

1. HOURS OF WORK AND WAGES BY INDUSTRY
2. RATIO OF WOMEN PART-TIME WORKERS AND WAGES
3. MEMBERSHIP OF LABOR UNIONS BY INDUSTRY

**1. Hours of Work and Wages by Industry**

Monthly hours of work per regular employee averaged 175.2 hours in 1986, with male employees working for 181.9 hours and female employees for 162.2 hours.

The hours of work, as classified by industry, were longest in the construction industry with 189.7 hours and shortest in the finance and insurance sector with 158.8 hours. The hours of work were longest in Yamagata Prefecture with 184.6 hours and shortest in Saitama Prefecture with 170.6 hours. By size of business, the larger the businesses, the shorter the working hours. Businesses with a work force of 5-29 employees registered 181.1 hours; those with 30-99 employees, 176.8 hours; those with 100-499 employees, 174.9 hours; and those with more than 500 employees, 173.4 hours.

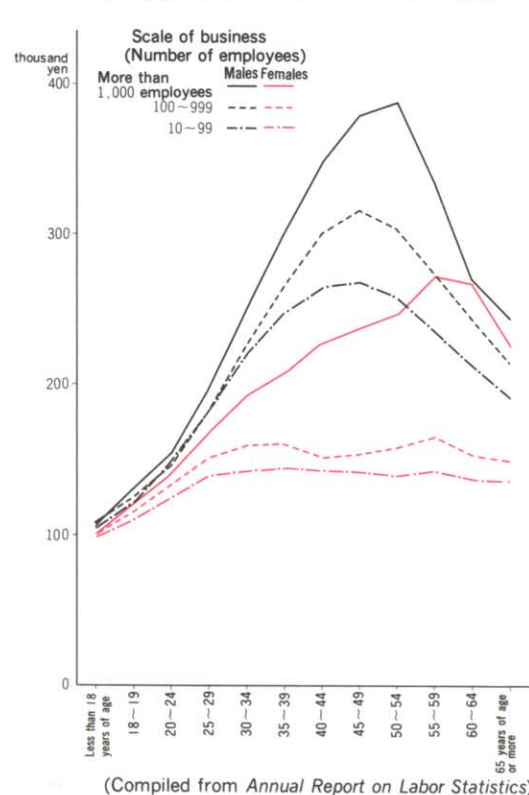
The ratio of hours of overtime work to hours of regular work was 8.2%. By industry, the percentage was highest in the transport and communications sector with 12.8% and lowest in the wholesale and retail trade, and eating and drinking places with 4.8%.

Monthly wages per regular employee averaged ¥327,041. By industry, the average monthly wage was highest in the electricity, gas, heat supply and water industry with ¥451,078 and lowest in wholesale and retail trade, and eating and drinking places with ¥283,166. By size of business, the average monthly wage was ¥237,214 in businesses with 5-29 employees, and ¥390,250 in businesses with more than 500 employees. By sex and age, the average monthly wage was highest among males 45-49 years old with ¥349,100 and highest among females 55-59 with ¥176,400.

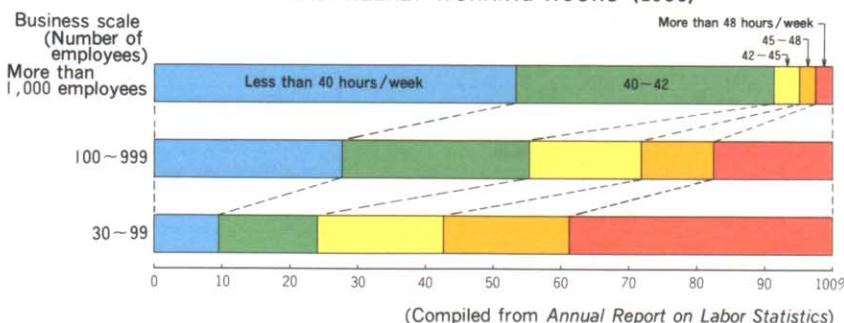
**[Salient Points of the Legend and Map Compilation]**

1. A map was not prepared for the mining industry since much prefectural data was unpublished.
2. For hours of work and wages, calculations for business establishments with more than 30 employees were carried out.
3. The average monthly hours of work and wages per regular employee are the monthly average of the total working hours and wages in 1986.
4. Regular employees, as referred to here, are workers in regular employ and do not include part-time workers and those hired out by the day.

**BASIC WAGES OF EMPLOYEES BY AGE AND BUSINESS SCALE (1986)**



**PROPORTION OF EMPLOYEES BY BUSINESS SCALE AND WEEKLY WORKING HOURS (1986)**



**2. Ratio of Women Part-time Workers and Wages**

As of June 1986, there were 1,400,000 women part-time workers, of whom 44.2% were engaged in the manufacturing industry, 37.4% in the wholesale and retail trade and 18.4% in the service industry.

The ratio of women part-time workers to total women employees was 17%. Classified by prefecture, the ratio was highest in Saitama with 30.6% and lowest in Hukui with 6.4%. There were many women part-time workers in major cities and their outlying areas. Of all the women part-time workers, 32% were concentrated in Saitama, Tiba, Tōkyō and Kanagawa Prefectures and 15% in Kyōto, Ōsaka and Hyōgo Prefectures.

Women part-time workers' wages per hour were highest in the 20-24 age bracket with ¥650 and lowest in the under 17 age bracket with ¥526. The national average wage paid to women part-time workers was ¥610.

**[Salient Points of the Legend and Map Compilation]**

1. The total value of the manufacturing industry, the wholesale and retail trade and the restaurant business was used to represent all industries, for the sake of convenience.
2. Calculations carried out were for businesses with more than 10 employees. In indicating the hourly wage, any value over ¥5 but under ¥10 was counted as ¥10, while any value under ¥5 was rounded down.
3. Women part-time workers, as referred to here, are workers whose working hours per week are more than 10-20% shorter than those of regular workers.

**3. Membership of Labor Unions by Industry**

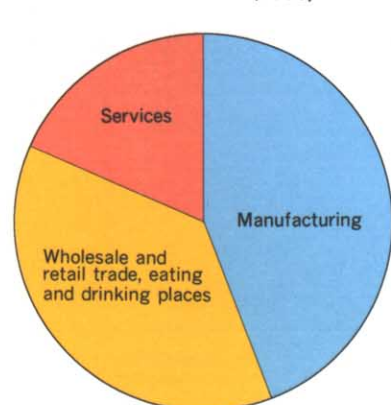
As of June 1986, the total number of labor unions (individual labor unions) was 74,183 and the total number of unionists (industrial labor unions) was 12,342,853, while the estimated organizing rate (the percentage of labor union membership to the number of workers in employment) stood at 28.2% (individual labor unions).

By industry, labor union membership was 4,141,320 in the manufacturing industry (33.5% of the membership of all labor unions), 1,847,478 in the transport and communication sector (14.9%), 1,695,480 in the service industry (13.7%) and 1,459,845 among government workers (11.8%).

The estimated organizing ratio stood at 75.2% in the government; 66.7% in the electricity, gas, heat supply and water industries; 56.8% in the transport and communication sector; 17.9% in the construction industry; 17.6% in the service industry; 14.5% in agriculture, forestry and fisheries; 8.9% in the wholesale and retail trade, and eating and drinking places.

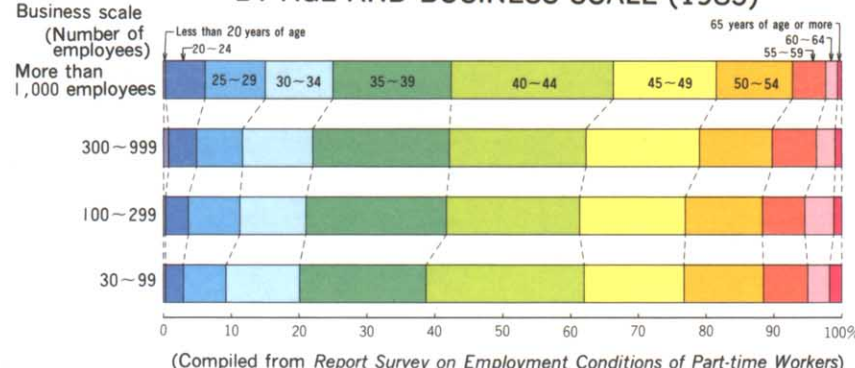
There are four national federations of labor unions, including the General Council of Trade Unions of Japan (Sōhyō), Japanese Confederation of Labor (Dōmei),

**RATIO OF WOMEN PART-TIME WORKERS BY INDUSTRY (1986)**



(Compiled from Report Basic Survey on Wage Structure)

**PROPORTION OF WOMEN PART-TIME EMPLOYEES BY AGE AND BUSINESS SCALE (1985)**



(Compiled from Report Survey on Employment Conditions of Part-time Workers)

National Federation of Industrial Organizations (Sin-Sanbetu), and Federation of Independent Unions of Japan (Tyūritu-rōren). Of all the labor unions in Japan, 34.6% were affiliated with Sōhyō, 17.3% with Dōmei, 13.0% with Tyūritu-rōren and 0.5% with Sin-Sanbetu.

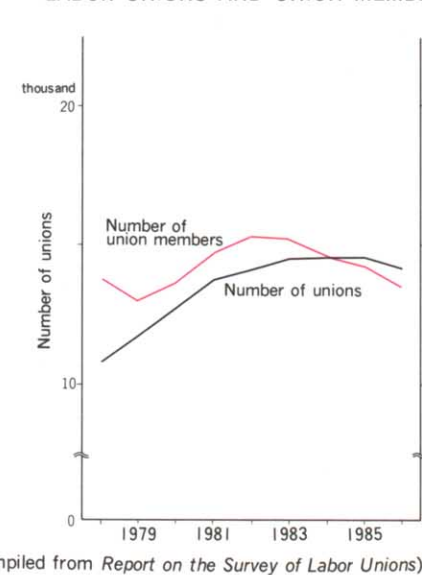
**[Salient Points of the Legend and Map Compilation]**

1. In regard to the membership of labor unions by industry, the industries are usually classified into 14 divisions based on statistical data; on this map, however, the industries were classified into 9 divisions.
2. For the sake of convenience in statistical calculations, labor unions were divided into individual labor unions and industrial labor unions. Individual unions, acting in accordance with their respective statutes, adopt a system in which workers become members on an individual basis, with the result that these unions have no independent substructures. Industrial labor unions, acting in accordance with the same statutes as individual unions, have a structure similar to that of individual unions, namely, branches and local unions. The statistics for the membership of labor unions were determined on the basis of the membership of individual labor unions classified by prefecture.
3. Unionists of the nonclerical divisions of government agencies were classified into industries, depending on the line of work in which they were engaged.

**[Sources]**

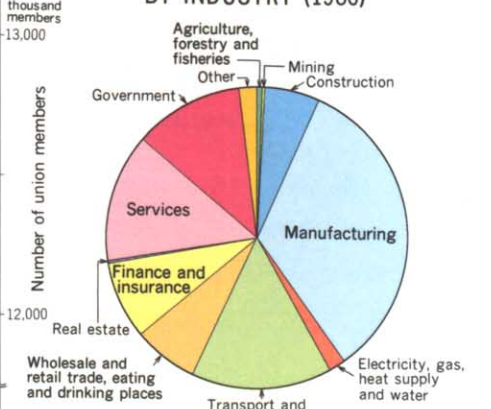
1. Ministry of Labor, Report on Monthly Labor Survey-Prefecture Survey, from January to December 1986
2. Ministry of Labor, Report Basic Survey on Wage Structure (by Prefecture), Vol.4, 1986
3. Ministry of Labor, Annual Report on Monthly Labor Survey, 1986
4. Ministry of Labor, Report Survey on Employment Conditions of Part-time Workers, 1985
5. Ministry of Labor, General Survey on Labor-Management Relations, Report on the Basic Survey on Labor Unions, 1986

**CHANGES IN THE NUMBER OF LABOR UNIONS AND UNION MEMBERS**



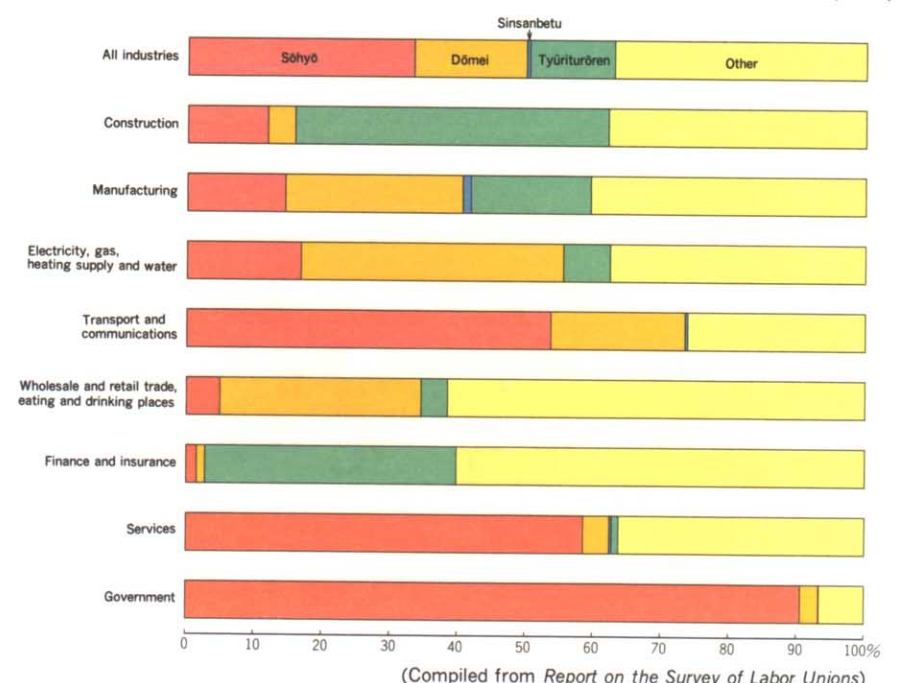
(Compiled from Report on the Survey of Labor Unions)

**PROPORTION OF UNION MEMBERS BY INDUSTRY (1986)**



(Compiled from Report on the Survey of Labor Unions)

**PROPORTION OF UNION MEMBERS IN MAJOR LABOR UNIONS BY INDUSTRY (1986)**



(Compiled from Report on the Survey of Labor Unions)

