

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

2012

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Summary Report of Basic Survey on Wage Structure (starting salary) 2012【Japanese】 is also posted on the website of Ministry of Health, Labour and Welfare (http://www.mhlw.go.jp/toukei_hakusho/toukei/).

Outline of Survey

1. Objective

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

2. Scope of Survey

(1) Area

Nationwide (except some islands)

(2) Industry

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

Mining and quarrying of stone and gravel

Construction,

Manufacturing,

Electricity, gas, heat supply and water,

Information and communications,

Transport and postal activities,

Wholesale and retail trade,

Finance and insurance,

Real estate and goods rental and leasing,

Scientific research, professional and technical services,

Accommodations, eating and drinking services,

Living-related and personal services and amusement services,

Education, learning support,

Medical, health care and welfare,

Compound services,

Services, n.e.c.

(3) Establishment

78,483 establishments were selected according to some sampling method from private establishments with five or more regular employees (for establishments with 5-9 regular employees category, its enterprise size should be establishments with 5-9 regular employees) and public establishments with 10 or more regular employees by prefecture, industry, and enterprise size.

As for starting salary sampling, 14,109 establishments which had hired new graduates were selected from 49,230 establishments with valid response out of 64,610 private establishments with 10 or more regular employees.

3. Survey items

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

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

4. Survey period

The survey was conducted in July 2012, on the June wage of new graduates who were employed as of the end of June 2012.

5. Survey method

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

6. Survey body

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

|

Prefectural Labour Bureau

|

Labour Standards Inspection Office

|

Enumerator

|

Respondent

Definitions

“New graduate”

In principle, a person who graduated from high school, technical college/junior college, or university under the School Education Act, or who has completed a master’s program and obtained or will obtain a master’s degree in March 2012. However, those who graduated from medical or dental school, special training school, school in miscellaneous category, or occupational skills development school are excluded.

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

“Starting salary”

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

This summary report’s targets were those who were employed as of the end of June 2012, and this year’s salary were determined (97.6 %).

Notes

Marks used in statistical charts

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

Response to Great East Japan Earthquake

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

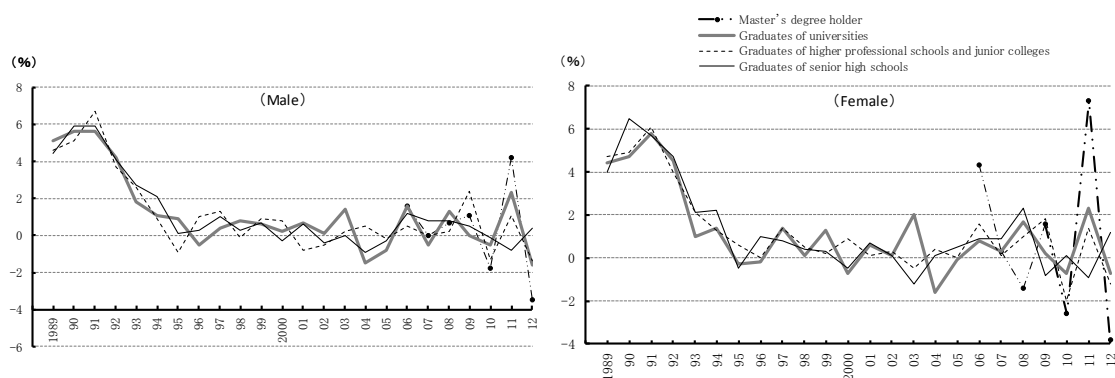
Summary of Results

1. Starting salary by school career

The following is starting salary of high school graduate or higher in 2012 by school career as follows.

Total of male and female	Master's degree holder	226,100yen	(Year-on-year rate	-3.6%)	
	Graduates of universities	199,600yen	(	"	-1.2%)
	Graduates of higher professional schools and junior colleges	170,100 yen	(	"	-1.4%)
	Graduates of senior high schools	157,900 yen	(	"	0.9%)
Male	Master's degree holder	225,600 yen	(Year-on-year rate	-3.5%)	
	Graduates of universities	201,800 yen	(	"	-1.6%)
	Graduates of higher professional schools and junior colleges	173,000 yen	(	"	-1.4%)
	Graduates of senior high schools	160,100 yen	(	"	0.4%)
Female	Master's degree holder	228,400 yen	(Year-on-year rate	-3.8%)	
	Graduates of universities	196,500 yen	(	"	-0.7%)
	Graduates of higher professional schools and junior colleges	168,400 yen	(	"	-1.2%)
	Graduates of senior high schools	153,600 yen	(	"	1.2%)

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



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

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

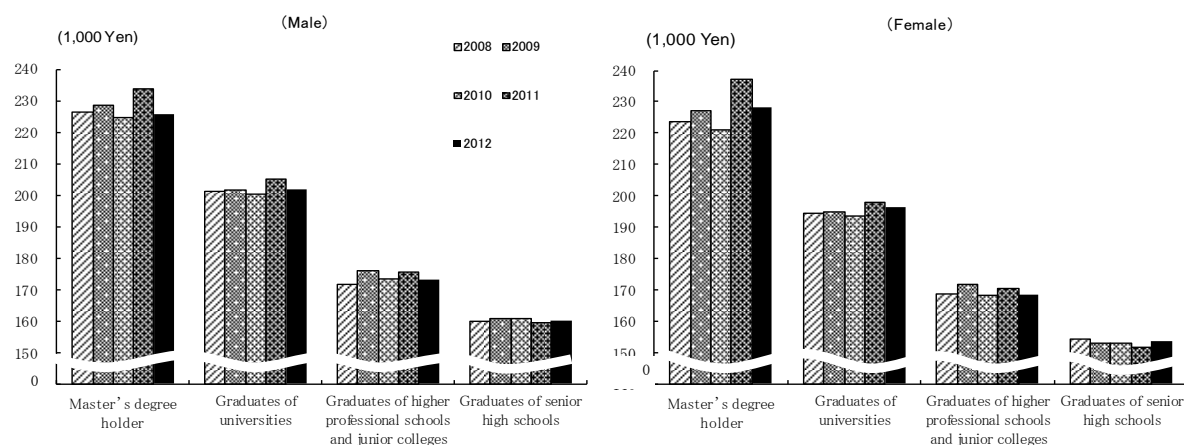
(Figure 1, Table 1, Figure 2, Appendix Table 1)

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

Year	Total				Male				Female			
	Graduates of universities	Graduates of universities	Graduates of higher professional schools and junior colleges	Graduates of senior high schools	Graduates of universities	Graduates of universities	Graduates of higher professional schools and junior colleges	Graduates of senior high schools	Graduates of universities	Graduates of universities	Graduates of higher professional schools and junior colleges	Graduates of senior high schools
	1,000 Yen	1,000 Yen	1,000 Yen	1,000 Yen	1,000 Yen	1,000 Yen	1,000 Yen	1,000 Yen	1,000 Yen	1,000 Yen	1,000 Yen	1,000 Yen
2008	225.9 (0.4)	198.7 (1.5)	169.7 (0.7)	157.7 (1.3)	226.2 (0.7)	201.3 (1.3)	171.6 (0.2)	160.0 (0.8)	223.6 (-1.4)	194.6 (1.7)	168.6 (1.0)	154.3 (2.3)
2009	228.4 (1.1)	198.8 (0.1)	173.2 (2.1)	157.8 (0.1)	228.6 (1.1)	201.4 (0.0)	175.8 (2.4)	160.8 (0.5)	227.1 (1.6)	194.9 (0.2)	171.7 (1.8)	153.0 (-0.8)
2010	224.0 (-1.9)	197.4 (-0.7)	170.3 (-1.7)	157.8 (0.0)	224.5 (-1.8)	200.3 (-0.5)	173.6 (-1.3)	160.7 (-0.1)	221.2 (-2.6)	193.5 (-0.7)	168.2 (-2.0)	153.2 (0.1)
2011	234.5 (4.7)	202.0 (2.3)	172.5 (1.3)	156.5 (-0.8)	233.9 (4.2)	205.0 (2.3)	175.5 (1.1)	159.4 (-0.8)	237.3 (7.3)	197.9 (2.3)	170.5 (1.4)	151.8 (-0.9)
2012	226.1 (-3.6)	199.6 (-1.2)	170.1 (-1.4)	157.9 (0.9)	225.6 (-3.5)	201.8 (-1.6)	173.0 (-1.4)	160.1 (0.4)	228.4 (-3.8)	196.5 (-0.7)	168.4 (-1.2)	153.6 (1.2)

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

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



2. Starting salary by enterprise size

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

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

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

Sex, enterprise size			Master's degree holder			Graduates of universities			Graduates of higher professional schools and junior colleges			Graduates of senior high schools		
			Starting salary (1,000 Yen)		Increase/decrease rate in comparison with the previous year (%)	Starting salary (1,000 Yen)		Increase/decrease rate in comparison with the previous year (%)	Starting salary (1,000 Yen)		Increase/decrease rate in comparison with the previous year (%)	Starting salary (1,000 Yen)		Increase/decrease rate in comparison with the previous year (%)
			2012	2011		2012	2011		2012	2011		2012	2011	
Starting salary and increase/decrease rate in comparison with the previous year	Total	Total	226.1	234.5	-3.6	199.6	202.0	-1.2	170.1	172.5	-1.4	157.9	156.5	0.9
		Large size enterprises	230.2	235.8	-2.4	202.2	207.3	-2.5	177.6	183.0	-3.0	159.4	159.0	0.3
		Medium size enterprises	219.9	237.5	-7.4	198.2	202.2	-2.0	169.0	172.8	-2.2	157.6	155.7	1.2
		Small size enterprises	210.7	205.6	2.5	196.5	189.5	3.7	167.3	168.4	-0.7	156.8	155.5	0.8
	Male	Total	225.6	233.9	-3.5	201.8	205.0	-1.6	173.0	175.5	-1.4	160.1	159.4	0.4
		Large size enterprises	229.4	233.9	-1.9	204.0	207.5	-1.7	177.7	178.0	-0.2	159.8	160.3	-0.3
		Medium size enterprises	219.9	237.4	-7.4	200.1	206.3	-3.0	171.7	174.7	-1.7	160.0	158.6	0.9
		Small size enterprises	208.3	209.9	-0.8	200.2	194.3	3.0	170.7	175.1	-2.5	160.4	159.8	0.4
	Female	Total	228.4	237.3	-3.8	196.5	197.9	-0.7	168.4	170.5	-1.2	153.6	151.8	1.2
		Large size enterprises	234.7	245.9	-4.6	199.6	207.1	-3.6	177.5	188.2	-5.7	157.6	155.9	1.1
		Medium size enterprises	219.7	238.1	-7.7	195.1	195.8	-0.4	166.6	171.2	-2.7	154.0	151.7	1.5
		Small size enterprises	217.6	196.6	10.7	192.5	185.3	3.9	166.4	165.5	0.5	151.0	149.1	1.3
Amount difference between enterprises sizes	Total	Medium size enterprises	96	101	/	98	98	/	95	94	/	99	98	/
		Small size enterprises	92	87	/	97	91	/	94	92	/	98	98	/
	Male	Medium size enterprises	96	101	/	98	99	/	97	98	/	100	99	/
		Small size enterprises	91	90	/	98	94	/	96	98	/	100	100	/
	Female	Medium size enterprises	94	97	/	98	95	/	94	91	/	98	97	/
		Small size enterprises	93	80	/	96	89	/	94	88	/	96	96	/

Note:

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

3. Starting salary by industry

In the breakdown of starting salaries by major industries and educational level, the scientific research, professional and technical services industry had the highest for both male and female university graduates (213,300 yen for men and 208,100 yen for women). The industries with the lowest starting salaries were medical, health care and welfare for male (191,500 yen), and accommodation, eating and drinking services for female (186,700 yen). The highest starting salary for male upper secondary school graduates construction was in the construction (166,200 yen), and living-related and personal services and amusement services for female (164,500 yen), while the industries with the lowest starting salaries for both male and female in the finance and insurance (141,400 yen for men and 145,000 yen for women). (Table 3).

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

Sex, industry	Master's degree holder			Graduates of universities			Graduates of higher professional schools and junior colleges			Graduates of senior high schools			
	Starting salary (1,000 Yen)		Increase/decrease rate in comparison with the previous year (%)	Starting salary (1,000 Yen)		Increase/decrease rate in comparison with the previous year (%)	Starting salary (1,000 Yen)		Increase/decrease rate in comparison with the previous year (%)	Starting salary (1,000 Yen)		Increase/decrease rate in comparison with the previous year (%)	
	2012	2011		2012	2011		2012	2011		2012	2011		
Total	Total	226.1	234.5	-3.6	199.6	202.0	-1.2	170.1	172.5	-1.4	157.9	156.5	0.9
	Construction	219.0	226.0	-3.1	203.7	199.8	2.0	181.0	169.2	7.0	165.2	167.9	-1.6
	Manufacturing	225.9	223.7	1.0	199.7	196.9	1.4	173.7	171.9	1.0	158.0	157.8	0.1
	Information and communications	224.5	253.0	-11.3	205.3	224.2	-8.4	172.2	185.8	-7.3	160.2	154.5	3.7
	Transport and postal activities	221.3	220.9	0.2	193.5	194.9	-0.7	167.7	168.4	-0.4	159.9	160.8	-0.6
	Wholesale and Retail trade	221.8	232.9	-4.8	202.2	197.4	2.4	169.7	171.9	-1.3	155.8	157.2	-0.9
	Finance and Insurance	224.6	223.3	0.6	193.0	194.2	-0.6	159.0	157.4	1.0	144.8	148.5	-2.5
	Scientific research, professional and technical services	229.7	251.9	-8.8	211.4	240.9	-12.2	171.3	179.2	-4.4	157.8	155.1	1.7
	Accommodations, eating and drinking services	189.9	207.6	-8.5	190.9	190.9	0.0	165.1	163.9	0.7	154.0	151.3	1.8
	Living-related and personal services and amusement services	214.4	* 205.7	4.2	197.6	211.0	-6.4	165.5	167.5	-1.2	164.9	164.4	0.3
	Education, Learning support	234.7	232.9	0.8	198.2	196.5	0.9	173.9	172.6	0.8	152.2	153.3	-0.7
	Medical, health care and Welfare Services, n.e.c.	220.3	227.6	-3.2	195.7	194.1	0.8	169.8	174.3	-2.6	151.2	146.2	3.4
	Services, n.e.c.	237.7	221.7	7.2	200.1	195.4	2.4	167.8	166.6	0.7	160.0	151.5	5.6
Male	Total	225.6	233.9	-3.5	201.8	205.0	-1.6	173.0	175.5	-1.4	160.1	159.4	0.4
	Construction	219.2	225.7	-2.9	205.7	201.2	2.2	182.2	169.4	7.6	166.2	168.7	-1.5
	Manufacturing	225.8	224.1	0.8	201.4	197.9	1.8	177.8	175.0	1.6	160.1	159.5	0.4
	Information and communications	224.0	251.0	-10.8	205.8	223.9	-8.1	181.8	190.2	-4.4	164.2	160.9	2.1
	Transport and postal activities	221.5	221.5	0.0	195.1	193.9	0.6	172.5	177.3	-2.7	160.7	160.4	0.2
	Wholesale and Retail trade	222.6	235.3	-5.4	203.6	199.1	2.3	169.1	172.6	-2.0	155.7	158.3	-1.6
	Finance and Insurance	226.8	226.2	0.3	196.6	198.3	-0.9	172.0	164.6	4.5	141.4	157.3	-10.1
	Scientific research, professional and technical services	229.8	250.0	-8.1	213.3	248.3	-14.1	182.6	196.8	-7.2	157.8	158.3	-0.3
	Accommodations, eating and drinking services	182.2	* 211.1	-13.7	197.3	199.1	-0.9	164.7	165.1	-0.2	157.1	153.4	2.4
	Living-related and personal services and amusement services	219.5	* 218.2	0.6	205.5	222.2	-7.5	164.4	166.2	-1.1	165.9	172.0	-3.5
	Education, Learning support	229.4	237.9	-3.6	204.5	203.2	0.6	163.9	165.9	-1.2	155.2	157.5	-1.5
	Medical, health care and Welfare Services, n.e.c.	217.4	223.0	-2.5	191.5	192.2	-0.4	172.0	177.0	-2.8	148.7	143.9	3.3
	Services, n.e.c.	233.6	218.6	6.9	201.5	197.2	2.2	171.0	170.3	0.4	161.3	154.9	4.1
Female	Total	228.4	237.3	-3.8	196.5	197.9	-0.7	168.4	170.5	-1.2	153.6	151.8	1.2
	Construction	218.2	228.9	-4.7	198.9	195.1	1.9	171.8	168.5	2.0	149.2	146.5	1.8
	Manufacturing	226.9	220.5	2.9	195.8	194.0	0.9	166.2	166.4	-0.1	151.9	152.4	-0.3
	Information and communications	227.9	263.6	-13.5	204.4	224.5	-9.0	157.6	178.2	-11.6	152.8	145.2	5.2
	Transport and postal activities	218.8	213.0	2.7	189.9	197.6	-3.9	157.3	159.3	-1.3	157.5	161.7	-2.6
	Wholesale and Retail trade	218.6	230.2	-5.0	199.8	194.9	2.5	170.5	171.0	-0.3	156.0	156.6	-0.4
	Finance and Insurance	210.3	214.3	-1.9	189.6	190.3	-0.4	158.5	157.2	0.8	145.0	146.9	-1.3
	Scientific research, professional and technical services	229.4	259.4	-11.6	208.1	227.7	-8.6	166.1	163.3	1.7	157.8	149.4	5.6
	Accommodations, eating and drinking services	* 200.6	* 200.7	0.0	186.7	185.4	0.7	165.4	162.9	1.5	152.3	150.0	1.5
	Living-related and personal services and amusement services	* 201.4	* 168.3	19.7	191.2	202.4	-5.5	166.0	168.2	-1.3	164.5	161.9	1.6
	Education, Learning support	239.0	225.8	5.8	195.8	193.3	1.3	174.3	173.2	0.6	151.1	152.0	-0.6
	Medical, health care and Welfare Services, n.e.c.	223.5	230.3	-3.0	198.2	195.0	1.6	169.3	173.3	-2.3	152.1	147.0	3.5
	Services, n.e.c.	246.3	* 235.4	4.6	197.3	192.5	2.5	164.2	160.1	2.6	154.7	142.8	8.3

Note:

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

4. Starting salary distribution

Looking at the distribution of starting salaries, the most common for both male and female university graduates was in the 200,000-209,999 yen range, comprising 41.2% of men and 29.2% of women. Amongst upper secondary school graduates, the most common for men was the 160,000-169,999 yen range (35.1%), and for women the 150,000-159,999 yen range (30.7%) (Table 4).

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

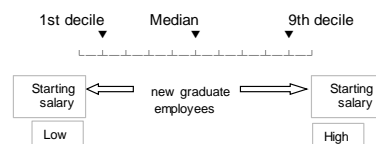
Starting salary	Total				Male				Female			
	Master's degree holder	Graduates of universities	Graduates of higher professional schools and junior colleges	Graduates of senior high schools	Master's degree holder	Graduates of universities	Graduates of higher professional schools and junior colleges	Graduates of senior high schools	Master's degree holder	Graduates of universities	Graduates of higher professional schools and junior colleges	Graduates of senior high schools
1,000 Yen	%	%	%	%	%	%	%	%	%	%	%	%
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
~ 109.9				0.1				0.1				0.1
110.0 ~ 119.9				0.8				0.3				1.6
120.0 ~ 129.9			1.2	2.3			1.3	1.0			1.2	4.7
130.0 ~ 139.9			4.0	5.5			2.3	3.8			4.9	8.9
140.0 ~ 149.9		1.4	9.4	13.3		1.2	6.7	10.2		1.7	11.1	19.3
150.0 ~ 159.9		1.8	12.3	30.8		1.1	9.2	30.8		2.8	14.3	30.7
160.0 ~ 169.9	0.4	3.7	23.0	30.7	0.4	2.7	19.7	35.1	0.7	5.1	24.9	22.4
170.0 ~ 179.9	0.4	8.5	18.7	10.1	0.4	6.0	21.7	11.7	0.3	12.0	16.9	7.2
180.0 ~ 189.9	1.3	11.2	15.1	3.7	1.3	9.6	21.4	4.0	1.5	13.3	11.4	3.2
190.0 ~ 199.9	2.7	14.9	9.5	1.6	2.3	14.0	11.5	1.8	4.6	16.1	8.3	1.1
200.0 ~ 209.9	7.1	36.2	3.8	1.1	7.0	41.2	4.3	1.2	7.7	29.2	3.5	0.9
210.0 ~ 219.9	14.3	9.5	1.6		14.0	11.0	1.1		15.7	7.3	1.8	
220.0 ~ 229.9	46.3	5.7	0.3		49.8	5.9	0.4		29.7	5.3	0.3	
230.0 ~ 239.9	12.9	2.7	1.1		13.0	3.0	0.5		12.5	2.3	1.5	
240.0 ~ 249.9	6.3	1.4			4.6	1.3			14.5	1.5		
250.0 ~ 259.9	5.6	1.8			5.1	1.7			7.9	1.9		
260.0 ~ 269.9	0.6	1.0			0.6	0.9			0.3	1.1		
270.0 ~ 279.9	0.8				0.5				2.1			
280.0 ~ 299.9	0.7				0.5				1.6			
300.0 ~	0.4	0.3			0.4	0.3			0.8	0.3		
Average (1,000 Yen)	226.1 (234.5)	199.6 (202.0)	170.1 (172.5)	157.9 (156.5)	225.6 (233.9)	201.8 (205.0)	173.0 (175.5)	160.1 (159.4)	228.4 (237.3)	196.5 (197.9)	168.4 (170.5)	153.6 (151.8)
1st decile	207.5 (208.4)	173.4 (170.6)	144.4 (147.2)	140.6 (135.1)	208.3 (210.5)	178.0 (173.4)	149.3 (151.8)	144.1 (140.8)	203.7 (195.5)	170.3 (166.5)	142.5 (145.5)	133.9 (130.8)
Median	227.4 (228.3)	201.6 (201.0)	170.0 (171.2)	159.0 (158.5)	227.1 (228.1)	202.5 (202.1)	173.1 (175.4)	160.6 (160.4)	228.5 (230.7)	199.0 (197.6)	166.5 (167.9)	154.4 (152.3)
9th decile	245.7 (286.2)	225.1 (239.6)	194.4 (201.5)	175.1 (175.5)	242.6 (285.9)	225.8 (250.8)	194.5 (207.6)	176.2 (178.0)	251.0 (286.9)	222.3 (231.6)	194.3 (200.8)	171.7 (171.1)
Dispersion coefficient	0.08 (0.17)	0.13 (0.17)	0.15 (0.16)	0.11 (0.13)	0.08 (0.17)	0.12 (0.19)	0.13 (0.16)	0.10 (0.12)	0.10 (0.20)	0.13 (0.16)	0.16 (0.16)	0.12 (0.13)

Note:

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

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

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



3) Figure in () is that of 2011

Statistical Tables

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

Sex, Year		Master's degree holder		Graduates of universities		Graduates of higher professional schools and junior colleges		Graduates of senior high schools	
		1,000 Yen	(%)	1,000 Yen	(%)	1,000 Yen	(%)	1,000 Yen	(%)
Total	2001	...	(...)	195.1	(...)	165.9	(...)	154.0	(...)
	2002	...	(...)	195.1	(0.0)	166.0	(0.1)	154.0	(0.0)
	2003	...	(...)	198.1	(1.5)	165.3	(-0.4)	152.9	(-0.7)
	2004	...	(...)	195.0	(-1.6)	166.3	(0.6)	152.6	(-0.2)
	2005	220.4	(...)	193.9	(-0.6)	166.6	(0.2)	152.9	(0.2)
	2006	224.8	(2.0)	196.3	(1.2)	168.5	(1.1)	154.4	(1.0)
	2007	225.0	(0.1)	195.8	(-0.3)	168.5	(0.0)	155.7	(0.8)
	2008	225.9	(0.4)	198.7	(1.5)	169.7	(0.7)	157.7	(1.3)
	2009	228.4	(1.1)	198.8	(0.1)	173.2	(2.1)	157.8	(0.1)
	2010	224.0	(-1.9)	197.4	(-0.7)	170.3	(-1.7)	157.8	(0.0)
	2011	234.5	(4.7)	202.0	(2.3)	172.5	(1.3)	156.5	(-0.8)
	2012	226.1	(-3.6)	199.6	(-1.2)	170.1	(-1.4)	157.9	(0.9)
Male	1989	...	(...)	160.9	(5.1)	138.4	(4.6)	125.6	(4.4)
	1990	...	(...)	169.9	(5.6)	145.4	(5.1)	133.0	(5.9)
	1991	...	(...)	179.4	(5.6)	155.1	(6.7)	140.8	(5.9)
	1992	...	(...)	186.9	(4.2)	160.9	(3.7)	146.6	(4.1)
	1993	...	(...)	190.3	(1.8)	165.1	(2.6)	150.6	(2.7)
	1994	...	(...)	192.4	(1.1)	166.6	(0.9)	153.8	(2.1)
	1995	...	(...)	194.2	(0.9)	165.1	(-0.9)	154.0	(0.1)
	1996	...	(...)	193.2	(-0.5)	166.8	(1.0)	154.5	(0.3)
	1997	...	(...)	193.9	(0.4)	168.9	(1.3)	156.0	(1.0)
	1998	...	(...)	195.5	(0.8)	168.8	(-0.1)	156.5	(0.3)
	1999	...	(...)	196.6	(0.6)	170.3	(0.9)	157.6	(0.7)
	2000	...	(...)	196.9	(0.2)	171.6	(0.8)	157.1	(-0.3)
	2001	...	(...)	198.3	(0.7)	170.3	(-0.8)	158.1	(0.6)
	2002	...	(...)	198.5	(0.1)	169.5	(-0.5)	157.5	(-0.4)
	2003	...	(...)	201.3	(1.4)	169.8	(0.2)	157.5	(0.0)
	2004	...	(...)	198.3	(-1.5)	170.7	(0.5)	156.1	(-0.9)
	2005	221.0	(...)	196.7	(-0.8)	170.3	(-0.2)	155.7	(-0.3)
	2006	224.6	(1.6)	199.8	(1.6)	171.2	(0.5)	157.6	(1.2)
	2007	224.6	(0.0)	198.8	(-0.5)	171.2	(0.0)	158.8	(0.8)
	2008	226.2	(0.7)	201.3	(1.3)	171.6	(0.2)	160.0	(0.8)
2009	228.6	(1.1)	201.4	(0.0)	175.8	(2.4)	160.8	(0.5)	
2010	224.5	(-1.8)	200.3	(-0.5)	173.6	(-1.3)	160.7	(-0.1)	
2011	233.9	(4.2)	205.0	(2.3)	175.5	(1.1)	159.4	(-0.8)	
2012	225.6	(-3.5)	201.8	(-1.6)	173.0	(-1.4)	160.1	(0.4)	
Female	1989	...	(...)	155.6	(4.4)	131.7	(4.7)	118.3	(4.0)
	1990	...	(...)	162.9	(4.7)	138.1	(4.9)	126.0	(6.5)
	1991	...	(...)	172.3	(5.8)	146.5	(6.1)	133.2	(5.7)
	1992	...	(...)	180.1	(4.5)	152.4	(4.0)	139.5	(4.7)
	1993	...	(...)	181.9	(1.0)	155.6	(2.1)	142.4	(2.1)
	1994	...	(...)	184.5	(1.4)	157.7	(1.3)	145.5	(2.2)
	1995	...	(...)	184.0	(-0.3)	158.7	(0.6)	144.7	(-0.5)
	1996	...	(...)	183.6	(-0.2)	158.7	(0.0)	146.1	(1.0)
	1997	...	(...)	186.2	(1.4)	161.0	(1.4)	147.3	(0.8)
	1998	...	(...)	186.3	(0.1)	161.8	(0.5)	147.9	(0.4)
	1999	...	(...)	188.7	(1.3)	162.2	(0.2)	148.3	(0.3)
	2000	...	(...)	187.4	(-0.7)	163.6	(0.9)	147.6	(-0.5)
	2001	...	(...)	188.6	(0.6)	163.8	(0.1)	148.7	(0.7)
	2002	...	(...)	188.8	(0.1)	164.3	(0.3)	148.8	(0.1)
	2003	...	(...)	192.5	(2.0)	163.5	(-0.5)	147.0	(-1.2)
	2004	...	(...)	189.5	(-1.6)	164.2	(0.4)	147.2	(0.1)
	2005	216.6	(...)	189.3	(-0.1)	164.2	(0.0)	148.0	(0.5)
	2006	226.0	(4.3)	190.8	(0.8)	166.8	(1.6)	149.4	(0.9)
	2007	226.7	(0.3)	191.4	(0.3)	166.9	(0.1)	150.8	(0.9)
	2008	223.6	(-1.4)	194.6	(1.7)	168.6	(1.0)	154.3	(2.3)
2009	227.1	(1.6)	194.9	(0.2)	171.7	(1.8)	153.0	(-0.8)	
2010	221.2	(-2.6)	193.5	(-0.7)	168.2	(-2.0)	153.2	(0.1)	
2011	237.3	(7.3)	197.9	(2.3)	170.5	(1.4)	151.8	(-0.9)	
2012	228.4	(-3.8)	196.5	(-0.7)	168.4	(-1.2)	153.6	(1.2)	

Note: 1) Figure in () is increase/decrease rate (%) compared to the previous year
2) Data for total of male and female has been collected since 2001
3) Data for those who completed master's degree collected since 2005

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

Industry	Total				Male				Female				
	Master's degree holder	Graduates of universities	Graduates of higher professional schools and junior colleges	Graduates of senior high schools	Master's degree holder	Graduates of universities	Graduates of higher professional schools and junior colleges	Graduates of senior high schools	Master's degree holder	Graduates of universities	Graduates of higher professional schools and junior colleges	Graduates of senior high schools	
Starting salary (1,000 Yen)	Total	226.1	199.6	170.1	157.9	225.6	201.8	173.0	160.1	228.4	196.5	168.4	153.6
	(Clerical)	...	197.7	...	...	...	200.6	...	...	...	194.4	...	...
	(Technical)	...	203.4	...	...	...	203.6	...	...	...	203.0	...	...
	Mining and quarrying of stone and gravel	249.7	221.2	186.3	167.5	249.0	224.8	186.3	167.8	* 271.2	211.4	-	161.3
	Construction	219.0	203.7	181.0	165.2	219.2	205.7	182.2	166.2	218.2	198.9	171.8	149.2
	Manufacturing	225.9	199.7	173.7	158.0	225.8	201.4	177.8	160.1	226.9	195.8	166.2	151.9
	Electricity,Gas,Heat supply and Water	222.7	197.6	174.0	160.3	222.6	197.3	174.6	160.3	223.6	198.7	172.9	160.2
	Information and communications	224.5	205.3	172.2	160.2	224.0	205.8	181.8	164.2	227.9	204.4	157.6	152.8
	Transport and postal activities	221.3	193.5	167.7	159.9	221.5	195.1	172.5	160.7	218.8	189.9	157.3	157.5
	Wholesale and Retail trade	221.8	202.2	169.7	155.8	222.6	203.6	169.1	155.7	218.6	199.8	170.5	156.0
	Finance and Insurance	224.6	193.0	159.0	144.8	226.8	196.6	172.0	141.4	210.3	189.6	158.5	145.0
	Real estate and goods rental and leasing	232.1	204.7	166.4	164.7	235.8	212.9	173.3	164.8	214.2	193.1	162.1	164.6
	Scientific research,professional and technical services	229.7	211.4	171.3	157.8	229.8	213.3	182.6	157.8	229.4	208.1	166.1	157.8
	Accommodations,eating and drinking services	189.9	190.9	165.1	154.0	182.2	197.3	164.7	157.1	* 200.6	186.7	165.4	152.3
	Living-related and personal services and amusement	214.4	197.6	165.5	164.9	219.5	205.5	164.4	165.9	* 201.4	191.2	166.0	164.5
	Education,Learning support	234.7	198.2	173.9	152.2	229.4	204.5	163.9	155.2	239.0	195.8	174.3	151.1
	Medical,health care and Welfare	220.3	195.7	169.8	151.2	217.4	191.5	172.0	148.7	223.5	198.2	169.3	152.1
	Compound services	195.3	173.3	154.3	144.0	197.2	173.2	151.9	145.1	190.8	173.5	155.8	143.6
	Services,n.e.c.	237.7	200.1	167.8	160.0	233.6	201.5	171.0	161.3	246.3	197.3	164.2	154.7
	Amount Difference between industries (Total = 100)	Total	100	100	100	100	100	100	100	100	100	100	100
(Clerical)		...	99	...	...	...	99	...	...	...	99	...	...
(Technical)		...	102	...	...	...	101	...	...	...	103	...	...
Mining and quarrying of stone and gravel		110	111	110	106	110	111	108	105	119	108	-	105
Construction		97	102	106	105	97	102	105	104	96	101	102	97
Manufacturing		100	100	102	100	100	100	103	100	99	100	99	99
Electricity,Gas,Heat supply and Water		98	99	102	102	99	98	101	100	98	101	103	104
Information and communications		99	103	101	101	99	102	105	103	100	104	94	99
Transport and postal activities		98	97	99	101	98	97	100	100	96	97	93	103
Wholesale and Retail trade		98	101	100	99	99	101	98	97	96	102	101	102
Finance and Insurance		99	97	93	92	101	97	99	88	92	96	94	94
Real estate and goods rental and leasing		103	103	98	104	105	106	100	103	94	98	96	107
Scientific research,professional and technical services		102	106	101	100	102	106	106	99	100	106	99	103
Accommodations,eating and drinking services		84	96	97	98	81	98	95	98	88	95	98	99
Living-related and personal services and amusement		95	99	97	104	97	102	95	104	88	97	99	107
Education,Learning support		104	99	102	96	102	101	95	97	105	100	104	98
Medical,health care and Welfare		97	98	100	96	96	95	99	93	98	101	101	99
Compound services		86	87	91	91	87	86	88	91	84	88	93	93
Services,n.e.c.		105	100	99	101	104	100	99	101	108	100	98	101

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

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

prefecture	Total					
	Graduates of universities		Graduates of higher professional schools and junior colleges		Graduates of senior high schools	
	Starting salary (1,000 Yen)	difference (Tokyo=100)	Starting salary (1,000 Yen)	difference (Tokyo=100)	Starting salary (1,000 Yen)	difference (Tokyo=100)
Hokkaido	198.3	96	155.1	87	146.1	88
Aomori	181.3	87	146.9	83	142.0	86
Iwate	184.7	89	160.5	90	138.9	84
Miyagi	197.9	95	164.6	93	152.0	92
Akita	178.9	86	148.4	84	138.3	84
Yamagata	187.3	90	153.0	86	146.8	89
Fukushima	187.9	91	158.0	89	147.2	89
Ibaraki	189.9	92	182.6	103	156.8	95
Tochigi	201.3	97	159.1	90	158.3	96
Gunma	192.5	93	168.8	95	158.5	96
Saitama	196.5	95	173.9	98	163.5	99
Chiba	203.7	98	172.5	97	163.7	99
Tokyo	207.5	100	177.7	100	165.2	100
Kanagawa	204.5	99	185.6	104	163.3	99
Niigata	188.0	91	165.4	93	156.4	95
Toyama	193.8	93	166.8	94	158.0	96
Ishikawa	190.6	92	158.2	89	155.9	94
Fukui	188.9	91	166.5	94	156.3	95
Yamanashi	189.8	91	167.7	94	159.2	96
Nagano	192.6	93	171.0	96	159.3	96
Gifu	192.2	93	167.6	94	157.8	96
Shizuoka	199.3	96	174.3	98	164.6	100
Aichi	197.2	95	181.3	102	163.5	99
Mie	192.3	93	172.5	97	163.1	99
Shiga	199.8	96	175.5	99	161.1	98
Kyoto	194.4	94	165.1	93	161.2	98
Osaka	204.1	98	173.8	98	166.1	101
Hyogo	199.9	96	170.4	96	161.5	98
Nara	191.3	92	162.2	91	153.9	93
Wakayama	186.7	90	152.6	86	153.9	93
Tottori	184.2	89	151.3	85	145.6	88
Shimane	178.2	86	160.9	91	148.9	90
Okayama	192.7	93	170.2	96	156.9	95
Hiroshima	193.0	93	166.6	94	161.9	98
Yamaguchi	184.9	89	163.7	92	153.1	93
Tokushima	188.2	91	162.3	91	153.6	93
Kagawa	189.2	91	168.4	95	158.6	96
Ehime	184.9	89	160.3	90	152.5	92
Kochi	181.3	87	153.0	86	146.0	88
Fukuoka	192.6	93	161.0	91	152.4	92
Saga	181.1	87	154.9	87	143.8	87
Nagasaki	176.9	85	151.7	85	142.6	86
Kumamoto	190.3	92	157.1	88	145.8	88
Oita	184.0	89	152.0	86	148.3	90
Miyazaki	175.6	85	176.8	99	143.6	87
Kagoshima	179.1	86	156.6	88	142.4	86
Okinawa	166.4	80	142.0	80	131.5	80

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

prefecture	Male						Female					
	Graduates of universities		Graduates of higher professional schools and junior colleges		Graduates of senior high schools		Graduates of universities		Graduates of higher professional schools and junior colleges		Graduates of senior high schools	
	Starting salary (1,000 Yen)	difference (Tokyo=100)	Starting salary (1,000 Yen)	difference (Tokyo=100)	Starting salary (1,000 Yen)	difference (Tokyo=100)	Starting salary (1,000 Yen)	difference (Tokyo=100)	Starting salary (1,000 Yen)	difference (Tokyo=100)	Starting salary (1,000 Yen)	difference (Tokyo=100)
Hokkaido	197.9	95	161.6	89	148.3	90	198.9	97	151.2	86	140.0	84
Aomori	176.1	84	162.9	90	146.4	89	188.6	92	142.5	81	137.0	83
Iwate	185.6	89	155.8	86	141.8	86	183.7	89	165.3	94	135.3	82
Miyagi	199.9	96	166.1	92	151.6	92	195.9	95	164.1	94	152.6	92
Akita	178.8	86	151.0	83	139.7	85	179.0	87	147.0	84	135.3	82
Yamagata	188.4	90	153.9	85	148.7	90	185.9	90	151.7	86	144.0	87
Fukushima	190.1	91	166.7	92	151.3	92	184.8	90	150.7	86	139.8	84
Ibaraki	193.1	92	185.0	102	159.3	97	184.8	90	180.9	103	153.2	92
Tochigi	203.2	97	167.5	93	160.4	97	196.3	95	155.5	89	153.3	92
Gunma	196.8	94	171.3	95	161.2	98	187.0	91	167.4	95	154.1	93
Saitama	200.5	96	175.0	97	165.8	101	191.5	93	173.5	99	160.3	97
Chiba	210.4	101	172.3	95	163.6	99	194.3	95	172.7	98	164.1	99
Tokyo	208.9	100	180.9	100	164.9	100	205.6	100	175.4	100	165.9	100
Kanagawa	204.4	98	179.1	99	162.7	99	204.6	100	187.6	107	165.1	100
Niigata	188.7	90	163.5	90	158.2	96	186.9	91	166.9	95	152.8	92
Toyama	196.2	94	170.5	94	159.7	97	186.6	91	163.5	93	153.9	93
Ishikawa	194.0	93	173.7	96	161.9	98	183.4	89	154.6	88	149.8	90
Fukui	192.4	92	167.5	93	161.6	98	183.9	89	164.0	94	151.1	91
Yamanashi	185.8	89	170.0	94	157.8	96	198.1	96	166.0	95	162.1	98
Nagano	192.9	92	178.5	99	160.6	97	192.1	93	165.1	94	155.0	93
Gifu	195.4	94	170.7	94	159.8	97	187.9	91	165.1	94	155.7	94
Shizuoka	199.0	95	170.4	94	168.3	102	199.9	97	176.7	101	159.1	96
Aichi	198.8	95	188.7	104	164.6	100	195.1	95	175.5	100	161.2	97
Mie	196.6	94	172.9	96	165.0	100	185.5	90	171.7	98	159.4	96
Shiga	201.4	96	178.1	98	162.8	99	197.1	96	170.6	97	155.6	94
Kyoto	199.3	95	161.9	89	163.6	99	188.7	92	169.2	96	158.0	95
Osaka	206.7	99	176.3	97	166.7	101	200.3	97	172.5	98	164.8	99
Hyogo	204.8	98	175.4	97	164.2	100	193.0	94	167.6	96	156.8	95
Nara	191.0	91	172.7	95	* 154.9	94	191.7	93	158.0	90	152.4	92
Wakayama	190.8	91	169.1	93	155.6	94	182.8	89	149.1	85	151.3	91
Tottori	184.0	88	* 156.8	87	147.2	89	184.5	90	147.1	84	143.3	86
Shimane	184.5	88	159.8	88	151.9	92	170.4	83	163.0	93	142.6	86
Okayama	196.7	94	170.8	94	158.4	96	187.6	91	169.8	97	151.5	91
Hiroshima	198.4	95	176.9	98	165.8	101	185.8	90	162.2	92	153.6	93
Yamaguchi	189.1	91	175.6	97	159.6	97	180.4	88	157.5	90	142.6	86
Tokushima	191.3	92	165.0	91	154.8	94	180.5	88	160.2	91	149.1	90
Kagawa	191.2	92	172.9	96	159.3	97	185.3	90	167.3	95	157.3	95
Ehime	192.0	92	158.7	88	155.2	94	177.0	86	162.1	92	147.0	89
Kochi	187.2	90	154.9	86	148.7	90	179.0	87	145.3	83	141.6	85
Fukuoka	196.6	94	171.0	95	155.3	94	187.0	91	158.5	90	146.6	88
Saga	182.2	87	161.7	89	146.5	89	179.0	87	152.2	87	139.5	84
Nagasaki	180.9	87	152.3	84	147.3	89	173.0	84	150.8	86	138.7	84
Kumamoto	195.1	93	162.3	90	148.2	90	183.9	89	155.6	89	143.7	87
Oita	188.7	90	158.8	88	150.2	91	177.6	86	148.9	85	145.5	88
Miyazaki	178.6	85	180.0	100	145.5	88	171.2	83	172.8	99	138.9	84
Kagoshima	180.7	87	163.8	91	148.3	90	174.0	85	152.8	87	137.0	83
Okinawa	166.0	79	141.8	78	132.5	80	167.2	81	142.2	81	130.7	79

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