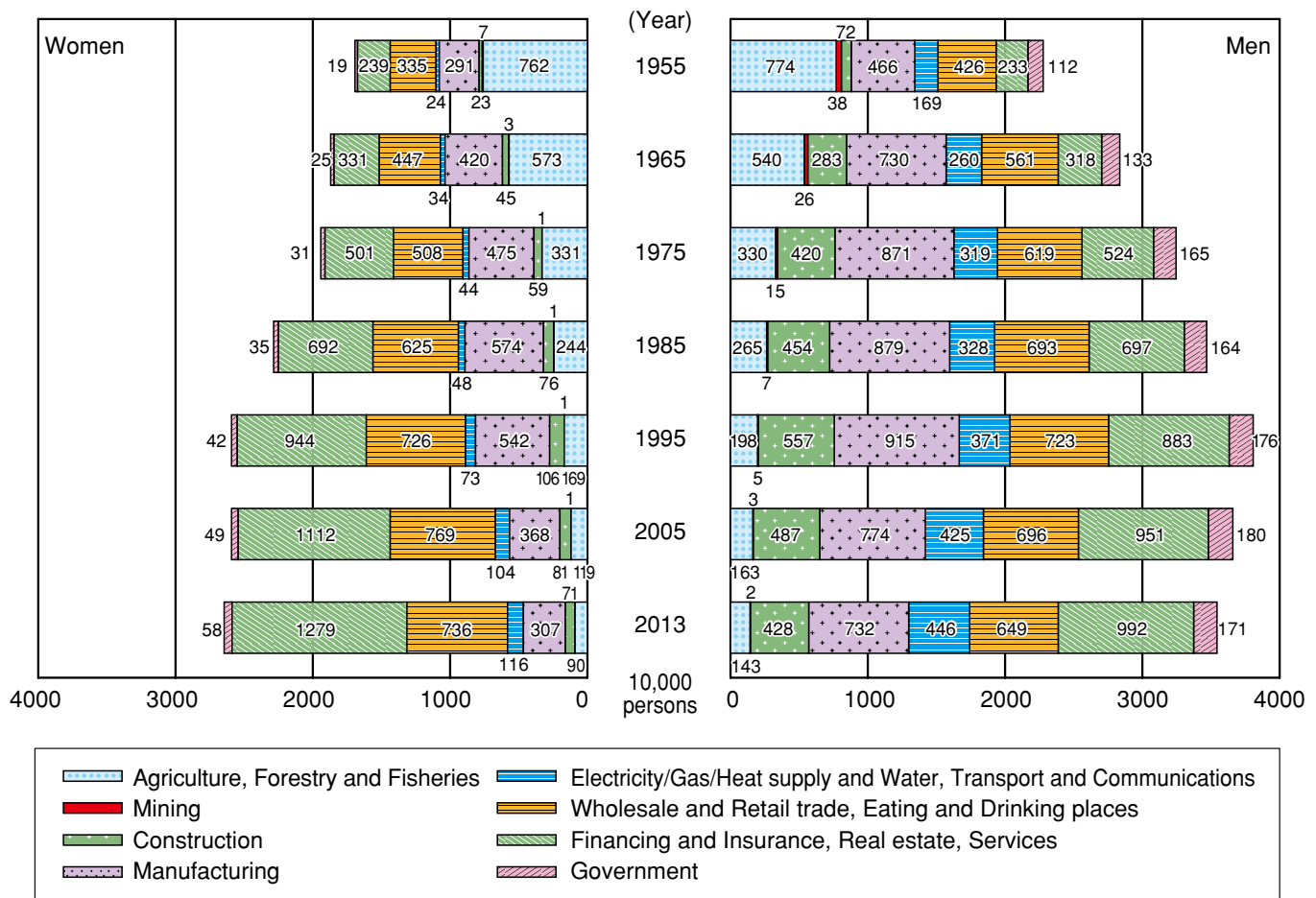


3. Work

■ 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.

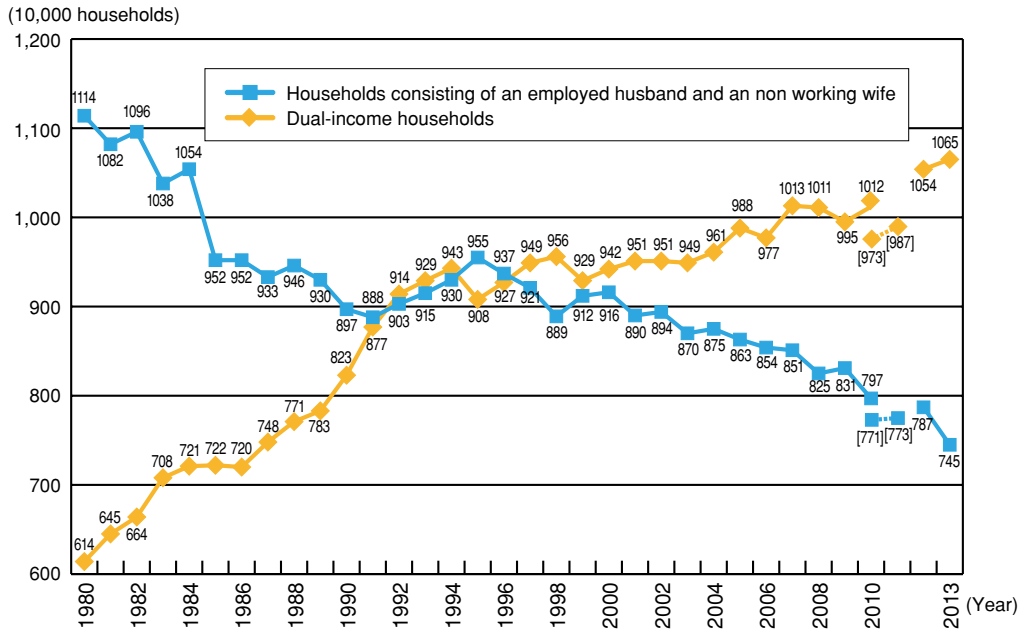
Example: Data of 2013 of the "Electricity/gas/heat supply and water, transport and communications" was the counting of the classifications of "Electricity/gas/heat supply and water," "Information and communications" and "Transport and postal activities."

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

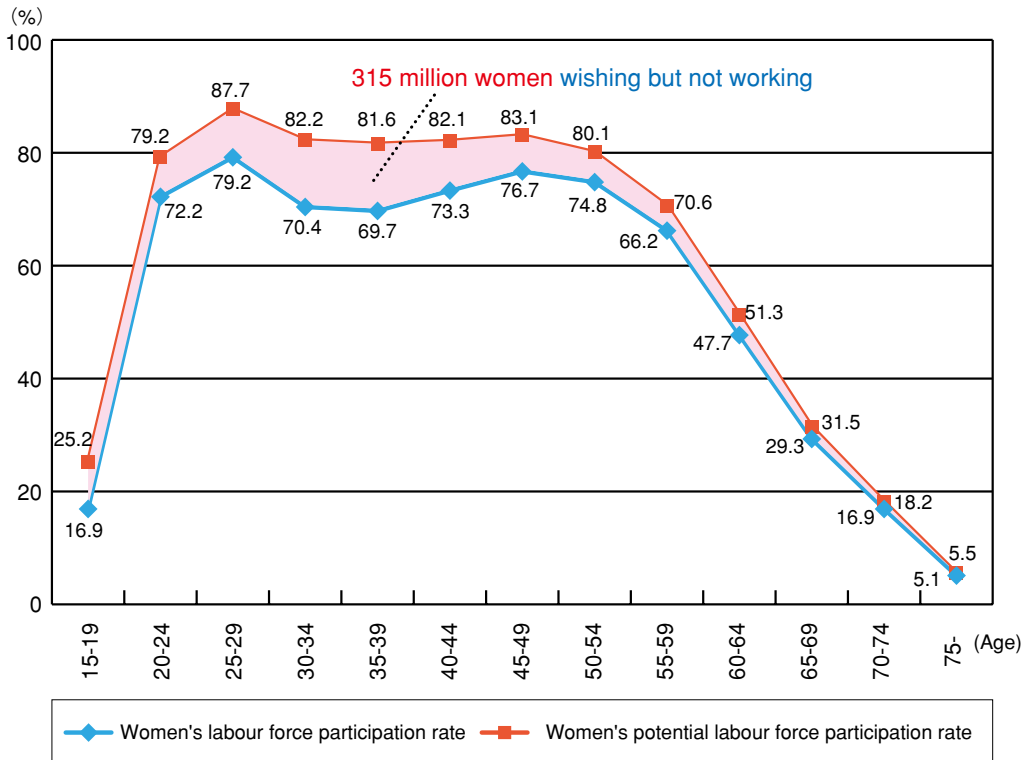


Source: The Special Survey of the Labour Force Survey" from 1980 to 2001, the Management and Coordination Agency (conducted in February, except for the years 1980 to 1982, when it was conducted in March), "Labour Force Survey (Detailed Tabulation)" (annual average) since 2002, the Ministry of Internal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

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

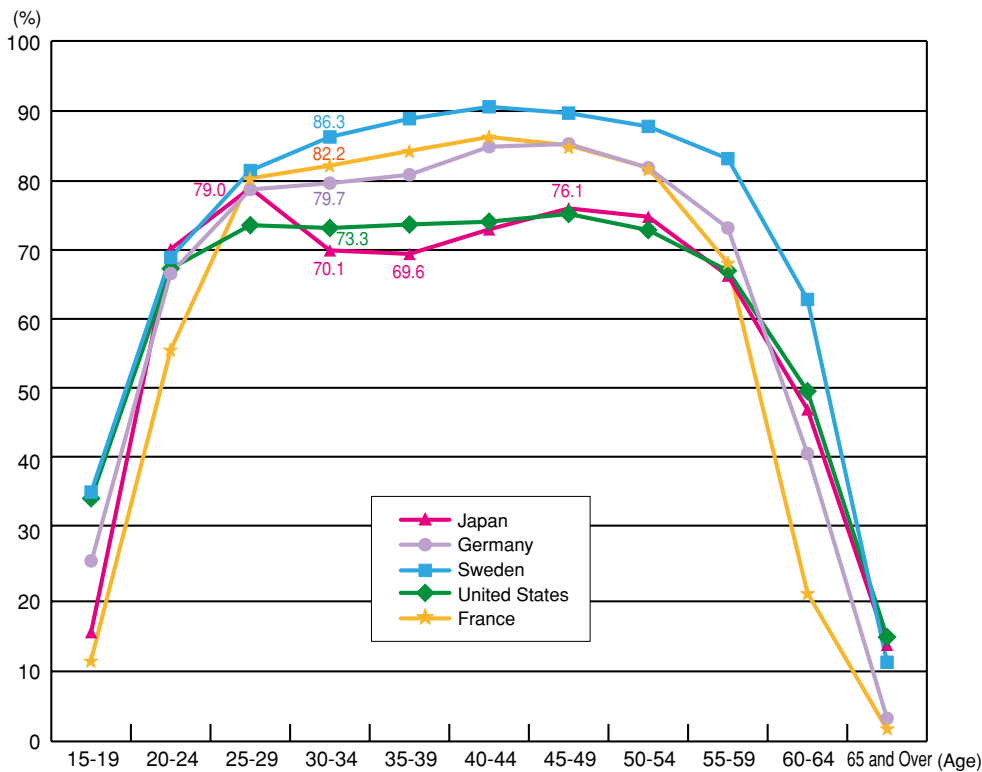


Source: "Labour Force Survey (Detailed Tabulation)" (averages for 2013) the Ministry of Internal Affairs and Communications

Note: Potential labour force participation rate by age group = the labour force (by age group) + the number of people, from among the non-working population, who want to become employed (by age group) / the number of people aged 15 or older (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.

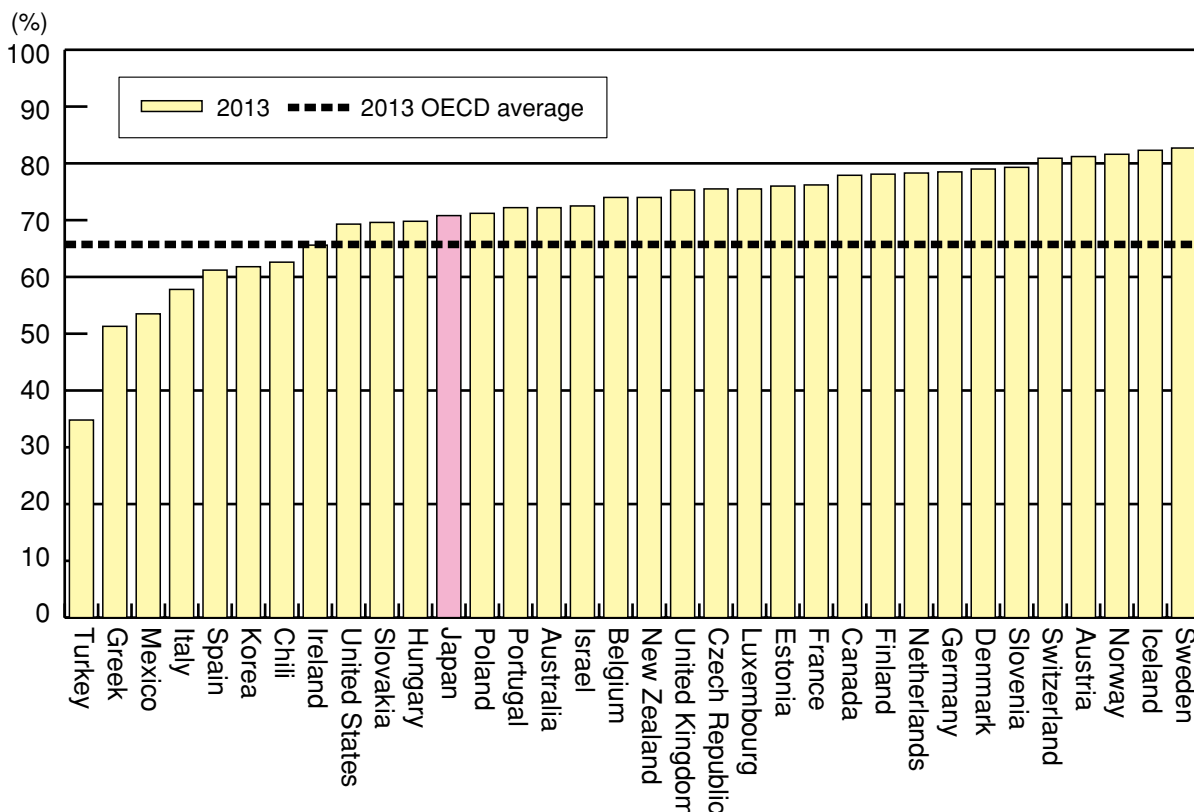
Women's Labour Force Participation Rate by Age Group



Source:
 1. Japan: Data from "Labour Force Survey 2013 (Basic Tabulation)," the ministry of Internal Affairs and Communications Other Countries: Data from "LABORSTA" and "ILOSTAT," International Labour Organization
 2. Data of Japan and the United States are as of 2013. Data of other countries are as of 2012.
 Notes:
 1. "Labour force participation rate" = Proportion of labour force participation (Employed persons + Unemployed persons) in total population 15 years and over
 2. "15-19 years old" of United States means the 16-19 years old

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.

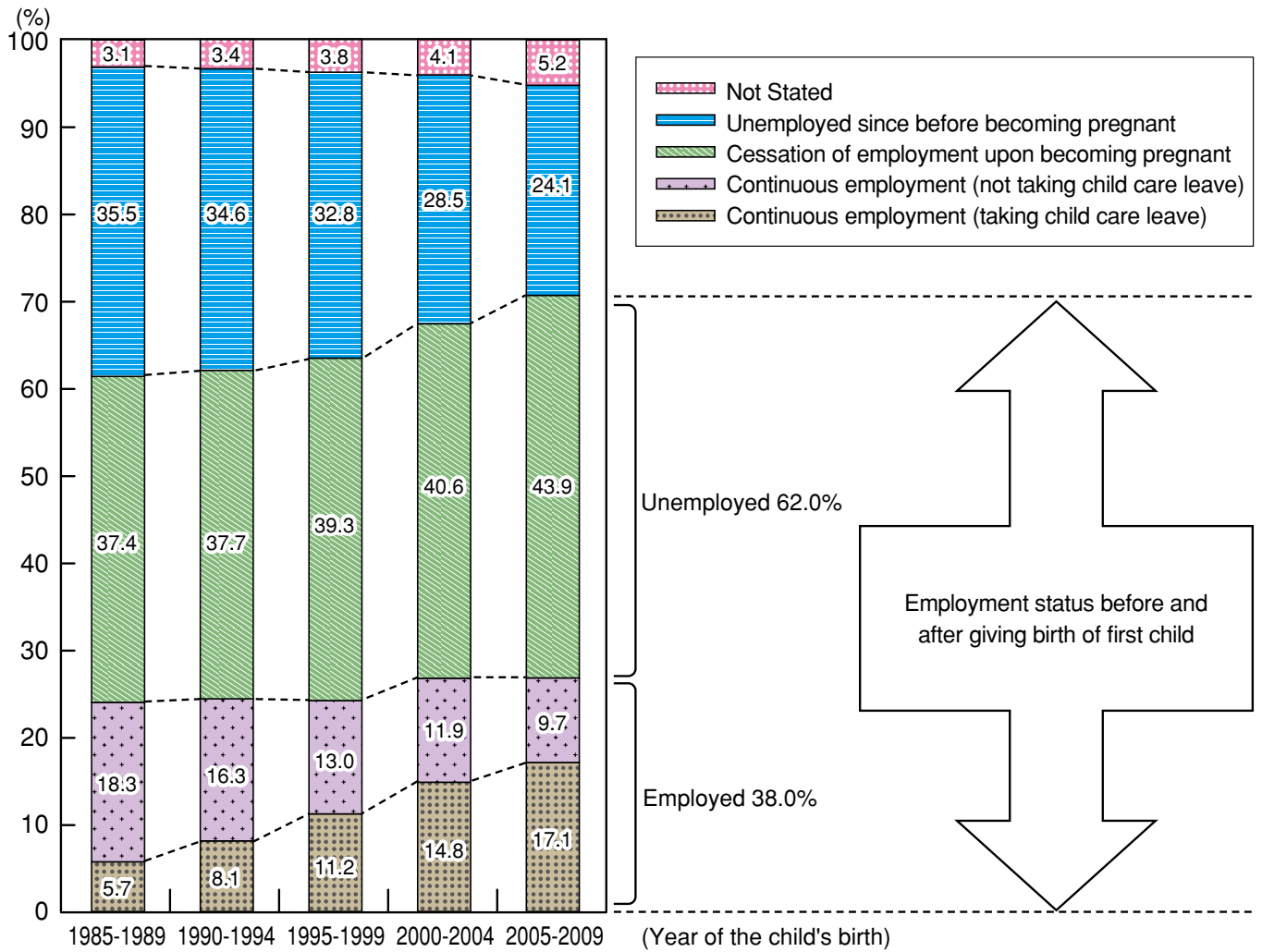
Female Employment Rate from Age 25 to 54



Source: Created from "Employment Outlook 2014," OECD
 Note: "female employment rate" = the number of female employees / female population

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



Source:

Data from "The 14th National Fertility Survey (Survey of Married Couples)," the National Institute of Population and Social Security Research Notes:

1. Survey target: First marriage couples whose first child is 1 to under 15 years old

2. Work history before and after giving birth

Continuous employment (taking child care leave): Employed when finding out about pregnancy, took child care leave, and employed when the child was 1 year old

Continuous employment (not taking child care leave): Employed when finding out about pregnancy, employed at the time the child was 1 year old, without taking child care leave

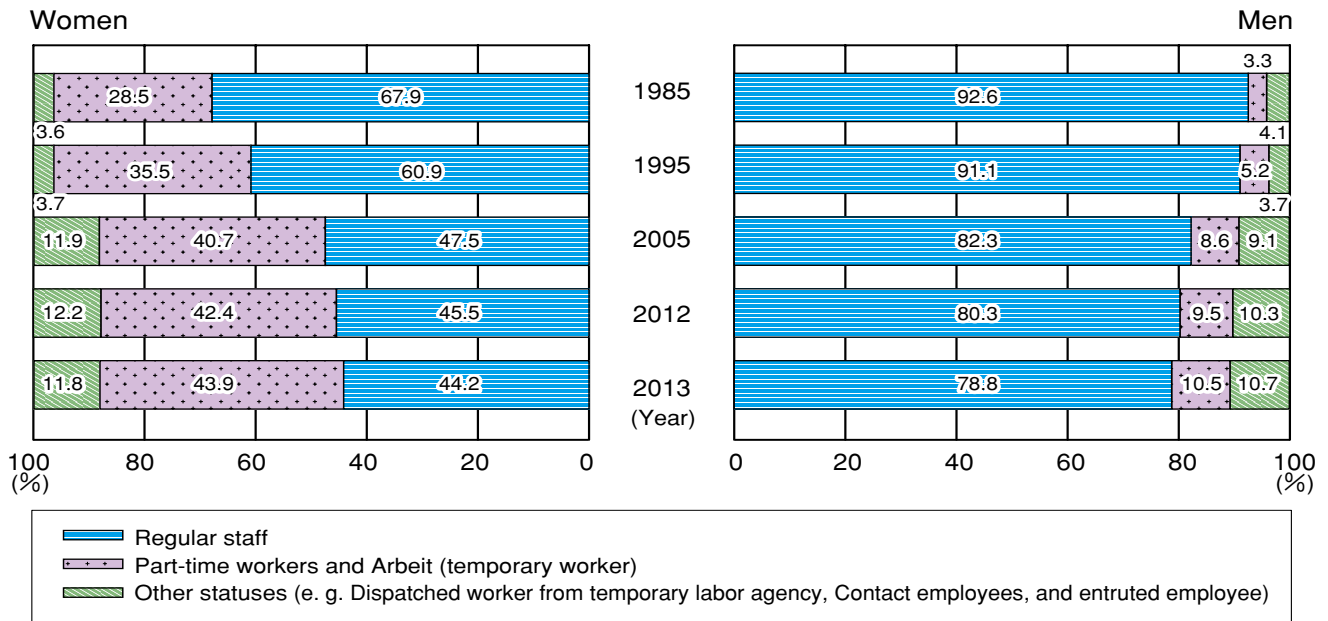
Cessation of employment upon becoming pregnant: Employed when finding out about pregnancy and unemployed at the time the child was 1 year old

Unemployed since before becoming pregnant: Unemployed when finding out about pregnancy and unemployed at the time the child was 1 year old

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.

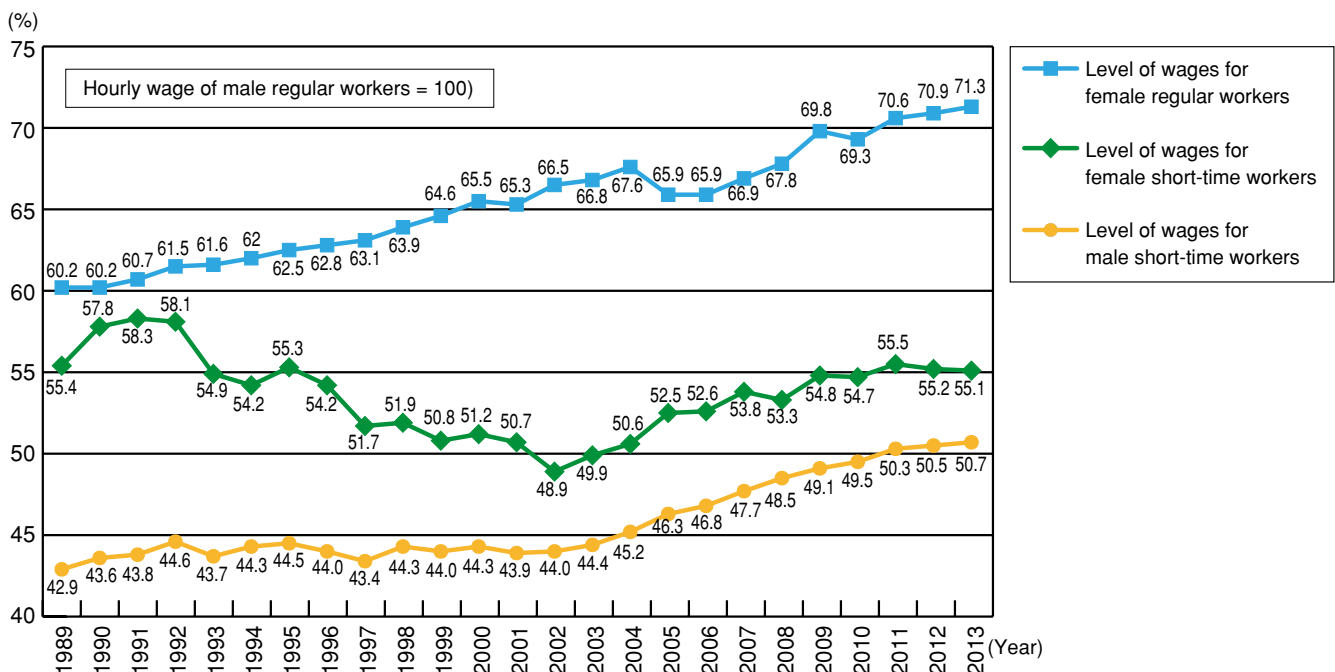
Changes in Employee Composition Ratio by Employment Status excluding Company Executives



Source: Data of 1985 and 1995 come from "Special Survey of the Force Survey" (every February) by the Management and Coordination Agency, while data of 2005 and after come from the "Labour Force Survey (Detailed Tabulation)" (annual average) by the Ministry of Internal Affairs and Communications. Caution is necessary for making chronological comparisons, because survey methods and survey months, etc. differ between the "Special Survey of the Force Survey" and the "Labour Force Survey (Detailed Tabulation)."

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



Source: Data from "Basic Survey on Wage Structure," the Ministry of Health, Labour and Welfare
 Note: Regarding average hourly wage of male regular workers as 100, a level of average hourly wage in each category was calculated.

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.