

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

1. Hours of Work and Wages by Industry

The hours of work of regular employees in 1974 averaged 175.5 hours a month per person. The hours of work, as classified by industry, were longest in the construction industry with 191.8 hours and shortest in the banking and insurance businesses with 156.3 hours. As classified by prefecture, the hours of work were longest in Hokkaido with 182.7 hours and shortest in Kyoto with 170.6 hours.

By business scale, businesses with a work force of 5-29 persons registered 184.4 hours of work, those with 30-99 employees 177.6 hours, those with 100-499 employees 175.5 hours, and those with more than 500 employees 172.1 hours. By sex, male employees worked for 180.6 hours and female employees 163.9 hours.

The rate of hours of overtime work to hours of regular work was 0.7%. By industry, the percentage was highest in the mining industry with 12.2% and lowest in the wholesale and retail businesses with 4.3%.

The monthly wages of regular employees averaged ¥155,000. By prefecture, the average monthly wage was highest in Tokyo with ¥181,400, which was followed by Osaka, Kanagawa, Hyogo, Hiroshima and Tiba. By industry, it was highest in the electric, gas, water and heat services with ¥202,500 and lowest in the construction industry with ¥138,600.

By age, the average monthly wage was highest among males 50-54 years old with ¥166,600 and highest among females 45-49 years old with ¥84,000.

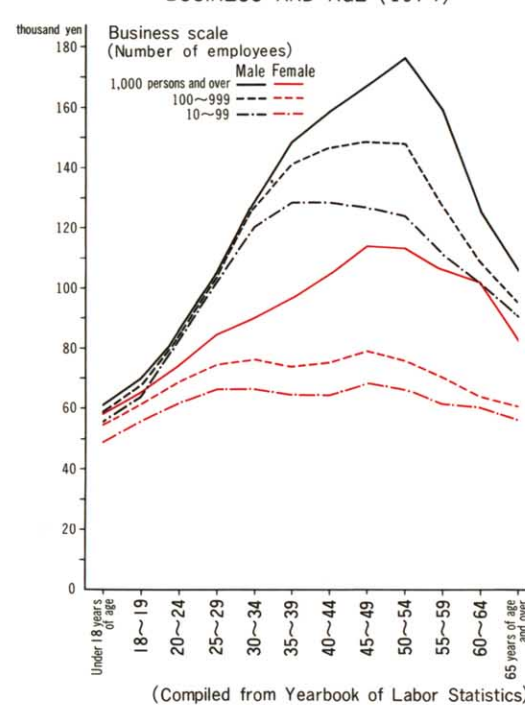
By business scale, the average monthly wage was ¥115,000 in businesses with 5-29 employees and ¥176,600 in businesses with more than 500 employees.

The regular and overtime work hours have been reduced from year to year. With the wages of 1970 at 100, nominal wages stood at 204.7 and tangible wages at 132.5.

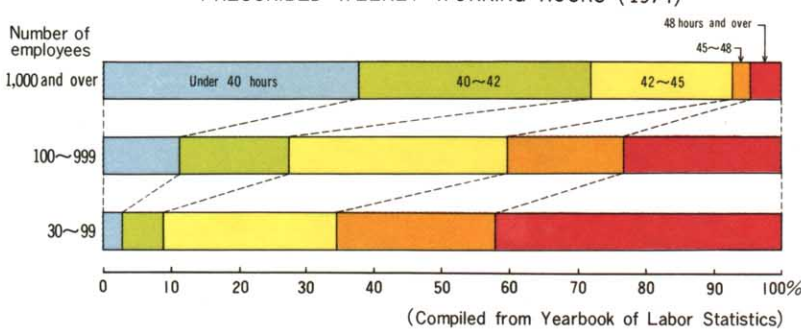
Salient Points of the Legend and Map Compilation

1. Of the industries, a map was not prepared for the mining industry since there were many unpublished data in the prefectural statistics.
2. For hours of work and wages, the tabulations completed by business establishments with more than 30 employees were used.
3. The average monthly working hours per regular employee are the monthly average of the total working hours in 1974.
4. The monthly average wage per regular employee is the monthly average of the total wage paid in 1974.
5. The regular employees, as referred to here, are workmen in regular

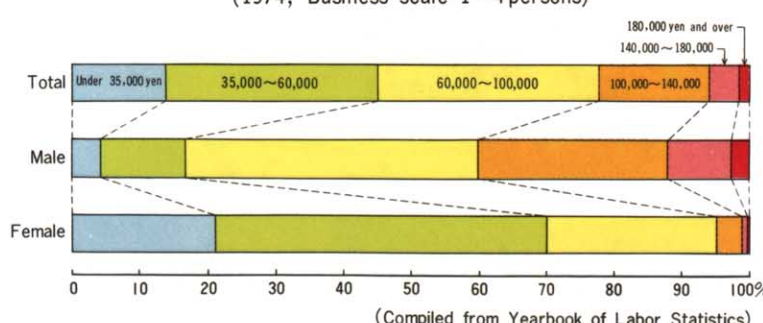
PRESCRIBED WAGES BY SCALE OF BUSINESS AND AGE (1974)



RATIO OF WORKERS BY BUSINESS SCALE AND NUMBER OF PRESCRIBED WEEKLY WORKING HOURS (1974)



RATIO OF REGULAR EMPLOYEES BY REGULARLY PAID WAGE (1974, Business scale 1-4 persons)



employment and do not include part-time workers and those hired out by the day.

Sources

1. Ministry of Labor, Report on Monthly Labor Survey—Local Survey, January through December, 1974.
2. Ministry of Labor, Yearbook of Labor Statistics, 1974.
3. Ministry of Labor, 1973 Report on Basic Statistical Survey on Wage Structure, Vols. 5-9 (for prefectures) and Supplementary Volume.
4. Ministry of Labor, General Report on Monthly Labor Survey, 1970-75.

2. Ratio of Women Part-time Workers and Wages

As of June 1973, there were 620,000 women part-time workers, of whom 51.8% were engaged in the manufacturing industry and 25.9% in the wholesale and retail businesses. The majority were engaged in uncomplicated jobs, such as production work, packing, selection, cleaning and miscellaneous services.

There were many women part-time workers in major cities and their outlying areas. Of all the women part-time workers, 31% were concentrated in Saitama, Tokyo, Tiba and Kanagawa prefectures and 22% in Kyoto, Osaka and Hyogo prefectures.

Of the women employees, women part-time workers account for 7.4%. The ratio stands at 21.2% in Kyoto Prefecture, 13.4% in Kanagawa Prefecture, 11.7% in Tiba Prefecture, 10.9% in Saitama Prefecture and 9.0% in Aiti Prefecture.

In regard to the wages paid to women part-time workers, the difference is small in respect to age, but the wages are highest in the 25-29 age bracket.

Salient Points of the Legend and Map Compilation

1. Women part-time workers, as referred to here, are the workers in regular employ whose working hours per day or work days per week are smaller than those of the ordinary workers.
2. This map represents the industries on which statistics have been tabulated, and the total value represents all the industries for the sake of convenience.
3. To indicate a hourly wage, any value over ¥5 but under ¥10 is counted as ¥10 but any value under ¥5 is dropped.

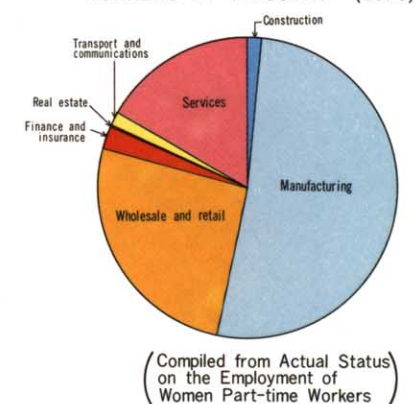
Sources

1. Ministry of Labor, 1973 Report on Basic Survey on Wage Structure, Vols. 5-9 (for prefectures).
2. Ministry of Labor, Actual Status on the Employment of Women Part-time Workers—Report on the Results of a Survey on the Employment of Women Part-time Workers in 1970.
3. Ministry of Labor, Yearbook of Labor Statistics, 1973.

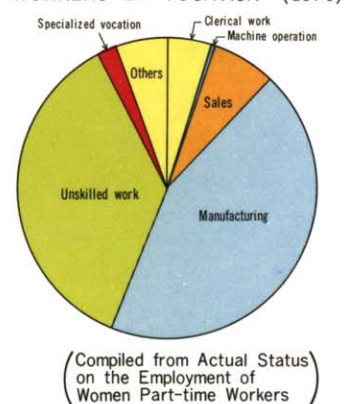
3. Membership in Labor Unions by Industry

The Japanese labor unions take on a unique pattern as they are organized with each enterprise regarded as a unit. As of June 1973, there were 65,450 labor unions and the total number of unionists (which includes that of unionists in the higher echelon and is called the "membership of individual labor unions") was 12,098,000, and the estimated organizing rate (the percent-

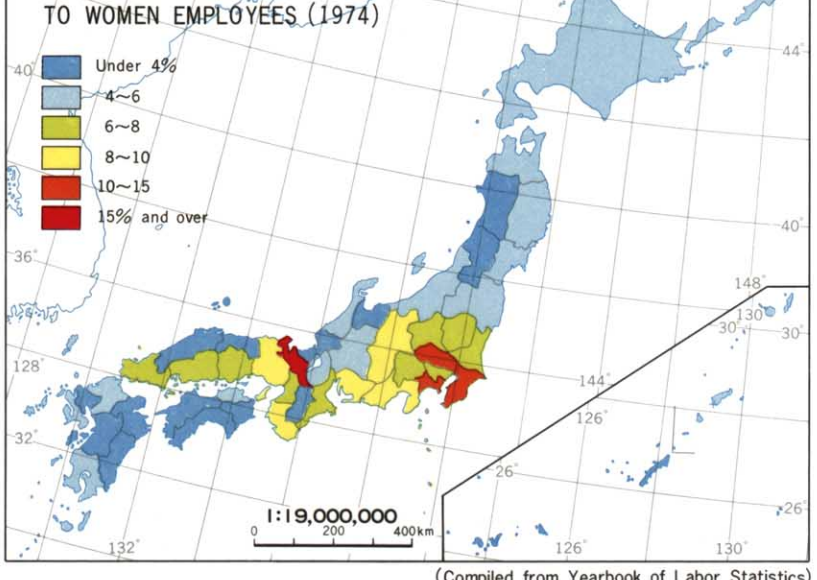
RATIO OF WOMEN PART-TIME WORKERS BY INDUSTRY (1970)



RATIO OF WOMEN PART-TIME WORKERS BY VOCATION (1970)



RATIO OF WOMEN PART-TIME WORKERS TO WOMEN EMPLOYEES (1974)



age of labor union membership to the number of workers in employment) stood at 33.2%.

By industry, the labor union membership is 4,533,000 (37.5% of the membership of all labor unions) in the manufacturing industry, 2,059,000 (17.0%) in the transportation and communication industry, 1,445,000 (11.9%) in the services industry, and 1,306,000 (10.8%) in the public services.

The estimated organizing ratio stands at 75.9% in the public services, 63.2% in the transportation and communication industry, 61.6% in the electric, gas and water services, 57.2% in the banking, insurance and real estate businesses, 9.3% in the retail business and 18.5% in the construction industry.

The labor unions of major businesses employing upwards of 1,000 persons account for only 28.1% of the total number of labor unions, and the membership of these labor unions is 59.0% of that of all labor unions.

There are four national federations of labor unions, including the General Council of Trade Unions of Japan (Sohyo), Japanese Confederation of Labor (Domei), National Federation of Industrial Organizations (Sinsanbetu), and Federation of Independent Unions of Japan (Tyurituroren). Of all the labor unions in Japan, 36.1% are affiliated with Sohyo, 18.9% with Domei, 11.3% with Tyurituroren and 0.6% with Sinsanbetu.

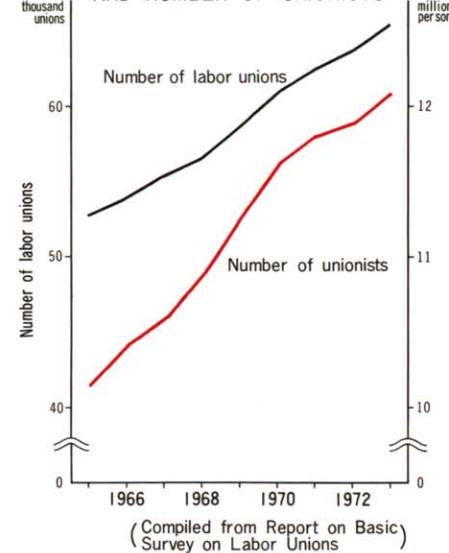
Salient Points of the Legend and Map Compilation

1. In regard to the membership of labor unions by industry, the industries are usually classified into 14 divisions based on statistical data, but on this map, the industries are classified into 9 divisions.
2. The statistics on the membership of labor unions are not arranged on the basis of the membership of individual labor unions classified by prefecture. On this map, reference is made to that of individual labor unions. The individual labor unions, acting in accordance with their respective statutes, adopts a system in which workers become their members on an individual basis, with the consequence that they do not have any substructures which come into operation from an independent standpoint.
3. Unionists of the nonclerical divisions of government agencies are classified into industries, depending on the line of work in which they are engaged.

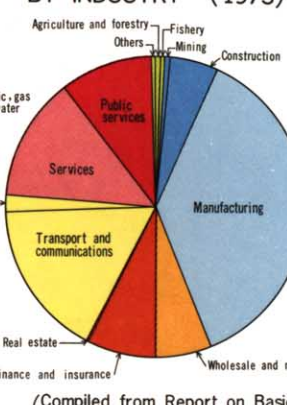
Source

1. Ministry of Labor, 1973 Report on Basic Survey on Labor Unions.

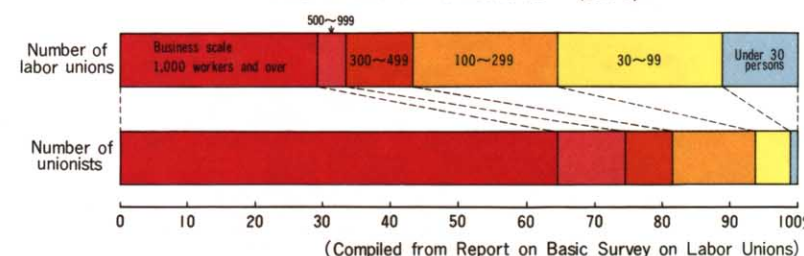
CHANGES IN NUMBER OF LABOR UNIONS AND NUMBER OF UNIONISTS



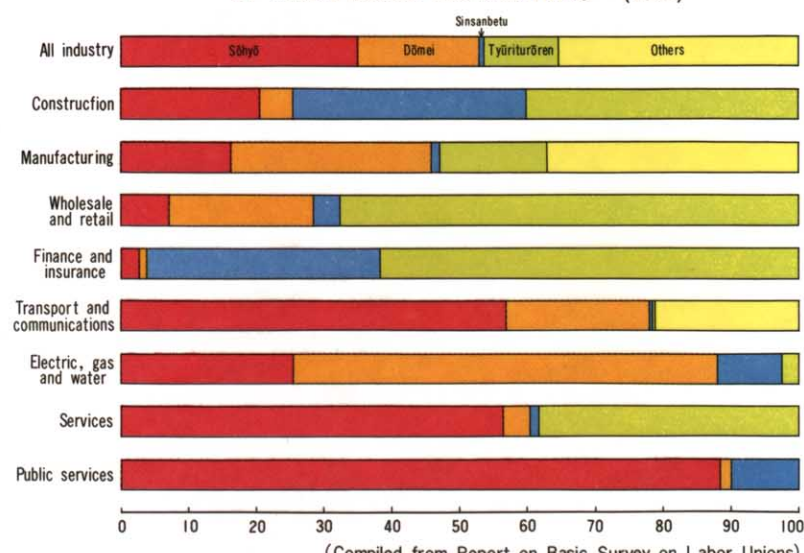
RATIO OF UNIONISTS BY INDUSTRY (1973)

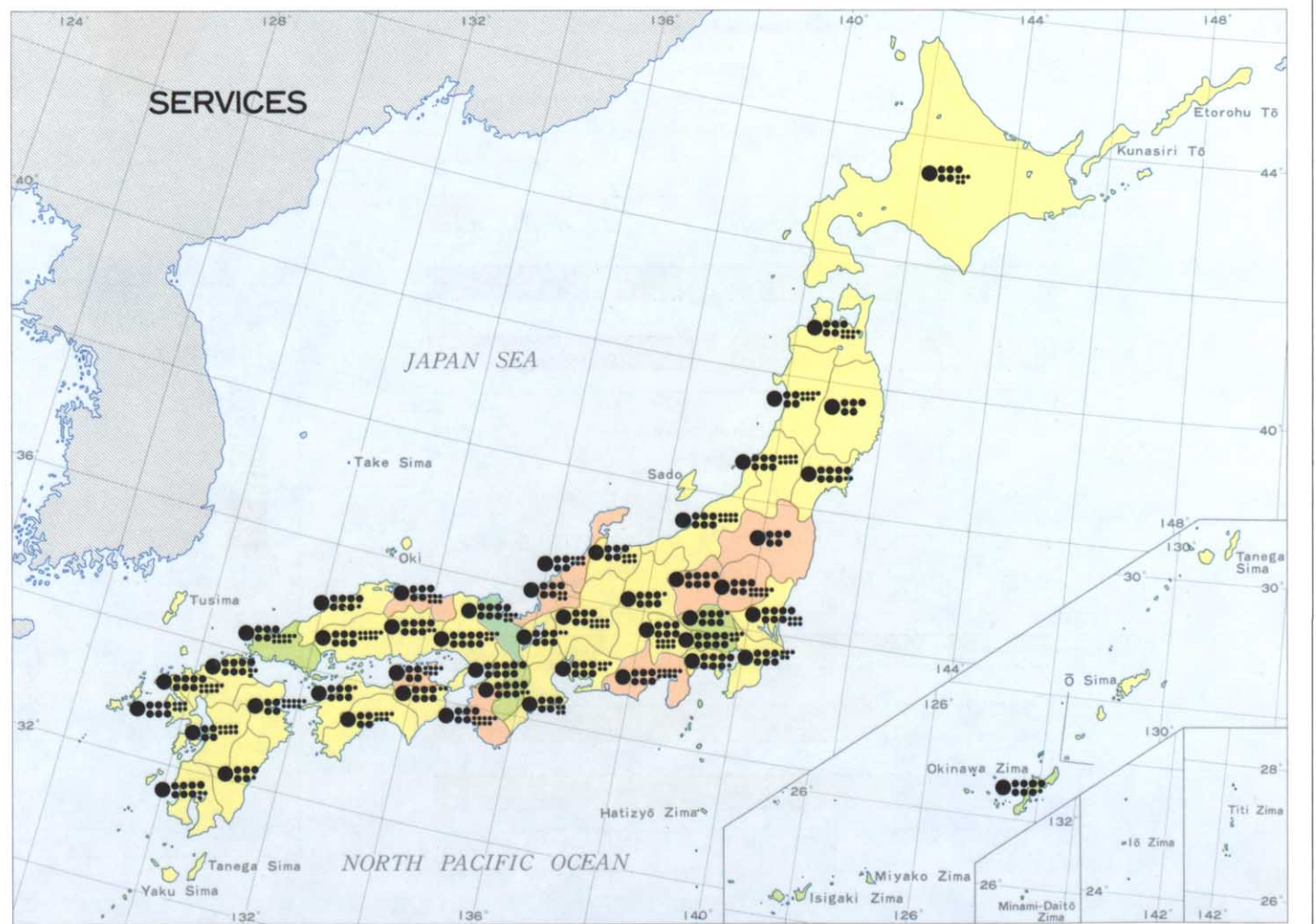
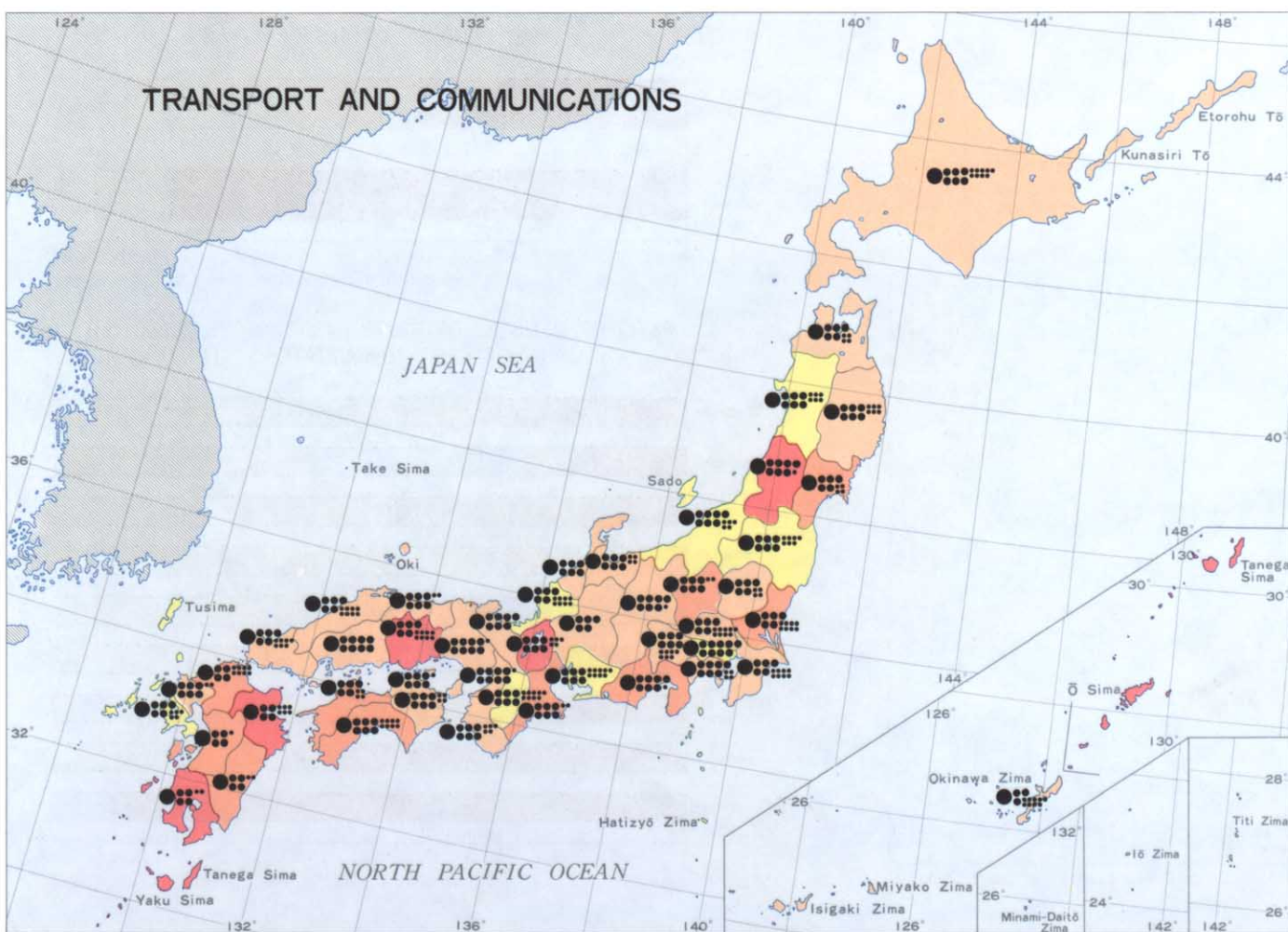
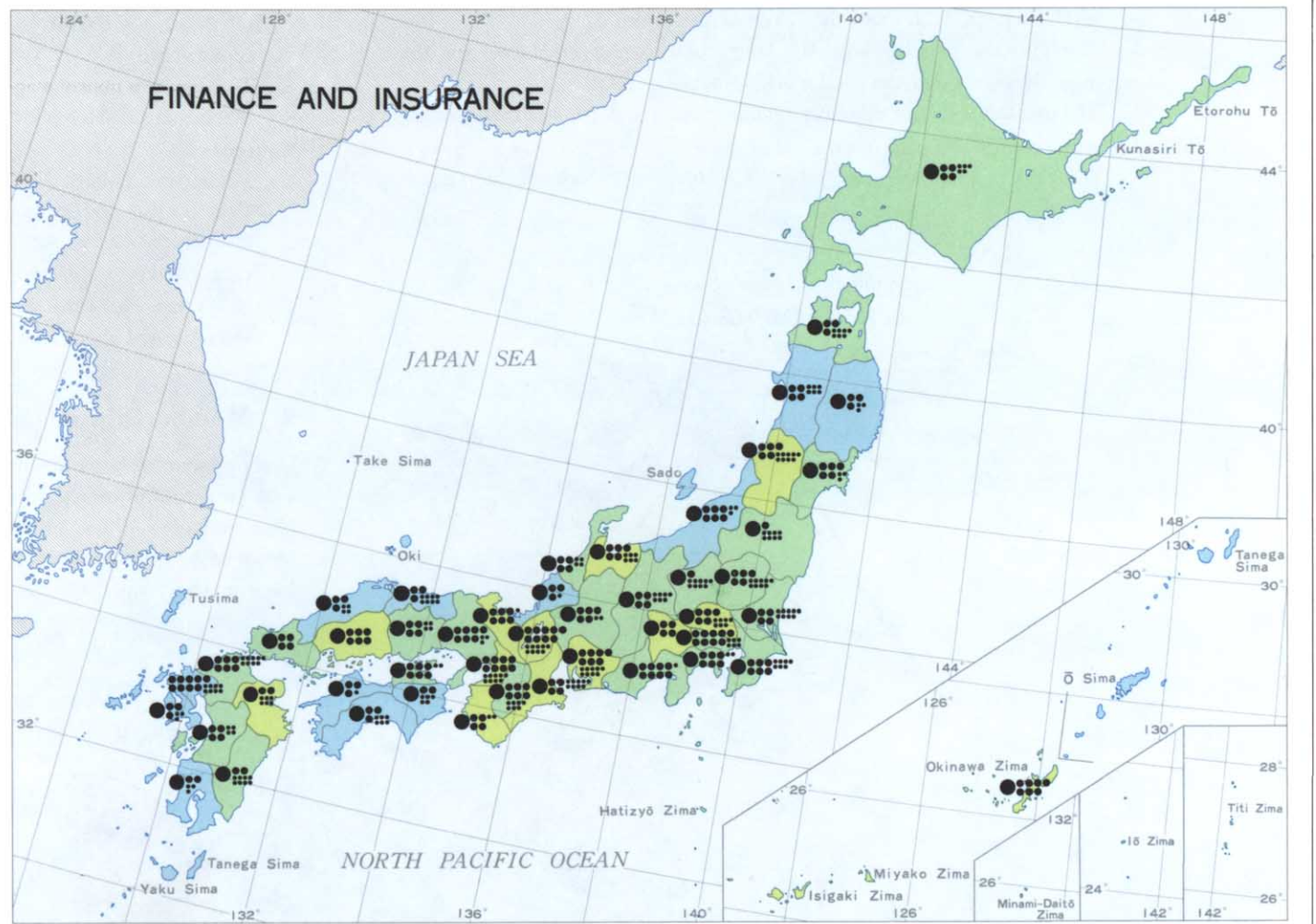
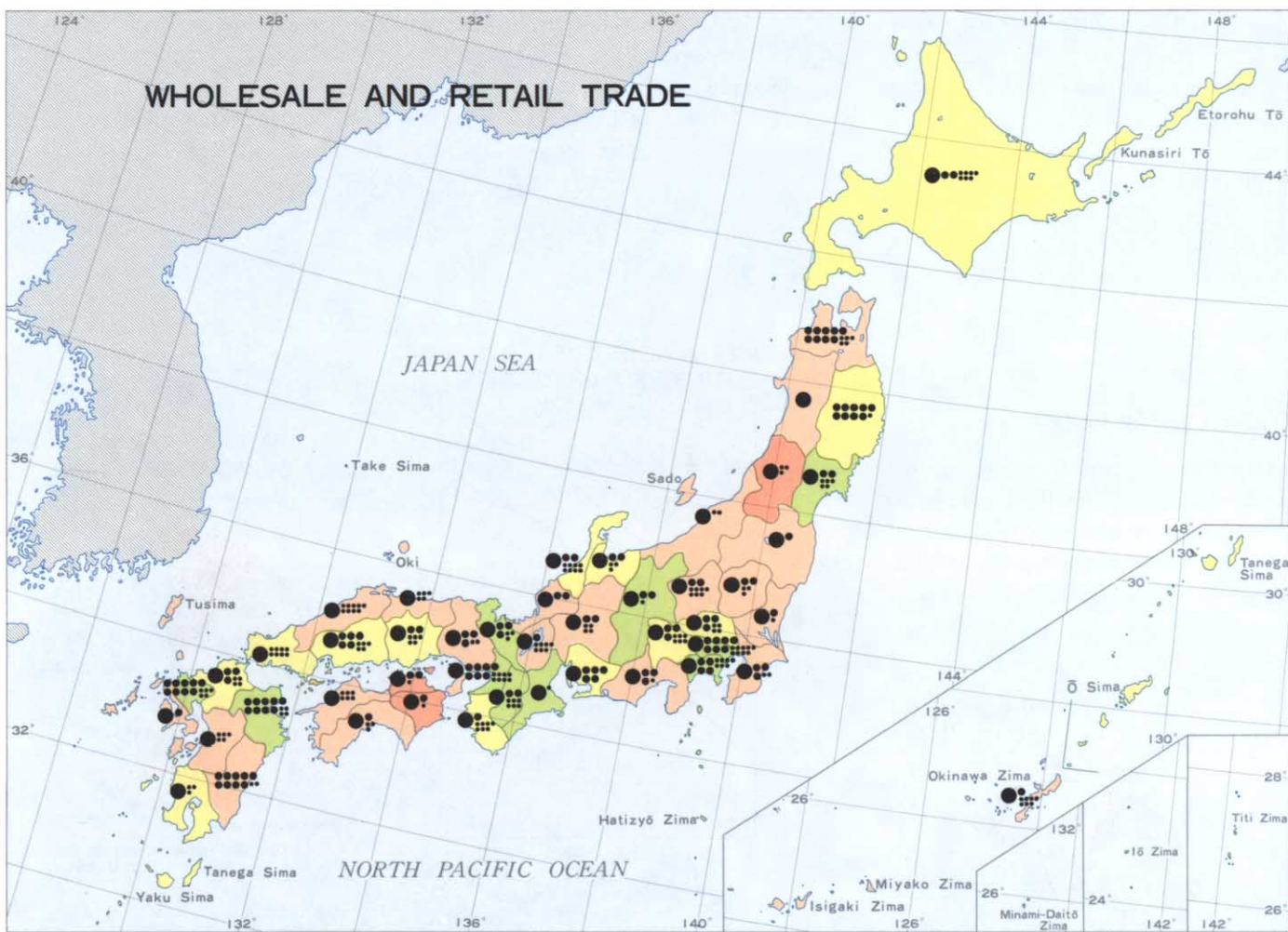
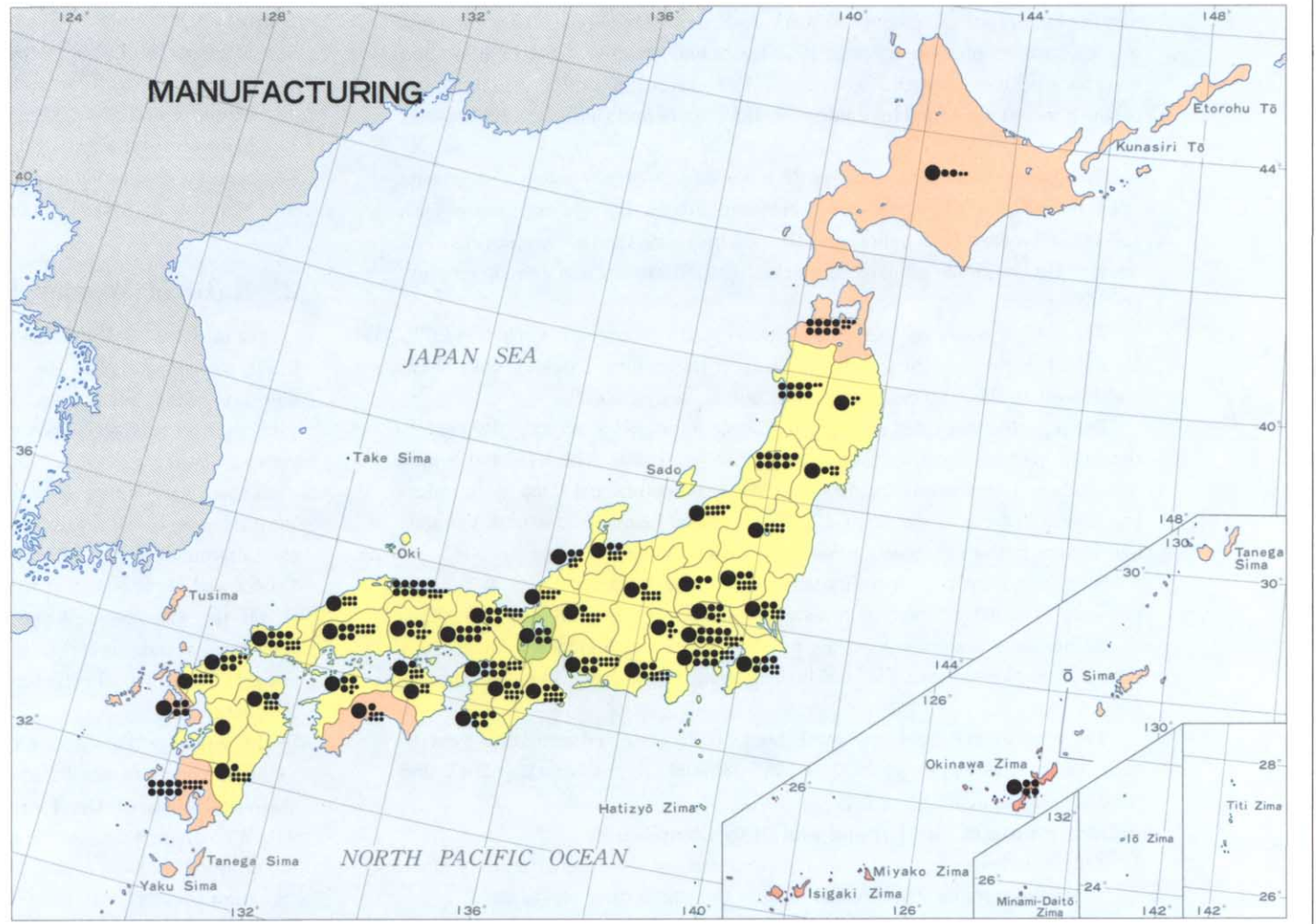
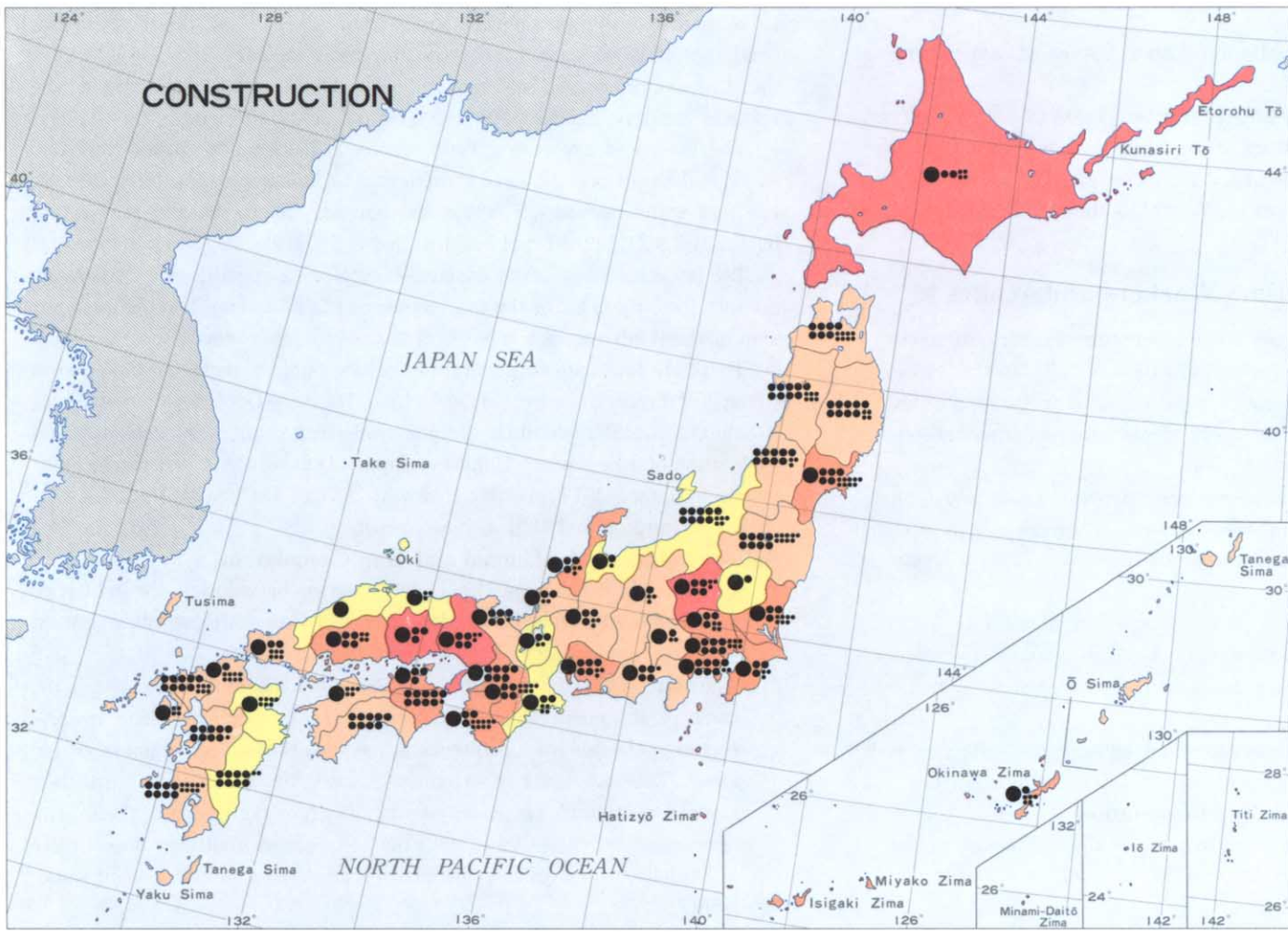
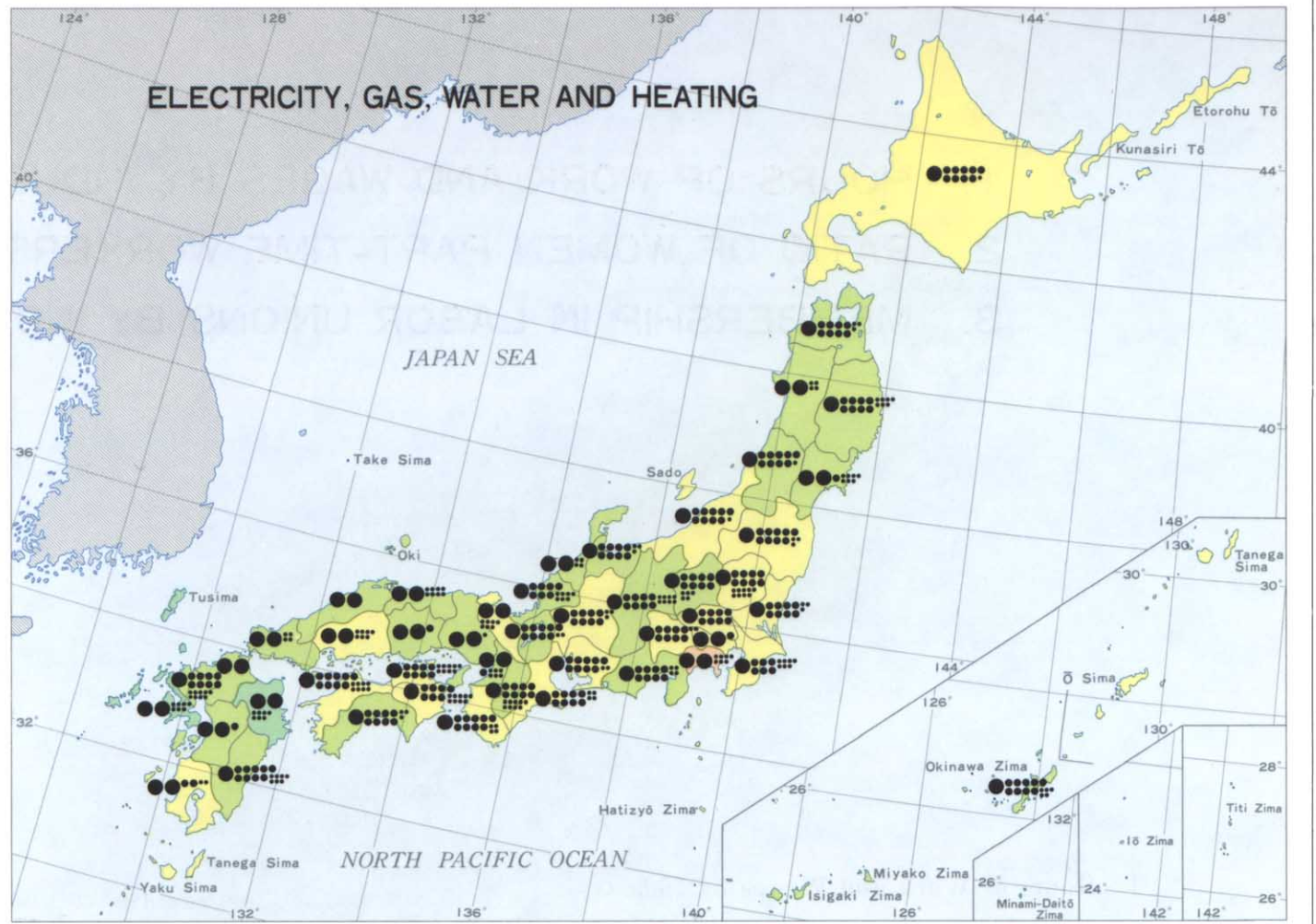
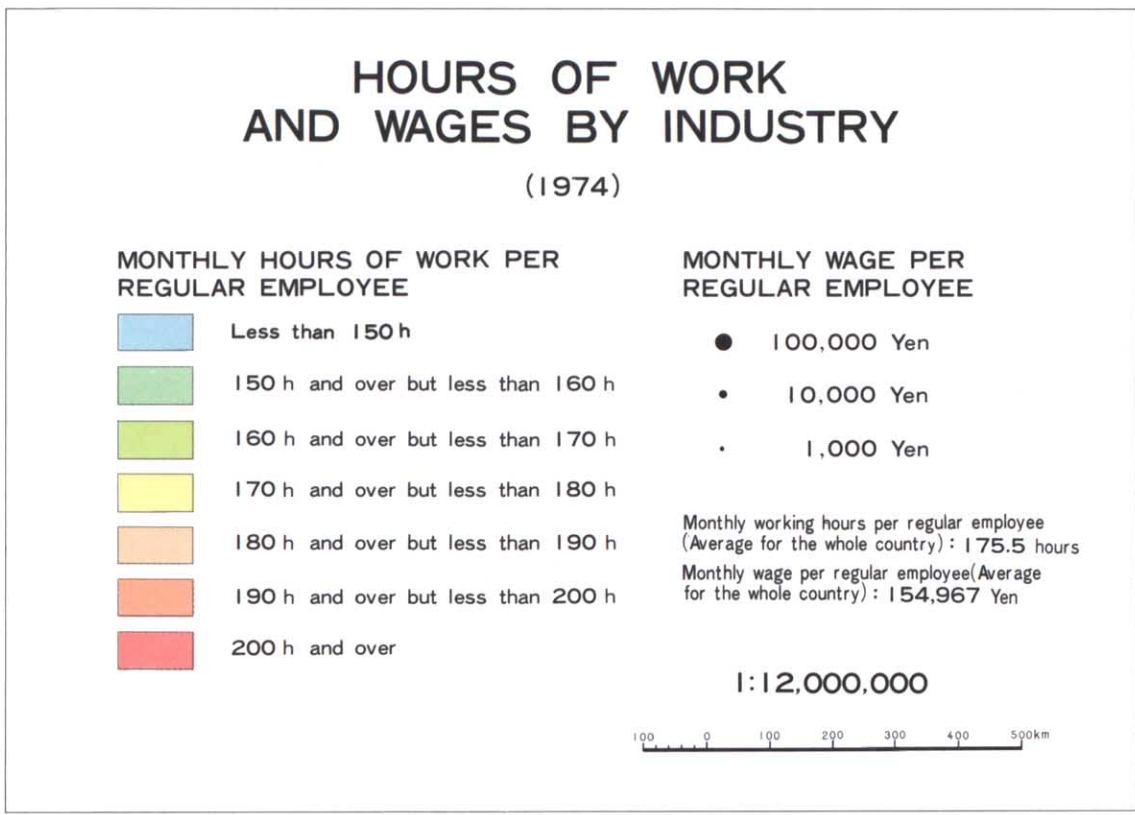


NUMBER OF LABOR UNIONS BY BUSINESS SCALE AND RATIO OF UNIONISTS (1973)



RATIO OF MEMBERS OF MAJOR LABOR UNIONS CLASSIFIED BY MAJOR LABOR ORGANIZATIONS (1973)





**RATIO OF WOMEN PART-TIME WORKERS AND WAGES**

(1973)

NUMBER OF WOMEN PART-TIME WORKERS PER 1,000 EMPLOYED PERSONS

- Less than 5
- 5 and over but less than 10
- 10 and over but less than 15
- 15 and over but less than 20
- 20 and over but less than 25
- 25 and over but less than 30
- 30 and over
- No available data

WOMEN PART-TIME WORKER'S WAGES PER HOUR

- 100 Yen
- 10 Yen

Number of women part-time workers (Whole country): 620 thousand persons  
 Number of women part-time worker per 1,000 employed persons (Average for the whole country): 24 persons  
 Wages of women part-time workers per hour (Average for the whole country): 242 Yen

1:12,000,000

