

Table 1 Trends in the percentage of companies, by company size, industry, status of wage revision and period of revision

(Unit: %)

Year, company size and industry	All company	Revised or have a plan to revise wages							Did not and will not revise wage ⁵⁾	Not decided yet ⁶⁾
		Subtotal ¹⁾	Average wage per person increased	Average wage per person decreased	Period of revision ²⁾					
					Only Jan. to Aug. ³⁾	Only Sep. to Dec. ³⁾	Jan. to Aug. and Sep. to Dec. ³⁾	Period of revision unknown ⁴⁾		
2011										
Total	100.0	78.2 (75.6)	73.8	4.4	72.0	3.9	2.2	0.0	18.4	3.4
5,000 employees or more	100.0	87.4 (85.5)	85.5	1.9	84.5	1.5	1.0	0.5	9.6	2.9
1,000-4,999 employees	100.0	87.7 (85.3)	83.3	4.4	81.6	3.1	2.9	0.1	11.2	1.1
300-999 employees	100.0	85.7 (84.4)	83.5	2.3	80.6	1.7	3.3	0.1	11.6	2.7
100-299 employees	100.0	75.4 (72.4)	70.4	5.0	68.9	4.6	1.9	-	20.8	3.8
Mining and quarrying of stone and gravel	100.0	71.1 (71.1)	71.1	-	60.5	-	10.5	-	19.7	9.2
Construction	100.0	78.1 (73.2)	74.4	3.7	72.9	4.8	0.3	-	18.4	3.5
Manufacturing	100.0	84.0 (81.1)	81.1	3.0	78.6	4.4	1.0	-	15.6	0.3
Electricity, gas, heat supply and water	100.0	94.0 (91.6)	92.6	1.4	91.6	2.4	-	-	6.0	-
Information and communications	100.0	90.8 (89.5)	84.0	6.8	80.7	2.4	7.8	-	7.9	1.3
Transportation and postal activities	100.0	58.4 (58.1)	48.8	9.5	53.1	0.3	5.0	-	36.8	4.8
Wholesale and retail trade	100.0	85.0 (82.0)	81.3	3.8	77.0	5.9	2.1	0.0	10.9	4.1
Finance and insurance	100.0	89.5 (81.9)	78.6	10.9	81.9	7.6	-	-	10.1	0.4
Real estate and goods rental and leasing	100.0	91.4 (90.5)	88.0	3.4	88.4	1.8	1.2	-	8.6	-
Scientific research, professional and technical services	100.0	99.6 (98.4)	97.8	1.8	95.6	2.8	1.2	-	0.4	-
Accommodations, eating and drinking services	100.0	54.2 (50.2)	45.3	9.0	48.4	3.5	1.8	0.6	35.7	10.1
Living-related and personal services and amusement services	100.0	70.7 (70.7)	64.1	6.5	66.0	1.3	3.3	-	22.6	6.7
Education, learning support	100.0	81.3 (78.7)	78.1	3.2	72.9	2.6	5.8	-	16.8	1.9
Medical, health care and welfare	100.0	77.0 (74.5)	77.0	-	63.3	5.8	7.9	-	20.6	2.5
Services, n.e.c.	100.0	64.7 (62.3)	63.3	1.3	60.3	3.2	1.1	-	26.6	8.8
2010										
Total	100.0	78.6 (77.0)	74.1	4.5	74.5	2.0	2.1	-	17.2	4.3
5,000 employees or more	100.0	87.1 (86.2)	84.8	2.4	83.5	2.3	1.4	-	11.0	1.9
1,000-4,999 employees	100.0	88.2 (85.1)	83.4	4.8	81.8	4.0	2.4	-	8.5	3.3
300-999 employees	100.0	83.8 (82.5)	80.3	3.6	80.0	1.6	2.2	-	10.7	5.5
100-299 employees	100.0	75.8 (74.2)	71.1	4.8	71.9	1.9	2.0	-	20.2	4.0
Mining and quarrying of stone and gravel	100.0	63.6 (63.6)	63.6	-	63.6	-	-	-	27.3	9.1
Construction	100.0	91.1 (91.1)	84.5	6.7	85.7	-	5.5	-	4.1	4.8
Manufacturing	100.0	79.4 (79.0)	75.9	3.5	78.2	1.2	0.1	-	15.7	4.9
Electricity, gas, heat supply and water	100.0	84.1 (81.6)	84.1	-	81.6	2.5	-	-	7.3	8.5
Information and communications	100.0	93.9 (92.7)	88.0	5.9	87.3	2.2	4.4	-	6.1	-
Transportation and postal activities	100.0	63.0 (60.6)	58.1	4.9	58.2	2.4	2.4	-	32.1	4.9
Wholesale and retail trade	100.0	87.0 (84.4)	83.4	3.7	80.7	2.8	3.5	-	9.9	3.1
Finance and insurance	100.0	87.0 (83.3)	78.6	8.4	83.3	3.7	-	-	11.8	1.1
Real estate and goods rental and leasing	100.0	85.0 (80.1)	84.2	0.9	78.9	4.9	1.1	-	12.7	2.3
Scientific research, professional and technical services	100.0	76.9 (65.9)	64.6	12.3	64.4	11.0	1.5	-	23.1	-
Accommodations, eating and drinking services	100.0	68.5 (68.5)	64.4	4.1	65.5	-	3.0	-	23.5	8.0
Living-related and personal services and amusement services	100.0	74.5 (73.1)	71.3	3.3	70.2	1.4	2.9	-	18.3	7.1
Education, learning support	100.0	77.3 (74.9)	73.0	4.3	68.7	2.4	6.2	-	19.6	3.1
Medical, health care and welfare	100.0	90.3 (89.3)	86.4	3.9	82.5	3.9	3.9	-	6.8	2.9
Services, n.e.c.	100.0	64.0 (63.4)	58.3	5.8	61.6	0.7	1.8	-	30.7	5.3

Note: 1. The figures in round brackets () of "Subtotal" indicates the percentage of the companies that revised wages or plan to revise wages of which amount is already decided.

2. "Period of wage revision" is the period when the revised wages will be applied to the salary calculation.

3. "Only Jan. to Aug." are the companies that revised wage during the period from January to August and do not plan to revise it during the period from September to December. "Only Sep. to Dec." are the companies that did not revise wage during the period from January to August and plan to revise it during the period from September to December. "Jan. to Aug. and Sep. to Dec." are the companies that revised wage during the period from January to August and plan to further revise it during the period from September to December.

4. "Period of revision unknown" indicates the percentage of companies that revised wages or plan to revise wages of which period of revision is not stated.

5. "Did not and will not revise wages" are the companies that did not revise wages during the period from January to August and do not plan to revise it during the period from September to December.

6. "Not decided yet" are the companies that did not revise wages during the period from January to August and which have not decided yet whether to revise wages during the period from September to December.

Table 2 Amount and rate of the revision in the average wage per person, by company size and industry

Company size and industry	Amount of wage revision (yen)		Wages revision rate (%)	
	2011	2010	2011	2010
Total	3,513	3,672	1.2	1.3
5,000 employees or more	4,828	5,013	1.5	1.5
1,000-4,999 employees	3,617	3,952	1.2	1.3
300-999 employees	3,181	3,106	1.2	1.2
100-299 employees	2,906	2,837	1.0	1.2
Mining and quarrying of stone and gravel	5,596	4,927	1.7	1.5
Construction	4,286	4,770	1.3	1.6
Manufacturing	4,088	4,297	1.4	1.5
Electricity, gas, heat supply and water	2,675	2,661	0.9	0.9
Information and communications	4,456	4,570	1.4	1.5
Transportation and postal activities	1,661	2,390	0.7	0.8
Wholesale and retail trade	3,858	3,426	1.3	1.3
Finance and insurance	3,894	3,876	1.1	1.0
Real estate and goods rental and leasing	4,654	4,272	1.6	1.4
Scientific research, professional and technical services	7,275	3,014	2.0	1.0
Accommodations, eating and drinking services	1,554	2,523	0.6	1.0
Living-related and personal services and amusement services	1,381	2,090	0.6	0.8
Education, learning support	2,757	3,143	1.1	1.1
Medical, health care and welfare	3,028	3,050	1.4	1.5
Services, n.e.c.	2,295	2,506	1.1	1.0

Note: The figures represent the companies which have revised wages or plan to revise wages and already have decided its amount, and the companies which did not and will not revise wages.

Table 3 Percentage of companies, by company size and industry, status of wage increase system and status of regular wage increase

(Unit: %)

Year, company size and industry	Companies which have revised wages or plan to revise wages and already have decided its amount, and the companies which did not and will not revise wages	Managerial position							General position					
		Have a regular wage increase system	Status of wage increase			Don't have a regular wage increase system	Not stated	Have a regular wage increase system	Status of wage increase			Don't have a regular wage increase system	Unknown	
			Did or will implement	Did not or will not implement	Postponed				Did or will implement	Did not or will not implement	Postponed			
2011														
Total	[96.6]	100.0	68.6	52.4	15.0	1.2	30.5	0.9	77.2	62.9	13.5	0.9	21.8	1.0
5,000 employees or more	[97.1]	100.0	53.4	48.4	3.5	1.5	46.1	0.5	81.4	77.9	3.0	0.5	18.1	0.5
1,000-4,999 employees	[98.9]	100.0	69.4	60.0	8.5	0.9	30.6	-	85.4	77.0	7.6	0.9	14.6	-
300-999 employees	[97.3]	100.0	71.0	60.5	10.1	0.4	28.9	0.1	81.5	73.3	8.0	0.2	18.4	0.1
100-299 employees	[96.2]	100.0	68.0	49.7	16.9	1.4	30.8	1.2	75.4	58.9	15.5	1.0	23.3	1.3
Mining and quarrying of stone and gravel	[90.8]	100.0	66.7	55.1	11.6	-	33.3	-	78.3	66.7	11.6	-	21.7	-
Construction	[96.5]	100.0	68.0	56.5	11.3	0.2	28.4	3.6	80.0	68.3	11.5	0.2	16.4	3.6
Manufacturing	[99.7]	100.0	80.5	64.3	14.9	1.4	19.5	-	87.0	71.9	13.9	1.2	13.0	-
Electricity, gas, heat supply and water	[100.0]	100.0	55.8	54.3	1.5	-	44.2	-	94.7	90.3	4.5	-	5.3	-
Information and communications	[98.7]	100.0	73.6	61.3	11.3	1.1	26.4	-	79.2	73.5	4.7	1.1	20.8	-
Transportation and postal activities	[95.2]	100.0	52.1	38.1	14.0	-	45.4	2.5	64.5	50.4	14.0	-	33.0	2.5
Wholesale and retail trade	[95.9]	100.0	62.6	54.1	7.4	1.1	37.4	-	72.6	64.2	8.4	-	27.4	-
Finance and insurance	[99.6]	100.0	57.8	40.9	16.9	-	42.2	-	68.0	60.4	7.6	-	32.0	-
Real estate and goods rental and leasing	[100.0]	100.0	55.6	47.9	7.7	-	44.4	-	73.7	68.7	4.9	-	26.3	-
Scientific research, professional and technical services	[100.0]	100.0	64.3	64.3	-	-	35.7	-	80.8	80.8	-	-	19.2	-
Accommodations, eating and drinking services	[89.9]	100.0	65.8	31.9	33.8	0.1	29.9	4.3	68.4	37.3	31.0	0.1	25.4	6.2
Living-related and personal services and amusement services	[93.3]	100.0	60.5	35.8	20.3	4.3	39.5	-	67.4	46.7	16.4	4.3	32.6	-
Education, learning support	[98.1]	100.0	63.2	43.4	19.1	0.7	36.8	-	73.0	57.2	13.8	2.0	27.0	-
Medical, health care and welfare	[97.5]	100.0	64.9	49.3	15.7	-	35.1	-	67.5	52.3	15.2	-	32.5	-
Services, n.e.c.	[91.2]	100.0	70.5	32.4	35.1	3.0	27.2	2.3	77.2	47.5	26.7	3.0	20.5	2.3
2010														
Total	[95.7]	100.0	66.3	51.6	13.7	0.9	32.2	1.5	75.7	63.1	11.1	1.5	22.7	1.6
5,000 employees or more	[98.1]	100.0	52.5	48.9	3.7	-	47.5	-	80.3	77.9	1.9	0.5	19.7	-
1,000-4,999 employees	[96.7]	100.0	66.5	61.6	4.9	-	32.0	1.5	83.7	79.6	4.0	0.2	16.1	0.1
300-999 employees	[94.5]	100.0	69.6	58.1	10.0	1.5	30.4	-	82.0	69.9	10.6	1.5	18.0	-
100-299 employees	[96.0]	100.0	65.4	48.6	16.0	0.8	32.6	2.1	72.7	59.1	12.0	1.6	24.9	2.4

Note: The figures in square brackets [] indicate the ratio of the companies, which have revised or plan to revise, and did not and will not revise wages, to all companies.

Table 4 Percentage of companies, by company size and industry, status of regular wage increase system and wage scale revision

(Unit: %)

Company size and industry		Managerial position							
		Companies that have a regular wage increase system	There is distinction between regular wage increase and wage scale revision, etc.	Status of wage scale revision, etc.			There is no distinction between regular wage increase and wage scale revision, etc.	Unknown	
				Increased or will increase the wage scale	Did not and will not increase the wage scale	Decreased or will decrease the wage scale			
2011									
	Total	(68.6)	100.0	54.6	11.7	41.1	1.9	44.0	1.4
	5,000 employees or more	(53.4)	100.0	78.0	4.7	72.3	0.9	22.0	-
	1,000-4,999 employees	(69.4)	100.0	66.8	5.1	61.4	0.3	32.4	0.8
	300-999 employees	(71.0)	100.0	63.4	5.4	56.9	1.1	36.1	0.5
	100-299 employees	(68.0)	100.0	51.0	14.0	34.8	2.2	47.3	1.7
	Mining and quarrying of stone and gravel	(66.7)	100.0	65.2	-	65.2	-	34.8	-
	Construction	(68.0)	100.0	64.8	12.9	51.7	0.1	35.2	-
	Manufacturing	(80.5)	100.0	48.0	13.7	33.9	0.4	51.7	0.3
	Electricity, gas, heat supply and water	(55.8)	100.0	74.8	14.0	60.8	-	25.2	-
	Information and communications	(73.6)	100.0	48.4	11.0	34.5	2.9	47.3	4.3
	Transportation and postal activities	(52.1)	100.0	63.3	19.9	38.6	4.8	31.9	4.8
	Wholesale and retail trade	(62.6)	100.0	58.9	10.5	46.0	2.4	41.1	0.0
	Finance and insurance	(57.8)	100.0	71.5	-	71.5	-	28.5	-
	Real estate and goods rental and leasing	(55.6)	100.0	48.4	9.7	38.7	-	47.2	4.4
	Scientific research, professional and technical services	(64.3)	100.0	92.5	1.8	88.9	1.8	7.5	-
	Accommodations, eating and drinking services	(65.8)	100.0	46.8	4.2	35.5	7.1	44.1	9.1
	Living-related and personal services and amusement services	(60.5)	100.0	47.7	11.9	35.8	-	47.5	4.8
	Education, learning support	(63.2)	100.0	52.1	7.3	43.8	1.0	45.8	2.1
	Medical, health care and welfare	(64.9)	100.0	53.7	13.8	40.0	-	46.3	-
	Services, n.e.c.	(70.5)	100.0	57.4	5.7	48.1	3.6	42.0	0.7
2010		(66.3)	100.0	58.7	9.4	48.4	0.8	41.3	0.0
Company size and industry		General position							
		Companies that have a regular wage increase system	There is distinction between regular wage increase and wage scale revision, etc.	Status of wage scale revision, etc.			There is no distinction between regular wage increase and wage scale revision, etc.	Unknown	
				Increased or will increase the wage scale	Did not and will not increase the wage scale	Decreased or will decrease the wage scale			
2011									
	Total	(77.2)	100.0	57.9	13.4	43.0	1.5	40.9	1.3
	5,000 employees or more	(81.4)	100.0	83.3	6.8	75.8	0.6	16.7	-
	1,000-4,999 employees	(85.4)	100.0	73.2	6.5	66.5	0.3	26.0	0.8
	300-999 employees	(81.5)	100.0	65.7	7.8	57.2	0.7	33.2	1.0
	100-299 employees	(75.4)	100.0	54.0	15.7	36.5	1.8	44.6	1.4
	Mining and quarrying of stone and gravel	(78.3)	100.0	70.4	-	70.4	-	29.6	-
	Construction	(80.0)	100.0	59.4	12.8	46.5	0.1	39.1	1.6
	Manufacturing	(87.0)	100.0	59.8	18.5	41.0	0.3	39.9	0.3
	Electricity, gas, heat supply and water	(94.7)	100.0	76.9	8.2	68.7	-	23.1	-
	Information and communications	(79.2)	100.0	51.9	12.9	39.0	-	44.0	4.0
	Transportation and postal activities	(64.5)	100.0	62.0	16.1	42.0	3.9	34.1	3.9
	Wholesale and retail trade	(72.6)	100.0	53.8	9.7	42.0	2.1	46.2	0.1
	Finance and insurance	(68.0)	100.0	75.8	-	75.8	-	24.2	-
	Real estate and goods rental and leasing	(73.7)	100.0	53.9	8.9	45.0	-	42.7	3.3
	Scientific research, professional and technical services	(80.8)	100.0	75.4	2.9	72.5	-	24.6	-
	Accommodations, eating and drinking services	(68.4)	100.0	49.7	5.2	37.7	6.9	44.3	6.0
	Living-related and personal services and amusement services	(67.4)	100.0	55.8	14.4	40.8	0.6	39.8	4.3
	Education, learning support	(73.0)	100.0	57.7	10.8	45.9	0.9	40.5	1.8
	Medical, health care and welfare	(67.5)	100.0	55.5	13.2	42.2	-	44.5	-
	Services, n.e.c.	(77.2)	100.0	56.8	8.9	45.0	3.0	42.2	0.9
2010		(75.7)	100.0	59.8	9.6	49.7	0.6	40.1	0.0

Note: The figures in square brackets [] indicate the ratio of the companies that have a regular wage increase system to the companies which have revised or plan to revise wages and did not and will not revise wages.

Table 5 Percentage of companies, by company size and subjects of wage cut

(Unit: %)

Year and company size	Companies which have cut wages or which plan to cut wages	Only managerial position			Only general position			Managerial position and general position						Unknown		
			Part of employees	All employees		Part of employees	All employees	Part of employeeew with general			All employees with general positions					
									Part of employees at managerial positions	All employees at managerial positions		Part of employees at managerial positions	All employees at managerial positions			
2011																
Total	{15.2}	100.0	25.6	17.9	7.7	14.3	14.2	0.1	58.9	44.2	35.0	9.2	14.7	-	14.7	1.1
5,000 employees or more	{5.7}	100.0	49.7	19.9	29.8	9.9	9.9	-	40.4	30.4	30.4	-	9.9	-	9.9	-
1,000-4,999 employees	{11.5}	100.0	37.6	7.8	29.8	5.0	5.0	-	57.4	43.3	38.4	4.9	14.2	-	14.2	-
300-999 employees	{12.0}	100.0	43.6	27.0	16.7	13.0	13.0	-	43.4	34.9	33.0	2.0	8.5	-	8.5	-
100-299 employees	{16.7}	100.0	20.7	16.3	4.4	15.2	15.1	0.1	62.7	46.5	35.3	11.2	16.2	-	16.2	1.4
2010																
Total	{23.0}	100.0	30.5	16.4	14.1	12.6	12.6	-	55.9	33.5	30.7	2.7	22.4	-	22.4	1.0
5,000 employees or more	{16.8}	100.0	54.5	12.6	41.9	-	-	-	42.4	9.5	3.2	6.3	32.9	-	32.9	3.2
1,000-4,999 employees	{24.7}	100.0	51.8	15.5	36.3	2.9	2.9	-	45.3	23.1	16.4	6.7	22.2	-	22.2	-
300-999 employees	{20.8}	100.0	41.1	17.1	24.0	7.6	7.6	-	51.3	32.0	27.0	5.0	19.3	-	19.3	-
100-299 employees	{23.7}	100.0	24.4	16.2	8.2	15.5	15.5	-	58.7	35.3	33.8	1.5	23.3	-	23.3	1.4

Note: The figures in square brackets [] indicate the ratio of the companies which cut or plan to cut wages, to the companies which have revised wages or plan to revise wages and already have decided its amount. Companies which cut or plan to cut wages include companies which have increased or decreased the average wage per person (including those that plan to do so).

Appendix table 1 Trends in the percentage of companies, by status of wage revision

(Unit: %)

Year	All company	Revised or have a plan to revise wages								Did not and will not revise wage ⁵⁾	Not decided yet ⁶⁾
		Subtotal ¹⁾	Average wage per person increased	Average wage per person decreased	Period of revision ²⁾						
					Only Jan. to Aug. ³⁾	Only Sep. to Dec. ³⁾	Jan. to Aug. and Sep. to Dec. ³⁾	Period of revision unknown ⁴⁾			
1982	100.0	97.6 ( ...)	...	...	92.1	1.1	4.3	...	1.0	1.4
1983	100.0	95.7 ( ...)	...	...	90.8	1.9	3.0	...	2.5	1.8
1984	100.0	97.5 ( ...)	...	...	92.3	2.0	3.2	...	1.4	1.1
1985	100.0	97.0 ( ...)	...	...	91.8	2.0	3.1	...	1.9	1.1
1986	100.0	97.5 ( ...)	...	...	93.7	1.7	2.1	...	2.0	0.5
1987	100.0	96.9 ( ...)	...	...	92.8	1.7	2.4	...	2.2	0.9
1988	100.0	97.1 ( ...)	...	...	93.9	0.8	2.4	...	2.2	0.7
1989	100.0	98.6 ( ...)	...	...	94.8	1.0	2.9	...	0.8	0.6
1990	100.0	98.2 ( ...)	...	...	94.2	1.3	2.7	...	1.4	0.4
1991	100.0	99.0 ( ...)	...	...	95.3	1.5	2.2	...	0.5	0.5
1992	100.0	98.2 ( ...)	...	...	94.9	0.7	2.6	...	1.1	0.8
1993	100.0	94.5 ( ...)	...	...	90.3	2.0	2.2	...	3.9	1.6
1994	100.0	94.0 ( ...)	...	...	90.9	1.9	1.2	...	3.8	2.2
1995	100.0	94.3 ( ...)	...	...	90.6	2.6	1.1	...	4.4	1.3
1996	100.0	94.1 ( ...)	...	...	91.4	1.8	0.9	...	4.5	1.4
1997	100.0	93.2 ( ...)	...	...	90.8	1.8	0.6	...	5.3	1.5
1998	100.0	85.6 (84.4)	...	...	83.7	0.5	1.4	...	11.1	3.3
1999	100.0	80.6 (78.3)	76.8	3.8	76.8	1.5	2.2	...	14.3	5.1	
2000	100.0	78.8 (76.7)	75.8	2.9	76.0	1.5	1.2	...	19.1	2.2	
2001	100.0	76.0 (75.0)	73.8	2.2	73.8	1.0	1.3	...	21.3	2.7	
2002	100.0	68.6 (67.4)	61.5	7.0	65.5	1.8	1.3	...	27.1	4.3	
2003	100.0	69.9 (68.7)	62.7	7.2	67.4	1.3	1.2	...	24.1	6.0	
2004	100.0	73.3 (71.6)	69.8	3.4	70.9	1.7	0.7	...	21.4	5.3	
2005	100.0	76.3 (75.8)	73.5	2.8	75.0	0.6	0.7	...	20.3	3.4	
2006	100.0	78.8 (78.3)	77.5	1.3	76.8	1.0	1.0	...	16.6	4.6	
2007	100.0	84.4 (83.4)	82.8	1.6	80.6	1.7	2.1	...	13.3	2.2	
2008	100.0	77.1 (76.3)	74.0	3.1	73.2	2.0	1.9	...	17.6	5.3	
2009	100.0	74.6 (71.4)	61.7	12.9	68.7	3.4	1.3	...	21.6	3.8	
2010	100.0	78.6 (77.0)	74.1	4.5	74.5	2.0	2.1	-	17.2	4.3	
2011	100.0	78.2 (75.6)	73.8	4.4	72.0	3.9	2.2	0.0	18.4	3.4	

Note: 1. The figures in round brackets () of "Subtotal" indicates the percentage of the companies that revised wages or plan to revise wages of which amount is already decided.

2. "Period of wage revision" is the period when the revised wages will be applied to the salary calculation.

3. "Only Jan. to Aug." are the companies that revised wage during the period from January to August and do not plan to revise it during the period from September to December. "Only Sep. to Dec." are the companies that did not revise wage during the period from January to August and plan to revise it during the period from September to December. "Jan. to Aug. and Sep. to Dec." are the companies that revised wage during the period from January to August and plan to further revise it during the period from September to December.

"Did not and will not revise wages" are the companies that did not revise wages during the period from January to August and do not plan to revise it during the period from September to December.

"Not decided yet" are the companies that did not revise wages during the period from January to August and which have not decided yet whether to revise wages during the period from September to December.

4. "Period of revision unknown" indicates the percentage of companies that revised wages or plan to revise wages of which period of revision is not stated.

5. "Did not and will not revise wages" means the companies which did not revise wages during the period from January to August and which have no plan to revise wages during the period from September to December.

6. "Not decided yet" means the companies which did not revise wages during the period from January to August and which have not decided yet whether to revise wages during the period from September to December.

7. In and before the 1998, the survey only asked whether companies "Revised or have a plan to revise wages", and the breakdown between the detail of wage revision was not surveyed. In addition, since the subtotal of the companies that "Revised or have a plan to revise wages" have included wage decrease due to wage cut, it cannot be linked with the "Average wage per person increased" in and after 1999.

8. In and before the 2008 survey, the survey period was September and the periods of revision were divided between "January to September" and "October to December".

Appendix table 2 Trends in the amount and rate of revision of the average wage per person

Year	Amount of wage revision (yen)	Wage revision rate (%)
1980	11,487	7.2
1981	13,159	7.8
1982	12,802	7.0
1983	8,787	4.6
1984	9,130	4.7
1985	10,218	5.0
1986	9,506	4.5
1987	7,988	3.6
1988	9,731	4.4
1989	12,085	5.3
1990	14,199	6.0
1991	14,394	5.9
1992	12,939	5.1
1993	9,711	3.7
1994	7,948	3.0
1995	7,206	2.7
1996	7,245	2.7
1997	7,224	2.6
1998	6,079	2.3
1999	4,591	1.7
2000	4,177	1.5
2001	4,163	1.5
2002	3,167	1.1
2003	3,064	1.0
2004	3,751	1.3
2005	3,904	1.4
2006	4,341	1.6
2007	4,367	1.7
2008	4,417	1.7
2009	3,083	1.1
2010	3,672	1.3
2011	3,513	1.2

<Of which increase ³⁾ >		
2010	4,593	1.6
2011	4,678	1.6
<Of which decrease ³⁾ >		
2010	-7,344	-2.8
2011	-11,619	-4.8

- Note:
1. The figures represent the companies which have revised wages or plan to revise wages and already have decided its amount, and the companies which did not and will not revise wages.
 2. The amount and rate of revision of the average wage per person is the amount and rate of revision of the monthly average scheduled wage per person.
 3. "Of which increase" is only companies of which average wage per person have increased by the wage revision. "Of which decrease" is only companies of which average wage have decreased (including those that the amount of revision was 0) by the wage revision.
 4. The survey in and before 1998 covered only companies of which average wage per person has increased.

Appendix table 5 Trends in the percentage of companies, by status of regular wage increase

(Unit: %)

Year	Companies which have revised wages or plan to revise wages and already have decided its amount, and the companies which did not and will not revise wages*		Status of regular wage increase of managerial positions			Status of regular wage increase of general positions		
			Did or will implement	Did not or will not implement	Postponed	Did or will implement	Did not or will not implement	Postponed
2003	[94.0]	100.0	42.0	16.6	0.6	52.9	14.3	0.3
2004	[94.7]	100.0	43.4	9.4	0.6	57.5	8.7	0.4
2005	[96.6]	100.0	45.6	9.2	0.8	58.6	8.9	0.7
2006	[95.4]	100.0	52.0	7.4	0.2	64.6	7.8	0.3
2007	[97.8]	100.0	54.4	6.9	0.1	65.3	6.8	0.1
2008	[94.7]	100.0	55.7	10.6	1.0	65.8	9.1	0.8
2009	[96.2]	100.0	47.3	18.2	1.9	56.7	17.0	3.6
2010	[95.7]	100.0	51.6	13.7	0.9	63.1	11.1	1.5
2011	[96.6]	100.0	52.4	15.0	1.2	62.9	13.5	0.9

Note: * The figures in square brackets [] indicate the ratio of the companies, which have revised or plan to revise, and did not and will not revise wages, to all companies.

Appendix table 8 Trends in the percentage of companies, by status of wage scale revision, etc.

(Unit: %)

Year	Companies that have a regular wage increase system		Status of wage scale revision, etc. of managerial positions			Companies that have a regular wage increase system		Status of wage scale revision, etc. of general positions		
			Increased or will increase the wage scale	Did not and will not increase the wage scale	Decreased or will decrease the wage scale			Increased or will increase the wage scale	Did not and will not increase the wage scale	Decreased or will decrease the wage scale
2004	[53.4]	100.0	10.1	40.6	0.4	[66.6]	100.0	10.3	45.2	0.5
2005	[55.6]	100.0	12.5	35.6	0.1	[68.2]	100.0	14.3	39.1	0.1
2006	[59.6]	100.0	11.8	38.7	0.1	[72.7]	100.0	15.8	37.7	0.2
2007	[62.5]	100.0	18.6	31.3	0.5	[73.6]	100.0	23.5	31.6	0.5
2008	[67.4]	100.0	19.8	32.4	0.2	[75.6]	100.0	21.4	35.3	0.1
2009	[67.5]	100.0	12.7	46.3	2.7	[77.2]	100.0	12.6	48.8	2.2
2010	[66.3]	100.0	9.4	48.4	0.8	[75.7]	100.0	9.6	49.7	0.6
2011	[68.6]	100.0	11.7	41.1	1.9	[77.2]	100.0	13.4	43.0	1.5

Note: The figures in square brackets [] indicate the ratio of the companies that have a regular wage increase system to the companies which have revised or plan to revise wages and did not and will not revise wages.

Appendix table 9 Trends in the percentage of companies, by the status of wage cut

(Unit: %)

Company size	2011	2010	2009	2008	2007	2006	2005	2004	2003	2002
Total	15.2	23.0	30.9	9.3	10.2	9.7	15.3	13.6	12.9	14.8
5,000 employees or more	5.7	16.8	28.6	2.5	6.8	3.6	5.6	9.1	12.1	22.1
1,000-4,999 employees	11.5	24.7	31.3	4.8	2.3	10.2	8.3	10.5	15.3	21.2
300-999 employees	12.0	20.8	31.9	8.9	9.7	13.1	12.2	13.1	13.3	15.5
100-299 employees	16.7	23.7	30.5	10.0	11.2	8.2	17.3	14.3	12.6	13.9

Note: The figures indicate the ratio of the companies which cut or plan to cut wages, to the companies which have revised wages or plan to revise wages and already have decided its amount. Companies which cut or plan to cut wages include companies which have increased or decreased the average wage per person (including those that plan to do so) .