

### **III. Appendix: Statistical Data**

## Appendix: Statistical Data

### Contents

<b>Table 1:</b>	<b>Distribution by industry, size of the company and percentage of foreign capital.....</b>	<b>39</b>
<b>Table 2:</b>	<b>Nationality of foreign capital .....</b>	<b>40</b>
<b>Table 3:</b>	<b>Date of establishment.....</b>	<b>41</b>
<b>Table 4:</b>	<b>The number of regular, temporary, part-time, and other workers .....</b>	<b>42</b>
<b>Table 5:</b>	<b>Proportion of foreigners among regular workers.....</b>	<b>43</b>
<b>Table 6:</b>	<b>Proportion of women among managerial position.....</b>	<b>44</b>
<b>Table 7:</b>	<b>Proportion of foreigners among the managers .....</b>	<b>45</b>
<b>Table 8:</b>	<b>Nationality of the president.....</b>	<b>46</b>
<b>Table 9:</b>	<b>Number of persons hired, midcareer workers, percentage of midcareer workers, number of separated workers and number separated due to the circumstances of the company within the past year.....</b>	<b>47</b>
<b>Table 10:</b>	<b>Existence of labor unions and employee organizations by industry .....</b>	<b>49</b>
<b>Table 11:</b>	<b>Unionization rate, status of membership in trade union confederations .....</b>	<b>51</b>
<b>Table 12:</b>	<b>Existence of labor agreements and collective bargaining within the past two years .....</b>	<b>52</b>
<b>Table 13:</b>	<b>Matters of conflict between labor and management (matters that did not lead to labor dispute actions).....</b>	<b>53</b>
<b>Table 14:</b>	<b>Number of companies experienced disputes accompanied by labor dispute actions and number of disputes.....</b>	<b>54</b>
<b>Table 15:</b>	<b>Points of contention in labor disputes .....</b>	<b>56</b>
<b>Table 16:</b>	<b>Forms of labor dispute actions.....</b>	<b>57</b>
<b>Table 17:</b>	<b>Existence of labor-management consultation committees, number of meetings called within the past year .....</b>	<b>58</b>
<b>Table 18:</b>	<b>Matters to be placed on agenda by the labor-management consultation committees .....</b>	<b>59</b>
<b>Table 19:</b>	<b>Existence of systems for facilitating labor-management communication .....</b>	<b>60</b>
<b>Table 20:</b>	<b>Existence of employment adjustments within the past two years, and the contribution of labor unions at those times.....</b>	<b>61</b>
<b>Table 21:</b>	<b>Approaches to hiring workers .....</b>	<b>70</b>
<b>Table 22:</b>	<b>Future guidelines for hiring workers .....</b>	<b>74</b>
<b>Table 23:</b>	<b>Reasons for hiring guidelines.....</b>	<b>75</b>
<b>Table 24:</b>	<b>Staffing plans and hiring guidelines for the next 3 years.....</b>	<b>76</b>
<b>Table 25:</b>	<b>Status of hiring in personnel management systems.....</b>	<b>77</b>
<b>Table 26:</b>	<b>Concepts of personnel and labor management.....</b>	<b>78</b>
<b>Table 27:</b>	<b>Final decision making authority in matters of administration and personnel management .....</b>	<b>82</b>
<b>Table 28:</b>	<b>Problems related to administration or personnel management.....</b>	<b>88</b>
<b>Table 29:</b>	<b>Starting salaries (actual amounts paid) for new graduates taking their first jobs (office work), standard salaries for 30-year-old workers originally hired as new graduates .....</b>	<b>93</b>
<b>Table 30:</b>	<b>Weekly scheduled working hours.....</b>	<b>95</b>
<b>Table 31:</b>	<b>Distribution of the annual total of day off.....</b>	<b>96</b>
<b>Table 32:</b>	<b>Average annual days of paid holidays provided, average days acquired, average grant acquired rate .....</b>	<b>97</b>
<b>Table 33:</b>	<b>Special holidays system.....</b>	<b>98</b>
<b>Table 34:</b>	<b>Status of wages paid under the special holidays system .....</b>	<b>99</b>

Table 1: Distribution by Industry, Size of the Company and Percentage of Foreign Capital

		(company, %)						
Nationality of foreign capital	Industry and size of the company	Japanese corporations				Branches of foreign corporation	Not classified	
		Total	100%	More than 50% and less than 100%	50%			Between 1/3 and 50%
<b>Total industries surveyed</b>		<b>529</b>	<b>265</b>	<b>65</b>	<b>60</b>	<b>39</b>	<b>90</b>	<b>10</b>
		(100.0)	(50.1)	(12.3)	(11.3)	(7.4)	(17.0)	(1.9)
<b>By industry</b>								
	Construction industry	6	-	2	-	1	3	-
	Manufacturing industry	124	53	18	35	13	2	3
	Food	3	1	-	-	2	-	-
	Textile, clothing, etc.	1	1	-	-	-	-	-
	Lumber and wood products	-	-	-	-	-	-	-
	Furniture and equipment	4	4	-	-	-	-	-
	Pulp, paper, and paper products	1	1	-	-	-	-	-
	Publishing, printing, and related areas	5	4	1	-	-	-	-
	Chemical industry	43	18	6	17	-	1	1
	Petroleum and coal products	5	1	1	2	1	-	-
	Rubber products	1	-	1	-	-	-	-
	Ceramic and cement	3	-	1	1	1	-	-
	Non-ferrous metals	2	-	-	-	1	-	1
	Metal products	1	-	-	-	1	-	-
	General machinery	16	7	2	7	-	-	-
	Electrical machinery	15	6	2	4	2	-	1
	Transportation equipment	10	4	1	2	3	-	-
	Precision machinery	9	4	3	-	1	1	-
	Other	5	2	-	2	1	-	-
	Transport and communication industry	52	16	3	4	3	24	2
	Wholesale and retail trade and food and drink establishments	156	110	24	10	9	3	-
	Financial and insurance industry	77	18	1	1	-	55	2
	Real estate industry	1	1	-	-	-	-	-
	Service industry	113	67	17	10	13	3	3
	Not classified	-	-	-	-	-	-	-
<b>By size of company</b>								
	1,000 employees or more	21	9	4	3	1	3	1
	500-999 employees	22	10	5	2	2	3	-
	300-499 employees	26	11	2	6	5	2	-
	100-299 employees	72	37	8	6	8	11	2
	30-99 employees	160	89	17	16	8	27	3
	10-29 employees	85	34	8	6	5	30	2
	9 employees or fewer than	126	68	20	17	9	11	1
	Not classified	17	7	1	4	1	3	1

Note: The figures within parentheses are percentages of composition

Table 2: Nationality of Foreign Capital

Nationality of foreign capital  Industry, percentage of foreign capital and size of the company	North America					Europe							Asia					Near and Middle East	Oceania						
	Total	Total	America	Canada	Central and South America	Total	The United Kingdom	France	Germany	Switzerland	The Netherlands	Sweden	Other	Total	South Korea	China	Taiwan	Hong Kong	Other	Near and Middle East	Total	Australia	Other	Africa	Not classified
<b>Total industries surveyed</b>	529	237	231	6	6	200	44	25	55	18	23	10	25	76	13	16	13	13	21	2	3	2	1	1	4
	(100.0)	(44.8)	(43.7)	(1.1)	(1.1)	(37.8)	(8.3)	(4.7)	(10.4)	(3.4)	(4.3)	(1.9)	(4.7)	(14.4)	(2.5)	(3.0)	(2.5)	(2.5)	(4.0)	(0.4)	(0.6)	(0.4)	(0.2)	(0.2)	(0.8)
<b>By industry</b>																									
Construction industry	6	5	5	-	-	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing industry	124	66	66	-	-	52	10	6	20	4	5	2	5	6	-	1	3	-	2	-	-	-	-	-	-
Food	3	2	2	-	-	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Textile, clothing, etc.	1	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Lumber and wood products	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Furniture and equipment	4	1	1	-	-	2	1	-	-	-	-	1	1	-	1	-	-	-	-	-	-	-	-	-	-
Pulp, paper, and paper products	1	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Publishing, printing, and related areas	5	2	2	-	-	3	-	-	2	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Chemical industry	43	22	22	-	-	20	4	2	8	2	3	-	1	1	-	-	1	-	-	-	-	-	-	-	-
Petroleum and coal products	5	4	4	-	-	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Rubber products	1	-	-	-	-	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Ceramic and cement	3	1	1	-	-	2	-	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Non-ferrous metals	2	1	1	-	-	-	-	-	-	-	-	-	-	1	-	-	1	-	-	-	-	-	-	-	-
Metal products	1	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
General machinery	16	8	8	-	-	7	1	-	3	1	-	1	1	-	-	-	-	-	1	-	-	-	-	-	-
Electrical machinery	15	10	10	-	-	5	1	-	2	-	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Transportation equipment	10	4	4	-	-	6	2	1	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Precision machinery	9	6	6	-	-	3	-	-	-	1	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-
Other	5	2	2	-	-	1	-	-	1	-	-	-	2	-	-	1	-	1	-	-	-	-	-	-	-
Transport and communication industry	52	16	15	1	-	18	1	1	4	2	4	-	6	14	1	4	2	2	5	1	2	1	1	1	-
Wholesale and retail trade and food and drink establishments	156	64	61	3	1	65	6	9	18	10	10	5	7	26	8	8	3	2	5	-	-	-	-	-	-
Financial and insurance industry	77	24	22	2	4	28	16	2	4	1	-	1	4	19	4	2	3	4	6	1	-	-	-	-	1
Real estate industry	1	-	-	-	-	0	-	-	-	-	-	-	-	1	-	-	-	1	-	-	-	-	-	-	-
Service industry	113	62	62	-	1	36	10	7	9	1	4	2	3	10	-	1	2	4	3	-	1	1	-	-	3
Not classified	-	-	-	-	-	0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>By the percentage of foreign capital</b>																									
100%	265	119	117	2	5	108	22	12	33	10	12	8	11	31	6	7	4	5	9	-	1	1	-	-	1
More than 50% and less than 100%	65	30	29	1	-	27	3	5	9	3	3	-	4	8	1	2	2	2	1	-	-	-	-	-	-
50%	60	33	33	-	-	22	4	3	5	2	6	2	-	4	-	2	1	-	1	-	-	-	-	-	1
Between 1/3 and 50%	39	21	21	-	-	14	5	2	3	2	1	-	1	4	1	-	2	1	-	-	-	-	-	-	-
Branches of foreign corporation	90	30	28	2	1	25	9	3	3	1	1	-	8	28	4	5	4	5	10	2	2	1	1	1	1
Not classified	10	4	3	1	-	4	1	0	2	0	0	0	1	1	1	0	0	0	0	-	0	0	-	-	1
<b>By size of company</b>																									
1,000 employees or more	21	13	13	-	-	8	4	-	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
500-999 employees	23	13	13	-	-	10	3	2	1	1	2	-	1	-	-	-	-	-	-	-	-	-	-	-	-
300-499 employees	26	17	16	1	-	8	1	-	4	1	1	-	1	1	1	-	-	-	-	-	-	-	-	-	-
100-299 employees	72	32	32	-	1	34	5	4	12	3	7	2	1	5	1	-	-	3	1	-	-	-	-	-	-
30-99 employees	160	80	77	3	2	59	13	4	19	4	6	4	9	16	2	2	4	2	6	-	1	1	-	1	1
10-29 employees	84	28	27	1	-	30	8	6	2	4	2	2	6	22	1	4	4	4	9	2	2	1	1	-	-
9 employees or fewer than	126	43	42	1	3	47	9	9	12	3	5	2	7	32	8	10	5	4	5	-	-	-	-	-	1
Not classified	17	11	11	-	-	4	1	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2

Note: The figures within parentheses are percentages of composition

Table 3: Date of Establishment

Date of establishment  Industry, percentage of foreign capital, size of the company and nationality of foreign capital	Total	1999 ~ or later	1994 ~ 1998	1989 ~ 1993	1984 ~ 1988	1979 ~ 1983	1974 ~ 1978	1969 ~ 1973	1968 ~ or earlier	Not classified
	<b>Total industries surveyed</b>	<b>529</b> (100.0)	<b>5</b> (0.9)	<b>136</b> (25.7)	<b>65</b> (12.3)	<b>89</b> (16.8)	<b>53</b> (10.0)	<b>32</b> (6.0)	<b>58</b> (11.0)	<b>75</b> (14.2)
<b>By industry</b>										
Construction industry	6	-	-	-	3	1	-	1	1	-
Manufacturing industry	124	1	15	11	18	6	10	28	30	5
Food	3	-	1	-	-	-	1	1	-	-
Textile, clothing, etc.	1	-	-	-	1	-	-	-	-	-
Lumber and wood products	0	-	-	-	-	-	-	-	-	-
Furniture and equipment	4	-	1	-	2	-	-	1	-	-
Pulp, paper, and paper products	1	-	-	-	-	-	-	1	-	-
Publishing, printing, and related areas	5	-	2	1	-	-	1	1	-	-
Chemical industry	43	1	3	2	6	1	4	9	16	1
Petroleum and coal products	5	-	-	1	2	-	-	-	2	-
Rubber products	1	-	-	1	-	-	-	-	-	-
Ceramic and cement	3	-	-	-	-	-	-	3	-	-
Non-ferrous metals	2	-	1	-	-	-	-	1	-	-
Metal products	1	-	-	-	-	-	-	-	1	-
General machinery	16	-	2	1	2	1	1	5	3	1
Electrical machinery	15	-	3	3	-	1	1	1	4	2
Transportation equipment	10	-	1	1	4	1	1	1	1	-
Precision machinery	9	-	-	-	-	1	1	4	2	1
Other	5	-	1	1	1	1	-	-	1	-
Transport and communication industry	52	1	13	5	10	3	2	2	13	3
Wholesale and retail trade and food and drink establishments	156	2	31	26	34	22	12	13	15	1
Financial and insurance industry	77	1	23	10	10	6	4	8	10	5
Real estate industry	1	-	-	-	-	-	-	1	-	-
Service industry	113	-	54	13	14	15	4	5	6	2
Not classified	0	-	-	-	-	-	-	-	-	-
<b>By the percentage of foreign capital</b>										
100%	265	1	72	30	58	31	17	20	32	4
More than 50% and less than 100%	65	1	22	10	9	7	2	9	4	1
50%	60	-	12	8	7	6	3	13	8	3
Between 1/3 and 50%	39	-	12	6	3	3	2	6	6	1
Branches of foreign corporation	90	1	18	9	12	5	7	9	24	5
Not classified	10	2	-	2	-	1	1	1	1	2
<b>By size of company</b>										
1,000 employees or more	21	2	-	1	2	1	3	2	10	-
500-999 employees	23	1	-	5	3	4	-	4	6	-
300-499 employees	26	1	-	2	2	2	2	7	8	2
100-299 employees	72	2	2	5	18	10	4	11	18	2
30-99 employees	160	5	28	19	32	17	14	18	21	6
10-29 employees	84	2	34	8	11	9	4	6	8	2
9 employees or fewer than	126	9	43	24	20	10	5	10	2	3
Not classified	17	-	12	1	1	-	-	-	2	1
<b>By nationality of foreign capital</b>										
America	231	9	50	24	36	20	17	33	35	7
Canada	6	1	1	1	1	1	-	-	1	-
Central and South America	6	1	1	-	1	-	1	1	-	1
Europe	200	7	37	29	39	25	11	19	29	4
Asia	76	3	27	10	11	7	2	5	9	2
Near and Middle East	2	-	-	-	-	-	1	-	-	1
Oceania	3	-	1	1	1	-	-	-	-	-
Africa	1	-	-	-	-	-	-	-	1	-
Not classified	4	1	2	-	-	-	-	-	-	1

Note: The figures within parentheses are percentages of composition

Table 4: The Number of Regular, Temporary, Part-time, and Other Workers

(individuals)

Number of workers Industry and percentage of foreign capital	Total	Number of regular workers		Number of regular workers		Number of regular workers		Number of temporary, part-time, and other workers	
		(Total)	Average per company	(Male)	Average per company	(Female)	Average per company	(Total)	Average per company
<b>Total industries surveyed</b>	<b>529</b>	<b>112,637</b>	<b>212.9</b>	<b>78,201</b>	<b>147.8</b>	<b>34,436</b>	<b>65.1</b>	<b>17,176</b>	<b>32.5</b>
<b>By industry</b>									
Construction industry	6	1,028	171.3	847	141.2	181	30.2	3	0.5
Manufacturing industry	124	57,392	462.8	43,994	354.8	13,398	108.0	3,098	25.0
Food	3	595	198.3	410	136.7	185	61.7	10	3.3
Textile, clothing, etc.	1	83	83.0	57	57.0	26	26.0	-	-
Lumber and wood products	-	-	-	-	-	-	-	-	-
Furniture and equipment	4	500	125.0	335	83.8	165	41.3	-	-
Pulp, paper, and paper products	1	62	62.0	53	53.0	9	9.0	-	-
Publishing, printing, and related areas	5	114	22.8	69	13.8	45	9.0	4	0.8
Chemical industry	43	27,070	629.5	19,643	456.8	7,427	172.7	440	10.2
Petroleum and coal products	5	3,339	667.8	2,941	588.2	398	79.6	33	6.6
Rubber products	1	986	986.0	905	905.0	81	81.0	-	-
Ceramic and cement	3	1,022	340.7	842	280.7	180	60.0	13	4.3
Non-ferrous metals	2	49	24.5	40	20.0	9	4.5	5	2.5
Metal products	1	89	89.0	69	69.0	20	20.0	-	-
General machinery	16	3,559	222.4	3,072	192.0	487	30.4	57	3.6
Electrical machinery	15	12,967	864.5	9,912	660.8	3,055	203.7	1,137	75.8
Transportation equipment	10	4,270	427.0	3,588	358.8	682	68.2	1,338	133.8
Precision machinery	9	1,957	217.4	1,444	160.4	513	57.0	47	5.2
Other	5	730	146.0	614	122.8	116	23.2	14	2.8
Transport and communication industry	52	5,613	107.9	3,667	70.5	1,946	37.4	212	4.1
Wholesale and retail trade and food and drink establishments	156	23,140	148.3	13,520	86.7	9,620	61.7	771	4.9
Financial and insurance industry	77	16,594	215.5	10,627	138.0	5,967	77.5	1,783	23.2
Real estate industry	1	2	2.0	1	1.0	1	1.0	-	-
Service industry	113	8,868	78.5	5,545	49.1	3,323	29.4	11,309	100.1
Not classified	-	-	-	-	-	-	-	-	-
<b>By the percentage of foreign capital</b>									
100%	265	48,934	184.7	34,932	131.8	14,002	52.8	2,743	10.4
More than 50% and less than 100%	65	19,013	292.5	11,963	184.0	7,050	108.5	388	6.0
50%	60	17,348	289.1	12,559	209.3	4,789	79.8	1,789	29.8
Between 1/3 and 50%	39	8,575	219.9	6,549	167.9	2,026	51.9	1,822	46.7
Branches of foreign corporation	90	14,598	162.2	9,354	103.9	5,244	58.3	1,267	14.1
Not classified	10	4,169	416.9	2,844	284.4	1,325	132.5	9,167	916.7

Table 5: Proportion of Foreigners among Regular Workers

(%)

Percentage of Foreigners	0%	1% or fewer	More than 1% ~ less than 5%	More than 5% ~ less than 10%	10% or more	Average rate per company
Industry, percentage of foreign capital, size of the company and nationality of foreign capital						
<b>Total industries surveyed</b>	<b>54.1</b>	<b>8.2</b>	<b>12.7</b>	<b>6.4</b>	<b>18.6</b>	<b>7.3</b>
<b>By industry</b>						
Construction industry	60.0	20.0	-	-	20.0	4.1
Manufacturing industry	67.7	17.7	10.5	1.6	2.4	1.6
Transport and communication industry	48.1	5.8	15.4	3.8	26.9	8.3
Wholesale and retail trade and food and drink establishments	58.8	6.5	16.3	3.3	15.0	7.8
Financial and insurance industry	26.7	4.0	12.0	14.7	42.7	16.6
Real estate industry	100.0	-	-	-	-	-
Service industry	52.9	2.9	9.8	12.7	21.6	6.3
Not classified	-	-	-	-	-	-
<b>By the percentage of foreign capital</b>						
100%	51.2	7.8	15.9	7.8	17.4	4.8
More than 50% and less than 100%	62.5	7.8	17.2	3.1	9.4	8.1
50%	71.4	14.3	5.4	3.6	5.4	12.3
Between 1/3 and 50%	84.2	7.9	2.6	-	5.3	18.4
Branches of foreign corporation	33.3	4.6	10.3	10.3	41.4	4.1
Not classified	55.6	11.1	-	-	33.3	11.2
<b>By size of company</b>						
1,000 employees or more	28.6	71.4	-	-	-	0.2
500-999 employees	47.8	26.1	17.4	4.3	4.3	2.0
300-499 employees	50.0	23.1	19.2	3.8	3.8	2.4
100-299 employees	33.3	20.8	29.2	4.2	12.5	4.1
30-99 employees	51.3	-	21.3	10.6	16.9	5.5
10-29 employees	57.1	-	1.2	13.1	28.6	9.4
9 employees or fewer than	73.8	-	-	-	26.2	13.1
Not classified						
<b>By nationality of foreign capital</b>						
America	61.4	11.8	11.8	6.8	8.2	2.5
Canada	16.7	-	16.7	50.0	16.7	5.5
Central and South America	16.7	-	-	16.7	66.7	28.1
Europe	54.1	8.2	17.3	5.6	14.8	5.0
Asia	40.8	-	5.3	2.6	51.3	24.9
Near and Middle East	-	-	-	-	100.0	27.7
Oceania	66.7	-	-	33.3	-	3.3
Africa	-	-	-	-	100.0	15.2
Not classified	50.0	-	-	-	50.0	5.7

Table 6: Proportion of Women among managerial position

(%)

Percentage of women	0%	5% or fewer	More than 5% ~ less than 10%	More than 10% ~ less than 20%	20% or more	Average rate per company
Industry, percentage of foreign capital, size of the company and nationality of foreign capital						
<b>Total industries surveyed</b>	<b>50.0</b>	<b>10.4</b>	<b>7.1</b>	<b>8.2</b>	<b>24.2</b>	<b>17.0</b>
<b>By industry</b>						
Construction industry	60.0	-	-	-	40.0	25.0
Manufacturing industry	58.1	19.7	6.0	4.3	12.0	8.4
Transport and communication industry	45.7	6.5	13.0	2.2	32.6	12.2
Wholesale and retail trade and food and drink establishments	52.7	11.6	8.5	8.5	18.6	16.2
Financial and insurance industry	25.0	4.4	7.4	19.1	44.1	36.6
Real estate industry	-	-	-	-	-	-
Service industry	56.5	3.5	3.5	8.2	28.2	16.4
Not classified	-	-	-	-	-	-
<b>By the percentage of foreign capital</b>						
100%	42.4	10.8	10.4	11.7	24.7	14.0
More than 50% and less than 100%	63.6	14.5	1.8	3.6	16.4	8.4
50%	72.0	8.0	8.0	6.0	6.0	3.8
Between 1/3 and 50%	67.6	18.9	2.7	5.4	5.4	3.4
Branches of foreign corporation	30.4	5.1	6.3	17.7	40.5	18.1
Not classified	87.5	12.5	-	-	-	0.3
<b>By size of company</b>						
1,000 employees or more	10.0	50.0	10.0	15.0	15.0	9.7
500-999 employees	18.2	40.9	9.1	9.1	22.7	13.4
300-499 employees	30.8	38.5	19.2	-	11.5	8.3
100-299 employees	33.8	22.5	15.5	9.9	18.3	13.9
30-99 employees	51.6	1.3	7.1	12.3	27.7	17.8
10-29 employees	56.2	-	1.4	8.2	34.2	27.8
9 employees or fewer	80.0	-	-	-	20.0	14.2
Not classified	66.7	-	-	-	33.3	8.3
<b>By nationality of foreign capital</b>						
America	44.7	13.6	5.8	9.7	26.2	15.7
Canada	66.7	-	16.7	-	16.7	5.7
Central and South America	25.0	-	-	25.0	50.0	17.2
Europe	55.3	10.0	8.8	7.1	18.8	15.3
Asia	56.1	3.5	7.0	7.0	26.3	24.8
Near and Middle East	-	-	-	-	100.0	100.0
Oceania	-	-	-	-	100.0	38.4
Africa	100.0	-	-	-	-	-
Not classified	50.0	-	-	-	50.0	40.0



Table 7: Proportion of Foreigner among managerial position

(%)

Percentage of foreigners	0%	5% or fewer	More than 5% ~ less than 10%	More than 10% ~ less than 20%	20% or more	Average rate per company
Industry, percentage of foreign capital, size of the company and nationality of foreign capital						
<b>Total industries surveyed</b>	<b>63.7</b>	<b>7.6</b>	<b>4.3</b>	<b>7.2</b>	<b>17.2</b>	<b>12.6</b>
<b>By industry</b>						
Construction industry	60.0	-	-	-	40.0	15.1
Manufacturing industry	76.9	13.7	5.1	1.7	2.6	4.8
Transport and communication industry	56.5	2.2	6.5	4.3	30.4	21.1
Wholesale and retail trade and food and drink establishments	67.4	9.8	5.3	5.3	12.1	8.1
Financial and insurance industry	36.8	7.4	2.9	11.8	41.2	28.9
Real estate industry	-	-	-	-	-	-
Service industry	65.2	-	2.2	15.2	17.4	12.5
Not classified	-	-	-	-	-	-
<b>By the percentage of foreign capital</b>						
100%	60.6	9.5	6.9	9.1	13.9	9.6
More than 50% and less than 100%	76.4	10.9	1.8	3.6	7.3	5.3
50%	87.8	2.0	4.1	-	6.1	8.7
Between 1/3 and 50%	86.5	2.7	-	5.4	5.4	6.1
Branches of foreign corporation	39.5	6.6	1.3	10.5	42.1	31.9
Not classified	<b>75.0</b>	-	-	-	25.0	12.7
<b>By size of company</b>						
1,000 employees or more	35.0	55.0	10.0	-	-	1.0
500-999 employees	56.5	17.4	8.7	13.0	4.3	5.0
300-499 employees	53.8	30.8	3.8	3.8	7.7	4.6
100-299 employees	59.2	9.9	7.0	7.0	16.9	8.1
30-99 employees	61.9	3.2	6.5	11.6	16.8	11.7
10-29 employees	67.1	-	-	6.8	26.0	21.6
9 employees or fewer	78.7	-	-	1.1	20.2	17.3
Not classified	66.7	-	-	-	33.3	13.3
<b>By nationality of foreign capital</b>						
America	72.9	9.5	2.4	8.1	7.1	4.9
Canada	66.7	-	-	-	33.3	7.4
Central and South America	20.0	-	20.0	-	60.0	34.7
Europe	62.1	8.6	7.5	8.6	13.2	9.4
Asia	41.4	-	1.7	1.7	55.2	48.0
Near and Middle East	-	-	-	-	100.0	25.0
Oceania	66.7	-	-	-	33.3	7.4
Africa	-	-	-	-	100.0	62.5
Not classified	50.0	-	-	-	50.0	11.1

Table 8: Nationality of the President

(%)

Nationality	Japanese	Foreigner	Not classified
Industry, percentage of foreign capital and size of the company and nationality of foreign capital			
<b>Total industries surveyed</b>	<b>58.8</b>	<b>39.7</b>	<b>1.5</b>
<b>By industry</b>	66.7	33.3	-
Construction industry	79.0	20.2	0.8
Manufacturing industry	40.4	59.6	-
Transport and communication industry	57.7	39.7	2.6
Wholesale and retail trade and food and drink establishments	39.0	59.7	1.3
Financial and insurance industry	-	100.0	-
Real estate industry	60.2	38.1	1.8
Service industry	-	-	-
Not classified			
<b>By the percentage of foreign capital</b>			
100%	56.6	41.1	2.3
More than 50% and less than 100%	61.5	38.5	-
50%	90.0	10.0	-
Between 1/3 and 50%	87.2	10.3	2.6
Branches of foreign corporation	31.1	68.9	-
Not classified	50.0	40.0	10.0
<b>By size of company</b>			
1,000 employees or more	57.1	42.9	-
500-999 employees	52.2	47.8	-
300-499 employees	76.9	23.1	-
100-299 employees	54.2	41.7	4.2
30-99 employee	61.3	37.5	1.3
10-29 employees	57.1	41.7	1.2
9 employees or fewer than	58.7	39.7	1.6
Not classified	47.1	52.9	-
<b>By nationality of foreign capital</b>			
America	68.4	30.7	0.9
Canada	66.7	16.7	16.7
Central and South America	50.0	50.0	-
Europe	59.5	39.0	1.5
The United Kingdom	72.7	25.0	2.3
France	40.0	60.0	-
Germany	58.2	40.0	1.8
Switzerland	55.6	44.4	-
The Netherlands	65.2	34.8	-
Sweden	60.0	40.0	-
Other	56.0	40.0	4.0
Asia	28.9	68.4	2.6
Near and Middle East	-	100.0	-
Oceania	100.0	-	-
Africa	-	100.0	-
Not classified	50.0	50.0	-

Table 9: Number of Persons Hired, Midcareer Workers, Percentage of Midcareer Workers, Number of Separated Workers and Number Separated due to the Circumstances of the Company within the Past Year (2-1)

Number of persons hired, midcareer workers and number of separated workers	(company, individuals, %)									
	Total number of companies (company)	Number of persons hired		Number of midcareer workers		Percentage of midcareer workers	Number of separated workers		Number separated due to the circumstances of the company	
		(individuals)	Average per company (individual)	(individuals)	Average per company (individual)		(individuals)	Average per company (individual)	(individuals)	Average per company (individual)
Industry, percentage of foreign capital, size of the company, nationality of foreign capital and date of establishment										
<b>Total industries surveyed</b>	<b>529</b>	<b>11,362</b>	<b>21.5</b>	<b>8,376</b>	<b>15.8</b>	<b>73.7</b>	<b>11,820</b>	<b>22.3</b>	<b>1,890</b>	<b>3.6</b>
<b>By industry</b>										
Construction industry	6	68	11.3	56	9.3	82.4	97	16.2	34	5.7
Manufacturing industry	124	3,526	28.4	1,749	14.1	49.6	5,738	46.3	1,069	8.6
Food	3	23	7.7	25	8.3	108.7	23	7.7	-	-
Textile, clothing, etc.	1	22	22.0	20	20.0	90.9	22	22.0	5	5.0
Lumber and wood products	-	-	-	-	-	-	-	-	-	-
Furniture and equipment	4	52	13.0	40	10.0	76.9	40	10.0	-	-
Pulp, paper, and paper products	1	4	4.0	4	4.0	100.0	19	19.0	16	16.0
Publishing, printing, and related areas	5	14	2.8	15	3.0	107.1	9	1.8	3	0.6
Chemical industry	43	1,866	43.4	1,242	28.9	66.6	2,474	57.5	234	5.4
Petroleum and coal products	5	18	3.6	11	2.2	61.1	653	130.6	376	75.2
Rubber products	1	-	-	-	-	-	83	83.0	-	-
Ceramic and cement	3	43	14.3	17	5.7	39.5	48	16.0	10	3.3
Non-ferrous metals	2	1	0.5	1	0.5	100.0	1	0.5	-	-
Metal products	1	7	7.0	6	6.0	85.7	8	8.0	2	2.0
General machinery	16	99	6.2	23	1.4	23.2	235	14.7	124	7.8
Electrical machinery	15	677	45.1	157	10.5	23.2	1,041	69.4	12	0.8
Transportation equipment	10	523	52.3	66	6.6	12.6	827	82.7	182	18.2
Precision machinery	9	118	13.1	73	8.1	61.9	221	24.6	96	10.7
Other	5	59	11.8	49	9.8	83.1	34	6.8	9	1.8
Transport and communication industry	52	576	11.1	509	9.8	88.4	354	6.8	41	0.8
Wholesale and retail trade and food and drink establishments	156	2,941	18.9	2,557	16.4	86.9	2,491	16.0	360	2.3
Financial and insurance industry	77	2,978	38.7	2,490	32.3	83.6	2,244	29.1	317	4.1
Real estate industry	1	1	1.0	-	-	-	1	1.0	-	-
Service industry	113	1,272	11.3	1,015	9.0	79.8	895	7.9	69	0.6
Not classified	-	-	-	-	-	-	-	-	-	-
<b>By the percentage of foreign capital</b>										
100%	265	5,923	22.4	4,701	17.7	79.4	5,612	21.2	896	3.4
More than 50% and less than 100%	65	990	15.2	599	9.2	60.5	1,138	17.5	92	1.4
50%	60	1,200	20.0	840	14.0	70.0	2,160	36.0	462	7.7
Between 1/3 and 50%	39	904	23.2	302	7.7	33.4	1,267	32.5	253	6.5
Branches of foreign corporation	90	1,824	20.3	1,605	17.8	88.0	1,278	14.2	180	2.0
Not classified	10	521	52.1	329	32.9	63.1	365	36.5	7	0.7

Note: Percentage of midcareer workers = number of midcareer workers / number of persons hired

Table 9: Number of persons hired, midcareer workers, percentage of midcareer workers, number of separated workers and number separated due to the circumstances of the company within the past year (2-2)

(company, individuals, %)

Industry, percentage of foreign capital, size of the company, nationality of foreign capital and date of establishment	Total number of companies hiring (company)	Number of persons hired		Number of midcareer workers		Percentage of midcareer workers	Number of separated workers		Number separated due to the circumstances of the company	
		(individuals)	Average per company (individuals)	(individuals)	Average per company (individuals)		(individuals)	Average per company (individuals)	(individuals)	Average per company (individuals)
<b>By size of company</b>										
1,000 employees or more	21	5,267	250.8	3,103	147.8	58.9	6,173	294.0	677	32.2
500-999 employees	23	2,216	96.3	1,917	83.3	86.5	1,997	86.8	484	21.0
300-499 employees	26	720	27.7	546	21.0	75.8	878	33.8	133	5.1
100-299 employees	72	1,563	21.7	1,355	18.8	86.7	1,460	20.3	327	4.5
30-99 employees	160	1,208	7.6	1,087	6.8	90.0	988	6.2	211	1.3
10-29 employees	84	235	2.8	230	2.7	97.9	173	2.1	21	0.3
9 employees or fewer than	126	114	0.9	108	0.9	94.7	122	1.0	34	0.3
Not classified	17	39	2.3	30	1.8	76.9	29	1.7	3	0.2
<b>By nationality of foreign capital</b>										
America	231	6,952	30.1	4,708	20.4	67.7	6,756	29.2	772	3.3
Canada	6	81	13.5	56	9.3	69.1	96	16.0	21	3.5
Central and South America	6	102	17.0	109	18.2	106.9	34	5.7	3	0.5
Europe	200	3,833	19.2	3,157	15.8	82.4	4,586	22.9	1,048	5.2
Asia	76	359	4.7	313	4.1	87.2	315	4.1	45	0.6
Near and Middle East	2	2	1.0	-	-	-	4	2.0	-	-
Oceania	3	13	4.3	13	4.3	100.0	16	5.3	1	0.3
Africa	1	3	3.0	3	3.0	100.0	4	4.0	-	-
Not classified	4	17	4.3	17	4.3	100.0	9	2.3	-	-
<b>By date of establishment</b>										
1999 or later	5	133	26.6	122	24.4	91.7	126	25.2	23	4.6
1994-1998	136	1,815	13.3	1,485	10.9	81.8	1,228	9.0	54	0.4
1989-1993	65	1,292	19.9	1,052	16.2	81.4	1,011	15.6	54	0.8
1984-1988	89	1,306	14.7	1,062	11.9	81.3	1,431	16.1	468	5.3
1979-1983	53	1,334	25.2	1,174	22.2	88.0	1,312	24.8	300	5.7
1974-1978	32	950	29.7	628	19.6	66.1	624	19.5	60	1.9
1969-1973	58	1,088	18.8	938	16.2	86.2	1,196	20.6	211	3.6
1968 or earlier	75	3,350	44.7	2	24.4	54.6	4,759	63.5	708	9.4
Not classified	16	94	5.9	86	5.4	91.5	133	8.3	12	0.8

Table 10: Existence of Labor Unions and Employee Organizations by Industry (2-1)

(%)

Existence of labor unions and employee organizations  Industry, percentage of foreign capital, size of the company, nationality of foreign capital and date of establishment	With labor unions			No labor unions				Not classified
	Total	One	Multiple	Total	With employee organizations	No employee organizations	Not classified	
<b>Total industries surveyed</b>	<b>13.8</b>	<b>12.5</b>	<b>1.3</b>	<b>85.1</b>	<b>10.8</b>	<b>69.9</b>	<b>4.3</b>	<b>1.1</b>
<b>By industry</b>								
Construction industry	-	-	-	100.0	16.7	83.3	-	-
Manufacturing industry	33.9	31.5	2.4	66.1	18.5	46.8	0.8	-
Food	33.3	33.3	-	66.7	33.3	33.3	-	-
Textile, clothing, etc.	-	-	-	100.0	-	100.0	-	-
Lumber and wood products	-	-	-	-	-	-	-	-
Furniture and equipment	-	-	-	100.0	25.0	75.0	-	-
Pulp, paper, and paper products	-	-	-	100.0	-	100.0	-	-
Publishing, printing, and related areas	20.0	20.0	-	80.0	-	80.0	-	-
Chemical industry	39.5	34.9	4.7	60.5	18.6	41.9	-	-
Petroleum and coal products	40.0	20.0	20.0	60.0	-	60.0	-	-
Rubber products	100.0	100.0	-	-	-	-	-	-
Ceramic and cement	33.3	33.3	-	66.7	-	66.7	-	-
Non-ferrous metals	50.0	50.0	-	50.0	-	50.0	-	-
Metal products	-	-	-	100.0	100.0	-	-	-
General machinery	25.0	25.0	-	75.0	31.3	43.8	-	-
Electrical machinery	26.7	26.7	-	73.3	26.7	40.0	6.7	-
Transportation equipment	40.0	40.0	-	60.0	20.0	40.0	-	-
Precision machinery	44.4	44.4	-	55.6	11.1	44.4	-	-
Other	40.0	40.0	-	60.0	-	60.0	-	-
Transport and communication industry	25.0	25.0	-	75.0	5.8	65.4	3.8	-
Wholesale and retail trade and food and drink	5.8	4.5	1.3	93.6	10.3	78.2	5.1	0.6
Financial and insurance industry	10.4	7.8	2.6	87.0	7.8	74.0	5.2	2.6
Real estate industry	-	-	-	100.0	-	100.0	-	-
Service industry	0.9	0.9	-	96.5	7.1	82.3	7.1	2.7
Not classified	-	-	-	-	-	-	-	-
<b>By the percentage of foreign capital</b>								
100%	10.3	9.1	1.3	89.2	12.5	72.8	3.9	0.4
More than 50% and less than 100%	13.8	13.8	-	84.5	10.3	69.0	5.2	1.7
50%	30.2	26.4	3.8	67.9	7.5	56.6	3.8	1.9
Between 1/3 and 50%	25.0	25.0	-	75.0	12.5	57.5	5.0	-
Branches of foreign corporation	14.4	12.2	2.2	84.4	10.0	72.2	2.2	1.1
Not classified	3.6	3.6	-	92.9	7.1	76.8	8.9	3.6

Table 10: Existence of Labor Unions and Employee Organizations by Industry (2-2)

(%)

Existence of labor unions and employee organizations  Industry, percentage of foreign capital, size of the company, nationality of foreign capital and date of establishment	With labor unions			No Labor Unions				Not classified
	Total	One	Multiple	Total	With employee organizations	No employee organizations	Not classified	
<b>By size of company</b>								
1,000 employees or more	52.4	42.9	9.5	47.6	23.8	23.8	-	-
500-999 employees	30.4	21.7	8.7	65.2	13.0	43.5	8.7	4.3
300-499 employees	38.5	34.6	3.8	61.5	11.5	38.5	11.5	-
100-299 employees	30.6	29.2	1.4	69.4	22.2	45.8	1.4	-
30-99 employees	9.4	9.4	-	90.0	15.0	71.9	3.1	0.6
10-29 employees	6.0	6.0	-	90.5	3.6	82.1	4.8	3.6
9 employees or fewer than	1.6	1.6	-	97.6	1.6	92.1	4.0	0.8
Not classified	5.9	-	5.9	94.1	5.9	70.6	17.6	-
<b>By nationality of foreign capital</b>								
America	16.9	15.2	1.7	82.3	13.4	64.9	3.9	0.9
Canada	-	-	-	100.0	-	83.3	16.7	-
Central and South America	-	-	-	83.3	-	83.3	-	16.7
Europe	13.5	12.0	1.5	85.5	12.0	71.0	2.5	1.0
Asia	6.6	6.6	-	92.1	2.6	84.2	5.3	1.3
Near and Middle East	100.0	100.0	-	-	-	-	-	-
Oceania	-	-	-	100.0	-	100.0	-	-
Africa	-	-	-	100.0	-	100.0	-	-
Not classified	-	-	-	100.0	-	-	100.0	-
<b>By date of establishment</b>								
1999 or later	-	-	-	100.0	40.0	60.0	-	-
1994-1998	5.1	5.1	-	94.1	2.9	83.8	7.4	0.8
1989-1993	6.2	6.2	-	89.2	3.1	83.1	3.1	4.6
1984-1988	6.7	5.6	1.1	93.3	14.6	71.9	6.7	-
1979-1983	7.5	7.5	-	90.6	5.7	83.0	1.9	1.9
1974-1978	12.5	12.5	-	87.5	25.0	59.4	3.1	-
1969-1973	22.4	22.4	-	77.6	17.2	56.9	3.4	-
1968 or earlier	42.7	34.7	8.0	56.0	16.0	40.0	-	1.3
Not classified	18.8	18.8	-	81.3	18.8	56.3	6.3	-

Table11: Unionization Rate, Status of Membership in Trade Union Confederations

(company, %)

Industry and percentage of foreign capital	Total number of companies with labor unions	Membership in trade union confederation (M.A.)					No membership in confederations	Not classified	Labor unions Unionization rate
		Total	Rengo	Zenroren	Zenrokyo	Other			
Total industries surveyed	73 (13.8)	60.3	39.7	2.7	4.1	21.9	31.5	8.2	66.9
By industry									
Construction industry	-	-	-	-	-	-	-	-	-
Manufacturing industry	42 (33.9)	59.5	47.6	4.8	2.4	11.9	35.7	4.8	71.7
Food	1 (33.3)	-	-	-	-	-	100.0	-	58.0
Textile, clothing, etc.	-	-	-	-	-	-	-	-	-
Lumber and wood products	-	-	-	-	-	-	-	-	-
Furniture and equipment	-	-	-	-	-	-	-	-	-
Pulp, paper, and paper products	-	-	-	-	-	-	-	-	-
Publishing, printing, and related areas	1 (20.0)	100.0	-	-	-	100.0	-	-	27.7
Chemical industry	17 (39.5)	64.7	52.9	5.9	-	11.8	23.5	11.8	67.8
Petroleum and coal products	2 (40.0)	100.0	100.0	-	50.0	50.0	-	-	86.5
Rubber products	1(100.0)	100.0	100.0	-	-	-	-	-	100.0
Ceramic and cement	1 (33.3)	-	-	-	-	-	100.0	-	51.5
Non-ferrous metals	1 (50.0)	100.0	100.0	-	-	-	-	-	73.0
Metal products	-	-	-	-	-	-	-	-	-
General machinery	4 (25.0)	75.0	75.0	-	-	-	25.0	-	80.4
Electrical machinery	4 (26.7)	100.0	75.0	25.0	-	-	-	-	70.0
Transportation equipment	4 (40.0)	50.0	25.0	-	-	25.0	50.0	-	85.0
Precision machinery	4 (44.4)	-	-	-	-	-	100.0	-	58.1
Other	2 (40.0)	-	-	-	-	-	100.0	-	90.0
Transport and communication industry	13 (25.0)	76.9	23.1	-	-	53.8	7.7	15.4	72.4
Wholesale and retail trade and food and drink establishments	9 (5.8)	44.4	33.3	-	22.2	22.2	55.6	-	57.1
Financial and insurance industry	8 (10.4)	62.5	37.5	-	-	25.0	25.0	12.5	48.4
Real estate industry	-	-	-	-	-	-	-	-	-
Service industry	1 (0.9)	-	-	-	-	-	-	100.0	46.4
Not classified	-	-	-	-	-	-	-	-	-
By the percentage of foreign capital									
100%	24 (10.3)	54.2	29.2	8.3	8.3	25.0	45.8	-	55.5
More than 50% and less than 100%	8 (13.8)	50.0	37.5	-	-	12.5	50.0	-	89.9
50%	16 (30.2)	62.5	56.3	-	6.3	6.3	12.5	25.0	77.1
Between 1/3 and 50%	10 (25.0)	60.0	50.0	-	-	20.0	40.0	-	80.7
Branches of foreign corporation	13 (14.4)	69.2	23.1	-	-	46.2	15.4	15.4	51.2
Not classified	2 (3.6)	100.0	100.0	-	-	-	-	-	73.0

Note: The figures within parentheses are percentages of composition

Table12: Existence of Labor Agreements and Collective Bargaining within the Past Two Years

(company, %)

Labor Agreements, status of membership in trade union confederations	Total number of companies with labor unions	Labor agreements			Collective bargaining		
		Yes	No	Not classified	Yes	No	Not classified
Industry and percentage of foreign capital							
Total industries surveyed	73 (13.8)	79.5	13.7	6.8	80.8	15.1	4.1
By industry							
Construction industry	-	-	-	-	-	-	-
Manufacturing industry	42 (33.9)	90.5	2.4	7.1	83.3	11.9	4.8
Food	1 (33.3)	100.0	-	-	100.0	-	-
Textile, clothing, etc.	-	-	-	-	-	-	-
Lumber and wood products	-	-	-	-	-	-	-
Furniture and equipment	-	-	-	-	-	-	-
Pulp, paper, and paper products	-	-	-	-	-	-	-
Publishing, printing, and related areas	1 (20.0)	-	100.0	-	100.0	-	-
Chemical industry	17 (39.5)	88.2	-	11.8	82.4	11.8	5.9
Petroleum and coal products	2 (40.0)	100.0	-	-	100.0	-	-
Rubber products	1(100.0)	100.0	-	-	100.0	-	-
Ceramic and cement	1 (33.3)	100.0	-	-	-	100.0	-
Non-ferrous metals	1 (50.0)	100.0	-	-	100.0	-	-
Metal products	-	-	-	-	-	-	-
General machinery	4 (25.0)	100.0	-	-	75.0	25.0	-
Electrical machinery	4 (26.7)	75.0	-	25.0	75.0	25.0	-
Transportation equipment	4 (40.0)	100.0	-	-	100.0	-	-
Precision machinery	4 (44.4)	100.0	-	-	75.0	-	25.0
Other	2 (40.0)	100.0	-	-	100.0	-	-
Transport and communication industry	13 (25.0)	53.8	38.5	7.7	92.3	-	7.7
Wholesale and retail trade and food and drink	9 (5.8)	77.8	22.2	-	66.7	33.3	-
Financial and insurance industry	8 (10.4)	62.5	25.0	12.5	75.0	25.0	-
Real estate industry	-	-	-	-	-	-	-
Service industry	1 (0.9)	100.0	-	-	-	100.0	-
Not classified	-	-	-	-	-	-	-
By the percentage of foreign capital							
100%	24 (10.3)	75.0	16.7	8.3	87.5	12.5	-
More than 50% and less than 100%	8 (13.8)	87.5	12.5	-	75.0	12.5	12.5
50%	16 (30.2)	93.8	-	6.3	75.0	18.8	6.3
Between 1/3 and 50%	10 (25.0)	100.0	-	-	80.0	20.0	-
Branches of foreign corporation	13 (14.4)	53.8	30.8	15.4	84.6	15.4	-
Not classified	2 (3.6)	50.0	50.0	-	50.0	-	50.0

Note: The figures within parentheses are percentages of composition



Table 13: Matters of Conflict between Labor and Management (Matters that did not Lead to Labor Dispute Actions)

(%)

Matters of conflict between labor and management  Industry, percentage of foreign capital, size of the company and existence of labor union	Matters concerning labor union activities	Matters concerning the hiring of employees	Matters concerning wages	Matters concerning working hours, days off, and vacations	Matters concerning transfers	Matters concerning dismissals	Matters concerning retirement age system	Matters concerning conclusion and revision of labor agreements	Other	No demands	Not classified
	Total industries surveyed	3.8	6.2	25.0	16.8	6.6	4.2	5.1	6.2	2.5	59.5
By industry											
Construction industry	-	16.7	16.7	33.3	16.7	16.7	-	-	-	66.7	-
Manufacturing industry	6.5	4.8	40.3	28.2	8.9	4.8	12.1	13.7	2.4	48.4	6.5
Food	-	-	33.3	-	-	-	-	-	-	33.3	33.3
Textile, clothing, etc.	-	-	-	-	-	-	-	-	-	100.0	-
Lumber and wood products	-	-	-	-	-	-	-	-	-	-	-
Furniture and equipment	-	25.0	50.0	25.0	25.0	-	-	-	-	50.0	-
Pulp, paper, and paper products	-	-	-	-	-	-	-	-	-	-	100.0
Publishing, printing, and related areas	-	-	20.0	20.0	20.0	-	-	-	-	80.0	-
Chemical industry	7.0	7.0	46.5	27.9	9.3	7.0	18.6	16.3	2.3	39.5	7.0
Petroleum and coal products	20.0	20.0	40.0	40.0	40.0	-	20.0	40.0	20.0	60.0	-
Rubber products	-	-	100.0	100.0	-	-	100.0	-	-	-	-
Ceramic and cement	-	-	66.7	-	-	-	-	-	-	33.3	-
Non-ferrous metals	50.0	-	50.0	-	50.0	-	50.0	-	-	50.0	-
Metal products	-	-	-	-	-	-	-	-	-	100.0	-
General machinery	-	-	25.0	18.8	6.3	-	12.5	12.5	6.3	62.5	6.3
Electrical machinery	6.7	6.7	26.7	26.7	-	-	6.7	6.7	-	53.3	6.7
Transportation equipment	10.0	-	60.0	50.0	10.0	10.0	-	30.0	-	30.0	10.0
Precision machinery	11.1	-	44.4	44.4	-	11.1	-	22.2	-	55.6	-
Other	-	-	40.0	40.0	-	20.0	20.0	-	-	60.0	-
Transport and communication industry	9.6	7.7	50.0	19.2	15.4	7.7	5.8	15.4	3.8	42.3	5.8
Wholesale and retail trade and food and drink establishments	1.9	5.8	12.2	10.9	4.5	3.2	3.2	1.9	1.9	66.7	10.9
Financial and insurance industry	5.2	11.7	26.0	16.9	7.8	3.9	2.6	3.9	3.9	55.8	5.2
Real estate industry	-	-	100.0	-	-	-	-	-	-	-	-
Service industry	-	3.5	13.3	10.6	1.8	2.7	1.8	1.8	1.8	72.6	4.4
Not classified	-	-	-	-	-	-	-	-	-	-	-
By the percentage of foreign capital											
100%	3.4	6.0	21.6	17.2	5.2	5.6	4.3	5.2	2.2	61.2	6.9
More than 50% and less than 100%	1.7	1.7	20.7	17.2	3.4	3.4	3.4	5.2	-	65.5	8.6
50%	5.7	3.8	34.0	18.9	9.4	-	15.1	9.4	1.9	54.7	9.4
Between 1/3 and 50%	5.0	5.0	25.0	15.0	7.5	-	5.0	12.5	2.5	62.5	10.0
Branches of foreign corporation	4.4	12.2	37.8	20.0	11.1	6.7	2.2	5.6	4.4	51.1	2.2
Not classified	3.6	5.4	14.3	8.9	5.4	1.8	5.4	5.4	3.6	62.5	8.9
By size of company											
1,000 employees or more	23.8	19.0	57.1	42.9	9.5	9.5	14.3	19.0	4.8	33.3	9.5
500-999 employees	13.0	4.3	39.1	30.4	21.7	13.0	17.4	21.7	4.3	47.8	8.7
300-499 employees	7.7	11.5	53.8	34.6	11.5	-	19.2	11.5	3.8	38.5	3.8
100-299 employees	4.2	2.8	43.1	26.4	11.1	8.3	4.2	11.1	1.4	47.2	2.8
30-99 employees	1.9	5.6	19.4	16.3	6.9	3.1	5.6	6.9	2.5	57.5	9.4
10-29 employees	2.4	7.1	17.9	10.7	2.4	1.2	-	-	2.4	66.7	6.0
9 employees or fewer	0.8	5.6	15.1	7.1	1.6	3.2	2.4	0.8	1.6	72.2	7.1
Not classified	5.9	5.9	5.9	5.9	11.8	5.9	-	5.9	5.9	82.4	5.9
By existence of labor union											
With labor unions	26.0	11.0	91.8	54.8	23.3	13.7	24.7	34.2	6.8	4.1	1.4
One	22.7	9.1	90.9	54.5	21.2	12.1	22.7	31.8	6.1	4.5	1.5
Multiple	57.1	28.6	100.0	57.1	42.9	28.6	42.9	57.1	14.3	-	-
No labor unions	-	5.3	14.2	10.7	3.8	2.4	1.8	1.6	1.6	68.4	7.8
Not classified	16.7	16.7	16.7	16.7	16.7	16.7	16.7	16.7	16.7	66.7	16.7

Table 14: Number of Companies Experienced Disputes Accompanied by Labor Dispute Actions and Number of Disputes ( 2-1 )

Number of labor disputes  Industry, percentage of foreign capital, size of the company, nationality of foreign capital, date of establishment and existence of labor union	Labor disputes					No labor disputes	Not classified	Number of disputes (incidents)
	Total	1 incident	2 incident	3-4 incidents	5 or more incidents			
Total industries surveyed	14	7	3	1	3	506	9	101
Number of labor disputes								
By industry								
Construction industry	-	-	-	-	-	6	-	-
Manufacturing industry	5	2	1	-	2	120	-	84
Food	-	-	-	-	-	3	-	-
Textile, clothing, etc.	-	-	-	-	-	1	-	-
Lumber and wood products	-	-	-	-	-	1	-	-
Furniture and equipment	-	-	-	-	-	4	-	-
Pulp, paper, and paper products	-	-	-	-	-	1	-	-
Publishing, printing, and related areas	-	-	-	-	-	5	-	-
Chemical industry	1	1	-	-	-	39	3	1
Petroleum and coal products	1	-	-	-	1	4	-	10
Rubber products	-	-	-	-	-	1	-	-
Ceramic and cement	-	-	-	-	-	3	-	-
Non-ferrous metals	-	-	-	-	-	2	-	-
Metal products	-	-	-	-	-	1	-	-
General machinery	-	-	-	-	-	16	-	-
Electrical machinery	-	-	-	-	-	15	-	-
Transportation equipment	1	1	-	-	-	9	-	1
Precision machinery	1	-	1	-	-	8	-	2
Other	1	-	-	-	1	4	-	70
Transport and communication industry	4	2	1	1	-	48	-	7
Wholesale and retail trade and food and drink establishments	2	1	-	-	1	150	4	6
Financial and insurance industry	3	2	1	-	-	74	-	4
Real estate industry	-	-	-	-	-	1	-	-
Service industry	-	-	-	-	-	111	2	-
Not classified	-	-	-	-	-	1	-	-
By the percentage of foreign capital								
100%	5	1	1	1	2	258	2	81
More than 50% and less than 100%	1	-	1	-	-	62	2	2
50%	2	1	-	-	1	55	3	11
Between 1/3 and 50%	-	-	-	-	-	38	1	-
Branches of foreign corporation	5	4	1	-	-	85	-	6
Not classified	1	1	-	-	-	8	1	1

Table 14: Number of Companies Experienced Disputes Accompanied by Labor Dispute Actions and Number of Disputes (2-2)

Number of labor disputes  Industry, percentage of foreign capital, size of the company, nationality of foreign capital, date of establishment and existence of labor	Labor disputes					No labor disputes	Not classified	Number of disputes (incidents)
	Total	1 incident	2 incident	3-4 incidents	5 or more incidents			
(company)								
<b>By size of company</b>								
1,000 employees or more	2	-	1	-	1	19	-	12
500-999 employees	2	-	1	-	1	21	-	7
300-499 employees	-	-	-	-	-	26	-	-
100-299 employees	2	-	1	1	-	70	-	5
30-99 employees	7	7	-	-	-	153	-	7
10-29 employees	-	-	-	-	-	84	-	-
employees or fewer	1	-	-	-	1	116	7	70
Not classified	-	-	-	-	-	15	2	-
<b>By nationality of foreign capital</b>								
America	6	4	1	-	1	222	3	11
Canada	-	-	-	-	-	5	1	-
Central and South America	-	-	-	-	-	6	-	-
Europe	4	1	2	-	1	194	2	15
Asia	4	2	-	1	1	70	2	75
Near and Middle	-	-	-	-	-	2	-	-
Oceania	-	-	-	-	-	3	-	-
Africa	-	-	-	-	-	1	-	-
Not classified	-	-	-	-	-	3	1	-
<b>By date of establishment</b>								
1999 or later	-	-	-	-	-	5	-	-
1994 - 1998	1	-	-	-	1	133	2	70
1989 - 1993	1	1	-	-	-	62	2	1
1984 - 1988	2	1	-	-	1	85	2	11
1979 - 1983	2	2	-	-	-	50	1	2
1974 - 1978	1	1	-	-	-	30	1	1
1969 - 1973	-	-	-	-	-	58	-	-
1968 or earlier	7	2	3	1	1	68	-	16
Not classified	-	-	-	-	-	15	1	-
<b>By existence of labor union</b>								
With labor unions	9	4	2	1	2	64	-	26
One	7	4	2	1	-	59	-	11
Multiple	2	-	-	-	2	5	-	15
No labor unions	4	3	-	-	1	437	9	73
Not classified	1	-	1	-	-	5	-	2

Table 15: Points of Contention in Labor Disputes

(company)

Points of contention in labor disputes  Industry, percentage of foreign capital, size of the company and existence of labor union	Total number of companies experienced disputes accompanied by labor dispute actions	Matters concerning labor union activities	Matters concerning the hiring of employees	Matters concerning wages	Matters concerning working hours, days off, and vacations	Matters concerning transfers	Matters concerning dismissals	Matters concerning retirement age system	Matters concerning conclusion and revision of labor agreements	Other	Not classified
Total industries surveyed	14	1	-	10	2	2	4	-	2	1	1
By industry											
Construction industry	-	-	-	-	-	-	-	-	-	-	-
Manufacturing industry	5	1	-	3	1	1	1	-	-	-	1
Transport and communication industry	4	-	-	4	1	-	-	-	1	-	-
Wholesale and retail trade and food and drink	2	-	-	1	-	1	2	-	-	-	-
Financial and insurance industry	3	-	-	2	-	-	1	-	1	1	-
Real estate industry	-	-	-	-	-	-	-	-	-	-	-
Service industry	-	-	-	-	-	-	-	-	-	-	-
Not classified	-	-	-	-	-	-	-	-	-	-	-
By the percentage of foreign capital											
100%	5	-	-	3	-	1	2	-	1	1	1
More than 50% and less than 100%	1	-	-	1	-	-	-	-	-	-	-
50%	2	1	-	2	1	1	-	-	-	-	-
Between 1/3 and 50%	-	-	-	-	-	-	-	-	-	-	-
Branches of foreign corporation	5	-	-	4	1	-	1	-	1	-	-
Not classified	1	-	-	-	-	-	1	-	-	-	-
By size of company											
1,000 employees or more	2	1	-	2	-	1	-	-	1	-	-
500人 ~ 999人	2	-	-	2	-	1	1	-	1	1	-
300-499 employees	-	-	-	-	-	-	-	-	-	-	-
100-299 employees	2	-	-	2	-	-	-	-	-	-	-
30-99 employees	7	-	-	4	2	-	3	-	-	-	-
10-29 employees	-	-	-	-	-	-	-	-	-	-	-
9 employees or fewer	1	-	-	-	-	-	-	-	-	-	1
Not classified	-	-	-	-	-	-	-	-	-	-	-
By existence of labor union											
With labor unions	9	1	-	8	2	2	2	-	1	-	-
One	7	-	-	6	2	-	1	-	1	-	-
Multiple	2	1	-	2	-	2	1	-	-	-	-
No labor unions	4	-	-	1	-	-	2	-	-	-	1
Not classified	1	-	-	1	-	-	-	-	1	1	-

Table 16: Forms Labor Dispute Actions

(company)

Forms of labor dispute actions Industry, percentage of foreign capital, size of the company and existence of labor union	Total number of companies experienced disputes accompanied by labor dispute actions	Strikes for less than half a day	Strikes for more than half a day	Slowdowns	Lockouts	Other	Not classified
<b>Total industries surveyed</b>	<b>14</b>	<b>5</b>	<b>1</b>	<b>2</b>	<b>-</b>	<b>4</b>	<b>2</b>
<b>By industry</b>							
Construction industry	-	-	-	-	-	-	-
Manufacturing industry	5	2	-	-	-	1	2
Transport and communication industry	4	1	-	-	-	3	-
Wholesale and retail trade and food and drink	2	1	-	1	-	-	-
Financial and insurance industry	3	1	1	1	-	-	-
Real estate industry	-	-	-	-	-	-	-
Service industry	-	-	-	-	-	-	-
Not classified	-	-	-	-	-	-	-
<b>By the percentage of foreign capital</b>							
100%	5	3	-	1	-	-	1
More than 50% and less than 100%	1	-	-	-	-	-	1
50%	2	2	-	-	-	-	-
Between 1/3 and 50%	-	-	-	-	-	-	-
Branches of foreign corporation	5	-	1	1	-	3	-
Not classified	1	-	-	-	-	1	-
<b>By size of company</b>							
1,000 employees or more	2	1	-	-	-	1	-
500-999 employees	2	2	-	-	-	-	-
300-499 employees	-	-	-	-	-	-	-
100-299 employees	2	1	-	-	-	-	1
30-99 employees	7	1	1	2	-	3	-
10-29 employees	-	-	-	-	-	-	-
9 employees or fewer than	1	-	-	-	-	-	1
Not classified	-	-	-	-	-	-	-
<b>By existence of labor union</b>							
With labor unions	9	4	1	1	-	2	1
One	7	2	1	1	-	2	1
Multiple	2	2	-	-	-	-	-
No labor unions	4	-	-	1	-	2	1
Not classified	1	1	-	-	-	-	-

Table 17: Existence of Labor-Management Consultation Committees, Number of Meetings Called within the Past Year

(company, %, times)

Industry, percentage of foreign capital, size of the company and existence of labor union	Existence of labor-management consultation committees, number of meetings called	With labor-management consultation committees	No labor-management consultation committees	Not classified	Total number of companies with labor-management consultation committees	Number of meetings called within the past year						Number of meetings called by companies with labor-management consultation committees
						0	1-2	3-5	6-10	More than 11	Not classified	
<b>Total industries surveyed</b>	<b>25.3</b>	<b>71.6</b>	<b>3.0</b>	<b>134</b>	<b>0.0</b>	<b>30.6</b>	<b>23.9</b>	<b>15.7</b>	<b>15.7</b>	<b>17.2</b>	<b>5.6</b>	
	(134)	(379)	(16)		(0)	(41)	(32)	(21)	(21)	(23)		
<b>By industry</b>												
Construction industry	50.0	50.0	-	3	-	66.7	-	-	-	33.3	0.7	
Manufacturing industry	47.6	49.2	3.2	59	-	27.1	25.4	16.9	22.0	11.9	6.5	
Food	66.7	33.3	-	2	-	-	-	50.0	50.0	-	10.5	
Textile, clothing, etc.	100.0	-	-	1	-	-	100.0	-	-	-	3.0	
Lumber and wood products	-	-	-	-	-	-	-	-	-	-	-	
Furniture and equipment	50.0	50.0	-	2	-	50.0	50.0	-	-	-	3.0	
Pulp, paper, and paper products	-	-	100.0	-	-	-	-	-	-	-	-	
Publishing, printing, and related areas	20.0	80.0	-	1	-	-	100.0	-	-	-	3.0	
Chemical industry	48.8	46.5	4.7	21	-	23.8	23.8	9.5	28.6	19.0	6.2	
Petroleum and coal products	40.0	60.0	-	2	-	-	50.0	50.0	-	-	5.5	
Rubber products	100.0	-	-	1	-	100.0	-	-	-	-	2.0	
Ceramic and cement	100.0	-	-	3	-	33.3	33.3	-	33.3	-	5.3	
Non-ferrous metals	50.0	50.0	-	1	-	-	-	-	-	100.0	-	
Metal products	100.0	-	-	1	-	100.0	-	-	-	-	2.0	
General machinery	31.3	62.5	6.3	5	-	20.0	20.0	-	60.0	-	15.8	
Electrical machinery	33.3	66.7	-	5	-	60.0	20.0	-	20.0	-	4.4	
Transportation equipment	50.0	50.0	-	5	-	-	40.0	40.0	-	20.0	5.6	
Precision machinery	66.7	33.3	-	6	-	16.7	16.7	33.3	16.7	16.7	7.3	
Other	60.0	40.0	-	3	-	66.7	-	66.7	-	-	5.0	
Transport and communication industry	25.0	75.0	-	13	-	38.5	7.7	23.1	7.7	23.1	4.0	
Wholesale and retail trade and food and drink establishments	17.3	78.8	3.8	27	-	37.0	18.5	14.8	18.5	14.8	8.0	
Financial and insurance industry	16.9	80.5	2.6	13	-	23.1	38.5	15.4	7.7	15.4	4.1	
Real estate industry	-	100.0	-	-	-	-	-	-	-	-	-	
Service industry	16.8	79.6	3.5	19	-	26.3	31.6	10.5	5.3	31.6	2.7	
Not classified	-	-	-	-	-	-	-	-	-	-	-	
<b>By the percentage of foreign capital</b>												
100%	24.6	72.0	3.4	57	-	22.8	26.3	24.6	12.3	19.3	6.1	
More than 50% and less than 100%	24.1	75.9	-	14	-	28.6	21.4	7.1	21.4	21.4	5.1	
50%	35.8	58.5	5.7	19	-	26.3	21.1	5.3	36.8	10.5	8.5	
Between 1/3 and 50%	42.5	52.5	5.0	17	-	47.1	23.5	17.6	11.8	5.9	5.5	
Branches of foreign corporation	17.8	82.2	-	16	-	25.0	31.3	12.5	12.5	18.8	4.0	
Not classified	19.6	75.0	5.4	11	-	63.6	9.1	-	-	27.3	1.4	
<b>By size of company</b>												
1,000 employees or more	61.9	38.1	-	13	-	23.1	15.4	30.8	15.4	15.4	6.6	
500-999 employees	52.2	47.8	-	12	-	25.0	16.7	16.7	16.7	25.0	7.9	
300-499 employees	57.7	42.3	-	15	-	26.7	40.0	13.3	13.3	6.7	4.6	
100-299 employees	52.8	47.2	-	38	-	31.6	18.4	21.1	15.8	13.2	5.7	
30-99 employees	23.8	72.5	3.8	38	-	36.8	23.7	10.5	15.8	15.8	4.4	
10-29 employees	10.7	85.7	3.6	9	-	22.2	44.4	-	11.1	33.3	3.1	
9 employees or fewer than	4.8	91.3	4.0	6	-	50.0	16.7	16.7	16.7	33.3	7.5	
Not classified	17.6	70.6	11.8	3	-	-	33.3	-	33.3	33.3	17.7	
<b>By existence of labor union</b>												
With labor unions	79.5	19.2	1.4	58	-	19.0	24.1	22.4	22.4	12.1	8.4	
One	80.3	18.2	1.5	53	-	17.0	26.4	22.6	20.8	13.2	7.1	
Multiple	71.4	28.6	-	5	-	40.0	-	20.0	40.0	-	22.2	
No labor unions	16.4	80.7	2.9	74	-	39.2	24.3	10.8	9.5	21.6	3.4	
Not classified	33.3	33.3	33.3	2	-	50.0	-	-	50.0	-	11.0	

Table 18: Matters to be Placed on Agenda by the Labor-Management Consultation Committees

Matters to be Placed on Agenda  Industry, percentage of foreign capital and size of the company	M.A. (%)																	
	Total number of companies with labor-management consultation committees	Basic management policy	Basic production and sales plans	Establishment or abrogation of company organization	Rationalization of production operation including introduction of new technology	Employment and staffing standards	Transfers	Lay-offs, personnel cuts, dismissals	Change in work mode	Working hours, days off, and vacations	Workplace health and safety	Retirement system	Wages and bonuses	Standards for retirement allowances and sales plans	Educational and training programs	Employee Welfare	Cultural and athletic activities	Not classified
<b>Total industries surveyed</b>	134	47.0	41.0	32.1	11.2	14.2	21.6	29.1	34.3	48.5	39.6	23.9	54.5	32.1	20.9	46.3	18.7	4.5
<b>By industry</b>																		
Construction industry	3	33.3	33.3	-	-	33.3	33.3	66.7	66.7	33.3	66.7	33.3	100.0	33.3	33.3	33.3	66.7	-
Manufacturing industry	59	59.3	59.3	42.4	11.9	13.6	28.8	39.0	37.3	54.2	52.5	28.8	55.9	40.7	16.9	44.1	18.6	5.1
Transport and communication industry	13	46.2	30.8	46.2	7.7	7.7	30.8	30.8	30.8	38.5	38.5	30.8	61.5	23.1	38.5	38.5	7.7	7.7
Wholesale and retail trade and food and drink establishments	27	51.9	29.6	22.2	14.8	18.5	18.5	29.6	29.6	48.1	33.3	22.2	55.6	29.6	22.2	59.3	22.2	-
Financial and insurance industry	13	23.1	-	15.4	-	7.7	7.7	7.7	15.4	38.5	15.4	23.1	53.8	38.5	7.7	61.5	15.4	15.4
Real estate industry	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Service industry	19	21.1	36.8	21.1	15.8	15.8	5.3	5.3	42.1	47.4	21.1	5.3	36.8	10.5	26.3	31.6	15.8	-
Not classified	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>By the percentage of foreign capital</b>																		
100%	57	40.4	38.6	26.3	10.5	15.8	17.5	33.3	33.3	52.6	35.1	15.8	52.6	26.3	12.3	43.9	14.0	-
More than 50% and less than 100%	14	64.3	50.0	50.0	14.3	14.3	21.4	35.7	50.0	57.1	57.1	35.7	57.1	35.7	21.4	50.0	28.6	7.1
50%	19	73.7	73.7	57.9	21.1	21.1	42.1	36.8	42.1	52.6	68.4	31.6	52.6	42.1	36.8	47.4	15.8	-
Between 1/3 and 50%	17	64.7	52.9	41.2	11.8	17.6	29.4	29.4	35.3	41.2	29.4	23.5	58.8	29.4	17.6	47.1	23.5	-
Branches of foreign corporation	16	18.8	-	6.3	-	6.3	12.5	12.5	18.8	50.0	25.0	31.3	68.8	50.0	25.0	62.5	31.3	12.5
Not classified	11	27.3	27.3	18.2	9.1	-	9.1	9.1	27.3	18.2	27.3	27.3	36.4	18.2	36.4	27.3	9.1	27.3
<b>By size of company</b>																		
1,000 employees or more	13	61.5	46.2	23.1	7.7	15.4	15.4	46.2	30.8	46.2	38.5	23.1	69.2	38.5	7.7	69.2	23.1	-
500-599 employees	12	66.7	58.3	66.7	25.0	8.3	33.3	25.0	50.0	58.3	41.7	33.3	58.3	41.7	16.7	66.7	25.0	-
300-499 employees	15	73.3	53.3	40.0	6.7	6.7	26.7	46.7	33.3	60.0	40.0	33.3	60.0	46.7	20.0	60.0	20.0	-
100-299 employees	38	36.8	39.5	34.2	7.9	10.5	21.1	28.9	28.9	47.4	42.1	23.7	55.3	31.6	23.7	31.6	26.3	5.3
30-99 employees	38	39.5	31.6	21.1	7.9	21.1	21.1	23.7	36.8	44.7	39.5	21.1	42.1	28.9	21.1	44.7	13.2	7.9
10-29 employees	9	33.3	33.3	33.3	11.1	11.1	11.1	-	11.1	44.4	22.2	11.1	55.6	22.2	11.1	44.4	-	-
9 employees or fewer than	6	50.0	66.7	16.7	50.0	16.7	16.7	33.3	33.3	33.3	33.3	16.7	66.7	-	33.3	16.7	-	16.7
Not classified	3	33.3	-	33.3	-	33.3	33.3	33.3	100.0	66.7	66.7	33.3	66.7	33.3	66.7	66.7	33.3	-

Table 19: Existence of Systems for Facilitating Labor-Management Communication

(%)

Industry, percentage of foreign capital, size of the company and existence of labor union	System						
	Workplace meetings	Small group activities	Suggestion box systems	Grievance procedures	Employee's attitude survey	Publication of house organs	No system
Total industries surveyed	36.9	12.7	24.6	10.4	20.2	21.9	37.6
By industry							
Construction industry	50.0	16.7	50.0	-	16.7	66.7	-
Manufacturing industry	42.7	23.4	37.9	19.4	24.2	33.1	33.1
Food	33.3	-	-	-	33.3	33.3	33.3
Textile, clothing, etc.	-	100.0	100.0	-	-	100.0	-
Lumber and wood products	-	-	-	-	-	-	-
Furniture and equipment	50.0	25.0	50.0	50.0	50.0	25.0	25.0
Pulp, paper, and paper products	-	-	-	-	-	-	100.0
Publishing, printing, and related areas	60.0	-	-	-	-	-	40.0
Chemical industry	39.5	23.3	32.6	23.3	23.3	37.2	34.9
Petroleum and coal products	40.0	20.0	40.0	40.0	-	40.0	60.0
Rubber products	100.0	100.0	100.0	-	100.0	-	-
Ceramic and cement	100.0	-	66.7	33.3	33.3	66.7	-
Non-ferrous metals	50.0	-	50.0	-	50.0	-	50.0
Metal products	-	-	100.0	-	-	-	-
General machinery	37.5	25.0	37.5	12.5	31.3	31.3	25.0
Electrical machinery	26.7	20.0	26.7	6.7	20.0	26.7	53.3
Transportation equipment	40.0	30.0	50.0	20.0	10.0	50.0	30.0
Precision machinery	77.8	44.4	66.7	33.3	55.6	33.3	-
Other	40.0	20.0	40.0	20.0	-	20.0	40.0
Transport and communication industry	34.6	11.5	28.8	11.5	26.9	30.8	28.8
Wholesale and retail trade and food and drink establishments	34.6	10.9	17.3	8.3	21.8	17.9	40.4
Financial and insurance industry	31.2	10.4	18.2	10.4	20.8	15.6	37.7
Real estate industry	-	-	-	-	-	-	100.0
Service industry	38.1	5.3	21.2	3.5	10.6	13.3	44.2
Not classified	-	-	-	-	-	-	-
By the percentage of foreign capital							
More than 50% and less than 100%	33.2	13.4	22.0	10.3	21.6	21.1	36.2
50%	46.6	6.9	24.1	12.1	19.0	19.0	36.2
Between 1/3 and 50%	39.6	17.0	26.4	11.3	13.2	24.5	43.4
Branches of foreign corporation	57.5	15.0	40.0	12.5	22.5	40.0	27.5
Not classified	33.3	11.1	24.4	11.1	24.4	22.2	35.6
Not classified	30.4	12.5	23.2	5.4	14.3	12.5	50.0
By size of company							
1,000 employees or more	42.9	28.6	47.6	52.4	52.4	76.2	9.5
500人 ~ 999人	34.8	47.8	47.8	26.1	47.8	69.6	4.3
300-499 employees	38.5	34.6	53.8	19.2	53.8	65.4	11.5
100-29 employees	44.4	18.1	31.9	16.7	31.9	34.7	22.2
30-99 employees	29.4	9.4	22.5	6.3	18.8	16.3	41.3
10-29 employees	44.0	3.6	17.9	3.6	11.9	10.7	44.0
9 employees or fewer than	38.9	7.1	15.1	4.8	6.3	4.8	49.2
Not classified	17.6	5.9	11.8	11.8	-	5.9	70.6
By existence of labor union							
With labor unions	52.1	34.2	41.1	30.1	35.6	46.6	17.8
One	54.5	36.4	42.4	27.3	36.4	43.9	18.2
Multiple	28.6	14.3	28.6	57.1	28.6	71.4	14.3
No labor unions	34.4	9.3	22.2	7.1	18.0	18.0	40.7



Table 20: Existence of Employment Adjustments within the Past Two Years, and the Contribution of Labor Unions at those Times (9-1)

(company, %)

Existence of employment adjustments, the contribution of labor  Industry, percentage of foreign capital and size of the company, existence of labor union	Restrictions on overtime							
	Degree of contribution of the labor union						Not implemented	Not classified
	Agreements	Consultations	Exchanges of opinion	Prior notification	Notification after the fact	No contribution		
<b>Total industries surveyed</b>	41 (7.8)	11 (2.1)	15 (2.8)	28 (5.3)	1 (0.2)	10 (1.9)	346 (65.4)	88 (16.6)
<b>By industry</b>								
Construction industry	1	-	-	-	-	-	4	1
Manufacturing industry	12	3	5	8	-	3	81	14
Transport and communication industry	2	2	1	5	-	3	33	7
Wholesale and retail trade and food and drink establishments	14	2	5	7	-	2	99	31
Financial and insurance industry	8	1	1	5	-	2	51	10
Real estate industry	-	-	-	-	-	-	-	1
Service industry	4	3	3	3	1	-	78	24
Not classified	-	-	-	-	-	-	-	1
<b>By the percentage of foreign capital</b>								
100%	18	5	8	14	1	4	149	41
More than 50% and less than 100%	3	1	3	2	-	2	40	9
50%	3	3	1	2	-	-	37	7
Between 1/3 and 50%	3	-	1	2	-	-	28	6
Branches of foreign corporation	9	2	1	5	-	4	58	12
Not classified	5	-	1	3	-	-	34	13
<b>By size of company</b>								
1,000 employees or more	3	-	2	-	-	-	14	2
500-999 employees	3	1	-	-	-	-	17	2
300-499 employees	2	2	2	2	-	1	17	1
100-29 employees	6	3	5	7	-	1	43	10
30-99 employees	13	3	4	12	-	7	105	19
10-29 employees	6	1	1	5	1	1	61	12
9 employees or fewer than	7	1	1	2	-	-	79	36
Not classified	1	-	-	-	-	-	10	6
<b>By existence of labor union</b>								
With labor unions	9	4	2	4	-	2	45	8
One	9	3	1	4	-	2	42	6
Multiple	-	1	1	-	-	-	3	2
No labor unions	31	7	13	24	1	8	299	77

Table 20: Existence of Employment Adjustments within the Past Two Years, and the Contribution of Labor Unions at those Times (9-2)

(company,

Existence of employment adjustments, the contribution of labor  Industry, percentage of foreign capital, size of the company and existence of labor union	Substitution or increase of days off							
	Degree of contribution of the labor union						Not implemented	Not classified
	Agreements	Consultations	Exchanges of opinion	Prior notification	Notification after the fact	No contribution		
<b>Total industries surveyed</b>	48	14	19	26	1	12	335	92
	(9.1)	(2.6)	(3.6)	(4.9)	(0.2)	(2.3)	(63.3)	(17.4)
<b>By industry</b>								
Construction industry	-	1	-	-	-	-	4	1
Manufacturing industry	20	9	6	9	-	3	75	13
Transport and communication industry	1	-	2	2	-	1	38	8
Wholesale and retail trade and food and drink establishments	10	-	7	9	1	3	100	31
Financial and insurance industry	7	3	1	-	-	4	50	12
Real estate industry	-	-	-	-	-	-	-	1
Service industry	10	1	3	6	-	1	68	26
Not classified	-	-	-	-	-	-	-	1
<b>By the percentage of foreign capital</b>								
100%	19	7	8	17	1	5	142	43
More than 50% and less than 100%	4	2	4	3	-	1	39	10
50%	6	2	3	-	-	-	35	8
Between 1/3 and 50%	6	-	-	3	-	1	24	6
Branches of foreign corporation	7	3	3	1	-	4	61	12
Not classified	6	-	1	2	-	1	34	13
<b>By size of company</b>								
1,000 employees or more	2	1	1	1	-	1	13	2
500-999 employees	3	-	-	2	-	-	15	3
300-499 employees	3	2	1	1	-	-	20	-
100-29 employees	8	2	6	7	1	3	43	9
30-99 employees	15	4	7	10	-	8	103	21
10-29 employees	7	3	2	4	-	-	55	15
9 employees or fewer than	10	1	1	1	-	-	77	36
Not classified	-	1	1	-	-	-	9	6
<b>By existence of labor union</b>								
With labor unions	14	6	3	3	-	1	42	8
One	14	6	2	3	-	-	40	5
Multiple	-	-	1	-	-	1	2	3
No labor unions	33	8	16	23	1	11	291	81

Table 20: Existence of Employment Adjustments within the Past Two Years, and the Contribution of Labor Unions at those Times (9-3)

(company, %)

Industry, percentage of foreign capital, size of the company and existence of labor union	Dismissal or non-renewal of temporary, seasonal, or part-time workers							
	Degree of contribution of the labor union						Not implemented	Not classified
	Agreements	Consultations	Exchanges of opinion	Prior notification	Notification after the fact	No contribution		
<b>Total industries surveyed</b>	18 (3.4)	7 (1.3)	3 (0.6)	15 (2.8)	7 (1.3)	29 (5.5)	359 (67.9)	98 (18.5)
<b>By industry</b>								
Construction industry	-	1	-	-	-	-	4	1
Manufacturing industry	6	-	1	5	4	5	89	16
Transport and communication industry	2	1	-	5	-	8	31	7
Wholesale and retail trade and food and drink establishments	2	2	-	1	3	10	105	33
Financial and insurance industry	1	-	1	1	-	5	54	15
Real estate industry	-	-	-	-	-	-	-	1
Service industry	7	3	1	3	-	1	76	25
Not classified	-	-	-	-	-	-	-	1
<b>By the percentage of foreign capital</b>								
100%	8	4	1	9	4	9	157	44
More than 50% and less than 100%	2	1	-	1	2	2	42	8
50%	3	-	-	1	-	5	35	9
Between 1/3 and 50%	1	1	-	1	1	-	30	7
Branches of foreign corporation	2	1	1	2	-	10	59	16
Not classified	2	-	1	1	-	3	36	14
<b>By size of company</b>								
1,000 employees or more	-	-	-	1	-	1	16	3
500-999 employees	-	-	-	-	2	-	18	3
300-499 employees	1	-	1	1	1	1	20	1
100-29 employees	-	3	1	4	2	7	45	11
30-99 employees	7	1	-	4	2	14	112	23
10-29 employees	3	1	1	5	-	5	56	16
9 employees or fewer than	7	1	-	-	-	1	82	35
Not classified	-	1	-	-	-	-	10	6
<b>By existence of labor union</b>								
With labor unions	3	-	-	3	3	7	48	9
One	3	-	-	3	2	6	45	7
Multiple	-	-	-	-	1	1	3	2
No labor unions	15	7	3	12	4	22	309	85

Table 20: Existence of Employment Adjustments within the Past Two Years, and the Contribution of Labor Unions at those Times (9-4)

(company, %)

Industry, percentage of foreign capital, size of the company and existence of labor union	Transfer to affiliates							
	Degree of contribution of the labor union						Not implemented	Not classified
	Agreements	Consultations	Exchanges of opinion	Prior notification	Notification after the fact	No contribution		
<b>Total industries surveyed</b>	8	3	3	10	8	36	359	104
	(1.5)	(0.6)	(0.6)	(1.9)	(1.5)	(6.8)	(67.9)	(19.7)
<b>By industry</b>								
Construction industry	-	1	-	-	-	-	4	1
Manufacturing industry	3	-	1	5	3	11	86	16
Food	-	-	-	-	1	1	1	-
Textile, clothing, etc.	-	-	-	-	-	-	1	-
Lumber and wood products	-	-	-	-	-	-	-	1
Furniture and equipment	-	-	-	-	-	-	4	-
Pulp, paper, and paper products	-	-	-	-	-	-	1	-
Publishing, printing, and related areas	-	-	-	-	-	-	4	1
Chemical industry	-	-	-	2	-	-	32	6
Petroleum and coal products	-	-	-	-	-	3	2	-
Rubber products	-	-	-	-	-	3	1	-
Ceramic and cement	-	-	-	-	-	-	3	-
Non-ferrous metals	-	-	-	-	-	-	1	1
Metal products	-	-	-	-	-	-	1	-
General machinery	-	-	1	2	-	1	12	1
Electrical machinery	-	-	-	-	1	1	11	2
Transportation equipment	1	-	-	-	1	1	5	2
Precision machinery	1	-	-	1	-	1	4	2
Other	1	-	-	-	-	-	3	1
Transport and communication industry	1	1	-	3	1	3	32	11
Wholesale and retail trade and food and drink establishments	1	-	-	2	2	13	106	32
Financial and insurance industry	1	-	2	-	1	4	54	15
Real estate industry	-	-	-	-	-	-	-	1
Service industry	2	1	-	-	1	5	77	28
Not classified	-	-	-	-	-	-	-	1
<b>By the percentage of foreign capital</b>								
100%	1	1	-	2	2	18	160	48
More than 50% and less than 100%	1	1	-	1	3	6	37	10
50%	-	-	1	3	2	3	37	8
Between 1/3 and 50%	2	-	-	1	1	1	28	7
Branches of foreign corporation	2	1	2	3	-	4	62	16
Not classified	2	-	-	-	-	4	35	15
<b>By size of company</b>								
1,000 employees or more	-	-	-	2	-	2	14	3
500-999 employees	-	-	-	-	1	6	13	3
300-499 employees	-	-	-	2	1	3	19	1
100-29 employees	2	-	2	5	3	8	42	11
30-99 employees	2	1	-	1	3	12	116	25
10-29 employees	-	-	-	-	-	5	61	18
9 employees or fewer than	4	1	1	-	-	-	84	37
Not classified	-	1	-	-	-	-	10	6
<b>By existence of labor union</b>								
With labor unions	2	-	-	5	3	9	43	11
One	2	-	-	5	3	6	41	9
Multiple	-	-	-	-	-	3	2	2
No labor unions	6	3	3	5	4	27	315	89
Not classified	-	-	-	-	1	-	1	4

Table 20: Existence of Employment Adjustments within the Past Two Years, and the Contribution of Labor Unions at those Times (9-5)

(company, %)

Industry, percentage of foreign capital, size of the company and existence of labor union	Decrease or suspension of new hiring							
	Degree of contribution of the labor union						Not implemented	Not classified
	Agreements	Consultations	Exchanges of opinion	Prior notification	Notification after the fact	No contribution		
<b>Total industries surveyed</b>	5 (0.9)	6 (1.1)	1 (0.2)	12 (2.3)	8 (1.5)	41 (7.8)	355 (67.1)	103 (19.5)
<b>By industry</b>								
Construction industry	-	1	-	-	-	-	4	1
Manufacturing industry	1	3	1	6	2	12	82	17
Food	-	-	-	-	-	1	2	-
Textile, clothing, etc.	-	-	-	-	-	-	1	-
Lumber and wood products	-	-	-	-	-	-	-	1
Furniture and equipment	-	-	-	-	-	-	4	-
Pulp, paper, and paper products	-	-	-	-	-	-	1	-
Publishing, printing, and related areas	-	-	-	-	-	-	4	1
Chemical industry	-	-	-	2	-	4	31	6
Petroleum and coal products	-	-	1	1	-	2	1	-
Rubber products	-	-	-	-	-	-	1	-
Ceramic and cement	-	-	-	-	-	-	3	-
Non-ferrous metals	-	-	-	-	-	1	-	1
Metal products	-	-	-	-	-	-	1	-
General machinery	-	-	-	2	-	1	12	1
Electrical machinery	-	1	-	-	1	1	10	2
Transportation equipment	-	-	-	-	1	1	5	3
Precision machinery	-	2	-	1	-	1	3	2
Other	1	-	-	-	-	-	3	1
Transport and communication industry	2	1	-	3	2	5	31	9
Wholesale and retail trade and food and drink establishments	-	-	-	2	3	13	106	32
Financial and insurance industry	-	-	-	-	1	6	55	15
Real estate industry	-	-	-	-	-	-	-	1
Service industry	2	1	-	1	-	5	77	28
Not classified	-	-	-	-	-	-	-	1
<b>By the percentage of foreign capital</b>								
100%	-	2	-	2	4	19	157	49
More than 50% and less than 100%	2	1	-	1	2	7	37	9
50%	-	-	1	3	2	2	37	8
Between 1/3 and 50%	1	1	-	3	-	2	27	6
Branches of foreign corporation	1	2	-	3	-	6	62	16
Not classified	1	-	-	-	-	5	35	15
<b>By size of company</b>								
1,000 employees or more	-	-	1	1	-	2	13	4
500-999 employees	-	1	-	-	2	5	12	3
300-499 employees	-	1	-	3	1	3	16	2
100-29 employees	2	-	-	6	2	11	43	8
30-99 employees	-	2	-	1	2	14	116	25
10-29 employees	-	-	-	1	1	5	60	18
9 employees or fewer than	3	1	-	-	-	1	85	37
Not classified	-	1	-	-	-	-	10	6
<b>By existence of labor union</b>								
With labor unions	2	1	1	5	4	13	37	10
One	2	1	-	5	3	12	35	8
Multiple	-	5	1	-	1	1	2	2
No labor unions	3	-	-	7	3	28	317	89
Not classified	-	-	-	-	1	-	1	4

Table 20: Existence of Employment Adjustments within the Past Two Years, and the Contribution of Labor Unions at those Times (9-6)

(company, %)

Existence of employment adjustments, the contribution of labor  Industry, percentage of foreign capital, size of the company and existence of labor union	Transfer							
	Degree of contribution of the labor union						Not implemented	Not classified
	Agreements	Consultations	Exchanges of opinion	Prior notification	Notification after the fact	No contribution		
<b>Total industries surveyed</b>	35 (6.6)	19 (3.6)	17 (3.2)	30 (5.7)	6 (1.1)	36 (6.8)	303 (57.3)	98 (18.5)
<b>By industry</b>								
Construction industry	-	1	-	-	-	-	4	1
Manufacturing industry	7	4	5	12	2	10	69	19
Food	-	-	-	-	-	-	3	-
Textile, clothing, etc.	-	-	-	-	-	-	1	-
Lumber and wood products	-	-	-	-	-	-	-	1
Furniture and equipment	-	-	-	-	-	-	4	-
Pulp, paper, and paper products	-	-	-	-	-	-	1	-
Publishing, printing, and related areas	-	-	-	1	-	-	3	1
Chemical industry	2	1	-	3	1	3	26	7
Petroleum and coal products	-	-	2	-	-	1	2	-
Rubber products	-	-	-	1	-	-	-	-
Ceramic and cement	1	-	1	1	-	-	2	-
Non-ferrous metals	-	-	-	-	-	-	-	2
Metal products	-	-	-	-	-	1	-	-
General machinery	2	-	1	2	-	2	10	1
Electrical machinery	-	2	-	-	1	-	9	3
Transportation equipment	-	1	1	1	-	3	3	1
Precision machinery	1	-	-	2	-	-	3	3
Other	1	-	-	1	-	-	2	1
Transport and communication industry	5	6	2	5	-	4	28	5
Wholesale and retail trade and food and drink establishments	10	3	5	7	1	8	93	34
Financial and insurance industry	8	3	1	4	2	9	38	12
Real estate industry	-	-	-	-	-	-	-	1
Service industry	5	2	4	2	1	5	71	26
Not classified	-	-	-	-	-	-	-	1
<b>By the percentage of foreign capital</b>								
100%	11	8	7	12	3	16	133	45
More than 50% and less than 100%	2	-	2	6	2	3	37	9
50%	6	2	2	6	-	2	29	8
Between 1/3 and 50%	3	2	2	1	1	4	23	6
Branches of foreign corporation	8	5	2	4	-	9	49	15
Not classified	5	2	2	1	-	2	32	15
<b>By size of company</b>								
1,000 employees or more	3	1	1	-	2	3	8	4
500-999 employees	2	3	-	2	2	3	8	3
300-499 employees	1	3	3	3	-	-	16	1
100-29 employees	7	6	6	8	1	13	30	9
30-99 employees	15	2	3	10	1	12	96	23
10-29 employees	5	2	1	4	-	2	55	17
9 employees or fewer than	2	1	3	3	-	2	80	36
Not classified	-	1	-	-	-	1	10	5
<b>By existence of labor union</b>								
With labor unions	8	7	2	12	2	10	24	10
One	8	6	1	11	2	7	24	9
Multiple	-	1	1	1	-	3	-	1
No labor unions	27	11	15	18	4	26	278	84
Not classified	-	1	-	-	-	-	1	4

Table 20: Existence of Employment Adjustments within the Past Two Years, and the Contribution of Labor Unions at those Times (9-7)

(company, %)

Industry, percentage of foreign capital, size of the company and existence of labor union	Decrease or suspension of midcareer hiring							
	Degree of contribution of the labor union						Not implemented	Not classified
	Agreements	Consultations	Exchanges of opinion	Prior notification	Notification after the fact	No contribution		
<b>Total industries surveyed</b>	17 (3.2)	9 (1.7)	7 (1.3)	18 (3.4)	2 (0.4)	15 (2.8)	362 (68.4)	106 (20.0)
<b>By industry</b>								
Construction industry	1	-	-	-	-	-	4	1
Manufacturing industry	8	5	2	11	1	3	80	18
Food	-	-	-	1	-	-	2	-
Textile, clothing, etc.	-	-	-	-	-	-	1	-
Lumber and wood products	-	-	-	-	-	-	-	1
Furniture and equipment	-	-	-	-	-	-	4	-
Pulp, paper, and paper products	-	-	-	-	-	-	1	-
Publishing, printing, and related areas	-	-	-	-	-	-	4	1
Chemical industry	4	1	-	1	-	1	29	7
Petroleum and coal products	1	-	1	-	-	1	2	-
Rubber products	-	-	-	1	-	-	-	-
Ceramic and cement	-	-	-	-	-	-	3	-
Non-ferrous metals	-	-	-	-	-	-	1	1
Metal products	-	-	-	-	-	-	1	-
General machinery	2	1	-	2	-	-	12	2
Electrical machinery	-	1	-	1	1	-	10	2
Transportation equipment	-	-	1	2	-	1	4	2
Precision machinery	-	2	-	2	-	-	4	2
Other	1	-	-	1	-	-	2	1
Transport and communication industry	2	1	-	2	1	1	37	9
Wholesale and retail trade and food and drink establishments	3	3	2	3	-	4	108	35
Financial and insurance industry	2	-	2	-	-	4	54	15
Real estate industry	-	-	-	-	-	-	-	1
Service industry	1	-	1	2	-	3	79	27
Not classified	-	-	-	-	-	-	-	1
<b>By the percentage of foreign capital</b>								
100%	7	3	2	7	1	8	159	49
More than 50% and less than 100%	1	2	1	3	1	-	42	9
50%	3	3	1	4	-	1	33	10
Between 1/3 and 50%	3	-	-	3	-	1	27	6
Branches of foreign corporation	2	1	2	1	-	4	63	17
Branches of foreign corporation	1	-	1	-	-	1	38	15
<b>By size of company</b>								
1,000 employees or more	2	1	1	2	-	1	12	2
500-999 employees	1	2	-	2	-	2	14	3
300-499 employees	4	4	1	2	-	-	15	1
100-29 employees	4	1	1	7	2	7	41	12
30-99 employees	3	1	1	4	-	5	121	27
10-29 employees	-	-	-	1	-	-	65	18
9 employees or fewer than	2	-	3	-	-	-	84	37
Not classified	1	-	-	-	-	-	10	6
<b>By existence of labor union</b>								
With labor unions	9	8	1	15	1	1	34	10
One	8	7	-	15	1	1	32	8
Multiple	1	1	1	-	-	-	2	2
No labor unions	8	1	6	3	1	14	326	92
Not classified	-	-	-	-	-	-	2	4

Table 20: Existence of Employment Adjustments within the Past Two years, and the Contribution of Labor Unions at those Times (9-8)

(company, %)

Existence of employment adjustments, the contribution of labor  Industry, percentage of foreign capital, size of the company and existence of labor union	Temporary shutdowns (lay-offs)							Not implemented	Not classified
	Degree of contribution of the labor union								
	Agreements	Consultations	Exchanges of opinion	Prior notification	Notification after the fact	No contribution			
<b>Total industries surveyed</b>	7 (1.3)	2 (0.4)	-	2 (0.4)	-	3 (0.6)	410 (77.5)	108 (20.4)	
<b>By industry</b>									
Construction industry	-	-	-	-	-	-	4	2	
Manufacturing industry	5	1	-	1	-	1	101	17	
Food	-	-	-	-	-	-	3	-	
Textile, clothing, etc.	-	-	-	-	-	-	1	-	
Lumber and wood products	-	-	-	-	-	-	-	1	
Furniture and equipment	-	-	-	-	-	-	4	-	
Pulp, paper, and paper products	-	-	-	-	-	-	1	-	
Publishing, printing, and related areas	-	-	-	-	-	-	4	1	
Chemical industry	-	-	-	-	-	-	37	6	
Petroleum and coal products	-	-	-	-	-	1	3	1	
Rubber products	-	-	-	-	-	-	1	-	
Ceramic and cement	1	-	-	-	-	-	2	-	
Non-ferrous metals	-	-	-	-	-	-	1	1	
Metal products	-	-	-	-	-	-	1	-	
General machinery	1	-	-	1	-	-	13	2	
Electrical machinery	-	-	-	-	-	-	13	2	
Transportation equipment	-	-	-	-	-	-	8	2	
Precision machinery	2	1	-	-	-	-	6	1	
Other	1	-	-	-	-	-	3	1	
Transport and communication industry	-	-	-	-	-	1	42	9	
Wholesale and retail trade and food and drink establishments	-	-	-	-	-	-	120	36	
Financial and insurance industry	1	-	-	-	-	1	60	15	
Real estate industry	-	-	-	-	-	-	-	1	
Service industry	1	1	-	1	-	-	83	28	
Not classified	-	-	-	-	-	-	-	1	
<b>By the percentage of foreign capital</b>									
100%	3	-	-	1	-	1	179	49	
More than 50% and less than 100%	2	2	-	1	-	-	46	9	
50%	-	-	-	-	-	-	44	9	
Between 1/3 and 50%	1	-	-	-	-	-	31	8	
Branches of foreign corporation	-	-	-	-	-	1	71	18	
Not classified	1	-	-	-	-	1	39	15	
<b>By size of company</b>									
1,000 employees or more	-	-	-	-	-	-	18	3	
500-999 employees	-	-	-	-	-	-	19	4	
300-499 employees	1	-	-	-	-	-	23	2	
100-29 employees	3	1	-	1	-	-	57	12	
30-99 employees	-	-	-	1	-	3	131	25	
10-29 employees	-	-	-	-	-	-	66	18	
9 employees or fewer than	3	1	-	-	-	-	86	37	
Not classified	-	-	-	-	-	-	10	7	
<b>By existence of labor union</b>									
With labor unions	3	1	-	1	-	-	59	11	
One	3	1	-	1	-	-	55	8	
Multiple	-	-	-	-	-	3	4	3	
No labor unions	4	1	-	1	-	-	349	93	
Not classified	-	-	-	-	-	-	2	4	



Table 20: Existence of Employment Adjustments within the Past Two Years, and the Contribution of Labor Unions at those Times (9-9)

(company, %)

Existence of employment adjustments, the contribution of labor  Industry, percentage of foreign capital, size of the company and existence of labor union	Solicitation of voluntary retirements, dismissals							Not implemented	Not classified
	Degree of contribution of the labor union								
	Agreements	Consultations	Exchanges of opinion	Prior notification	Notification after the fact	No contribution			
<b>Total industries surveyed</b>	31 (5.9)	16 (3.0)	8 (1.5)	23 (4.3)	1 (0.2)	16 (3.0)	362 (68.4)	93 (17.6)	
<b>By industry</b>									
Construction industry	1	-	-	1	-	-	3	1	
Manufacturing industry	12	5	4	8	1	4	86	15	
Food	-	-	-	-	-	-	3	-	
Textile, clothing, etc.	-	-	-	-	-	-	1	-	
Lumber and wood products	-	-	-	-	-	-	-	1	
Furniture and equipment	-	-	-	-	-	-	4	-	
Pulp, paper, and paper products	-	-	-	-	-	-	-	1	
Publishing, printing, and related areas	-	1	-	-	-	1	2	1	
Chemical industry	2	2	1	2	-	2	31	5	
Petroleum and coal products	1	1	-	1	1	1	1	-	
Rubber products	-	-	-	-	-	-	1	-	
Ceramic and cement	2	-	1	1	-	-	1	-	
Non-ferrous metals	-	-	-	-	-	-	1	1	
Metal products	-	-	-	-	-	-	1	-	
General machinery	1	-	1	2	-	-	13	1	
Electrical machinery	-	-	-	-	-	-	13	2	
Transportation equipment	1	-	-	-	-	-	8	1	
Precision machinery	3	1	1	2	-	-	4	2	
Other	2	-	-	-	-	-	2	1	
Transport and communication industry	4	2	-	3	-	3	36	5	
Wholesale and retail trade and food and drink establishments	6	2	3	5	-	4	108	31	
Financial and insurance industry	2	2	-	2	-	4	55	14	
Real estate industry	-	-	-	-	-	-	-	1	
Service industry	6	5	1	4	-	1	74	26	
Not classified	-	-	-	-	-	-	-	1	
<b>By the percentage of foreign capital</b>									
100%	14	7	1	8	1	6	154	45	
More than 50% and less than 100%	7	5	3	4	-	2	38	8	
50%	-	1	2	2	-	-	43	7	
Between 1/3 and 50%	3	-	1	2	-	-	29	7	
Branches of foreign corporation	4	3	1	5	-	6	61	13	
Not classified	3	-	-	2	-	2	37	13	
<b>By size of company</b>									
1,000 employees or more	1	3	-	2	-	1	13	3	
500-999 employees	1	2	-	1	-	3	14	2	
300-499 employees	4	-	1	1	-	-	21	-	
100-29 employees	8	2	2	9	1	3	44	9	
30-99 employees	11	4	2	5	-	4	118	23	
10-29 employees	1	3	2	2	-	2	61	17	
9 employees or fewer than	3	2	1	3	-	3	81	34	
Not classified	2	-	-	-	-	-	10	5	
<b>By existence of labor union</b>									
With labor unions	12	7	-	6	-	2	45	7	
One	11	5	-	5	-	1	43	6	
Multiple	1	2	-	1	-	1	2	1	
No labor unions	19	8	8	17	1	14	316	82	
Not classified	-	1	-	-	-	-	1	4	

Table 21: Approaches to Hiring Workers (New Graduates) (4-1)

Approaches to hiring workers Industry, percentage of foreign capital and size of the company	(company, %)						
	Total number of companies hiring (company)	Newspaper advertisements	Job information magazines	Introduction from public employment office	Through personnel agencies, etc	Through schools	Introductions through personnel connections
<b>Total industries surveyed</b>	<b>133</b>	<b>9.0</b>	<b>47.4</b>	<b>8.3</b>	<b>5.3</b>	<b>62.4</b>	<b>18.0</b>
<b>By industry</b>							
Construction industry	2	-	-	-	50.0	100.0	-
Manufacturing industry	52	9.6	42.3	15.4	5.8	76.9	13.5
Transport and communication industry	8	12.5	50.0	-	12.5	37.5	25.0
Wholesale and retail trade and food and drink establishments	37	2.7	56.8	5.4	5.4	48.6	13.5
Financial and insurance industry	18	22.2	55.6	5.6	-	61.1	27.8
Real estate industry	-	-	-	-	-	-	-
Service industry	16	6.3	37.5	-	-	56.3	31.3
Not classified	-	-	-	-	-	-	-
<b>By the percentage of foreign capital</b>							
100%	49	10.2	51.0	6.1	6.1	63.3	18.4
More than 50% and less than 100%	17	-	41.2	17.6	5.9	64.7	-
50%	19	10.5	42.1	15.8	5.3	63.2	21.1
Between 1/3 and 50%	15	-	53.3	-	6.7	53.3	13.3
Branches of foreign corporation	19	15.8	31.6	5.3	5.3	73.7	21.1
Not classified	14	14.3	64.3	7.1	-	50.0	35.7
<b>By size of company</b>							
1,000 employees or more	18	11.1	83.3	5.6	-	61.1	16.7
500-999 employees	14	7.1	78.6	7.1	-	85.7	21.4
300-499 employees	18	5.6	61.1	11.1	11.1	55.6	5.6
100-299 employees	32	9.4	43.8	6.3	6.3	56.3	15.6
30-99 employees	31	3.2	25.8	12.9	-	71.0	9.7
10-29 employees	9	11.1	11.1	-	11.1	55.6	44.4
9 employees or fewer	8	25.0	12.5	12.5	12.5	25.0	62.5
Not classified	3	33.3	66.7	-	33.3	100.0	-

Table 21: Approaches to Hiring Workers (Midcareer Hiring of Managers) (4-2)

Approaches to hiring workers Industry, percentage of foreign capital and size of the company		(company, %)						
		Total number of companies hiring (company)	Newspaper advertisements	Job information magazines	Introduction from public employment office	Through personnel agencies, etc	Through schools	Introductions through personnel connections
<b>Total industries surveyed</b>		<b>208</b>	<b>32.7</b>	<b>13.0</b>	<b>6.3</b>	<b>70.2</b>	<b>-</b>	<b>35.1</b>
<b>By industry</b>								
Construction industry		2	50.0	-	-	100.0	-	-
Manufacturing industry		42	23.8	11.9	14.3	71.4	-	26.2
Transport and communication industry		13	46.2	38.5	-	61.5	-	23.1
Wholesale and retail trade and food and drink establishments		59	28.8	15.3	6.8	67.8	-	37.3
Financial and insurance industry		43	51.2	9.3	-	83.7	-	41.9
Real estate industry		1	-	-	-	-	-	100.0
Service industry		48	25.0	8.3	6.3	62.5	-	37.5
Not classified		-	-	-	-	-	-	-
<b>By the percentage of foreign capital</b>								
100%		105	29.5	8.6	4.8	78.1	-	36.2
More than 50% and less than 100%		22	36.4	31.8	18.2	63.6	-	22.7
50%		10	30.0	10.0	10.0	60.0	-	30.0
Between 1/3 and 50%		12	16.7	8.3	16.7	41.7	-	50.0
Branches of foreign corporation		39	46.2	10.3	-	71.8	-	35.9
Not classified		20	30.0	25.0	5.0	55.0	-	35.0
<b>By size of company</b>								
1,000 employees or more		14	50.0	42.9	7.1	92.9	-	7.1
500-999 employees		17	58.8	23.5	5.9	94.1	-	17.6
300-499 employees		10	50.0	20.0	-	60.0	-	60.0
100-299 employees		41	29.3	2.4	7.3	85.4	-	17.1
30-99 employees		75	33.3	12.0	8.0	69.3	-	42.7
10-29 employees		31	12.9	6.5	-	54.8	-	45.2
9 employees or fewer		16	18.8	12.5	6.3	31.3	-	56.3
Not classified		4	50.0	25.0	25.0	50.0	-	25.0

Table 21: Approaches to Hiring Workers (Midcareer Hiring for Technical Workers) (4-3)

Approaches to hiring workers Industry, percentage of foreign capital and size of the company		(company, %)						
		Total number of companies hiring (company)	Newspaper advertisements	Job information magazines	Introduction from public employment office	Through personnel agencies, etc	Through schools	Introductions through personnel connections
<b>Total industries surveyed</b>		<b>202</b>	<b>34.2</b>	<b>28.2</b>	<b>13.4</b>	<b>62.9</b>	<b>0.5</b>	<b>25.7</b>
<b>By industry</b>								
Construction industry		3	33.3	-	33.3	33.3	-	33.3
Manufacturing industry		54	29.6	33.3	27.8	63.0	1.9	20.4
Transport and communication industry		15	53.3	46.7	-	46.7	-	26.7
Wholesale and retail trade and food and drink establishments		50	32.0	26.0	14.0	58.0	-	30.0
Financial and insurance industry		30	46.7	20.0	3	83.3	-	30.0
Real estate industry		-	-	-	-	-	-	-
Service industry		50	28.0	26.0	6.0	62.0	-	24.0
Not classified		-	-	-	-	-	-	-
<b>By the percentage of foreign capital</b>								
100%		106	31.1	26.4	11.3	65.1	0.9	30.2
More than 50% and less than 100%		25	28.0	40.0	20.0	64.0	-	12.0
50%		7	28.6	42.9	28.6	71.4	-	-
Between 1/3 and 50%		13	38.5	30.8	23.1	38.5	-	23.1
Branches of foreign corporation		27	48.1	14.8	3.7	74.1	-	25.9
Not classified		24	37.5	33.3	16.7	50.0	-	29.2
<b>By size of company</b>								
1,000 employees or more		13	53.8	69.2	7.7	76.9	-	7.7
500-999 employees		16	62.5	31.3	12.5	81.3	-	6.3
300-499 employees		12	41.7	41.7	25.0	66.7	-	8.3
100-299 employees		46	23.9	30.4	6.5	76.1	-	17.4
30-99 employees		69	39.1	24.6	18.8	56.5	-	36.2
10-29 employees		28	10.7	17.9	7.1	53.6	3.6	32.1
9 employees or fewer		14	21.4	14.3	14.3	35.7	-	35.7
Not classified		4	75.0	-	25.0	50.0	-	50.0

Table 21: Approaches to Hiring Workers (Midcareer Hiring for Ordinary Workers) (4-4)

Approaches to hiring workers Industry, percentage of foreign capital and size of the company		(company, %)						
		Total number of companies hiring (company)	Newspaper advertisements	Job information magazines	Introduction from public employment office	Through personnel agencies, etc	Through schools	Introductions through personnel connections
<b>Total industries surveyed</b>		<b>338</b>	<b>45.3</b>	<b>26.9</b>	<b>20.4</b>	<b>48.2</b>	<b>3.6</b>	<b>26.0</b>
<b>By industry</b>								
Construction industry		2	50.0	-	50.0	50.0	-	-
Manufacturing industry		72	36.1	27.8	41.7	45.8	4.2	13.9
Transport and communication industry		38	52.6	23.7	7.9	31.6	2.6	23.7
Wholesale and retail trade and food and drink establishments		93	37.6	38.7	22.6	47.3	2.2	25.8
Financial and insurance industry		59	69.5	20.3	5.1	62.7	3.4	32.2
Real estate industry		-	-	-	-	-	-	-
Service industry		74	40.5	18.9	14.9	48.6	5.4	35.1
Not classified		-	-	-	-	-	-	-
<b>By the percentage of foreign capital</b>								
100%		164	44.5	27.4	17.7	57.3	3.0	29.9
More than 50% and less than 100%		39	30.8	43.6	25.6	43.6	5.1	20.5
50%		22	36.4	31.8	31.8	36.4	-	18.2
Between 1/3 and 50%		23	39.1	21.7	43.5	21.7	8.7	13.0
Branches of foreign corporation		56	64.3	12.5	7.1	46.4	1.8	26.8
Not classified		34	44.1	29.4	26.5	38.2	5.9	26.5
<b>By size of company</b>								
1,000 employees or more		16	75.0	50.0	18.8	56.3	6.3	6.3
500-999 employees		20	80.0	50.0	30.0	40.0	10.0	15.0
300-499 employees		21	42.9	33.3	38.1	52.4	-	28.6
100-299 employees		57	47.4	31.6	19.3	57.9	3.5	10.5
30-99 employees		125	44.8	26.4	22.4	48.8	1.6	29.6
10-29 employees		47	40.4	19.1	8.5	46.8	6.4	34.0
9 employees or fewer		46	21.7	10.9	17.4	37.0	4.3	37.0
Not classified		6	66.7	16.7	16.7	33.3	-	33.3

Table 22: Future Guidelines for Hiring Workers

(%)

Hiring guidelines Industry, percentage of foreign capital, size of the company and date of establishment	Emphasis on hiring new graduates regularly	Hiring both new graduates and midcareer workers	Emphasis on hiring midcareer workers	No particular guidelines	Not classified
<b>Total industries surveyed</b>	<b>3.2</b>	<b>17.4</b>	<b>55.0</b>	<b>21.9</b>	<b>2.5</b>
<b>By industry</b>					
Construction industry	-	33.3	33.3	33.3	-
Manufacturing industry	8.9	25.8	33.9	27.4	4.0
Transport and communication industry	3.8	7.7	65.4	23.1	-
Wholesale and retail trade and food and drink establishments	1.3	17.3	58.3	21.8	1.3
Financial and insurance industry	1.3	14.3	67.5	15.6	1.3
Real estate industry	-	-	100.0	-	-
Service industry	0.9	14.2	61.1	19.5	4.4
Not classified	-	-	-	-	-
<b>By the percentage of foreign capital</b>					
100%	0.9	14.2	67.7	15.5	1.7
More than 50% and less than 100%	5.2	20.7	44.8	27.6	1.7
50%	9.4	30.2	18.9	34.0	7.5
Between 1/3 and 50%	10.0	25.0	20.0	37.5	7.5
Branches of foreign corporation	3.3	11.1	66.7	18.9	-
Not classified	-	19.6	53.6	25.0	1.8
<b>By size of company</b>					
1,000 employees or more	4.8	57.1	23.8	9.5	4.8
500-999 employees	8.7	43.5	39.1	8.7	-
300-499 employees	15.4	50.0	23.1	7.7	3.8
100-299 employees	2.8	30.6	52.8	12.5	1.4
30-99 employees	3.1	13.1	66.9	15.6	1.3
10-29 employees	1.2	8.3	69.0	19.0	2.4
9 employees or fewer	0.8	4.0	50.8	41.3	3.2
Not classified	5.9	11.8	23.5	47.1	11.8
<b>By date of establishment</b>					
1999 or later	9.1	18.2	45.5	18.2	9.1
1994 ~ 1998	-	10.1	64.7	23.5	1.7
1989 ~ 1993	1.5	9.2	56.9	27.7	4.6
1984 ~ 1988	2.2	18.0	58.4	21.3	-
1979 ~ 1983	1.9	20.8	49.1	28.3	-
1974 ~ 1978	6.3	31.3	50.0	12.5	-
1969 ~ 1973	5.2	27.6	39.7	25.9	1.7
1968 or earlier	8.0	20.0	52.0	13.3	6.7
Not classified	-	12.5	68.8	18.8	-

Table 23: Reasons for Hiring Guidelines (M.A)

(company, %)

Hiring guidelines  Industry, percentage of foreign capital, size of the company and date of establishment	Emphasis on hiring new graduates regularly				Hiring both new graduates and midcareer workers											Emphasis on hiring midcareer workers									
	Total	Only hiring new graduates will guarantee us the human resources we need	The hiring procedures are already set in place	We can't find good employees among midcareer workers	Total	Only hiring new graduates will guarantee us the human resources we need	The hiring procedures are already set in place	We can't find good employees among midcareer workers	Only hiring midcareer workers will guarantee us the human resources we need	We want people who are ready to work right away	We hire only to fill vacancies	We can't find good employees among new graduates	It costs money to train new graduates	We have no expertise in hiring new graduates	Hiring of new graduates has not gone well	Total	Only hiring new graduates will guarantee us the human resources we need	The hiring procedures are already set in place	Only hiring midcareer workers will guarantee us the human resources we need	We want people who are ready to work right away	We hire only to fill vacancies	We can't find good employees among new graduates	It costs money to train new graduates	We have no expertise in hiring new graduates	Hiring of new graduates has not gone well
<b>Total industries surveyed</b>	17.0	88.2	52.9	5.9	92.0	16.3	19.6	10.9	5.4	37.0	34.8	5.4	16.3	2.2	1.1	291	1.0	4.5	33.7	85.9	39.9	5.5	26.5	3.4	3.1
<b>By industry</b>																									
Construction industry	-	-	-	-	2	-	00.0	-	-	-	-	-	-	-	-	2	-	-	100.0	100.0	50.0	-	-	-	-
Manufacturing industry	11	81.8	63.6	9.1	32	21.9	21.9	6.3	6.3	37.5	28.1	6.3	18.8	3.1	-	42	2.4	7.1	33.3	85.7	45.2	2.4	11.9	-	2.4
Transport and communication industry	2	100.0	50.0	-	4	25.0	-	25.0	25.0	-	25.0	25.0	-	-	25.0	34	-	2.9	29.4	79.4	67.6	2.9	41.2	2.9	-
Wholesale and retail trade and food and drink establishments	2	100.0	-	-	27	14.8	18.5	7.4	-	40.7	29.6	3.7	14.8	-	-	91	2.2	3.3	29.7	80.2	41.8	11.0	33.0	5.5	7.7
Financial and insurance industry	1	100.0	100.0	-	11	-	18.2	18.2	9.1	27.3	63.6	9.1	9.1	9.1	-	52	-	3.8	44.2	92.3	36.5	1.9	23.1	3.8	-
Real estate industry	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	100.0	-	-	-	-
Service industry	1	100.0	-	-	16	18.8	12.5	18.8	6.3	50.0	43.8	-	25.0	-	-	69	-	5.8	31.9	92.8	21.7	4.3	23.2	2.9	1.4
Not classified	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>By the percentage of foreign capital</b>																									
100%	2	100.0	-	-	33	6.1	15.2	6.1	3.0	42.4	30.3	-	21.2	3.0	-	157	1.3	3.8	34.4	87.3	38.9	7.0	27.4	3.2	4.5
More than 50% and less than 100%	3	66.7	66.7	-	12	25.0	8.3	25.0	-	33.3	25.0	8.3	8.3	-	-	26	3.8	7.7	26.9	88.5	30.8	-	19.2	3.8	-
50%	5	100.0	80.0	-	16	25.0	25.0	-	18.8	37.5	31.3	6.3	25.0	-	6.3	10	-	10.0	40.0	60.0	60.0	-	20.0	10.0	-
Between 1/3 and 50%	4	100.0	50.0	25.0	10	10.0	20.0	20.0	-	40.0	40.0	20.0	20.0	-	-	8	-	12.5	12.5	87.5	25.0	-	37.5	-	12.5
Branches of foreign corporation	3	66.7	33.3	-	10	-	30.0	10.0	-	30.0	60.0	10.0	-	10.0	-	60	-	3.3	38.3	83.3	48.3	6.7	23.3	3.3	-
Not classified	-	-	-	-	11	45.5	27.3	18.2	9.1	27.3	36.4	-	9.1	-	-	30	-	3.3	30.0	90.0	33.3	3.3	33.3	3.3	3.3
<b>By size of company</b>																									
1,000 employees or more	1	-	100.0	-	12	25.0	25.0	8.3	8.3	16.7	16.7	-	8.3	-	-	5	-	-	60.0	60.0	80.0	-	20.0	-	-
500-999 employees	2	100.0	50.0	50.0	10	10.0	30.0	10.0	-	50.0	20.0	10.0	10.0	-	-	9	-	-	44.4	100.0	33.3	-	44.4	-	-
300-499 employees	4	75.0	50.0	-	13	7.7	23.1	-	-	23.1	23.1	7.7	-	-	-	6	16.7	-	-	83.3	50.0	16.7	-	16.7	-
100-299 employees	2	100.0	100.0	-	22	18.2	13.6	4.5	9.1	54.5	50.0	4.5	31.8	4.5	4.5	38	2.6	2.6	28.9	86.8	47.4	2.6	34.2	-	7.9
30-99 employees	5	100.0	60.0	-	21	19.0	14.3	28.6	4.8	28.6	28.6	9.5	14.3	-	-	107	-	2.8	34.6	86.9	48.6	2.8	27.1	3.7	2.8
10-29 employees	1	100.0	-	-	7	-	14.3	-	-	28.6	71.4	-	14.3	-	-	58	-	1.7	39.7	87.9	29.3	5.2	25.9	1.7	3.4
9 employees or fewer	1	100.0	-	-	5	40.0	20.0	20.0	-	60.0	40.0	-	20.0	20.0	-	64	1.6	10.9	28.1	82.8	29.7	10.9	18.8	6.3	1.6
Not classified	1	100.0	-	-	2	-	50.0	-	50.0	50.0	50.0	-	50.0	-	-	4	-	25.0	50.0	75.0	-	25.0	75.0	-	-
<b>By period of establishment</b>																									
1999 or later	2	100.0	-	-	4	50.0	25.0	25.0	25.0	50.0	-	-	-	-	-	10	-	-	60.0	100.0	20.0	10.0	20.0	-	-
1994 ~ 1998	-	-	-	-	12	16.7	-	33.3	8.3	41.7	41.7	8.3	16.7	8.3	-	77	-	6.5	32.5	93.5	22.1	7.8	28.6	3.9	-
1989 ~ 1993	1	100.0	100.0	-	6	-	33.3	16.7	16.7	-	33.3	16.7	16.7	-	-	37	2.7	2.7	29.7	86.5	35.1	-	27.0	2.7	5.4
1984 ~ 1988	2	50.0	50.0	-	16	6.3	25.0	6.3	-	37.5	37.5	-	12.5	-	-	52	1.9	7.7	30.8	82.7	44.2	5.8	23.1	5.8	1.9
1979 ~ 1983	1	100.0	100.0	-	11	27.3	9.1	18.2	-	54.5	36.4	-	36.4	-	-	26	3.8	3.8	30.8	92.3	34.6	3.8	38.5	3.8	3.8
1974 ~ 1978	2	100.0	50.0	-	10	20.0	-	-	-	40.0	40.0	-	10.0	-	-	16	-	-	37.5	68.8	62.5	6.3	31.3	-	6.3
1969 ~ 1973	3	100.0	100.0	-	16	6.3	31.3	-	6.3	25.0	43.8	18.8	18.8	6.3	6.3	23	-	-	43.5	65.2	65.2	4.3	21.7	4.3	8.7
1968 or earlier	6	83.3	33.3	16.7	15	26.7	33.3	6.7	6.7	40.0	26.7	-	13.3	-	-	39	-	2.6	30.8	84.6	59.0	5.1	20.5	-	5.1
Not classified	-	-	-	-	2	-	-	-	-	50.0	-	-	-	-	-	11	-	9.1	36.4	90.9	36.4	9.1	27.3	9.1	-

Table 24: Staffing Plans and Hiring Guidelines for the Next 3 Years

(%)

Staffing plans and hiring guidelines Industry, percentage of foreign capital and size of the company	Increase of 10% or more above current levels	Increase of less than 10% above current levels	Maintain current levels	Decrease of more than 10% below current levels	Decrease of less than 10% below current levels	Undecided	Not classified
<b>Total industries surveyed</b>	<b>18.7</b>	<b>14.4</b>	<b>31.6</b>	<b>7.2</b>	<b>2.1</b>	<b>24.8</b>	<b>1.3</b>
<b>By industry</b>							
Construction industry	33.3	16.7	16.7	16.7	-	16.7	-
Manufacturing industry	11.3	10.5	35.5	17.7	4.0	19.4	1.6
Transport and communication industry	15.4	13.5	32.7	13.5	1.9	23.1	-
Wholesale and retail trade and food and drink establishments	19.9	12.2	36.5	3.2	1.9	25.6	0.6
Financial and insurance industry	20.8	23.4	20.8	-	-	33.8	1.3
Real estate industry	-	-	100.0	-	-	-	-
Service industry	24.8	15.9	27.4	2.7	1.8	24.8	2.7
Not classified	-	-	-	-	-	-	-
<b>By the percentage of foreign capital</b>							
100%	24.6	14.2	27.6	6.5	2.2	23.3	1.7
More than 50% and less than 100%	12.1	20.7	41.4	1.7	1.7	22.4	-
50%	7.5	9.4	39.6	17.0	3.8	17.0	5.7
Between 1/3 and 50%	12.5	12.5	37.5	12.5	2.5	22.5	-
Branches of foreign corporation	11.1	15.6	33.3	4.4	1.1	34.4	-
Not classified	28.6	12.5	23.2	7.1	1.8	26.8	-
<b>By size of company</b>							
1,000 employees or more	9.5	23.8	19.0	14.3	14.3	19.0	-
500-999 employees	21.7	26.1	26.1	8.7	4.3	13.0	-
300-499 employees	7.7	11.5	34.6	23.1	-	19.2	3.8
100-299 employees	13.9	15.3	34.7	15.3	2.8	18.1	-
30-99 employees	19.4	16.3	30.0	10.0	1.3	22.5	0.6
10-29 employees	26.2	15.5	32.1	-	1.2	22.6	2.4
9 employees or fewer	19.0	8.7	35.7	-	1.6	34.1	0.8
Not classified	17.6	5.9	17.6	-	-	47.1	11.8



Table 25: Status of Hiring in Personnel Management Systems

Personnel management system  Industry, percentage of foreign capital, size and nationality of foreign capital	(%)										
	Transfer to affiliates system	Self-evaluation system	Job rotation system	In-house recruiting system	Promotion and promotion exam system	Multiple track personnel management system	Job qualification system	Specialist system	Executive retirement system and executive tenure system	Voluntary retirement system	No system
<b>Total industries surveyed</b>	<b>19.7</b>	<b>33.8</b>	<b>13.4</b>	<b>15.9</b>	<b>9.3</b>	<b>7.0</b>	<b>22.7</b>	<b>14.2</b>	<b>9.6</b>	<b>9.5</b>	<b>37.6</b>
<b>By industry</b>											
Construction industry	33.3	33.3	16.7	-	-	-	33.3	33.3	16.7	50.0	16.7
Manufacturing industry	37.1	46.0	21.0	16.1	23.4	5.6	39.5	18.5	21.8	19.4	25.0
Transport and communication industry	17.3	28.8	19.2	26.9	3.8	5.8	15.4	7.7	9.6	9.6	32.7
Wholesale and retail trade and food and drink establishments	12.2	34.6	11.5	16.0	7.7	6.4	19.2	10.3	5.1	8.3	39.7
Financial and insurance industry	16.9	29.9	15.6	18.2	2.6	14.3	19.5	18.2	7.8	3.9	33.8
Real estate industry	-	-	-	-	-	-	-	-	-	-	100.0
Service industry	13.3	24.8	3.5	9.7	3.5	5.3	14.2	14.2	3.5	1.8	54.0
Not classified	-	-	-	-	-	-	-	-	-	-	-
<b>By the percentage of foreign capital</b>											
100%	15.5	32.3	10.8	19.0	7.3	5.6	15.5	14.2	8.2	8.6	44.0
More than 50% and less than 100%	20.7	37.9	8.6	10.3	8.6	5.2	25.9	10.3	3.4	5.2	39.7
50%	43.4	39.6	22.6	9.4	28.3	9.4	35.8	17.0	17.0	18.9	26.4
Between 1/3 and 50%	42.5	47.5	20.0	12.5	15.0	10.0	45.0	15.0	27.5	10.0	25.0
Branches of foreign corporation	11.1	25.6	13.3	18.9	2.2	10.0	18.9	15.6	6.7	8.9	36.7
Not classified	10.7	33.9	16.1	12.5	7.1	5.4	26.8	12.5	7.1	8.9	30.4
<b>By size of company</b>											
1,000 employees or more	57.1	66.7	19.0	57.1	42.9	9.5	42.9	38.1	33.3	38.1	9.5
500-999 employees	43.5	73.9	30.4	39.1	17.4	26.1	43.5	13.0	17.4	17.4	-
300-499 employees	46.2	69.2	26.9	46.2	38.5	30.8	69.2	19.2	19.2	26.9	-
100-299 employees	37.5	44.4	20.8	26.4	15.3	5.6	36.1	12.5	18.1	15.3	15.3
30-99 employees	13.1	32.5	14.4	15.6	6.3	5.6	21.9	13.1	8.1	7.5	37.5
10-29 employees	6.0	21.4	9.5	4.8	1.2	2.4	9.5	11.9	1.2	1.2	52.4
9 employees or fewer	11.9	20.6	4.8	1.6	3.2	2.4	8.7	11.1	5.6	4.8	55.6
Not classified	11.8	11.8	5.9	5.9	-	17.6	17.6	29.4	5.9	5.9	70.6
<b>By nationality of foreign capital</b>											
America	22.5	40.7	14.7	19.0	10.8	7.4	29.0	18.2	11.3	12.6	32.5
Canada	-	16.7	16.7	33.3	-	-	-	-	-	16.7	66.7
Central and South America	16.7	33.3	-	-	-	16.7	-	33.3	16.7	-	33.3
Europe	21.5	33.0	13.5	16.5	10.5	7.5	22.0	11.5	10.5	8.5	38.0
Asia	9.2	21.1	11.8	5.3	3.9	3.9	11.8	10.5	2.6	3.9	46.1
Near and Middle East	-	-	-	-	-	50.0	-	-	-	-	50.0
Oceania	-	-	-	33.3	-	-	-	-	-	-	66.7
Africa	-	-	-	-	-	-	-	-	-	-	100.0
Not classified	25.0	-	-	-	-	-	-	-	25.0	-	75.0

Table 26: Concepts of Personnel and Labor Management (4-1)

Concepts of personnel and labor management  Industry, percentage of foreign capital and size of the company	Basic concepts of hiring and personnel				Points er	
	Emphasis on the practice of lifetime employment	Little attention paid to the practice of lifetime employment	Other	Not classified	Emphasis on the person's overall character	Emphasis on the ability to perform the job
<b>Total industries surveyed</b>	<b>8.1</b>	<b>58.6</b>	<b>31.2</b>	<b>2.1</b>	<b>3.8</b>	<b>42.7</b>
<b>By industry</b>						
Construction industry	16.7	66.7	16.7	-	-	33.3
Manufacturing industry	11.3	53.2	33.1	2.4	2.4	44.4
Transport and communication industry	15.4	53.8	30.8	-	5.8	34.6
Wholesale and retail trade and food and drink establishments	5.8	59.6	33.3	1.3	7.7	49.4
Financial and insurance industry	9.1	55.8	33.8	1.3	1.3	35.1
Real estate industry	-	-	100.0	-	-	-
Service industry	3.5	67.3	24.8	4.4	0.9	41.6
Not classified	-	-	-	-	-	-
<b>By the percentage of foreign capital</b>						
100%	5.6	65.5	27.2	1.7	2.2	45.7
More than 50% and less than 100%	5.2	67.2	24.1	3.4	3.4	51.7
50%	17.0	37.7	39.6	5.7	5.7	41.5
Between 1/3 and 50%	5.0	60.0	32.5	2.5	2.5	47.5
Branches of foreign corporation	11.1	46.7	42.2	-	4.4	34.4
Not classified	10.7	58.9	28.6	1.8	8.9	32.1
<b>By size of company</b>						
1,000 employees or more	-	66.7	33.3	-	4.8	57.1
500-999 employees	8.7	60.9	30.4	-	4.3	56.5
300-499 employees	19.2	57.7	23.1	-	-	53.8
100-299 employees	2.8	69.4	27.8	-	2.8	51.4
30-99 employees	10.6	61.3	26.9	1.3	2.5	38.8
10-29 employees	8.3	59.5	31.0	1.2	3.6	44.0
9 employees or fewer	7.1	51.6	38.1	3.2	6.3	37.3
Not classified	5.9	23.5	47.1	23.5	5.9	23.5

Table 26: Concepts of Personnel and Labor Management (4-2)

(%)

Emphasized in hiring and personnel			Organizational management			
A combination of both aspects	Other	Not classified	Individual job classification not clearly stated	Individual job classification clearly stated	Neither	Not classified
<b>49.0</b>	<b>0.8</b>	<b>3.8</b>	<b>10.4</b>	<b>69.0</b>	<b>18.5</b>	<b>2.1</b>
66.7	-	-	16.7	83.3	-	-
49.2	-	4.0	12.9	62.9	21.8	2.4
57.7	-	1.9	13.5	75.0	11.5	-
39.1	0.6	3.2	7.7	71.2	20.5	0.6
59.7	1.3	2.6	6.5	77.9	14.3	1.3
100.0	-	-	-	100.0	-	-
49.6	1.8	6.2	12.4	62.8	19.5	5.3
-	-	-	-	-	-	-
48.7	0.9	2.6	11.2	69.0	18.1	1.7
41.4	-	3.4	13.8	62.1	22.4	1.7
43.4	-	9.4	9.4	52.8	30.2	7.5
45.0	-	5.0	10.0	67.5	20.0	2.5
56.7	2.2	2.2	6.7	77.8	15.6	-
53.6	-	5.4	10.7	78.6	8.9	1.8
38.1	-	-	9.5	71.4	19.0	-
34.8	4.3	-	-	87.0	13.0	-
42.3	3.8	-	11.5	76.9	11.5	-
45.8	-	-	5.6	59.7	34.7	-
56.3	-	2.5	10.6	73.8	15.0	0.6
50.0	-	2.4	10.7	69.0	19.0	1.2
49.2	0.8	6.3	15.9	65.1	15.1	4.0
29.4	5.9	35.3	-	52.9	23.5	23.5

Table 26: Concepts of Personnel and Labor Management (4-3)

Concepts of personnel and labor management  Industry, percentage of foreign capital and size of the company	Wages					Pers
	Emphasis on needs for daily life	Abilities taken into consideration quite a bit	A combination of both aspects	Other	Not classified	Criteria are not clearly spelled out, and we emphasize human relationships
<b>Total industries surveyed</b>	<b>1.9</b>	<b>64.1</b>	<b>27.4</b>	<b>3.4</b>	<b>3.2</b>	<b>7.6</b>
<b>By industry</b>						
Construction industry	-	100.0	-	-	-	-
Manufacturing industry	2.4	58.9	30.6	4.8	3.2	8.9
Transport and communication industry	5.8	67.3	25.0	1.9	-	13.5
Wholesale and retail trade and food and drink establishments	1.9	61.5	31.4	2.6	2.6	7.1
Financial and insurance industry	-	76.6	20.8	1.3	1.3	2.6
Real estate industry	-	-	100.0	-	-	-
Service industry	0.9	61.9	24.8	5.3	7.1	8.0
Not classified	-	-	-	-	-	-
<b>By the percentage of foreign capital</b>						
100%	0.9	67.7	24.6	4.7	2.2	8.2
More than 50% and less than 100%	1.7	70.7	22.4	1.7	3.4	3.4
50%	3.8	45.3	39.6	3.8	7.5	3.8
Between 1/3 and 50%	2.5	57.5	32.5	2.5	5.0	10.0
Branches of foreign corporation	2.2	66.7	27.8	3.3	-	7.8
Not classified	3.6	60.7	28.6	-	7.1	10.7
<b>By size of company</b>						
1,000 employees or more	4.8	81.0	9.5	4.8	-	4.8
500-999 employees	-	78.3	13.0	8.7	-	-
300-499 employees	-	61.5	26.9	11.5	-	-
100-299 employees	1.4	73.6	23.6	1.4	-	2.8
30-99 employees	0.6	71.3	23.8	1.9	2.5	8.1
10-29 employees	-	65.5	31.0	2.4	1.2	9.5
9 employees or fewer	5.6	46.0	38.9	4.0	5.6	12.7
Not classified	-	47.1	17.6	5.9	29.4	-

Table 26: Concepts of Personnel and Labor Management (4-4)

(%)

Personnel evaluations, rewards, and penalties			Basis of personnel and labor management				
Clearly and proactively carried out	Neither	Not classified	The seniority system	Emphasis on abilities	A combination of both aspects	Other	Not classified
<b>60.3</b>	<b>29.1</b>	<b>3.0</b>	<b>1.9</b>	<b>63.9</b>	<b>28.7</b>	<b>2.3</b>	<b>3.2</b>
83.3	16.7	-	-	100.0	-	-	-
64.5	23.4	3.2	-	60.5	33.1	3.2	3.2
59.6	26.9	-	5.8	61.5	30.8	1.9	-
60.9	28.8	3.2	3.2	61.5	31.4	1.3	2.6
63.6	32.5	1.3	2.6	67.5	27.3	1.3	1.3
-	100.0	-	-	-	100.0	-	-
52.2	34.5	5.3	-	68.1	21.2	3.5	7.1
-	-	-	-	-	-	-	-
63.4	26.7	1.7	0.9	69.0	23.7	3.4	3.0
65.5	25.9	5.2	1.7	79.3	17.2	-	1.7
52.8	34.0	9.4	5.7	45.3	37.7	1.9	9.4
52.5	35.0	2.5	-	50.0	42.5	2.5	5.0
56.7	35.6	-	4.4	57.8	35.6	2.2	-
60.7	23.2	5.4	-	64.3	32.1	-	3.6
85.7	9.5	-	-	85.7	9.5	4.8	-
82.6	17.4	-	-	78.3	21.7	-	-
92.3	7.7	-	-	61.5	23.1	15.4	-
77.8	19.4	-	-	72.2	25.0	1.4	1.4
61.9	28.8	1.3	1.9	66.9	29.4	1.3	0.6
58.3	31.0	1.2	3.6	63.1	31.0	1.2	1.2
36.5	43.7	7.1	3.2	50.8	37.3	1.6	7.1
47.1	29.4	23.5	-	58.8	5.9	5.9	29.4

Table 27: Final Decision Making Authority in Matters of Administration and Personnel Management (6-1)

Final decision making authority Industry, percentage of foreign capital, size, nationality of foreign capital and date of establishment	Establishment or abrogation of company organization							
	Japanese side has complete authority	Through consultation between both sides			Foreign parent company has complete authority	Not classified	Japanese side has complete authority	Through consultation between both sides
		The Japanese side takes the lead, but the opinions of the investing company side are respected	The opinions of both the Japanese side and the investing company are reflected	The investing company takes the lead, but the opinions of the Japanese side are respected				
<b>Total industries surveyed</b>	<b>23.3</b>	<b>25.9</b>	<b>15.7</b>	<b>13.2</b>	<b>18.3</b>	<b>3.6</b>	<b>18.9</b>	<b>30.4</b>
<b>By industry</b>								
Construction industry	33.3	-	50.0	-	-	16.7	50.0	-
Manufacturing industry	39.5	29.8	16.1	9.7	4.0	0.8	29.0	38.7
Transport and communication industry	17.3	21.2	11.5	21.2	25.0	3.8	15.4	25.0
Wholesale and retail trade and food and drink establishments industry	20.5	28.8	15.4	14.7	17.3	3.2	14.7	33.3
Finance and insurance industry	11.7	24.7	11.7	13.0	35.1	3.9	15.6	20.8
Real estate industry	-	-	-	100.0	-	-	-	-
Service industry	19.5	22.1	18.6	11.5	22.1	6.2	15.9	28.3
Not classified	-	-	-	-	-	-	-	-
<b>By the percentage of foreign capital</b>								
100%	22.0	27.6	9.5	19.0	19.0	3.0	17.2	32.8
More than 50% and less than 100%	27.6	25.9	25.9	6.9	10.3	3.4	20.7	39.7
50%	37.7	26.4	24.5	3.8	1.9	5.7	26.4	34.0
Between 1/3 and 50%	42.5	25.0	30.0	2.5	-	-	35.0	25.0
Branches of foreign corporation	7.8	22.2	11.1	14.4	40.0	4.4	12.2	20.0
Not classified	21.4	25.0	19.6	10.7	17.9	5.4	16.1	28.6
<b>By size of company</b>								
1,000 employees or more	38.1	28.6	23.8	9.5	-	-	28.6	38.1
500-999 employees	39.1	21.7	4.3	17.4	13.0	4.3	21.7	30.4
300-499 employees	30.8	30.8	15.4	11.5	7.7	3.8	15.4	38.5
100-299 employees	31.9	27.8	8.3	12.5	15.3	4.2	8.3	40.3
30-99 employees	28.1	28.8	16.9	8.8	16.3	1.3	20.0	32.5
10-29 employees	15.5	28.6	13.1	16.7	22.6	3.6	19.0	31.0
9 employees or fewer	12.7	22.2	19.8	15.9	27.0	2.4	23.8	21.4
Not classified	5.9	-	23.5	23.5	11.8	35.3	5.9	11.8
<b>By nationality of foreign capital</b>								
America	23.8	28.1	17.7	13.4	14.7	2.2	17.7	32.0
Canada	16.7	33.3	-	16.7	16.7	16.7	16.7	33.3
Central and South America	-	-	-	33.3	66.7	-	-	16.7
Europe	27.5	27.0	19.0	13.0	10.5	3.0	20.0	33.0
Asia	14.5	21.1	3.9	11.8	43.4	5.3	23.7	22.4
Near and Middle East	-	-	-	-	100.0	-	-	-
Oceania	-	-	33.3	33.3	33.3	-	-	33.3
Africa	-	-	-	-	-	100.0	-	-
Not classified	25.0	-	-	-	25.0	50.0	-	-
<b>By date of establishment</b>								
1999 or later	22.7	31.8	22.7	9.1	13.6	-	13.6	27.3
1994 ~ 1998	15.1	24.4	19.3	19.3	18.5	3.4	17.6	24.4
1989 ~ 1993	18.5	24.6	16.9	15.4	18.5	6.2	21.5	26.2
1984 ~ 1988	23.6	25.8	16.9	6.7	24.7	2.2	12.4	33.7
1979 ~ 1983	24.5	39.6	11.3	9.4	11.3	3.8	20.8	37.7
1974 ~ 1978	25.0	28.1	9.4	12.5	25.0	-	25.0	40.6
1969 ~ 1973	29.3	24.1	13.8	10.3	19.0	3.4	20.7	34.5
1968 or earlier	32.0	18.7	13.3	18.7	13.3	4.0	20.0	30.7
Not classified	31.3	25.0	12.5	-	18.8	12.5	31.3	18.8

Table 27: Final Decision Making Authority in Matters of Administration and Personnel Management (6-2)

(%)

Annual business plan				Monthly or quarterly business plan						
sultation between both sides		Foreign parent company has complete authority	Not classified	Japanese side has complete authority	Through consultation between both sides		Foreign parent company has complete authority	Not classified		
The opinions of both the Japanese side and the investing company are reflected	The investing company takes the lead, but the opinions of the Japanese side are respected				The Japanese side takes the lead, but the opinions of the investing company are respected	The opinions of both the Japanese side and the investing company are reflected				
21.7	15.1	9.8	4.0	28.4	30.1	16.1	12.1	8.7	4.7	
33.3	-	-	16.7	50.0	-	33.3	-	-	16.7	
19.4	10.5	1.6	0.8	38.7	37.1	12.1	8.9	2.4	0.8	
17.3	25.0	13.5	3.8	23.1	25.0	19.2	17.3	9.6	5.8	
21.2	14.1	13.5	3.2	28.8	32.7	10.9	10.9	12.2	4.5	
26.0	20.8	11.7	5.2	18.2	28.6	19.5	19.5	7.8	6.5	
-	100.0	-	-	-	-	-	100.0	-	-	
23.9	13.3	11.5	7.1	24.8	23.9	23.0	9.7	11.5	7.1	
-	-	-	-	-	-	-	-	-	-	
18.1	18.1	10.8	3.0	26.7	31.5	14.2	14.2	9.5	3.9	
22.4	6.9	6.9	3.4	32.8	36.2	13.8	6.9	6.9	3.4	
28.3	3.8	1.9	5.7	37.7	30.2	18.9	3.8	3.8	5.7	
40.0	-	-	-	42.5	27.5	30.0	-	-	-	
23.3	23.3	15.6	5.6	16.7	25.6	18.9	18.9	12.2	7.8	
14.3	19.6	14.3	7.1	30.4	26.8	8.9	14.3	12.5	7.1	
19.0	14.3	-	-	38.1	38.1	14.3	9.5	-	-	
13.0	26.1	8.7	-	34.8	21.7	8.7	30.4	4.3	-	
26.9	11.5	3.8	3.8	30.8	34.6	19.2	7.7	3.8	3.8	
26.4	15.3	5.6	4.2	19.4	45.8	15.3	11.1	4.2	4.2	
20.6	15.0	10.6	1.3	28.8	32.5	14.4	12.5	10.0	1.9	
17.9	15.5	11.9	4.8	29.8	25.0	14.3	13.1	10.7	7.1	
23.8	13.5	13.5	4.0	31.0	23.8	19.8	8.7	11.9	4.8	
23.5	17.6	5.9	35.3	11.8	5.9	23.5	17.6	5.9	35.3	
23.4	14.7	9.5	2.6	25.5	30.3	20.8	11.7	9.1	2.6	
-	33.3	-	16.7	16.7	33.3	-	33.3	-	16.7	
33.3	50.0	-	-	-	33.3	33.3	16.7	-	16.7	
23.5	13.0	7.5	3.0	32.0	35.0	13.0	10.5	6.0	3.5	
13.2	14.5	18.4	7.9	32.9	17.1	10.5	13.2	17.1	9.2	
-	100.0	-	-	-	-	-	100.0	-	-	
-	66.7	-	-	33.3	33.3	-	33.3	-	-	
-	-	100.0	-	-	-	-	-	-	100.0	
50.0	-	-	50.0	-	25.0	25.0	-	-	50.0	
36.4	13.6	4.5	4.5	18.2	31.8	31.8	9.1	4.5	4.5	
29.4	16.0	9.2	3.4	23.5	31.9	21.0	10.9	8.4	4.2	
21.5	10.8	13.8	6.2	29.2	26.2	15.4	9.2	13.8	6.2	
19.1	14.6	15.7	4.5	25.8	28.1	14.6	11.2	15.7	4.5	
17.0	15.1	5.7	3.8	35.8	32.1	11.3	13.2	1.9	5.7	
9.4	12.5	12.5	-	40.6	28.1	9.4	9.4	9.4	3.1	
15.5	19.0	6.9	3.4	27.6	34.5	10.3	17.2	6.9	3.4	
21.3	17.3	8.0	2.7	30.7	30.7	13.3	16.0	5.3	4.0	
25.0	12.5	-	12.5	31.3	18.8	31.3	6.3	-	12.5	

Table 27: Final Decision Making Authority in Matters of Administration and Personnel Management (6-3)

Final decision making authority Industry, percentage of foreign capital, size, nationality of foreign capital and date of establishment	Personnel plan								
	Japanese side has complete authority	Through consultation between both sides			Foreign parent company has complete authority	Not classified	Japanese side has complete authority	Through consultation	
		The Japanese side takes the lead, but the opinions of the investing company are respected	The opinions of both the Japanese side and the investing company are reflected	The investing company takes the lead, but the opinions of the Japanese side are				The Japanese side takes the lead, but the opinions of the investing company are respected	
<b>Total industries surveyed</b>	<b>25.5</b>	<b>32.5</b>	<b>15.1</b>	<b>14.2</b>	<b>8.5</b>	<b>4.2</b>	<b>38.9</b>	<b>27.6</b>	
<b>By industry</b>									
Construction industry	50.0	33.3	-	-	-	16.7	50.0	16.7	
Manufacturing industry	40.3	34.7	11.3	8.9	3.2	1.6	62.9	21.8	
Transport and communication industry	19.2	23.1	21.2	15.4	17.3	3.8	36.5	26.9	
Wholesale and retail trade and food and drink establishments	21.8	39.7	10.9	14.7	9.0	3.8	36.5	30.8	
Financial and insurance industry	16.9	29.9	22.1	18.2	9.1	3.9	19.5	36.4	
Real estate industry	-	-	-	100.0	-	-	-	-	
Service industry	22.1	26.5	18.6	15.9	9.7	7.1	30.1	24.8	
Not classified	-	-	-	-	-	-	-	-	
<b>By the percentage of foreign capital</b>									
100%	20.7	34.1	13.4	19.0	9.1	3.9	33.6	29.7	
More than 50% and less than 100%	27.6	39.7	12.1	8.6	8.6	3.4	43.1	32.8	
50%	41.5	30.2	17.0	1.9	1.9	7.5	67.9	9.4	
Between 1/3 and 50%	60.0	22.5	17.5	-	-	-	70.0	17.5	
Branches of foreign corporation	14.4	28.9	20.0	17.8	14.4	4.4	17.8	37.8	
Not classified	21.4	33.9	14.3	16.1	8.9	5.4	41.1	21.4	
<b>By size of company</b>									
1,000 employees or more	42.9	28.6	14.3	14.3	-	-	61.9	33.3	
500-999 employees	34.8	21.7	21.7	13.0	8.7	-	60.9	13.0	
300-499 employees	26.9	42.3	7.7	11.5	3.8	7.7	57.7	30.8	
100-299 employees	33.3	29.2	13.9	12.5	6.9	4.2	50.0	26.4	
30-99 employees	23.1	38.1	16.9	13.8	6.9	1.3	38.8	30.6	
10-29 employees	21.4	36.9	7.1	15.5	14.3	4.8	33.3	29.8	
9 employees or fewer	24.6	27.8	18.3	15.1	10.3	4.0	28.6	25.4	
Not classified	5.9	11.8	23.5	17.6	5.9	35.3	11.8	17.6	
<b>By nationality of foreign capital</b>									
America	26.0	33.3	15.6	14.3	7.8	3.0	41.1	25.5	
Canada	16.7	50.0	-	16.7	-	16.7	33.3	16.7	
Central and South America	16.7	16.7	16.7	50.0	-	-	16.7	33.3	
Europe	26.5	37.5	16.5	11.0	5.0	3.5	42.5	32.5	
Asia	26.3	17.1	11.8	15.8	22.4	6.6	28.9	19.7	
Near and Middle East	-	-	-	100.0	-	-	-	-	
Oceania	-	66.7	-	33.3	-	-	33.3	66.7	
Africa	-	100.0	-	-	-	-	-	100.0	
Not classified	-	-	25.0	25.0	-	50.0	-	25.0	
<b>By date of establishment</b>									
1999 or later	13.6	27.3	31.8	18.2	4.5	4.5	27.3	27.3	
1994 - 1998	21.0	33.6	19.3	13.4	9.2	3.4	31.9	32.8	
1989 - 1993	23.1	30.8	15.4	13.8	10.8	6.2	35.4	27.7	
1984 - 1988	21.3	33.7	15.7	11.2	13.5	4.5	34.8	21.3	
1979 - 1983	30.2	39.6	7.5	15.1	3.8	3.8	43.4	24.5	
1974 - 1978	37.5	18.8	15.6	15.6	9.4	3.1	53.1	21.9	
1969 - 1973	29.3	36.2	12.1	12.1	6.9	3.4	46.6	25.9	
1968 or earlier	32.0	29.3	10.7	18.7	6.7	2.7	45.3	32.0	
Not classified									



Table 27: Final Decision Making Authority in Matters of Administration and Personnel Management (6-4)

(%)

Determining wages				Modification of wage system, working hours						
Through consultation between both sides		Foreign parent company has complete authority	Not classified	Japanese side has complete authority	Through consultation between both sides			Foreign parent company has complete authority	Not classified	
The opinions of both the Japanese side and the investing company are reflected	The investing company takes the lead, but the opinions of the Japanese side are				The Japanese side takes the lead, but the opinions of the investing company are respected	The opinions of both the Japanese side and the investing company are reflected	The investing company takes the lead, but the opinions of the Japanese side are			
12.7	9.6	7.4	3.8	45.9	27.2	11.3	7.8	4.3	3.4	
16.7	-	-	16.7	33.3	33.3	16.7	16.7	-	-	
8.1	4.0	1.6	1.6	64.5	24.2	8.1	0.8	1.6	0.8	
3.8	15.4	13.5	3.8	44.2	23.1	11.5	5.8	11.5	3.8	
10.3	10.3	9.6	2.6	49.4	27.6	9.0	6.4	5.1	2.6	
24.7	11.7	3.9	3.9	24.7	37.7	18.2	14.3	1.3	3.9	
-	100.0	-	-	-	-	-	100.0	-	-	
16.8	10.6	10.6	7.1	37.2	24.8	13.3	12.4	5.3	7.1	
-	-	-	-	-	-	-	-	-	-	
12.9	14.2	6.9	2.6	44.4	29.7	9.5	9.9	3.9	2.6	
6.9	3.4	6.9	6.9	46.6	34.5	5.2	3.4	5.2	5.2	
13.2	1.9	1.9	5.7	69.8	7.5	13.2	1.9	1.9	5.7	
12.5	-	-	-	77.5	12.5	10.0	-	-	-	
16.7	12.2	11.1	4.4	20.0	36.7	20.0	13.3	6.7	3.3	
10.7	7.1	14.3	5.4	48.2	23.2	10.7	5.4	7.1	5.4	
-	4.8	-	-	61.9	28.6	4.8	4.8	-	-	
21.7	4.3	-	-	69.6	21.7	8.7	-	-	-	
-	7.7	-	3.8	61.5	26.9	3.8	3.8	-	3.8	
9.7	6.9	4.2	2.8	58.3	25.0	9.7	1.4	2.8	2.8	
12.5	11.3	5.6	1.3	46.9	30.0	9.4	10.0	2.5	1.3	
11.9	7.1	11.9	6.0	38.1	28.6	15.5	6.0	7.1	4.8	
17.5	12.7	12.7	3.2	37.3	26.2	14.3	11.1	7.9	3.2	
17.6	11.8	5.9	35.3	11.8	17.6	17.6	17.6	5.9	29.4	
14.3	10.4	5.2	3.5	46.8	26.0	13.4	7.8	3.5	2.6	
16.7	16.7	-	16.7	16.7	33.3	16.7	16.7	-	16.7	
-	50.0	-	-	16.7	33.3	-	50.0	-	-	
11.5	7.0	4.5	2.0	51.5	30.5	9.0	5.0	2.0	2.0	
11.8	9.2	23.7	6.6	38.2	19.7	10.5	10.5	14.5	6.6	
50.0	50.0	-	-	-	-	50.0	50.0	-	-	
-	-	-	-	33.3	33.3	33.3	-	-	-	
-	-	-	-	-	100.0	-	-	-	-	
-	25.0	-	50.0	-	50.0	-	-	-	50.0	
18.2	13.6	9.1	4.5	31.8	22.7	18.2	13.6	9.1	4.5	
16.8	6.7	7.6	4.2	41.2	28.6	15.1	6.7	4.2	4.2	
9.2	12.3	10.8	4.6	46.2	24.6	6.2	10.8	7.7	4.6	
19.1	9.0	12.4	3.4	43.8	23.6	18.0	6.7	4.5	3.4	
9.4	11.3	7.5	3.8	52.8	26.4	7.5	7.5	1.9	3.8	
6.3	15.6	3.1	-	50.0	28.1	9.4	6.3	6.3	-	
8.6	10.3	3.4	5.2	50.0	29.3	10.3	3.4	3.4	3.4	
10.7	5.3	4.0	2.7	50.7	30.7	6.7	8.0	2.7	1.3	

Table 27: Final Decision Making Authority in Matters of Administration and Personnel Management (6-5)

Final decision making authority  Industry, percentage of foreign capital, size, nationality of foreign capital and date of establishment	Formulation and revision of working rule						Pr	
	Japanese side has complete authority	Through consultation between both sides			Foreign parent company has complete authority	Not classified	Japanese side has complete authority	Through con: The Japanese side takes the lead, but the opinions of the investing company are respected
		The Japanese side takes the lead, but the opinions of the investing company are respected	The opinions of both the Japanese side and the investing company are reflected	The investing company takes the lead, but the opinions of the Japanese side are				
<b>Total industries surveyed</b>	<b>56.5</b>	<b>23.6</b>	<b>8.3</b>	<b>4.2</b>	<b>4.0</b>	<b>3.4</b>	<b>46.3</b>	<b>23.1</b>
<b>By industry</b>								
Construction industry	50.0	33.3	-	16.7	-	-	33.3	33.3
Manufacturing industry	78.2	13.7	5.6	-	1.6	0.8	72.6	16.1
Transport and communication industry	48.1	26.9	7.7	5.8	7.7	3.8	40.4	17.3
Wholesale and retail trade and food and drink establishments	59.6	21.8	5.1	5.1	5.1	3.2	46.8	25.6
Financial and insurance industry	37.7	42.9	9.1	6.5	1.3	2.6	24.7	35.1
Real estate industry	-	-	-	100.0	-	-	-	-
Service industry	46.0	22.1	15.9	3.5	5.3	7.1	35.4	21.2
Not classified	-	-	-	-	-	-	-	-
<b>By the percentage of foreign capital</b>								
100%	59.1	25.0	6.0	3.9	3.4	2.6	47.8	23.3
More than 50% and less than 100%	63.8	17.2	6.9	3.4	3.4	5.2	46.6	24.1
50%	69.8	5.7	15.1	1.9	1.9	5.7	67.9	9.4
Between 1/3 and 50%	80.0	12.5	7.5	-	-	-	77.5	12.5
Branches of foreign corporation	33.3	38.9	11.1	8.9	5.6	2.2	20.0	31.1
Not classified	46.4	25.0	8.9	3.6	8.9	7.1	39.3	28.6
<b>By size of company</b>								
1,000 employees or more	76.2	23.8	-	-	-	-	85.7	14.3
500-999 employees	78.3	17.4	4.3	-	-	-	69.6	13.0
300-499 employees	76.9	19.2	-	-	-	3.8	76.9	15.4
100-299 employees	76.4	16.7	4.2	-	1.4	1.4	66.7	22.2
30-99 employees	57.5	28.1	6.9	4.4	1.9	1.3	51.3	22.5
10-29 employees	42.9	26.2	15.5	3.6	7.1	4.8	28.6	33.3
9 employees or fewer	47.6	21.4	10.3	8.7	7.9	4.0	28.6	23.0
Not classified	11.8	29.4	17.6	5.9	5.9	29.4	5.9	17.6
<b>By nationality of foreign capital</b>								
America	58.0	25.5	8.2	2.2	3.5	2.6	48.5	22.5
Canada	33.3	16.7	16.7	16.7	-	16.7	33.3	-
Central and South America	33.3	16.7	-	50.0	-	-	-	50.0
Europe	64.5	24.0	6.5	2.0	1.0	2.0	54.5	25.0
Asia	39.5	18.4	11.8	9.2	14.5	6.6	26.3	18.4
Near and Middle East	-	-	50.0	50.0	-	-	-	-
Oceania	33.3	33.3	33.3	-	-	-	33.3	66.7
Africa	-	-	-	100.0	-	-	-	-
Not classified	25.0	25.0	-	-	-	50.0	25.0	25.0
<b>By date of establishment</b>								
1999 or later	45.5	22.7	9.1	9.1	9.1	4.5	40.9	18.2
1994 ~ 1998	48.7	28.6	12.6	1.7	4.2	4.2	30.3	28.6
1989 ~ 1993	60.0	18.5	4.6	6.2	6.2	4.6	47.7	23.1
1984 ~ 1988	50.6	25.8	12.4	1.1	5.6	4.5	43.8	24.7
1979 ~ 1983	60.4	24.5	5.7	5.7	1.9	1.9	60.4	17.0
1974 ~ 1978	53.1	31.3	6.3	3.1	6.3	-	53.1	18.8
1969 ~ 1973	67.2	17.2	5.2	3.4	3.4	3.4	55.2	24.1
1968 or earlier	66.7	20.0	6.7	5.3	-	1.3	54.7	20.0
Not classified	56.3	18.8	-	18.8	-	6.3	50.0	18.8

Table 27: Final Decision Making Authority in Matters of Administration and Personnel Management (6-6)

(%)

Promotion to a managerial position				Dismissal						
Through consultation between both sides		Foreign parent company has complete authority	Not classified	Japanese side has complete authority	Through consultation between both sides			Foreign parent company has complete authority	Not classified	
The opinions of both the Japanese side and the investing company are reflected	The investing company takes the lead, but the opinions of the Japanese side are				The Japanese side takes the lead, but the opinions of the investing company are respected	The opinions of both the Japanese side and the investing company are reflected	The investing company takes the lead, but the opinions of the Japanese side are respected			
12.1	5.7	8.7	4.2	47.3	24.8	10.6	6.6	5.5	5.3	
16.7	-	-	16.7	50.0	33.3	-	-	-	16.7	
7.3	0.8	2.4	0.8	64.5	21.8	8.1	1.6	1.6	2.4	
11.5	9.6	15.4	5.8	44.2	23.1	7.7	9.6	11.5	3.8	
9.0	6.4	9.0	3.2	45.5	27.6	9.6	7.1	7.1	3.2	
23.4	7.8	6.5	2.6	35.1	31.2	15.6	7.8	2.6	7.8	
-	100.0	-	-	-	-	-	-	-	100.0	
14.2	6.2	14.2	8.8	40.7	20.4	13.3	9.7	7.1	8.8	
-	-	-	-	-	-	-	-	-	-	
10.8	6.0	8.6	3.4	46.1	28.0	7.8	9.1	5.2	3.9	
10.3	5.2	10.3	3.4	48.3	27.6	6.9	5.2	5.2	6.9	
13.2	1.9	1.9	5.7	66.0	7.5	17.0	1.9	1.9	5.7	
5.0	-	2.5	2.5	75.0	12.5	10.0	-	2.5	-	
21.1	8.9	14.4	4.4	31.1	30.0	15.6	7.8	8.9	6.7	
8.9	7.1	8.9	7.1	39.3	25.0	12.5	5.4	7.1	10.7	
-	-	-	-	76.2	14.3	-	-	-	9.5	
17.4	-	-	-	69.6	13.0	8.7	8.7	-	-	
-	3.8	-	3.8	69.2	19.2	7.7	-	-	3.8	
6.9	1.4	1.4	1.4	61.1	19.4	11.1	4.2	1.4	2.8	
10.6	6.3	8.8	0.6	51.3	30.0	9.4	3.8	3.1	2.5	
13.1	4.8	13.1	7.1	33.3	31.0	9.5	10.7	8.3	7.1	
18.3	9.5	15.1	5.6	34.9	23.8	14.3	10.3	11.9	4.8	
23.5	11.8	5.9	35.3	11.8	11.8	17.6	11.8	5.9	41.2	
14.7	4.3	7.4	2.6	45.9	24.7	13.4	6.5	4.3	5.2	
16.7	33.3	-	16.7	16.7	33.3	16.7	-	16.7	16.7	
-	16.7	16.7	16.7	33.3	33.3	-	33.3	-	-	
9.5	4.0	4.0	3.0	54.5	24.5	10.0	6.5	2.0	2.5	
11.8	11.8	25.0	6.6	39.5	22.4	3.9	5.3	18.4	10.5	
50.0	-	-	50.0	-	-	50.0	50.0	-	-	
-	-	-	-	33.3	66.7	-	-	-	-	
-	-	100.0	-	-	100.0	-	-	-	-	
-	-	-	50.0	25.0	25.0	-	-	-	50.0	
22.7	4.5	9.1	4.5	36.4	27.3	18.2	4.5	9.1	4.5	
17.6	6.7	12.6	4.2	37.0	28.6	11.8	8.4	7.6	6.7	
7.7	4.6	10.8	6.2	46.2	21.5	7.7	7.7	10.8	6.2	
12.4	4.5	10.1	4.5	47.2	29.2	10.1	4.5	3.4	5.6	
5.7	7.5	7.5	1.9	56.6	18.9	11.3	5.7	5.7	1.9	
15.6	6.3	3.1	3.1	46.9	25.0	9.4	15.6	3.1	-	
6.9	5.2	5.2	3.4	53.4	22.4	12.1	1.7	3.4	6.9	
13.3	4.0	5.3	2.7	57.3	18.7	10.7	5.3	2.7	5.3	
-	12.5	6.3	12.5	43.8	37.5	-	12.5	-	6.3	

Table 28: Problems related to Administration or Personnel Management (M.A.)

(%)

Problems	It is difficult to respond to different customs and needs of market	Intense competition with Japanese companies	Laws and regulations, advice from the government are strict	Insufficient communication with foreign parent companies	Difficulties in procurement of personnel	Difficulties in training personnel	It is hard to adopt Japanese labor practices	Difficulty of reflecting individuals' abilities and performance in compensation	High wages	High labor costs other than wages	Labor-management relations are unstable	Communication between employers and employees is not smooth	Difficulties in communication between home country employees and Japanese employees	Other	No particular problems	Not classified
<b>Total industries surveyed</b>	<b>14.2</b>	<b>26.8</b>	<b>14.4</b>	<b>10.2</b>	<b>31.6</b>	<b>27.0</b>	<b>7.6</b>	<b>17.8</b>	<b>15.9</b>	<b>13.2</b>	<b>2.5</b>	<b>4.5</b>	<b>4.5</b>	<b>4.0</b>	<b>25.1</b>	<b>3.2</b>
<b>By industry</b>																
Construction industry	16.7	16.7	16.7	-	33.3	-	-	-	16.7	-	-	16.7	-	-	33.3	-
Manufacturing industry	11.3	32.3	8.9	11.3	25.0	29.0	5.6	22.6	18.5	13.7	4.8	4.0	0.8	4.0	31.5	4.0
Transport and communication industry	11.5	17.3	7.7	7.7	19.2	25.0	17.3	32.7	19.2	13.5	3.8	9.6	13.5	13.5	21.2	-
Wholesale and retail trade and food and drink establishments	19.2	32.1	14.7	8.3	30.1	24.4	3.8	13.5	12.8	13.5	1.3	3.2	3.2	1.3	24.4	1.9
Financial and insurance industry	7.8	24.7	26.0	11.7	36.4	32.5	7.8	14.3	13.0	11.7	-	5.2	7.8	1.3	26.0	3.9
Real estate industry	-	-	-	-	-	-	-	-	-	-	-	-	-	-	100.0	-
Service industry	15.9	20.4	15.0	12.4	43.4	27.4	10.6	15.0	17.7	14.2	2.7	3.5	4.4	5.3	19.5	5.3
Not classified	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>By the percentage of foreign capital</b>																
100%	16.8	27.6	14.2	10.3	36.6	28.9	8.6	19.0	16.4	15.5	2.6	2.6	4.7	4.7	21.6	2.2
More than 50% and less than 100%	20.7	31.0	12.1	8.6	37.9	25.9	6.9	8.6	15.5	8.6	1.7	6.9	1.7	3.4	25.9	5.2
50%	9.4	20.8	3.8	13.2	18.9	26.4	-	22.6	11.3	3.8	3.8	7.5	1.9	5.7	37.7	5.7
Between 1/3 and 50%	5.0	30.0	5.0	7.5	25.0	20.0	-	15.0	7.5	15.0	-	-	2.5	-	35.0	5.0
Branches of foreign corporation	10.0	23.3	23.3	10.0	27.8	27.8	12.2	16.7	20.0	13.3	1.1	4.4	8.9	3.3	24.4	1.1
Not classified	14.3	28.6	19.6	10.7	26.8	25.0	8.9	21.4	17.9	16.1	5.4	10.7	3.6	3.6	21.4	5.4
<b>By size of company</b>																
1,000 employees or more	4.8	33.3	33.3	4.8	23.8	23.8	9.5	28.6	14.3	14.3	4.8	4.8	-	-	28.6	-
500-999 employees	8.7	26.1	17.4	13.0	21.7	26.1	8.7	13.0	17.4	21.7	-	4.3	13.0	-	21.7	-
300-499 employees	-	19.2	3.8	11.5	15.4	30.8	-	19.2	7.7	26.9	3.8	7.7	3.8	7.7	38.5	11.5
100-299 employees	6.9	26.4	22.2	4.2	33.3	43.1	11.1	29.2	16.7	16.7	2.8	5.6	4.2	6.9	16.7	1.4
30-99 employees	13.8	27.5	11.9	12.5	35.6	33.8	8.1	21.3	14.4	9.4	2.5	6.3	6.3	5.0	15.6	2.5
10-29 employees	13.1	34.5	14.3	7.1	42.9	25.0	7.1	11.9	20.2	15.5	1.2	2.4	3.6	2.4	25.0	1.2
9 employees or fewer	25.4	24.6	13.5	13.5	26.2	13.5	6.3	11.9	16.7	11.1	3.2	3.2	3.2	3.2	36.5	2.4
Not classified	11.8	5.9	-	5.9	17.6	5.9	5.9	-	11.8	5.9	-	-	-	-	47.1	29.4
<b>Nationality of foreign capital</b>																
America	12.1	26.0	16.0	10.4	33.8	29.0	6.9	16.5	18.6	13.4	3.0	4.3	2.6	5.2	25.1	3.0
Canada	-	33.3	16.7	-	-	-	16.7	16.7	16.7	-	-	16.7	-	-	16.7	16.7
Central and South America	16.7	-	50.0	16.7	33.3	16.7	33.3	-	33.3	33.3	-	-	-	-	33.3	-
Europe	15.5	28.5	13.0	11.0	31.0	27.5	5.5	18.0	13.0	13.0	2.0	4.0	4.5	3.0	21.5	3.5
Asia	18.4	28.9	7.9	7.9	30.3	25.0	7.9	21.1	14.5	14.5	2.6	5.3	9.2	3.9	38.2	-
Near and Middle East	50.0	50.0	50.0	50.0	-	-	50.0	-	-	-	-	50.0	50.0	-	-	-
Oceania	-	-	33.3	-	-	33.3	66.7	33.3	33.3	-	-	-	-	-	-	-
Africa	-	-	-	-	-	-	100.0	100.0	-	-	-	-	100.0	-	-	-
Not classified	-	-	25.0	-	50.0	-	-	-	-	-	-	-	-	-	-	50.0
<b>By date of establishment</b>																
1999 or later	13.6	18.2	27.3	13.6	31.8	9.1	13.6	13.6	13.6	9.1	-	4.5	-	4.5	27.3	-
1994 ~ 1998	20.2	24.4	13.4	10.9	41.2	21.0	5.0	5.9	13.4	9.2	0.8	1.7	4.2	4.2	27.7	4.2
1989 ~ 1993	13.8	27.7	15.4	10.8	30.8	24.6	7.7	16.9	12.3	12.3	4.6	3.1	1.5	3.1	24.6	4.6
1984 ~ 1988	14.6	21.3	14.6	12.4	38.2	25.8	11.2	21.3	21.3	18.0	2.2	5.6	4.5	3.4	21.3	1.1
1979 ~ 1983	24.5	34.0	13.2	5.7	41.5	37.7	3.8	22.6	13.2	11.3	1.9	3.8	7.5	7.5	20.8	1.9
1974 ~ 1978	3.1	37.5	12.5	6.3	21.9	34.4	-	15.6	9.4	9.4	-	-	-	3.1	25.0	3.1
1969 ~ 1973	5.2	22.4	8.6	13.8	10.3	31.0	3.4	19.0	22.4	13.8	6.9	12.1	3.4	1.7	37.9	3.4
1968 or earlier	9.3	34.7	17.3	9.3	25.3	33.3	12.0	29.3	20.0	20.0	2.7	4.0	9.3	4.0	21.3	2.7
Not classified	12.5	18.8	12.5	-	18.8	18.8	18.8	25.0	-	6.3	-	12.5	6.3	6.3	12.5	12.5

Table 29: Starting Salaries (Actual Amounts Paid) for New Graduates Taking their First Jobs (Office Work), Standard Salaries for 30-Year-Old Workers Originally Hired as New Graduates (2-1)

(Units: ¥100)

Salary  Industry, percentage of foreign capital, size, nationality of foreign capital, date of establishment and existence of labor union	Starting salaries for new graduates (office work)		Standard salaries for 30-year-old workers originally hired as new graduates					
			Amount of salary provided				Special pay, such as bonuses	
	Male	Female	Male	Female	Portion of extra salary			
					Male	Female	Male	Female
<b>Total industries surveyed</b>	<b>2,104</b>	<b>2,066</b>	<b>3,835</b>	<b>3,126</b>	<b>429</b>	<b>322</b>	<b>12,876</b>	<b>11,662</b>
<b>By industry</b>								
Construction industry	2,213	2,009	2,090	2,700	-	-	14,288	14,400
Manufacturing industry	2,036	2,017	3,607	3,200	372	280	11,486	10,735
Food	2,010	1,995	2,182	1,443	668	-	10,352	7,894
Textile, clothing, etc.	2,280	-	-	-	-	-	-	-
Lumber and wood products	-	-	-	-	-	-	-	-
Furniture and equipment	2,250	2,250	3,430	3,117	997	54	16,133	15,254
Pulp, paper, and paper products	-	-	3,256	3,117	774	1,071	9,469	8,600
Publishing, printing, and related areas	2,000	2,000	2,813	2,750	-	-	13,175	14,424
Chemical industry	2,110	2,068	4,201	3,513	313	348	12,315	12,006
Petroleum and coal products	1,952	1,995	2,293	2,178	260	62	6,400	5,960
Rubber products	2,180	2,180	2,200	2,200	200	150	9,830	9,830
Ceramic and cement	2,015	2,015	2,836	2,517	347	347	9,379	9,101
Non-ferrous metals	-	-	280	-	-	-	1,400	-
Metal products	1,980	1,980	3,523	2,847	891	107	11,160	9,750
General machinery	1,917	1,894	2,473	1,904	301	165	13,252	11,389
Electrical machinery	1,933	1,911	2,838	2,571	337	216	8,566	6,998
Transportation equipment	2,000	2,000	7,775	7,856	430	328	11,125	9,615
Precision machinery	2,000	2,000	2,801	2,361	250	86	15,612	15,586
Other	2,043	2,033	3,923	3,173	502	367	9,010	9,010
Transport and communication industry	2,045	2,035	3,280	3,107	435	489	12,951	13,492
Wholesale and retail trade and food and drink establishments	2,098	2,055	4,037	3,124	564	318	13,442	11,979
Financial and insurance industry	2,253	2,146	4,302	3,590	293	299	16,203	13,714
Real estate industry	-	-	-	-	-	-	-	-
Service industry	2,179	2,151	3,870	2,645	428	319	11,077	9,059
Not classified	-	-	-	-	-	-	-	-
<b>By the percentage of foreign capital</b>								
100%	2,137	2,095	3,900	3,419	538	366	13,316	12,120
More than 50% and less than 100%	2,047	2,063	4,219	2,409	354	225	11,952	10,473
50%	2,045	2,001	3,824	3,095	447	345	12,479	11,626
Between 1/3 and 50%	1,974	1,947	2,942	2,772	491	356	10,130	8,982
Branches of foreign corporation	2,233	2,156	3,556	3,302	250	260	14,667	14,035
Not classified	2,061	2,016	4,393	2,633	276	292	11,655	8,351

Table 29: Starting Salaries (Actual Amounts Paid) for New Graduates Taking their First Jobs (Office Work), Standard Salaries for 30-Year-Old Workers Originally Hired as New Graduates (2-2)

(Units: ¥100)

Salary  Industry, percentage of foreign capital, size, nationality of foreign capital, date of establishment and existence of labor union	Starting salaries for new graduates (office work)		Standard salaries for 30-year-old workers originally hired as new graduates						
			Amount of salary provided				Special pay, such as bonuses		
	Male	Female	Male	Female	Portion of extra salary				
					Male	Female	Male	Female	
<b>By size of company</b>									
1,000 employees or more	2,073	2,075	3,589	3,261	260	303	16,961	15,307	
500-999 employees	2,204	2,171	3,260	2,741	281	231	15,196	12,573	
300-499 employees	2,094	2,085	3,322	3,062	472	369	15,189	14,004	
100-299 employees	2,115	2,068	3,452	3,277	470	359	13,517	13,203	
30-99 employees	2,050	2,028	3,914	3,128	473	308	11,884	11,076	
10-29 employees	2,214	2,090	4,020	3,701	391	447	12,996	12,391	
9 employees or fewer	2,088	2,062	4,456	2,773	362	246	11,236	8,624	
Not classified	1,989	1,871	2,934	2,578	1,089	-	4,955	3,415	
<b>By nationality of foreign capital</b>									
America	2,148	2,119	3,338	3,045	459	383	12,973	11,323	
Canada	2,400	2,400	2,722	2,570	875	755	13,290	11,160	
Central and South America	1,814	1,814	3,649	2,677	200	200	14,683	10,122	
Europe	2,067	2,049	3,995	3,143	363	217	12,694	11,250	
Asia	2,076	1,976	5,219	3,524	509	461	12,892	13,183	
Near and Middle	1,948	1,849	3,270	1,910	190	190	21,560	10,840	
Oceania	2,057	2,057	1,642	1,667	-	-	10,576	23,000	
Africa	-	-	-	-	-	-	-	-	
Not classified	-	-	4,065	2,601	-	-	9,680	3,658	
<b>By date of establishment</b>									
1999 or later	1,858	1,890	3,960	3,435	352	354	19,259	15,173	
1994 ~ 1998	2,110	2,044	4,694	3,282	494	459	10,475	9,377	
1989 ~ 1993	2,023	2,006	2,692	2,266	272	192	9,466	8,309	
1984 ~ 1988	2,151	2,113	4,505	4,318	534	292	11,932	12,502	
1979 ~ 1983	2,129	2,076	4,816	2,972	626	493	13,429	10,750	
1974 ~ 1978	2,068	1,979	4,314	3,134	413	217	12,753	10,940	
1969 ~ 1973	2,161	2,158	3,018	2,740	397	335	15,981	14,895	
1968 or earlier	2,083	2,056	2,938	2,691	357	278	14,451	13,334	
Not classified	2,273	2,243	3,741	3,288	443	345	12,743	10,805	
<b>By existence of labor union</b>									
With labor unions	2,050	2,019	3,431	3,197	362	305	13,171	12,347	
One	2,055	2,016	3,459	3,236	353	320	13,333	12,531	
Multiple	2,014	2,044	3,191	2,747	426	161	11,620	10,325	
No labor unions	2,133	2,089	3,928	3,107	458	332	12,780	11,487	
Not classified	1,740	1,740	3,876	3,309	200	105	14,316	12,850	

Table 30: Weekly Scheduled Working Hours

Weekly scheduled working hours	Weekly scheduled working hours																		(%)	
	35 : 59 or less	36 : 00 36 : 59	37 : 00 37 : 59	38 : 00 38 : 59	39 : 00 39 : 59	40 : 00	40 : 01 40 : 59	41 : 00 41 : 59	42 : 00	42 : 01 42 : 59	43 : 00 43 : 59	44 : 00	44 : 01 44 : 59	45 : 00 45 : 59	46 : 00	46 : 01 46 : 59	47 : 00 47 : 59	48 : 00	48 : 01 or more	Not classified
<b>Total industries surveyed</b>	<b>30.4</b>	<b>5.1</b>	<b>25.1</b>	<b>6.6</b>	<b>2.3</b>	<b>22.1</b>	-	<b>0.2</b>	<b>0.2</b>	<b>0.8</b>	-	<b>0.2</b>	<b>0.2</b>	<b>0.9</b>	-	-	-	<b>0.2</b>	<b>0.6</b>	<b>5.1</b>
<b>By industry</b>																				
Construction industry	33.3	-	33.3	-	-	16.7	-	-	-	-	-	16.7	16.7	-	-	-	-	-	-	-
Manufacturing industry	25.0	3.2	19.4	13.7	5.6	29.0	-	-	0.8	0.8	-	-	-	1.6	-	-	-	0.8	-	0.8
Food	-	-	-	-	-	100.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Textile, clothing, etc.	-	-	-	-	-	100.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Lumber and wood products	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Furniture and equipment	50.0	-	25.0	-	-	25.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Pulp, paper, and paper products	-	-	-	-	-	100.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Publishing, printing, and related areas	20.0	-	20.0	-	-	60.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Chemical industry	20.9	7.0	25.6	20.9	2.3	16.3	-	-	-	-	-	-	2.3	-	-	-	-	2.3	-	2.3
Petroleum and coal products	-	20.0	60.0	-	-	20.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Rubber products	-	-	-	-	100.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Ceramic and cement	-	-	-	33.3	-	66.7	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Non-ferrous metals	-	-	50.0	-	-	-	-	50.0	50.0	-	-	-	-	-	-	-	-	-	-	-
Metal products	-	-	-	-	-	100.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-
General machinery	18.8	-	31.3	12.5	12.5	25.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Electrical machinery	40.0	-	-	20.0	-	40.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Transportation equipment	20.0	-	-	10.0	10.0	60.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Precision machinery	66.7	-	11.1	-	22.2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other	40.0	-	20.0	20.0	-	-	-	-	-	-	-	-	20.0	-	-	-	-	-	-	-
Transport and communication industry	30.8	3.8	42.3	7.7	-	11.5	-	-	-	-	-	-	-	-	-	-	-	-	-	3.8
Wholesale and retail trade and food and drink	30.1	4.5	32.7	4.5	1.9	19.2	-	-	-	0.6	-	-	-	1.3	-	-	-	-	-	4.5
Financial and insurance industry	35.1	13.0	19.5	3.9	-	14.3	-	1.3	-	2.6	-	-	-	-	-	-	-	-	2.6	7.8
Real estate industry	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	100.0
Service industry	33.6	3.5	16.8	3.5	1.8	29.2	-	-	-	-	-	-	0.9	-	-	-	-	-	0.9	8.8
Not classified	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>By the percentage of foreign capital</b>																				
100%	33.6	2.6	29.3	6.5	1.7	19.4	-	-	-	-	-	-	1.7	-	-	-	-	-	0.9	3.4
More than 50% and less than 100%	22.4	1.7	22.4	17.2	5.2	24.1	-	-	-	-	-	-	-	-	-	-	-	-	-	6.9
50%	26.4	5.7	11.3	5.7	5.7	34.0	-	-	-	-	-	-	-	-	-	-	-	-	-	11.3
Between 1/3 and 50%	27.5	5.0	10.0	7.5	5.0	40.0	-	-	2.5	2.5	-	-	2.5	-	-	-	-	-	-	-
Branches of foreign corporation	26.7	12.2	34.4	2.2	-	11.1	-	1.1	-	2.2	-	1.1	1.1	-	-	-	-	1.1	1.1	6.7
Not classified	37.5	7.1	19.6	3.6	-	25.0	-	-	-	1.8	-	-	-	-	-	-	-	-	-	5.4
<b>By size of company</b>																				
1,000 employees or more	19.0	-	23.8	23.8	-	33.3	-	-	-	-	-	-	-	-	-	-	-	-	-	-
500-999 employees	26.1	8.7	26.1	8.7	8.7	17.4	-	-	-	-	-	-	-	-	-	-	-	-	-	4.3
300-499 employees	15.4	-	30.8	3.8	3.8	38.5	-	-	-	-	-	-	-	-	-	-	-	3.8	-	3.8
100-299 employees	31.9	6.9	30.6	11.1	5.6	12.5	-	-	-	-	-	-	-	-	-	-	-	-	-	1.4
30-99 employees	33.8	4.4	31.9	6.3	1.9	20.0	-	-	-	-	-	-	0.6	-	-	-	-	-	-	0.6
10-29 employees	31.0	7.1	21.4	-	-	25.0	-	1.2	-	1.2	-	-	2.4	-	-	-	-	-	-	1.2
9 employees or fewer	32.5	4.8	18.3	6.3	1.6	23.8	-	-	0.8	2.4	-	-	1.6	-	-	-	-	-	-	0.8
Not classified	17.6	5.9	-	5.9	-	23.5	-	-	-	-	-	5.9	5.9	-	-	-	-	-	-	41.2
<b>By existence of labor union</b>																				
With labor unions	23.3	5.5	26.0	13.7	5.5	24.7	-	1.4	-	-	-	-	-	-	-	-	-	-	-	-
One	24.2	3.0	24.2	13.6	6.1	27.3	-	1.5	-	-	-	-	-	-	-	-	-	-	-	-
Multiple	14.3	28.6	42.9	14.3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
No labor unions	31.3	5.1	25.3	5.6	1.8	21.6	-	-	0.2	0.9	-	0.2	0.2	1.1	-	-	-	0.2	0.7	5.8
Not classified	50.0	-	-	-	-	33.3	-	-	-	-	-	-	-	-	-	-	-	-	-	16.7

Table 31: Distribution of the Annual Total of Day Off

Distribution of the annual total of day off	(%)									
	69 or less days	70-79 days	80-89 days	90-99 days	100-109 days	110-119 days	120-129 days	130-139 days	140 or more days	Not classified
<b>Total industries surveyed</b>	<b>14.4</b>	<b>0.6</b>	<b>-</b>	<b>1.1</b>	<b>3.0</b>	<b>14.7</b>	<b>53.5</b>	<b>3.2</b>	<b>1.5</b>	<b>7.9</b>
<b>By industry</b>										
Construction industry	33.3	-	-	-	-	-	50.0	-	-	16.7
Manufacturing industry	4.8	-	-	2.4	1.6	13.7	74.2	0.8	1.6	0.8
Food	-	-	-	33.3	-	-	66.7	-	-	-
Textile, clothing, etc.	-	-	-	-	-	-	100.0	-	-	-
Lumber and wood products	-	-	-	-	-	-	-	-	-	-
Furniture and equipment	-	-	-	-	25.0	-	50.0	25.0	-	-
Pulp, paper, and paper products	-	-	-	-	-	-	100.0	-	-	-
Publishing, printing, and related areas	40.0	-	-	-	-	-	60.0	-	-	-
Chemical industry	7.0	-	-	2.3	-	11.6	74.4	-	2.3	2.3
Petroleum and coal products	-	-	-	-	-	40.0	60.0	-	-	-
Rubber products	-	-	-	-	-	-	100.0	-	-	-
Ceramic and cement	-	-	-	-	-	33.3	66.7	-	-	-
Non-ferrous metals	-	-	-	50.0	-	-	50.0	-	-	-
Metal products	-	-	-	-	-	-	100.0	-	-	-
General machinery	-	-	-	-	-	12.5	81.3	-	6.3	-
Electrical machinery	-	-	-	-	-	26.7	73.3	-	-	-
Transportation equipment	-	-	-	-	-	20.0	80.0	-	-	-
Precision machinery	-	-	-	-	-	11.1	88.9	-	-	-
Other	20.0	-	-	-	20.0	-	60.0	-	-	-
Transport and communication industry	30.8	-	-	-	3.8	9.6	44.2	3.8	3.8	3.8
Wholesale and retail trade and food and drink establishments	9.0	0.6	-	1.3	3.8	12.2	58.3	5.8	1.3	7.7
Financial and insurance industry	27.3	-	-	1.3	3.9	26.0	31.2	1.3	-	9.1
Real estate industry	-	-	-	-	-	-	100.0	-	-	-
Service industry	15.0	1.8	-	-	2.7	15.0	43.4	3.5	1.8	16.8
Not classified	-	-	-	-	-	-	-	-	-	-
<b>By the percentage of foreign capital</b>										
100%	12.1	0.9	-	1.3	1.7	16.8	54.7	5.2	1.7	5.6
More than 50% and less than 100%	6.9	1.7	-	1.7	1.7	12.1	65.5	-	-	10.3
50%	5.7	-	-	-	5.7	9.4	66.0	-	1.9	11.3
Between 1/3 and 50%	5.0	-	-	2.5	-	7.5	77.5	-	-	7.5
Branches of foreign corporation	35.6	-	-	-	3.3	20.0	31.1	1.1	2.2	6.7
Not classified	12.5	-	-	1.8	8.9	10.7	42.9	7.1	1.8	14.3
<b>By size of company</b>										
1,000 employees or more	-	-	-	-	-	23.8	66.7	-	4.8	4.8
500-999 employees	-	-	-	-	8.7	17.4	73.9	-	-	-
300-499 employees	-	-	-	-	-	15.4	80.8	3.8	-	-
100-299 employees	5.6	-	-	-	1.4	15.3	72.2	-	-	5.6
30-99 employees	11.3	1.3	-	0.6	3.1	15.6	59.4	4.4	0.6	3.8
10-29 employees	25.0	1.2	-	1.2	2.4	11.9	40.5	1.2	3.6	13.1
9 employees or fewer	21.4	-	-	3.2	4.8	14.3	37.3	6.3	2.4	10.3
Not classified	35.3	-	-	-	-	5.9	17.6	-	-	41.2



Table 32: Average Annual Days of Paid Holidays Provided, Average Days Acquired, Average Grant Acquired Rate

(day, %)

Grant day, acquired day			
Industry, percentage of foreign capital and size of the company	Average annual days of paid holidays provided	Average annual days of paid holidays acquired	Average grant acquired rate (%)
<b>Total industries surveyed</b>	<b>20.3</b>	<b>12.8</b>	<b>62.9</b>
<b>By industry</b>			
Construction industry	15.5	8.3	53.5
Manufacturing industry	19.0	10.9	57.7
Food	14.2	11.5	81.3
Textile, clothing, etc.	15.0	7.0	46.7
Lumber and wood products	-	-	-
Furniture and equipment	17.4	7.7	44.5
Pulp, paper, and paper products	16.3	8.3	50.9
Publishing, printing, and related areas	18.3	10.1	55.1
Chemical industry	20.1	11.5	57.4
Petroleum and coal products	19.2	12.1	63.2
Rubber products	18.0	10.0	55.6
Ceramic and cement	18.4	10.9	59.3
Non-ferrous metals	16.0	9.8	61.1
Metal products	17.2	6.8	39.5
General machinery	18.6	9.2	49.8
Electrical machinery	20.1	11.9	59.1
Transportation equipment	17.0	10.8	63.4
Precision machinery	19.7	12.4	63.1
Other	18.4	12.3	66.9
Transport and communication industry	22.4	15.2	67.9
Wholesale and retail trade and food and drink establishments	18.7	11.6	62.3
Financial and insurance industry	18.4	12.0	65.6
Real estate industry	-	-	-
Service industry	24.8	15.9	64.2
Not classified	-	-	-
<b>By the percentage of foreign capital</b>			
100%	21.4	13.4	62.4
More than 50% and less than 100%	16.8	9.1	54.4
50%	19.6	10.7	54.7
Between 1/3 and 50%	18.3	10.9	59.4
Branches of foreign corporation	20.5	14.5	70.8
Not classified	20.6	13.6	66.0
<b>By size of company</b>			
1,000 employees or more	19.1	12.3	64.1
500-999 employees	20.2	10.0	49.4
300-499 employees	19.1	10.9	57.0
100-299 employees	19.7	10.7	54.3
30-99 employees	22.9	14.5	63.1
10-29 employees	19.6	13.4	68.2
9 employees or fewer	18.5	12.6	67.8
Not classified	14.0	8.1	58.0

Table 33: Special Holidays System

(%)

Special holidays system	Sick leave			Honeymoon leave			Funeral leave			Paid education and training leave			Leave for the birth of a child			Family care leave			Sabbatical leave			Volunteer leave			
	System	No system	Not classified	System	No system	Not classified	System	No system	Not classified	System	No system	Not classified	System	No system	Not classified	System	No system	Not classified	System	No system	Not classified	System	No system	Not classified	
<b>Total industries surveyed</b>	63.5	26.8	9.6	90.0	4.9	5.1	91.5	3.2	5.3	15.3	67.9	16.8	64.1	25.3	10.4	15.7	68.4	15.9	20.0	66.5	13.4	4.3	80.3	15.3	
<b>By industry</b>																									
Construction industry	66.7	33.3	-	100.0	-	-	100.0	-	-	33.3	33.3	33.3	50.0	33.3	16.7	50.0	33.3	16.7	33.3	50.0	16.7	16.7	66.7	16.7	
Manufacturing industry	56.5	35.5	8.1	93.5	4.0	2.4	96.0	1.6	2.4	14.5	72.6	12.9	72.6	18.5	8.9	22.6	61.3	16.1	39.5	53.2	7.3	10.5	75.8	13.7	
Food	66.7	33.3	-	66.7	33.3	-	100.0	-	-	-	100.0	-	66.7	33.3	-	33.3	33.3	33.3	66.7	33.3	-	-	100.0	-	
Textile, clothing, etc.	-	100.0	-	100.0	-	-	100.0	-	-	-	100.0	-	100.0	-	-	-	100.0	-	-	100.0	-	-	100.0	-	
Lumber and wood products	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Furniture and equipment	75.0	25.0	-	75.0	25.0	-	75.0	25.0	-	25.0	75.0	-	50.0	50.0	-	-	100.0	-	-	100.0	-	-	100.0	-	
Pulp, paper, and paper products	100.0	-	-	100.0	-	-	100.0	-	-	-	100.0	-	-	100.0	-	-	100.0	-	-	100.0	-	-	100.0	-	
Publishing, printing, and related areas	40.0	60.0	-	80.0	20.0	-	80.0	20.0	-	-	80.0	20.0	80.0	20.0	-	20.0	60.0	20.0	20.0	60.0	20.0	-	80.0	20.0	
Chemical industry	62.8	20.9	16.3	95.3	-	4.7	95.3	-	4.7	16.3	60.5	23.3	72.1	9.3	18.6	25.6	46.5	27.9	46.5	41.9	11.6	11.6	62.8	25.6	
Petroleum and coal products	40.0	60.0	-	100.0	-	-	100.0	-	-	20.0	80.0	-	100.0	-	-	20.0	80.0	-	60.0	40.0	-	20.0	80.0	-	
Rubber products	100.0	-	-	100.0	-	-	100.0	-	-	-	100.0	-	100.0	-	-	100.0	-	-	100.0	-	-	100.0	-	-	
Ceramic and cement	100.0	-	-	100.0	-	-	100.0	-	-	33.3	66.7	-	66.7	-	33.3	33.3	66.7	-	33.3	66.7	-	-	100.0	-	
Non-ferrous metals	50.0	50.0	-	50.0	50.0	-	100.0	-	-	-	100.0	-	50.0	50.0	-	50.0	50.0	-	-	100.0	-	50.0	50.0	-	
Metal products	100.0	-	-	100.0	-	-	100.0	-	-	-	100.0	-	100.0	-	-	100.0	-	-	100.0	-	-	100.0	-	-	
General machinery	68.8	31.3	-	100.0	-	-	100.0	-	-	37.5	56.3	6.3	75.0	25.0	-	18.8	75.0	6.3	37.5	62.5	-	12.5	81.3	6.3	
Electrical machinery	46.7	40.0	13.3	93.3	-	6.7	93.3	-	6.7	6.7	86.7	6.7	66.7	26.7	6.7	6.7	73.3	20.0	40.0	53.3	6.7	20.0	66.7	13.3	
Transportation equipment	40.0	50.0	10.0	90.0	10.0	-	100.0	-	-	-	90.0	10.0	80.0	20.0	-	20.0	70.0	10.0	60.0	30.0	10.0	-	90.0	10.0	
Precision machinery	44.4	55.6	-	100.0	-	-	100.0	-	-	11.1	77.8	11.1	77.8	22.2	-	44.4	55.6	-	33.3	66.7	-	11.1	88.9	-	
Other	20.0	80.0	-	100.0	-	-	100.0	-	-	-	100.0	-	60.0	40.0	-	20.0	80.0	-	20.0	80.0	-	-	100.0	-	
Transport and communication industry	80.8	15.4	3.8	92.3	7.7	-	96.2	3.8	-	28.8	65.4	5.8	63.5	30.8	5.8	19.2	73.1	7.7	7.7	84.6	7.7	1.9	90.4	7.7	
Wholesale and retail trade and food and drink establishments	58.3	31.4	10.3	89.1	5.8	5.1	88.5	5.1	6.4	10.9	71.2	17.9	64.1	26.3	9.6	11.5	72.4	16.0	16.0	70.5	13.5	3.2	82.7	14.1	
Financial and insurance industry	80.5	14.3	5.2	94.8	1.3	3.9	97.4	-	2.6	23.4	61.0	15.6	76.6	18.2	5.2	14.3	74.0	11.7	7.8	79.2	13.0	1.3	85.7	13.0	
Real estate industry	-	-	100.0	-	-	100.0	-	-	100.0	-	100.0	-	100.0	-	-	100.0	-	-	100.0	-	-	100.0	-	100.0	-
Service industry	59.3	24.8	15.9	83.2	6.2	10.6	85.0	4.4	10.6	9.7	66.4	23.9	47.8	34.5	17.7	11.5	67.3	21.2	17.7	60.2	22.1	1.8	75.2	23.0	
Not classified	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>By the percentage of foreign capital</b>																									
100%	65.5	26.7	7.8	91.8	5.2	3.0	92.2	3.9	3.9	13.4	70.7	15.9	63.4	27.2	9.5	14.2	71.1	14.7	16.4	72.0	11.6	2.6	84.1	13.4	
More than 50% and less than 100%	44.8	36.2	19.0	81.0	6.9	12.1	84.5	5.2	10.3	3.4	72.4	24.1	51.7	31.0	17.2	13.8	63.8	22.4	20.7	58.6	20.7	5.2	72.4	22.4	
50%	54.7	28.3	17.0	88.7	1.9	9.4	88.7	1.9	9.4	18.9	66.0	15.1	67.9	18.9	13.2	20.8	54.7	24.5	47.2	37.7	15.1	13.2	67.9	18.9	
Between 1/3 and 50%	47.5	50.0	2.5	92.5	7.5	-	100.0	-	-	10.0	82.5	7.5	70.0	27.5	2.5	15.0	75.0	10.0	32.5	62.5	5.0	5.0	85.0	10.0	
Branches of foreign corporation	84.4	12.2	3.3	92.2	4.4	3.3	96.7	1.1	2.2	26.7	58.9	14.4	72.2	22.2	5.6	12.2	77.8	10.0	10.0	80.0	10.0	2.2	87.8	10.0	
Not classified	60.7	23.2	16.1	87.5	3.6	8.9	83.9	5.4	10.7	17.9	57.1	25.0	58.9	23.2	17.9	25.0	55.4	19.6	16.1	60.7	23.2	5.4	69.6	25.0	
<b>By size of company</b>																									
1,000 employees or more	57.1	38.1	4.8	100.0	-	-	100.0	-	-	14.3	71.4	14.3	85.7	4.8	9.5	28.6	66.7	4.8	61.9	33.3	4.8	23.8	61.9	14.3	
500-999 employees	73.9	26.1	-	95.7	-	4.3	100.0	-	-	8.7	78.3	13.0	78.3	21.7	-	30.4	52.2	17.4	43.5	43.5	13.0	8.7	78.3	13.0	
300-499 employees	61.5	34.6	3.8	100.0	-	-	100.0	-	-	7.7	84.6	7.7	92.3	7.7	-	3.8	88.5	7.7	46.2	53.8	-	7.7	92.3	-	
100-299 employees	66.7	29.2	4.2	97.2	-	2.8	97.2	-	2.8	9.7	79.2	11.1	75.0	15.3	9.7	22.2	70.8	6.9	22.2	73.6	4.2	4.2	90.3	5.6	
30-99 employees	63.1	28.8	8.1	97.5	0.6	1.9	98.1	-	1.9	19.4	68.8	11.9	75.0	20.0	5.0	13.1	70.6	16.3	15.0	73.1	11.9	2.5	83.1	14.4	
10-29 employees	69.0	22.6	8.3	92.9	4.8	2.4	94.0	2.4	3.6	15.5	70.2	14.3	65.5	27.4	7.1	15.5	73.8	10.7	11.9	76.2	11.9	2.4	85.7	11.9	
9 employees or fewer	62.7	24.6	12.7	76.2	15.9	7.9	80.2	11.1	8.7	18.3	57.9	23.8	36.5	46.0	17.5	11.9	67.5	20.6	14.3	66.7	19.0	4.0	75.4	20.6	
Not classified	29.4	11.8	58.8	41.2	5.9	52.9	41.2	5.9	52.9	-	29.4	70.6	23.5	17.6	58.8	23.5	11.8	64.7	17.6	17.6	64.7	-	29.4	70.6	

Table 34: Status of Wages Paid Under the Special Holidays System

(%)

Special holidays system Industry, percentage of foreign capital and size of the company	Leave for children care				Nursing care leave				Family care leave				Sabbatical leave				Volunteer leave			
	Wages paid			Not classified	Wages paid			Not classified	Wages paid			Not classified	Wages paid			Not classified	Wages paid			Not classified
	Entire amount	Reduced amount	Unpaid		Entire amount	Reduced amount	Unpaid		Entire amount	Reduced amount	Unpaid		Entire amount	Reduced amount	Unpaid		Entire amount	Reduced amount	Unpaid	
	3.8	4.3	47.8	44.0	3.2	3.2	45.7	47.8	4.5	2.6	16.3	76.6	19.3	0.4	7.9	72.4	4.3	0.6	10.2	84.9
<b>Total industries surveyed</b>																				
<b>By industry</b>																				
Construction industry	-	-	16.7	83.3	-	-	16.7	83.3	-	16.7	33.3	50.0	16.7	16.7	-	66.7	-	16.7	16.7	66.7
Manufacturing industry	1.6	4.8	56.5	37.1	2.4	4.8	53.2	39.5	4.0	2.4	17.7	75.8	37.9	-	4.8	57.3	8.1	0.8	7.3	83.9
Food	-	-	66.7	33.3	-	-	66.7	33.3	-	-	-	100.0	66.7	-	-	33.3	-	-	-	100.0
Textile, clothing, etc.	-	-	100.0	-	-	-	100.0	-	-	-	-	100.0	-	-	-	100.0	-	-	-	100.0
Lumber and wood products	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Furniture and equipment	-	-	75.0	25.0	-	-	75.0	25.0	-	-	-	100.0	-	-	-	100.0	-	-	-	100.0
Pulp, paper, and paper products	-	-	-	100.0	-	-	-	100.0	-	-	-	100.0	-	-	-	100.0	-	-	-	100.0
Publishing, printing, and related areas	-	20.0	20.0	60.0	-	20.0	20.0	60.0	-	-	20.0	80.0	20.0	-	-	80.0	-	-	-	100.0
Chemical industry	2.3	7.0	58.1	32.6	4.7	7.0	51.2	37.2	4.7	7.0	11.6	76.7	46.5	-	2.3	51.2	7.0	-	2.3	90.7
Petroleum and coal products	-	-	80.0	20.0	-	-	80.0	20.0	-	-	20.0	80.0	40.0	-	20.0	40.0	-	-	20.0	80.0
Rubber products	-	-	-	100.0	-	-	-	100.0	-	-	100.0	-	-	-	100.0	-	-	-	100.0	
Ceramic and cement	-	-	100.0	-	-	-	100.0	-	-	-	33.3	66.7	33.3	-	-	66.7	-	-	-	100.0
Non-ferrous metals	-	-	50.0	50.0	-	-	50.0	50.0	-	-	50.0	50.0	-	-	100.0	50.0	-	-	-	50.0
Metal products	-	-	100.0	-	-	-	100.0	-	-	-	-	100.0	-	-	100.0	-	-	-	100.0	
General machinery	-	6.3	31.3	62.5	-	6.3	25.0	68.8	-	-	18.8	81.3	31.3	-	6.3	62.5	12.5	-	12.5	75.0
Electrical machinery	-	6.7	60.0	33.3	-	6.7	60.0	33.3	6.7	-	13.3	80.0	33.3	-	13.3	53.3	20.0	-	13.3	66.7
Transportation equipment	-	-	60.0	40.0	-	-	60.0	40.0	-	-	30.0	70.0	60.0	-	-	40.0	-	-	10.0	90.0
Precision machinery	-	-	66.7	33.3	-	-	66.7	33.3	11.1	-	33.3	55.6	33.3	-	-	66.7	-	11.1	11.1	77.8
Other	20.0	-	60.0	20.0	20.0	-	60.0	20.0	20.0	-	20.0	60.0	40.0	-	20.0	40.0	20.0	-	20.0	60.0
Transport and communication industry	5.8	7.7	48.1	38.5	3.8	3.8	50.0	42.3	11.5	1.9	19.2	67.3	9.6	-	9.6	80.8	3.8	-	9.6	86.5
Wholesale and retail trade and food and drink establishments	3.8	1.9	44.9	49.4	2.6	1.9	42.3	53.2	5.8	1.9	14.7	77.6	16.7	0.6	7.7	75.0	5.1	0.6	9.6	84.6
Financial and insurance industry	3.9	3.9	53.2	39.0	3.9	2.6	51.9	41.6	1.3	3.9	13.0	81.8	7.8	-	7.8	84.4	1.3	-	9.1	89.6
Real estate industry	-	-	-	100.0	-	-	-	100.0	-	-	-	100.0	-	-	-	100.0	-	-	-	100.0
Service industry	5.3	6.2	40.7	47.8	4.4	3.5	38.1	54.0	2.7	2.7	16.8	77.9	15.0	-	11.5	73.5	1.8	-	15.0	83.2
Not classified	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>By the percentage of foreign capital</b>																				
100%	3.4	3.9	50.4	42.2	2.2	3.4	47.8	46.6	3.4	0.9	19.0	76.7	15.5	0.4	9.5	74.6	2.6	-	12.1	85.3
More than 50% and less than 100%	1.7	1.7	37.9	58.6	1.7	1.7	34.5	62.1	3.4	1.7	15.5	79.3	22.4	-	3.4	74.1	3.4	1.7	10.3	84.5
50%	3.8	11.3	41.5	43.4	5.7	9.4	37.7	47.2	3.8	7.5	15.1	73.6	39.6	-	7.5	52.8	9.4	-	11.3	79.2
Between 1/3 and 50%	2.5	2.5	57.5	37.5	2.5	2.5	55.0	40.0	5.0	-	15.0	80.0	30.0	-	10.0	60.0	7.5	-	5.0	87.5
Branches of foreign corporation	5.6	3.3	50.0	41.1	4.4	2.2	48.9	44.4	4.4	5.6	11.1	78.9	11.1	1.1	7.8	80.0	3.3	1.1	8.9	86.7
Not classified	5.4	5.4	42.9	46.4	5.4	-	44.6	50.0	10.7	3.6	16.1	69.6	17.9	-	5.4	76.8	7.1	1.8	7.1	83.9
<b>By size of company</b>																				
1,000 employees or more	-	-	90.5	9.5	-	4.8	81.0	14.3	-	9.5	19.0	71.4	61.9	-	-	38.1	23.8	-	-	76.2
500-999 employees	-	4.3	52.2	43.5	-	4.3	52.2	43.5	4.3	4.3	30.4	60.9	43.5	-	-	56.5	8.7	-	8.7	82.6
300-499 employees	-	-	92.3	7.7	-	-	92.3	7.7	-	-	11.5	88.5	42.3	-	3.8	53.8	-	3.8	7.7	88.5
100-299 employees	-	4.2	70.8	25.0	-	2.8	70.8	26.4	5.6	-	19.4	75.0	20.8	-	4.2	75.0	4.2	-	4.2	91.7
30-99 employees	3.8	5.0	52.5	38.8	2.5	3.8	50.0	43.8	3.8	1.9	15.6	78.8	15.0	-	8.8	76.3	1.9	-	11.9	86.3
10-29 employees	8.3	7.1	41.7	42.9	7.1	3.6	36.9	52.4	4.8	4.8	21.4	69.0	11.9	1.2	14.3	72.6	4.8	-	16.7	78.6
9 employees or fewer	5.6	4.0	19.0	71.4	5.6	3.2	18.3	73.0	7.1	3.2	8.7	81.0	14.3	0.8	7.1	77.8	4.8	1.6	8.7	84.9
Not classified	-	-	23.5	76.5	-	-	23.5	76.5	-	-	23.5	76.5	5.9	-	17.6	76.5	-	-	17.6	82.4