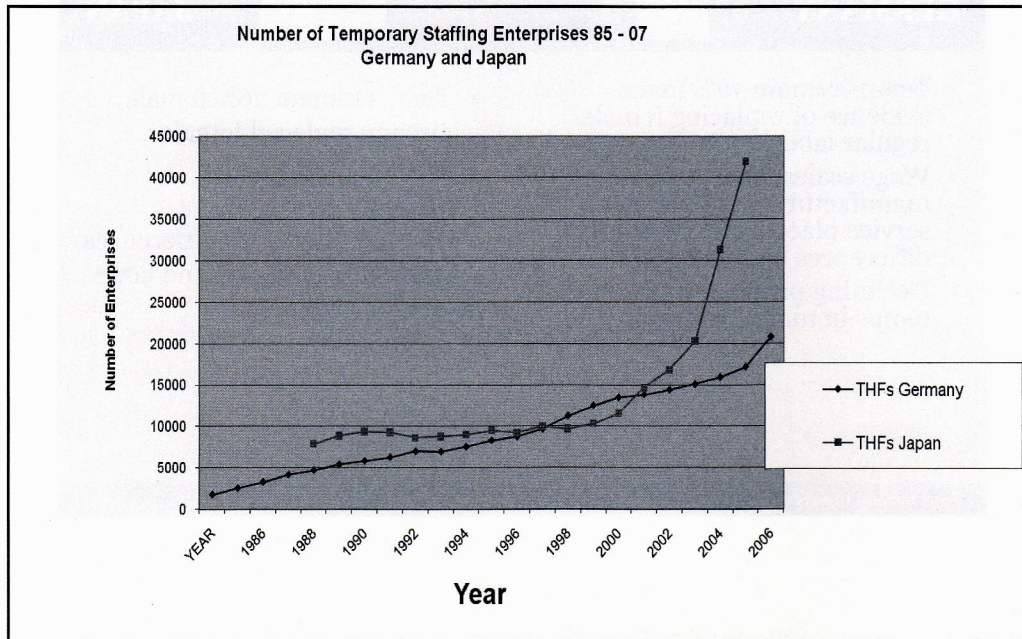
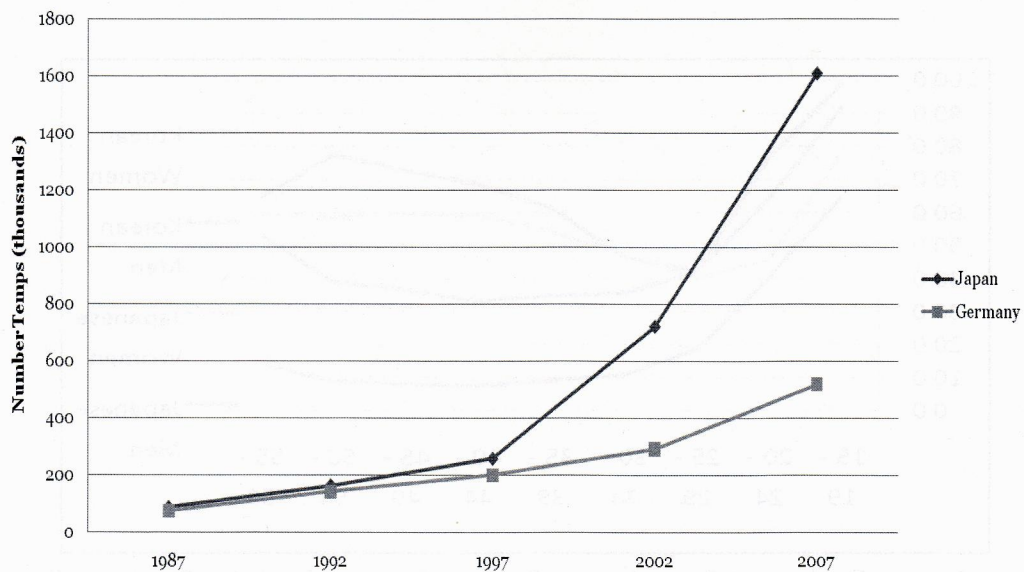


第3パネル 図表

〈発表者：カレン・シャイア〉



Temporary Employment in Germany and Japan 1987 - 2007



Gender Dimensions of Deregulation

9

GERMANY



- Temps remain 72% male, evidence of replacing female regular labor
- Wage scales favor male manufacturing over female service placements, with large differences between steps
- Declining protections for male temps in manufacturing

JAPAN



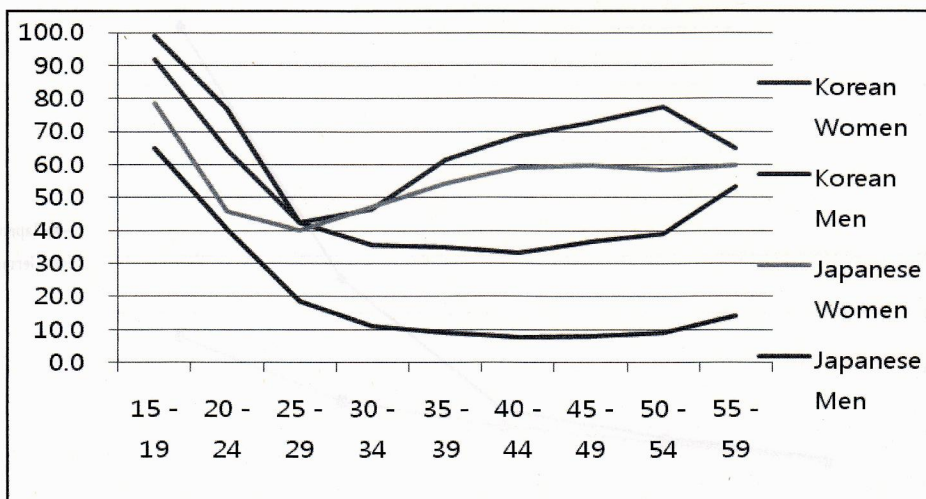
- Temps remain 76% female, already replaced female regular work
- Strongly gendered occupational wage differences (software vs. Sales) and large gender wage gap

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6.3.2010

〈発表者：金英〉

Figure 1 Non-regular Worker Ratio by Age Group in Korea(2008) and Japan(2007)



Source: Japan – Employment Status Survey; Korea – Economically Active Population Survey

**Table 1 Work Hours and wage ratio by Employment Type in Korea and Japan
(non-agriculture, 2008)**

		Korea			Japan	
		Men	Women Total	Married Women	Men	Women
Weekly Work Hours*	Regular	44.5	44	43.8	42.1	39.6
	Non-regular****	48.0	42.6	42.8	19.2	21.0
Wage Ratio 1**	Regular	100.0	67.5	71.8	100.0	70.1
	Non-regular	51.2	40.6	39.8	40.9	37.5
Wage Ratio 2*** part-time ratio		51.2	60.2	55.4	40.9	53.5
		3.9	12.5	13.8	14.3	42.6

Source: Japan – Basic survey on wage structure; Korea – Additional Survey to Economically Active Population Survey (work hours), Economically Active Population Survey (part-timer ratio)

* including overwork hours. ** ratio in using male regular worker's wage as 100(hourly wage including bonus are compared). *** ratio within the same gender. **** Japan- non-regular part-time worker.

Table 2 Social Insurance Coverage by Employment Type, Gender and Marital Status in Korea and Japan

Employment Type			Korea(2008)			Japan(2007)	
			Men	Women Total	Married Women	Men	Women
Pension	Regular	Workplace-based	98.6	99.2	99.0	99.4	96.9
	Non-regular	Workplace-based	36.8	30.6	26.6	55.9	41.1
		Location-based	13.8	9.5	11.0		18.8*
		Spouser's pension					42.6*
Health Insurance	Regular	Workplace-based	99.9	99.8	99.7	99.8	99.4
	Non-regular	Workplace-based	40.3	31.5	27.7	58.5	42.8
		Location-based	36.3	30.3	32.2		
		Family-based	12.0	23.9	25.6		42.6*
Employee Insurance	Regular		82.6	81.0	77.2	99.2	99.2
	Non-regular		37.5	30.5	26.9	56.0	62.4
Bonus	Regular		97.1	94.9	94.7	84.6	85.1
	Non-regular		23.5	17.1	14.8	42.1	29.2
Retirement Benefit	Regular		99.4	99.3	99.6	80.4	71.9
	Non-regular		30.0	23.5	20.8	15.9	7.5

Source: Japan – General Survey on the Variety of Employment Type; Korea – *Additional Survey to Economically Active Population Survey*

* Women's part-timer (MHLW, 2006)