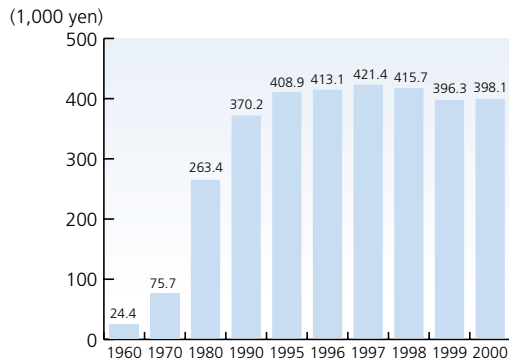


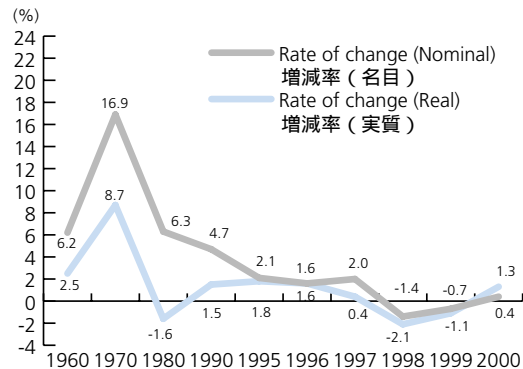
## Trends in Wage Levels Monthly Cash Payment (Nominal and Real)

### 賃金水準の推移

In recent years, both nominal and real wages in Japan have tended either to decrease or remain flat.



### Absolute amount



Source: Ministry of Health, Labour and welfare, *Monthly Labour Survey*.

Notes: 1) Real wage indices calculated from real wage index =  $\frac{\text{Nominal wage index}}{\text{CPI}}$

2) "Absolute amount" prior to 1969 and "rate of increase" prior to 1970 are exclusive of wages of service workers

3) Figures are for regular employees in establishments with 30 employees or more.

### 37. Scheduled Cash Earnings and Annual Special Cash Earnings of Standard Employees by Age (2000)

標準労働者の年齢階級別所定内給与額及び年間賞与その他特別給与額（2000年）

Wages increase with the worker's age for both sexes and at all levels of education, but the amount of increase is especially great among workers who have graduated from university.

(1,000 yen)

Age 年齢	Graduates of junior high schools 中卒				Graduates of senior high schools 高卒				Graduates of Universities 大卒			
	Scheduled cash earnings 所定内給与額		Annual special cash earnings 年間賞与 その他特別給与額		Scheduled cash earnings 所定内給与額		Annual special cash earnings 年間賞与 その他特別給与額		Scheduled cash earnings 所定内給与額		Annual special cash earnings 年間賞与 その他特別給与額	
	Male 男	Female 女	Male 男	Female 女	Male 男	Female 女	Male 男	Female 女	Male 男	Female 女	Male 男	Female 女
15歳	138.1	141.9	0.0	0.0	-	-	-	-	-	-	-	-
16歳	140.7	155.9	38.2	81.4	-	-	-	-	-	-	-	-
17歳	158.3	129.5	217.3	224.1	-	-	-	-	-	-	-	-
18歳	171.2	143.0	241.1	160.0	166.1	155.3	9.1	8.3	-	-	-	-
19歳	170.8	139.1	163.3	277.2	174.9	162.2	335.6	311.3	-	-	-	-
20歳	168.1	136.0	303.5	349.9	180.6	166.5	587.7	523.3	-	-	-	-
21歳	188.1	147.7	452.2	356.8	191.0	170.3	625.3	547.1	-	-	-	-
22歳	214.0	153.1	507.5	439.6	196.4	177.2	654.1	571.3	209.8	199.2	27.3	25.1
23歳	200.9	152.8	487.7	451.6	203.1	181.0	703.2	614.4	213.7	203.7	271.1	325.8
24歳	195.1	169.3	635.7	512.1	213.9	185.7	769.0	670.9	224.3	211.2	674.6	695.7
25歳	222.4	154.7	652.1	365.9	220.6	194.7	824.3	731.3	234.2	216.4	868.3	838.5
26歳	222.3	191.8	627.2	341.9	229.2	201.8	887.0	770.7	244.2	226.3	938.9	904.7
27歳	232.3	167.4	523.8	414.9	240.6	205.5	924.6	811.3	255.6	239.0	1006.2	989.4
28歳	237.5	165.2	505.6	250.2	249.5	209.3	945.3	811.2	273.6	242.1	1106.9	1021.3

(Continued on the next page.)

29歳	251.7	193.5	520.5	559.8	256.6	216.6	967.4	800.3	287.9	262.6	1190.2	1142.8
30歳	286.8	165.5	802.7	355.3	270.9	221.1	979.0	789.3	306.9	272.2	1313.0	1210.0
31歳	283.1	270.8	789.7	482.1	285.6	227.8	1127.1	882.3	323.5	286.6	1405.9	1263.5
32歳	288.7	177.9	756.7	387.3	288.4	233.5	1116.1	897.8	346.1	293.0	1532.5	1337.0
33歳	269.2	210.9	810.9	363.3	305.0	237.7	1180.6	951.0	354.4	311.3	1594.2	1405.7
34歳	282.6	213.1	806.6	769.0	312.6	247.1	1288.0	1009.2	367.5	321.7	1653.9	1471.5
35歳	283.7	177.2	1033.0	656.3	326.6	249.9	1299.2	1049.6	384.4	331.7	1725.3	1581.3
36歳	285.2	223.2	1017.3	942.3	329.6	263.9	1367.6	1158.2	402.8	335.3	1846.5	1447.7
37歳	290.6	226.8	956.2	927.2	341.8	268.7	1449.5	1166.7	416.2	370.5	1884.2	1697.9
38歳	318.8	252.4	1008.5	861.0	347.0	276.2	1476.1	1189.5	432.3	356.2	1969.2	1537.8
39歳	329.4	216.2	1123.3	789.7	367.2	279.6	1542.6	1242.1	446.9	386.1	2063.9	1640.3
40歳	310.6	207.8	1050.7	797.1	371.8	291.1	1570.7	1368.9	455.0	431.7	2151.4	1955.5
41歳	337.4	216.4	1206.8	780.0	392.7	294.5	1633.3	1320.3	477.5	408.9	2243.2	1981.5
42歳	333.5	264.8	1249.9	1191.4	397.3	299.6	1749.5	1403.7	478.6	424.1	2211.3	1867.9
43歳	351.8	236.8	1350.7	807.8	407.7	316.6	1788.5	1511.7	496.5	417.6	2310.9	1947.6
44歳	361.0	259.2	1392.7	1004.5	422.7	315.9	1876.5	1500.6	516.3	439.8	2456.7	1962.4
45歳	352.9	249.8	1356.1	1001.6	435.4	322.7	1931.4	1520.6	525.4	501.6	2473.0	1833.3
46歳	374.0	290.7	1367.6	1290.3	442.1	340.4	2011.7	1682.5	534.7	438.5	2439.8	2514.8
47歳	373.4	250.3	1408.0	1010.9	453.8	334.3	2069.4	1596.5	557.1	457.5	2656.5	2289.1
48歳	380.7	284.7	1421.2	1267.6	457.5	334.6	2068.4	1516.5	584.0	518.0	2922.5	2686.6
49歳	391.8	274.0	1419.1	1121.6	468.4	328.7	2128.9	1514.8	593.5	457.5	2776.1	2450.4
50歳	396.8	274.7	1543.2	1121.4	477.1	364.9	2164.2	1732.4	610.3	486.9	2970.9	2263.9
51歳	394.7	303.0	1536.2	1321.5	500.6	367.8	2271.3	1710.5	613.0	515.1	2921.3	2613.8

### 37. Scheduled Cash Earnings and Annual Special Cash Earnings of Standard Employees by Age (continued)

標準労働者の年齢階級別所定内給与額及び年間賞与その他特別給与額（続き）

(1,000 yen)

Age 年齢	Graduates of junior high schools 中卒				Graduates of senior high schools 高卒				Graduates of Universities 大卒			
	Scheduled cash earnings 所定内給与額		Annual special cash earnings 年間賞与 その他特別給与額		Scheduled cash earnings 所定内給与額		Annual special cash earnings 年間賞与 その他特別給与額		Scheduled cash earnings 所定内給与額		Annual special cash earnings 年間賞与 その他特別給与額	
	Male 男	Female 女	Male 男	Female 女	Male 男	Female 女	Male 男	Female 女	Male 男	Female 女	Male 男	Female 女
52歳	408.7	308.4	1561.2	1408.6	509.4	393.1	2310.5	1909.2	620.4	504.2	3047.8	2554.8
53歳	423.3	267.9	1732.1	1061.4	530.5	390.3	2571.5	1884.0	644.6	577.5	3188.4	3360.0
54歳	431.3	305.5	1844.8	1346.9	538.2	387.9	2410.9	1913.3	649.9	508.5	3083.1	2834.5
55歳	440.6	256.5	1811.8	816.4	532.8	389.3	2513.5	2014.1	636.5	557.2	3146.6	2950.7
56歳	412.6	299.9	1614.5	1044.4	516.8	381.8	2415.9	1906.9	631.8	596.1	3119.9	3020.5
57歳	416.0	326.8	1619.3	1437.5	528.0	395.1	2437.5	2034.5	627.4	671.0	3064.2	4519.9
58歳	435.0	275.1	1784.0	1131.7	506.3	350.2	2265.4	1433.9	628.1	579.4	3231.7	3050.9
59歳	434.4	380.8	1718.7	1725.3	527.5	379.3	2414.5	1705.2	661.0	577.4	3194.8	3134.9
60歳	335.0	225.4	682.2	917.7	460.3	178.3	2015.9	641.9	489.5	638.0	2562.1	3933.1

Source: Ministry of Health, Labour and welfare, *Basic Survey on Wage Structure, 2001*.

Notes: Standard employees are those who were hired immediately after graduating and have worked continuously for the same enterprise.

This data indicates contracted earnings of male and female employees working at enterprises with 10 employees or more.

Total amount of annual earnings=Scheduled cash earnings x 12 + annual special cash earnings.

### 38. Standard Worker Wages by Education and Age Group, Age Group Wage Differentials (Industry Totals, Enterprise Size Totals)

標準労働者の学歴、年齢階級別賃金及び年齢間賃金格差（産業計、企業規模計）

The wage index for middle-aged and older male workers declined from 1999 to 2000, indicating that the wage increase had hit its ceiling.

	Graduates of universities 大卒				Graduates of higher professional schools or junior colleges 高専・短大卒				Graduates of senior high schools 高卒															
	Wages 賃金 (thousand yen)(千円)		Age differential 年齢間格差 (20-24=100)		Wages 賃金 (thousand yen)(千円)		Age differential 年齢間格差 (20-24=100)		Wages 賃金 (thousand yen)(千円)		Age differential 年齢間格差 (20-24=100)													
	Male 男	Female 女	Male 男	Female 女	Male 男	Female 女	Male 男	Female 女	Male 男	Female 女	Male 男	Female 女												
	1999	2000	1999	2000	1999	2000	1999	2000	1999	2000	1999	2000												
Total計	388.4	392.0	249.8	252.8	180	180	121	123	283.9	287.1	213.9	216.8	144	146	116	118	330.9	336.2	212.5	216.1	168	171	121	123
20-24歳	216.3	217.2	206.0	205.4	100	100	100	100	197.7	197.2	184.1	184.4	100	100	100	100	197.1	196.9	176.0	175.3	100	100	100	100
25-29歳	261.1	257.5	235.0	231.7	121	119	114	113	241.6	240.3	216.9	218.9	122	122	118	119	237.3	238.5	203.2	204.1	120	121	115	116
30-34歳	336.0	337.1	295.6	291.2	155	155	143	142	299.3	294.5	253.1	254.2	151	149	137	138	290.0	292.0	233.1	232.4	147	148	132	133
35-39歳	412.4	415.0	355.9	351.8	191	191	173	171	363.2	362.2	299.9	298.3	184	184	163	162	340.5	340.9	264.9	266.6	173	173	151	152
40-44歳	479.7	482.7	404.6	424.1	222	222	196	206	431.3	420.4	343.4	331.3	218	213	187	180	400.9	400.5	302.4	304.2	203	203	172	174
45-49歳	565.7	559.3	458.4	473.3	262	258	223	230	522.4	516.2	378.1	376.5	264	262	205	204	453.8	452.3	333.7	331.9	230	230	190	189
50-54歳	626.5	623.8	503.9	513.0	290	287	245	250	544.5	551.8	391.8	442.5	275	280	213	240	513.7	507.8	376.1	378.6	261	258	214	216
55-59歳	652.9	636.0	558.3	592.0	302	293	271	288	572.2	525.8	391.7	463.2	289	267	213	251	527.7	522.3	389.5	379.5	268	265	221	216

Source: Ministry of Health, Labour and welfare, *Basic Surveys on Wage Structure, 2001*.

### 39. Trends in Enterprise Wage Differentials by Enterprise Size, Sex, and Age Group (Industry Totals)

企業規模、性、年齢階級別にみた企業規模間賃金格差の推移（産業計）

The wage differential by size of enterprise becomes more marked among older workers. A time series comparison reveals that the differential by size of enterprise has tended to increase since the 1970s.

(1,000 or more=100)

Total 合計	1970	1980	1990	1997				2000				
				Male 男		Female 女		Male 男		Female 女		
				Contractual cash earnings 決まって支給する 現金給与額	Scheduled cash earnings 所定内 給与額	Contractual cash earnings 決まって支給する 現金給与額	Scheduled cash earnings 所定内 給与額	Contractual cash earnings 決まって支給する 現金給与額	Scheduled cash earnings 所定内 給与額	Contractual cash earnings 決まって支給する 現金給与額	Scheduled cash earnings 所定内 給与額	
1,000 or more	1,000人以上	100	100	100	100	100	100	100	100	100	100	
100-999	100 ~ 999人	89.8	86.3	84.6	83.0	83.8	89.1	88.8	81.7	82.7	90.2	90.1
10-99	10 ~ 99人	86.8	81.2	79.3	75.4	77.9	79.9	81.3	73.6	75.9	79.9	82.0
Enterprises with 100-999 employees By age 企業規模 100 ~ 999 人 年齢別	1970	1980	1990	1997				2000				
Under 17 years	17歳以下	95.2	100.5	106.2	108.0	103.6	103.5	104.3	109.0	106.6	122.8	120.3
18-19	18 ~ 19歳	94.8	96.5	96.2	96.5	99.9	98.2	97.6	97.0	98.7	96.5	96.5
20-24	20 ~ 24歳	100.7	94.6	95.4	93.4	97.2	96.7	97.1	92.7	95.6	96.8	97.3
25-29	25 ~ 29歳	101.7	93.3	94.6	91.2	93.4	95.5	96.0	90.5	94.1	95.5	95.7
30-34	30 ~ 34歳	98.9	92.4	89.6	87.5	89.3	93.4	93.9	86.2	88.3	91.9	92.2
35-39	35 ~ 39歳	95.0	90.0	87.6	84.8	86.1	89.5	89.3	84.9	87.0	90.4	90.4
40-44	40 ~ 44歳	88.7	86.5	86.0	83.5	84.4	83.4	82.7	81.8	82.5	86.8	86.6
45-49	45 ~ 49歳		82.9	83.3	82.0	82.1	80.5	79.1	80.8	81.2	81.7	80.8
50-54	50 ~ 54歳	79.0	82.4	81.0	80.6	80.7	79.0	77.4	79.9	80.0	83.8	82.5
55-59	55 ~ 59歳		82.7	82.9	82.6	82.7	79.9	78.0	82.5	83.0	82.3	81.2
60-64	60 ~ 64歳	85.3	92.1	88.9	85.7	85.3	81.2	78.3	88.1	88.8	83.6	81.7
65 years and over	65歳以上		89.9	87.2	111.5	112.5	101.7	101.1	96.5	95.8	103.2	100.1
Enterprises with 10-99 employees By age 企業規模 10 ~ 99 人 年齢別	1970	1980	1990	1997				2000				
Under 17 years	17歳以下	95.2	103.5	107.9	119.0	114.5	98.9	95.5	93.1	90.3	106.5	109.5
18-19	18 ~ 19歳	97.4	95.9	95.7	91.7	99.4	94.9	95.1	89.4	97.7	90.5	91.9
20-24	20 ~ 24歳	104.9	97.7	99.4	91.6	99.6	90.4	92.4	89.6	95.5	88.3	91.7
25-29	25 ~ 29歳	103.8	95.1	96.6	89.3	96.0	86.4	89.1	87.3	94.6	86.3	89.2
30-34	30 ~ 34歳	96.3	90.0	88.8	83.4	88.8	81.5	83.4	80.8	86.4	81.1	83.9
35-39	35 ~ 39歳	88.5	84.4	82.7	78.0	81.4	75.2	76.5	76.4	79.9	76.8	78.9
40-44	40 ~ 44歳	75.5	78.3	77.3	74.5	76.1	71.3	72.1	72.9	74.5	72.2	73.7
45-49	45 ~ 49歳		71.8	71.8	71.2	71.9	69.6	69.9	69.6	70.3	69.5	70.1
50-54	50 ~ 54歳	68.2	69.8	68.1	67.9	68.2	69.8	69.4	67.1	67.3	73.1	73.4
55-59	55 ~ 59歳		71.7	71.2	70.8	71.5	70.8	70.0	70.4	70.9	73.7	73.5
60-64	60 ~ 64歳	82.2	84.5	79.2	79.9	80.6	73.9	72.4	86.0	87.6	78.6	77.1
65 years and over	65歳以上		83.4	76.6	90.9	93.0	86.5	87.0	82.5	81.5	98.0	95.7

Sources: Ministry of Health, Labour and welfare, *Basic Surveys on Wage Structure*.

Notes: 1) For 1996 and earlier, differential of scheduled cash earnings as of June for each year.

2) For 1970 and earlier, services are excluded.

3) From 1980, results are for private enterprises.

## 40. Wage Differentials by Class of Position 職階別賃金格差

In 1999, director's wages were approximately three times greater than those of non-position workers. The wage differential between different managerial positions is also on a decreasing trend.

(1,000 yen)

		1980	1990	1995	1997	1998	1999	2000
<b>Director 部長</b>								
Contractual cash earnings 決まって支給する現金給与額	Actual earnings 実額 Differential 格差	401.1 100	575.6 100	629.2 100	638.2 100	643.7 100	636.4 100	638.0 100
Annual special cash earnings 年間賞與其他特別給与額	Actual earnings 実額 Differential 格差	2,153.0 100	3,051.1 100	3,109.7 100	3,090.1 100	3,281.6 100	3,012.3 100	2,872.2 100
<b>Sectional chief 課長</b>								
Contractual cash earnings 決まって支給する現金給与額	Actual earnings 実額 Differential 格差	320.6 79.9	463.8 80.6	515.6 81.9	519.7 81.4	524.3 81.5	515.3 81.0	521.1 81.7
Annual special cash earnings 年間賞與其他特別給与額	Actual earnings 実額 Differential 格差	1,644.2 76.4	2,433.2 79.7	2,529.5 81.3	2,512.0 81.3	2,584.7 78.8	2,384.3 79.2	2,308.4 80.4
<b>Chief clerk 係長</b>								
Contractual cash earnings 決まって支給する現金給与額	Actual earnings 実額 Differential 格差	271.8 67.8	390.2 67.8	420.2 66.8	433.9 68.0	435.3 67.6	424.1 66.6	435.8 68.3
Annual special cash earnings 年間賞與其他特別給与額	Actual earnings 実額 Differential 格差	1,185.9 55.1	1,710.6 56.1	1,809.8 58.2	1,839.5 59.5	1,883.1 57.4	1,743.7 57.9	1,733.8 60.3
<b>Non position 非職階</b>								
Contractual cash earnings 決まって支給する現金給与額	Actual earnings 実額 Differential 格差	182.1 45.4	268.2 46.6	297.7 47.3	307.4 48.2	306.9 47.7	308.3 48.4	315.0 49.3
Annual special cash earnings 年間賞與其他特別給与額	Actual earnings 実額 Differential 格差	609.3 28.3	919.1 30.1	1,050.7 33.8	1,068.2 34.6	1,066.5 32.5	1,042.1 34.6	1,013.9 35.2

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

Notes: Enterprises surveyed have 100 employees or more. Differentials were calculated on basis of director = 100.

## 41. 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

At present, the rate of wage increase determined by the spring labour offensive is about one-third of what it was in the early 1990s, and the size of bonus payments is instead on a decreasing trend.

		1960	1970	1980	1990	1997	1998	1999	2000
<b>Wage increase at spring labour offensive</b>									
<b>Major enterprises</b>		<b>春季賃上げ 主要企業 額 (円)</b>							
Amount (yen)		1,792	9,166	11,679	15,026	8,927	8,323	7,005	6,499
Ratio (%)	<b>割合 (%)</b>	8.7	18.5	6.74	5.94	2.90	2.66	2.21	2.06
<b>Small and medium scale enterprises</b>		<b>中小企業 額 (円)</b>							
Amount (yen)		—	7,390	10,069	11,050	6,213	5,381	4,042	3,789
Ratio (%)	<b>割合 (%)</b>	—	19.9	7.38	5.53	2.63	2.24	1.67	1.56
<b>Bonus payment (Major enterprises)</b>									
<b>Summer</b>		<b>一時金 (主要企業) 夏季 妥結額 (円)</b>							
Agreed amount (yen)		—	138,892	447,985	697,946	798,340	810,685	768,230	758,804
Increase rate (%)	<b>伸び率 (%)</b>	—	22.2	10.3	8.0	2.9	1.1	5.65	0.54
<b>Year-end</b>		<b>年末 妥結額 (円)</b>							
Agreed amount (yen)		—	160,202	482,672	765,542	848,575	—	801,235	799,232
Increase rate (%)	<b>伸び率 (%)</b>	—	19.2	8.7	6.8	2.8	—	4.40	0.76

Source: Ministry of Health, Labour and welfare, **Studies by Labour Relations Bureau**.

- 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 labour unions. The small and medium scale enterprises surveyed are approximately 8,000 enterprises that have fewer than 300 employees and have labour 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.

## 42. Summer and Year-end Bonus Payments

夏季及び年末賞与

The percentage of establishments that pay bonuses and the size of bonuses paid have both been decreasing over the past several years.

	Industry, Size of Enterprise, Year 産業・事業所規模・年											
	Totals for Industries Surveyed <sup>5)</sup> 調査産業計 <sup>5)</sup>						Totals for Industries Surveyed <sup>5)</sup> 調査産業計 <sup>5)</sup> excluding services (サービス業を除く)					
	5 or more 5人以上		30 or more 30人以上		5 or more 5人以上		30 or more 30人以上		5 or more 5人以上		30 or more 30人以上	
	1998	1999	2000	1998	1999	2000	1998	1999	2000	1998	1999	2000
<b>Summer</b>	<b>夏季</b>											
Actual amount (thousand yen) 実額(千円)	467.9	440.7	442.9	556.3	512.3	507.4	462.8	430.1	438.4	563.1	511.6	510.8
Change over previous year same quarter <sup>2)</sup> (%) 対前年同期増減率 <sup>2)</sup>	-2.1	-3.7	-0.5	-2.1	-4.5	-0.9	-3.1	-4.4	-1.9	-2.7	-5.5	-0.2
Pay ratio <sup>3)</sup> (month) 支給率 <sup>3)</sup> (月)	1.17	1.12	1.13	1.44	1.33	1.31	1.10	1.12	1.07	1.39	1.27	1.25
Ratio of paying enterprises <sup>4)</sup> (%) 支給事業所数割合 <sup>4)</sup>	81.0	77.2	77.8	95.4	90.8	92.0	79.3	77.2	75.6	94.9	89.5	91.3
<b>Year-end</b>	<b>年末</b>											
Actual amount (thousand yen) 実額(千円)	504.2	477.8	-	603.2	558.4	-	486.8	453.0	-	593.8	542.3	-
Change over previous year same quarter <sup>2)</sup> (%) 対前年同期増減率 <sup>2)</sup>	-2.9	-3.1	-	-3.8	-4.0	-	-3.4	-4.3	-	-4.9	-5.0	-
Pay ratio <sup>3)</sup> (month) 支給率 <sup>3)</sup> (月)	1.27	1.22	-	1.60	1.46	-	1.17	1.10	-	1.51	1.34	-
Ratio of paying enterprises <sup>4)</sup> (%) 支給事業所数割合 <sup>4)</sup>	85.2	82.3	-	96.2	93.9	-	84.3	80.4	-	95.9	93.3	-

Source: Ministry of Health, Labour and welfare, **Monthly Labour Surveys**.

- Notes:
- 1) Special earnings figures are compiled by specially extracting lump-sum payments and special earnings from payments by the establishments concerned in the summer between June and August and in the year-end in November or December, or in January of the following year.
  - 2) Adjusted for discrepancies in survey results due to change of establishments surveyed.
  - 3) Ratio of special earnings to contractual cash earnings.
  - 4) Ratio of establishments that paid special earnings to total number of establishments.
  - 5) Includes real estate industry.

## 43. Basic Pay and Allowances as Components of Average Scheduled Monthly Earnings per Employee (Size of Enterprise)

労働者 1 人平均月間所定内賃金の基本給、諸手当構成比 (企業規模)

Over the past several years, the composition ratio of allowances has tended to decrease, and this decrease has been especially significant in commuting allowances.

		Differentials 増減差			1,000 or more 1,000人以上			100-999 人			30-99 人			
		1990	1996	1999	1999-1996	1990	1996	1999	1990	1996	1999	1990	1996	1999
Total 計		100.0	100.0	100.0		100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Basic pay 基本給		81.2	83.8	83.9	0.1	81.7	85.1	85.7	81.2	83.1	83.0	80.0	81.9	81.2
Allowances 諸手当														
Total 計		18.8	16.2	16.1	-0.1	18.3	14.9	14.3	18.8	16.9	17.0	20.0	18.1	18.8
Performance pay 業績手当		2.7	1.7	1.5	-0.2	2.3	1.3	1.2	2.7	1.8	1.6	3.7	2.6	2.1
Total duty allowances 勤務手当		4.5	4.8	4.7	-0.1	4.2	4.5	4.0	4.6	4.8	4.8	5.1	5.7	6.0
Diligence, non-absence service, & attendance allowances 精皆勤・出勤手当	0.6	0.6	0.5	-0.1	0.2	0.2	0.1	0.7	0.7	0.7	1.4	1.5	1.2	
Commuting allowance 通勤手当		2.7	2.7	2.3	-0.4	2.6	2.4	1.9	3.1	3.0	2.7	2.5	2.6	2.5
Total living allowances 生活手当		5.8	4.9	4.8	-0.1	6.7	5.4	4.8	5.5	4.9	5.2	4.1	3.6	4.0
Other allowances その他の諸手当		2.4	1.5	1.8	0.3	2.2	1.0	1.3	2.3	1.7	1.9	3.2	2.0	3.0

Source: Ministry of Health, Labour and welfare, **General Survey working conditions (until 1999, General Survey on Wage and Working Hours System)**.

Note: Figures for basic pay and allowances are expressed as percentages of scheduled wages, which are defined as 100.

#### 44. Wages (Manufacturing, Total of Male and Female) 賃金（製造業、男女計）の国際比較

Wages of workers in Japan's manufacturing industries have tended to be flat over the past several years, and though they are at a high level relative to other countries, this has also been a factor in the transfer of production to overseas bases.

			1980	1990	1997	1998	1999
Japan (E)	(yen/month)	(円/月) <sup>2)</sup>	244,571	352,020	412,799	407,789	399,088
	(yen/day)	(円/日)	11,482	17,006	20,954	20,860	20,362
	(yen/hour)	(円/時間)	1,373	1,909	2,494	2,506	2,465
United States (E)	(\$/hour)	(ドル/時間) <sup>3)</sup>	7.27	10.83	13.17	13.49	13.91
France (E)	(franc/hour)	(フラン/時間) <sup>4)</sup>	22.72	45.46	–	–	–
Germany (E)	(marc/hour)	(マルク/時間) <sup>5)</sup>	13.18	20.07	26.78	27.39	–
Italy (R)	(1990=100)	(1990年=100) <sup>6)</sup>	–	100.0	105.7	108.6	110.9
United Kingdom (E)	(pound/hour)	(ポンド/時間) <sup>7)</sup>	–	6.05	8.53	9.10	9.49
China (E)	(yuan/month)	(元/月)	65.33	172.25	494.42	588.67	649.50
Singapore (E)	(\$/month)	(ドル/月)	–	1,395.0	2,486.7	2,553	2,803
Thailand (R)	(baht/month)	(バーツ/月) <sup>8)</sup>	1,264 (E)	3,357	5,935	6389	5,921

Sources: ILO, *Yearbook of Labour Statistics, 1985, 1989-1990, 1995, 1997*. Office for National Statistics, *Monthly Digest of Statistics March 1999*. Ministry of Health, Labour and welfare, *Annual Report on Monthly Labour Surveys*.

Notes: 1) (E) = Earnings (R) = Wage rate

2) Based on Annual Report on Monthly Labour Surveys, includes employee bonuses and other special payments, and working hours are total actual hours worked.

3) For private-sector manufacturing and construction workers, non-supervisory workers (since 1985); industrial classifications changed from 1988 onward.

4) Figures for October every year; survey methods changed from 1988 onward.

5) For former F. R. of Germany, including family allowances paid directly by employers.

6) Index set as 1990 = 100, and from 1996, 1995 = 100.

7) Figures for April every year, excluding Northern Ireland, including wage rates of adult full-time workers, and including quarry workers (1985).

8) Figures for March every year, excluding public enterprises (from 1994), wage rates for scheduled hours worked.

#### 45. Trends in Labour Cost Components (Manufacturing Industries) 労働費用構成の推移（製造業）

In Japan as in England, the percentage of cash wages is higher and the percentage of social benefits is smaller.

			1985	1988	1991	1995	1998 <sup>1)</sup>	(%)
Japan	Total	計	100.0	100.0	100.0	100.0	100.0	
	Cash wages <sup>2)</sup>	現金給与 <sup>2)</sup>	84.3	83.7	82.3	82.3	81.2	
	Non-wage costs	現金給与以外	15.7	16.3	17.7	17.7	18.8	
	Statutory welfare costs	法定福利費	7.6	7.9	8.9	8.9	9.5	
	Voluntary social benefits	法定外福利費	3.1	2.8	3.1	3.1	2.9	
	Retirement allowance <sup>3)</sup>	退職金等 <sup>3)</sup>	4.0	4.3	4.9	4.9	5.5	
	Others	その他 <sup>4)</sup>	1.0	1.3	0.9	0.9	0.8	
				1977	1987 <sup>5)</sup>	1992 <sup>5)</sup>	1995 <sup>5)</sup>	2001 <sup>5)</sup>
United States	Total	計	100.0	100.0	100.0	100.0	100.0	
	Cash wages <sup>2)</sup>	現金給与 <sup>2)</sup>	82.6	80.7	71.8	71.6	81.9	
	Non-wage costs	現金給与以外	17.4	19.4	28.2	28.4	18.1	
	Statutory welfare costs	法定福利費	6.6	8.5	9.1	8.5	7.8	
	Voluntary social benefits	法定外福利費	5.7	10.6	16.1	15.8		
	Retirement allowance <sup>3)</sup>	退職金等 <sup>3)</sup>	4.9	–	2.9	4.0		10.2
	Others	その他 <sup>4)</sup>	–	0.3	0.1	0.1		
				1978	1981	1988	1992	1996
United Kingdom	Total	計	100.0	100.0	100.0	100.0	100.0	
	Cash wages <sup>2)</sup>	現金給与 <sup>2)</sup>	82.3	81.6	86.0	80.7	83.8	
	Non-wage costs	現金給与以外	17.7	18.4	14.0	19.3	16.2	
	Statutory welfare costs	法定福利費	8.9	9.4	7.3	7.5	8.5	
	Voluntary social benefits	法定外福利費				3.6	5.0	
	Retirement allowance <sup>3)</sup>	退職金等 <sup>3)</sup>	2.7	2.7	2.5	2.4	0.0	
	Others	その他 <sup>4)</sup>	6.0	6.3	4.2	5.8	2.8	

		1978	1981	1988	1992	1996
France	Total 計	100.0	100.0	100.0	100.0	100.0
	Cash wages <sup>2)</sup> 現金給与 <sup>2)</sup>	70.0	69.9	69.0	66.8	65.0
	Non-wage costs 現金給与以外	30.0	30.1	31.0	33.2	35.0
	Statutory welfare costs 法定福利費	19.0	18.9	19.2	21.8	21.8
	Voluntary social benefits 法定外福利費	2.8	3.1	4.3	5.0	7.4
	Retirement allowance <sup>3)</sup> 退職金等 <sup>3)</sup>	3.7	3.7	4.0	1.1	1.8
Others 其他 <sup>4)</sup>	4.5	4.4	3.5	5.3	4.4	
Germany	Total 計	100.0	100.0	100.0	100.0	100.0
	Cash wages <sup>2)</sup> 現金給与 <sup>2)</sup>	78.5	78.2	77.0	76.0	73.7
	Non-wage costs 現金給与以外	21.5	21.9	23.0	24.0	26.3
	Statutory welfare costs 法定福利費	16.2	16.1	16.5	13.9	15.9
	Voluntary social benefits 法定外福利費	0.2	0.2	0.1	4.0	7.6
	Retirement allowance <sup>3)</sup> 退職金等 <sup>3)</sup>	3.2	3.4	4.2	1.2	0.6
Others 其他 <sup>4)</sup>	2.0	2.2	2.2	4.9	2.3	

Sources: Eurostat, **Labour Cost 1992**. Japan: Ministry of Health, Labour and welfare, **General Survey on Wages and Working Hours System**. United States: Bureau of Labor Statistics 2000: trial calculation, Department of Labor.

- Notes:
- 1) In 1982 statistics, voluntary social benefits are payments made by a company of its own volition.
  - 2) In the U.K., Germany, and France, this includes allowances paid in kind. However, in Japan, allowances paid in kind are included under Others.
  - 3) Includes pension and savings, etc.
  - 4) Training costs, taxes, subsidies, etc.
  - 5) Derived from March surveys by an index based on 1980.
  - 6) Germany figures for 1988 and earlier are for former West Germany.

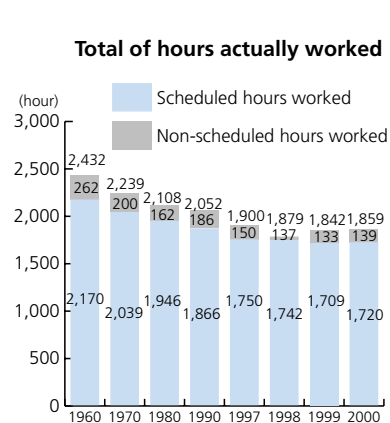
## 46. Trends in Hours Actually Worked and Non-scheduled Hours Worked 実労働時間数及び所定外労働時間数の推移

The annual total hours actually worked in Japan has become approximately 200 hours shorter over the past decade.

	1960	1970	1980	1990	1997	1998	1999	2000
Annual total of hours actually worked 総実労働時間(年間)	2,432	2,239	2,108	2,052	1,900	1,879	1,842	1,859
Annual scheduled hours worked 所定内労働時間(年間)	2,170	2,039	1,946	1,866	1,750	1,742	1,709	1,720
Annual non-scheduled hours worked 所定外労働時間(年間)	262	200	162	186	150	133	133	139

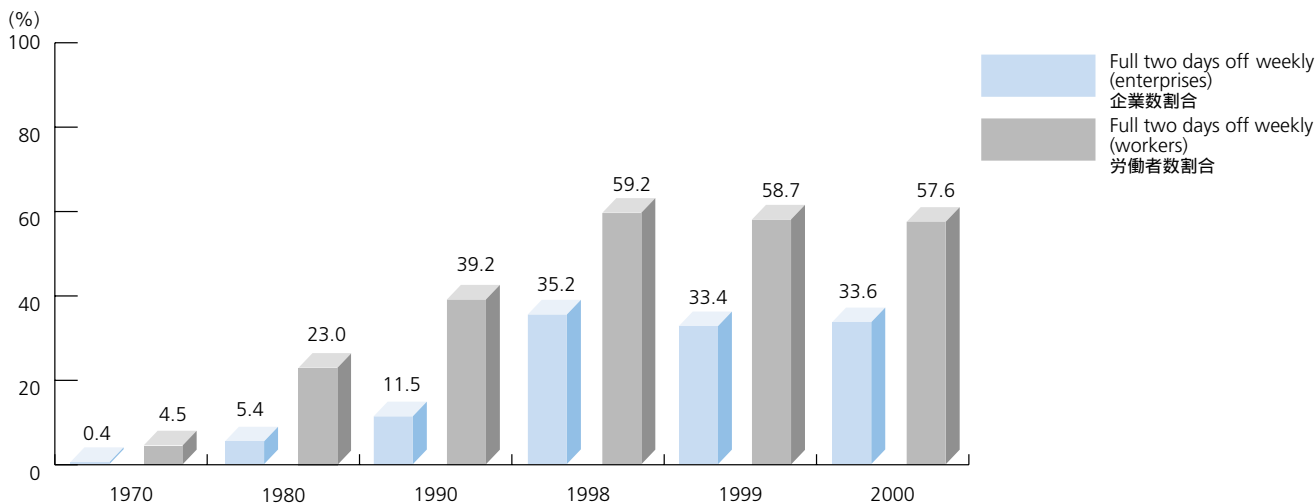
Source: Ministry of Health, Labour and welfare, **Monthly Labour Surveys**.

- Notes:
- 1) The total of hours actually worked is the sum of scheduled hours worked and non-scheduled hours worked. The scheduled hours worked is the number of hours actually worked between the start and close of working hours according to the employment regulations of an establishment, and the non-scheduled hours worked is the number of hours actually worked when starting work early, working overtime, being summoned for unscheduled work, working on holidays, etc.
  - 2) Annual hours worked were estimated from hours worked per month using the following formula:  
Annual total (scheduled) hours worked = Total (scheduled) hours worked per month X 12 months
  - 3) Establishments selected for survey were switched in January of 1961, 1964, 1967, 1970, 1988, 1991, 1993 and 1996, and in April of 1973, 1976, 1979, 1982, and 1985. However, actual numbers have not been corrected to reflect gaps in the time series, so care is required in comparing time series by actual numbers.
  - 4) Services are not included in 1960 figures.
  - 5) Figures are for establishments with 30 employees or more.



## 47. Ratio of Enterprises Providing a Full Two Days off Weekly 完全週休 2 日制の実施状況

The ratio of enterprises providing a full two days off weekly was 11.5% in 1990, and this increased rapidly over the subsequent decade to reach 33.4% in 1999.



Source: Ministry of Health, Labour and welfare, *General Survey working conditions (until 1999, General Survey on Wage and Working Hours System)*.

Notes: Enterprises with 30 employees or more were surveyed.

Figure for 1997 does not include Services.

## 48. Ratio of Number of Enterprises and Employees by Main Type of Weekly Days off (By Size of Enterprise) (2001) 週休制の形態別企業数・従業員数の割合（企業規模）（2001年）

Approximately three-quarters of enterprises with 1,000 employees or more are providing a full two days off weekly, but only about 30% of enterprises with 30-99 employees do so.

Size of enterprise 企業規模	Weekly day of rest and weekly day and half of rest 週休 1 日及び 1 日半制	Weekly Two Days Off 週休 2 日制 (%)			
		Total 合計	Full two days off 完全	Other than full two days off 完全以外	
All sizes 全規模	Employees 労働者	3.1	95.0	57.6	37.3
	Enterprises 企業	7.7	91.6	33.6	58.0
1,000 employees or more 1,000 人以上	Employees 労働者	0.9	96.4	79.3	17.2
	Enterprises 企業	0.9	98.0	73.6	24.2
300-999 人	Employees 労働者	1.1	96.4	62.2	34.3
	Enterprises 企業	1.2	96.5	60.3	36.2
100-299 人	Employees 労働者	3.4	95.3	40.2	55.1
	Enterprises 企業	3.7	95.5	38.3	57.2
30-99 人	Employees 労働者	8.3	90.9	31.2	59.8
	Enterprises 企業	9.7	89.7	28.5	61.3

Source: Ministry of Health, Labour and welfare, *General Survey on Wages and Working Hours System, 2001*.

Note: When a single enterprise used two or more systems, it was grouped under the system used by the largest number of employees.

## 49. Average Number of Paid Holidays, Average Number of Days Taken and Average Rate of Acquisition per Employee by Size of Enterprise

企業規模別労働者 1 人平均年次有給休暇の付与日数、取得（消化）日数及び取得（消化）率

Since 1980, the decline in the average acquisition rate has been more severe for enterprises with smaller numbers of employees.

Size of enterprise 企業規模		1980	1990	1998	1999	2001
Total	計					
Average grant day <sup>1)</sup>	平均付与日数	14.4	15.5	17.5	17.8	18.0
Average acquired day	平均取得（消化）日数	8.8	8.2	9.1	9.0	8.9
Average grant acquired rate <sup>2)</sup> (%)	平均取得（消化）率	61.3	52.9	51.8	50.5	49.5
1,000 employees or more	1,000 人以上					
Average grant day <sup>1)</sup>	平均付与日数	16.6	17.4	19.0	19.2	19.4
Average acquired day	平均取得（消化）日数	10.4	9.5	10.8	10.9	10.6
Average grant acquired rate <sup>2)</sup> (%)	平均取得（消化）率	62.7	54.7	56.7	56.5	54.6
100-999 人						
Average grant day <sup>1)</sup>	平均付与日数	13.7	14.7	16.9	17.3	17.6
Average acquired day	平均取得（消化）日数	8.4	7.7	8.3	8.2	8.2
Average grant acquired rate <sup>2)</sup> (%)	平均取得（消化）率	61.2	52.1	48.9	47.3	46.6
30-99 人						
Average grant day <sup>1)</sup>	平均付与日数	12.1	13.4	15.6	16.0	16.4
Average acquired day	平均取得（消化）日数	7.1	6.7	7.2	7.0	7.3
Average grant acquired rate <sup>2)</sup> (%)	平均取得（消化）率	58.6	50.1	45.9	43.7	44.6

Source: Ministry of Health, Labour and welfare, *General Survey on Wages and Working Hours System*.

Notes: 1) Average grant day excludes transferred days.

2) Average rate of gain = the ratio of gained day ÷ offered day X 100.

## 50. Adoption of Variable Working Hours System and Judged Working Hour System (by Enterprise Size)

変形労働時間制及びみなし労働時間制の採用状況（企業規模別）

The number of enterprises adopting the variable working hours system has been growing steadily since this system was introduced by the amendment of the Labour Standard Law in 1987, and by 1999 the variable working hours system had been applied to over half of all workers.

### Adoption of Variable Working Hours system 変形労働時間制の採用状況

Ratio of enterprises (The number in parentheses is a ratio of employees covered by variable working hours system.) 企業数割合（かつこ内は適用労働者数割合）（%）

	1990	1996	2001	Size of enterprise 企業規模		
				1,000 employees or more	100 - 999 人	30 - 99 人
Total 合計	100.0 (100.0)	100.0 (100.0)	100.0 (100.0)	100.0 (100.0)	100.0 (100.0)	100.0 (100.0)
Enterprises adopting variable working hours system (workers applied under the variable working hours system) 変形労働時間制を採用している企業（M.A.）適用を受ける労働者	13.2 (23.2)	40.5 (44.1)	54.3 (49.5)	71.4 (48.3)	61.1 (52.4)	51.1 (46.6)
Variable working hours system on a yearly basis 1 年単位の変形労働時間制	0.6* (0.5*)	8.7 (9.5)	36.3 (22.8)	20.3 (10.3)	37.0 (29.5)	36.5 (34.0)
Variable working hours system on a monthly basis 1 カ月単位の変形労働時間制	10.7 (17.9)	18.3 (21.1)	15.5 (18.1)	34.1 (23.1)	19.6 (16.8)	13.4 (10.9)
Flexible working hours system フレックスタイム制	2.2 (4.8)	4.8 (9.8)	5.6 (8.7)	35.9 (14.9)	10.3 (6.0)	2.8 (1.7)
Enterprises not adopting variable working hours system (workers not applied under the variable working hours system) 変形労働時間制を採用していない企業（適用を受けていない労働者）	93.0 (84.7)	59.5 (55.9)	45.7 (50.5)	28.6 (51.7)	38.9 (47.6)	48.9 (53.4)

Source: Ministry of Health, Labour and welfare, *General Survey on Wages and Working Hours System*.

Notes: About the ratio of enterprises:

1) The ratio of enterprises that apply a variable working hours system to all or part of their workers.

2) Only the main types of variable working hours system.

3) Figures marked with \* are figures for the 3-Month Unit Variable Working Hours System. (Under the amended Labour Standards Law of April 1, 1994, the maximum period for variable working hours was extended from 3 months to 1 year.)

About the ratio of workers covered:

1) The ratio of workers to whom a variable working hours system is actually applied.

2) Figures marked with \* are figures for the 3-Month Unit Variable Working Hours System. (Under the amended Labour Standards Law of April 1, 1994, the maximum period for variable working hours was extended from 3 months to 1 year.)

### Adoption of Judged Working Hour System みなし労働時間制の採用状況

Ratio of enterprises (The number in parentheses is a ratio of employees covered by judged working hour system.) 企業数割合 (かっこ内は適用労働者数割合) (%)

	1990	1996	2001	Size of enterprise 企業規模		
				1,000 employees or more	100 – 999 人	30 – 99 人
Total 合計	100.0 (100.0)	100.0 (100.0)	100.0 (100.0)	100.0 (100.0)	100.0 (100.0)	100.0 (100.0)
Enterprises adopting judged working hour system (workers applied under judged working hour system)						
みなし労働時間制を採用している企業 (M.A. 適用を受ける労働者)	4.5 (3.2)	6.1 (3.8)	8.2 (4.0)	18.5 (5.0)	12.2 (3.8)	6.3 (2.3)
Judged working hour system for job outside of the office						
うち、事業場外労働のみなし労働時間制	4.4 (3.1)	5.8 (3.6)	7.4 (3.4)	15.3 (4.4)	11.4 (3.8)	5.7 (2.0)
Judged working hour system for discretion labour						
うち、裁量労働のみなし労働時間制	0.6 (0.1)	0.5 (0.2)	2.1 (0.5)	7.4 (0.6)	2.3 (0.5)	1.9 (0.3)
Enterprises not adopting judged working hour system (Workers not applied under judged working hour system)						
みなし労働時間制を採用していない企業 (適用を受けない労働者)	95.5 (96.8)	93.9 (96.2)	91.8 (96.0)	81.5 (95.0)	87.8 (96.2)	93.7 (97.7)

Source: Ministry of Health, Labour and welfare, *General Survey on Wages and Working Hours System*.  
2001 data for Discretion Labour under the Judged Working Hour System includes figures on the application of the Planned Discretion Labour System.

## 51. Annual Total Hours Actually Worked (Manufacturing Industry, Production Workers) 年間総実労働時間 (製造業・生産労働者)

The annual total hours actually worked was larger in Japan than in other advanced countries in 1980, but in 1998 the figure was 1947 hours, which is generally on a par with America and England.

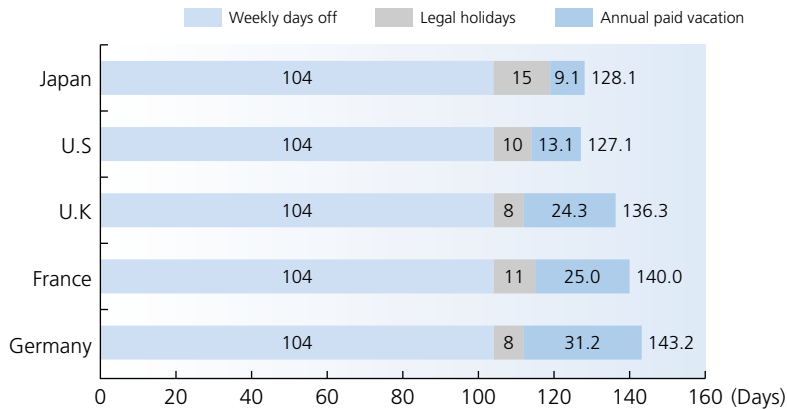
	1980	1990	1996	1997	1998	1999	(hour)
Japan	2,162 (209)	2,214 (219)	1,993 (168)	1,983 (179)	1,947 (152)	1,942 (155)	
United States	1,893 (146)	1,948 (192)	1,986 (234)	2,005 (250)	1,991 (239)	1,999 (239)	
France	1,759	1,683	1,679	1,677	1,672	—	
Germany	1,719 (104)	1,598 (99)	1,517 (68)	1,517 (68)	1,517 (68)	—	
United Kingdom	1,883 (125)	1,953 1,929	(182) 1,934	(187) (187)	1,925 (177)	1,902 (151)	

Sources: Estimates from Working Hours Division, Wages and Working Hours Department, Ministry of Labour, and EC and national data.

- Notes:
- 1) Figures in parentheses are non-scheduled hours worked. However, figures for France are not available.
  - 2) Establishment size for Japan is 5 or more employees, for the U.S. is all sizes, and for other countries is 10 or more employees.
  - 3) Includes regular part-time workers.
  - 4) The methods to estimate are as follows:  
Germany and France made extended estimates from national data on the basis of EC, *Labour Costs, 1988*.  
Based on the same study, the U.K. made extended estimates from the ratio of production workers to all workers and from later data.  
The U.S. estimated the hours of paid work according to *the Handbook of Labour Statistics* based on estimation of the ratio of hours actually worked to paid hours worked.

## 52. International Comparison of Annual Holidays 年間休日日数

Although Japanese workers receive the same or slightly more days off a week and national holidays than workers in other developed countries, the number of paid holidays granted to workers in Japan has fallen below the number granted in these other countries.



Notes: Survey of Paid Working Hours. Estimates based on statistics from other nations, compiled by the Working Hours Division, Working Hours Department, Labour Standards Bureau, Ministry of Labour.

Source: 1) "Weekly days off" refers to company-prescribed weekly days off, e.g., Saturday and Sunday, under the assumption that employees are allowed two days off per week.

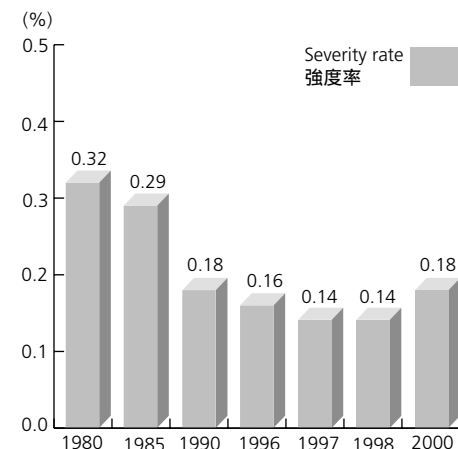
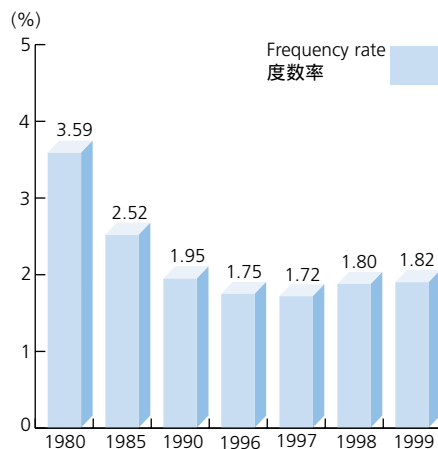
2) "Annual paid vacation" refers to the number of vacation days granted to employees. Figures for other countries were estimated by the Working Hours Division. Figures for Japan represent the number of vacation days granted.

3) Survey dates for annual paid vacation are as follows.

Japan	1998
U.S.	1997
U.K.	1996
France	1992
Germany	1996

## 53. Trends in Occurrence of Industrial Accidents (Frequency and Severity Rates) 労働災害発生率の推移（度数率、強度率）

The incidence of industrial accidents has been declining annually, and by 1999 they had fallen to levels under half those of 1980 in both frequency and severity.



Source: Ministry of Health, Labour and welfare, *Survey on Industrial Accidents*.

Notes: 1) Frequency rate = Number of deaths and injuries from industrial accident / Aggregate man-hours actually worked X 1,000,000.

2) Severity rate = Number of working days lost / Aggregate man-hours actually worked X 1,000.

## 54. Trends in Deaths and Injuries by Industry (Absences of Four or More Days from Work) 産業別死傷者数の推移（休業4日以上）

The number of deaths and injuries from industrial accidents is higher in the manufacturing and construction industries, and the number of cases resulting in death is highest of all in the construction industry.

By Industry	産業別	1980	1985	1990	1996	1997	1998	1999	2000
All Industry	全産業	335,706 (3,009)	257,240 (2,572)	210,108 (2,550)	162,862 (2,363)	156,726 (2,078)	148,000 (1,844)	130,100 (1,992)	133,948 (1,889)
Manufacturing	製造業	106,481 (589)	80,401 (475)	62,404 (447)	43,293 (405)	47,054 (351)	42,269 (305)	37,000 (344)	37,753 (323)
Mining	鉱業	8,477 (105)	4,642 (137)	1,230 (44)	960 (36)	942 (40)	837 (29)	800 (24)	760 (26)
Construction	建設業	112,786 (1,374)	73,595 (960)	60,900 (1,075)	44,886 (1,001)	41,688 (848)	38,117 (725)	33,400 (794)	33,599 (731)
Transportation	交通運輸業	4,626 (52)	3,643 (53)	2,935 (64)	2,065 (32)	2,073 (38)	2,092 (47)	1,800 (29)	1,872 (29)
Overland Freight Transport	陸上貨物運送業	21,807 (261)	18,444 (259)	16,831 (311)	13,792 (333)	16,555 (290)	15,646 (225)	13,800 (270)	14,653 (271)
Harbor Cargo Handling	港湾荷役業	4,108 (55)	2,095 (42)	1,103 (28)	590 (28)	589 (17)	463 (19)	400 (10)	388 (11)
Forestry	林業	12,490 (117)	8,498 (122)	5,069 (89)	3,392 (80)	3,190 (56)	3,089 (69)	2,800 (71)	2,773 (53)
Others	その他	64,931 (456)	65,922 (524)	59,636 (492)	53,884 (448)	44,635 (438)	45,735 (425)	40,100 (450)	42,150 (445)

Source: Japan Industrial Safety and Health Association (JISHA), **General Guidebook on Industrial Safety**

Note: Figures within parentheses show numbers of deaths included in totals. Numbers of deaths and injuries for 1998 are estimates.

## 55. Average Retirement Allowance of Retired Male Employees by Education Background, Duration of Service, and Size of Enterprise (1997) 男子定年退職者の学歴、勤続年数及び企業規模別退職金額（1997年）

The amount of retirement allowance correlates with the size of the enterprise. The difference in amount resulting from duration of service is greater for university graduates.

Educational background & duration of Service 学歴及び勤続年数	Size of Enterprise 企業規模	1,000 employees or more 1,000人以上		300-999 人		100-299 人		30-99 人	
		Amount of retirement allowance (10,000 yen) 退職金額 (万円)	Rate of payment to monthly regular pay 月収換算 (月分)	Amount of retirement allowance (10,000 yen) 退職金額 (万円)	Rate of payment to monthly regular pay 月収換算 (月分)	Amount of retirement allowance (10,000 yen) 退職金額 (万円)	Rate of payment to monthly regular pay 月収換算 (月分)	Amount of retirement allowance (10,000 yen) 退職金額 (万円)	Rate of payment to monthly regular pay 月収換算 (月分)
College or university graduates (Administrative, clerical & technical workers) 大学卒（管理・事務・技術職）		3,219	49.1	2,393	39.0	2,045	35.1	1,222	24.0
20-24 years	20 ~ 24年	1,315	26.8	1,125	22.2	826	17.3	1,077	19.0
25-29 years	25 ~ 29年	2,261	37.4	1,584	32.9	1,412	26.0	1,126	24.6
30-34 years	30 ~ 34年	3,041	44.9	2,203	36.1	1,663	33.2	1,564	34.3
35 years and over	35年以上	3,396	51.9	2,701	42.0	2,515	39.8	2,046	41.9
Upper secondary school graduates (Administrative, clerical & technical workers) 高校卒（管理・事務・技術職）		2,301	46.2	1,736	38.2	1,524	32.6	1,126	29.3
20-24 years	20 ~ 24年	1,213	27.9	726	18.2	718	18.7	856	29.1
25-29 years	25 ~ 29年	1,673	36.9	1,245	31.3	1,338	26.5	763	20.6
30-34 years	30 ~ 34年	1,973	40.4	1,521	34.9	1,244	27.3	1,988	38.8
35 years and over	35年以上	2,446	48.4	1,986	41.9	1,710	36.6	1,428	33.2

Source: Ministry of Health, Labour and welfare, **Survey on Retirement Allowance System and Payments**.

Notes: 1) Figures are for retired male workers 45 years old or over with 20 or more years duration of service.

2) "The amount of compensation at retirement" is retirement allowance in case of retirement allowance system, current amount of retirement pension in case of retirement pension system, and total of retirement allowance and current amount of retirement pension in case of retirement allowance and pension system. Welfare pension funds were considered in terms of the extra portion beyond the regular amount.

3) The rate of payment to monthly regular pay is the ratio of the amount of retirement allowance to scheduled cash earnings at the time of retirement.

4) Caution is required because the margin of error is great when the number of retired workers is small.

## 56. Ratio of Enterprises by Type of Retirement Allowance System (by Size of Enterprise)

### 退職金制度の実施状況別企業数の割合

A larger percentage of enterprises that are of a larger size have adopted retirement allowance systems, and there is also a growing tendency to shift away from the lump-sum payment method.

Size of enterprise 企業規模		1985	1989	1993	1997
All sizes	企業規模計				
Enterprises having retirement allowance system	退職金制度がある企業	(89.0) 100	(88.9) 100	(92.0) 100	(88.9) 100
Enterprises having only lump-sum payment method	退職一時金制度のみの企業	51.9	49.3	47.0	47.5
Enterprises having pension method	退職年金制度がある企業	48.1	50.7	53.0	52.5
Only pension method	退職年金制度のみ	14.3	11.3	18.6	20.3
Combination of both method	退職一時金制度との併用	33.8	39.3	34.5	32.2
1,000 or more	1,000人以上				
Enterprises having retirement allowance system	退職金制度がある企業	(99.9) 100	(99.5) 100	(99.7) 100	(99.5) 100
Enterprises having only lump-sum payment method	退職一時金制度のみの企業	18.1	13.6	10.6	9.6
Enterprises having pension method	退職年金制度がある企業	81.9	86.4	89.4	90.4
Only pension method	退職年金制度のみ	10.1	12.5	19.8	22.7
Combination of both method	退職一時金制度との併用	71.8	73.9	69.6	67.7
300-999 人					
Enterprises having retirement allowance system	退職金制度がある企業	(98.5) 100	(98.6) 100	(98.7) 100	(97.7) 100
Enterprises having only lump-sum payment method	退職一時金制度のみの企業	32.0	26.9	19.4	17.6
Enterprises having pension method	退職年金制度がある企業	68.0	73.1	80.6	82.4
Only pension method	退職年金制度のみ	16.8	16.4	26.4	31.2
Combination of both method	退職一時金制度との併用	51.1	56.7	54.2	51.3
100-299 人					
Enterprises having retirement allowance system	退職金制度がある企業	(94.9) 100	(94.1) 100	(95.2) 100	(95.9) 100
Enterprises having only lump-sum payment method	退職一時金制度のみの企業	40.4	40.8	37.7	35.2
Enterprises having pension method	退職年金制度がある企業	59.6	59.2	62.3	64.8
Only pension method	退職年金制度のみ	17.0	13.0	21.6	23.1
Combination of both method	退職一時金制度との併用	42.5	46.2	40.7	41.7
30-99 人					
Enterprises having retirement allowance system	退職金制度がある企業	(86.1) 100	(86.1) 100	(90.1) 100	(85.7) 100
Enterprises having only lump-sum payment method	退職一時金制度のみの企業	58.8	55.7	54.3	56.1
Enterprises having pension method	退職年金制度がある企業	41.2	44.3	45.7	43.9
Only pension method	退職年金制度のみ	13.3	10.2	16.7	18.2
Combination of both method	退職一時金制度との併用	27.8	34.0	29.0	25.8

Source: Ministry of Health, Labour and welfare, *Survey on Retirement Allowance System and Payments*.

Note: Figures in parentheses show the percentage of enterprises having retirement allowance systems.