



# Wage Difference Men and Women/男女の賃金差異

| Category/区分                          | Wage differentials between men and women<br>(Ratio of women's wages to men's wages)<br>男女の賃金の差異<br>(男性の賃金に対する女性の賃金の割合) |
|--------------------------------------|--|
| All Worker/全ての労働者                    | 72.0%  |
| Of which Regular Worker/うち正規労働者      | 72.6%  |
| Of which Non-Regular Worker/うち非正規労働者 | 146.9%   |

## Note/注釈

Period/対象期間 FY2023 (2023/04/01-2024/03/31)

Regular Worker/  
正規労働者 Workers working full time with a direct employment contract  
直接雇用契約があるフルタイムを勤務する労働者

Non-Regular Worker/非正規労働者 Part-time employees whose scheduled weekly working hours are shorter than those  
of regular workers/正規労働者の1週間の所定労働時間に比べて短いパートタイム職員

Wages/賃金 Excluding commuting allowance/通勤手当を除く