

39. Wage Increase Trends Determined by Spring Labor Offensive and Bonus Payments (Summer and Year-end) 春季賃上げ額及び一時金（夏季・年末）の推移

		1970	1980	1990	2000	2008	2009	2010	2011
Wage increase at spring labor offensive	春季賃上げ								
Major enterprises	主要企業								
Monthly amount (yen)	月額（円）	9,166	11,679	15,026	6,499	6,149	5,630	5,516	5,555
Ratio (%)	賃上率（%）	18.5	6.7	5.9	2.1	2.0	1.8	1.8	1.8
Small and medium scale enterprises	中小企業								
Monthly amount (yen)	月額（円）	7,390	10,069	11,050	3,789	3,787	—	—	—
Ratio (%)	賃上率（%）	19.9	7.4	5.5	1.6	1.5	—	—	—
Bonus payment (Major enterprises)	一時金（主要企業）								
Summer	夏季								
Agreed amount (yen)	妥結額（円）	138,892	447,985	697,946	758,804	842,270	710,844	711,890	747,187
Increase rate (%)	伸び率（%）	22.2	10.3	8.0	-0.5	-0.3	-14.3	0.0	4.7
Year-end	年末								
Agreed amount (yen)	妥結額（円）	160,202	482,672	765,542	799,232	831,813	726,933	733,935	761,294
Increase rate (%)	伸び率（%）	19.2	8.7	6.8	0.8	-0.6	-12.6	0.7	3.6

Source: Ministry of Health, Labour and Welfare, **The Office of Counselor for Labour Relation attached to Director-General for Policy Planning and Evaluation**

- Notes: 1) The major enterprises surveyed are, as a rule, those listed in the First Section of the Tokyo Stock Exchange or Osaka Stock Exchange that are capitalized at 2 billion yen or more, have 1,000 or more employees, and have labor unions. The small and medium scale enterprises surveyed are approximately 8,000 enterprises that have fewer than 300 employees and have labor unions.
- 2) Figures for major enterprises for 1979 and earlier are simple averages per enterprise, and from 1980 they are weighted averages based on union membership per enterprise. All figures for small and medium scale enterprises are simple averages per enterprise.
- 3) Annual increase rates in lump-sum payments over the previous year were calculated from the increase rates for enterprises for which the figures from the previous year for the same enterprise could be compared. Increase rates are not determined by comparison of the agreed increase for the current year with that of the previous year.
- 4) Compilations include NTT and Japan Tobacco Incorporated, construction and services from 1987, and the seven JR corporations from 1988.
- 5) The survey for small and medium scale enterprises was abolished after FY 2008.