

# Press Release

## “Survey on Wage Increase, 2011”

Digest of the Summary Report

-Companies that implement wage cuts have decreased to 15.2%-

30-Nov-2011 The results of the “Survey on Wage Increase, 2011” has now been tabulated and released by the Ministry of Health, Labour and Welfare.

This survey has been implemented to identify the amount, rate and method of the wage revision in private companies nationwide. The situation of wage revision in 2011 has been surveyed in August. The survey is a sample survey of companies that employ 100 regular employees or more (or 30 or more for “manufacturing” and “wholesale and retail trade” industries), and received valid responses from 1,885 companies. Out of this, 1,731 companies with 100 or more employees have been tabulated for this report.

<Key points of the survey results>

### 1. Revision of wages

- (1) The percentage of companies that increased or will increase the average wage per person in 2011 is 73.8% (74.1% in the previous year), which is a decrease from the previous year. [Table 1; Appendix table 1]
- (2) The average amount of wage revision per person in 2011 was 3,513 yen (3,672 yen in the previous year) and the revision rate was 1.2% (1.3% in the previous year), which are both a decrease compared to the previous year. [Table 2; Appendix table 2]
- (3) The percentage of companies which made or will make wage cuts (meaning that wage is cut for a certain period of time without changing the wage scale, etc.) in 2011 was 15.2% (23.0% in the previous year), which is a decrease of 7.8 percentage points compared to the previous year. [Table 5; Appendix table 9]

Note: “Average amount of wage revision per person” indicates the average amount per person of the scheduled wage (i.e. the wage paid monthly excluding overtime allowance, holiday work allowance, etc.) of regular employees.

## **2. Implementation of regular wage increase, etc.**

(1) The percentage of companies that made or will make a regular wage increase in 2011 was 52.4% for managerial positions (51.6% in the previous year) and 62.9% for general positions (63.1%), which was an increase for the managerial positions and a decrease for the general positions compared to the previous year.

[Table 3; Appendix table 5]

(2) The percentage of companies that increased or will increase the wage scale in 2011 was 11.7% for managerial positions (9.4% in the previous year) and 13.4% for general positions (9.6%), which are both an increase from the previous year.

[Table 4; Appendix table 8]

For the details of the survey result, please refer to the Summary Report.