3. Work

Number of Employees by Industry and Sex

Source: “Labour Force Survey,” the 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 2008 and onward were counted in accordance with the revised industry classification.

Example: Data of 2013 of the “Electricity/gas/heat supply and water, transport and communications” was the counting of the classifications of “Electricity/gas/heat supply and water,” “Information and communications” and “Transport and postal activities.”

Example: Data of 2013 of the “Wholesale and retail trade, eating and drinking places” was the counting of the classifications of “Wholesale and retail trade” and “Accommodations” and “Eating and drinking places.”

Example: Data of 2013 of the “Financing and insurance, real estate, services” was the counting of the classifications of “Finance and insurance,” “Real estate and goods rental and leasing,” “Scientific research, professional and technical services,” “Food take out and delivery services,” “Living-related and personal services and amusement services,” “Education, learning support,” “Medical, health care and welfare,” “Compound services” and “Services(those not with other classifications ).”

From the data, the number of female employees in the “Agriculture, Forestry and Fisheries” was bigger than in other industries until 1965. Since then, the share of other industries, especially the “Financing and Insurance, Real estate and Services” and the “Wholesale and Retail trade, Eating and Drinking places” had increased significantly, to account for 48.1% and 27.7%, respectively, in 2013 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 and Water, Transport and Communications” industries is larger among male workers than among female workers.
Changes in the Number of Dual-Income Households

Looking at the employment of wives in households in which their husbands are employed (as salaried workers), it can be seen that although in 1980 the number of single-income households (man was employed) was nearly double the number of dual-income households, in the 1990s the number of dual-income households surpassed the number of those in which only the man was employed, and there continues to be an upward trend in their number today.

Women’s Potential Labour Force Participation Rate by Age Group

The women’s labour force participation rate by age group shows an M-shaped curve that bottoms out in the 30s. That indicates many women still quit their jobs at the time of marriage, childbirth, and child-rearing.

Source: The Special Survey of the Labour Force Survey” from 1980 to 2001, the Management and Coordination Agency (conducted in February, except for the years 1980 to 1982, when it was conducted in March). “Labour Force Survey (Detailed Tabulation)” (annual average) since 2002, the Ministry of Internal Affairs and Communications.

Notes:
1. “Households consisting of an employed husband and a non-working wife” refers to households in which the husband is employed in a non-agriculture and forestry sector and the wife is not employed (Not in Labour force and completely unemployed).
2. “Dual-income households” refers to households in which both the husband and the wife are employees in non-agriculture and forestry sectors.
3. Actual numbers in brackets for 2010 and 2011 are national wide results that exclude Iwate Prefecture, Miyagi Prefecture, and Fukushima Prefecture.
Women’s Labour Force Participation Rate by Age Group

In Japan, 60% of women quit their jobs at the time of their first childbirth. The Women’s labour participation rate in most of other developed countries no longer shows an M-shaped curve.

Female Employment Rate from Age 25 to 54

The female employment rate in Japan is 23rd among 34 OECD countries.
Work History of Wives before and after Giving Birth to Their First Child, by Year of Child’s Birth

<table>
<thead>
<tr>
<th>Year of the child’s birth</th>
<th>Not Stated</th>
<th>Unemployed since before becoming pregnant</th>
<th>Cessation of employment upon becoming pregnant</th>
<th>Continuous employment (not taking child care leave)</th>
<th>Continuous employment (taking child care leave)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1985-1989</td>
<td>3.1%</td>
<td>36.5%</td>
<td>57.4%</td>
<td>18.3%</td>
<td>6.9%</td>
</tr>
<tr>
<td>1990-1994</td>
<td>3.4%</td>
<td>34.6%</td>
<td>56.7%</td>
<td>16.3%</td>
<td>10.7%</td>
</tr>
<tr>
<td>1995-1999</td>
<td>3.8%</td>
<td>32.8%</td>
<td>46.7%</td>
<td>13.0%</td>
<td>9.7%</td>
</tr>
<tr>
<td>2000-2004</td>
<td>4.1%</td>
<td>28.5%</td>
<td>35.2%</td>
<td>14.8%</td>
<td>9.7%</td>
</tr>
<tr>
<td>2005-2009</td>
<td>5.2%</td>
<td>24.1%</td>
<td>30.7%</td>
<td>17.3%</td>
<td>12.3%</td>
</tr>
</tbody>
</table>

Although the proportion of women who take child care leave is increasing, the proportion of women who continue working before and after giving birth is not increasing.
It can also be seen that there are still many women who quit their jobs at the time of giving birth.
Changes in Employee Composition Ratio by Employment Status excluding Company Executives

The graph indicates the declining proportion of regular staffs in recent years. Particularly, female regular staffs declined to less than half of the female labour force from 67.9% in 1985 to 44.2% in 2013.

Changes in Average Hourly Wage for Workers

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 2013 arrived at 55.1 and 50.7, 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.