

Indicator 8.5.1

Indicator Name, Target and Goal

Indicator 8.5.1 Average hourly earnings of employees, by sex, age, occupation and persons with disabilities

Target 8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value

Goal 8 Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

Definition and Rationale

○ Definition

The following statistics from privately managed offices that employ 10 or more regular employees:

- (1) Average monthly scheduled cash earnings for ordinary workers; total for both sexes and all ages divided by average monthly actual number of scheduled hours worked for ordinary workers; total for both sexes and all ages.
- (2) Average monthly scheduled cash earnings for ordinary workers; total for men and all ages divided by average monthly actual number of scheduled hours worked for ordinary workers; total for men and all ages.
- (3) Average monthly scheduled cash earnings for ordinary workers; total for women and all ages divided by average monthly actual number of scheduled hours worked for ordinary workers; total for women and all ages.

○ Concepts

- The scheduled cash earnings refers to contractual cash earnings and excludes overtime allowance.
- The contractual cash earnings is the sum of the basic wage for June of the surveyed year and allowances determined in advance, including overtime allowance.
- Overtime allowance is the earnings paid according to the actual hours worked overtime (includes allowances such as overtime work allowance, late-night allowance, holiday work allowance and night-duty allowance).

- The actual number of scheduled hours worked is the number of hours actually worked within the hours from opening to closing hours of work in the scheduled work days stipulated in the office's employment regulations.
- Ordinary workers are regular employees other than "part-time workers."
- Part-time workers are regular employees whose scheduled work hours per day are fewer than ordinary workers of the same office, or have fewer scheduled work days per week regardless of having the same scheduled work hours per day compared to ordinary workers.
- Regular employees are workers who fall under one of the following:
 - a) Persons who are employed without a definite term
 - b) Persons who are employed with a defined term of 1 month or more
 However, 2017 and before, it is a worker who falls under any of the following.
 - a) Persons who are employed without a definite term, or employed with a defined term longer than 1 month
 - b) Persons who are employed on a day-to-day basis or with a defined term within 1 month who have been employed for 18 or more days in the 2 months prior to the survey month

○ Rationale and Interpretation:

The average hourly earnings of employees can be calculated from Basic Survey on Wage Structure based on the survey of wages for ordinary workers in June and the actual number of hours actually worked in the survey, which is most suited to measure the targets.

Data Sources and Collection Method

Basic Survey on Wage Structure, Ministry of Health, Labour and Welfare

Method of Computation and Other Methodological Considerations

○ Computation Method

Calculated by dividing Average monthly actual number of scheduled hours worked for ordinary workers (by gender) from average monthly scheduled cash earnings for ordinary workers (by gender).

○ Comments and Limitations

- Basic Survey on Wage Structure does not classify between persons with

disabilities and persons with no disabilities

Data Disaggregation

Although calculation by industry, by type of employment, by occupation, by age group, by length of service group, by prefecture is possible, since it becomes enormous data files, the total is posted.

References

Basic Survey on Wage Structure, Ministry of Health, Labour and Welfare website

(<https://www.mhlw.go.jp/toukei/list/chinginkouzou.html>)

Basic Survey on Wage Structure, Portal Site of Official Statistics of Japan (e-Stat)

(<https://www.e-stat.go.jp/stat-search/files?page=1&toukei=00450091&tstat=000001011429&second=1>)

Custodian Ministries of Data

Ministry of Health, Labour and Welfare

Custodian Ministries of Related Policies

Ministry of Health, Labour and Welfare

International Organizations

International Labour Organization (ILO)