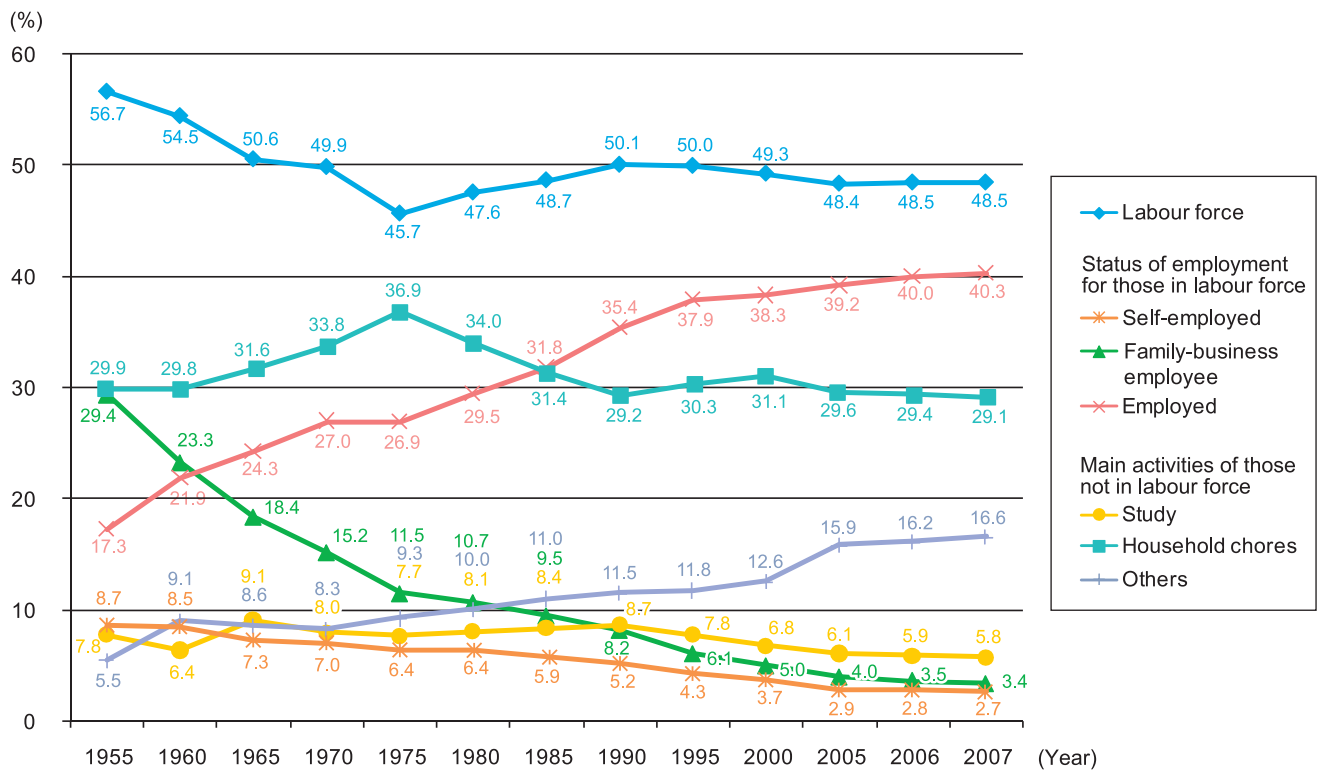


3. Work

Breakdown of the Female Population of 15 Years Old or Over (proportion) (1955 – 2007)

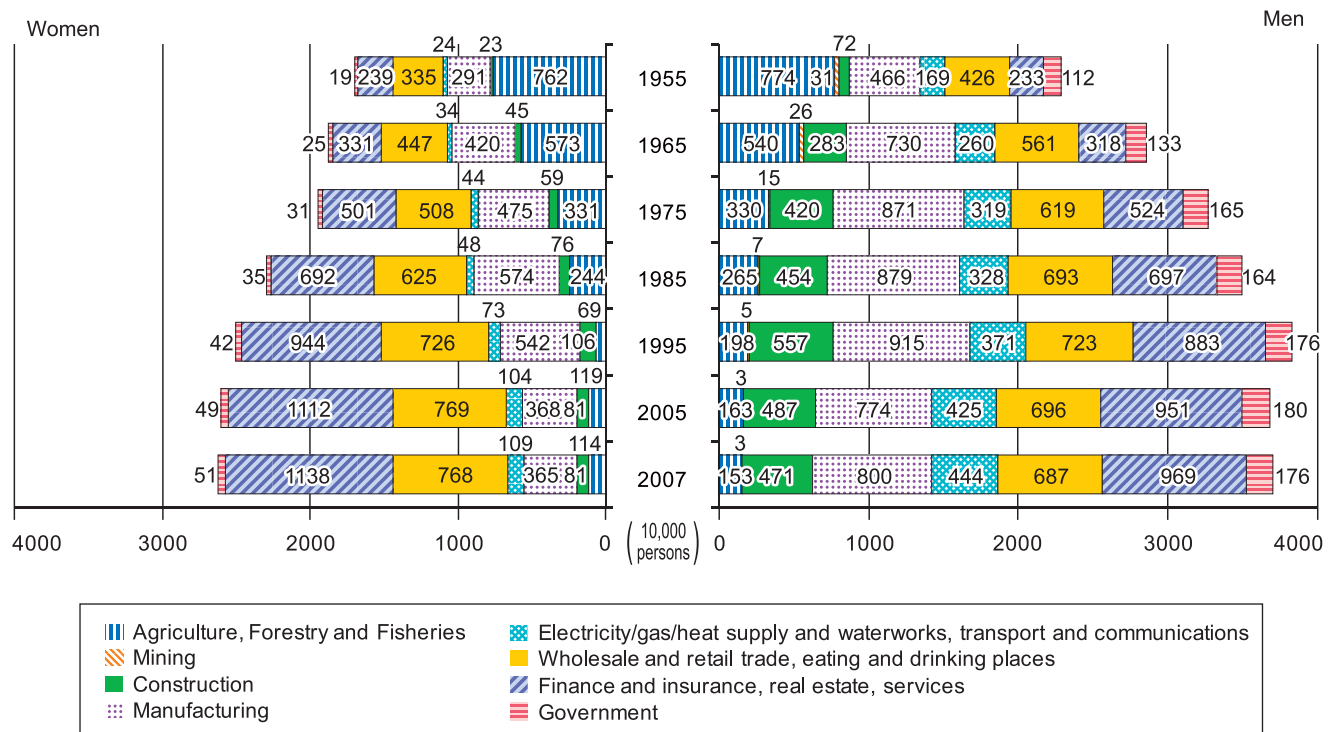


Source: "Labour Force Survey (average of the result of the 2007 survey)," Ministry of Internal Affairs and Communications

Until the mid 1970's, while the percentage of employed workers had gone up, the labour force* participation rate had declined due to a substantial decrease in the proportion of family-business employees, with an increase in the number of those who were primarily engaged in household chores. Since the mid 1970s and onward, although the proportion of family-business employees had continued to decline, the proportion of those engaged in household chores had gone down and the rate of employed workers had continuously increased, with the labour force participation rate remaining at approximately 50%.

* "Labour force" refers to both employed persons and unemployed persons (without a job but looking for work through job seeking activities and ready to work if work is available) among the population of 15 years old or older.

Number of Employees by Industry and Sex



Source: "Labour Force Survey," Ministry of Internal Affairs and Communications

Note: Attention should be paid to the time-line of the data, as, with revision of the Japan Standard Industry Classification, the data of 2003 and onward were counted in accordance with the revised industry classification.

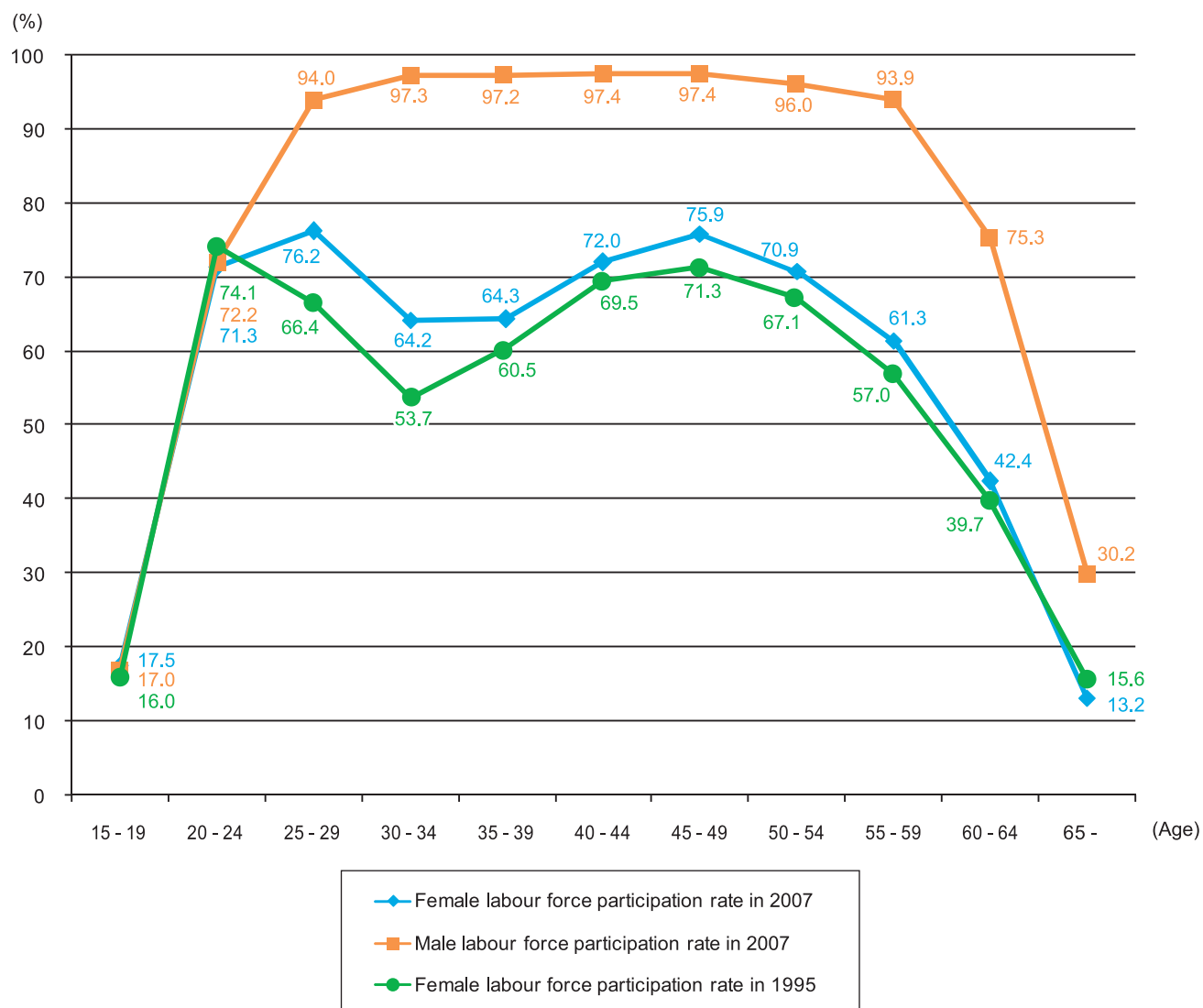
(Example: Data of 2005 and 2007 of the "electricity/gas/heat supply and waterworks" and "transport and communications" was the counting of the classifications of "electricity/gas/heat supply and waterworks," "transport" and "information and communications.")

Example: Data of 2005 and 2007 of the "wholesale and retail trade, eating and drinking places" was the counting of the classifications of "wholesale and retail trade" and "eating and drinking places, accommodations."

Example: Data of 2005 and 2007 of the "finance and insurance, real estate" and "services" was the counting of the classifications of "finance and insurance," "real estate," "medical/health care and welfare," "education, and learning-support services," "compound services" and "services (those not within other classifications)."

From the data, the number of female employees in the agriculture/forestry/fisheries was bigger than in other industries until 1965. Since then, the share of other industries, especially the "finance and insurance, real estate and services" and the "wholesale and retail trade, eating and drinking places" had increased significantly, to account for 42.8% and 28.9%, respectively, in 2007 of all female employees. A similar trend is seen in the data for males, although the share of the construction, manufacturing, electricity/gas/heat supply/waterworks, and transport/communications industries is larger among male workers than among female workers.

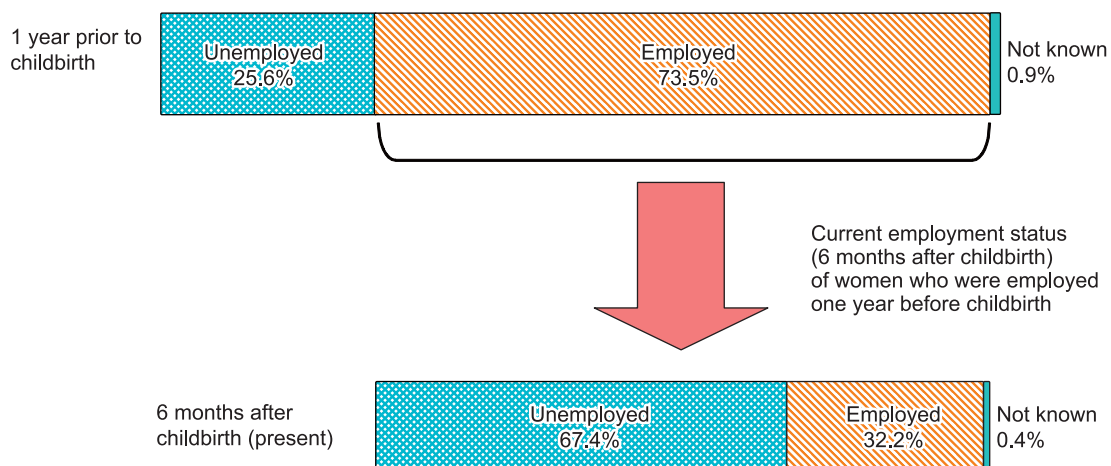
Female Labour Force Participation Rate by Age Group



Source: "Labour Force Survey (Detailed Tabulation) (average of the result of the 2007 survey)," Ministry of Internal Affairs and Communications

The female labour force participation rate by age group shows an M-shaped curve, with women in their 30's at the bottom, indicating that many women still stop working at the time of marriage, childbirth and child-rearing.

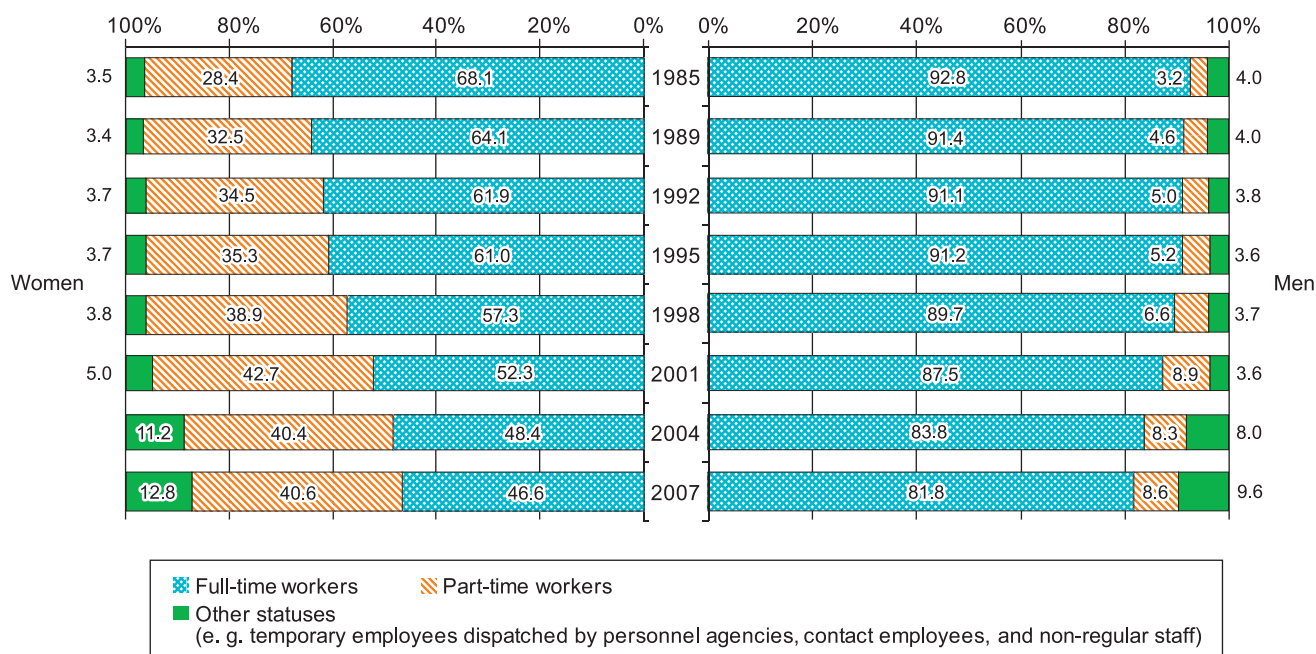
Employment Status of Mothers Who Had Their First Child



Source: "First Profile Survey on New-Born Children in the 21st Century (FY 2001)," Ministry of Health, Labour and Welfare
 Note: Employment status of mothers with one child. Only the children staying with their mothers at the time of the survey are aggregated

The data on the employment of women before and after the delivery of their first child shows that 67.4% of women left their employment at the time of childbirth.

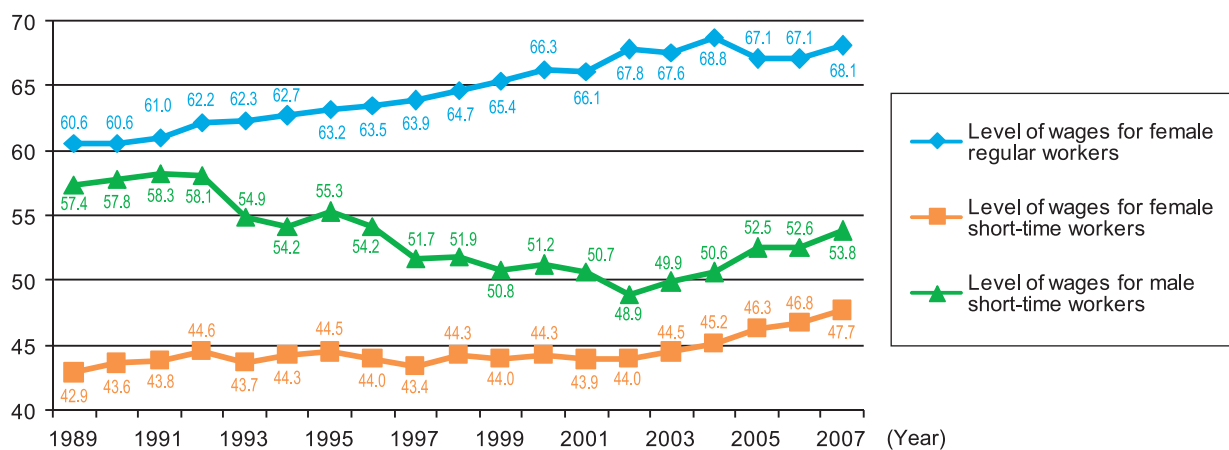
Changes in Employee Composition Ratio by Employment Status Excluding Company Executives (in all industries excepting Agriculture and Forestry)



Source: The 1985-2001 data come from "Special Survey of the Labour Force Survey" (every February) by the Ministry of Internal Affairs and Communications, while the 2004 and 2007 data come from the "Labour Force Survey (Detailed Tabulation)" (annual average).

The graph indicates the declining proportion of regular workers in recent years. Particularly, female regular workers declined to less than half of the female labour force from 68.1% in 1985 to 46.6% in 2007.

Changes in Average Hourly Wage for Workers (hourly wage of male regular workers = 100)



Source: Data from "Basic Survey of the Wage Structure" by the Ministry of Health, Labour and Welfare

Note: The figures represent each category's average official hourly wage as a percentage of the male full-time worker's average official hourly wage level.

With regard to the salary gap between male regular workers and male and female short-time workers, the level of wages for male short-time workers and for female short-time workers in 2007 arrived at 53.8% and 47.7%, respectively, based on the level of wages for male regular workers being at 100. The gap between regular and short-time workers remains wide and the level of wages for short-time workers remains very low.