

# Survey on Wage Increase

## Aim of Survey

The aim of this survey, which has been conducted since 1969, is to clarify the structure of wage increases, in private enterprises (including enterprises without labour union) including the amount of wage increase, the rate of wage increase, the method of wage increase, the circumstances of wage increase, and to ascertain actual circumstances concerning negotiations and other activities pertaining to increases.

## Scope of Survey

### 1. Area

Nationwide

### 2. Industries

The following 15 industries (according to the Standard Industrial Classification for Japan)

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

Services (not elsewhere classified) (In Miscellaneous living-related and personal services, Domestic services and Foreign governments and international agencies in Japan are excluded.)

### 3. Enterprises surveyed

3,483 private enterprises in the above industries were selected by industries and enterprises scale from among enterprises employing 30 regular employees and over for those in Manufacturing, Wholesale and retail trade and employing 100 regular employees and over for those in the other industries.

### **Main Survey Items**

#### 1. Items on enterprises

Name, head office address, name of main products or principal business activity, number of regular employees, presence/absence of labour union

#### 2. Items on wage increases

Whether wage increases are implemented, contents, the revision time, average amount (rate) of increase per person

#### 3. Items on wage increases circumstance

The amount of revision and decision relation of salary allowance of wage, standards for determining wage increase, important factors for determining wage increase, and collective bargaining of wage increase and bonus with labour union, etc.

### **Period of Survey**

The survey period was the one-year period from January to December 2008.

### **Date and Method of Survey**

A mail survey was conducted in September 2008.

### **Sampling of enterprises Surveyed**

The universe was made up of enterprises, included in the 2006 Establishment and Enterprise Census of Japan, and sampling was carried out systematically according to industry and enterprise size.