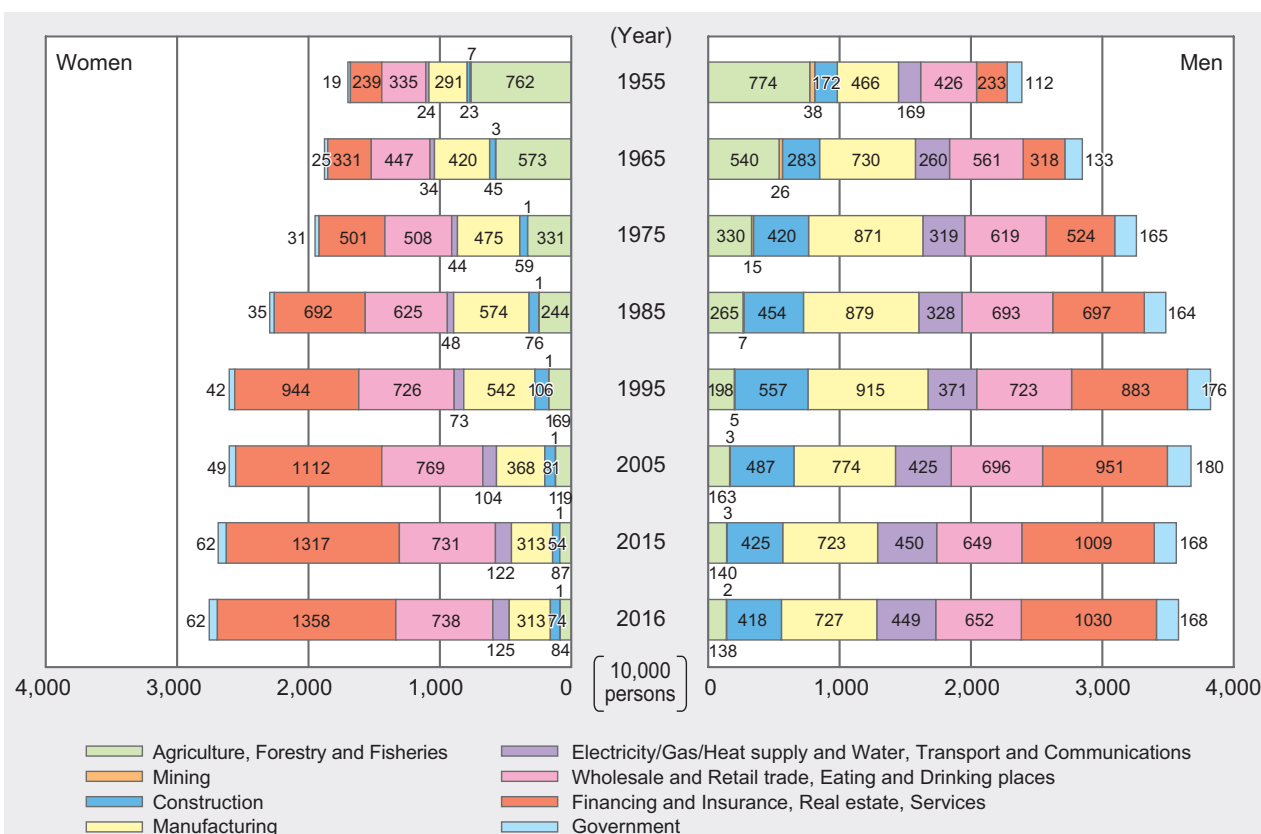


3. Work

■ 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 (Basic Tabulation),” the Ministry of Internal Affairs and Communications

Note:

1. 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).”

2. 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.”

3. 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

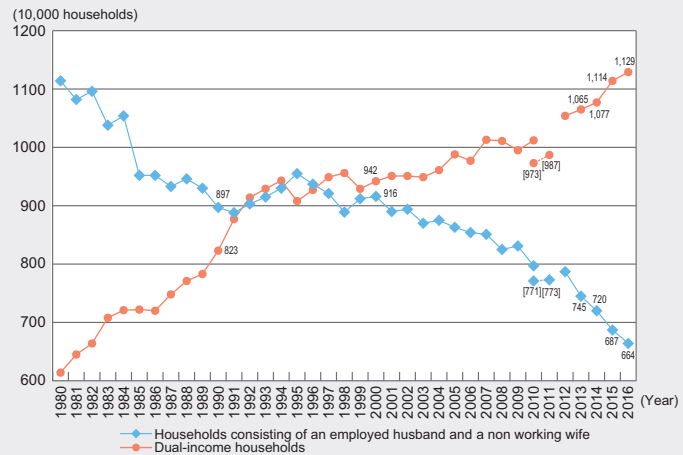
Looking at the employment of wives in households in which their husbands are employed (as salaried workers), in 1980 the number of single-income households (man was employed) was nearly double the number of dual-income households, however in the 1990s the number of dual-income households surpassed the 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

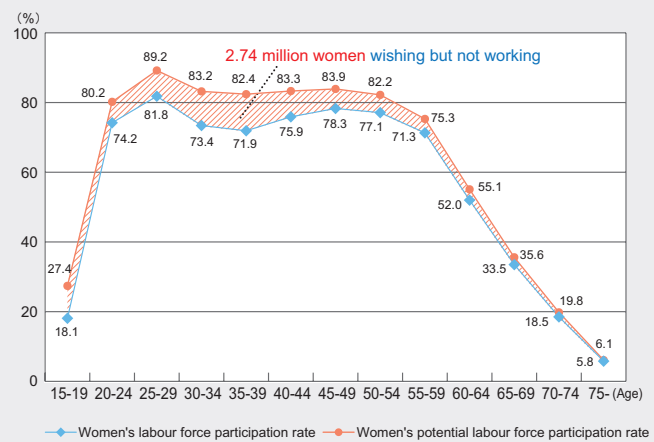
Women who wish to work but not currently working or doing job seeking are 2.74 million. This is the biggest potential power.

Source:

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

Note:

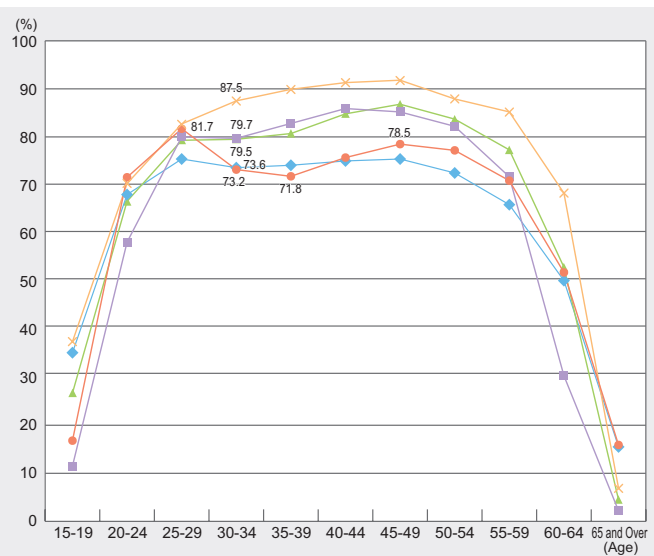
Potential labour force participation rate by age group = the labour force (by age group) + the number of people, from among the non-working population, who want to become employed (by age group) / the number of people aged 15 or older (by age group)



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:

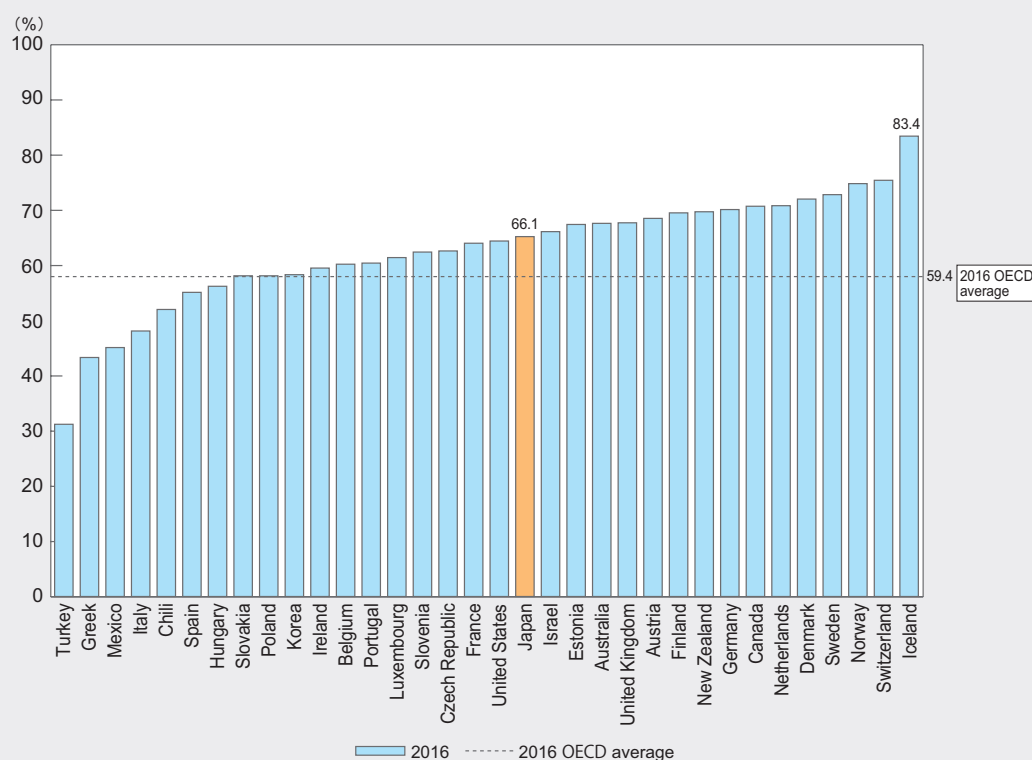
Japan: Data from “Labour Force Survey 2016 (Basic Tabulation)” the Ministry of Internal Affairs and Communications
Other Countries: Data from “LABORSTA” and “ILOSTAT,” International Labour Organization (Data as of 2016)

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 15th among 34 OECD countries.

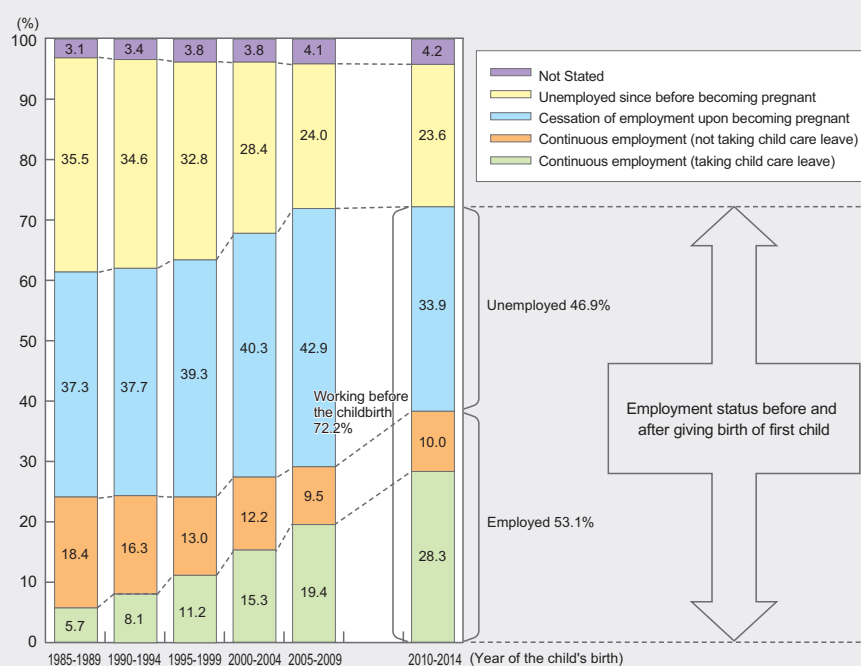


Source: Created from "Employment Outlook 2017," OECD

Note: "female employment rate" = the number of female employed persons / female population

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.



Source:

Data from "The 15th National Fertility Survey," the National Institute of Population and Social Security Research

Note:

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

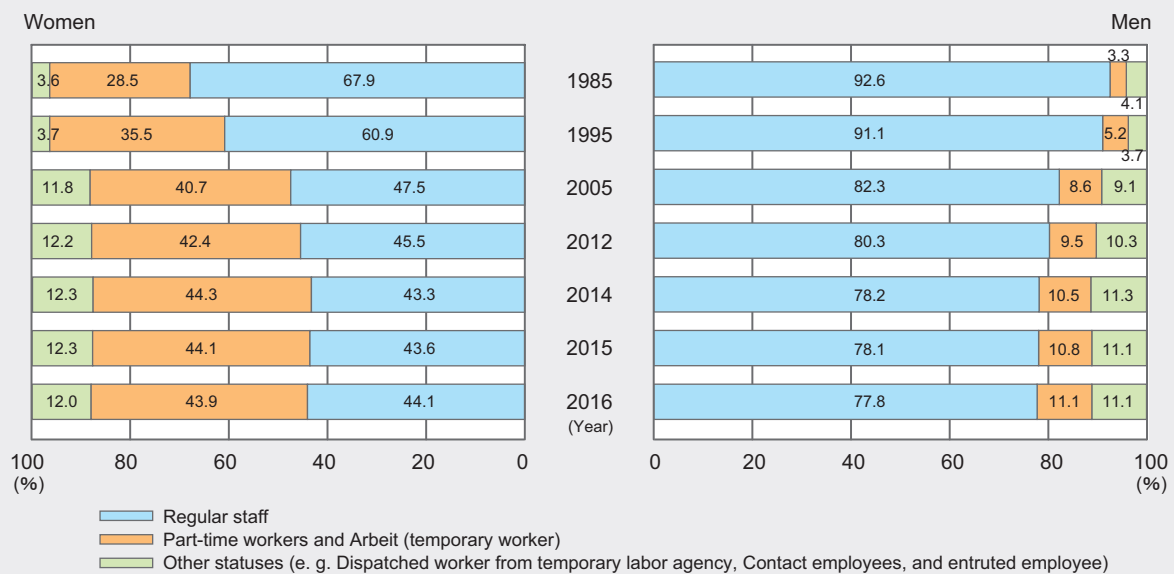
Continuous employment (not taking child care leave): Employed when finding out about pregnancy, employed at the time the child was 1 year old, without taking child care leave

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.

Employee Composition Ratio by Employment Status excluding Company Executives

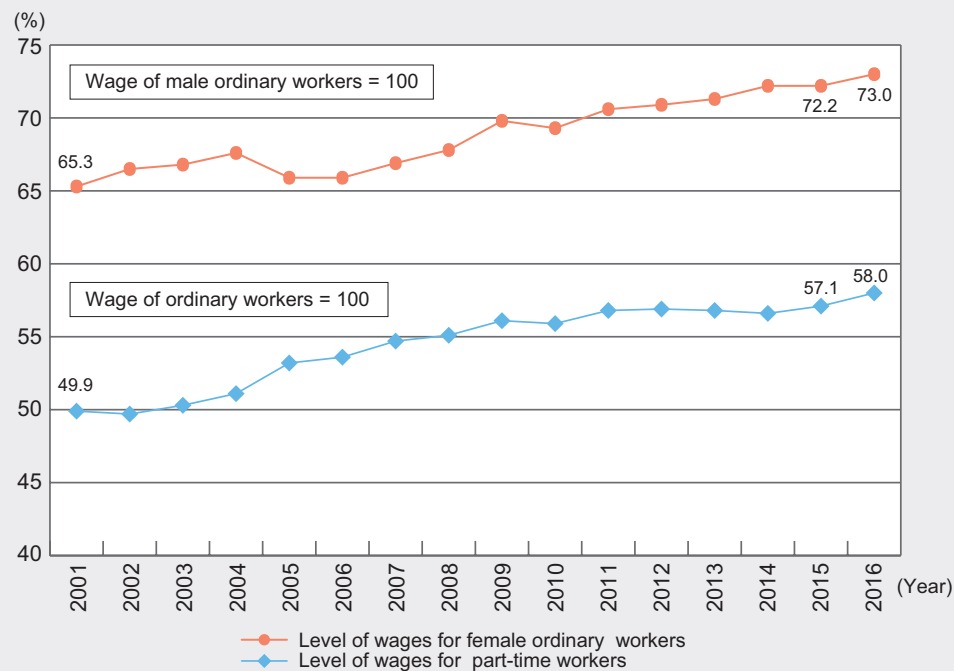
The graph indicates the declining proportion of regular staffs in recent years. Particularly, female regular staffs have been declining since 1985, less than half of the female labor force, but in 2016 it has turned to 44.1%, which has turned upward.



Source: Data of 1985 and 1995 come from "Special Survey of the Labour 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 Labour Force Survey" and the "Labour Force Survey (Detailed Tabulation)."

Wage for Workers

The wage gap between male ordinary workers and female ordinary workers has been decreasing. The wage gap between ordinary workers and part-time workers also has been decreasing.



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

Note:

- "Wage" is calculated from the scheduled cash earnings in June of each year
- In regard to part-time workers, regarding average hourly wage of ordinary workers as 100, a level of average hourly wage was calculated.