

## 38. Wage Differentials by Job Class

## 職階別賃金格差

			(1,000 yen, %)						
			1980	1990	2000	2010	2013	2014	2015
<b>Director 部長</b>									
Contractual cash earnings	Actual earnings	実額	401.1	575.6	638.0	643.6	661.3	659.7	667.8
決まって支給する現金給与額	Differential	格差	100	100	100	100	100	100	100
Annual special cash earnings	Actual earnings	実額	2,153.0	3,051.1	2,872.2	2,167.9	2,427.3	2,447.1	2,629.6
年間賞与その他特別給与額	Differential	格差	100	100	100	100	100	100	100
<b>Section manager 課長</b>									
Contractual cash earnings	Actual earnings	実額	320.6	463.8	521.1	516.4	517.5	527.8	533.1
決まって支給する現金給与額	Differential	格差	79.9	80.6	81.7	80.2	78.3	80.0	79.8
Annual special cash earnings	Actual earnings	実額	1,644.2	2,433.2	2,308.4	1,874.1	1,967.2	2,035.2	2,200.3
年間賞与その他特別給与額	Differential	格差	76.4	79.7	80.4	86.4	81.0	83.2	83.7
<b>Chief 係長</b>									
Contractual cash earnings	Actual earnings	実額	271.8	390.2	435.8	424.9	423.6	438.8	440.2
決まって支給する現金給与額	Differential	格差	67.8	67.8	68.3	66.0	64.1	66.5	65.9
Annual special cash earnings	Actual earnings	実額	1,185.9	1,710.6	1,733.8	1,430.6	1,414.2	1,439.3	1,520.0
年間賞与その他特別給与額	Differential	格差	55.1	56.1	60.4	66.0	58.3	58.8	57.8
<b>Non-supervisory positions 非役職</b>									
Contractual cash earnings	Actual earnings	実額	182.1	268.2	315.0	320.5	324.9	329.0	331.1
決まって支給する現金給与額	Differential	格差	45.4	46.6	49.4	49.8	49.1	49.9	49.6
Annual special cash earnings	Actual earnings	実額	609.3	919.1	1,013.7	874.0	905.9	938.2	972.8
年間賞与その他特別給与額	Differential	格差	28.3	30.1	35.3	40.3	37.3	38.3	37.0

Source: Ministry of Health, Labour and Welfare, **Basic Survey on Wage Structure**

Note: Enterprises with 100 employees or more. Differentials were calculated on the basis of director (= 100).