

Summary Report of Basic Survey on Wage Structure (Nationwide) 2012

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Summary Report of Basic Survey on Wage Structure (Nationwide) 2012 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>)

1 Objective

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

2 Coverage

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

(2) Industry

The following 16 major industries based on the Japan Standard Industrial Classification (November 2007 Revision): mining and quarrying of stone and gravel; construction; manufacturing; electricity, gas, heat supply and water; information and communications; transport and postal activities; wholesale and retail trade; finance and insurance; real estate and goods rental and leasing; scientific research, professional and technical services; accommodation, eating and drinking services; living-related and personal services and amusement services; education and learning support; medical, health care and welfare; compound services; services not elsewhere classified.

(3) Establishment

78,483 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 (64,610 establishments; valid responses from 49,230 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 2011, and special cash earnings such as term-end allowance.

4 Survey Period

The survey was conducted in July on wages etc. of June 2012 (special cash earnings such as bonuses or term-end allowances are for the one year period of 2011).

5 Survey Method

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

6 Survey Organizations

Statistics and Information Department, Minister's Secretariat, Ministry of Health, Labour and Welfare -- Prefectural Labour Offices -- Labour Standards Inspection Offices -- Enumerators -- Respondents

Definition of Terms

“Regular employee”

A worker who comes under any of the followings:

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

“Wage”

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

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

“Hourly wage”

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

“Size of enterprise”

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

“Type of labour”

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

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

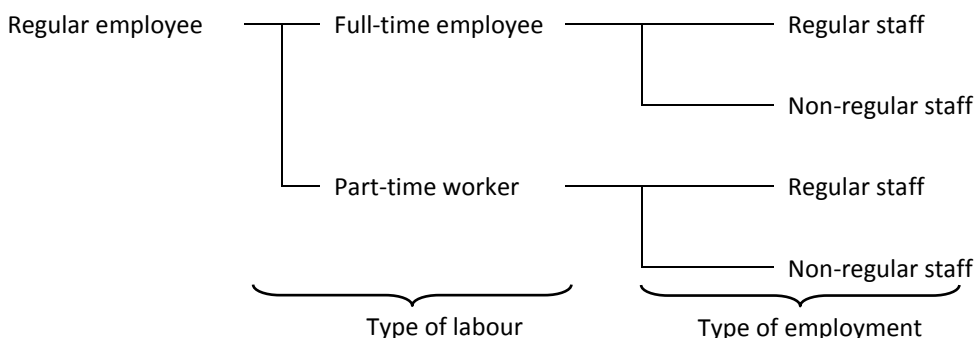
A “part-time worker” is a worker who has fewer scheduled hours worked per day, or who has the same scheduled hours worked per day but fewer scheduled days worked per week than ordinary workers of the establishment.

“Type of employment”

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

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

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



“Length of service”

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

“Standard worker”

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

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

“Type of employee”

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

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

“Class of position”

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

Explanatory Notes

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 297,700 yen (average age 41.7 years, continuous service 11.8 years), 329,000 yen for men (average age 42.5 years, continuous service 13.2 years), and 233,100 yen for women (average age 40.0 years, continuous service 8.9 years), which represents a rise of 0.3% for men and women overall, 0.2% for men, and 0.5% for women respectively compared with the previous year (Figure 1, Table 1).

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

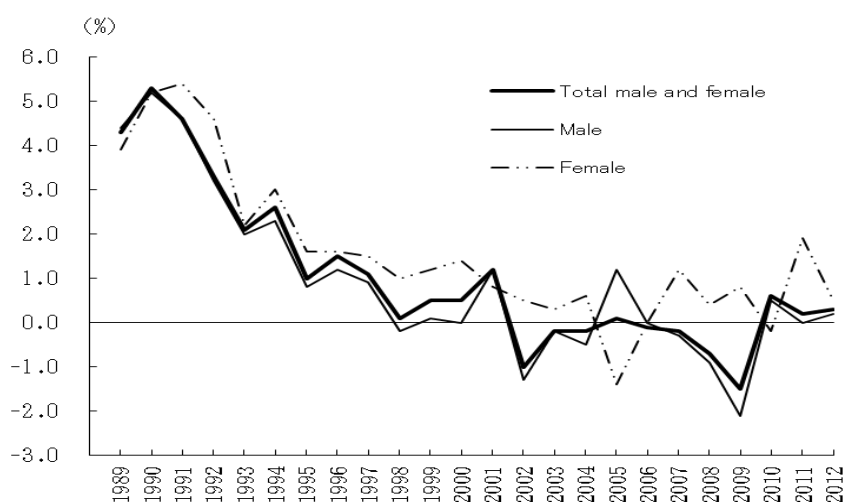


Table 1 Trends in year-on-year change of wages by gender

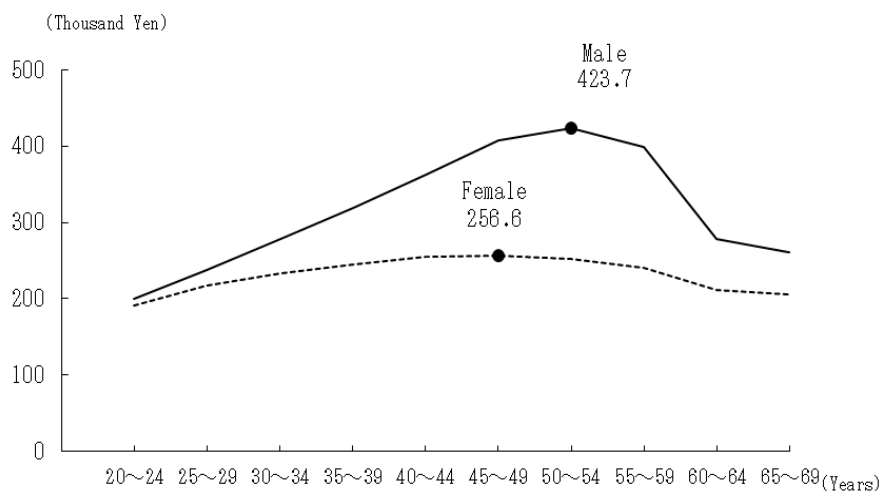
Year	Total male and female		Male		Female	
	Wage (Thousand yen)	On-year change (%)	Wage (Thousand yen)	On-year change (%)	Wage (Thousand yen)	On-year change (%)
1989	241.8	4.3	276.1	4.4	166.3	3.9
1990	254.7	5.3	290.5	5.2	175.0	5.2
1991	266.3	4.6	303.8	4.6	184.4	5.4
1992	275.2	3.3	313.5	3.2	192.8	4.6
1993	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
2012	297.7	0.3	329.0	0.2	233.1	0.5
2012						
Average age (Years)	41.7		42.5		40.0	
Length of service (Years)	11.8		13.2		8.9	

(2) Wage by gender

Looking at the wage curve* by gender, wages increased with age-group for men and women overall, peaking at 423,700 with the group aged 50 to 54 (or 211 taking the wage for the group aged 20 to 24 as 100), and falling off thereafter. Wages for women in the group aged 45 to 49 peaked at 256,600 yen (or 135 in the same scale above), however, the wage curve was less steep than for men. (Figure 2, Table2)

* 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	329.0	0.2	164	233.1	0.5	122
Age 20 - 24	200.5	-0.1	100	190.5	-0.1	100
25 - 29	237.1	-0.6	118	216.7	0.8	114
30 - 34	278.3	0.2	139	232.7	-0.2	122
35 - 39	319.6	-0.1	159	244.2	-1.3	128
40 - 44	363.3	-1.3	181	254.9	0.3	134
45 - 49	408.1	-0.7	204	256.6	1.3	135
50 - 54	423.7	1.4	211	252.7	0.3	133
55 - 59	398.7	2.0	199	240.4	0.5	126
60 - 64	278.1	-1.2	139	211.3	3.0	111
65 - 69	260.7	1.2	130	205.6	3.8	108
Average age (Years)	42.5			40.0		
Length of service (Years)	13.2			8.9		

Note: 'Total age' includes people of all age including those that are not presented in age groups of the above table. The same applies hereinafter.

(3) Wage by level of education

Looking at wages by level of education, amongst men wages were 398,600 yen for graduates of a university or graduate school (on-year decrease of 0.2%), an increase on the previous year with 303,800 yen for graduates of a college of technology or junior college (on-year increase of 0.9%), and 285,700 yen for graduates of an upper secondary school (on-year decrease of 0.2%). Amongst women wages were 282,700 yen for graduates of a university or graduate school (on-year decrease of 0.2%), and an increase on the previous year for graduates of a college of technology or junior college at 246,300 yen (on-year increase of 0.4%), and for graduates of an upper secondary school at 200,400 yen (on-year increase of 0.4%).

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 for graduates of an upper secondary school, and the group aged 55 to 59 for graduates of a college of technology or junior college, 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 45 to 49 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

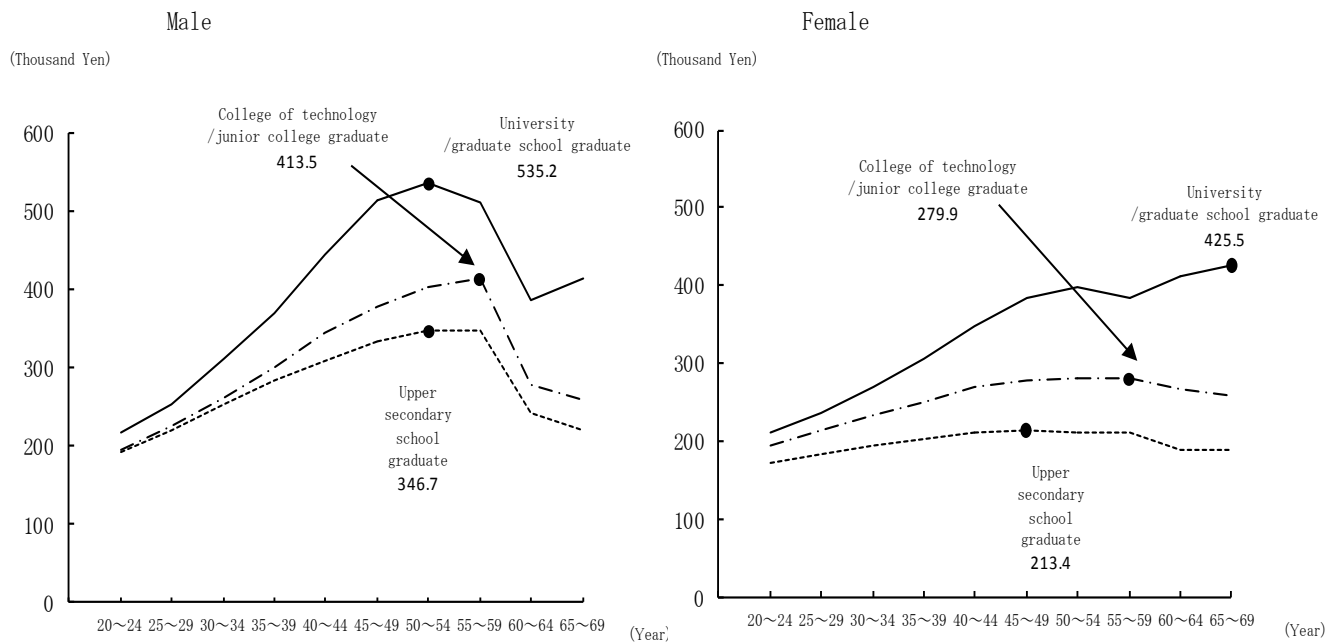


Table 3: Wage, year-on-year change, wage gap across age groups, by level of education, gender and age group

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	398.6	-0.2	183	303.8	0.9	156	285.7	-0.2	149
	Age 20-24	217.3	-1.7	100	195.1	-0.4	100	192.3	0.8	100
	25-29	253.8	-1.4	117	225.9	-0.4	116	220.5	0.8	115
	30-34	310.0	-0.9	143	261.0	0.3	134	252.0	1.1	131
	35-39	369.9	-1.1	170	300.8	0.0	154	282.4	-0.2	147
	40-44	444.3	-2.6	204	346.0	0.1	177	307.3	-0.2	160
	45-49	513.6	-0.9	236	378.2	-2.4	194	334.2	-1.4	174
	50-54	535.2	0.5	246	402.4	-1.6	206	346.7	0.8	180
	55-59	511.7	1.7	235	413.5	-0.1	212	346.2	0.4	180
	60-64	385.3	-5.4	177	279.2	-2.1	143	243.3	-0.5	127
	65-69	414.3	0.4	191	257.8	-10.5	132	220.1	-0.3	114
	Average age (Years)	41.1			39.1			43.4		
Length of service (Years)	12.8			11.7			13.7			
Female	Total age	282.7	-0.2	134	246.3	0.4	128	200.4	0.4	117
	Age 20-24	210.2	-1.1	100	193.1	-0.3	100	171.7	1.3	100
	25-29	237.2	0.7	113	215.0	0.4	111	184.0	1.0	107
	30-34	269.1	-2.5	128	233.5	1.1	121	195.1	1.1	114
	35-39	304.8	-3.0	145	249.5	-0.6	129	203.3	-2.5	118
	40-44	346.4	-5.0	165	269.1	0.9	139	211.2	0.5	123
	45-49	382.9	2.6	182	277.3	-0.4	144	213.4	0.9	124
	50-54	399.1	4.9	190	279.4	-2.0	145	209.7	-1.0	122
	55-59	383.7	-1.3	183	279.9	-3.0	145	212.0	0.2	123
	60-64	411.4	3.2	196	267.4	2.8	138	188.5	2.4	110
	65-69	425.5	-4.9	202	258.4	1.7	134	189.6	2.0	110
	Average age (Years)	34.4			38.8			43.4		
Length of service (Years)	6.6			8.9			9.8			

(4) Wage by size of enterprise

Looking at wages by size of enterprise, wages for men in medium enterprises were higher than the previous year and wages for women in medium and small enterprises were higher than the previous year, with wages amongst men of 380,600 yen for large enterprises (on-year decrease of 1.4%), 316,500 yen for medium enterprises (on-year increase of 0.1%), and 282,200 yen for small enterprises (on-year decrease of 0.1%), and amongst women 258,100 yen for large enterprises (on-year decrease of 1.8%), 231,700 yen for medium enterprises (on-year increase of 0.3%), and 210,200 yen for small enterprises (on-year increase of 1.0%). Additionally, taking wages at large enterprises as 100, wages at medium enterprises were 83 (82 in the previous year) for men and 90 (88) for women, and wages at small enterprises were 74 (73) for men and 81 (79) for women.

Looking at the age groups with the peak wage by size of enterprise, amongst men the peak was in the group aged 50 to 54 for large and medium enterprises, at 513,700 yen for large enterprises (or 248 taking the wage for the group aged 20 to 24 as 100), and 403,700 yen for medium enterprises (202), and in the group aged 55 to 59 for small enterprises at 326,100 yen (170). Amongst women the peak was in the group aged 50 to 54 for large enterprises at 299,100 yen (146), and in the group aged 40 to 44 for medium enterprises at 255,300 yen (134), and in the group aged 45 to 49 for small enterprises at 230,200 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

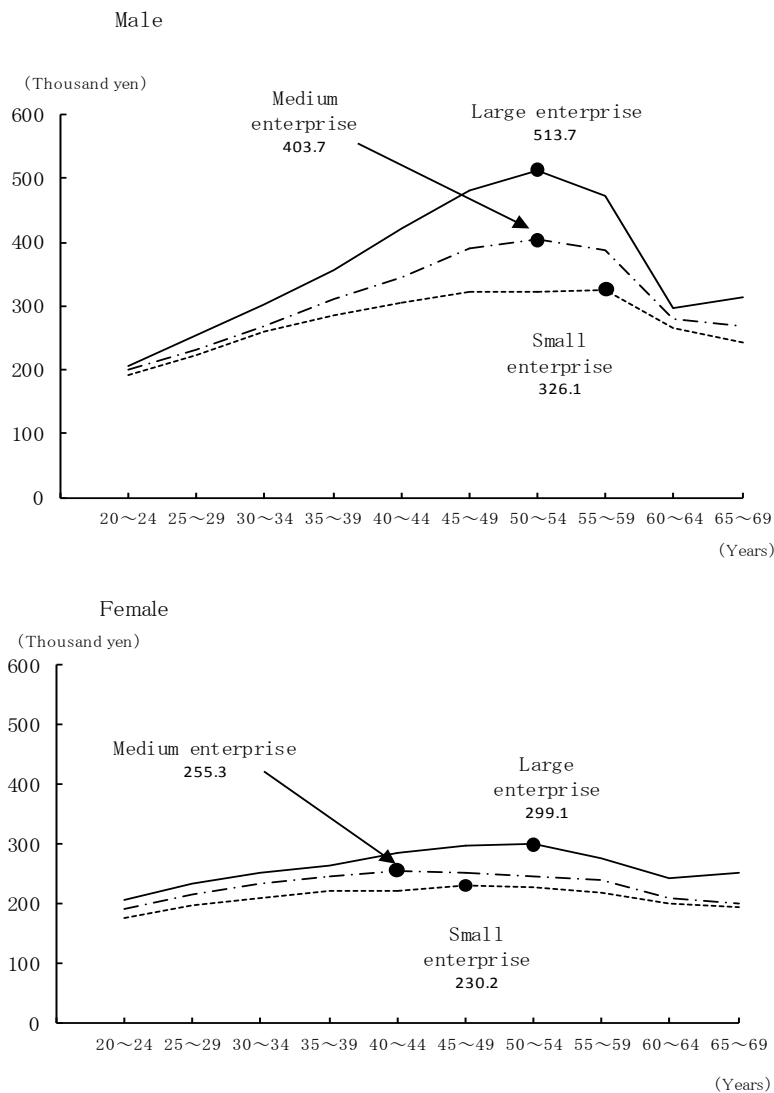


Table 4: Wage, year-on-year change, wage gap across sizes of enterprise and age groups, by size of enterprise, gender and age group

Gender Age group	Large enterprise				Medium enterprise				Small enterprise				
	Wage (Thous and yen)	On-year change (%)	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	380.6	-1.4	100	184	316.5	0.1	83 (82)	158	282.2	-0.1	74 (73)	147
	Age 20-24	207.4	-2.4	100	100	200.0	0.9	96 (93)	100	191.4	1.6	92 (89)	100
	25-29	253.4	-1.5	100	122	230.4	-1.6	91 (91)	115	223.1	0.9	88 (86)	117
	30-34	303.4	-2.0	100	146	268.8	-0.3	89 (87)	134	260.9	2.0	86 (83)	136
	35-39	356.3	-2.2	100	172	310.6	0.5	87 (85)	155	287.1	0.2	81 (79)	150
	40-44	422.6	-3.1	100	204	345.6	-1.5	82 (80)	173	306.0	-0.9	72 (71)	160
	45-49	481.0	-3.4	100	232	389.3	0.0	81 (78)	195	322.3	-1.2	67 (66)	168
	50-54	513.7	0.7	100	248	403.7	-0.7	79 (80)	202	323.4	-1.2	63 (64)	169
	55-59	472.8	1.3	100	228	389.0	-0.2	82 (84)	195	326.1	1.3	69 (69)	170
	60-64	295.9	-5.6	100	143	280.0	-1.0	95 (90)	140	264.9	0.4	90 (84)	138
	65-69	314.6	-12.5	100	152	270.1	6.6	86 (70)	135	243.5	1.1	77 (67)	127
	Average age (Years)	41.8				42.2				43.8			
Length of service (Years)	15.7				12.5				11				
Female	Total age	258.1	-1.8	100	126	231.7	0.3	90 (88)	122	210.2	1.0	81 (79)	120
	Age 20-24	205.3	-1.3	100	100	190.6	-0.9	93 (93)	100	175.4	1.2	85 (83)	100
	25-29	232.3	-1.1	100	113	214.8	0.4	92 (91)	113	198.0	1.6	85 (83)	113
	30-34	250.9	-1.8	100	122	233.2	-0.3	93 (92)	122	209.6	-0.5	84 (82)	119
	35-39	264.6	-3.2	100	129	245.4	-1.8	93 (91)	129	220.3	0.1	83 (81)	126
	40-44	283.7	-3.9	100	138	255.3	1.1	90 (86)	134	221.1	1.5	78 (74)	126
	45-49	295.9	-1.8	100	144	249.7	1.2	84 (82)	131	230.2	2.4	78 (75)	131
	50-54	299.1	0.5	100	146	246.0	-2.0	82 (84)	129	226.1	0.9	76 (75)	129
	55-59	274.8	-3.1	100	134	238.3	1.0	87 (83)	125	217.8	-0.3	79 (77)	124
	60-64	241.4	3.5	100	118	209.7	1.3	87 (89)	110	198.1	3.2	82 (82)	113
	65-69	250.8	-1.1	100	122	200.9	4.1	80 (76)	105	193.7	2.9	77 (74)	110
	Average age (Years)	38.5				40.2				41.4			
Length of service (Years)	9.7				8.5				8.6				

Note: Figures in round brackets () are data of 2011.

(5) Wage by industry

Looking at wages by major industry, the highest amongst men were in the finance and insurance industry (465,300 yen), followed by the education and learning support industry (442,400 yen), with the lowest being the services (not elsewhere classified) industry (262,600 yen). Amongst women the highest was in the education and learning support industry (310,500 yen) and the lowest in the accommodation, eating and drinking services industry (188,100 yen).

Looking at the wage curve by industry, the peak wage for men in the finance and insurance industry was for the group aged 45 to 49, declining steeply thereafter. The wage curve for the accommodation, eating and drinking services industry was less steep. 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, the accommodation, eating and drinking services industry, and the services (not elsewhere classified) industry was less steep. (Figure 5, Table 5)

Figure 5: Wage by industry, gender and age group

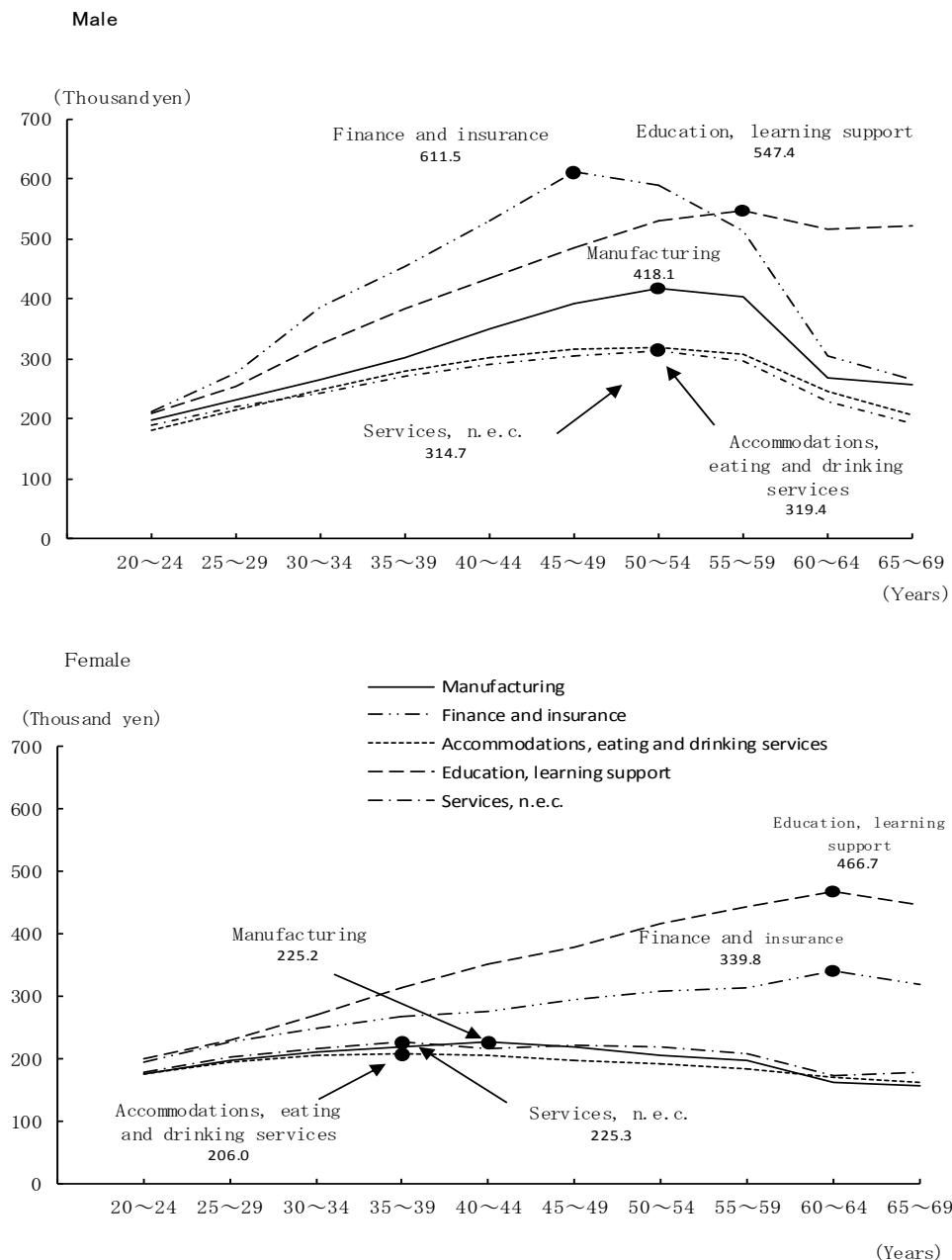


Table 5: Wage, year-on-year change and wage gap across age groups, by industry, gender and age group

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	Wage (Thousand yen)	Total age	322.5	318.7	416.8	270.0	331.7	465.3	396.2	265.8	284.2	442.4	348.3	262.6
		Age 20-24	213.3	196.5	215.1	196.5	204.6	213.2	210.4	179.8	193.3	210.2	203.3	188.8
		25-29	247.4	231.2	254.1	226.7	235.3	275.6	260.0	215.8	231.4	253.4	238.0	219.1
		30-34	282.4	266.3	308.2	259.7	279.9	386.0	321.4	247.8	282.9	325.9	275.1	243.9
		35-39	320.7	301.9	387.1	276.4	324.1	455.6	364.7	279.0	305.0	383.2	331.5	271.9
		40-44	350.1	350.5	458.7	285.4	369.5	531.7	429.6	301.2	330.9	434.1	382.3	291.3
		45-49	384.0	392.7	528.3	303.4	411.4	611.5	491.6	315.7	353.9	486.6	455.4	306.3
		50-54	396.2	418.1	605.7	310.6	427.3	590.3	518.0	319.4	352.7	529.2	503.5	314.7
		55-59	377.0	402.3	553.6	290.7	412.6	512.5	511.1	307.0	333.3	547.4	533.1	296.0
		60-64	286.6	267.2	312.1	219.6	282.8	306.0	368.3	246.7	257.1	517.9	437.5	230.2
	65-69	260.4	257.5 *	308.7	192.1	286.9 *	264.3	346.4	207.3	212.2	521.5 *	467.4	192.5	
	On-year change (%)		-0.9	1.2	2.2	2.1	2.6	-5.5	-1.6	-0.9	-1.1	-1.5	0.7	-4.4
	Average age (Years)		44.0	41.8	40.9	45.9	41.3	42.6	42.7	40.9	39.3	46.4	39.6	44.0
Length of service (Years)		14.0	14.9	14.9	11.9	13.3	16.1	13.8	9.3	9.2	13.9	8.0	8.8	
Wage gap across age groups (Age 20 - 24 = 100)	Total age	151	162	194	137	162	218	188	148	147	210	171	139	
	Age 20-24	100	100	100	100	100	100	100	100	100	100	100	100	
	25-29	116	118	118	115	115	129	124	120	120	121	117	116	
	30-34	132	136	143	132	137	181	153	138	146	155	135	129	
	35-39	150	154	180	141	158	214	173	155	158	182	163	144	
	40-44	164	178	213	145	181	249	204	168	171	207	188	154	
	45-49	180	200	246	154	201	287	234	176	183	231	224	162	
	50-54	186	213	282	158	209	277	246	178	182	252	248	167	
	55-59	177	205	257	148	202	240	243	171	172	260	262	157	
	60-64	134	136	145	112	138	144	175	137	133	246	215	122	
65-69	122	131	144	98	140	124	165	115	110	248	230	102		
Female	Wage (Thousand yen)	Total age	224.3	201.8	301.7	207.7	219.9	265.9	277.2	188.1	207.8	310.5	247.2	209.7
		Age 20-24	194.0	174.4	206.1	184.5	186.1	195.0	197.5	174.7	183.9	198.0	202.5	177.5
		25-29	210.0	197.1	236.5	214.4	210.7	226.9	239.6	194.8	207.7	227.8	226.7	201.8
		30-34	212.4	209.4	271.0	208.7	224.5	248.6	273.2	203.5	217.7	268.3	244.6	216.6
		35-39	227.0	217.1	305.9	220.3	233.4	266.0	290.0	206.0	231.6	312.2	256.2	225.3
		40-44	241.8	225.2	336.6	221.6	247.7	275.8	303.5	203.5	237.7	350.3	261.7	216.5
		45-49	238.7	217.6	397.8	219.7	243.0	294.6	336.5	195.5	226.2	377.9	267.6	221.5
		50-54	231.4	204.0 *	481.6	212.8	220.3	306.8	324.5	189.6	216.8	414.8	267.8	219.1
		55-59	253.2	195.2	355.9	185.4	213.5	312.8	301.0	181.8	204.5	441.3	266.0	207.4
		60-64	203.0	162.1	248.3	178.5	192.0	339.8	234.9	168.2	176.4	466.7	244.9	171.1
	65-69	184.1	154.7 *	236.9	177.3	182.0	319.4 *	256.3	161.4	165.1	446.4	248.2	178.7	
	On-year change (%)		0.1	0.7	4.8	2.1	3.0	-0.9	-1.9	0.6	1.6	1.0	0.1	1.2
	Average age (Years)		41.6	42.0	36.9	40.7	38.9	40.1	38.0	40.4	37.8	38.6	40.0	40.4
Length of service (Years)		10.9	10.9	10.6	8.5	8.9	10.9	9.7	7.2	7.4	9.8	7.6	6.3	
Wage gap across age groups (Age 20 - 24 = 100)	Total age	116	116	146	113	118	136	140	108	113	157	122	118	
	Age 20-24	100	100	100	100	100	100	100	100	100	100	100	100	
	25-29	108	113	115	116	113	116	121	112	113	115	112	114	
	30-34	109	120	131	113	121	127	138	116	118	136	121	122	
	35-39	117	124	148	119	125	136	147	118	126	158	127	127	
	40-44	125	129	163	120	133	141	154	116	129	177	129	122	
	45-49	123	125	193	119	131	151	170	112	123	191	132	125	
	50-54	119	117	234	115	118	157	164	109	118	209	132	123	
	55-59	131	112	173	100	115	160	152	104	111	223	131	117	
	60-64	105	93	120	97	103	174	119	96	96	236	121	96	
65-69	95	89	115	96	98	164	130	92	90	225	123	101		

(6) Wage in terms of type of employment

Looking at wages by type of employment, wages for regular staff were 317,000 yen (average age 41.1 years, continuous service 12.7 years), and wages for non-regular staff were 196,400 yen (average age 44.9 years, continuous service 6.8 years). In the breakdown by gender, wages for male regular staff were 343,800 yen (on-year increase of 1.2%) and wages for male non-regular staff were 218,400 yen (on-year decrease of 1.7%), while wages for female regular staff were 252,200 yen (on-year increase of 1.4%), and wages for female non-regular staff were 174,800 yen (on-year increase of 1.5%).

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 62 (63 in the previous year) for men and women overall, 64 (65) for men and 69 (69) for women. Looking at the data by size of enterprise, wages were 55 (56) for large enterprises, and in a breakdown by major industries, wages were 59 (58) for wholesale and retail trade industry. (Figure 6, Figure 7, Table 6, Table 7, Table 8)

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

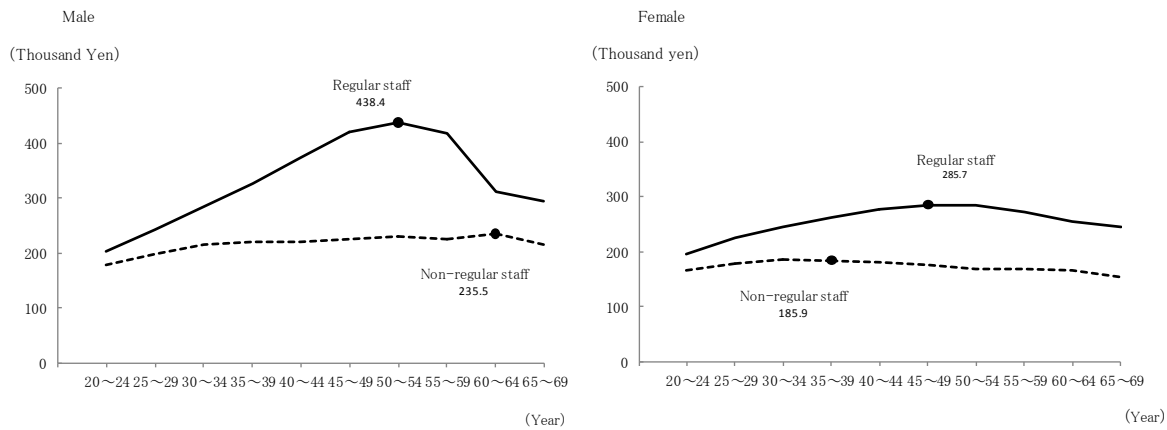


Figure 7: Wage by type of employment, size of enterprise and industry

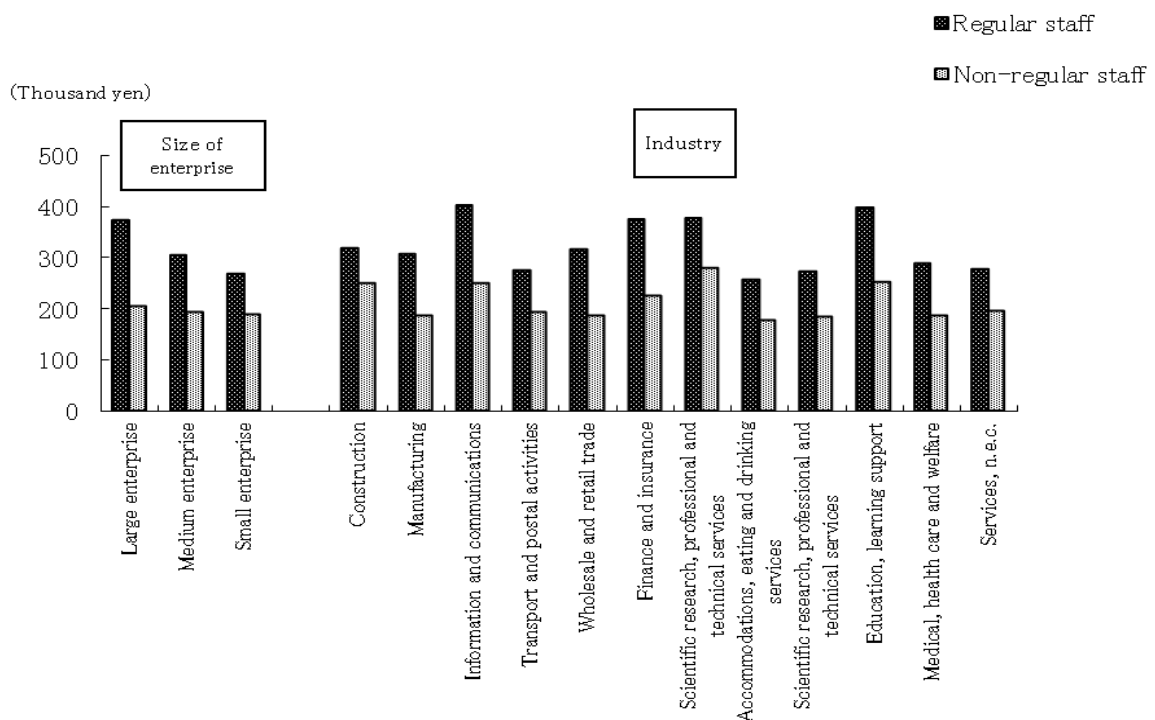


Table 6: Wage, year-on-year change and wage gap across types of employment, by type of employment, gender and age group

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 (Thousand yen)	On-year change (%)	Wage (Thousand yen)	On-year change (%)		Wage (Thousand yen)	On-year change (%)	Wage (Thousand yen)	On-year change (%)		Wage (Thousand yen)	On-year change (%)	Wage (Thousand yen)	On-year change (%)	
Total age	317.0	1.3	196.4	0.3	62 (63)	343.8	1.2	218.4	-1.7	64 (65)	252.2	1.4	174.8	1.5	69 (69)
Age 20-24	200.4	-0.0	171.7	4.4	86 (82)	204.1	-0.1	178.2	4.5	87 (84)	196.0	-0.1	165.9	3.8	85 (81)
25-29	235.9	0.4	188.2	0.2	80 (80)	242.4	-0.1	197.8	-0.7	82 (82)	225.5	1.3	179.3	0.8	80 (80)
30-34	272.7	0.5	200.6	0.9	74 (73)	285.0	0.8	216.7	-0.2	76 (77)	245.0	0.1	185.9	1.1	76 (75)
35-39	310.7	0.4	200.3	-0.4	64 (65)	327.4	0.5	220.5	-1.3	67 (69)	261.9	-0.4	184.4	-0.5	70 (70)
40-44	349.1	-0.4	196.6	1.7	56 (55)	373.7	-0.5	221.0	-2.5	59 (60)	278.3	0.7	180.2	3.0	65 (63)
45-49	385.9	0.6	193.4	1.0	50 (50)	420.6	0.1	225.7	-4.8	54 (56)	285.7	1.9	175.7	2.6	61 (61)
50-54	398.9	2.3	191.2	0.5	48 (49)	438.4	2.2	229.1	-3.1	52 (55)	284.7	1.6	169.7	1.9	60 (59)
55-59	384.4	3.2	194.0	0.1	50 (52)	418.3	2.9	225.2	-2.8	54 (57)	272.4	1.7	167.4	2.6	61 (61)
60-64	297.4	2.2	215.5	-1.7	72 (75)	311.2	0.7	235.5	-2.1	76 (78)	255.2	7.6	165.0	-0.2	65 (70)
65-69	281.6	3.2	198.0	0.4	70 (72)	295.5	2.0	214.7	2.0	73 (73)	245.0	9.1	154.6	-4.3	63 (72)
Average age (Years)	41.1		44.9			42.0		46.6			39.0		43.1		
Length of service (Years)	12.7		6.8			13.9		7.6			9.8		5.9		

Note: Figures in round brackets () are data of 2011.

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 (Thousand yen)	On-year change (%)	Wage (Thousand yen)	On-year change (%)		Wage (Thousand yen)	On-year change (%)	Wage (Thousand yen)	On-year change (%)		Wage (Thousand yen)	On-year change (%)	Wage (Thousand yen)	On-year change (%)	
Large enterprise	373.2	0.2	204.9	-2.2	55 (56)	402.2	0.5	222.8	-6.7	55 (60)	286.5	-0.6	186.5	2.2	65 (63)
Medium enterprise	306.8	1.3	193.8	-0.6	63 (64)	331.6	0.8	216.6	-0.8	65 (66)	252.8	1.8	173.1	-0.5	68 (70)
Small enterprise	268.4	0.4	188.4	3.0	70 (68)	289.5	0.2	215.0	2.1	74 (73)	221.6	1.0	160.1	1.0	72 (72)

Note: Figures in round brackets () are data of 2011.

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 (Thousand yen)	On-year change (%)	Wage (Thousand yen)	On-year change (%)		Wage (Thousand yen)	On-year change (%)	Wage (Thousand yen)	On-year change (%)		Wage (Thousand yen)	On-year change (%)	Wage (Thousand yen)	On-year change (%)	
Industries covered	317.0	1.3	196.4	0.3	62 (63)	343.8	1.2	218.4	-1.7	64 (65)	252.2	1.4	174.8	1.5	69 (69)
Construction	319.3	0.2	251.3	1.1	79 (78)	331.4	0.3	258.1	-1.3	78 (79)	227.8	-0.6	196.7	8.0	86 (79)
Manufacturing	308.9	1.4	186.8	1.5	60 (60)	330.3	1.8	213.8	1.7	65 (65)	220.2	1.3	156.3	0.6	71 (72)
Information and communications	404.4	4.3	252.0	-10.0	62 (72)	424.2	3.1	278.7	-18.6	66 (83)	318.2	5.1	221.9	-1.2	70 (74)
Transport and postal activities	275.0	3.3	193.4	-2.1	70 (74)	280.3	3.5	202.6	-2.9	72 (77)	226.8	3.5	164.2	-0.6	72 (75)
Wholesale and retail trade	316.7	2.6	186.1	3.9	59 (58)	342.9	2.8	216.3	4.5	63 (62)	242.7	3.0	166.9	2.3	69 (69)
Finance and insurance	377.4	-6.0	225.7	-3.7	60 (58)	474.8	-5.0	276.3	-9.5	58 (61)	272.7	-1.0	198.9	0.1	73 (72)
Scientific research, professional and technical services	378.0	-0.4	281.5	-6.0	74 (79)	401.2	-1.4	332.3	-3.0	83 (84)	291.1	0.5	216.3	-11.9	74 (85)
Accommodations, eating and drinking services	258.4	0.0	177.1	1.4	69 (68)	282.6	-0.3	195.3	-0.2	69 (69)	205.8	0.7	164.6	2.9	80 (78)
Living-related and personal services and amusement services	274.5	-0.4	185.0	1.9	67 (66)	304.8	-0.7	200.0	0.0	66 (65)	226.3	0.8	174.5	2.5	77 (76)
Education, learning support	400.1	-0.8	253.7	0.9	63 (62)	454.6	-1.6	292.8	-0.3	64 (64)	322.7	0.9	219.9	2.5	68 (67)
Medical, health care and welfare	288.8	1.6	185.9	-1.6	64 (67)	365.1	1.8	215.6	-4.8	59 (63)	259.5	1.1	177.8	-0.4	69 (70)
Services, n.e.c.	278.5	-1.0	193.9	-0.2	70 (69)	291.8	-2.3	197.7	-2.7	68 (68)	235.4	3.6	189.4	3.6	80 (81)

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 2011.

(7) Distribution of wages

Breaking down the distribution of wages by gender, for men, up to the group aged 50 to 54 as the age group increases more workers were in general found in higher wage groups. And for women, up to the group aged 40 to 44, as age group increases more workers were in general found in higher wage groups, however, thereafter more were found in lower wage groups.

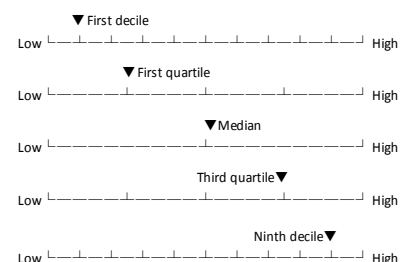
Looking at the dispersion of wages using dispersion coefficients, the spread was broadly larger as age group increases for both men and women. Looking at the quartile spread by level of education, the spread for university or graduate school graduates were larger than other graduates for both men and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

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

Wage group	Male										
	Total age	Age 20-24	Age 25-29	Age 30-34	Age 35-39	Age 40-44	Age 45-49	Age 50-54	Age 55-59	Age 60-64	Age 65-69
	%	%	%	%	%	%	%	%	%	%	%
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
~ 99.9 (Thousand yen)	0.2	0.2	0.1	0.1	0.1	0.1	0.1	0.1	0.2	0.5	1.1
100.0 ~ 119.9	0.5	1.2	0.5	0.3	0.2	0.2	0.2	0.3	0.5	1.6	4.5
120.0 ~ 139.9	1.6	3.1	1.8	1.1	0.8	0.7	0.6	1.0	1.4	4.5	8.2
140.0 ~ 159.9	3.0	7.5	3.6	2.1	1.4	1.6	1.5	1.7	2.4	7.3	11.4
160.0 ~ 179.9	4.9	16.3	6.4	3.8	2.8	2.4	2.0	2.5	3.3	9.4	11.3
180.0 ~ 199.9	6.4	23.0	11.0	6.4	3.8	3.1	3.0	2.8	3.7	10.1	9.9
200.0 ~ 219.9	7.7	22.8	16.2	8.9	5.6	4.3	3.4	3.5	4.2	10.1	8.5
220.0 ~ 239.9	8.0	13.5	18.1	11.5	7.4	5.1	4.0	3.9	4.0	8.5	7.4
240.0 ~ 259.9	7.7	6.8	14.4	12.5	8.3	6.2	4.5	4.1	4.7	7.7	6.0
260.0 ~ 279.9	7.2	2.6	10.5	12.1	9.4	6.6	4.9	4.1	4.8	7.1	4.4
280.0 ~ 299.9	6.3	1.2	6.7	10.1	9.7	6.7	4.9	4.5	4.3	5.1	3.2
300.0 ~ 319.9	5.8	0.6	4.0	8.0	9.1	7.1	5.4	4.6	4.7	4.5	4.5
320.0 ~ 339.9	5.0	0.3	2.2	6.3	7.7	6.6	5.5	4.6	4.6	3.4	2.7
340.0 ~ 359.9	4.4	0.2	1.4	4.1	6.7	6.4	5.3	4.6	4.8	2.9	1.9
360.0 ~ 399.9	7.5	0.2	1.6	5.6	10.3	11.2	10.7	9.3	9.7	3.5	2.3
400.0 ~ 449.9	7.1	0.2	0.6	3.4	7.5	10.5	12.2	10.9	11.4	3.3	2.7
450.0 ~ 499.9	4.8	0.1	0.3	1.6	3.5	7.0	8.5	9.4	8.9	2.2	1.5
500.0 ~ 599.9	5.7	0.0	0.3	1.1	3.2	7.2	11.3	12.8	11.1	3.6	2.4
600.0 ~ 699.9	3.0	-	0.1	0.6	1.4	4.3	6.1	6.9	5.5	1.9	1.8
700.0 ~ 799.9	1.4	-	0.0	0.2	0.5	1.3	2.4	4.1	2.4	1.2	1.9
800.0 ~ 899.9	0.8	-	0.0	0.1	0.2	0.6	1.7	2.1	1.6	0.6	0.9
900.0 ~ 999.9	0.3	-	0.0	0.0	0.2	0.3	0.7	0.7	0.5	0.3	0.4
1000.0 ~ 1199.9	0.3	-	0.0	0.1	0.1	0.2	0.6	0.9	0.8	0.3	0.3
1200.0 ~	0.3	-	0.0	0.0	0.1	0.2	0.6	0.6	0.8	0.4	0.7
Average (Thousand yen)	329.0	200.5	237.1	278.3	319.6	363.3	408.1	423.7	398.7	278.1	260.7
First decile (Thousand yen)	179.5	155.4	173.1	189.8	203.6	209.3	215.3	209.1	192.2	150.6	131.0
First quartile (Thousand yen)	222.0	176.6	202.1	224.2	247.6	264.6	283.4	284.3	262.7	183.1	159.6
Median (Thousand yen)	288.8	198.8	231.4	265.6	301.2	337.9	376.7	392.9	369.7	235.2	206.5
Third quartile (Thousand yen)	392.4	221.1	264.7	314.8	367.0	428.4	489.8	519.7	486.5	312.7	289.5
Ninth decile (Thousand yen)	525.0	246.5	302.8	376.2	442.5	546.6	628.8	676.0	617.6	457.3	443.9
Decile dispersion coefficient	0.60	0.23	0.28	0.35	0.40	0.50	0.55	0.59	0.58	0.65	0.76
	(0.59)	(0.23)	(0.29)	(0.35)	(0.40)	(0.49)	(0.55)	(0.58)	(0.57)	(0.67)	(0.70)
Quartile dispersion coefficient	0.30	0.11	0.14	0.17	0.20	0.24	0.27	0.30	0.30	0.28	0.31
	(0.29)	(0.11)	(0.14)	(0.17)	(0.20)	(0.24)	(0.27)	(0.29)	(0.30)	(0.30)	(0.30)

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

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



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

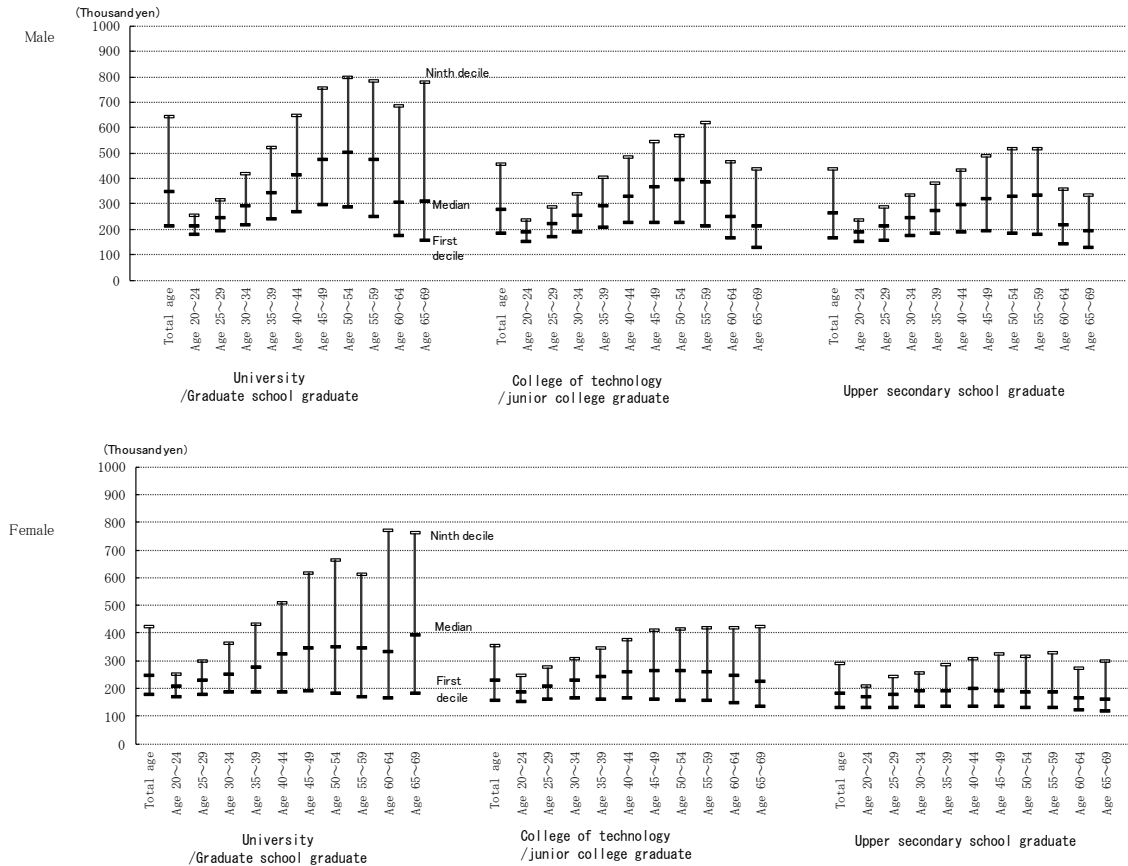
$$\text{Decile dispersion coefficient} = \frac{\text{Ninth decile} - \text{First decile}}{2 \times \text{Median}} \quad \text{Quartile dispersion coefficient} = \frac{\text{Third quartile} - \text{First quartile}}{2 \times \text{Median}}$$

3) Figures in round brackets () are data of 2011.

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	%	%	%	%	%	%	%	%	%	%	%
~ 99.9 (Thousand yen)	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
100.0 ~ 119.9	0.6	0.3	0.3	0.4	0.5	0.6	0.6	0.8	1.0	1.5	2.5
120.0 ~ 139.9	2.2	2.0	1.3	1.4	1.8	1.8	2.1	2.6	3.3	5.7	8.9
140.0 ~ 159.9	6.1	5.9	3.9	4.0	4.6	5.3	5.8	7.0	8.5	15.1	13.9
160.0 ~ 179.9	10.4	13.2	7.9	6.8	8.0	8.7	10.2	11.9	12.7	19.2	23.1
180.0 ~ 199.9	11.9	19.8	11.2	9.7	9.3	9.0	11.3	10.8	12.4	13.7	12.0
200.0 ~ 219.9	11.9	21.6	15.1	11.4	10.2	9.0	9.2	9.5	9.7	10.5	6.9
220.0 ~ 239.9	11.2	17.2	16.7	12.6	10.2	8.9	8.0	8.0	8.1	6.4	5.6
240.0 ~ 259.9	9.8	9.5	14.5	14.0	10.3	8.6	7.4	7.4	7.2	5.0	4.7
260.0 ~ 279.9	8.3	6.0	11.3	11.9	10.1	8.5	6.7	5.7	6.1	4.5	3.8
280.0 ~ 299.9	6.1	2.4	7.1	8.4	8.4	6.7	6.1	6.2	4.9	2.4	2.0
300.0 ~ 319.9	4.6	1.1	4.1	5.8	6.4	6.3	5.3	4.5	4.0	2.2	2.3
320.0 ~ 359.9	3.6	0.6	2.9	4.5	4.7	4.9	4.7	4.3	3.3	2.1	2.5
360.0 ~ 399.9	5.0	0.4	2.5	4.7	6.8	8.3	7.6	6.1	5.1	2.9	2.5
400.0 ~ 449.9	3.0	0.0	0.7	2.2	3.8	5.6	4.7	4.7	4.3	1.9	2.8
450.0 ~ 499.9	2.2	0.1	0.2	1.0	2.4	3.8	4.0	4.2	3.5	1.5	2.5
500.0 ~ 599.9	1.1	0.0	0.1	0.3	0.8	1.6	2.2	2.1	2.1	1.4	0.8
600.0 ~ 699.9	1.0	0.0	0.2	0.4	0.7	1.2	1.9	1.9	2.2	1.6	1.2
700.0 ~ 799.9	0.5	-	0.0	0.2	0.4	0.5	1.3	0.9	0.9	1.2	0.9
800.0 ~ 899.9	0.3	0.0	0.0	0.2	0.3	0.5	0.3	0.4	0.3	0.5	0.5
900.0 ~ 999.9	0.1	-	0.0	0.1	0.1	0.1	0.1	0.6	0.2	0.3	0.2
' 1000.0 ~	0.1	-	0.0	0.0	0.0	0.1	0.1	0.2	0.1	0.1	0.4
' 1000.0 ~	0.1	-	-	0.0	0.1	0.1	0.2	0.3	0.1	0.2	0.0
Average (Thousand yen)	233.1	190.5	216.7	232.7	244.2	254.9	256.6	252.7	240.4	211.3	205.6
1st decile (Thousand yen)	142.3	143.4	152.8	153.0	148.8	145.6	143.1	139.1	134.3	124.9	117.6
1st quartile (Thousand yen)	169.8	164.2	180.6	185.0	181.8	179.2	170.9	165.0	159.3	142.9	139.6
Median (Thousand yen)	212.2	187.8	212.6	225.1	230.9	235.9	227.2	218.7	206.1	171.7	162.6
3rd quartile (Thousand yen)	268.0	212.9	246.9	266.0	284.6	306.1	309.6	303.0	285.8	231.0	229.5
9th decile (Thousand yen)	345.2	241.5	283.3	315.8	350.9	379.1	402.2	405.5	396.0	344.0	350.9
Decile dispersion coefficient	0.48	0.26	0.31	0.36	0.44	0.49	0.57	0.61	0.63	0.64	0.72
	(0.48)	(0.26)	(0.31)	(0.38)	(0.43)	(0.52)	(0.58)	(0.62)	(0.63)	(0.62)	(0.62)
Quartile dispersion coefficient	0.23	0.13	0.16	0.18	0.22	0.27	0.31	0.32	0.31	0.26	0.28
	(0.24)	(0.13)	(0.15)	(0.19)	(0.22)	(0.28)	(0.31)	(0.32)	(0.33)	(0.25)	(0.24)

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



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

(8) Wage of standard worker

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

Taking the wages of the group aged 20 to 24 as 100 and breaking down by level of education, the value for the age group with the peak wage within each education level was as followings: amongst men, for university graduates it was 273 for the group aged 50 to 54, for college of technology or junior college and upper secondary school graduates it was 258 and 227 respectively for the group aged 55 to 59, amongst women, for university graduates and college of technology or junior college graduates it was 251 and 203 respectively for the group aged 50 to 54, and for upper secondary school graduates it was 186 for the group aged 55 to 59. (Figure 9, Table 10)

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

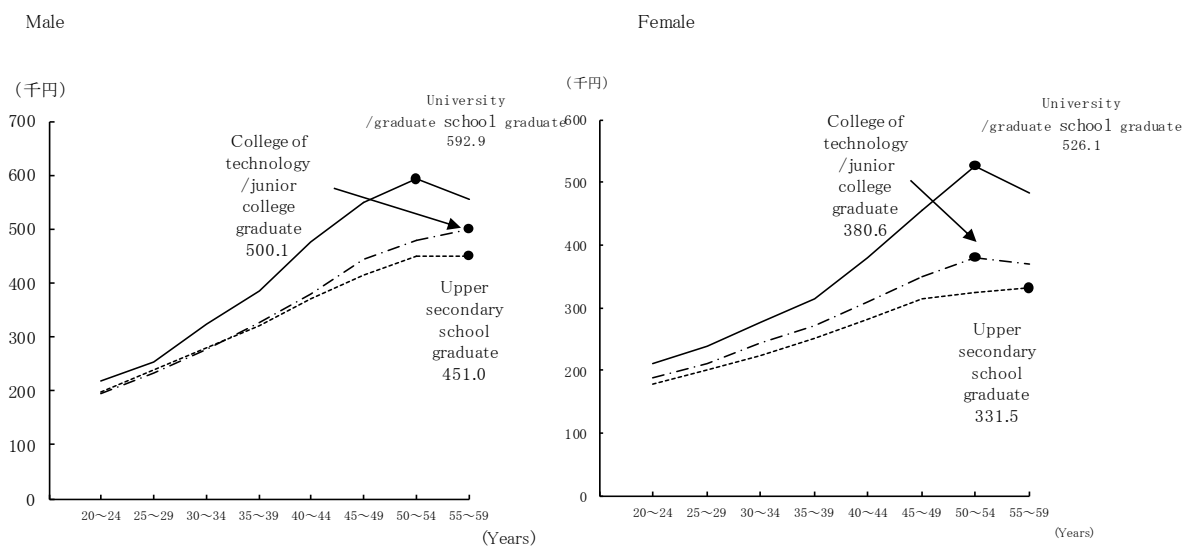


Table 10: Wage, year-on-year change and wage gap across age groups of standard workers, by level of education, gender and age group

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	401.8	1.9	185	312.4	0.9	161	327.8	1.7	165
	Age 20-24	217.1	-1.9	100	193.6	0.9	100	198.4	1.3	100
	25-29	254.7	-0.2	117	234.1	2.2	121	237.8	3.0	120
	30-34	323.1	2.0	149	277.1	0.2	143	280.4	2.6	141
	35-39	385.6	-0.2	178	327.1	0.0	169	321.2	1.1	162
	40-44	475.5	-0.4	219	380.7	-0.4	197	369.6	2.4	186
	45-49	550.4	1.5	254	443.0	-1.4	229	414.1	0.4	209
	50-54	592.9	5.0	273	480.2	2.2	248	450.7	0.9	227
55-59	555.1	0.2	256	500.1	-4.6	258	451.0	0.7	227	
Female	Total age	263.2	1.3	125	242.7	1.1	129	230.3	1.0	129
	Age 20-24	209.8	-1.2	100	187.5	2.1	100	178.5	1.1	100
	25-29	238.0	1.2	113	210.1	0.3	112	200.6	3.3	112
	30-34	275.5	1.3	131	243.9	1.6	130	223.3	1.9	125
	35-39	313.5	-1.7	149	270.9	-1.5	144	249.8	-0.4	140
	40-44	380.5	-3.1	181	309.5	-1.0	165	280.7	1.9	157
	45-49	455.5	0.3	217	348.1	-3.9	186	312.9	1.5	175
	50-54	526.1	9.6	251	380.6	-4.9	203	323.0	-2.4	181
55-59	484.0	-2.1	231	370.0	-3.9	197	331.5	-0.7	186	

(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 320,900 yen for production workers in the group aged 55 to 59 and 502,600 yen for supervisory, clerical and technical workers in the group aged 50 to 54. Amongst women the peak was 182,300 yen for production workers in the group aged 35 to 39, and 274,500 yen for supervisory, clerical and technical workers in the group aged 45 to 49 (Table 11).

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

Age group	Male						Female					
	Production workers			Supervisory, clerical and technical workers			Production workers			Supervisory, clerical and technical workers		
	Wage (Thousand yen)	On-year change (%)	Wage gap across age groups (Age 20 to 24 = 100)	Wage (Thousand yen)	On-year change (%)	Wage gap across age groups (Age 20 to 24 = 100)	Wage (Thousand yen)	On-year change (%)	Wage gap across age groups (Age 20 to 24 = 100)	Wage (Thousand yen)	On-year change (%)	Wage gap across age groups (Age 20 to 24 = 100)
Total age	264.2	-0.8	137	391.8	2.0	187	171.2	-2.0	104	244.1	2.6	127
Age 20-24	193.2	0.6	100	209.3	-0.4	100	164.5	1.2	100	192.0	2.6	100
25-29	221.0	1.7	114	249.0	-0.4	119	170.7	-0.2	104	217.9	1.7	113
30-34	246.5	1.7	128	298.2	1.9	142	176.9	-1.9	108	235.6	3.2	123
35-39	272.6	-0.7	141	343.4	-0.1	164	182.3	-2.2	111	247.6	1.9	129
40-44	290.5	-2.6	150	414.6	2.6	198	181.0	-2.7	110	269.5	3.6	140
45-49	311.8	-2.8	161	466.3	1.0	223	175.9	-5.0	107	274.5	4.7	143
50-54	315.7	-1.5	163	502.6	2.2	240	169.4	-4.5	103	273.8	2.3	143
55-59	320.9	-1.0	166	489.8	-0.1	234	176.3	1.8	107	253.8	-1.1	132
60-64	231.6	2.3	120	326.7	4.2	156	149.4	-0.6	91	217.4	5.4	113
Average age (Years)	40.5			43.6			43.8			39.6		
Length of service (Years)	13.2			17.2			10.1			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 675,500 yen for senior positions (on-year increase of 3.8%), 525,100 yen for middle management level (on-year increase of 0.6%) and 394,200 yen for lower management level (on-year increase of 0.2%), and for women wages were 649,100 yen for senior positions (on-year increase of 16.1%), 446,700 yen for middle management level (on-year increase of 1.2%) and 349,600 for lower management level (on-year decrease of 3.0%) (Table12).

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

Class of position	Male				Female			
	Wage (Thousand yen)	On-year change (%)	Wage gap between managerial workers and non-managerial workers (non-manerials 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-manerials at age 20 to 24 = 100)	Average age (Years)
Senior position	675.5	3.8	327 (314)	51.7	649.1	16.1	321 (275)	51.9
Middle management level	525.1	0.6	254 (252)	47.5	446.7	1.2	221 (217)	47.5
Lower management level	394.2	0.2	191 (190)	44.0	349.6	-3.0	173 (177)	44.4
Non-managerial workers (Age 20-24)	206.7	-0.2	100 (100)		202.3	-0.4	100 (100)	

Note: Figures in round brackets () are data of 2011.

2 Wage of part-time workers

(1) Wage by age group

Hourly wages for part-time workers were 1,094 yen for men (on-year increase of 0.2%) and 1,001 yen for women (on-year increase of 1.3%). For men wages were over 1,000 yen for groups aged 25 to 29 or over, and were the highest in the group aged 40 to 44 at 1,235 yen. For women wages were at the 1,000 yen level for the group aged 25 to 29, for those in their 30s, 40s and for the group aged 50 to 54, and were the highest in the group aged 35 to 39 at 1,056 yen. (Figure 10, Table 13).

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

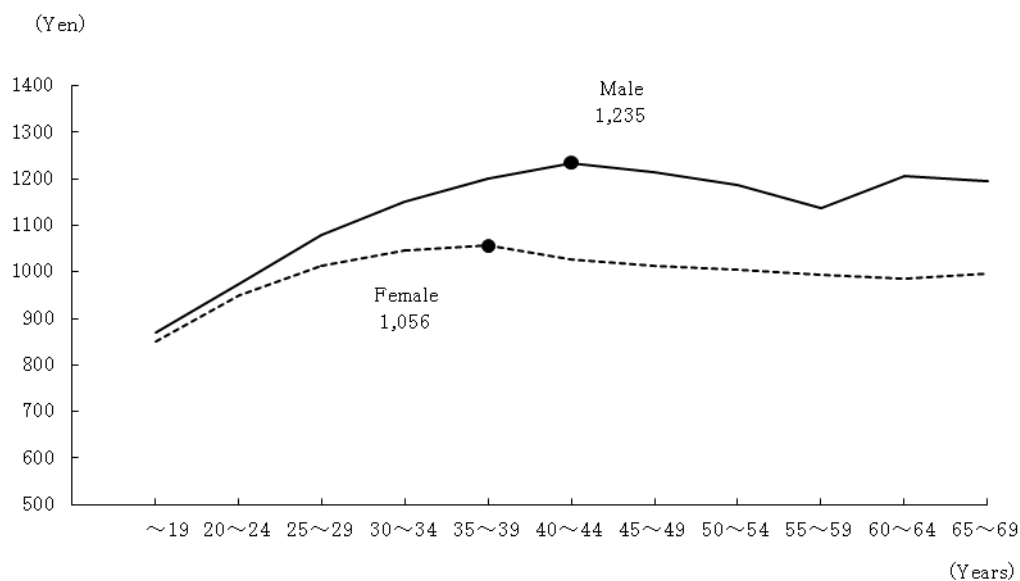


Table 13: Hourly wage, year-on-year change and wage gap across age groups of part-time workers, by gender and age group

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	1,094	0.2	112	1,001	1.3	105
Age 19 and under	869	0.8	89	852	1.7	90
20-24	974	1.7	100	950	1.9	100
25-29	1,079	0.3	111	1,012	0.2	107
30-34	1,150	1.1	118	1,047	0.1	110
35-39	1,202	2.2	123	1,056	2.5	111
40-44	1,235	4.0	127	1,028	2.0	108
45-49	1,215	-1.1	125	1,014	1.2	107
50-54	1,187	0.2	122	1,004	1.1	106
55-59	1,136	-0.4	117	994	1.6	105
60-64	1,205	-4.9	124	987	0.3	104
65-69	1,196	1.8	123	998	2.3	105
Average age (Years)	41.4			45.1		
Average days worked (Days)	15.8			17.3		
Average scheduled hours worked per day (Hours)	5.5			5.3		
Length of service (Years)	4.7			5.6		

(2) Wage by size of enterprise

Looking at hourly wages by size of enterprise, for men wages were 1,054 yen for large enterprises (on-year increase of 0.1%), 1,106 yen for medium enterprises (on-year decrease of 0.6%) and 1,136 yen for small enterprises (on-year increase of 1.5%), and for women wages were 998 yen for large enterprises (on-year increase of 1.2%), 1,005 yen for medium enterprises (on-year increase of 1.5%), and 1,002 yen for small enterprises (on-year increase of 1.4%) (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	1,054	0.1	100	998	1.2	100
Medium enterprise	1,106	-0.6	105	1,005	1.5	101
Small enterprise	1,136	1.5	108	1,002	1.4	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, the wholesale and retail trade 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	1,094	0.2	100
	Manufacturing	1,199	2.3	110
	Transport and postal activities	1,117	-0.4	102
	Wholesale and retail trade	1,011	2.2	92
	Accommodations, eating and drinking services	925	1.0	85
	Services, n.e.c.	1,055	-2.1	96
Female	Industries covered	1,001	1.3	100
	Manufacturing	895	-0.2	89
	Wholesale and retail trade	940	2.1	94
	Accommodations, eating and drinking services	901	1.2	90
	Medical, health care and welfare	1,224	0.2	122
	Services, n.e.c.	990	2.8	99

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

Statistical Tables

Appendix tables 1-11 are the results of tabulation for full-time employees and Appendices 12, 13 are that for part-time workers.

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

(Unit: Thousand yen)

Level of education Age group	Total male and female				Male				Female				
	All sizes of enterprises covered	Large enterprise	Medium enterprise	Small enterprise	All sizes of enterprises covered	Large enterprise	Medium enterprise	Small enterprise	All sizes of enterprises covered	Large enterprise	Medium enterprise	Small enterprise	
All level of education	Total age	297.7	344.9	286.7	258.2	329.0	380.6	316.5	282.2	233.1	258.1	231.7	210.2
	Age 20-24	195.8	206.5	195.5	183.2	200.5	207.4	200.0	191.4	190.5	205.3	190.6	175.4
	25-29	228.8	245.1	224.0	212.8	237.1	253.4	230.4	223.1	216.7	232.3	214.8	198.0
	30-34	263.0	286.1	256.1	244.6	278.3	303.4	268.8	260.9	232.7	250.9	233.2	209.6
	35-39	297.6	331.6	289.9	268.0	319.6	356.3	310.6	287.1	244.2	264.6	245.4	220.3
	40-44	330.9	385.0	316.4	280.4	363.3	422.6	345.6	306.0	254.9	283.7	255.3	221.1
	45-49	361.7	436.8	341.3	290.5	408.1	481.0	389.3	322.3	256.6	295.9	249.7	230.2
	50-54	370.9	465.4	347.8	289.6	423.7	513.7	403.7	323.4	252.7	299.1	246.0	226.1
	55-59	354.1	429.7	341.1	293.4	398.7	472.8	389.0	326.1	240.4	274.8	238.3	217.8
	60-64	260.5	284.1	259.7	247.1	278.1	295.9	280.0	264.9	211.3	241.4	209.7	198.1
65-69	245.5	291.6	252.3	230.2	260.7	314.6	270.1	243.5	205.6	250.8	200.9	193.7	
University/Graduate school graduate	Total age	372.5	407.3	358.2	317.8	398.6	440.1	379.9	335.5	282.7	292.0	284.0	258.8
	Age 20-24	214.0	220.2	212.4	202.2	217.3	222.7	216.5	206.5	210.2	217.7	207.4	197.2
	25-29	247.4	258.6	240.0	230.5	253.8	266.0	244.9	237.9	237.2	247.1	231.5	219.2
	30-34	298.8	318.9	287.6	276.8	310.0	333.0	296.2	287.9	269.1	283.1	264.8	245.0
	35-39	357.5	387.0	347.2	314.5	369.9	403.1	355.9	324.4	304.8	315.1	310.4	275.5
	40-44	428.5	474.3	400.4	353.8	444.3	491.2	412.0	368.0	346.4	368.2	349.9	288.5
	45-49	496.5	546.6	470.2	387.3	513.6	562.2	484.5	402.8	382.9	416.2	381.4	323.2
	50-54	519.7	591.8	491.3	390.9	535.2	609.0	501.7	403.4	399.1	* 437.5	407.0	324.1
	55-59	500.1	567.1	493.2	408.8	511.7	579.0	504.6	416.3	383.7	407.8	392.6	342.9
	60-64	387.2	405.2	401.8	344.8	385.3	406.3	395.8	344.7	411.4	* 390.0	478.2	* 346.5
65-69	415.3	462.8	498.4	316.1	414.3	464.8	493.2	313.6	* 425.5	* 445.0	* 584.7	337.7	
College of technology/junior college graduate	Total age	270.4	296.3	268.7	249.9	303.8	336.8	294.4	287.2	246.3	266.5	249.2	225.5
	Age 20-24	193.7	207.6	195.7	181.6	195.1	201.2	196.9	186.1	193.1	210.6	194.9	180.2
	25-29	219.3	230.9	220.0	209.5	225.9	235.1	223.8	221.5	215.0	228.2	217.1	202.6
	30-34	245.8	257.9	246.6	232.7	261.0	276.1	255.6	255.2	233.5	243.7	239.0	215.1
	35-39	273.9	286.2	273.1	263.5	300.8	314.9	295.2	297.3	249.5	263.4	252.5	230.6
	40-44	304.7	336.0	299.2	276.9	346.0	384.1	332.5	326.2	269.1	298.6	266.6	237.6
	45-49	317.5	353.5	313.2	289.6	378.2	418.3	374.2	341.2	277.3	304.8	274.0	258.0
	50-54	324.3	380.6	317.4	289.8	402.4	463.1	390.4	357.0	279.4	315.7	278.7	256.7
	55-59	332.1	399.9	321.5	291.2	413.5	506.4	386.3	353.1	279.9	304.5	284.4	255.9
	60-64	272.7	280.7	272.5	268.4	279.2	280.7	265.6	291.9	267.4	280.7	277.1	247.7
65-69	258.2	* 251.7	240.3	273.9	257.8	216.2	229.8	* 277.2	258.4	* 277.9	245.0	265.7	
Upper secondary school graduate	Total age	259.5	297.7	245.2	241.6	285.7	325.0	271.6	264.0	200.4	222.9	195.0	189.6
	Age 20-24	185.0	193.7	183.5	177.0	192.3	199.0	190.1	186.1	171.7	179.5	173.7	162.6
	25-29	209.4	222.0	203.2	204.8	220.5	234.9	212.8	215.5	184.0	189.9	185.1	177.7
	30-34	236.0	251.7	228.0	231.1	252.0	268.5	243.3	246.6	195.1	207.9	193.9	185.1
	35-39	261.5	288.6	250.7	248.8	282.4	309.9	272.2	267.5	203.3	220.4	201.6	191.2
	40-44	278.7	310.3	267.6	261.8	307.3	343.7	296.0	286.2	211.2	228.4	208.8	198.1
	45-49	294.4	348.6	276.3	264.5	334.2	389.5	318.1	296.2	213.4	243.3	204.9	200.7
	50-54	300.6	374.2	274.3	261.0	346.7	420.7	322.9	293.9	209.7	243.0	201.0	197.0
	55-59	304.8	373.1	279.6	265.7	346.2	414.0	320.9	299.1	212.0	248.3	201.5	197.6
	60-64	227.2	243.1	215.3	228.2	243.3	249.5	233.8	247.5	188.5	223.4	174.9	183.9
65-69	211.2	222.5	197.2	217.0	220.1	212.1	205.2	230.9	189.6	236.1	173.8	181.4	
Lower secondary school graduate	Total age	236.6	274.1	222.8	233.2	255.4	294.8	244.9	249.5	170.8	203.8	172.1	157.2
	Age 20-24	176.2	182.6	175.5	175.5	196.4	190.2	187.9	200.0	141.5	168.0	158.9	129.7
	25-29	204.4	213.7	204.6	201.7	221.8	218.1	217.1	225.1	155.5	195.6	176.7	135.1
	30-34	227.2	209.2	214.3	238.2	242.3	218.3	226.4	255.6	155.8	166.6	170.7	142.9
	35-39	247.1	255.6	241.8	247.5	259.4	268.3	254.0	259.6	184.4	200.5	200.9	159.8
	40-44	242.0	278.5	229.8	240.4	255.6	303.5	251.9	249.4	183.2	213.7	181.0	171.7
	45-49	272.6	294.3	257.5	275.0	288.3	318.7	280.7	284.6	181.4	186.7	183.2	176.1
	50-54	264.9	346.4	247.0	249.5	285.5	364.2	279.9	262.9	182.6	243.6	176.8	170.4
	55-59	274.6	349.2	254.2	250.0	301.9	376.2	292.3	269.2	189.3	244.4	179.6	171.0
	60-64	218.3	220.7	199.9	229.2	234.3	232.2	218.3	243.1	162.4	183.1	159.1	158.3
65-69	194.7	193.5	173.2	204.7	209.1	* 193.6	181.1	222.0	157.0	193.4	154.2	150.1	

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

(Unit: Thousand yen)

Industry	Age group	Total male and female				Male				Female			
		All sizes of enterprises covered	Large enterprise	Medium enterprise	Small enterprise	All sizes of enterprises covered	Large enterprise	Medium enterprise	Small enterprise	All sizes of enterprises covered	Large enterprise	Medium enterprise	Small enterprise
Industries covered	Total age	297.7	344.9	286.7	258.2	329.0	380.6	316.5	282.2	233.1	258.1	231.7	210.2
	Age 20-24	195.8	206.5	195.5	183.2	200.5	207.4	200.0	191.4	190.5	205.3	190.6	175.4
	25-29	228.8	245.1	224.0	212.8	237.1	253.4	230.4	223.1	216.7	232.3	214.8	198.0
	30-34	263.0	286.1	256.1	244.6	278.3	303.4	268.8	260.9	232.7	250.9	233.2	209.6
	35-39	297.6	331.6	289.9	268.0	319.6	356.3	310.6	287.1	244.2	264.6	245.4	220.3
	40-44	330.9	385.0	316.4	280.4	363.3	422.6	345.6	306.0	254.9	283.7	255.3	221.1
	45-49	361.7	436.8	341.3	290.5	408.1	481.0	389.3	322.3	256.6	295.9	249.7	230.2
	50-54	370.9	465.4	347.8	289.6	423.7	513.7	403.7	323.4	252.7	299.1	246.0	226.1
	55-59	354.1	429.7	341.1	293.4	398.7	472.8	389.0	326.1	240.4	274.8	238.3	217.8
	60-64	260.5	284.1	259.7	247.1	278.1	295.9	280.0	264.9	211.3	241.4	209.7	198.1
65-69	245.5	291.6	252.3	230.2	260.7	314.6	270.1	243.5	205.6	250.8	200.9	193.7	
Mining and quarrying of stone and gravel	Total age	312.2	430.1	347.2	265.1	323.2	455.4	355.4	273.8	231.9	293.8	258.7	201.5
	Age 20-24	211.0	221.6	197.5	205.2	211.3	223.5	193.5	209.1	209.0	210.3	231.5	188.5
	25-29	250.9	293.1	242.6	225.7	258.9	297.7	247.5	237.6	216.0	273.3	209.3	181.9
	30-34	264.6	344.6	275.3	237.5	269.4	358.5	277.3	243.3	230.1	287.6	258.2	190.1
	35-39	298.2	412.8	308.8	264.4	306.1	464.7	316.2	271.4	257.8	313.5	262.7	215.9
	40-44	342.8	495.0	369.5	283.4	353.3	509.7	378.5	293.3	263.0	397.1	278.7	211.8
	45-49	363.4	498.1	407.1	282.4	377.3	522.9	417.1	292.2	257.3	326.1	298.5	213.2
	50-54	383.9	626.8	431.6	295.2	401.1	645.0	435.0	308.4	220.3	188.6	338.5	210.6
	55-59	350.4	559.8	439.6	288.4	368.0	617.0	446.8	302.1	218.5	289.7	270.5	197.3
	60-64	249.9	327.3	263.0	240.4	256.4	348.2	270.7	246.0	190.0	218.9	190.7	185.0
65-69	232.4	-	290.7	230.4	236.1	-	305.4	233.8	183.7	-	143.7	185.6	
Construction	Total age	311.1	391.7	335.4	281.7	322.5	408.7	348.9	291.0	224.3	260.9	236.6	210.2
	Age 20-24	210.5	213.4	218.2	205.2	213.3	214.5	221.2	208.5	194.0	208.0	200.8	184.6
	25-29	241.3	254.9	246.7	233.7	247.4	260.7	253.5	240.1	210.0	223.7	226.4	186.3
	30-34	272.5	305.5	277.6	264.4	282.4	314.0	290.7	273.9	212.4	249.7	223.8	199.6
	35-39	310.0	381.4	314.3	288.6	320.7	402.0	325.9	297.4	227.0	263.9	227.5	212.2
	40-44	337.9	430.9	364.9	297.3	350.1	453.2	375.9	307.0	241.8	281.1	259.3	221.7
	45-49	363.4	483.1	395.3	318.1	384.0	500.5	405.8	338.5	238.7	309.9	261.3	225.2
	50-54	378.7	542.4	438.6	315.9	396.2	562.7	456.1	329.8	231.4	322.2	230.7	215.3
	55-59	366.8	492.0	431.4	312.8	377.0	505.6	441.7	321.3	253.2	282.3	322.5	224.8
	60-64	281.3	308.1	316.4	268.5	286.6	312.6	322.6	273.5	203.0	187.7	206.8	203.8
65-69	252.4	260.5	316.2	244.4	260.4	293.1	328.4	250.5	184.1	172.0	174.0	187.1	
Manufacturing	Total age	291.3	351.9	271.7	243.1	318.7	369.8	299.1	270.9	201.8	254.1	194.7	175.8
	Age 20-24	190.1	205.6	188.5	171.1	196.5	207.5	194.4	181.3	174.4	198.4	176.1	153.1
	25-29	223.2	248.9	214.8	197.3	231.2	253.4	221.3	209.1	197.1	228.9	195.4	168.2
	30-34	254.3	286.4	242.0	229.5	266.3	293.9	253.1	245.1	209.4	248.3	204.6	181.0
	35-39	284.2	327.8	269.2	252.2	301.9	340.2	287.2	271.9	217.1	264.0	209.2	188.5
	40-44	324.0	393.3	298.6	266.4	350.5	411.1	325.5	293.8	225.2	295.1	211.2	186.6
	45-49	351.3	439.9	318.1	266.8	392.7	464.8	364.7	302.5	217.6	294.2	202.6	182.4
	50-54	367.5	476.5	333.2	273.3	418.1	501.6	387.6	320.0	204.0	286.4	191.9	180.5
	55-59	352.1	440.9	324.5	278.7	402.3	471.6	377.7	327.0	195.2	242.8	189.8	176.9
	60-64	238.1	263.0	228.0	230.5	267.2	276.4	262.4	263.6	162.1	173.4	153.8	166.1
65-69	225.6	249.6	237.2	220.3	257.5	283.6	261.7	253.9	154.7	146.6	147.4	156.5	
Electricity, gas, heat supply and water	Total age	398.8	414.2	328.0	286.4	409.3	424.7	337.5	294.5	303.1	316.1	247.7	224.5
	Age 20-24	203.3	203.8	201.7	192.6	205.1	205.6	202.9	193.4	194.3	194.4	195.0	188.5
	25-29	260.1	266.1	232.6	211.8	261.3	266.8	233.8	214.3	250.9	260.5	227.5	198.9
	30-34	322.3	332.5	271.8	247.1	327.2	336.7	278.1	251.8	275.3	288.4	232.0	216.3
	35-39	374.7	388.4	322.8	273.5	382.3	396.1	331.5	277.7	313.2	326.1	259.4	231.9
	40-44	439.2	455.3	350.8	314.2	451.8	467.5	363.1	326.2	342.0	357.7	274.4	237.5
	45-49	503.5	519.1	406.4	336.4	515.8	530.0	423.4	353.1	369.4	391.1	280.9	225.7
	50-54	532.2	551.1	403.2	360.0	543.9	562.1	415.9	372.8	383.5	404.9	263.5	270.9
	55-59	514.9	545.8	412.6	352.5	523.9	555.3	419.0	363.7	375.0	402.3	260.0	250.7
	60-64	269.4	265.1	278.6	261.9	274.5	270.4	282.9	268.0	178.2	187.4	161.7	167.1
65-69	247.7	269.2	228.5	253.9	248.2	269.2	229.0	254.9	168.1	-	160.7	175.5	

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

(Unit: Thousand yen)

Industry Age group	Total male and female				Male				Female				
	All sizes of enterprises covered	Large enterprise	Medium enterprise	Small enterprise	All sizes of enterprises covered	Large enterprise	Medium enterprise	Small enterprise	All sizes of enterprises covered	Large enterprise	Medium enterprise	Small enterprise	
Information and communications	Total age	392.8	438.4	377.7	294.0	416.8	466.0	399.2	309.4	301.7	324.2	303.6	237.4
	Age 20-24	211.5	223.0	210.3	194.4	215.1	224.0	217.5	198.8	206.1	221.8	198.8	186.6
	25-29	248.6	263.9	245.2	234.6	254.1	270.6	251.4	239.8	236.5	251.8	231.4	219.9
	30-34	299.8	320.0	295.4	275.1	308.2	330.9	302.3	284.7	271.0	288.8	269.3	236.7
	35-39	373.9	400.7	370.7	325.5	387.1	413.2	383.4	337.3	305.9	299.5	326.5	264.1
	40-44	429.8	458.6	409.0	347.9	458.7	491.7	431.7	370.8	336.6	340.0	350.1	255.4
	45-49	511.1	535.9	509.1	361.4	528.3	544.2	535.2	383.1	397.8 *	464.2	369.9	270.1
	50-54	588.5	631.9	547.1	383.9	605.7	654.9	549.9	406.8 *	481.6 *	493.4 *	526.2	288.4
	55-59	530.3	548.0	526.5	400.2	553.6	576.2	541.1	422.0	355.9	358.0 *	373.1 *	300.0
	60-64	304.0	271.9	367.6	328.6	312.1	277.3	374.0 *	334.1	248.3	245.5	263.3 *	256.2
65-69	* 299.0	257.3 *	344.0 *	260.3 *	308.7 *	257.3 *	357.7 *	273.3 *	236.9	-	284.0	152.4	
Transport and postal activities	Total age	262.4	304.6	241.5	239.3	270.0	316.1	249.4	243.0	207.7	228.4	190.4	203.7
	Age 20-24	193.6	198.9	183.6	200.1	196.5	200.5	187.2	203.6	184.5	193.7	175.0	180.3
	25-29	223.7	235.1	207.9	219.2	226.7	235.4	215.2	221.6	214.4	234.4	190.7	203.4
	30-34	252.6	272.1	239.9	233.8	259.7	277.8	249.7	240.2	208.7	236.3	189.9	180.1
	35-39	270.0	300.1	254.0	247.7	276.4	306.2	261.1	252.6	220.3	245.1	204.1	211.6
	40-44	277.8	319.3	258.7	256.6	285.4	329.6	266.1	262.9	221.6	253.3	203.2	202.8
	45-49	294.9	366.8	263.4	258.8	303.4	379.9	271.1	262.8	219.7	243.0	206.1	215.1
	50-54	299.5	382.2	264.6	246.4	310.6	398.0	275.4	249.2	212.8	225.5	193.0	225.5
	55-59	282.3	362.3	253.5	243.6	290.7	379.3	259.7	248.2	185.4	192.6	180.1	184.0
	60-64	216.8	228.1	211.3	217.4	219.6	232.0	215.1	218.8	178.5	174.3	163.2	196.8
65-69	191.4	202.3	184.9	194.6	192.1	205.3	185.5	195.2	177.3	161.2	163.6	184.8	
Wholesale and retail trade	Total age	296.4	323.1	298.1	269.0	331.7	366.3	332.1	297.0	219.9	230.6	215.8	214.1
	Age 20-24	196.0	203.1	200.3	181.9	204.6	209.3	208.3	192.1	186.1	195.0	190.3	172.4
	25-29	225.9	236.1	226.0	213.7	235.3	246.1	235.3	222.6	210.7	221.0	209.2	200.7
	30-34	261.4	278.3	261.7	246.4	279.9	302.2	279.7	261.7	224.5	236.4	222.6	215.1
	35-39	299.1	317.8	303.1	276.3	324.1	350.1	326.5	295.9	233.4	240.7	229.8	229.8
	40-44	336.1	373.2	337.7	295.2	369.5	416.0	367.7	321.5	247.7	263.6	246.0	233.7
	45-49	362.9	414.3	366.2	307.3	411.4	470.6	410.8	346.6	243.0	264.9	238.3	228.9
	50-54	372.1	424.6	377.0	313.9	427.3	491.7	428.7	354.5	220.3	226.4	207.2	226.1
	55-59	361.6	395.7	363.3	329.3	412.6	461.1	409.5	371.5	213.5	210.6	209.8	219.1
	60-64	256.4	239.2	266.2	257.8	282.8	267.4	299.6	278.0	192.0	167.6	174.9 *	213.3
65-69	246.6 *	321.7	240.7	238.8	286.9 *	397.7 *	311.6	265.5	182.0 *	225.4	159.8	187.2	
Finance and insurance	Total age	366.8	368.7	356.5	373.1	465.3	485.2	411.3	418.6	265.9	265.7	261.0	287.8
	Age 20-24	201.9	203.8	196.1	204.5	213.2	216.4	204.5	211.8	195.0	196.2	190.6	199.1
	25-29	247.0	248.1	238.9	259.8	275.6	280.4	257.1	277.6	226.9	228.0	219.1	232.8
	30-34	311.2	313.9	295.0	329.6	386.0	402.3	339.3	370.8	248.6	248.4	242.9	272.8
	35-39	363.2	361.1	371.1	365.4	455.6	474.8	414.1	411.1	266.0	259.2	299.1	280.5
	40-44	419.8	422.0	416.9	392.3	531.7	552.9	470.5	434.4	275.8	268.8	311.7	318.2
	45-49	481.5	486.8	465.4	441.8	611.5	640.4	517.8	491.1	294.6	285.5	349.2	341.3
	50-54	463.1	465.0	462.4	436.3	590.3	623.0	508.4	501.5	306.8	307.2	286.6	332.5
	55-59	430.9	419.9	467.7	452.7	512.5	524.7	489.2	494.1	312.8	312.6	327.0	293.6
	60-64	322.6	327.6	286.5	326.9	306.0	307.0	286.9	335.7	339.8	343.2	283.7	270.0
65-69	307.0	304.4 *	328.5 *	341.0 *	264.3 *	216.0 *	340.1 *	354.6	319.4	320.5 *	202.5	231.9	
Real estate and goods rental and leasing	Total age	310.8	327.2	325.3	282.0	344.5	364.5	361.8	309.1	233.0	231.3	244.2	221.2
	Age 20-24	205.5	216.7	208.0	195.7	215.1	231.1	215.3	203.7	193.4	193.3	199.2	186.5
	25-29	237.4	250.4	237.8	225.0	254.1	275.3	251.6	239.2	216.6	221.8	220.9	205.1
	30-34	278.8	304.9	277.9	255.1	303.3	334.9	300.4	276.1	235.6	247.0	241.7	216.4
	35-39	320.1	354.7	326.3	288.0	351.2	395.6	357.1	313.4	245.4	254.3	257.0	222.8
	40-44	364.2	408.5	383.8	314.1	404.2	461.2	422.8	346.6	261.9	268.2	284.7	232.7
	45-49	414.0	486.9	435.6	334.7	471.0	554.5	487.1	381.0	252.1	246.7	272.0	234.8
	50-54	398.3	465.3	435.5	322.3	453.6	520.6	490.9	362.8	259.0	237.5	283.4	248.3
	55-59	381.1	397.8	412.9	340.3	417.1	426.8	460.4	369.6	238.8	221.5	245.0	241.0
	60-64	245.3	205.0	257.7	270.1	254.9	209.4	269.4	283.1	192.7	179.9	190.1	204.6
65-69	202.2	173.8	194.3	240.7	200.2	175.0 *	195.0	232.3 *	214.2	168.4	185.0 *	285.7	

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

(Unit: Thousand yen)

Industry Age group	Total male and female				Male				Female				
	All sizes of enterprises covered	Large enterprise	Medium enterprise	Small enterprise	All sizes of enterprises covered	Large enterprise	Medium enterprise	Small enterprise	All sizes of enterprises covered	Large enterprise	Medium enterprise	Small enterprise	
Scientific research, professional and technical services	Total age	368.5	426.1	352.0	315.0	396.2	446.8	376.2	344.9	277.2	327.2	271.6	247.7
	Age 20-24	204.7	219.6	209.4	192.2	210.4	218.2	211.6	200.5	197.5	223.5	205.9	186.4
	25-29	253.2	275.6	250.9	228.5	260.0	277.7	252.9	240.2	239.6	269.2	246.8	213.1
	30-34	308.5	342.4	299.9	277.9	321.4	350.9	310.7	293.2	273.2	312.4	269.0	246.2
	35-39	346.9	392.5	334.4	307.3	364.7	406.0	349.9	325.4	290.0	331.3	286.6	264.3
	40-44	401.4	468.8	382.3	333.5	429.6	491.5	406.3	362.8	303.5	362.2	302.6	257.0
	45-49	461.4	524.5	440.9	378.6	491.6	549.3	464.9	411.5	336.5	387.5	336.7	289.2
	50-54	485.1	563.5	463.2	391.8	518.0	582.1	502.8	423.7	324.5	409.1	291.8	293.4
	55-59	481.9	542.9	464.6	411.5	511.1	563.5	499.4	438.7	301.0	349.0	267.4	294.8
	60-64	353.8	362.8	344.1	356.9	368.3	375.4	361.0	370.4	234.9	216.2	190.2	279.2
65-69	338.0 *	298.4	344.4	341.3	346.4 *	298.4	355.1	350.6 *	256.3	-	142.5 *	289.3	
Accommodations, eating and drinking services	Total age	235.2	258.9	232.2	218.5	265.8	292.3	262.5	246.5	188.1	205.2	186.1	176.6
	Age 20-24	177.0	193.7	171.2	165.7	179.8	195.4	174.2	172.2	174.7	192.6	168.9	158.9
	25-29	206.7	225.8	197.2	195.4	215.8	237.9	205.0	205.0	194.8	212.0	188.7	176.3
	30-34	232.9	257.0	222.0	220.3	247.8	273.1	234.8	234.9	203.5	221.7	200.3	189.4
	35-39	260.0	288.6	250.5	241.9	279.0	306.1	269.4	261.2	206.0	231.2	202.0	188.1
	40-44	270.9	306.1	271.5	238.4	301.2	337.6	296.6	269.2	203.5	225.2	208.2	184.3
	45-49	274.5	307.3	284.5	239.2	315.7	352.1	318.6	279.2	195.5	213.3	197.1	183.9
	50-54	271.3	299.1	283.7	241.0	319.4	350.6	328.6	286.6	189.6	203.6	196.0	176.9
	55-59	251.4	275.3	259.5	231.6	307.0	343.3	317.0	277.5	181.8	190.4	180.8	178.1
	60-64	209.5	214.3	204.8	210.6	246.7	257.5	236.6	249.2	168.2	164.3	166.1	171.1
65-69	183.0	175.9	185.6	183.4	207.3	197.8	210.0	208.1	161.4	159.8	162.6	161.2	
Living-related and personal services and amusement services	Total age	250.7	268.5	255.8	237.3	284.2	306.5	288.6	268.5	207.8	214.6	212.2	200.8
	Age 20-24	187.8	197.0	191.1	179.6	193.3	206.8	197.8	181.4	183.9	190.6	186.1	178.3
	25-29	220.6	225.0	226.9	209.8	231.4	239.4	238.6	215.3	207.7	207.7	211.2	204.1
	30-34	259.4	272.7	264.5	244.6	282.9	300.0	288.3	264.1	217.7	220.8	219.9	213.4
	35-39	279.2	292.0	290.0	259.7	305.0	317.0	316.3	285.8	231.6	239.2	245.6	210.5
	40-44	294.9	331.9	300.8	272.2	330.9	375.9	333.1	307.5	237.7	262.2	246.2	219.1
	45-49	300.4	349.2	310.0	272.0	353.9	392.4	364.2	319.6	226.2	238.9	223.3	225.3
	50-54	291.6	362.1	293.2	268.8	352.7	441.8	344.0	326.0	216.8	211.9	232.8	205.6
	55-59	274.9	289.3	292.8	257.4	333.3	349.5	362.5	305.3	204.5	203.8	207.6	202.3
	60-64	222.3	215.7	211.8	230.3	257.1 *	261.2	239.6	268.9	176.4	178.6	169.4	180.2
65-69	190.1	183.1	184.4	195.3	212.2	207.7	208.7	215.1	165.1	144.8	162.1	170.0	
Education, learning support	Total age	386.5	453.0	413.1	280.1	442.4	497.5	451.9	332.0	310.5	362.4	354.0	239.9
	Age 20-24	200.3	222.7	210.6	190.5	210.2	216.6	216.3	199.0	198.0	226.1	208.3	189.4
	25-29	236.8	260.1	250.1	213.5	253.4	264.3	264.3	230.2	227.8	256.9	240.1	207.8
	30-34	299.3	329.3	305.7	252.4	325.9	352.6	325.7	278.6	268.3	296.8	277.6	233.4
	35-39	354.1	391.6	365.0	290.9	383.2	415.0	390.0	321.3	312.2	349.5	328.6	258.4
	40-44	400.0	443.7	417.5	306.2	434.1	476.4	442.7	335.2	350.3	380.8	381.9	276.5
	45-49	445.7	503.3	459.8	345.5	486.6	535.9	491.8	387.5	377.9	425.2	410.2	297.5
	50-54	493.5	549.3	516.2	364.8	529.2	575.3	547.6	402.1	414.8	465.7	455.5	306.7
	55-59	516.6	587.7	527.5	376.8	547.4	615.0	550.0	407.8	441.3	495.0	479.0	318.2
	60-64	507.5	598.9	518.8	323.7	517.9	609.1	521.6	331.2	466.7	540.7	509.4	299.8
65-69	508.6	643.6	548.3	281.6	521.5	636.7	553.5	270.4	446.4	711.3	516.1 *	305.3	
Medical, health care and welfare	Total age	274.4	316.7	277.3	241.3	348.3	406.0	348.3	298.2	247.2	278.7	249.3	224.9
	Age 20-24	202.7	225.9	202.8	182.7	203.3	215.0	205.4	189.2	202.5	228.0	201.9	181.4
	25-29	230.0	260.3	227.0	208.2	238.0	275.0	229.2	220.1	226.7	254.5	226.1	204.5
	30-34	254.7	285.6	254.2	231.4	275.1	315.0	263.5	271.0	244.6	272.2	249.3	213.8
	35-39	281.0	325.4	284.7	240.8	331.5	390.3	331.1	277.9	256.2	289.3	260.6	226.3
	40-44	291.7	351.0	290.9	253.8	382.3	447.2	369.9	349.8	261.7	311.7	264.2	227.7
	45-49	308.6	380.4	308.5	269.8	455.4	530.5	463.5 *	362.9	267.6	319.3	262.8	251.7
	50-54	315.4	416.5	316.4	264.7	503.5	577.7	533.0	353.2	267.8	324.9	266.8	248.7
	55-59	329.4	431.1	335.8	273.4	533.1	607.3 *	560.8	398.6	266.0	331.7	264.3	246.6
	60-64	298.5	367.3	308.7	261.4	437.5	549.3	444.0	366.2	244.9	246.2	253.4	231.2
65-69	337.2 *	466.2 *	357.7	288.0 *	467.4 *	642.8 *	531.9	332.2	248.2 *	216.9	239.9	261.6	

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	293.3	339.8	267.7	265.2	331.4	380.4	303.7	287.8	222.3	248.8	210.4	207.3
	Age 20-24	184.4	199.6	178.4	174.8	190.8	212.5	182.3	178.6	179.8	190.3	175.9	167.9
	25-29	212.6	235.7	201.5	197.7	222.3	252.7	208.7	200.0	199.4	214.0	191.8	192.5
	30-34	242.6	274.0	226.5	219.0	259.5	297.0	240.3	227.2	210.9	228.6	201.7	203.3
	35-39	285.4	326.6	253.3	253.5	310.3	353.8	275.8	265.2	238.8	270.5	215.6	225.5
	40-44	315.6	356.1	285.4	279.6	349.1	386.2	317.0	307.4	246.5	272.0	235.1	212.0
	45-49	342.3	403.2	307.7	289.8	387.8	442.5	353.7	328.6	247.2	297.5	225.8	210.3
	50-54	368.9	433.7	341.3	316.2	415.3	475.3	387.2	349.6	246.6	269.4	240.4	233.4
	55-59	374.6	444.6	343.7	344.1	421.1	482.9	392.9	372.0	246.4	285.7	236.0	225.0
	60-64	238.6	286.0	203.9	265.4	256.9	301.0	220.0	275.5	173.1	201.5	164.6 *	173.5
65-69	196.1	200.2	171.9 *	235.3	216.8	205.3	188.2	261.7	136.0 *	133.3 *	136.2 *	135.6	
Services, n.e.c.	Total age	245.4	246.4	237.1	255.0	262.6	268.7	251.7	269.3	209.7	213.7	202.5	212.1
	Age 20-24	184.5	183.8	184.9	185.4	188.8	186.4	189.0	192.4	177.5	180.4	176.5	170.8
	25-29	212.0	217.6	203.4	210.9	219.1	224.1	211.6	220.4	201.8	210.7	188.8	188.6
	30-34	233.5	233.9	226.5	241.9	243.9	244.3	235.3	253.7	216.6	222.7	208.1	205.5
	35-39	255.8	261.7	245.4	259.0	271.9	278.5	261.0	275.3	225.3	237.2	212.9	213.3
	40-44	265.3	258.5	264.6	277.2	291.3	290.1	287.3	297.3	216.5	212.2	220.1	221.4
	45-49	278.7	279.9	272.0	285.7	306.3	314.2	298.7	305.9	221.5	218.9	217.4	232.5
	50-54	285.7	306.7	272.3	283.8	314.7	355.0	300.3	298.6	219.1	214.1	208.5	241.7
	55-59	274.5	281.9	262.5	283.6	296.0	312.3	281.8	299.9	207.4	192.0	203.3	228.4
	60-64	219.3	211.0	210.3	238.1	230.2	224.0	219.4	249.6	171.1	163.1	168.7	181.5
65-69	189.6	175.0	177.3	216.9	192.5	183.6	178.2	218.4	178.7	157.1	173.8	209.3	

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		
	2012	2011	2012	2011	2012	2011	2012	2011	2012	2011	2012	2011	
Enterprises covered	Total age	317.0	312.8	196.4	195.9	343.8	339.6	218.4	222.2	252.2	248.8	174.8	172.2
	Age 20-24	200.4	200.5	171.7	164.5	204.1	204.3	178.2	170.6	196.0	196.2	165.9	159.9
	25-29	235.9	235.0	188.2	187.8	242.4	242.6	197.8	199.2	225.5	222.5	179.3	177.9
	30-34	272.7	271.3	200.6	198.8	285.0	282.8	216.7	217.2	245.0	244.7	185.9	183.9
	35-39	310.7	309.5	200.3	201.2	327.4	325.9	220.5	223.3	261.9	262.9	184.4	185.3
	40-44	349.1	350.5	196.6	193.4	373.7	375.5	221.0	226.7	278.3	276.4	180.2	175.0
	45-49	385.9	383.7	193.4	191.5	420.6	420.1	225.7	237.2	285.7	280.5	175.7	171.3
	50-54	398.9	389.8	191.2	190.3	438.4	429.0	229.1	236.5	284.7	280.3	169.7	166.6
	55-59	384.4	372.5	194.0	193.9	418.3	406.6	225.2	231.7	272.4	267.8	167.4	163.1
	60-64	297.4	291.1	215.5	219.3	311.2	308.9	235.5	240.6	255.2	237.1	165.0	165.4
65-69	281.6	272.8	198.0	197.2	295.5	289.6	214.7	210.4	245.0	224.5	154.6	161.6	
Large enterprise	Total age	373.2	372.5	204.9	209.5	402.2	400.2	222.8	238.8	286.5	288.3	186.5	182.5
	Age 20-24	213.0	214.8	177.2	175.9	212.5	215.0	181.0	185.0	213.6	214.3	173.3	167.9
	25-29	254.7	255.6	197.3	201.2	261.2	261.7	203.8	215.3	243.8	244.4	191.3	187.2
	30-34	302.4	304.9	207.6	211.7	315.3	317.1	219.0	227.8	271.0	271.9	197.1	198.0
	35-39	351.5	354.7	205.5	208.5	368.8	371.9	217.3	230.3	291.3	297.0	195.9	194.8
	40-44	411.7	419.8	200.9	201.0	439.0	444.9	215.3	235.5	318.1	328.4	190.3	182.6
	45-49	467.8	477.7	201.3	201.2	496.6	507.4	223.1	245.0	343.0	348.3	188.3	183.0
	50-54	500.6	494.0	197.2	194.7	528.8	523.9	231.9	239.6	361.0	355.9	179.3	172.5
	55-59	469.4	461.8	205.6	210.6	494.6	483.2	241.8	261.4	335.7	347.1	176.2	171.7
	60-64	370.3	369.0	230.9	241.7	377.8	385.3	246.3	262.3	344.6	316.1	173.9	171.0
65-69	399.7	441.4	213.3	229.6	451.7	512.8	234.4	250.2	333.0	321.3	165.0	167.7	
Medium enterprise	Total age	306.8	303.0	193.8	195.0	331.6	328.9	216.6	218.3	252.8	248.3	173.1	174.0
	Age 20-24	199.9	200.1	172.8	165.6	203.2	202.3	180.1	168.1	196.1	197.6	166.8	163.5
	25-29	231.0	232.0	184.5	186.7	235.4	238.7	193.9	195.4	224.1	221.9	176.0	180.1
	30-34	265.1	265.5	194.6	197.7	275.2	275.0	206.7	215.2	244.8	246.4	183.8	183.7
	35-39	303.7	301.8	198.8	203.5	318.4	316.3	220.3	218.1	265.1	264.6	183.5	191.7
	40-44	333.9	336.5	196.2	194.2	354.4	359.4	225.6	223.5	280.8	275.8	179.6	176.8
	45-49	369.3	363.4	189.3	189.8	403.8	400.1	223.4	232.2	282.8	274.9	171.8	170.9
	50-54	380.6	378.6	190.9	193.5	422.1	418.9	231.1	243.8	281.2	280.9	168.3	167.2
	55-59	377.1	369.4	189.6	188.7	413.4	409.8	218.1	224.0	274.4	266.1	166.8	161.8
	60-64	313.1	305.4	211.4	216.0	328.7	326.6	232.5	235.0	268.8	246.5	164.9	167.8
65-69	319.8	287.7	196.5	191.4	340.3	303.6	210.4	201.0	256.9	229.0	158.4	165.5	
Small enterprise	Total age	268.4	267.4	188.4	183.0	289.5	289.0	215.0	210.6	221.6	219.5	160.1	158.5
	Age 20-24	186.7	184.8	160.6	153.2	194.4	192.1	169.5	159.5	179.1	178.0	153.8	149.4
	25-29	217.6	215.1	176.2	170.7	226.3	224.5	192.5	181.9	204.3	200.2	160.5	160.8
	30-34	249.7	247.0	196.2	181.2	263.4	258.7	228.4	204.2	217.7	218.6	165.0	163.0
	35-39	274.7	273.9	193.3	187.0	290.5	289.2	226.9	225.1	230.5	231.2	163.3	160.7
	40-44	290.2	290.9	190.0	183.6	311.3	312.7	223.6	222.4	233.9	230.7	164.6	164.0
	45-49	301.5	303.2	190.0	184.0	327.4	330.6	234.4	237.5	244.9	241.1	165.3	159.4
	50-54	302.3	303.9	184.3	180.9	330.5	333.4	222.2	221.9	241.5	239.3	159.5	159.7
	55-59	308.7	304.4	188.0	186.5	336.7	331.9	219.1	217.9	234.0	234.0	156.9	156.4
	60-64	264.5	260.5	202.1	200.9	278.9	276.8	224.0	223.1	219.4	209.4	157.5	158.6
65-69	248.2	242.6	193.0	192.1	258.8	256.4	211.1	206.2	218.2	204.1	145.8	155.6	

Appendix table 4: Length of service by gender age group, size of enterprise and level of education

(Unit: Years)

Gender Age group		Total	Size of enterprise			Level of education			
			Large enterprise	Medium enterprise	Small enterprise	University/graduate school graduate	College of technology/junior college graduate	Upper secondary school graduate	Lower secondary school graduate
Male	Total age	13.2	15.7	12.5	11.0	12.8	11.7	13.7	15.4
	Age 20-24	2.5	2.7	2.5	2.3	1.3	2.1	3.3	3.2
	25-29	4.5	4.7	4.6	4.3	3.8	4.9	5.4	4.7
	30-34	7.3	7.9	7.4	6.6	6.7	7.5	8.0	6.4
	35-39	10.7	12.1	10.7	9.1	10.2	10.9	11.3	9.6
	40-44	14.3	16.7	14.1	11.4	14.4	15.2	14.1	12.0
	45-49	17.8	21.5	17.1	13.4	18.8	17.4	17.4	14.2
	50-54	20.8	26.0	19.7	15.1	21.8	20.4	20.4	18.0
	55-59	22.8	29.2	21.5	17.1	22.8	22.5	22.8	23.6
	60-64	17.1	20.9	15.9	15.6	16.8	17.6	16.7	18.6
65-69	14.1	13.0	11.9	15.8	15.3	12.1	12.8	17.0	
Female	Total age	8.9	9.7	8.5	8.6	6.8	8.9	9.8	11.2
	Age 20-24	2.1	2.0	2.2	2.1	1.3	2.1	3.0	2.1
	25-29	4.2	4.2	4.3	4.1	3.7	4.5	4.6	3.1
	30-34	6.5	6.7	6.5	6.1	6.0	6.7	6.8	3.9
	35-39	8.8	9.7	8.7	8.0	8.3	9.1	8.9	7.1
	40-44	10.6	12.8	10.1	8.7	11.2	11.6	9.6	8.6
	45-49	11.5	14.3	10.7	9.8	12.9	11.8	10.9	9.1
	50-54	13.2	16.2	12.2	12.2	15.1	13.9	12.4	12.2
	55-59	15.1	18.6	13.9	14.2	16.4	15.8	14.7	15.6
	60-64	14.4	15.8	13.3	14.7	16.3	14.0	14.3	14.3
65-69	16.4	17.7	12.3	18.4	20.7	14.1	16.8	15.5	

Appendix table 5: 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 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.
Age 20-24	2.5	3.1	2.7	3.1	3.1	1.5	2.7	2.3	1.4	1.6	2.2	2.3	2.0	1.3	1.7	2.1	1.9	
25-29	4.5	4.0	4.9	5.2	5.3	4.1	4.4	4.6	4.5	4.1	4.0	4.2	4.3	3.1	3.7	4.9	3.9	
30-34	7.3	7.6	8.3	8.1	11.8	7.7	6.8	7.4	8.1	6.1	6.8	6.4	6.8	5.4	5.4	8.7	6.0	
35-39	10.7	10.5	11.7	11.8	16.5	11.5	9.4	11.1	12.1	9.1	10.8	9.0	9.2	8.1	7.6	14.4	8.0	
40-44	14.3	13.5	14.2	15.7	21.4	17.6	11.4	14.8	17.4	12.1	14.7	11.2	12.2	12.0	9.3	19.4	10.1	
45-49	17.8	16.7	16.8	20.1	26.3	21.3	13.8	18.2	21.8	16.2	19.4	13.1	15.5	15.4	11.8	24.3	11.5	
50-54	20.8	17.1	19.4	23.4	31.4	25.9	16.6	21.6	26.0	17.9	22.4	13.8	15.4	19.5	14.5	28.6	13.6	
55-59	22.8	19.9	22.0	27.0	32.3	29.7	17.4	23.9	27.4	17.6	25.2	14.9	16.7	22.6	16.2	31.0	13.2	
60-64	17.1	19.8	20.1	22.8	10.5	16.5	13.7	19.6	17.6	9.5	17.2	12.2	12.5	21.1	11.8	20.9	9.0	
65-69	14.1	12.0	15.2	19.9	11.6	17.3	12.3	20.7	13.2	8.1	12.1	12.8	9.3	18.3	10.0	8.7	8.2	
Female	Total age	8.9	12.4	10.9	10.9	15.3	10.6	8.5	8.9	10.9	7.9	9.7	7.2	7.4	9.8	7.6	12.0	6.3
	Age 20-24	2.1	2.5	2.2	2.8	2.7	1.9	2.4	2.1	1.9	1.7	1.8	2.2	2.0	1.8	1.9	2.5	1.8
	25-29	4.2	4.9	4.4	4.7	5.5	4.0	4.4	4.3	4.5	4.1	3.8	4.3	4.2	4.2	4.1	5.6	3.1
	30-34	6.5	6.2	6.4	7.7	10.7	7.6	6.1	6.9	7.7	6.4	6.3	6.4	6.5	6.0	5.9	8.9	4.3
	35-39	8.8	9.2	10.6	10.2	14.7	8.9	8.5	9.4	10.5	8.8	9.4	7.6	8.4	9.0	7.8	12.8	6.4
	40-44	10.6	13.7	10.8	12.3	18.9	15.5	9.6	11.5	12.4	10.7	12.8	8.5	9.9	11.7	8.4	15.3	6.8
	45-49	11.5	14.7	12.7	13.3	24.1	17.4	10.7	12.4	13.6	11.3	16.1	8.2	10.3	14.2	9.1	16.5	7.6
	50-54	13.2	15.9	14.3	14.3	27.7	22.0	12.8	13.3	16.5	12.2	17.2	9.6	11.4	16.9	11.4	19.1	9.3
	55-59	15.1	19.2	19.3	17.4	27.7	30.0	11.1	14.7	19.9	12.9	19.7	10.8	12.7	21.3	12.6	22.1	10.4
	60-64	14.4	16.7	18.1	15.6	15.0	9.3	15.3	15.1	21.5	12.0	18.0	11.3	14.0	21.8	12.1	15.1	10.9
65-69	16.4	19.7	28.0	18.4	19.8	30.4	14.9	15.5	26.8	11.9	17.7	14.0	14.8	23.7	12.4	13.4	11.2	

Appendix table 6: 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)	213.2	180.1	195.9	216.8	242.0	268.4	297.3	287.9	250.8	173.7	158.8
		Median (Thousand yen)	348.5	214.1	244.6	290.5	345.0	414.4	475.9	505.3	475.1	305.9	309.8
		Ninth decile (Thousand yen)	645.3	256.2	317.8	418.6	522.2	650.4	757.8	798.2	782.0	683.5	781.3
		Decile dispersion coefficient	0.62	0.18	0.25	0.35	0.41	0.46	0.48	0.51	0.56	0.83	1.00
	College of technology/junior college graduate	First decile (Thousand yen)	184.5	153.6	171.4	190.8	209.0	225.8	225.9	229.5	211.9	165.7	130.6
		Median (Thousand yen)	276.8	191.8	221.3	253.6	290.6	331.8	365.5	394.3	387.9	248.8	213.2
		Ninth decile (Thousand yen)	456.6	238.0	286.3	337.8	403.3	483.6	543.4	569.9	619.3	468.0	437.4
		Decile dispersion coefficient	0.49	0.22	0.26	0.29	0.33	0.39	0.43	0.43	0.53	0.61	0.72
	Upper secondary school graduate	First decile (Thousand yen)	166.8	150.2	159.3	174.9	186.0	189.5	193.8	187.0	181.4	145.2	129.4
		Median (Thousand yen)	262.6	189.0	215.5	244.7	274.8	295.5	320.7	331.3	335.4	220.2	193.0
		Ninth decile (Thousand yen)	436.1	237.9	287.6	335.9	381.6	434.7	487.0	519.3	519.3	359.5	333.3
		Decile dispersion coefficient	0.51	0.23	0.30	0.33	0.36	0.41	0.46	0.50	0.50	0.49	0.53
Female	University/graduate school graduate	First decile (Thousand yen)	179.5	170.0	180.0	186.6	186.3	189.0	192.9	181.9	168.5	164.6	183.4
		Median (Thousand yen)	246.2	207.5	231.0	251.3	276.4	322.7	344.4	351.5	347.9	332.4	393.8
		Ninth decile (Thousand yen)	422.8	253.0	300.4	364.0	433.3	509.7	618.1	663.8	612.1	770.8	760.7
		Decile dispersion coefficient	0.49	0.20	0.26	0.35	0.45	0.50	0.62	0.69	0.64	0.91	0.73
	College of technology/junior college graduate	First decile (Thousand yen)	158.4	150.8	159.2	163.9	162.9	165.5	161.0	157.6	158.9	146.4	134.8
		Median (Thousand yen)	231.0	188.6	209.3	229.1	242.3	259.5	263.1	265.7	260.1	248.1	227.5
		Ninth decile (Thousand yen)	356.1	245.0	276.8	309.0	344.9	377.4	410.8	416.4	419.7	417.8	422.6
		Decile dispersion coefficient	0.43	0.25	0.28	0.32	0.38	0.41	0.47	0.49	0.50	0.55	0.63
	Upper secondary school graduate	First decile (Thousand yen)	131.5	132.5	132.8	134.4	134.1	134.8	134.2	131.4	130.2	122.8	117.7
		Median (Thousand yen)	182.5	170.7	178.4	190.1	192.9	197.6	192.3	187.2	185.9	163.7	159.0
		Ninth decile (Thousand yen)	289.0	209.1	241.6	257.6	283.5	307.3	322.2	317.0	328.3	271.4	297.7
		Decile dispersion coefficient	0.43	0.22	0.30	0.32	0.39	0.44	0.49	0.50	0.53	0.45	0.57

Appendix table 7: 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	297.7	311.1	291.3	262.4	296.4	274.4	245.4
Hokkaido	255.4	260.9	229.4	230.5	271.4	280.8	189.4
Aomori	227.2	242.7	199.6	207.9	239.2	219.3	203.2
Iwate	231.2	230.9	213.7	229.9	229.1	248.6	192.2
Miyagi	270.8	322.2	247.4	236.9	280.6	271.7	211.2
Akita	235.2	244.3	212.5	212.1	222.2	264.5	183.6
Yamagata	241.1	268.0	227.4	239.8	223.9	255.3	191.6
Fukushima	251.4	266.0	251.9	233.3	244.5	242.3	210.4
Ibaraki	294.0	300.3	292.7	256.4	279.7	276.9	242.0
Tochigi	282.9	295.9	284.3	265.5	276.6	274.2	228.7
Gunma	279.0	303.7	281.8	266.1	260.8	272.0	220.5
Saitama	296.7	350.8	293.2	262.6	306.1	279.9	262.9
Chiba	293.0	327.5	298.8	272.0	285.8	281.5	239.2
Tokyo	365.2	362.5	374.7	317.7	352.5	324.6	273.5
Kanagawa	329.0	334.2	350.4	280.2	303.1	309.7	254.8
Niigata	258.5	267.8	251.1	244.7	237.8	268.2	236.1
Toyama	268.8	290.7	261.5	250.0	272.1	251.1	236.4
Ishikawa	266.3	297.9	251.3	257.6	286.1	241.4	227.2
Fukui	271.7	304.2	260.0	255.0	254.1	252.1	226.6
Yamanashi	272.0	307.9	277.7	247.2	261.6	255.5	233.1
Nagano	274.7	313.1	268.4	255.9	286.1	269.2	237.4
Gifu	271.1	323.7	261.5	250.6	277.2	261.9	241.5
Shizuoka	284.0	328.0	287.2	245.4	272.2	280.6	238.0
Aichi	311.4	346.0	311.7	274.1	312.3	295.2	272.0
Mie	286.7	318.5	300.8	252.0	280.2	255.6	251.0
Shiga	294.9	320.1	306.0	258.2	275.1	261.1	233.4
Kyoto	305.1	311.3	305.5	245.3	293.0	311.2	250.3
Osaka	305.9	328.7	303.9	267.4	305.4	277.3	266.2
Hyogo	298.1	313.6	297.9	287.2	283.0	279.7	243.9
Nara	286.0	290.9	297.7	270.4	273.3	263.3	228.7
Wakayama	277.5	358.3	274.2	273.0	256.2	256.6	243.0
Tottori	247.2	253.6	221.2	256.2	240.4	272.3	216.1
Shimane	242.6	259.3	231.6	246.2	234.9	240.9	205.2
Okayama	277.1	306.5	263.7	250.9	286.0	270.3	246.9
Hiroshima	285.0	401.7	269.1	255.6	292.6	267.8	233.6
Yamaguchi	261.8	306.0	268.7	228.2	273.7	247.5	227.5
Tokushima	257.6	280.9	257.0	244.3	239.1	251.4	183.8
Kagawa	263.6	286.7	250.8	240.0	261.1	256.0	232.2
Ehime	255.8	256.3	255.4	234.8	252.4	245.5	223.5
Kochi	249.0	255.2	219.3	229.8	224.1	263.2	180.5
Fukuoka	273.9	310.1	271.1	234.0	272.9	259.3	228.2
Saga	236.8	238.9	234.2	235.0	251.2	205.7	220.7
Nagasaki	246.8	262.8	248.0	201.1	244.7	244.0	206.4
Kumamoto	258.4	240.7	256.2	226.5	251.7	263.0	205.8
Oita	245.0	277.0	252.2	221.3	242.9	229.9	203.0
Miyazaki	237.2	260.6	214.9	236.9	234.8	234.1	210.1
Kagoshima	256.4	259.3	241.7	232.5	252.2	268.5	206.7
Okinawa	232.6	244.9	201.8	184.8	229.9	250.8	182.2

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 7: 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	329.0	322.5	318.7	270.0	331.7	348.3	262.6	233.1	224.3	201.8	207.7	219.9	247.2	209.7
Hokkaido	279.7	267.4	261.3	239.2	301.0	383.2	200.7	210.8	184.8	149.8	172.1	198.9	246.6	163.5
Aomori	255.6	253.5	237.3	212.1	283.5	262.9	219.1	183.3	167.6	145.4	164.3	162.3	207.6	160.0
Iwate	251.1	233.2	241.3	235.3	248.8	301.2	205.7	193.6	198.5	161.2	165.2	181.5	228.2	157.0
Miyagi	303.0	336.9	273.7	243.1	327.9	349.5	240.1	208.2	214.6	179.7	183.4	195.6	242.1	168.6
Akita	257.5	250.4	243.6	216.6	257.6	341.2	192.8	199.0	187.6	159.2	166.4	163.3	240.3	162.0
Yamagata	269.3	280.1	257.6	247.9	247.4	* 348.6	200.2	198.3	186.2	175.4	167.4	182.4	227.7	164.4
Fukushima	279.8	274.4	281.6	239.9	272.2	322.6	228.4	201.7	* 201.5	185.4	171.7	184.9	221.4	167.5
Ibaraki	324.9	307.3	321.3	263.7	311.3	376.6	266.2	223.1	226.5	197.5	192.3	207.4	239.7	184.1
Tochigi	312.4	305.2	306.5	281.1	312.0	* 366.9	246.3	217.9	222.7	196.8	183.2	197.2	249.7	182.2
Gunma	308.4	313.7	304.3	273.6	295.6	* 359.8	232.1	215.5	222.0	196.3	177.5	194.9	235.7	188.4
Saitama	321.6	361.2	314.9	270.3	338.8	355.6	276.6	233.1	258.0	207.1	192.0	220.2	249.2	216.1
Chiba	320.2	338.0	321.4	279.7	313.3	368.1	251.0	235.3	220.0	207.9	235.6	219.0	250.2	196.6
Tokyo	402.5	375.1	401.5	324.3	397.3	404.8	295.8	283.7	268.6	281.1	274.3	267.0	291.0	242.7
Kanagawa	356.0	348.9	365.9	288.1	338.6	388.6	268.2	261.4	268.8	251.8	214.8	232.1	277.6	215.5
Niigata	283.5	275.5	276.5	254.8	263.9	350.4	253.2	212.2	193.8	188.7	197.3	186.1	238.6	185.2
Toyama	296.3	301.7	284.5	259.5	303.4	333.7	260.9	214.0	218.6	198.7	197.9	200.6	232.6	179.4
Ishikawa	298.4	313.3	277.2	263.1	329.8	294.7	244.4	213.5	196.7	195.8	208.5	203.9	226.5	187.6
Fukui	305.7	313.6	290.7	265.2	290.5	326.1	248.6	212.6	222.1	193.2	197.9	191.7	230.3	176.3
Yamanashi	302.1	314.2	307.5	255.5	292.0	293.1	258.1	213.8	214.8	186.7	166.9	203.5	241.5	180.7
Nagano	302.5	318.7	294.7	261.1	316.5	338.2	268.5	217.4	* 269.1	202.5	201.2	219.0	240.3	168.3
Gifu	299.3	335.9	287.4	256.1	309.1	322.9	262.4	213.1	237.3	181.5	201.0	200.9	240.2	191.1
Shizuoka	313.9	339.7	312.8	261.0	317.1	353.5	264.1	217.7	204.7	202.1	168.7	193.6	255.7	184.0
Aichi	341.4	364.8	340.7	280.4	346.2	377.7	293.9	227.3	216.7	200.8	213.4	216.4	256.6	209.6
Mie	316.4	329.7	323.3	256.6	313.6	327.6	290.0	217.4	244.7	202.2	203.6	200.5	231.1	188.2
Shiga	320.8	342.5	327.9	269.4	311.7	279.8	246.7	229.8	211.8	216.6	178.3	199.7	253.3	187.2
Kyoto	333.3	328.2	334.7	249.8	329.5	379.7	266.2	250.0	222.1	213.9	204.9	211.8	282.3	205.7
Osaka	337.3	343.6	338.3	274.7	337.2	316.0	289.0	241.1	233.8	210.6	212.6	228.9	258.8	221.8
Hyogo	325.5	332.1	321.5	302.7	313.4	345.9	256.7	238.9	199.6	205.8	203.5	214.8	258.2	207.9
Nara	315.7	305.1	321.5	279.3	302.1	314.4	241.9	230.7	193.6	207.0	188.9	202.8	241.3	182.1
Wakayama	310.1	370.0	296.2	282.2	281.0	342.9	252.2	217.7	* 245.4	182.4	181.2	196.1	224.9	185.3
Tottori	269.7	260.4	246.1	263.3	271.5	328.2	233.0	209.8	* 204.9	168.7	179.6	179.8	249.1	168.9
Shimane	266.9	276.6	254.3	255.4	265.5	271.1	220.0	202.1	178.2	177.5	176.0	171.6	228.8	161.5
Okayama	305.7	320.7	286.9	258.5	317.7	358.4	265.5	220.5	195.4	184.0	205.6	215.0	236.6	190.7
Hiroshima	313.5	422.4	292.0	260.1	341.0	298.1	244.4	226.8	267.9	183.2	224.0	203.3	255.6	202.4
Yamaguchi	288.5	317.4	291.2	233.1	308.1	304.2	241.2	209.4	221.9	172.9	182.6	184.5	229.2	189.2
Tokushima	286.8	295.8	280.5	251.4	267.3	303.7	204.5	211.1	224.5	185.6	188.2	178.0	231.7	157.3
Kagawa	290.5	295.4	276.5	247.8	300.2	318.9	246.0	210.9	194.0	185.5	179.2	181.8	236.5	204.9
Ehime	287.6	267.1	279.9	242.8	289.6	352.4	239.6	199.5	160.8	180.0	171.1	178.4	213.0	179.1
Kochi	284.7	261.2	246.3	237.3	254.4	360.2	195.1	208.1	209.9	165.8	173.6	179.1	226.6	155.9
Fukuoka	303.2	323.7	295.0	242.3	303.4	321.1	247.2	220.9	209.7	181.7	179.8	195.0	242.2	182.8
Saga	265.6	250.2	264.3	240.2	283.5	227.1	242.7	189.5	175.2	165.6	187.1	180.9	198.9	175.4
Nagasaki	273.2	267.8	269.3	205.1	276.2	309.5	220.5	202.2	184.3	171.2	165.2	174.0	217.8	170.7
Kumamoto	289.7	247.4	278.1	233.4	290.5	* 369.2	217.4	213.2	183.4	188.8	169.9	178.5	229.2	166.7
Oita	275.6	288.7	271.8	228.8	272.5	* 299.1	214.1	201.4	158.4	183.9	151.4	175.8	210.1	168.9
Miyazaki	265.4	269.2	249.0	245.3	261.5	291.5	229.6	191.6	188.7	149.0	166.1	181.1	217.0	160.6
Kagoshima	286.8	265.6	273.3	239.2	277.5	369.7	221.6	211.5	177.8	167.8	178.6	191.0	231.9	159.1
Okinawa	255.1	254.6	221.4	189.8	248.8	310.9	203.7	199.0	184.8	152.4	159.6	185.0	222.7	158.8

Appendix table 8: 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			
		2002	2007	2011	2012	2002	2007	2011	2012	2002	2007	2011	2012	2002	2007	2011	2012
Male	Total age	168	167	164	164	187	187	181	183	157	156	154	156	158	155	150	149
	Age 20-24	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
	25-29	121	120	119	118	118	118	116	117	121	120	116	116	119	117	115	115
	30-34	147	142	138	139	152	146	141	143	144	138	133	134	139	136	131	131
	35-39	174	167	159	159	187	181	169	170	173	164	154	154	158	153	148	147
	40-44	194	194	183	181	215	221	206	204	194	188	177	177	172	169	161	160
	45-49	206	206	205	204	235	238	234	236	211	203	198	194	189	179	178	174
	50-54	210	209	208	211	258	246	241	246	226	220	209	206	196	190	180	180
	55-59	200	195	195	199	261	243	227	235	219	221	211	212	192	184	181	180
	60-64	148	146	140	139	219	198	184	177	168	166	146	143	138	136	128	127
	65-69	...	...	128	130	...	...	187	191	...	...	147	132	...	...	116	114
Female	Total age	120	120	122	122	134	136	133	134	124	127	127	128	119	117	118	117
	Age 20-24	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
	25-29	114	114	113	114	114	114	111	113	113	113	111	111	112	110	107	107
	30-34	125	123	122	122	139	134	130	128	128	124	119	121	120	118	114	114
	35-39	133	130	130	128	168	156	148	145	140	135	130	129	124	120	123	118
	40-44	132	133	133	134	182	181	171	165	142	140	138	139	125	124	124	123
	45-49	129	129	133	135	177	184	175	182	150	145	144	144	127	122	125	124
	50-54	127	126	132	133	199	188	179	190	157	150	147	145	129	123	125	122
	55-59	124	124	125	126	219	218	183	183	160	156	149	145	129	124	125	123
	60-64	106	108	108	111	230	206	188	196	147	141	134	138	112	113	109	110
	65-69	...	...	104	108	...	...	210	202	...	...	131	134	...	...	110	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 9: Trends in wage gap across size of enterprise

(Large enterprise =100)

Gender	Age group	Medium enterprise				Small enterprise			
		2002	2007	2011	2012	2002	2007	2011	2012
Male	Total age	84	81	82	83	75	75	73	74
	Age 20-24	94	97	93	96	94	94	89	92
	25-29	92	93	91	91	91	92	86	88
	30-34	88	88	87	89	85	87	83	86
	35-39	86	83	85	87	79	78	79	81
	40-44	84	81	80	82	74	74	71	72
	45-49	84	79	78	81	70	68	66	67
	50-54	82	80	80	79	67	67	64	63
	55-59	83	80	84	82	70	69	69	69
	60-64	87	85	90	95	76	83	84	90
	65-69	...	...	70	86	...	...	67	77
Female	Total age	90	88	88	90	81	82	79	81
	Age 20-24	95	95	93	93	89	89	83	85
	25-29	94	94	91	92	87	88	83	85
	30-34	93	93	92	93	84	88	82	84
	35-39	93	89	91	93	79	81	81	83
	40-44	85	87	86	90	73	78	74	78
	45-49	82	82	82	84	70	77	75	78
	50-54	80	82	84	82	71	76	75	76
	55-59	80	84	83	87	72	77	77	79
	60-64	80	83	89	87	79	76	82	82
	65-69	...	...	76	80	...	...	74	77

Appendix table 10: Trends in wage gap across type of employment of non-regular staffs

(Regular staff = 100)

Age group	Total male and female			Male			Female		
	2007	2011	2012	2007	2011	2012	2007	2011	2012
Total age	61	63	62	65	65	64	69	69	69
Age 20-24	87	82	86	89	84	87	86	81	85
25-29	82	80	80	84	82	82	82	80	80
30-34	72	73	74	76	77	76	76	75	76
35-39	61	65	64	68	69	67	67	70	70
40-44	51	55	56	59	60	59	62	63	65
45-49	47	50	50	55	56	54	60	61	61
50-54	47	49	48	55	55	52	59	59	60
55-59	52	52	50	61	57	54	60	61	61
60-64	72	75	72	74	78	76	69	70	65
65-69	...	72	70	...	73	73	...	72	63

Appendix table 11: 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			
		2002	2007	2011	2012	2002	2007	2011	2012	2002	2007	2011	2012
Male	Total age	183	187	178	185	150	155	161	161	170	172	164	165
	Age 20-24	100	100	100	100	100	100	100	100	100	100	100	100
	25-29	119	120	115	117	122	122	119	121	122	120	118	120
	30-34	155	151	143	149	148	145	144	143	147	142	140	141
	35-39	191	190	174	178	182	177	170	169	174	167	162	162
	40-44	222	229	216	219	210	204	199	197	198	195	184	186
	45-49	249	251	245	254	255	232	234	229	227	217	211	209
	50-54	277	264	255	273	274	272	245	248	247	234	228	227
	55-59	289	272	250	256	262	286	273	258	258	238	229	227
Female	Total age	123	124	122	125	120	128	131	129	126	131	129	129
	Age 20-24	100	100	100	100	100	100	100	100	100	100	100	100
	25-29	114	113	111	113	116	118	114	112	117	114	110	112
	30-34	140	134	128	131	134	134	131	130	131	132	124	125
	35-39	170	169	150	149	160	157	150	144	149	144	142	140
	40-44	201	200	185	181	178	178	170	165	174	163	156	157
	45-49	222	225	214	217	205	198	197	186	191	180	175	175
	50-54	255	221	226	251	221	219	218	203	204	193	187	181
	55-59	269	260	233	231	224	230	210	197	220	193	189	186

Appendix table 12: 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
2012	1,094	0.2	1,001	1.3

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 13: 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	Services, n.e.c.	Industries covered	Manufacturing	Wholesale and retail trade	Accommodations, eating and drinking services	Medical, health care and welfare	Services, n.e.c.
Total country	1,094	1,199	1,117	1,011	925	1,055	1,001	895	940	901	1,224	990
Hokkaido	1,031	1,349	1,052	893	822	995	905	798	850	812	1,139	897
Aomori	907 *	898	916	900	774	903	878	823	815	752	1,117	757
Iwate	908 *	880	800	900	820	1,056	833	757	845	790	1,014	771
Miyagi	1,065	1,312	1,008	1,059	843	897	947	823	904	821	1,318	923
Akita	866	799	800	828	822	921	849	731	788	802	1,079	751
Yamagata	927 *	1,001	1,049	852	766 *	895	910	865	824	776	1,191	782
Fukushima	990	1,058	894	948	825	940	872	820	817	808	1,097	817
Ibaraki	1,146	1,174	1,032	924	851	1,114	974	907	942	860	1,056	949
Tochigi	1,059	1,250	1,078	1,002	899	1,016	950	894	884	871	1,233	963
Gunma	1,214	1,106	1,053	1,017	883	1,043	955	876	924	872	1,163	894
Saitama	1,083	1,117	1,128	1,021	925	1,011	995	921	953	910	1,155	952
Chiba	1,140	1,239	1,236	1,055	947	1,119	1,055	953	1,006	937	1,233	1,094
Tokyo	1,234	1,216	1,344	1,107	1,053	1,231	1,182	983	1,087	1,022	1,529	1,211
Kanagawa	1,109	1,198	1,148	1,052	967	1,164	1,078	966	1,012	959	1,305	1,088
Niigata	948	929	983	931	831	928	954	829	910	850	1,277	829
Toyama	1,083	1,108 *	1,164	1,120	919	948	943	866	931	900 *	1,064	851
Ishikawa	1,088	1,105	1,084	963	926	925	979	901	955	906 *	1,413	853
Fukui	1,085	1,145	1,092	1,114	865	921	961	861	929	864	1,091	829
Yamanashi	1,043	1,208	1,035	1,044	892 *	950	950	918	917	882	1,150	933
Nagano	1,123	1,133 *	1,076	1,130	905 *	993	984	884	913	890	1,153	1,016
Gifu	1,047	1,046	1,039	1,008	910	1,043	950	877	917	889	1,134	831
Shizuoka	1,107	1,104	1,127	1,102	928	1,118	992	900	957	892	1,237	953
Aichi	1,083	1,042	1,144	1,061	933	1,006	1,032	937	1,027	926	1,238	964
Mie	1,043	1,214	1,014	1,010	890	1,055	960	892	940	881	1,161	852
Shiga	994	1,275	959	946	906	1,005	968	963	905	899	1,129	1,062
Kyoto	1,096	1,055	1,129	944	896	1,059	1,080	922	959	901 *	1,711	946
Osaka	1,141	2,069	1,067	968	915	1,005	1,033	912	942	901	1,233	970
Hyogo	1,051	1,244	1,112	999	890	1,044	998	905	942	890	1,261	1,074
Nara	1,365	1,147	1,024	934	847	1,021	1,020	872	927	861	1,332	879
Wakayama	1,106	926	1,322	1,005	835	975	924	843	822	829	1,133	878
Tottori	953 *	1,094	897	800	878	896	879	832	808	827	1,151	802
Shimane	1,038 *	1,027	1,278	938	821	840	910	844	857	842	1,026	829
Okayama	1,138	1,202	971	1,035	853	1,155	930	826	927	871	1,065	879
Hiroshima	1,059	1,187	1,043	1,147	861	949	969	871	945	879	1,184	933
Yamaguchi	989	1,196	1,017	934	853	913	897	829	818	829	1,056	856
Tokushima	999 *	1,285 *	906	863	859	1,056	948	906	820	847	1,182	839
Kagawa	1,031	1,170	965	1,058	900	956	978	1,086	870	884	1,178	944
Ehime	1,045	975	921	957	836	960	900	793	838	821	1,151	842
Kochi	976	1,198	1,038	866	827	864	921	895	850	818	1,152	801
Fukuoka	980	999	937	988	825	905	932	853	870	822	1,104	901
Saga	947	894	866	894	796	976	895	854	863	808	1,138	805
Nagasaki	935	1,002	1,089	919	783	911	848	778	824	765	929	822
Kumamoto	951	973	1,029	854	763	848	863	797	768	777	1,037	777
Oita	1,172	2,057 *	1,056	810	901	934	903	807	785	823	1,065	749
Miyazaki	966	1,174 *	1,048	924	743	815	874	1,043	763	756	1,013	739
Kagoshima	925	1,120	1,135	831	816	1,043	846	796	763	800	1,005	796
Okinawa	817	785	881	727	731	840	813	743	734	729	1,039	773

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'.