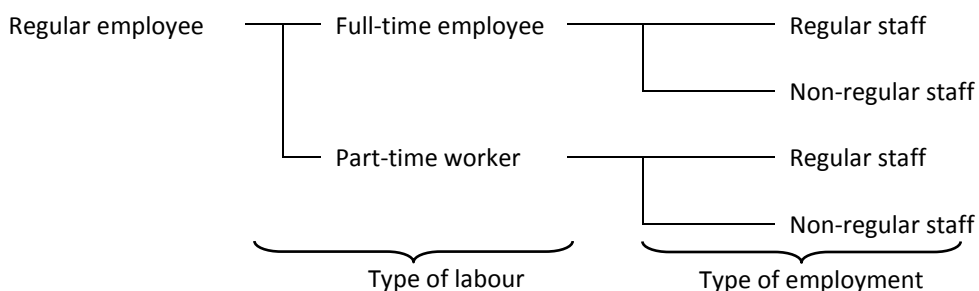
A “part-time worker” is a worker who has fewer scheduled hours worked per day, or who has the same scheduled hours worked per day but fewer scheduled days worked per week than ordinary workers of the establishment.

“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

1 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.

2 In response to the Great East Japan Earthquake, the survey was conducted as far as possible in affected areas and tabulated as normal.

Outline of Results

1 Wage of full-time employee

(1) Trends in wage

Wages for men and women overall were 296,800 yen (average age 41.5 years, continuous service 11.9 years), 328,300 yen for men (average age 42.3 years, continuous service 13.3 years), and 231,900 yen for women (average age 39.9 years, continuous service 9.0 years), which represents a rise of 0.2% for men and women overall, and 1.9% for women respectively compared with the previous year (Figure 1, Table 1).

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

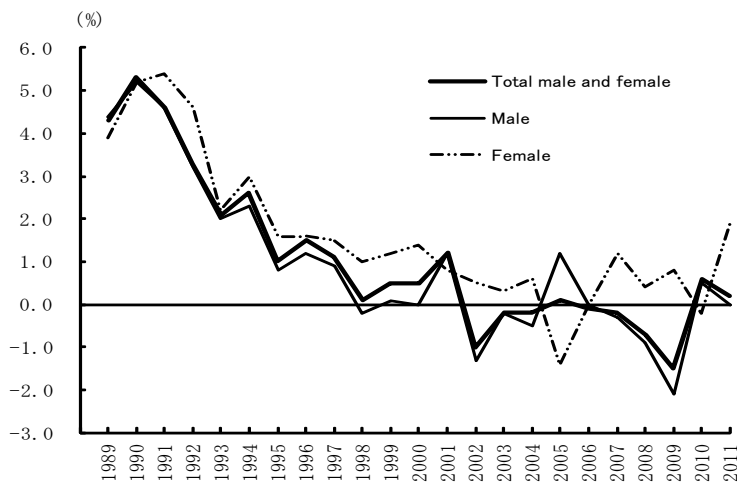


Table 1 Trends in year-on-year change of wages by gender

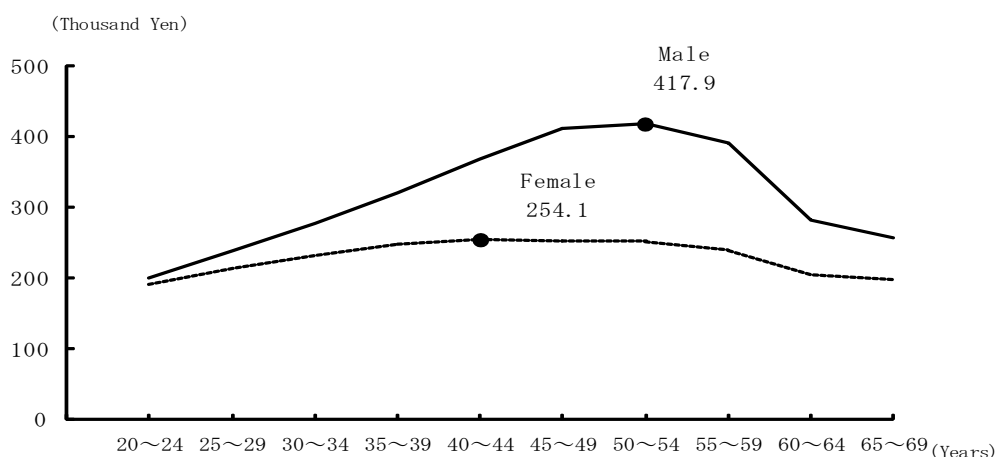
Year	Total male and female		Male		Female	
	Wage (Thousand yen)	On-year change (%)	Wage (Thousand yen)	On-year change (%)	Wage (Thousand yen)	On-year change (%)
1989	241.8	4.3	276.1	4.4	166.3	3.9
1990	254.7	5.3	290.5	5.2	175.0	5.2
1991	266.3	4.6	303.8	4.6	184.4	5.4
1992	275.2	3.3	313.5	3.2	192.8	4.6
1993	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
2011	296.8	0.2	328.3	0.0	231.9	1.9
2011						
Average age (Years)	41.5		42.3		39.9	
Length of service (Years)	11.9		13.3		9.0	

(2) Wage by gender

Looking at the wage curve* by gender, wages increased with age-group for men and women overall, peaking at 417,900 with the group aged 50 to 54 (or 208 taking the wage for the group aged 20 to 24 as 100), and falling off thereafter. Wages for women in the group aged 40 to 44 peaked at 254,100 yen (or 133 in the same scale above), however, 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	0.0	164	231.9	1.9	122
Age 20 - 24	200.7	0.5	100	190.7	0.6	100
25 - 29	238.5	0.7	119	215.0	0.0	113
30 - 34	277.8	-0.2	138	233.1	1.0	122
35 - 39	319.9	-0.7	159	247.5	2.3	130
40 - 44	368.1	-0.6	183	254.1	2.6	133
45 - 49	411.1	0.5	205	253.2	1.6	133
50 - 54	417.9	0.2	208	251.9	2.6	132
55 - 59	390.8	-0.4	195	239.3	3.5	125
60 - 64	281.4	-0.6	140	205.2	-0.4	108
65 - 69	257.5	-2.7	128	198.0	-0.5	104
Average age (Years)	42.3			39.9		
Length of service (Years)	13.3			9.0		

(3) Wage by level of education

Looking at wages by level of education, amongst men wages were 399,400 yen for graduates of a university or graduate school (on-year increase of 1.0%), 301,000 yen for graduates of a college of technology or junior college (on-year increase of 0.3%), and a decrease on the previous year with 286,200 yen for graduates of an upper secondary school (on-year decrease of 1.0%). Amongst women wages increased on the previous year with 283,400 yen for graduates of a university or graduate school (on-year increase of 3.2%), 245,300 yen for graduates of a college of technology or junior college (on-year increase of 1.0%), and 199,700 yen for graduates of an upper secondary school (on-year increase of 0.2%).

Looking at the age-groups with the peak wage by level of education, amongst men the peak was in the group aged 50 to 54 for graduates of a university or graduate school, and the group aged 55 to 59 for graduates of a college of technology or junior college and for graduates of an upper secondary school, and amongst women the peak was in the group aged 65 to 69 for graduates of a university or graduate school, the group aged 55 to 59 for graduates of a college of technology or junior college, and the group aged 50 to 54 for graduates of an upper secondary school.

Looking at the wage curve by level of education, the wage curve for graduates of a university or graduate school is steeper for both men and women (Figure 3, Table 3).

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

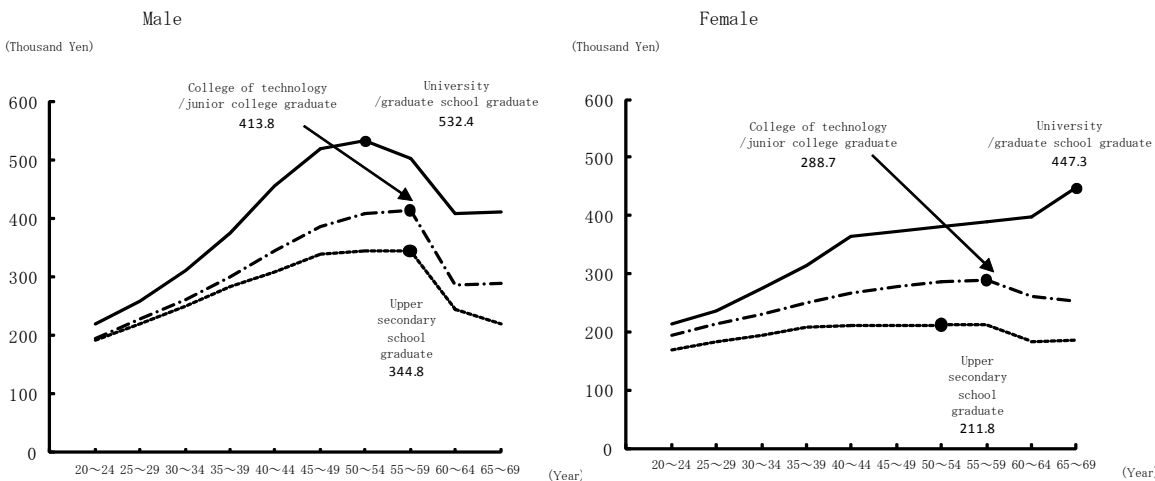


Table 3: Wage, year-on-year change, wage gap across age groups, by level of education, gender and age group

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 to 24 = 100)	Wage (Thousand yen)	On-year change (%)	Wage gap across age groups (Age 20 to 24 = 100)
Male	Total age	399.4	1.0	181	301.0	0.3	154	286.2	-1.0	150
	Age 20-24	221.1	1.3	100	195.9	1.2	100	190.7	0.2	100
	25-29	257.5	1.9	116	226.8	1.0	116	218.7	-1.4	115
	30-34	312.7	0.9	141	260.2	-1.6	133	249.3	-1.4	131
	35-39	374.2	0.2	169	300.9	-1.7	154	283.1	-0.8	148
	40-44	456.0	0.4	206	345.8	0.9	177	307.8	-2.1	161
	45-49	518.4	2.1	234	387.4	0.7	198	339.0	-0.8	178
	50-54	532.4	1.6	241	409.0	1.1	209	343.8	-2.5	180
	55-59	503.0	-1.8	227	413.8	2.2	211	344.8	-0.2	181
	60-64	407.3	1.1	184	285.2	-4.8	146	244.4	0.6	128
	65-69	412.7	-7.5	187	287.9	-1.0	147	220.7	2.0	116
	Average age (Years)	41.1		38.3		38.3		43.3		43.3
	Length of service (Years)	12.6		11.3		11.3		14.0		14.0
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)	34.2		38.2		38.2		43.2		43.2
	Length of service (Years)	6.7		8.9		8.9		10.1		10.1

(4) Wage by size of enterprise

Looking at wages by size of enterprise, wages for men in large enterprises were higher than the previous year and wages for women were higher than the previous year for all enterprise sizes, with wages amongst men of 386,100 yen for large enterprises (on-year increase of 0.8%), 316,100 yen for medium enterprises (on-year decrease of 0.2%), and 282,400 yen for small enterprises (on-year decrease of 1.0%), and amongst women 262,800 yen for large enterprises (on-year increase of 3.2%), 230,900 yen for medium enterprises (on-year increase of 1.6%), and 208,100 yen for small enterprises (on-year increase of 0.6%). Additionally, taking wages at large enterprises as 100, wages at medium enterprises were 82 (83 in the previous year) for men and 88 (89) for women, and wages at small enterprises were 73 (75) for men and 79 (81) 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 all enterprise sizes, at 510,300 yen for large enterprises (or 240 taking the wage for the group aged 20 to 24 as 100), 406,400 yen for medium enterprises (205), and 327,400 yen for small enterprises (174). Amongst women the peak was in the group aged 45 to 49 for large and small enterprises, at 301,300 yen for large enterprises (145) and 224,900 yen for small enterprises (130), and in the group aged 40 to 44 for medium enterprises, at 252,600 yen (131), 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

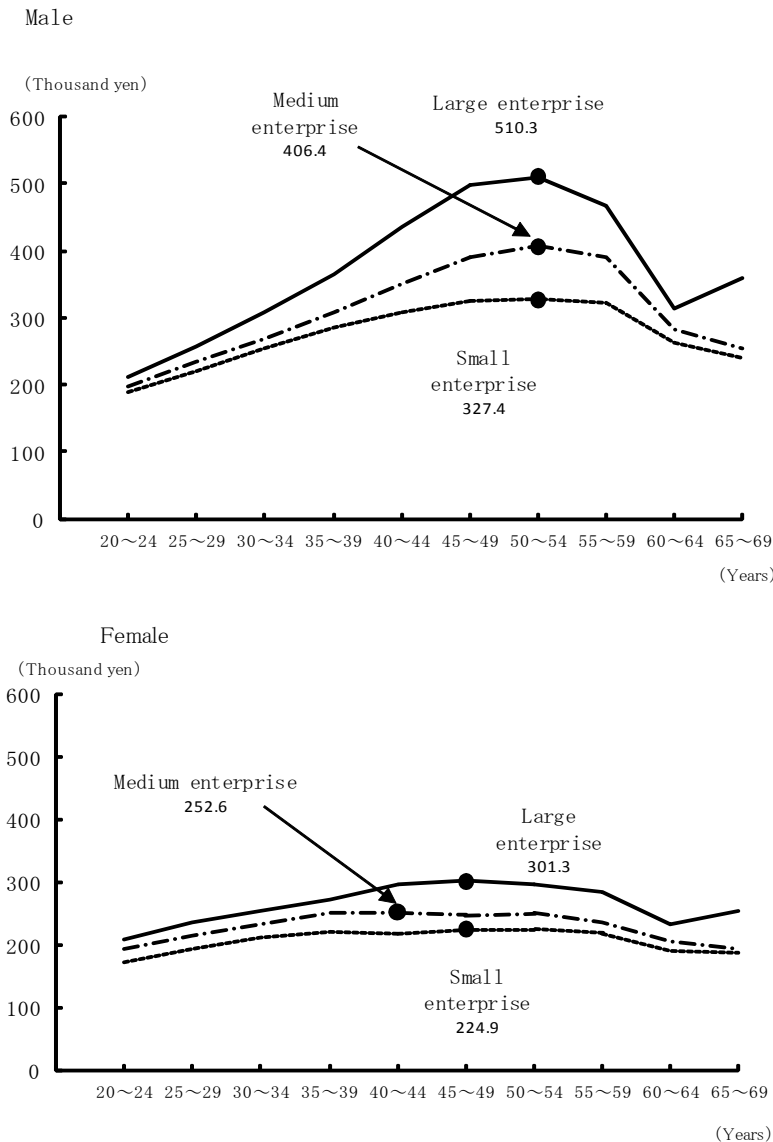


Table 4: Wage, year-on-year change, wage gap across sizes of enterprise and age groups, by size of enterprise, gender and age group

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	386.1	0.8	100	182	316.1	-0.2	82 (83)	159	282.4	-1.0	73 (75)	150
	Age 20-24	212.4	1.2	100	100	198.3	0.9	93 (94)	100	188.4	-1.9	89 (92)	100
	25-29	257.2	1.5	100	121	234.2	1.6	91 (91)	118	221.1	-2.0	86 (89)	117
	30-34	309.6	1.6	100	146	269.6	-0.3	87 (89)	136	255.9	-2.5	83 (86)	136
	35-39	364.4	0.6	100	172	309.0	-1.1	85 (86)	156	286.4	-1.7	79 (81)	152
	40-44	436.2	0.0	100	205	350.7	-0.8	80 (81)	177	308.9	-1.1	71 (72)	164
	45-49	497.8	2.3	100	234	389.3	-0.6	78 (80)	196	326.1	-1.9	66 (68)	173
	50-54	510.3	1.2	100	240	406.4	-0.2	80 (81)	205	327.4	-1.3	64 (66)	174
	55-59	466.6	-1.0	100	220	389.8	0.2	84 (83)	197	322.0	0.2	69 (68)	171
	60-64	313.5	-6.0	100	148	282.7	3.0	90 (82)	143	263.8	-0.5	84 (79)	140
	65-69	359.5	-1.9	100	169	253.4	-5.9	70 (74)	128	240.8	1.4	67 (65)	128
	Average age (Years)		41.5				41.8				43.6		
Length of service (Years)		15.9				12.7				11.3			
Female	Total age	262.8	3.2	100	126	230.9	1.6	88 (89)	120	208.1	0.6	79 (81)	120
	Age 20-24	208.0	3.0	100	100	192.4	1.6	93 (94)	100	173.4	-3.0	83 (89)	100
	25-29	234.9	2.5	100	113	213.9	-0.7	91 (94)	111	194.9	-2.1	83 (87)	112
	30-34	255.4	2.2	100	123	233.9	1.5	92 (92)	122	210.6	-0.9	82 (85)	121
	35-39	273.4	1.5	100	131	249.8	3.8	91 (89)	130	220.1	1.1	81 (81)	127
	40-44	295.2	2.5	100	142	252.6	3.4	86 (85)	131	217.8	-0.4	74 (76)	126
	45-49	301.3	3.9	100	145	246.7	-0.9	82 (86)	128	224.9	1.9	75 (76)	130
	50-54	297.6	1.8	100	143	251.0	3.1	84 (83)	130	224.0	2.1	75 (75)	129
	55-59	283.6	4.0	100	136	236.0	2.0	83 (85)	123	218.4	3.8	77 (77)	126
	60-64	233.3	-6.0	100	112	207.0	1.8	89 (82)	108	191.9	-0.3	82 (78)	111
	65-69	253.7	-2.2	100	122	192.9	-2.7	76 (76)	100	188.2	1.4	74 (72)	109
	Average age (Years)		38.5				39.5				41.4		
Length of service (Years)		10.2				8.4				8.8			

Note: Figures in round brackets () are data of 2010

(5) Wage by industry

Looking at wages by major industry, the highest amongst men were in the finance and insurance industry (492,300 yen), followed by the education and learning support industry (449,300 yen), with the lowest being the transport and postal activities industry (264,400 yen). Amongst women the highest was in the education and learning support industry (307,400 yen) and the lowest in the accommodation, eating and drinking services industry (186,900 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

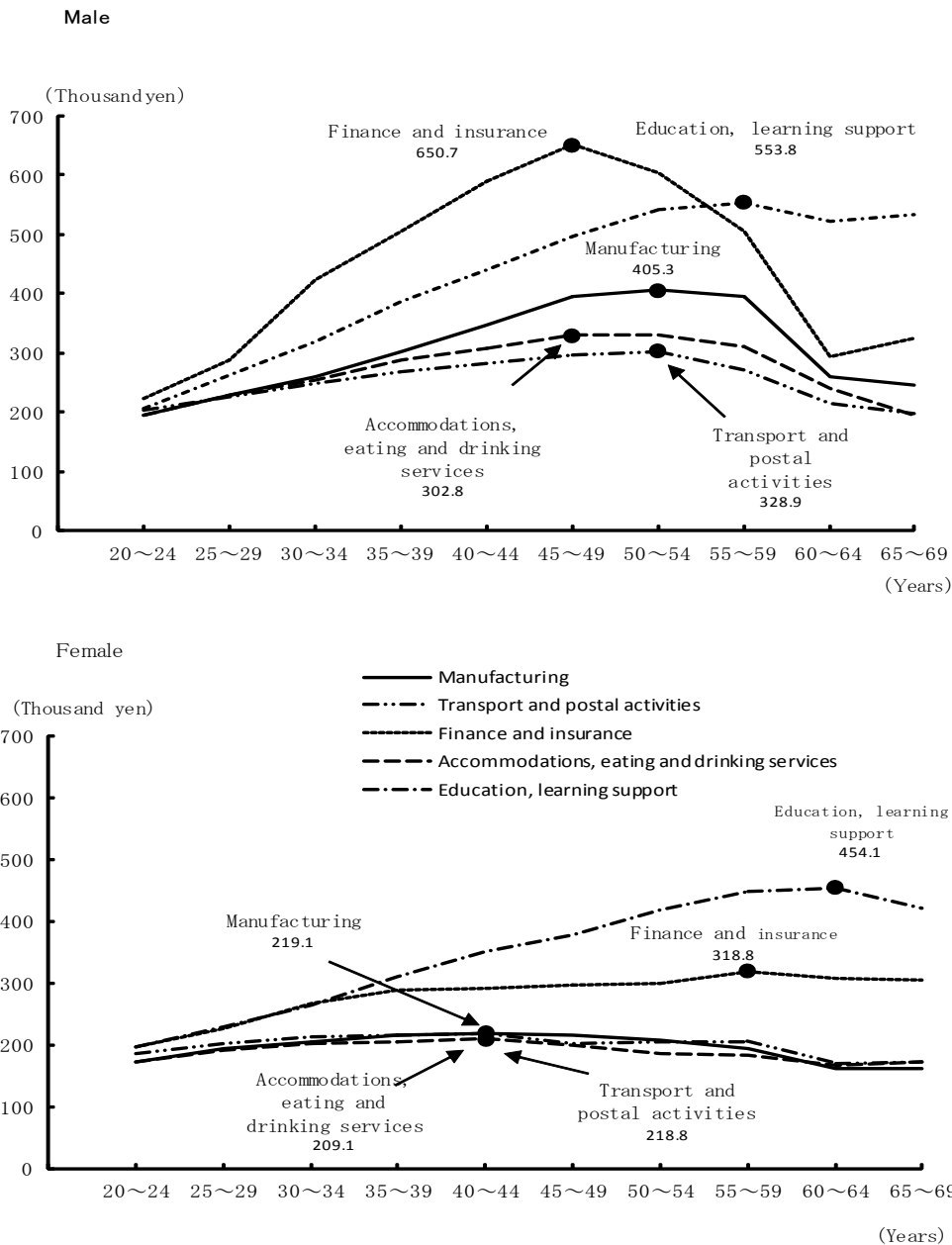


Table 5: Wage, year-on-year change and wage gap across age groups, by industry, gender and age group

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	325.3	314.8	407.8	264.4	323.4	492.3	402.5	268.2	287.5	449.3	345.9	274.8
	Age 20-24	206.3	195.7	230.0	202.9	196.7	223.8	214.3	180.0	197.1	206.2	205.7	194.7
	25-29	238.1	229.1	265.8	225.7	235.0	287.5	266.2	213.7	228.0	262.9	242.8	227.7
	30-34	274.3	260.8	330.9	249.9	272.1	423.7	314.8	249.4	274.9	319.3	283.1	254.4
	35-39	316.1	302.7	395.4	268.1	317.6	504.6	366.9	284.8	314.5	388.0	328.3	286.8
	40-44	357.0	348.4	461.5	281.1	368.0	590.9	448.3	301.6	340.7	440.2	405.1	307.0
	45-49	379.8	395.0	544.9	296.2	400.9	650.7	517.6	328.9	363.1	497.3	477.4	329.7
	50-54	391.3	405.3	613.1	302.8	412.4	603.4	550.2	325.7	360.8	542.5	494.2	329.0
	55-59	392.9	395.9	521.4	272.5	405.0	505.9	499.2	303.4	337.6	553.8	486.8	311.1
	60-64	301.9	258.7	361.1	215.9	276.5	293.9	357.4	241.1	250.4	522.4	474.9	239.7
65-69	247.5	244.7	* 415.8	198.3	229.6	325.9	296.9	229.5	212.3	533.7	* 479.2	194.3	
On-year change (%)		1.4	-1.2	6.5	-1.8	-3.0	5.4	-1.3	0.3	1.1	0.8	-1.6	0.6
Average age (Years)		44.1	41.6	39.1	46.2	41.0	42.5	42.1	40.5	39.2	46.5	38.7	44.8
Length of service (Years)		14.2	15.0	12.5	12.1	13.6	15.5	13.8	9.5	9.2	14.0	8.0	9.4
Wage gap across age groups (Age 20 - 24 = 100)	Total age	158	161	177	130	164	220	188	149	146	218	168	141
	Age 20-24	100	100	100	100	100	100	100	100	100	100	100	100
	25-29	115	117	116	111	119	128	124	119	116	127	118	117
	30-34	133	133	144	123	138	189	147	139	139	155	138	131
	35-39	153	155	172	132	161	225	171	158	160	188	160	147
	40-44	173	178	201	139	187	264	209	168	173	213	197	158
	45-49	184	202	237	146	204	291	242	183	184	241	232	169
	50-54	190	207	267	149	210	270	257	181	183	263	240	169
	55-59	190	202	227	134	206	226	233	169	171	269	237	160
	60-64	146	132	157	106	141	131	167	134	127	253	231	123
65-69	120	125	181	98	117	146	139	128	108	259	233	100	
Female	Total age	224.0	200.4	288.0	203.4	213.4	268.2	282.7	186.9	204.5	307.4	247.0	207.3
	Age 20-24	187.3	171.9	213.6	184.8	182.0	196.6	222.1	171.8	181.3	195.6	202.3	179.6
	25-29	207.3	194.5	242.5	201.0	205.3	225.4	233.9	191.2	198.1	229.8	225.0	206.5
	30-34	214.2	204.6	282.1	213.9	216.6	267.3	287.3	200.6	217.8	264.6	242.6	213.8
	35-39	226.3	216.2	300.1	214.2	229.2	288.9	307.4	203.7	224.8	309.3	263.4	218.8
	40-44	238.6	219.1	342.5	218.8	236.8	290.9	311.9	209.1	230.0	350.2	266.5	226.1
	45-49	242.7	216.5	354.6	202.3	230.8	295.5	343.0	200.3	218.7	379.0	265.7	222.2
	50-54	245.1	206.6	423.8	203.2	222.7	300.5	327.0	185.1	217.1	418.7	270.8	211.7
	55-59	236.2	194.3	371.2	205.7	214.6	318.8	298.7	183.5	204.0	447.1	267.7	194.9
	60-64	202.6	162.2	247.6	169.8	172.1	307.1	297.3	166.5	171.6	454.1	235.6	170.8
65-69	205.3	160.3	* 235.3	172.7	168.0	305.7	* 231.4	170.7	164.9	* 421.2	216.4	155.7	
On-year change (%)		4.0	0.5	0.2	-0.1	-2.0	6.4	3.5	-0.1	-1.4	2.6	1.5	2.7
Average age (Years)		41.7	41.9	34.9	40.5	38.7	39.1	36.4	40.2	38.3	38.2	40.0	40.8
Length of service (Years)		11.4	11.1	8.0	8.6	9.1	10.5	8.6	7.2	7.5	9.8	7.9	6.7
Wage gap across age groups (Age 20 - 24 = 100)	Total age	120	117	135	110	117	136	127	109	113	157	122	115
	Age 20-24	100	100	100	100	100	100	100	100	100	100	100	100
	25-29	111	113	114	109	113	115	105	111	109	117	111	115
	30-34	114	119	132	116	119	136	129	117	120	135	120	119
	35-39	121	126	140	116	126	147	138	119	124	158	130	122
	40-44	127	127	160	118	130	148	140	122	127	179	132	126
	45-49	130	126	166	109	127	150	154	117	121	194	131	124
	50-54	131	120	198	110	122	153	147	108	120	214	134	118
	55-59	126	113	174	111	118	162	134	107	113	229	132	109
	60-64	108	94	116	92	95	156	134	97	95	232	116	95
65-69	110	93	110	93	92	155	104	99	91	215	107	87	

(6) Wage in terms of type of employment

Looking at wages by type of employment, wages for regular staff were 312,800 yen (average age 40.9 years, continuous service 12.7 years), and wages for non-regular staff were 195,900 yen (average age 45.1 years, continuous service 6.9 years). In the breakdown by gender, wages for male regular staff were 339,600 yen (on-year increase of 0.3%) and wages for male non-regular staff were 222,200 yen (on-year decrease of 2.9%), while wages for female regular staff were 248,800 yen (on-year increase of 2.0%), and wages for female non-regular staff were 172,200 yen (on-year increase of 0.8%).

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 63 (64 in the previous year) for men and women overall, 65 (68) for men and 69 (70) for women. Looking at the data by size of enterprise, wages of non-regular staff at large enterprises were 56 (60), in a breakdown by major industries, wages were 58 (59) for wholesale and retail trade industry and finance and insurance industry. (Figure6, Figure 7, Table 6, Table 8)

Figure6: Wage by type of employment, gender and age group

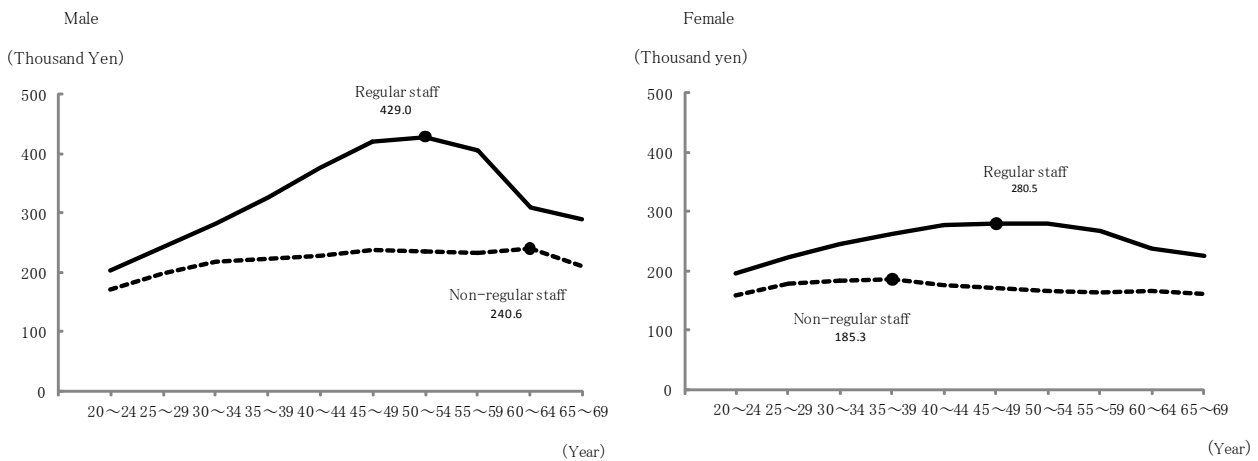


Figure 7: Wage by type of employment, size of enterprise and industry

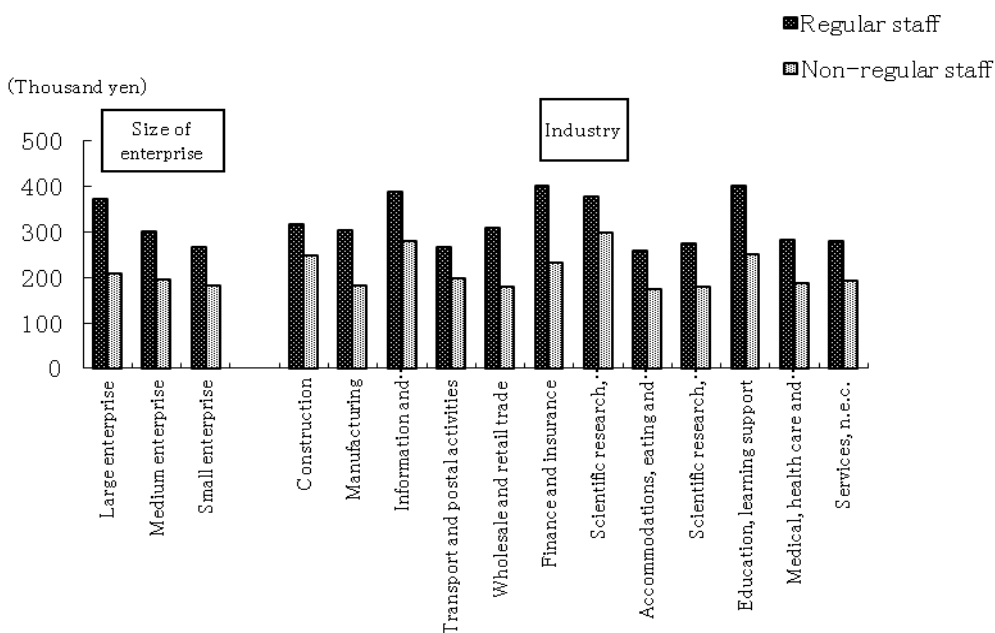


Table 6: Wage, year-on-year change and wage gap across types of employment, by type of employment, gender and age group

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	312.8	0.4	195.9	-1.1	63 (64)	339.6	0.3	222.2	-2.9	65 (68)	248.8	2.0	172.2	0.8	69 (70)
Age 20-24	200.5	0.7	164.5	-1.3	82 (84)	204.3	0.6	170.6	-0.8	84 (85)	196.2	0.9	159.9	-1.6	81 (84)
25-29	235.0	0.5	187.8	-0.1	80 (80)	242.6	0.7	199.2	0.5	82 (82)	222.5	0.1	177.9	-0.7	80 (81)
30-34	271.3	-0.1	198.8	0.3	73 (73)	282.8	-0.1	217.2	-0.1	77 (77)	244.7	0.8	183.9	0.2	75 (76)
35-39	309.5	-0.1	201.2	0.0	65 (65)	325.9	-0.3	223.3	-3.5	69 (71)	262.9	2.1	185.3	2.0	70 (71)
40-44	350.5	-0.4	193.4	0.4	55 (55)	375.5	-0.5	226.7	-2.5	60 (62)	276.4	2.2	175.0	1.6	63 (64)
45-49	383.7	0.5	191.5	0.9	50 (50)	420.1	0.7	237.2	0.6	56 (56)	280.5	1.9	171.3	0.5	61 (62)
50-54	389.8	0.3	190.3	-1.1	49 (50)	429.0	0.4	236.5	-3.2	55 (57)	280.3	2.9	166.6	0.8	59 (61)
55-59	372.5	0.3	193.9	-2.9	52 (54)	406.6	0.2	231.7	-7.8	57 (62)	267.8	2.8	163.1	1.6	61 (62)
60-64	291.1	1.1	219.3	-3.2	75 (79)	308.9	1.2	240.6	-4.3	78 (82)	237.1	-0.6	165.4	1.4	70 (68)
65-69	272.8	-2.6	197.2	-5.1	72 (74)	289.6	-3.2	210.4	-6.0	73 (75)	224.5	-2.0	161.6	4.0	72 (68)
Average age (Years)	40.9		45.1			41.7		47.3			38.9		43.1		
Length of service (Years)	12.7		6.9			13.9		7.8			9.8		6.2		

Note: Figures in round brackets () are data of 2010.

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	372.5	1.5	209.5	-4.7	56 (60)	400.2	1.3	238.8	-7.0	60 (65)	288.3	4.1	182.5	-0.6	63 (66)
Medium enterprise	303.0	-0.1	195.0	1.1	64 (64)	328.9	0.2	218.3	-0.6	66 (67)	248.3	0.9	174.0	1.8	70 (69)
Small enterprise	267.4	-0.6	183.0	-0.2	68 (68)	289.0	-1.0	210.6	-0.7	73 (73)	219.5	0.8	158.5	0.4	72 (73)

Note: Figures in round brackets () are data of 2010.

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	312.8	0.4	195.9	-1.1	63 (64)	339.6	0.3	222.2	-2.9	65 (68)	248.8	2.0	172.2	0.8	69 (70)
Construction	318.8	1.6	248.5	0.6	78 (79)	330.3	1.4	261.5	0.3	79 (80)	229.1	4.1	182.1	2.7	79 (81)
Manufacturing	304.5	-0.7	184.0	-1.5	60 (61)	324.5	-0.9	210.3	-2.5	65 (66)	217.3	1.1	155.4	-0.8	72 (73)
Information and communications	387.8	4.8	279.9	8.7	72 (70)	411.5	6.6	342.5	12.0	83 (79)	302.9	0.7	224.6	6.0	74 (70)
Transport and postal activities	266.2	-1.8	197.6	4.9	74 (69)	270.8	-2.0	208.7	5.5	77 (72)	219.2	-0.3	165.2	-1.4	75 (76)
Wholesale and retail trade	308.7	-2.1	179.1	-4.2	58 (59)	333.7	-2.4	206.9	-8.0	62 (66)	235.7	-1.3	163.2	-1.6	69 (69)
Finance and insurance	401.4	7.5	234.4	6.0	58 (59)	500.0	5.6	305.4	3.6	61 (62)	275.5	6.7	198.7	5.1	72 (73)
Scientific research, professional and technical services	379.7	-1.6	299.6	-14.2	79 (91)	406.8	-0.8	342.5	-12.5	84 (95)	289.7	1.4	245.6	15.4	85 (74)
Accommodations, eating and drinking services	258.3	0.2	174.6	-1.7	68 (69)	283.4	0.3	195.7	-1.5	69 (70)	204.3	0.5	159.9	-1.5	78 (80)
Living-related and personal services and amusement services	275.7	0.7	181.6	0.1	66 (66)	306.8	0.6	200.1	3.4	65 (63)	224.6	-0.5	170.3	-2.0	76 (77)
Education, learning support	403.4	1.0	251.4	4.1	62 (60)	462.0	1.2	293.7	2.8	64 (63)	319.9	2.7	214.5	4.7	67 (66)
Medical, health care and welfare	284.2	-0.3	189.0	1.9	67 (65)	358.7	-2.6	226.5	3.9	63 (59)	256.8	1.1	178.5	1.5	70 (69)
Services, n.e.c.	281.2	1.8	194.2	-1.2	69 (71)	298.6	1.8	203.1	-2.5	68 (71)	227.2	3.9	182.9	-0.7	81 (84)

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 2010.

(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 30 to 34, 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, wages are broadly higher as age-group increases for both men and women. Looking at the quartile spread by level of education, wages for graduates of a university or graduate school were higher 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)

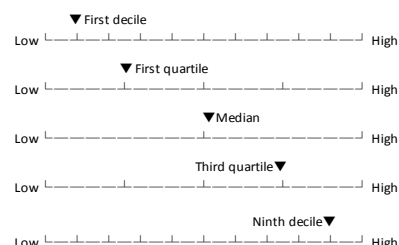
Table 9: Distribution of workers by gender, wage group and age group (2-1)

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	0.2	0.3	0.1	0.1	0.1	0.1	0.1	0.1	0.2	0.5	1.1
100.0 ~ 119.9	0.5	1.1	0.5	0.3	0.2	0.2	0.3	0.4	0.6	1.6	3.2
120.0 ~ 139.9	1.6	3.2	1.7	1.0	0.8	0.7	0.7	1.0	1.7	4.3	10.8
140.0 ~ 159.9	2.9	7.1	3.6	2.0	1.4	1.4	1.1	1.5	2.4	7.0	12.0
160.0 ~ 179.9	4.8	16.7	6.2	3.8	2.3	2.0	1.9	2.2	3.2	10.3	11.3
180.0 ~ 199.9	6.3	23.6	11.1	6.4	3.9	2.8	2.3	2.6	3.5	10.1	9.4
200.0 ~ 219.9	7.9	22.2	17.1	9.3	5.5	3.9	3.4	3.5	4.1	10.5	9.4
220.0 ~ 239.9	7.9	12.6	17.4	11.8	7.3	4.8	3.9	4.0	4.3	8.0	6.3
240.0 ~ 259.9	7.7	6.4	14.2	12.5	8.7	6.1	4.5	4.4	4.4	7.6	6.4
260.0 ~ 279.9	7.1	3.3	9.7	12.2	9.6	6.2	5.1	4.4	4.4	5.9	5.4
280.0 ~ 299.9	6.5	1.6	6.9	10.0	9.9	7.4	5.4	4.3	4.5	4.7	3.3
300.0 ~ 319.9	6.0	0.9	4.3	7.8	9.1	7.5	5.4	5.0	5.2	4.3	3.1
320.0 ~ 339.9	5.1	0.3	2.2	5.7	8.0	7.3	5.7	4.7	4.7	3.3	1.8
340.0 ~ 359.9	4.7	0.2	1.5	4.6	6.7	6.8	5.8	5.3	5.3	3.0	1.4
360.0 ~ 399.9	7.5	0.2	1.7	5.7	9.8	11.1	11.0	10.3	9.5	3.8	2.9
400.0 ~ 449.9	6.9	0.1	0.8	3.0	7.2	10.4	11.3	11.1	10.7	4.1	3.1
450.0 ~ 499.9	4.8	0.0	0.4	1.5	3.8	7.0	8.6	9.3	8.8	2.4	1.1
500.0 ~ 599.9	5.7	0.1	0.2	1.1	3.4	7.7	11.3	11.6	11.5	3.4	2.3
600.0 ~ 699.9	2.9	0.0	0.3	0.5	0.9	3.5	6.1	6.6	5.6	2.3	1.7
700.0 ~ 799.9	1.4	-	0.1	0.1	0.5	1.6	2.9	3.7	2.6	1.3	1.6
800.0 ~ 899.9	0.7	-	0.0	0.1	0.2	0.6	1.7	1.7	1.3	0.6	1.1
900.0 ~ 999.9	0.3	-	0.0	0.0	0.1	0.3	0.6	1.0	0.5	0.3	0.2
1000.0 ~ 1199.9	0.3	0.0	0.0	0.2	0.2	0.3	0.5	0.6	0.4	0.4	0.4
1200.0 ~	0.3	-	-	0.0	0.2	0.4	0.6	0.7	0.4	0.4	0.5
Average	328.3	200.7	238.5	277.8	319.9	368.1	411.1	417.9	390.8	281.4	257.5
First decile	180.3	155.9	174.3	189.4	204.7	214.4	222.1	213.0	190.8	152.0	131.8
First quartile	222.2	176.6	202.2	223.6	247.7	269.7	287.0	283.6	262.6	182.2	156.8
Median	289.1	198.2	230.9	264.3	300.7	338.9	376.4	385.2	365.8	233.2	204.1
Third quartile	389.8	220.9	265.6	313.1	365.5	430.7	492.0	505.0	484.0	320.4	278.5
Ninth decile	520.3	248.4	305.9	372.9	444.9	548.7	633.0	658.9	611.3	464.4	418.9
Decile dispersion coefficient	0.59	0.23	0.29	0.35	0.40	0.49	0.55	0.58	0.57	0.67	0.70
	(0.57)	(0.23)	(0.28)	(0.34)	(0.39)	(0.47)	(0.51)	(0.55)	(0.56)	(0.68)	(0.79)
Quartile dispersion coefficient	0.29	0.11	0.14	0.17	0.20	0.24	0.27	0.29	0.30	0.30	0.30
	(0.29)	(0.11)	(0.13)	(0.17)	(0.19)	(0.23)	(0.26)	(0.27)	(0.30)	(0.31)	(0.31)

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 forth 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.

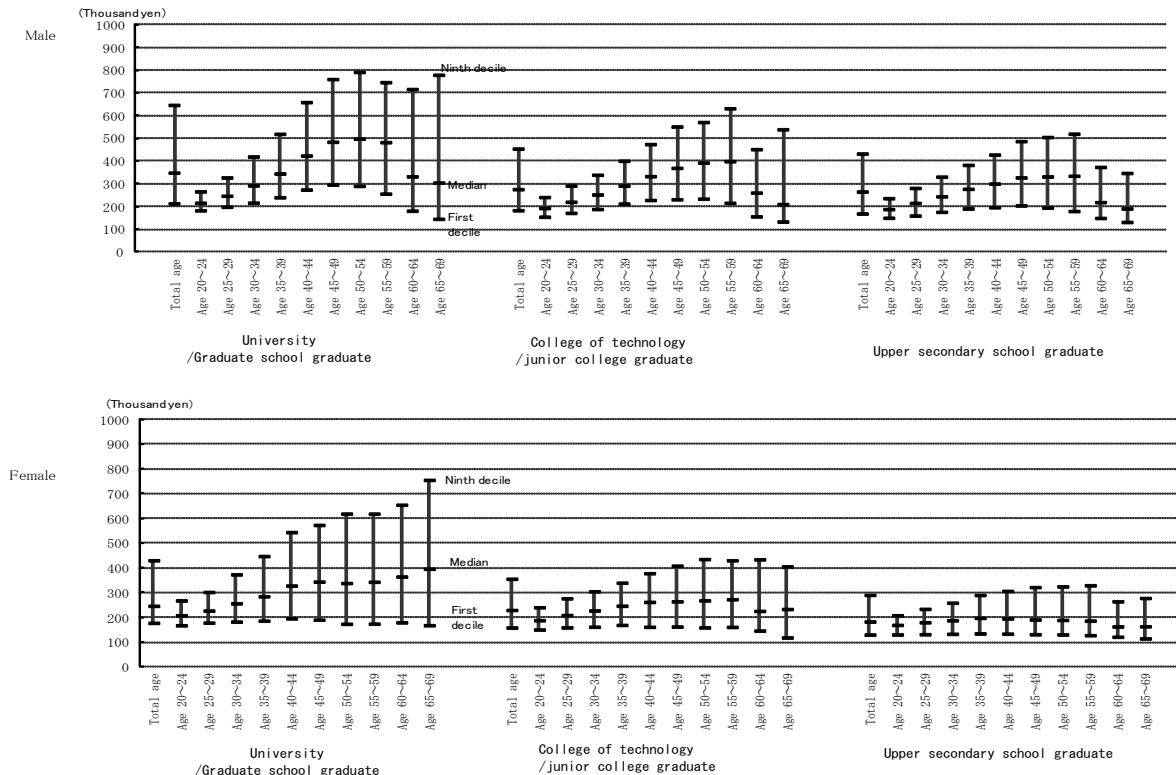
$$\text{Decile dispersion coefficient} = \frac{\text{Ninth decile} - \text{First decile}}{2 \times \text{Median}} \quad \text{Quartile dispersion coefficient} = \frac{\text{Third quartile} - \text{First quartile}}{2 \times \text{Median}}$$

3) Figures in round brackets () are data of 2010.

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)	0.7	0.5	0.3	0.4	0.5	0.8	0.7	1.0	1.8	5.0	
100.0 ~ 119.9	2.7	2.1	1.6	1.9	2.1	2.4	2.7	3.0	4.0	7.1	8.0
120.0 ~ 139.9	6.3	6.1	4.1	4.2	4.2	5.4	6.7	7.3	8.7	15.3	15.5
140.0 ~ 159.9	10.1	13.0	7.5	7.2	7.0	8.7	10.1	11.0	12.8	18.5	17.9
160.0 ~ 179.9	12.0	20.6	11.7	10.1	8.9	9.6	10.2	10.6	11.5	14.1	15.1
180.0 ~ 199.9	12.3	20.6	16.6	11.3	10.5	9.9	9.8	10.3	9.6	9.0	8.7
200.0 ~ 219.9	11.3	16.4	17.1	12.9	10.2	8.7	8.3	8.2	8.0	7.9	5.9
220.0 ~ 239.9	9.6	10.6	14.3	13.3	10.0	7.6	7.3	6.8	6.8	5.0	5.0
240.0 ~ 259.9	7.4	4.3	10.0	10.7	9.7	7.0	6.7	5.9	5.4	3.6	3.4
260.0 ~ 279.9	6.1	2.5	6.5	8.4	8.8	7.5	6.0	5.2	4.7	2.5	2.4
280.0 ~ 299.9	4.6	1.9	4.0	5.7	6.7	6.4	4.3	5.1	4.2	2.5	1.4
300.0 ~ 319.9	3.7	0.8	2.6	4.2	5.4	5.2	4.8	4.2	3.8	2.0	1.9
320.0 ~ 359.9	4.9	0.4	2.3	5.1	7.1	7.7	7.3	5.9	6.0	2.6	2.1
360.0 ~ 399.9	3.0	0.1	0.8	2.3	4.0	4.9	5.1	5.0	4.0	1.7	2.1
400.0 ~ 449.9	2.1	0.1	0.4	0.8	1.9	3.5	4.3	4.1	3.8	1.5	1.3
450.0 ~ 499.9	1.2	-	0.2	0.4	0.9	1.9	2.5	2.2	2.1	1.5	1.4
500.0 ~ 599.9	1.2	0.0	0.2	0.5	1.1	1.6	2.0	2.5	2.2	1.9	1.1
600.0 ~ 699.9	0.5	0.0	0.0	0.5	0.4	0.6	0.8	1.1	0.8	0.8	0.9
700.0 ~ 799.9	0.2	-	0.0	0.0	0.2	0.4	0.3	0.3	0.3	0.5	0.2
800.0 ~ 899.9	0.1	-	0.0	0.0	0.1	0.1	0.1	0.2	0.2	0.1	0.3
900.0 ~ 999.9	0.1	-	0.0	0.1	0.0	0.1	0.1	0.1	0.0	0.0	0.1
1000.0 ~	0.1	-	0.0	0.1	0.2	0.2	0.2	0.2	0.1	0.2	0.3
Average (Thousand yen)	231.9	190.7	215.0	233.1	247.5	254.1	253.2	251.9	239.3	205.2	198.0
1st decile (Thousand yen)	140.7	142.7	151.5	151.1	149.7	143.2	139.9	137.6	132.0	121.7	113.5
1st quartile (Thousand yen)	169.1	163.6	179.9	182.5	184.1	176.1	169.6	165.7	157.6	140.9	135.9
Median (Thousand yen)	209.9	186.9	209.6	223.1	233.3	231.6	224.7	216.9	205.4	170.2	163.8
3rd quartile (Thousand yen)	268.4	213.8	243.4	267.4	288.2	304.5	310.7	304.3	291.1	224.3	214.7
9th decile (Thousand yen)	344.2	240.7	281.9	319.0	350.5	384.6	401.5	406.2	392.7	331.2	316.3
Decile dispersion coefficient	0.48	0.26	0.31	0.38	0.43	0.52	0.58	0.62	0.63	0.62	0.62
	(0.47)	(0.25)	(0.30)	(0.37)	(0.42)	(0.51)	(0.57)	(0.60)	(0.63)	(0.64)	(0.70)
Quartile dispersion coefficient	0.24	0.13	0.15	0.19	0.22	0.28	0.31	0.32	0.33	0.25	0.24
	(0.23)	(0.13)	(0.15)	(0.19)	(0.22)	(0.27)	(0.30)	(0.32)	(0.30)	(0.26)	(0.26)

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 graduates of a university, and the group aged 55 to 59 for graduates of a college of technology or junior college and graduates of an upper secondary school, and amongst women the peak was in the group aged 55 to 59 for graduates of a university and graduates of an upper secondary school, and the group aged 50 to 54 for graduates of a college of technology or junior college.

Taking the wages of the group aged 20 to 24 as 100 and breaking down by level of education, amongst men, the wage for the group aged 50 to 54 which was the peak group for graduates of a university was 255, the wage for the group aged 55 to 59 which was the peak group for graduates of a college of technology or junior college and graduates of an upper secondary school was 273 for graduates of a college of technology or junior college and 229 for graduates of an upper secondary school. Amongst women, the wage for the group aged 55 to 59 which was the peak group for graduates of a university and graduates of an upper secondary school was 233 for graduates of a university and 189 for graduates of an upper secondary school, and the wage for the group aged 50 to 54 which was the peak group for graduates of a college of technology or junior college was 218(Figure 9, Table 10).

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

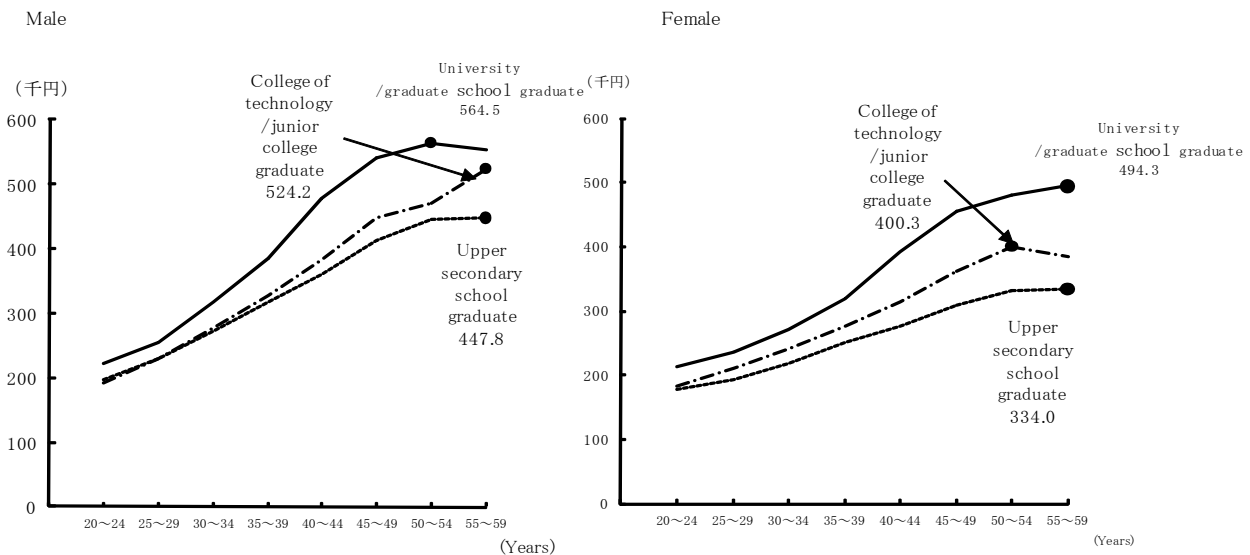


Table 10: Wage, year-on-year change and wage gap across age groups of standard workers, by level of education, gender and age group

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	394.4	0.5	178	309.5	2.0	161	322.2	-0.9	164
	Age 20-24	221.4	1.5	100	191.9	-0.4	100	195.9	1.5	100
	25-29	255.2	0.9	115	229.1	-1.0	119	230.8	-2.4	118
	30-34	316.8	-1.0	143	276.5	2.3	144	273.3	0.7	140
	35-39	386.2	-1.5	174	327.1	0.1	170	317.6	-0.6	162
	40-44	477.4	-0.3	216	382.1	2.7	199	361.1	-1.7	184
	45-49	542.2	1.6	245	449.1	1.3	234	412.5	-1.3	211
	50-54	564.5	-0.6	255	469.9	-1.0	245	446.8	-0.4	228
	55-59	553.9	-0.4	250	524.2	6.0	273	447.8	-0.5	229
Female	Total age	259.7	1.5	122	240.1	1.2	131	228.0	1.3	129
	Age 20-24	212.4	1.0	100	183.7	-0.3	100	176.5	0.3	100
	25-29	235.2	0.8	111	209.5	-1.7	114	194.1	-2.4	110
	30-34	272.0	-1.4	128	240.1	-1.6	131	219.2	0.0	124
	35-39	318.8	-0.9	150	275.0	0.3	150	250.8	-1.2	142
	40-44	392.8	-0.9	185	312.7	0.0	170	275.5	-1.1	156
	45-49	454.0	6.2	214	362.3	5.5	197	308.2	1.9	175
	50-54	480.0	-0.2	226	400.3	2.7	218	330.8	-4.0	187
	55-59	494.3	9.3	233	384.9	-1.1	210	334.0	0.8	189

(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 324,200 yen for production workers in the group aged 55 to 59, and 491,700 yen for supervisory, clerical and technical workers in the group aged 50 to 54. Amongst women the peak was 186,400 yen for production workers in the group aged 35 to 39, and 267,700 yen for supervisory, clerical and technical workers in the group aged 50 to 54 (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	266.4	-0.4	139	384.3	-0.8	183	174.7	1.8	107	237.8	0.0	127
Age 20-24	192.1	0.6	100	210.2	1.2	100	162.6	-0.2	100	187.1	-2.3	100
25-29	217.4	-0.1	113	249.9	1.5	119	171.1	-2.3	105	214.2	-2.0	114
30-34	242.4	-1.3	126	292.6	-0.6	139	180.4	1.0	111	228.2	-1.6	122
35-39	274.6	-0.7	143	343.7	-0.2	164	186.4	0.1	115	243.0	-2.7	130
40-44	298.3	0.3	155	404.1	-1.6	192	186.0	2.1	114	260.1	1.1	139
45-49	320.9	1.5	167	461.8	-1.2	220	185.2	5.0	114	262.2	0.4	140
50-54	320.5	-2.9	167	491.7	-0.2	234	177.4	3.0	109	267.7	3.3	143
55-59	324.2	-1.4	169	490.1	0.6	233	173.1	2.7	106	256.7	-0.4	137
60-64	226.5	-0.7	118	313.5	-5.4	149	150.3	1.3	92	206.2	1.3	110
Average age (Years)	40.4			43.2			43.6			39.6		
Length of service (Years)	13.7			17.0			10.5			12.0		

(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 650,600 yen for senior positions (on-year increase of 1.6%), 522,100 yen for middle management level (on-year increase of 1.4%) and 393,400 yen for lower management level (on-year increase of 0.3%), and for women wages were 559,300 yen for senior positions (on-year increase of 4.5%), 441,200 yen for middle management level (on-year increase of 2.2%) and 360,400 for lower management level (on-year increase of 5.3%) (Table 12).

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-managerials 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-managerials at age 20 to 24 = 100)	Average age (Years)
Senior position	650.6	1.6	314 (313)	51.8	559.3	4.5	275 (270)	52.0
Middle management level	522.1	1.4	252 (251)	47.4	441.2	2.2	217 (217)	47.4
Lower management level	393.4	0.3	190 (191)	43.6	360.4	5.3	177 (172)	43.4
Non-managerial workers (Age 20-24)	207.2	1.1	100 (100)		203.2	2.4	100 (100)	

Note: Figures in round brackets () are data of 2010.

2 Wage of part-time workers

(1) Wage by age group

Hourly wages for part-time workers were 1,092 yen for men (on-year increase of 1.0%) and 988 for women (on-year increase of 0.9%). For men wages were 1,000 yen or over 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 40s, and at the 900 yen level for ages 50 or over (Figure 10, Table 13).

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

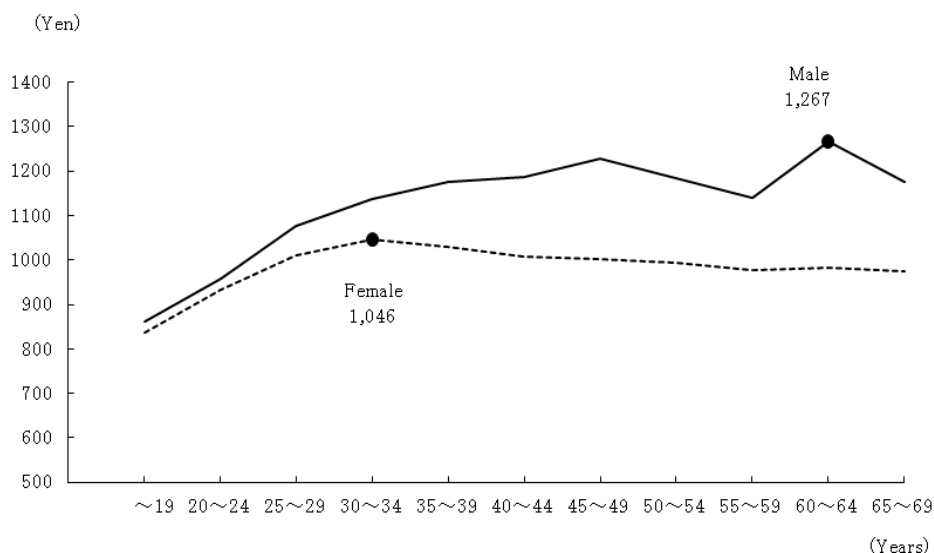


Table 13: Hourly wage, year-on-year change and wage gap across age groups of part-time workers, by gender and age group

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	1,092	1.0	114	988	0.9	106
Age 19 and under	862	0.7	90	838	0.2	90
20-24	958	0.5	100	932	0.4	100
25-29	1,076	1.4	112	1,010	0.3	108
30-34	1,137	-1.1	119	1,046	1.9	112
35-39	1,176	2.7	123	1,030	2.3	111
40-44	1,188	3.4	124	1,008	1.3	108
45-49	1,228	3.3	128	1,002	0.4	108
50-54	1,185	0.0	124	993	1.0	107
55-59	1,140	1.6	119	978	0.8	105
60-64	1,267	5.1	132	984	0.4	106
65-69	1,175	-0.5	123	976	0.7	105
Average age (Years)	41.5			45.0		
Average days worked (Days)	15.9			17.3		
Average scheduled hours worked per day (Hours)	5.4			5.2		
Length of service (Years)	4.8			5.6		

(2) Wage by size of enterprise

Looking at hourly wages by size of enterprise, for men wages were 1,053 yen for large enterprises (on-year increase of 1.0%), 1,113 yen for medium enterprises (on-year decrease of 0.2%) and 1,119 yen for small enterprises (on-year increase of 2.1%), and for women wages were 986 yen for large enterprises (on-year increase of 1.6%), 990 yen for medium enterprises (on-year decrease of 1.0%), and 988 yen for small enterprises (on-year increase of 1.9%)(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	1,053	1.0	100	986	1.6	100
Medium enterprise	1,113	-0.2	106	990	-1.0	100
Small enterprise	1,119	2.1	106	988	1.9	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	1,092	1.0	100
	Manufacturing	1,172	2.1	107
	Transport and postal activities	1,121	0.9	103
	Wholesale and retail trade	989	1.4	91
	Accommodations, eating and drinking services	916	-0.8	84
	Services, n.e.c.	1,078	-0.5	99
Female	Industries covered	988	0.9	100
	Manufacturing	897	1.5	91
	Wholesale and retail trade	921	0.9	93
	Accommodations, eating and drinking services	890	0.0	90
	Medical, health care and welfare	1,221	0.7	124
	Services, n.e.c.	963	2.0	97

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'.

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	284.4	332.2	267.0	257.4	318.7	370.4	301.1	279.6	213.6	237.3	207.4	196.4
	Age 20-24	181.4	192.1	177.9	175.9	188.1	207.0	181.5	185.1	176.0	182.3	175.0	160.6
	25-29	206.2	222.6	200.6	196.4	213.1	234.5	207.5	199.7	195.5	208.1	189.7	188.1
	30-34	238.8	275.3	225.6	221.8	253.5	295.9	236.2	236.6	205.5	222.7	203.5	184.7
	35-39	273.7	312.2	256.2	239.0	294.7	336.9	277.6	250.2	228.3	254.3	217.5	202.0
	40-44	299.3	347.0	277.6	262.6	330.5	377.5	307.6	290.7	232.4	268.9	220.5	201.2
	45-49	329.3	396.7	308.2	273.9	375.4	429.0	358.9	307.9	225.3	269.0	218.5	198.0
	50-54	363.7	427.9	343.0	332.7	405.8	467.7	386.6	363.3	244.5	269.7	238.9	234.2
	55-59	354.3	444.9	329.4	309.2	396.9	473.6	376.7	340.2	226.8	280.2	219.5	210.4
	60-64	234.5	279.9	206.8	242.2	252.4	296.0	219.0	253.6	187.1	197.9 *	189.1 *	156.4
65-69	200.6 *	207.9	198.7	200.4	220.3 *	222.3	224.8	218.2	143.7 *	128.3 *	120.4	152.8	
Services, n.e.c.	Total age	254.2	275.1	243.2	252.4	274.8	299.8	265.2	268.2	207.3	223.6	198.2	206.7
	Age 20-24	188.3	198.6	184.3	181.8	194.7	204.1	191.6	187.4	179.6	190.2	176.4	172.3
	25-29	219.6	233.2	215.1	210.2	227.7	237.6	226.1	218.5	206.5	225.8	200.3	192.3
	30-34	240.1	248.1	235.8	238.0	254.4	262.7	251.8	250.8	213.8	227.6	208.4	202.1
	35-39	265.8	280.2	255.3	265.9	286.8	309.7	275.5	281.4	218.8	225.4	213.4	219.1
	40-44	281.0	305.0	271.2	272.4	307.0	336.7	301.4	289.9	226.1	245.4	211.6	227.2
	45-49	294.5	330.3	277.8	285.1	329.7	376.2	316.4	307.1	222.2	230.7	213.8	228.1
	50-54	295.5	329.7	290.0	282.2	329.0	367.0	328.6	305.1	211.7	207.8	205.2	223.2
	55-59	284.1	324.5	268.5	279.8	311.1	345.7	300.5	301.3	194.9	218.3	181.9	204.6
	60-64	227.5	251.8	214.7	233.4	239.7	262.1	227.4	245.8	170.8 *	205.3	156.9	173.3
65-69	186.8	200.7	174.0	202.6	194.3	206.5	180.2	211.8	155.7	159.9	149.8	164.4	

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		
	2011	2010	2011	2010	2011	2010	2011	2010	2011	2010	2011	2010	
Enterprises covered	Total age	312.8	311.5	195.9	198.1	339.6	338.5	222.2	228.8	248.8	244.0	172.2	170.9
	Age 20-24	200.5	199.1	164.5	166.6	204.3	203.1	170.6	172.0	196.2	194.4	159.9	162.5
	25-29	235.0	233.8	187.8	188.0	242.6	240.8	199.2	198.3	222.5	222.2	177.9	179.1
	30-34	271.3	271.7	198.8	198.3	282.8	283.0	217.2	217.4	244.7	242.7	183.9	183.6
	35-39	309.5	309.8	201.2	201.1	325.9	326.9	223.3	231.5	262.9	257.6	185.3	181.7
	40-44	350.5	351.9	193.4	192.7	375.5	377.2	226.7	232.4	276.4	270.4	175.0	172.2
	45-49	383.7	381.8	191.5	189.7	420.1	417.2	237.2	235.7	280.5	275.2	171.3	170.5
	50-54	389.8	388.6	190.3	192.5	429.0	427.2	236.5	244.4	280.3	272.3	166.6	165.3
	55-59	372.5	371.5	193.9	199.7	406.6	405.7	231.7	251.3	267.8	260.4	163.1	160.5
	60-64	291.1	287.8	219.3	226.6	308.9	305.3	240.6	251.3	237.1	238.5	165.4	163.1
65-69	272.8	280.0	197.2	207.7	289.6	299.2	210.4	223.8	224.5	229.0	161.6	155.4	
Large enterprise	Total age	372.5	367.1	209.5	219.8	400.2	395.0	238.8	256.7	288.3	277.0	182.5	183.6
	Age 20-24	214.8	210.1	175.9	178.7	215.0	212.4	185.0	184.7	214.3	207.0	167.9	174.0
	25-29	255.6	251.5	201.2	197.9	261.7	257.8	215.3	210.7	244.4	239.4	187.2	187.3
	30-34	304.9	300.4	211.7	211.1	317.1	311.3	227.8	229.9	271.9	267.7	198.0	196.6
	35-39	354.7	351.7	208.5	215.1	371.9	369.4	230.3	243.9	297.0	290.7	194.8	193.1
	40-44	419.8	420.8	201.0	207.2	444.9	444.1	235.5	244.3	328.4	319.8	182.6	186.0
	45-49	477.7	466.0	201.2	202.3	507.4	494.7	245.0	243.3	348.3	328.8	183.0	184.5
	50-54	494.0	486.3	194.7	196.5	523.9	514.1	239.6	243.1	355.9	343.0	172.5	176.0
	55-59	461.8	462.1	210.6	238.8	483.2	485.6	261.4	308.3	347.1	326.3	171.7	171.4
	60-64	369.0	381.5	241.7	270.7	385.3	400.7	262.3	294.1	316.1	330.4	171.0	168.2
65-69	441.4	408.9	229.6	294.7	512.8	488.6	250.2	310.7	321.3	295.5	167.7	165.4	
Medium enterprise	Total age	303.0	303.3	195.0	192.9	328.9	328.3	218.3	219.7	248.3	246.1	174.0	170.9
	Age 20-24	200.1	197.8	165.6	164.1	202.3	200.3	168.1	166.5	197.6	194.6	163.5	162.2
	25-29	232.0	230.1	186.7	186.1	238.7	234.8	195.4	192.2	221.9	222.7	180.1	181.2
	30-34	265.5	265.6	197.7	195.6	275.0	275.3	215.2	214.7	246.4	243.5	183.7	180.7
	35-39	301.8	302.2	203.5	198.4	316.3	317.5	218.1	225.6	264.6	258.3	191.7	183.7
	40-44	336.5	338.5	194.2	188.0	359.4	361.6	223.5	224.3	275.8	271.3	176.8	170.3
	45-49	363.4	368.1	189.8	186.7	400.1	401.3	232.2	233.7	274.9	282.0	170.9	168.2
	50-54	378.6	378.8	193.5	195.9	418.9	420.1	243.8	251.5	280.9	272.9	167.2	165.3
	55-59	369.4	369.9	188.7	190.1	409.8	406.6	224.0	234.1	266.1	265.3	161.8	160.8
	60-64	305.4	291.3	216.0	212.3	326.6	309.7	235.0	232.7	246.5	241.3	167.8	165.4
65-69	287.7	313.1	191.4	195.8	303.6	346.8	201.0	208.2	229.0	236.7	165.5	162.6	
Small enterprise	Total age	267.4	269.1	183.0	183.4	289.0	291.8	210.6	212.0	219.5	217.7	158.5	157.9
	Age 20-24	184.8	188.8	153.2	158.2	192.1	195.1	159.5	166.8	178.0	183.2	149.4	152.4
	25-29	215.1	219.4	170.7	176.3	224.5	228.6	181.9	191.2	200.2	204.5	160.8	161.6
	30-34	247.0	253.0	181.2	183.1	258.7	265.4	204.2	202.5	218.6	220.2	163.0	168.6
	35-39	273.9	277.4	187.0	186.6	289.2	294.4	225.1	222.6	231.2	227.7	160.7	161.7
	40-44	290.9	293.1	183.6	185.6	312.7	315.6	222.4	233.0	230.7	231.6	164.0	161.5
	45-49	303.2	306.1	184.0	182.6	330.6	336.8	237.5	231.6	241.1	234.6	159.4	160.6
	50-54	303.9	306.7	180.9	182.9	333.4	337.0	221.9	233.1	239.3	234.6	159.7	155.0
	55-59	304.4	301.2	186.5	181.4	331.9	329.7	217.9	221.0	234.0	227.5	156.4	151.5
	60-64	260.5	260.9	200.9	202.6	276.8	278.0	223.1	226.3	209.4	210.5	158.6	156.8
65-69	242.6	246.0	192.1	184.9	256.4	258.0	206.2	197.9	204.1	207.6	155.6	145.5	

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	6.1	5.0	9.3	6.5	3.1	11.5	15.2	13.3	8.6	5.5
	25-29	11.0	14.3	14.1	8.3	5.4	15.0	29.0	15.4	8.4	4.9
	30-34	12.8	14.8	17.4	10.8	6.5	13.0	18.7	15.0	9.0	4.8
	35-39	15.2	15.7	19.8	14.4	8.9	12.9	13.1	14.8	11.8	5.9
	40-44	13.9	14.3	15.0	13.8	8.8	11.7	8.7	12.5	13.1	7.3
	45-49	11.8	12.3	9.7	12.4	7.5	10.9	6.1	11.2	13.5	5.5
	50-54	10.4	10.7	6.9	11.2	9.6	9.7	4.8	9.4	12.5	9.1
	55-59	9.8	7.9	4.7	11.4	20.4	8.2	2.8	5.8	11.8	23.6
	60-64	6.4	4.1	2.5	7.8	19.8	4.7	1.2	2.2	7.2	21.8
65-69	1.3	0.7	0.4	1.4	6.5	1.0	0.2	0.3	1.4	6.9	
Percentage distribution by level of education (All level of education = 100)	Total age	100.0	37.1	11.1	46.8	5.0	100.0	22.0	32.3	42.7	3.0
	Age 20-24	100.0	30.3	17.0	50.1	2.6	100.0	29.2	37.5	31.8	1.4
	25-29	100.0	48.3	14.2	35.0	2.5	100.0	42.3	33.0	23.7	1.0
	30-34	100.0	42.8	15.1	39.5	2.6	100.0	31.7	37.3	29.8	1.1
	35-39	100.0	38.2	14.5	44.4	2.9	100.0	22.4	37.1	39.1	1.4
	40-44	100.0	38.3	12.0	46.4	3.2	100.0	16.3	34.3	47.5	1.9
	45-49	100.0	38.6	9.1	49.1	3.2	100.0	12.4	33.2	52.8	1.5
	50-54	100.0	38.0	7.4	50.0	4.6	100.0	10.8	31.2	55.2	2.9
	55-59	100.0	29.9	5.3	54.3	10.5	100.0	7.4	22.6	61.3	8.7
	60-64	100.0	23.7	4.4	56.4	15.5	100.0	5.8	15.3	65.0	13.9
65-69	100.0	19.9	3.2	51.8	25.0	100.0	4.0	11.2	62.9	21.8	

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	6.1	6.5	6.7	4.9	11.5	11.9	11.6	10.9
	25-29	11.0	11.7	11.6	9.7	15.0	17.4	15.3	12.8
	30-34	12.8	12.3	13.2	12.8	13.0	13.7	13.6	11.6
	35-39	15.2	15.0	15.7	14.8	12.9	14.0	12.9	11.9
	40-44	13.9	14.9	13.4	13.2	11.7	13.0	11.3	11.3
	45-49	11.8	13.5	11.0	11.0	10.9	10.6	10.6	11.4
	50-54	10.4	11.0	10.1	10.2	9.7	8.5	9.6	10.8
	55-59	9.8	9.5	9.4	10.7	8.2	6.5	8.4	9.4
	60-64	6.4	4.3	6.4	8.7	4.7	3.3	4.4	6.4
65-69	1.3	0.4	1.3	2.2	1.0	0.5	0.8	1.6	
Percentage distribution by size of enterprise (All size of enterprises covered = 100)	Total age	100.0	32.4	36.4	31.2	100.0	26.3	41.2	32.5
	Age 20-24	100.0	34.6	40.2	25.2	100.0	27.3	41.7	31.0
	25-29	100.0	34.3	38.2	27.5	100.0	30.4	41.9	27.7
	30-34	100.0	31.2	37.7	31.1	100.0	27.8	43.2	29.0
	35-39	100.0	32.0	37.6	30.4	100.0	28.6	41.3	30.2
	40-44	100.0	34.9	35.3	29.8	100.0	29.1	39.7	31.2
	45-49	100.0	37.0	33.9	29.1	100.0	25.6	40.3	34.1
	50-54	100.0	34.2	35.4	30.4	100.0	23.0	40.8	36.2
	55-59	100.0	31.2	34.9	33.9	100.0	20.8	42.0	37.2
	60-64	100.0	21.7	36.3	42.1	100.0	18.1	38.2	43.7
65-69	100.0	10.2	36.6	53.2	100.0	12.6	32.7	54.6	

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.
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	6.1	3.8	5.1	7.1	8.2	5.4	3.0	6.6	6.6	4.4	3.2	8.2	9.8	2.4	10.2	5.3	4.5
	25-29	11.0	5.7	8.1	10.8	8.3	15.3	6.0	12.7	11.9	11.3	12.6	12.6	16.9	7.0	17.0	9.4	10.5
	30-34	12.8	7.6	11.1	12.6	11.5	18.4	9.1	13.8	9.0	12.4	14.7	14.8	16.2	10.6	17.7	11.6	11.8
	35-39	15.2	11.2	15.3	15.3	15.6	16.7	13.8	16.6	12.7	15.4	15.7	16.2	15.1	13.4	15.3	14.9	14.1
	40-44	13.9	12.2	13.2	14.3	15.4	15.5	14.3	14.2	16.2	15.0	14.9	12.8	11.5	12.1	11.5	12.7	11.8
	45-49	11.8	14.5	10.6	12.4	14.8	12.3	12.9	11.3	15.9	10.5	13.1	9.9	8.4	13.0	8.1	13.3	9.5
	50-54	10.4	15.6	11.3	10.2	13.3	8.7	13.2	10.2	13.0	8.4	10.1	8.6	7.2	13.3	7.3	15.3	9.2
	55-59	9.8	14.5	12.6	9.8	8.4	5.1	13.2	8.8	9.7	9.2	9.1	8.0	7.1	12.0	5.8	12.3	11.0
	60-64	6.4	11.4	9.1	5.1	2.0	2.1	11.2	4.2	4.7	10.1	5.2	6.0	5.2	12.2	4.2	4.1	12.5
65-69	1.3	2.1	1.8	0.8	0.2	0.3	2.3	0.8	0.4	2.4	0.9	1.1	1.6	3.1	1.2	0.6	3.6	
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	11.5	7.4	7.4	9.5	13.6	11.7	10.2	11.7	12.0	9.3	12.6	16.0	16.4	15.6	12.1	13.4	7.6
	25-29	15.0	3.7	11.9	10.4	9.1	23.1	13.8	17.6	18.4	19.7	19.9	14.9	18.2	17.7	14.7	12.4	14.9
	30-34	13.0	9.3	12.0	11.2	13.3	20.7	12.3	13.5	12.1	16.6	17.2	10.7	12.2	13.1	12.9	10.5	14.7
	35-39	12.9	13.6	15.3	13.1	19.5	16.4	14.2	13.4	12.3	13.9	16.6	9.0	10.2	13.1	11.8	14.3	14.3
	40-44	11.7	13.6	14.8	12.7	16.7	12.8	12.1	12.0	12.6	12.4	13.6	8.2	9.0	10.4	10.9	12.2	12.7
	45-49	10.9	16.7	11.9	11.8	11.0	8.3	11.2	10.1	11.0	9.5	9.4	7.7	8.4	10.0	11.6	12.2	10.5
	50-54	9.7	11.1	10.0	10.9	8.6	4.1	10.0	8.4	9.0	7.4	6.2	7.8	7.7	8.5	11.2	11.1	8.4
	55-59	8.2	13.0	9.5	11.1	4.2	1.7	8.6	6.8	6.9	5.0	2.9	9.6	8.7	6.1	8.7	8.5	7.6
	60-64	4.7	9.9	4.9	6.5	1.3	0.4	4.9	4.1	3.9	4.8	0.9	9.2	5.7	3.9	4.3	3.2	6.1
65-69	1.0	1.9	1.0	1.0	0.0	0.1	1.4	0.9	1.1	0.7	0.1	2.8	1.4	0.9	0.7	0.4	1.9	

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	90.3	9.7	91.3	8.7	88.4	11.6	91.6	8.4	77.9	22.1	76.0	24.0	76.5	23.5	81.3	18.7
	Age 20-24	89.4	10.6	91.3	8.7	88.1	11.9	88.7	11.3	84.8	15.2	86.3	13.7	84.7	15.3	83.7	16.3
	25-29	90.5	9.5	90.3	9.7	89.6	10.4	92.1	7.9	83.3	16.7	83.4	16.6	81.0	19.0	86.6	13.4
	30-34	92.4	7.6	91.7	8.3	90.9	9.1	94.8	5.2	81.0	19.0	77.6	22.4	80.0	20.0	85.7	14.3
	35-39	94.2	5.8	94.7	5.3	92.6	7.4	95.6	4.4	80.3	19.7	76.9	23.1	79.7	20.3	84.2	15.8
	40-44	95.0	5.0	95.9	4.1	93.6	6.4	95.8	4.2	78.0	22.0	77.2	22.8	76.5	23.5	80.7	19.3
	45-49	95.1	4.9	96.3	3.7	93.6	6.4	95.2	4.8	75.0	25.0	71.6	28.4	72.9	27.1	80.1	19.9
	50-54	94.2	5.8	95.2	4.8	92.9	7.1	94.7	5.3	75.0	25.0	68.2	31.8	73.7	26.3	80.8	19.2
	55-59	91.0	9.0	92.5	7.5	89.2	10.8	91.4	8.6	72.8	27.2	63.8	36.2	71.1	28.9	79.8	20.2
	60-64	59.8	40.2	41.6	58.4	52.1	47.9	75.7	24.2	55.5	44.5	43.0	57.0	49.8	50.2	65.6	34.4
65-69	59.5	40.5	41.6	58.4	51.0	49.0	68.8	31.2	57.9	42.1	56.0	44.0	43.1	56.9	67.2	32.8	
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	6.0	6.7	6.5	6.5	6.7	6.9	4.8	6.6	12.5	7.9	13.5	6.8	12.9	7.6	11.3	9.6
	25-29	11.0	10.8	11.6	12.9	11.7	10.4	9.8	9.2	16.1	11.4	19.1	12.0	16.2	12.4	13.7	9.2
	30-34	13.1	10.1	12.4	11.8	13.6	10.3	13.2	7.9	13.5	11.2	14.0	12.8	14.2	11.6	12.2	8.9
	35-39	15.8	9.2	15.6	9.1	16.4	10.0	15.5	7.9	13.3	11.5	14.1	13.4	13.4	11.2	12.4	10.1
	40-44	14.6	7.1	15.7	7.1	14.2	7.4	13.8	6.6	11.7	11.7	13.2	12.3	11.3	11.3	11.2	11.6
	45-49	12.4	6.0	14.2	5.6	11.6	6.1	11.4	6.3	10.5	12.3	10.0	12.5	10.1	12.3	11.2	12.2
	50-54	10.9	6.2	11.5	6.0	10.6	6.2	10.5	6.5	9.3	11.0	7.6	11.2	9.3	10.8	10.7	11.1
	55-59	9.9	9.2	9.6	8.1	9.5	8.7	10.6	11.0	7.7	10.2	5.5	9.8	7.8	10.4	9.3	10.2
	60-64	4.3	26.8	2.0	28.8	3.8	26.4	7.2	25.2	3.4	9.6	1.8	7.7	2.9	9.4	5.1	11.7
65-69	0.9	5.4	0.2	2.8	0.8	5.5	1.7	8.3	0.7	1.8	0.3	0.8	0.4	1.9	1.3	2.8	

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 technolog y/junior college graduate	Upper secondary school graduate	Lower secondary school graduate	
Male	Total age	13.3	15.9	12.7	11.3	12.6	11.3	14.0	16.0
	Age 20-24	2.5	2.6	2.4	2.4	1.3	2.1	3.3	2.7
	25-29	4.5	4.5	4.6	4.4	3.7	4.8	5.5	4.4
	30-34	7.5	8.2	7.3	6.9	6.7	7.6	8.3	6.9
	35-39	11.0	12.8	11.0	9.3	10.2	11.2	11.8	9.9
	40-44	14.5	17.3	14.4	11.4	14.7	14.6	14.5	12.2
	45-49	18.3	22.2	17.7	14.0	18.9	17.5	18.2	14.8
	50-54	21.0	26.1	20.5	16.0	21.8	20.4	20.6	20.6
	55-59	23.1	29.8	22.6	17.5	23.2	23.3	23.0	23.4
	60-64	17.2	21.4	16.4	15.7	17.0	17.1	16.9	18.7
65-69	15.0	14.0	12.8	16.7	14.9	18.0	13.4	18.1	
Female	Total age	9.0	10.2	8.4	8.8	6.7	8.9	10.1	12.3
	Age 20-24	2.2	2.1	2.2	2.2	1.3	2.1	3.0	2.2
	25-29	4.3	4.4	4.3	4.4	3.8	4.6	4.9	3.7
	30-34	6.6	7.0	6.6	6.4	6.0	6.9	7.0	4.5
	35-39	9.1	10.6	8.9	7.9	8.0	9.5	9.3	6.9
	40-44	10.8	13.4	10.4	8.9	11.6	11.2	10.4	7.8
	45-49	11.7	15.4	10.7	10.0	12.4	12.2	11.2	10.7
	50-54	13.4	17.0	12.6	12.1	14.6	14.2	12.8	13.1
	55-59	15.6	20.1	14.3	14.5	17.0	15.9	15.2	16.1
	60-64	15.0	16.2	13.9	15.4	18.2	14.6	14.8	14.9
65-69	16.6	19.5	14.1	17.4	23.1	15.9	16.0	17.4	

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	14.4	14.2	15.0	19.3	12.5	12.1	13.6	15.5	10.2	13.8	9.5	9.2	14.0	8.0	17.5	9.4
Age 20-24	2.5	2.9	2.7	3.1	2.9	1.6	2.6	2.1	1.5	1.8	1.8	2.4	2.0	1.5	1.8	1.9	2.1	
25-29	4.5	4.2	5.0	5.1	5.3	3.9	4.5	4.6	4.0	3.9	3.7	4.3	4.4	3.1	3.9	4.5	3.8	
30-34	7.5	7.8	8.8	8.2	12.3	6.7	6.8	7.8	7.7	6.5	6.5	6.3	6.6	5.4	5.8	8.8	6.2	
35-39	11.0	10.4	11.6	12.5	17.2	10.4	9.0	11.6	12.0	9.5	10.9	9.5	9.3	8.1	7.6	13.8	8.7	
40-44	14.5	12.0	14.2	16.4	21.8	15.4	11.0	15.1	17.0	12.4	15.2	11.2	11.8	12.2	9.8	18.1	11.0	
45-49	18.3	16.0	17.2	20.4	27.3	20.1	14.0	18.7	21.5	15.5	19.6	14.2	14.4	16.4	12.8	23.2	12.7	
50-54	21.0	16.9	20.1	23.4	31.6	23.5	16.9	23.0	24.9	16.2	22.4	14.6	15.9	19.7	14.2	27.1	13.8	
55-59	23.1	20.3	21.8	27.4	32.0	28.2	17.0	25.1	26.0	15.7	26.0	15.5	17.0	22.9	16.7	29.0	13.9	
60-64	17.2	20.2	19.3	22.4	12.2	21.8	14.1	19.3	16.2	8.8	18.5	11.4	12.5	20.4	12.9	16.2	9.5	
65-69	15.0	20.8	17.9	20.3	9.0	26.1	14.4	17.9	10.4	8.1	13.2	11.8	12.3	16.6	11.8	9.4	8.2	
Female	Total age	9.0	12.1	11.4	11.1	14.9	8.0	8.6	9.1	10.5	7.8	8.6	7.2	7.5	9.8	7.9	11.6	6.7
	Age 20-24	2.2	2.6	2.3	2.8	2.7	1.7	2.0	2.3	1.9	2.0	1.8	2.3	2.2	1.8	2.0	2.4	1.7
	25-29	4.3	4.9	4.6	4.9	5.1	3.9	4.1	4.5	4.5	4.0	4.1	4.4	4.2	4.1	4.3	5.1	3.2
	30-34	6.6	5.8	7.4	7.5	11.4	6.1	7.1	7.3	7.3	6.3	6.1	6.4	6.3	6.0	6.3	8.7	4.5
	35-39	9.1	8.3	10.4	10.9	15.7	8.3	8.7	9.6	10.6	8.9	9.2	7.8	8.2	8.8	8.0	12.5	5.9
	40-44	10.8	12.1	12.1	12.1	19.1	12.5	9.5	11.8	12.3	9.6	13.8	9.2	9.0	12.4	9.1	14.5	7.5
	45-49	11.7	13.2	13.3	13.4	23.6	15.7	9.8	12.2	14.3	11.5	12.1	8.6	10.0	14.5	9.9	14.7	8.7
	50-54	13.4	13.5	16.0	14.8	28.7	18.7	11.3	13.8	16.8	11.7	16.7	9.4	11.0	17.9	11.8	18.6	10.3
	55-59	15.6	18.1	18.6	17.9	26.1	27.4	15.5	16.2	20.9	12.1	19.4	10.5	13.3	22.4	13.0	19.9	10.5
	60-64	15.0	20.4	19.8	16.7	9.6	25.8	14.5	15.2	20.7	12.9	26.5	11.4	13.9	22.7	12.8	15.5	10.7
65-69	16.6	20.8	23.9	19.4	21.5	25.3	18.2	15.8	26.4	14.9	26.0	14.1	15.6	22.1	12.4	17.2	13.8	

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)	212.9	182.3	198.0	215.9	239.8	273.4	295.7	289.9	255.6	180.4	144.8
		Median (Thousand yen)	348.0	215.5	246.1	292.2	344.4	423.2	483.8	497.5	482.1	331.8	304.2
		Ninth decile (Thousand yen)	646.1	265.9	326.8	418.9	518.7	658.3	759.8	791.1	746.1	715.9	778.7
		Decile dispersion coefficient	0.62	0.19	0.26	0.35	0.40	0.45	0.48	0.50	0.51	0.81	1.04
	College of technology/junior college graduate	First decile (Thousand yen)	182.8	154.0	171.0	187.9	211.7	227.7	230.9	233.5	215.2	155.8	132.8
		Median (Thousand yen)	275.6	192.4	220.0	251.9	290.8	332.6	369.1	392.2	398.4	260.2	209.7
		Ninth decile (Thousand yen)	453.7	240.5	291.2	338.6	400.2	473.7	550.9	570.6	631.3	451.4	539.0
		Decile dispersion coefficient	0.49	0.22	0.27	0.30	0.32	0.37	0.43	0.43	0.52	0.57	0.97
	Upper secondary school graduate	First decile (Thousand yen)	168.3	149.5	159.0	175.6	190.3	195.9	204.2	194.5	179.1	148.7	130.9
		Median (Thousand yen)	264.7	187.6	214.8	243.8	276.8	299.9	326.9	331.1	334.2	218.3	190.5
		Ninth decile (Thousand yen)	431.8	235.7	280.8	330.3	382.1	427.5	486.7	504.9	519.3	373.2	346.7
		Decile dispersion coefficient	0.50	0.23	0.28	0.32	0.35	0.39	0.43	0.47	0.51	0.51	0.57
Female	University/graduate school graduate	First decile (Thousand yen)	177.4	167.6	178.0	182.1	186.1	195.6	190.1	173.3	174.0	179.5	167.9
		Median (Thousand yen)	246.1	208.1	226.8	256.4	284.7	328.0	343.8	338.2	343.3	364.4	396.0
		Ninth decile (Thousand yen)	430.3	267.9	302.1	373.3	447.2	544.0	573.0	618.6	618.5	654.6	754.9
		Decile dispersion coefficient	0.51	0.24	0.27	0.37	0.46	0.53	0.56	0.66	0.65	0.65	0.74
	College of technology/junior college graduate	First decile (Thousand yen)	158.2	150.3	159.1	161.6	168.9	161.4	162.3	159.1	161.0	145.9	118.2
		Median (Thousand yen)	229.3	188.1	208.9	227.4	246.4	262.0	264.4	268.3	272.9	225.5	233.2
		Ninth decile (Thousand yen)	355.3	240.4	276.6	304.9	339.5	378.0	408.2	435.0	430.1	434.1	405.2
		Decile dispersion coefficient	0.43	0.24	0.28	0.32	0.35	0.41	0.46	0.51	0.49	0.64	0.62
	Upper secondary school graduate	First decile (Thousand yen)	130.0	130.4	131.3	133.0	134.6	133.5	131.3	130.5	127.5	121.0	114.3
		Median (Thousand yen)	182.7	169.0	179.7	187.9	197.5	195.2	190.7	189.1	186.2	162.9	163.5
		Ninth decile (Thousand yen)	290.4	208.0	233.8	258.6	289.9	306.4	321.8	324.6	329.2	264.4	277.7
		Decile dispersion coefficient	0.44	0.23	0.29	0.33	0.39	0.44	0.50	0.51	0.54	0.44	0.50

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	296.8	313.3	289.1	257.8	289.0	273.1	254.2
Hokkaido	258.2	270.2	231.7	222.0	266.6	264.8	214.6
Aomori	222.2	234.7	194.4	195.9	230.8	210.8	190.4
Iwate	234.6	249.5	213.2	217.1	247.8	239.2	190.9
Miyagi	279.6	305.2	259.6	233.1	294.1	272.2	219.8
Akita	233.9	242.3	199.6	227.2	216.0	270.6	208.0
Yamagata	232.7	230.4	228.1	219.6	236.1	215.3	200.9
Fukushima	261.6	266.6	258.8	247.1	247.5	266.8	230.6
Ibaraki	294.4	303.4	285.1	262.8	268.5	258.3	252.3
Tochigi	283.2	312.4	286.5	251.3	266.2	260.7	215.8
Gunma	279.4	287.4	292.1	236.2	283.3	253.3	226.8
Saitama	292.5	327.3	304.1	240.3	295.0	276.5	250.8
Chiba	299.0	316.1	298.7	263.0	284.5	303.2	255.0
Tokyo	372.9	377.9	374.3	305.9	345.4	323.6	311.3
Kanagawa	329.8	360.3	332.6	290.7	307.3	306.9	273.7
Niigata	257.4	281.4	237.3	241.4	254.8	273.2	231.5
Toyama	274.0	303.3	264.5	279.4	268.8	255.9	245.1
Ishikawa	268.3	285.1	250.3	246.5	275.3	261.2	227.1
Fukui	269.8	297.3	252.3	260.7	250.6	280.0	239.6
Yamanashi	277.5	319.4	280.1	251.8	252.4	273.4	242.8
Nagano	273.6	303.8	270.1	264.2	262.3	270.8	236.5
Gifu	272.9	312.8	268.7	235.0	271.3	263.8	250.4
Shizuoka	278.4	319.6	280.6	259.1	255.9	279.5	229.6
Aichi	308.9	340.3	307.8	266.0	306.3	294.4	280.1
Mie	291.4	311.8	304.2	256.9	276.3	280.1	252.3
Shiga	296.5	359.4	305.0	276.0	289.8	285.4	221.6
Kyoto	308.3	330.9	318.6	245.4	291.5	275.2	290.4
Osaka	315.6	367.3	308.6	264.5	322.2	297.6	253.2
Hyogo	299.5	316.0	305.8	294.7	280.8	287.1	244.1
Nara	298.3	358.4	290.7	263.6	274.5	295.1	224.3
Wakayama	267.1	269.8	267.7	247.1	250.9	258.1	242.0
Tottori	244.1	253.2	225.7	259.9	235.0	236.9	214.7
Shimane	246.4	264.1	231.8	223.0	235.0	253.9	205.8
Okayama	269.6	282.9	262.4	238.3	275.3	258.9	232.9
Hiroshima	281.7	327.1	271.0	236.5	303.6	256.2	207.0
Yamaguchi	261.9	282.4	278.7	228.8	254.1	240.3	211.1
Tokushima	270.6	282.5	262.8	239.4	253.2	268.3	208.6
Kagawa	273.2	300.3	260.1	235.4	280.2	247.1	269.0
Ehime	252.7	304.9	242.5	252.9	251.9	229.9	214.2
Kochi	247.7	300.3	219.7	234.0	230.2	242.5	190.5
Fukuoka	272.6	298.7	271.1	245.8	272.0	263.3	221.0
Saga	241.2	252.4	239.0	217.9	244.6	226.4	208.1
Nagasaki	237.8	251.1	253.9	183.5	213.8	230.3	228.2
Kumamoto	252.2	270.6	241.7	216.1	232.5	264.8	214.1
Oita	244.2	268.0	239.2	209.0	234.3	239.8	211.4
Miyazaki	233.8	257.2	204.1	213.4	224.1	238.2	207.2
Kagoshima	240.4	261.3	219.8	223.8	257.2	220.7	215.6
Okinawa	223.1	269.3	199.9	180.1	193.7	252.4	175.7

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	325.3	314.8	264.4	323.4	345.9	274.8	231.9	224.0	200.4	203.4	213.4	247.0	207.3
Hokkaido	286.1	280.5	261.3	225.8	299.7	359.0	236.1	203.6	183.1	154.6	174.7	186.2	231.1	171.3
Aomori	247.8	243.5	233.9	199.3	254.4	254.1	207.9	181.6	171.6	140.5	155.7	173.3	199.3	149.2
Iwate	260.4	256.6	246.7	224.4	280.6	302.4	207.3	191.7	184.8	157.6	153.2	179.6	219.3	153.8
Miyagi	308.0	314.2	290.1	239.9	324.7	323.3	231.0	226.9	223.1	183.2	174.0	223.6	252.2	198.2
Akita	256.3	247.5	227.3	231.3	240.7	356.2	230.2	197.5	188.9	154.6	177.1	159.4	242.7	169.8
Yamagata	260.8	237.9	260.9	223.8	267.3	244.6	215.3	186.4	181.2	168.8	165.1	177.6	207.2	163.2
Fukushima	291.1	280.0	288.9	252.3	278.8	331.6	252.6	210.0	185.8	186.1	187.5	184.5	239.9	169.3
Ibaraki	326.2	318.7	311.8	275.0	294.3	335.3	264.2	222.2	211.2	194.3	187.9	205.7	232.4	202.5
Tochigi	312.5	325.3	308.2	264.8	294.3	327.1	235.0	214.1	225.1	200.6	162.7	196.9	236.2	175.2
Gunma	303.4	298.9	309.8	242.6	307.8	322.7	245.5	217.8	185.8	213.1	178.5	210.3	227.6	184.2
Saitama	317.1	338.9	328.6	248.2	319.6	316.8	265.5	236.1	226.1	208.9	180.3	220.1	260.7	194.8
Chiba	324.3	324.3	319.2	271.0	316.8	384.0	266.8	241.5	244.4	214.1	220.9	212.3	269.4	207.1
Tokyo	406.7	391.1	399.6	309.7	384.0	379.3	331.4	292.6	286.2	267.1	268.0	266.4	299.1	266.4
Kanagawa	356.4	375.2	346.2	298.5	338.8	385.0	290.0	261.6	242.7	249.3	230.0	233.9	278.3	234.1
Niigata	282.0	293.4	262.8	250.9	282.2	335.5	250.7	211.4	209.8	180.5	171.1	196.3	251.6	176.8
Toyama	303.8	316.2	291.7	290.0	299.0	320.5	266.3	213.6	223.4	195.4	196.6	195.7	236.2	186.7
Ishikawa	299.2	297.4	278.7	253.6	309.3	326.4	246.8	213.5	199.4	185.6	197.7	202.7	241.1	180.0
Fukui	301.9	304.5	284.9	275.1	283.1	366.0	260.4	213.9	235.0	182.4	191.9	187.4	251.2	190.1
Yamanashi	306.5	328.5	311.0	258.9	281.1	318.0	263.7	213.6	236.2	187.6	176.6	190.3	249.8	173.8
Nagano	304.4	315.6	299.3	273.4	296.2	355.3	257.0	212.6	210.9	199.6	182.8	198.9	243.5	191.3
Gifu	302.7	325.1	294.0	244.6	302.1	345.8	267.6	211.9	212.5	188.3	183.6	203.4	237.8	199.6
Shizuoka	311.4	334.9	305.1	267.0	299.7 *	368.7	274.0	213.7	224.0	195.7	198.0	187.3	252.3	177.5
Aichi	335.6	356.8	327.5	271.4	339.5	395.7	297.1	235.0	223.9	208.1	209.4	220.1	260.3	223.0
Mie	321.8	320.1	331.3	268.5	309.6	342.3	281.0	219.6	251.3	202.0	187.4	200.3	254.8	188.4
Shiga	324.1	368.1	326.7	285.1	321.4	366.2	237.0	234.8	261.6	217.6	203.1	206.1	259.9	186.6
Kyoto	338.6	343.9	344.9	246.8	324.8	304.8	325.1	244.5	223.3	224.9	226.2	219.8	261.1	221.2
Osaka	349.9	378.6	328.5	273.9	358.5	398.6	271.1	251.1	276.4	243.4	217.0	239.2	259.0	211.8
Hyogo	328.6	330.3	327.6	304.3	313.3	388.6	258.9	232.1	233.8	209.4	209.3	202.7	250.9	198.6
Nara	325.6	371.9	314.9	271.0	299.4	346.4	245.8	246.1	236.8	203.9	192.5	205.3	272.5	175.4
Wakayama	293.7	277.6	290.8	252.5	288.0	304.4	265.4	217.3	197.6	186.2	170.6	174.2	239.3	193.8
Tottori	271.7	264.1	258.9	265.9	267.8	271.0	228.2	196.2	174.5	164.8	182.8	174.0	222.9	166.5
Shimane	270.9	274.4	256.4	228.8	269.0	298.8	226.7	206.3	185.8	170.5	168.4	165.2	239.5	170.3
Okayama	297.7	293.7	283.8	254.9	312.7	309.5	250.7	221.2 *	183.6	187.6	162.6	191.1	245.1	181.7
Hiroshima	310.1	341.6	289.9	241.8	343.7	312.0	225.5	219.1	203.4	189.5	182.6	203.9	238.7	184.4
Yamaguchi	291.5	290.9	303.4	233.8	285.9	308.2	234.3	199.4	210.0	178.5	183.7	175.6	220.4	160.3
Tokushima	299.9	298.4	287.4	243.6	281.6	339.7	231.8	225.0	199.0	185.0	190.8	193.3	246.6	173.0
Kagawa	302.9	310.7	282.6	243.7	319.7	305.4	297.4	214.6	225.9	193.4	178.0	202.3	228.3	194.1
Ehime	282.8	316.0	262.8	260.8	284.1	271.0	240.2	199.8	192.3	166.6	189.2	178.5	215.0	155.7
Kochi	280.9	314.4	244.9	240.6	262.3	294.0	199.5	208.8	197.8	168.1	184.7	180.0	225.8	168.2
Fukuoka	307.3	314.1	293.0	252.3	311.2 *	354.7	252.8	215.1	195.4	188.3	185.8	195.9	232.1	175.6
Saga	268.1	264.5	265.2	221.1	274.8	264.6	222.5	196.2	178.4	170.4	171.4	175.4	210.4	173.9
Nagasaki	272.0	263.1	288.5	187.5	247.6	299.9	249.9	190.9	180.1	166.2	161.4	159.5	209.1	176.0
Kumamoto	280.7	278.5	271.6	219.4	272.2	336.6	229.4	213.4	195.7	170.1	180.7	163.8	245.7	164.7
Oita	272.6	276.8	263.5	213.4	274.9	298.5	224.2	201.5	177.2	165.7	160.7	158.9	222.0	168.8
Miyazaki	265.0	266.7	236.9	224.0	257.4	298.0	222.3	189.6	176.4	149.1	146.7	155.2	218.1	165.2
Kagoshima	276.2	272.6	259.6	226.2	281.8	278.6	235.4	187.1	170.4	145.2	191.3	189.1	200.4	161.6
Okinawa	247.9	284.9	215.0	180.5	227.4	309.9	190.6	188.2	178.7	157.5	174.9	145.2	226.1	158.6

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			
		2001	2006	2010	2011	2001	2006	2010	2011	2001	2006	2010	2011	2001	2006	2010	2011
Male	Total age	168	168	164	164	186	186	181	181	155	159	155	154	159	156	152	150
	Age 20-24	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
	25-29	121	120	119	119	119	118	116	116	121	119	116	116	120	118	116	115
	30-34	147	142	139	138	152	146	142	141	145	141	137	133	139	136	133	131
	35-39	173	170	161	159	187	184	171	169	171	165	158	154	158	153	150	148
	40-44	193	195	185	183	215	219	208	206	190	192	177	177	172	171	165	161
	45-49	205	207	205	205	238	236	233	234	210	212	199	198	190	180	179	178
	50-54	211	208	209	208	262	243	240	241	223	230	209	209	200	192	185	180
	55-59	200	196	196	195	263	247	235	227	214	223	209	211	196	186	181	181
	60-64	151	144	142	140	222	195	185	184	177	182	155	146	143	135	128	128
65-69	...	...	132	128	...	...	204	187	...	...	150	147	...	...	114	116	
Female	Total age	120	119	120	122	135	134	131	133	123	126	127	127	120	117	116	118
	Age 20-24	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
	25-29	114	113	113	113	113	112	112	111	113	113	113	111	113	109	107	107
	30-34	127	122	122	122	142	132	127	130	130	124	123	119	120	117	113	114
	35-39	135	131	128	130	171	161	146	148	138	137	131	130	127	121	121	123
	40-44	132	132	131	133	179	186	164	171	145	142	140	138	124	121	121	124
	45-49	131	129	131	133	194	188	177	175	151	142	143	144	129	122	122	125
	50-54	128	125	129	132	203	183	181	179	156	154	146	147	130	123	122	125
	55-59	123	121	122	125	223	201	181	183	157	158	148	149	130	124	121	125
	60-64	110	107	109	108	230	213	193	188	158	147	135	134	119	112	110	109
65-69	...	...	105	104	...	...	188	210	...	...	146	131	...	...	105	110	

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			
		2001	2006	2010	2011	2001	2006	2010	2011
Male	Total age	83	81	83	82	75	74	75	73
	Age 20-24	96	95	94	93	96	92	92	89
	25-29	94	91	91	91	93	90	89	86
	30-34	88	88	89	87	85	85	86	83
	35-39	86	83	86	85	79	78	81	79
	40-44	84	81	81	80	73	72	72	71
	45-49	81	80	80	78	71	68	68	66
	50-54	80	80	81	80	67	67	66	64
	55-59	82	81	83	84	70	69	68	69
	60-64	81	81	82	90	75	78	79	84
65-69	...	...	74	70	...	...	65	67	
Female	Total age	89	89	89	88	81	82	81	79
	Age 20-24	96	95	94	93	91	88	89	83
	25-29	95	94	94	91	87	88	87	83
	30-34	92	94	92	92	82	86	85	82
	35-39	91	89	89	91	78	80	81	81
	40-44	83	89	85	86	74	77	76	74
	45-49	81	83	86	82	71	75	76	75
	50-54	79	81	83	84	72	75	75	75
	55-59	81	84	85	83	75	77	77	77
	60-64	82	78	82	89	75	75	78	82
65-69	...	...	76	76	...	...	72	74	

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	2009	2010	2011	2006	2009	2010	2011	2006	2009	2010	2011
Total age	60	63	64	63	64	66	68	65	69	70	70	69
Age 20-24	86	85	84	82	88	86	85	84	86	85	84	81
25-29	80	80	80	80	83	82	82	82	81	81	81	80
30-34	72	74	73	73	78	77	77	77	75	77	76	75
35-39	59	64	65	65	66	70	71	69	65	69	71	70
40-44	51	55	55	55	61	62	62	60	60	64	64	63
45-49	49	50	50	50	59	58	56	56	60	61	62	61
50-54	46	49	50	49	54	56	57	55	60	60	61	59
55-59	51	53	54	52	58	59	62	57	61	62	62	61
60-64	73	72	79	75	76	74	82	78	68	69	68	70
65-69	...	70	74	72	...	72	75	73	...	69	68	72

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				
	2001	2006	2010	2011	2001	2006	2010	2011	2001	2006	2010	2011	
Male	Total age	183	186	180	178	149	157	157	161	172	171	168	164
	Age 20-24	100	100	100	100	100	100	100	100	100	100	100	100
	25-29	119	120	116	115	123	125	120	119	122	120	122	118
	30-34	156	150	147	143	149	147	140	144	147	142	141	140
	35-39	193	190	180	174	186	174	170	170	173	168	165	162
	40-44	224	228	220	216	218	214	193	199	201	194	190	184
	45-49	252	248	245	245	256	240	230	234	229	216	217	211
	50-54	283	266	260	255	281	277	246	245	254	240	232	228
	55-59	288	271	255	250	290	273	257	273	261	242	233	229
Female	Total age	124	125	122	122	120	127	129	131	123	129	128	129
	Age 20-24	100	100	100	100	100	100	100	100	100	100	100	100
	25-29	113	113	111	111	118	118	116	114	117	115	113	110
	30-34	141	135	131	128	139	137	132	131	132	130	125	124
	35-39	175	168	153	150	162	154	149	150	149	146	144	142
	40-44	201	200	189	185	183	178	170	170	167	163	158	156
	45-49	231	231	203	214	203	199	186	197	190	181	172	175
	50-54	261	225	229	226	223	217	212	218	202	194	196	187
	55-59	272	262	215	233	251	219	211	210	207	194	188	189

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
2011	1,092	1.0	988	0.9

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	26.2	73.8
Age 19 and under	12.2	5.7	43.1	56.9
Age 20-24	21.9	7.2	51.8	48.2
25-29	8.1	5.0	36.4	63.6
30-34	5.5	6.7	22.5	77.5
35-39	5.1	10.6	14.6	85.4
40-44	4.5	12.1	11.7	88.3
45-49	3.7	12.2	9.8	90.2
50-54	3.8	11.8	10.2	89.8
55-59	4.9	11.6	13.0	87.0
60-64	14.2	10.9	31.6	68.4
65-69	10.5	4.3	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	1,092	1,172	1,121	989	916	1,078	988	897	921	890	1,221	963
Hokkaido	976	1,003	1,157	913	820	866	884	808	849	792	1,142	851
Aomori	972	853	939	901	746	826	833	765	805	808	933	798
Iwate	924	899	1,100	845	757	913	851	765	802	818	1,093	746
Miyagi	1,010	973	1,110	977	822	876	915	895	882	823	1,102	1,008
Akita	913	922	801	855	800	1,014	798	761	804	763	890	753
Yamagata	1,033	1,184	911	947	795	852	852	768	835	807	995	764
Fukushima	988	1,115	966	889	824	954	911	810	854	802	1,126	790
Ibaraki	1,259	1,111	1,221	911	867	1,433	982	943	917	862	1,101	854
Tochigi	1,070	1,081 *	1,272	1,000	867	922	933	884	896	857	1,111	880
Gunma	1,063	1,124	1,111	1,123	917	977	969	937	943	874	1,152	869
Saitama	1,086	1,197	1,160	979	917	1,022	993	934	957	905	1,222	917
Chiba	1,101	1,329	1,117	945	928	1,135	1,037	958	948	911	1,278	996
Tokyo	1,220	1,322	1,297	1,109	1,017	1,187	1,167	1,010	1,074	997	1,467	1,180
Kanagawa	1,189	1,187	1,156	1,096	964	1,248	1,128	1,065	1,038	938	1,462	1,069
Niigata	1,000	1,070	917	1,049	841	887	916	807	940	833	1,133	795
Toyama	1,086	1,098	1,010	1,078	954	1,061	963	839	970	858	1,139	886
Ishikawa	1,033	1,018	976 *	979	918	914	936	865	884	883	1,186	877
Fukui	1,143	1,161	1,344	1,078	855	984	911	856	902	834	1,015	825
Yamanashi	1,008	1,094	1,132	986	856	1,085	956	892	903	854	1,249	840
Nagano	1,114	1,262	1,121	1,014 *	1,017	1,102	957	924	917	878	1,211	927
Gifu	1,026	1,131	1,054	976	875	937	961	913	920	883	1,164	840
Shizuoka	1,078	1,098	1,094	1,032	924	1,039	1,002	885	922	913	1,253	984
Aichi	1,089	1,181	1,044	1,009	924	1,161	1,014	930	973	919	1,240	949
Mie	1,083	1,340 *	959	993	926	1,055	965	901	927	904	1,176	853
Shiga	1,057 *	1,352 *	1,063	919	863	1,021	970	942	905	869	1,239	939
Kyoto	1,075	1,251	1,055	980	911	961	999	904	929	900	1,264	940
Osaka	1,095	1,248	1,087	954	900	991	1,038	944	923	890	1,279	1,016
Hyogo	1,131	1,102	1,089	1,086	903	1,200	985	900	913	890	1,239	989
Nara	1,174 *	1,388	1,115	906	847	1,098	985	851	889	851	1,257	1,052
Wakayama	1,098	1,383	1,887	901	859	1,129	907	870	827	815	1,038	833
Tottori	972	1,142 *	836	896	808	943	898	820	868	838	1,037	841
Shimane	1,057 *	993	1,007	952	819	969	913	780	859	838	1,072	813
Okayama	1,081	1,031	1,033	943	852	1,045	996	870	906	829	1,315	935
Hiroshima	1,059	1,151	1,034	964	881 *	1,023	962	861	909	870	1,056	1,084
Yamaguchi	986	1,057	1,067	917	862	1,093	877	815	819	819	1,053	824
Tokushima	1,035 *	978 *	933	1,043	901	970	932	832	879	886	1,071	884
Kagawa	1,035	1,221	974	1,000	875	1,057	943	928	856	850	1,133	924
Ehime	995	950	1,129	977	860	918	870	784	858	787	1,047	799
Kochi	945	1,042	943	928	745	831	913	774	871	831	1,084	777
Fukuoka	904	878	1,050	821	827 *	972	874	802	823	828	1,017	952
Saga	969	949 *	928	910	827	1,017	834	806	820	838	938	779
Nagasaki	946 *	1,096	912	851	780	962	827	796	763	778	964	787
Kumamoto	950	897	945	855	771	954	853	772	775	770	1,096	859
Oita	1,296	2,052	1,362 *	928	799	1,082	907	1,005	775	799	1,151	768
Miyazaki	979 *	836	1,017	881	828 *	852	819	722	788	777	917	798
Kagoshima	975 *	1,116	807	975	766	1,046	841	822	796	778	946	799
Okinawa	911	713	764	875	750	942	841	698	816	724	1,239	818

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'.