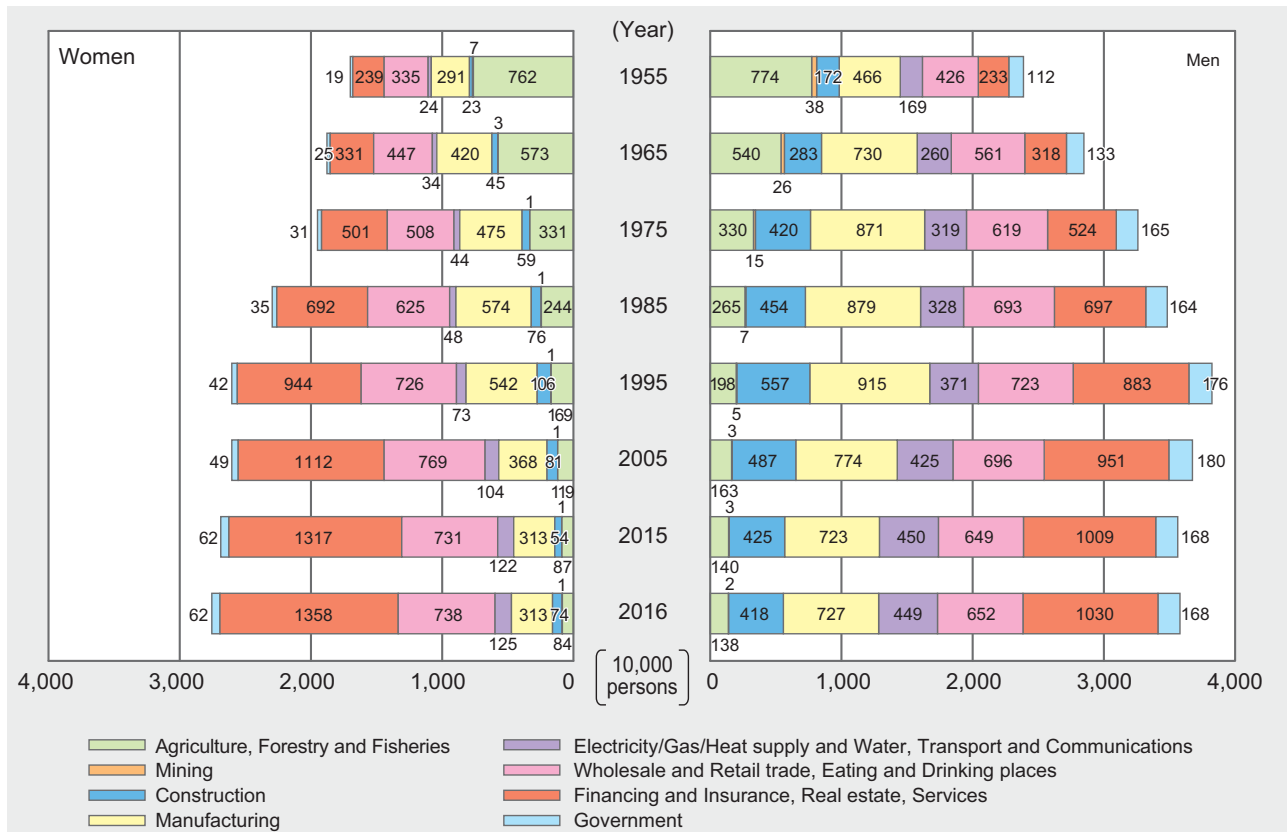


3.Work

■ Number of Employees by Industry and Sex

Data show that 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 49.3% and 26.8%, respectively, in 2016 of all female employees. Similar trends are 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.



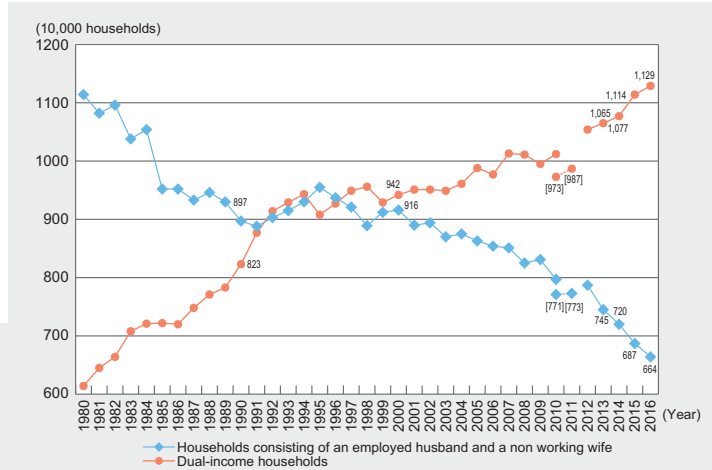
Source: “Labour Force Survey,” the Ministry of Internal Affairs and Communications

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 the “Electricity/gas/heat supply and water, transport and communications” after 2008 was the counting of the classifications of “Electricity/gas/heat supply and water,” “Information and communications” and “Transport and postal activities.”
 Example: Data of the “Wholesale and retail trade, eating and drinking places” after 2008 was the counting of the classifications of “Wholesale and retail trade,” “Accommodations” and “Eating and drinking places.”
 Example: Data of the “Financing and insurance, real estate, services” after 2008 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).”
- Data of 1975, 1985 and 1995 of the “Electricity/gas/heat supply and water, transport and communications” was the counting of the classifications of “Electricity/gas/heat supply and water,” and “transport and communications.” “Wholesale and retail trade, eating and drinking places” was the counting of the classifications of “Wholesale and retail trade, eating and drinking places.” “Financing and insurance, real estate, services” was the counting of the classifications of “Financing and insurance, real estate” and “Services.”
- Data of 1955 and 1965 of the “Electricity/gas/heat supply and water, transport and communications” was the counting of the classifications of “transport and communications, Electricity/gas/ water and heat supply.” “Wholesale and retail trade, eating and drinking places” was the counting of the classifications of “Wholesale and retail trade, Financing and Insurance, Real estate.” “Financing and insurance, real estate, services” was the counting of the classifications of “Services.”

Number of Dual-Income Households

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



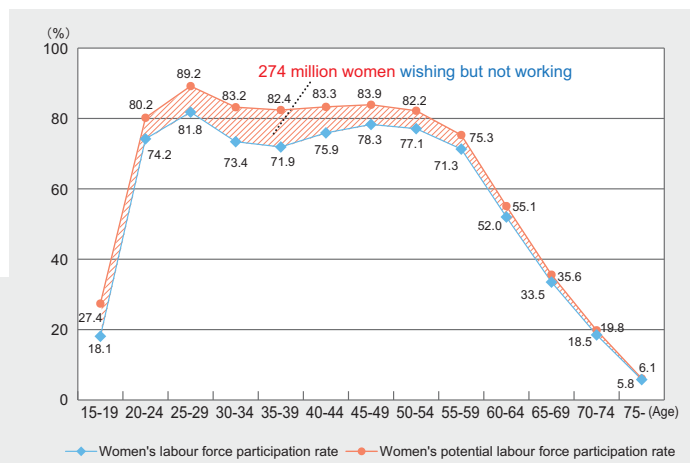
Source:
 "Special Survey of the Labour Force Survey" from 1980 to 2001, the Management and Coordination Agency (conducted in February, except for the years 1980 to 1982, when it was conducted in March), "Labour Force Survey (Detailed Tabulation)" (annual average) since 2002, the Ministry of Internal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

Note:

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 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:
 "Labour Force Survey (Detailed Tabulation)" (averages for 2016) the Ministry of Internal Affairs and Communications

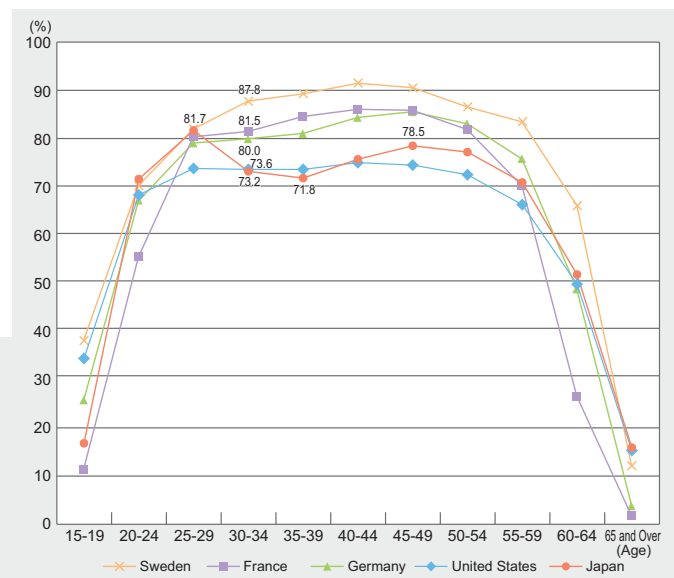
Note:

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)

Women's Labour Force Participation Rate by Age Group

The labour force participation rates of women in Japan by age group illustrates an "M-shaped curve" due to the burdens in the labour force participation of women around their thirties.

The Women's labour participation rates in most of other developed countries no longer shows M-shape.



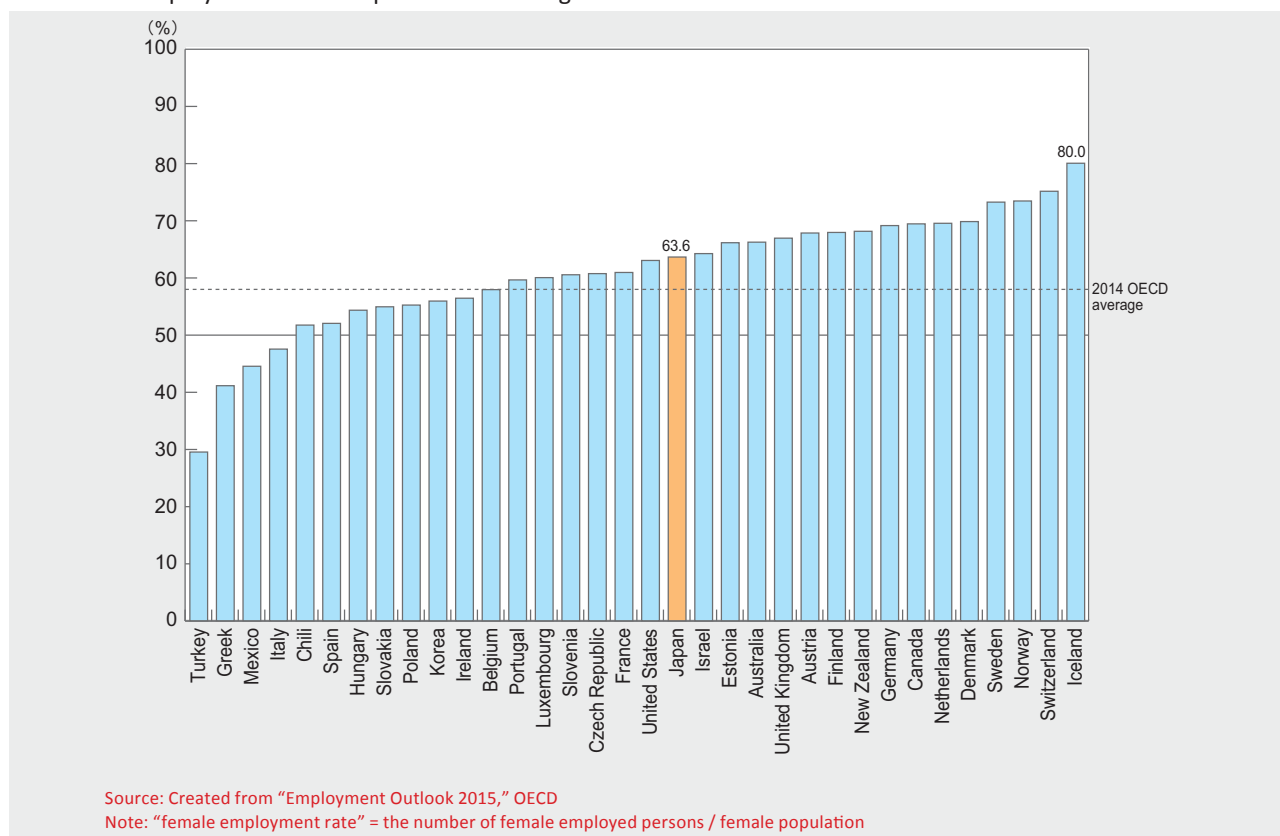
Source:
 Japan: Data from "Labour Force Survey 2016 (Basic Tabulation)" the Ministry of Internal Affairs and Communications
 Other Countries: Data from "LABORSTA" and "ILOSTAT," International Labour Organization (Data as of 2014)

Note:

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

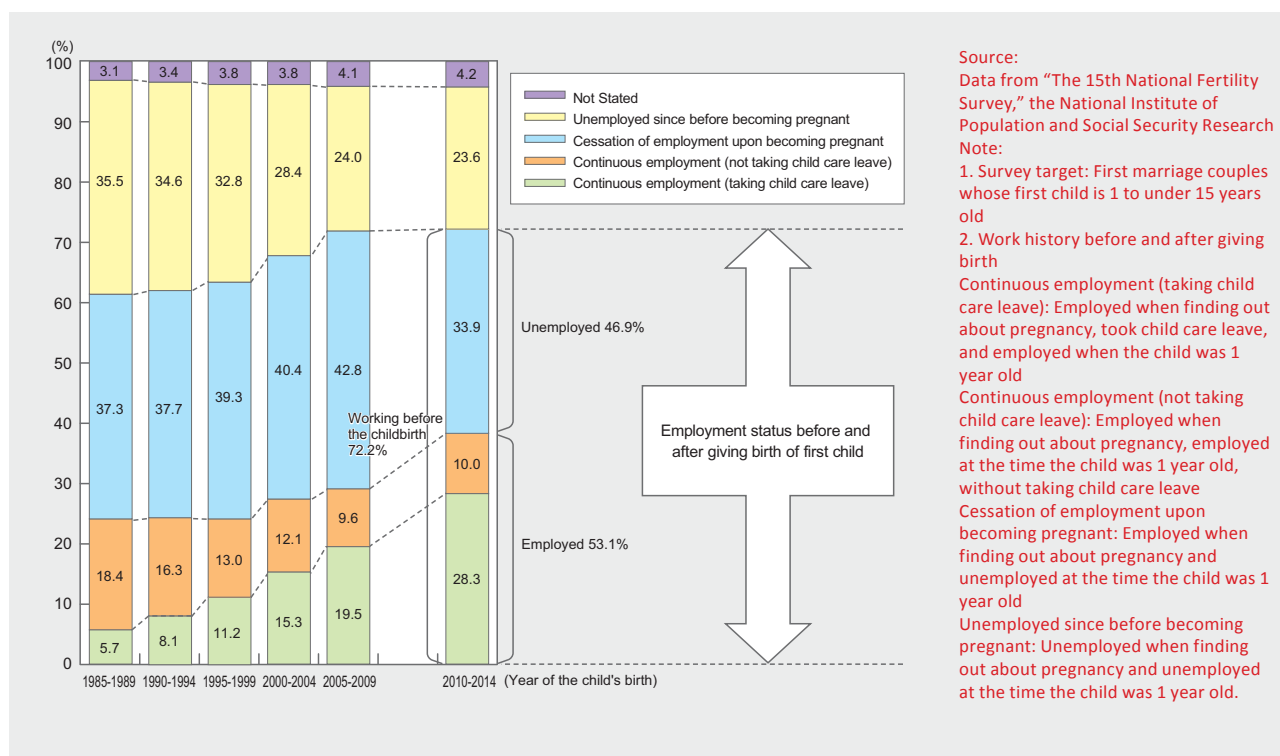
Female Employment Rate from Age 15 to 64

The female employment rate in Japan is 16th among 34 OECD countries.



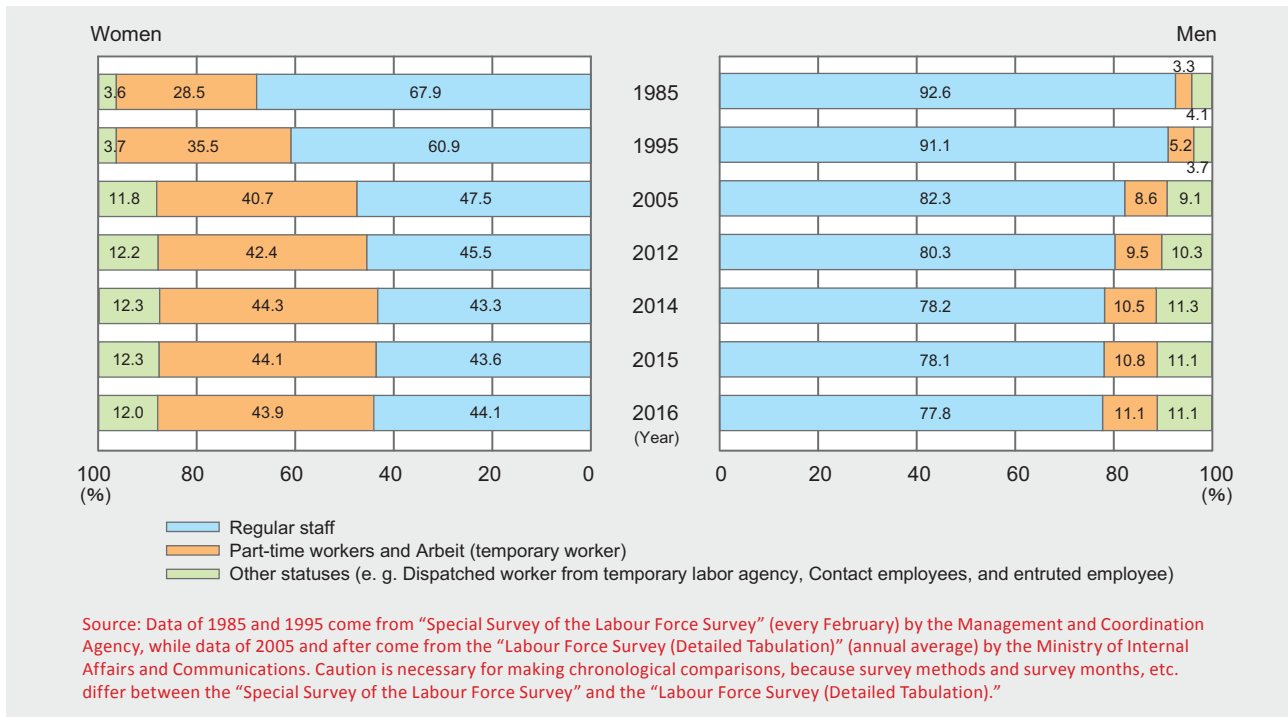
Work History of Wives before and after Giving Birth to Their First Child, by Year of Child's Birth

The percentage of women who continue working before and after giving birth to their first child had hovered around 40% but increased to 53.1% in 2010–2014.



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 44.1% in 2016.



Average Hourly Wage for Workers

With regard to the salary gap between male regular workers and male / female short-time workers, the level of wages for male short-time workers and for female short-time workers in 2015 were 55.8 and 50.8, respectively, against the level of wages for male regular workers being at 100. Compared to regular workers, the level of wages for short-time workers remains very low.

