

## **Chapter 2 Results of the Survey**

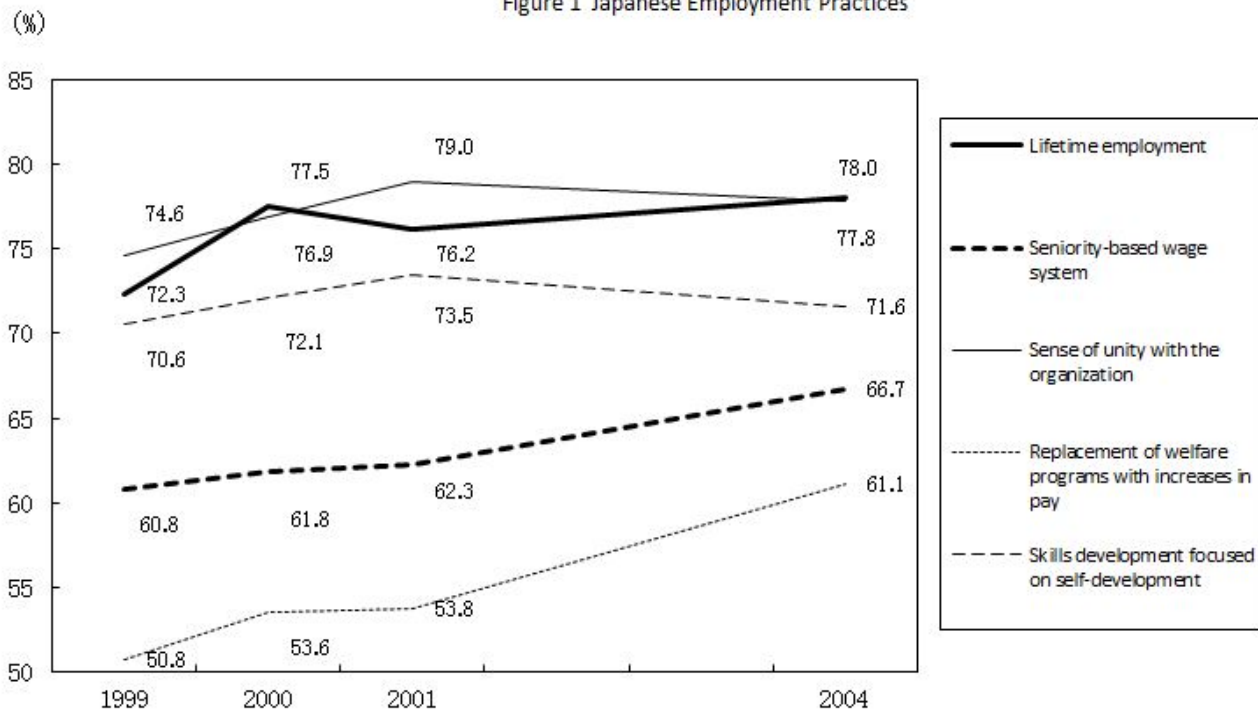
Chapter 2 Results of the Survey

1 The Japanese Attitude to Work

Firstly, looking at ways of working, in 2004, the proportion of respondents endorsing lifetime employment was approximately 80%, while the proportion supporting the seniority-based wage system was around 70%. From 1999 to 2004, there was a rise in the proportion supporting lifetime employment and the seniority-based wage system, which are the key pillars of Japanese employment practices. The proportion supporting lifetime employment fell between 2000 and 2001, but had risen again by 2004. Looking at the situation by gender and age, support for lifetime employment had increased among men in the 40 and above age brackets, and among women in the 30 and above age brackets, while support for the seniority-based wage system grew among both men and women aged 30 and above.

Moreover, at the same time, there was a substantial rise in the proportion endorsing the replacement of welfare programs with increases in pay, demonstrating a tendency to break away from the "company provides for everything" model.

Figure 1 Japanese Employment Practices



Total for those responding "I think it is a good thing" and "If I have to decide one way or the other, I think it is a good thing"

- Lifetime employment: Japanese-style lifetime employment, whereby one works at a single company until reaching the mandatory retirement age
- Seniority-based wage system: Japanese-style seniority-based wage system, whereby one's pay increases along with the number of years of continuous service
- Sense of unity with the organization: Feeling a sense of unity with the company or workplace
- Replacement of welfare programs with increases in pay: Rather than enhancing welfare facilities, such as company housing and recreation facilities, employee pay should be increased by a commensurate amount
- Skills development focused on self-development: Rather than relying on the organization or company, employees should hone their skills themselves and create their own path to success

Figure 2 Japanese Employment Practices by Gender and Age

(1) Lifetime employment (%)

	1999	2000	2001	2004
Male, 20-29	64.6	69.2	58.4	64.2
Male, 30-39	66.0	67.1	73.0	64.9
Male, 40-49	70.4	75.4	71.0	78.7
Male, 50-59	70.4	76.9	78.4	81.8
Male, 60-69	76.3	80.1	75.7	80.9
Male, 70 or over	79.0	81.7	86.0	84.0
Male, total	71.2	75.8	74.7	77.2
Female, 20-29	69.0	76.6	68.7	66.4
Female, 30-39	71.5	75.4	72.3	77.4
Female, 40-49	71.2	78.6	77.3	75.7
Female, 50-59	71.3	77.4	79.4	78.3
Female, 60-69	74.4	80.2	81.1	84.5
Female, 70 or over	87.0	86.4	84.1	87.0
Female, total	73.3	78.8	77.4	78.8

(2) Seniority-based wage system (%)

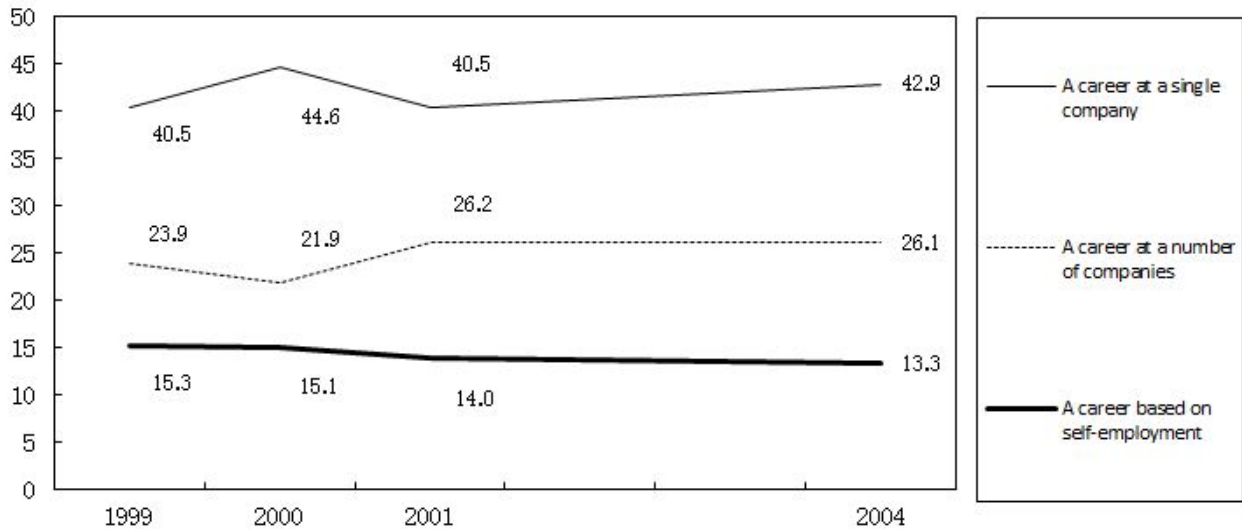
	1999	2000	2001	2004
Male, 20-29	51.9	51.3	47.4	51.5
Male, 30-39	50.5	49.7	56.3	59.3
Male, 40-49	54.2	54.6	58.9	66.5
Male, 50-59	61.1	61.6	59.2	68.9
Male, 60-69	62.5	64.2	62.7	67.5
Male, 70 or over	73.4	63.5	70.2	70.8
Male, total	58.5	58.4	59.8	65.3
Female, 20-29	59.6	56.9	59.6	60.6
Female, 30-39	61.3	63.1	55.4	64.5
Female, 40-49	56.5	60.9	63.4	66.3
Female, 50-59	59.5	61.0	64.0	66.0
Female, 60-69	71.5	71.3	72.2	71.7
Female, 70 or over	72.7	77.2	73.9	78.8
Female, total	62.8	64.7	64.4	68.0

Total for those responding "I think it is a good thing" and "If I have to decide one way or the other, I think it is a good thing"

Next, looking at the preferred career path (occupational career), in 2004, the proportion wishing to have "a career at a single company," which would involve working at a single company for many years, was 42.9%, while the proportion wishing to have "a career at a number of companies," which would involve gaining experience at a number of companies, was 26.1%. Since the first survey, there has been a consistent tendency for the proportion preferring a career at a single company to exceed the proportion preferring a career at a number of companies.

Figure 3 Preferred Career Development

(%)



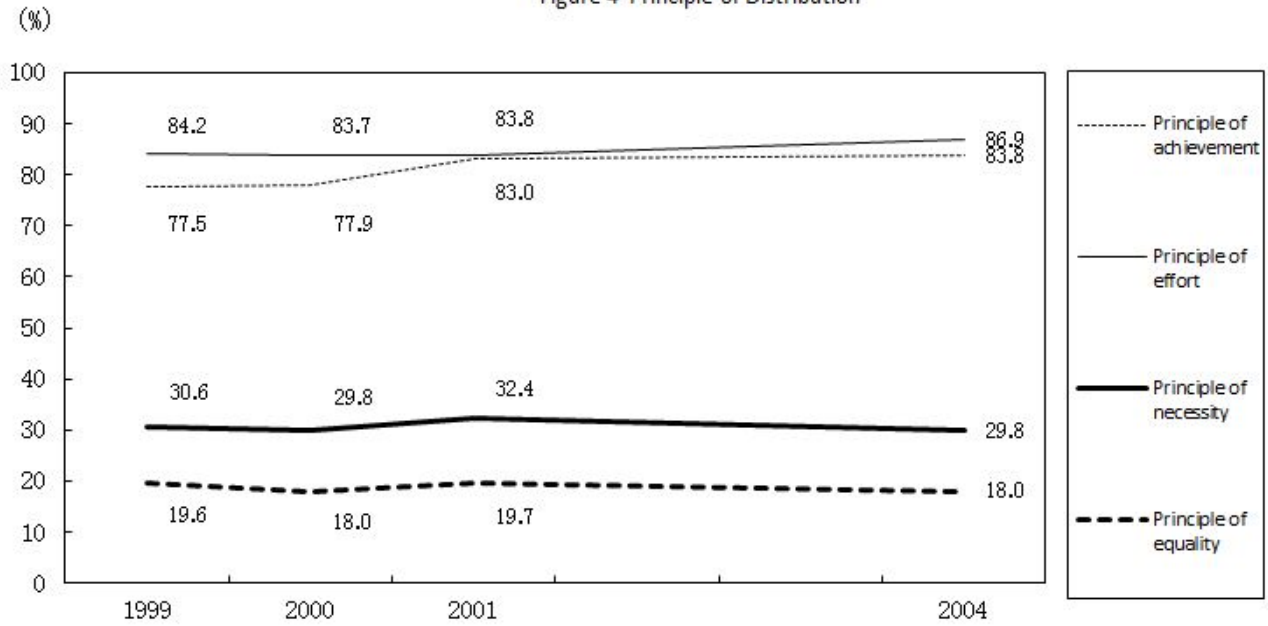
A career at a single company: "A career involving working for many years at a single company and gradually reaching management status" + "A career involving working for many years at a single company and gradually becoming an expert in a particular job"

A career at a number of companies: "A career involving gaining experience at a number of companies and gradually reaching management status" + "A career involving gaining experience at a number of companies and gradually becoming an expert in a particular job"

A career based on self-employment: "A career involving being employed initially, and then later becoming self-employed" + "A career involving being self-employed from the outset"

With regard to the principle of distribution, in terms of which people should acquire social status or economic affluence, in 2004, 86.9% supported the "principle of effort (i.e. it is preferable for those who have made a greater effort to gain more)," while 83.8% endorsed the "principle of achievement (i.e. it is preferable for those who have achieved better results to gain more)," Since the first survey, the proportion supporting the principle of effort has consistently been the highest, followed by the principle of achievement.

Figure 4 Principle of Distribution



Total for "Agree" and "Somewhat agree"

Principle of achievement: It is preferable for those who have achieved better results to gain more

Principle of effort: It is preferable for those who have made a greater effort to gain more

Principle of necessity: It is preferable for those who need it to gain just what they need

Principle of equality: It is preferable for everyone to gain roughly the same

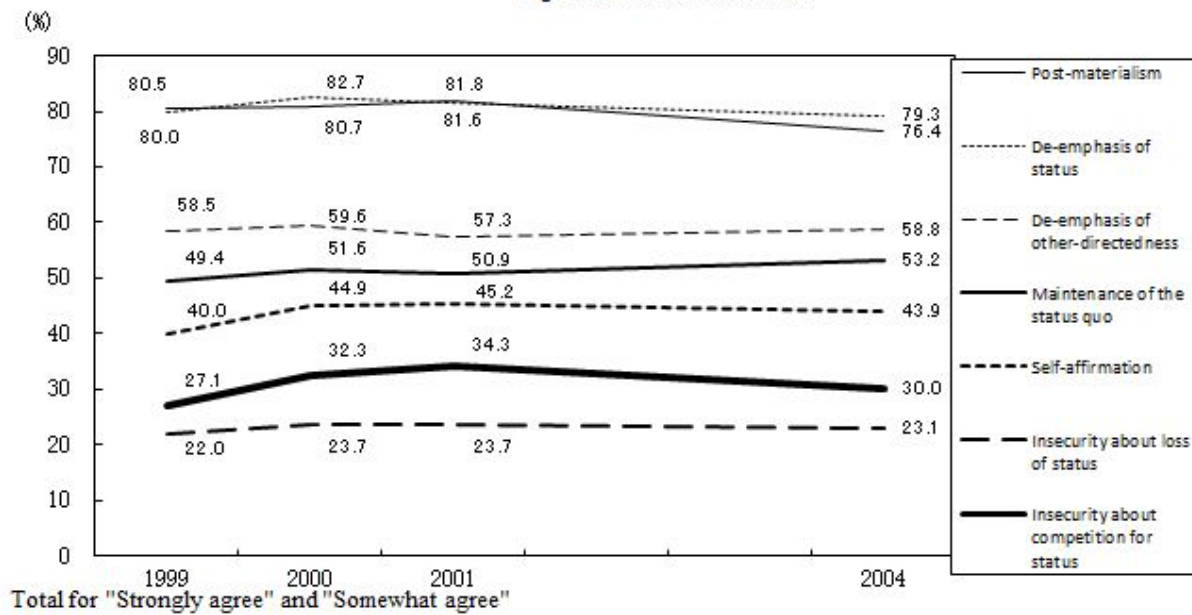
Figure 5 Principle of Distribution by Gender (%)

		1999	2000	2001	2004
Principle of achievement	Male	80.1	82.0	86.5	84.4
	Female	75.2	74.6	80.0	83.2
Principle of effort	Male	83.9	83.3	84.2	85.7
	Female	84.4	84.0	83.4	88.1

With regard to consciousness of life, there was a slight upward trend in those supporting "maintenance of the status quo," and a slight downward trend in those expressing a preference for "post-materialism."



Figure 6 Consciousness of Life

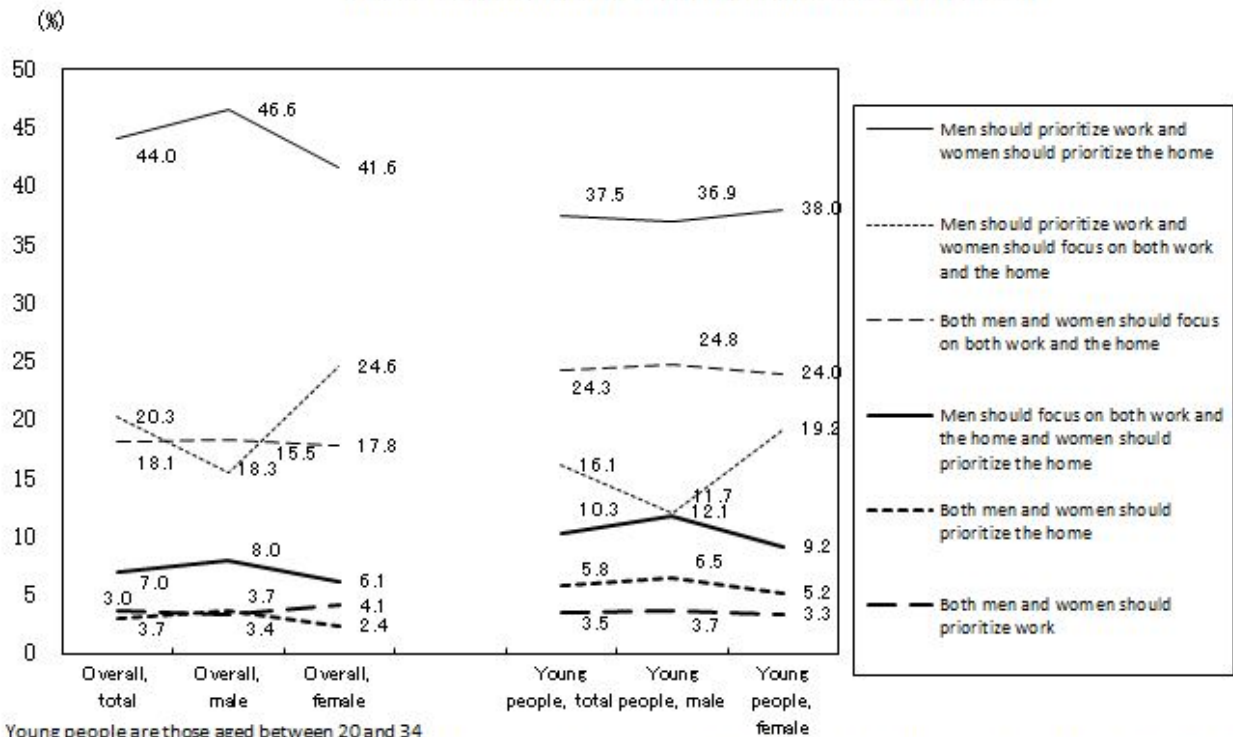


**Post-materialism:** In the future, rather than material affluence, I would like to focus more on living a life of spiritual richness and comfort  
**De-emphasis of status:** Rather than striving for greater wealth or status, I would like to lead a life that I find satisfying  
**De-emphasis of other-directedness:** It does not bother me if others have opinions and lifestyles that differ from my own  
**Maintenance of the status quo:** Rather than striving to gain more, it is important to maintain what one has already gained  
**Self-affirmation:** I have things other than work, about which I can be proud in front of others  
**Insecurity about loss of status:** I feel anxious that I might lose what I have gained to date if I drop my guard  
**Insecurity about competition for status:** I feel anxious that others might overtake me if I am not careful

In the 2004 special topic section, questions were also asked about the preferred way of life in relation to work and family life. As a result, it was found that the highest proportion—just over 40%—took the view that "men should prioritize work and women should prioritize the home," followed by around 20% who responded that "men should prioritize work and women should focus on both work and the home." Whether looking at the situation overall or by gender, approximately 60% of men responded that it is preferable for men to prioritize work.

Looking at the situation among young people (aged 20-34) alone, the highest proportion—just under 40%—was accounted for by those responding that "men should prioritize work and women should prioritize the home," but the second-largest proportion—about 20%—was accounted for by those who answered "both men and women should focus on both work and the home."

Figure 7 Preferred Way of Life in Relation to Work and Family Life (2004)



Young people are those aged between 20 and 34

Prioritizing work: "Devoting themselves to work, without doing any housework or childcare, etc." or "Doing housework and childcare, etc., but making work the absolute priority"

Prioritizing the home: "Working, but making housework and childcare, etc. the absolute priority" or "Devoting themselves to housework or childcare, etc., without doing any work"

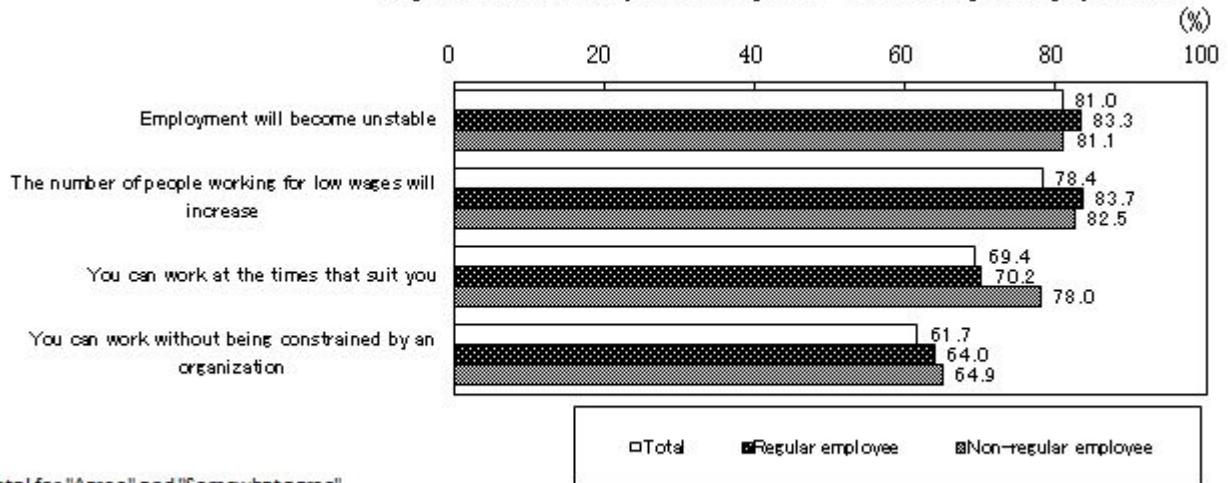
Focusing on both work and home: "Doing roughly the same amount of housework, and childcare, etc. as work"

## 2 Diversification in Ways of Working

In the 2004 survey, diversifying ways of working was highlighted as the special topic, in order to clarify how people perceive the diversification in ways of working, including forms of employment and occupational careers. In particular, it was possible to obtain results classified by form of employment, in terms of whether the respondent was a regular employee or non-regular employee (those who answered that their employment status was "non-regular employee (part-timer, *arubaito* (casual work), temporary employee, contract worker, or *shokutaku* (entrusted employee))" or "dispatched worker"; the same applies hereinafter).

With regard to opinions about the increase in ways of working other than as a regular employee, while 80% acknowledged the negative aspects, answering that "employment will become unstable" and that "the number of people working for low wages will increase," as many as 60–70% acknowledged the positive aspects in terms of the fact that "you can work at the times that suit you" and "you can work without being constrained by an organization." Looking at the situation by form of employment, there is not a great difference between regular and non-regular employees, but the proportion acknowledging the negative aspects was slightly higher among regular employees, while the proportion acknowledging the positive aspects was somewhat higher among non-regular employees.

Figure 8 Increase in Ways of Working Other Than as a Regular Employee (2004)



Total for "Agree" and "Somewhat agree"

Non-regular employees: "Non-regular employees (part-timers, *arubaito*, etc.)" + "Dispatched workers"

"Total" also includes unemployed and self-employed.

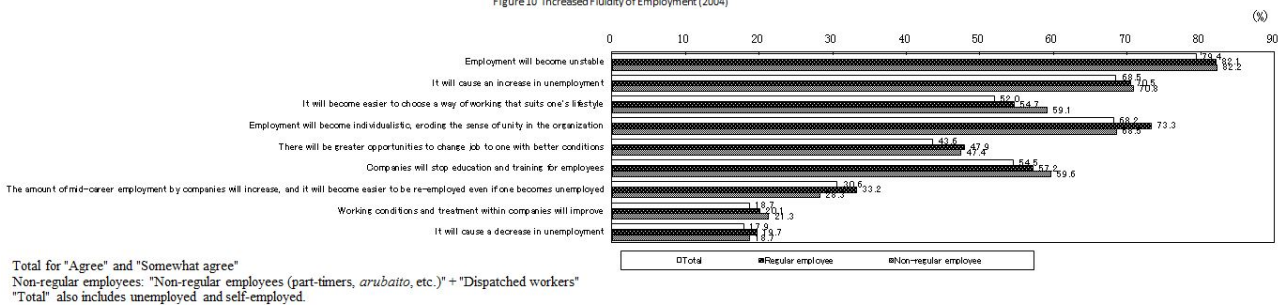


Figure 9 Increase in Ways of Working Other Than as a Regular Employee (2004) (%)

		Employment will become unstable	The number of people working for low wages will increase	You can work at the times that suit you	You can work without being constrained by an organization
Regular employee	Male	81.3	83.0	67.0	62.3
	Female	87.9	85.2	77.6	68.2
Non-regular employee	Male	85.6	85.6	67.6	59.5
	Female	79.6	81.4	81.4	66.8

Moreover, regarding the fact that employment will become more fluid, with greater numbers of people changing jobs and leaving their employment, a high proportion of respondents acknowledged the disadvantages, answering "employment will become unstable," "it will cause an increase in unemployment," and "employment will become individualistic, eroding the sense of unity in the organization." At the same time, around 50% of respondents acknowledged an advantage, in terms of the fact that "it will become easier to choose a way of working that suits one's lifestyle."

Figure 10 Increased Fluidity of Employment (2004)



When asked whether or not they actually want to work as a regular employee if actually employed by a company, almost all regular employees and approximately 70% of non-regular employees answered "I want to work as a regular employee," with this figure rising to around 90% when the focus was restricted to male non-regular employees.

Figure 11 Desire to Work as a Regular Employee (2004)



Total for "I want to work as a regular employee" and "If I had to choose, I would work as a regular employee"

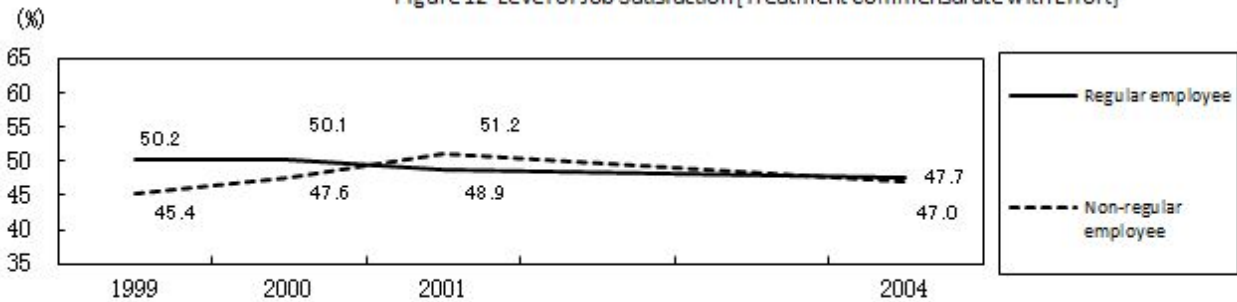
Non-regular employees: "Non-regular employees (part-timers, *arubaito*, etc.)" + "Dispatched workers"

"Total" also includes unemployed and self-employed.

### 3 Levels of Job Satisfaction

Looking at level of job satisfaction, in regard to all four items, namely "I receive treatment commensurate with my effort," "I can adequately demonstrate my abilities," "My job provides new challenges," and "I am entrusted with a wide range of responsibilities," there was a tendency for proportions to remain stable or demonstrate a slight decline among regular employees, while there was a slight rise among non-regular employees. Accordingly, the gap between regular and non-regular employees in terms of their levels of job satisfaction is narrowing.

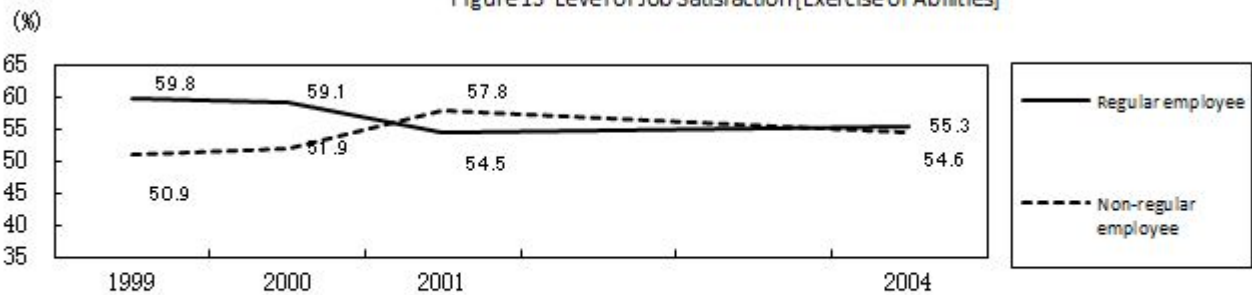
Figure 12 Level of Job Satisfaction [Treatment Commensurate with Effort]



Totals for those who answered "Satisfied" and "Somewhat satisfied" in relation to "I receive treatment commensurate with my effort"

Non-regular employees: "Non-regular employees (part-timers, *arubaito*, etc.)" + "Dispatched workers"

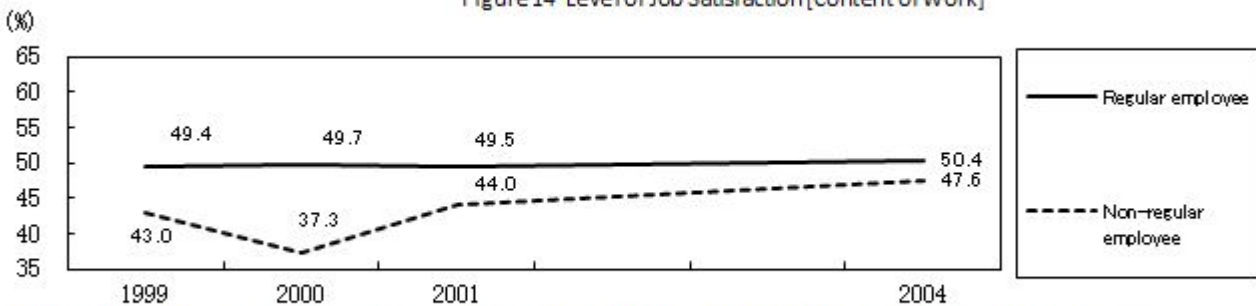
Figure 13 Level of Job Satisfaction [Exercise of Abilities]



Totals for those who answered "Satisfied" and "Somewhat satisfied" in relation to "I can adequately demonstrate my abilities"

Non-regular employees: "Non-regular employees (part-timers, *arubaito*, etc.)" + "Dispatched workers"

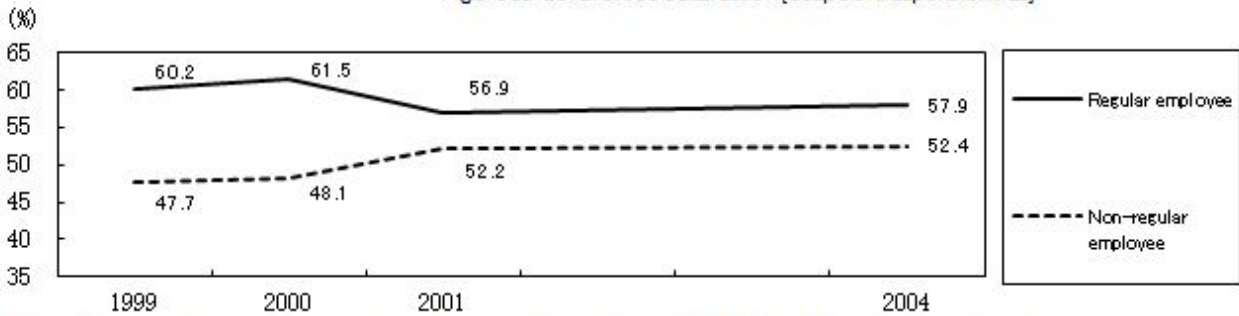
Figure 14 Level of Job Satisfaction [Content of Work]



Totals for those who answered "Satisfied" and "Somewhat satisfied" in relation to "My job provides new challenges"

Non-regular employees: "Non-regular employees (part-timers, *arubaito*, etc.)" + "Dispatched workers"

Figure 15 Level of Job Satisfaction [Scope of Responsibilities]

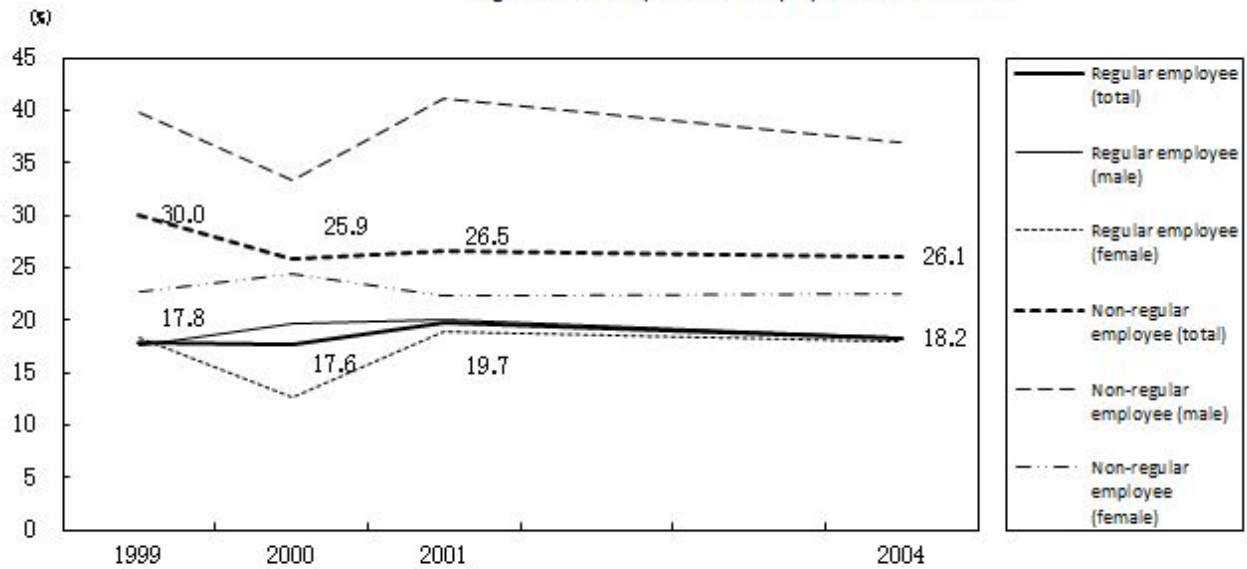


Totals for those who answered "Satisfied" and "Somewhat satisfied" in relation to "I am entrusted with a wide range of responsibilities"  
Non-regular employees: "Non-regular employees (part-timers, *arubaito*, etc.)" + "Dispatched workers"

#### 4 Anxiety about Unemployment

In terms of thoughts about unemployment, when asked about whether or not they were anxious that they might become unemployed in the near future (within the next year), the proportion of those answering either "Agree" or "Somewhat agree" still tends to be higher among regular employees than among non-regular employees.

Figure 16 Anxiety about Unemployment Within a Year



Total for "Agree" and "Somewhat agree"

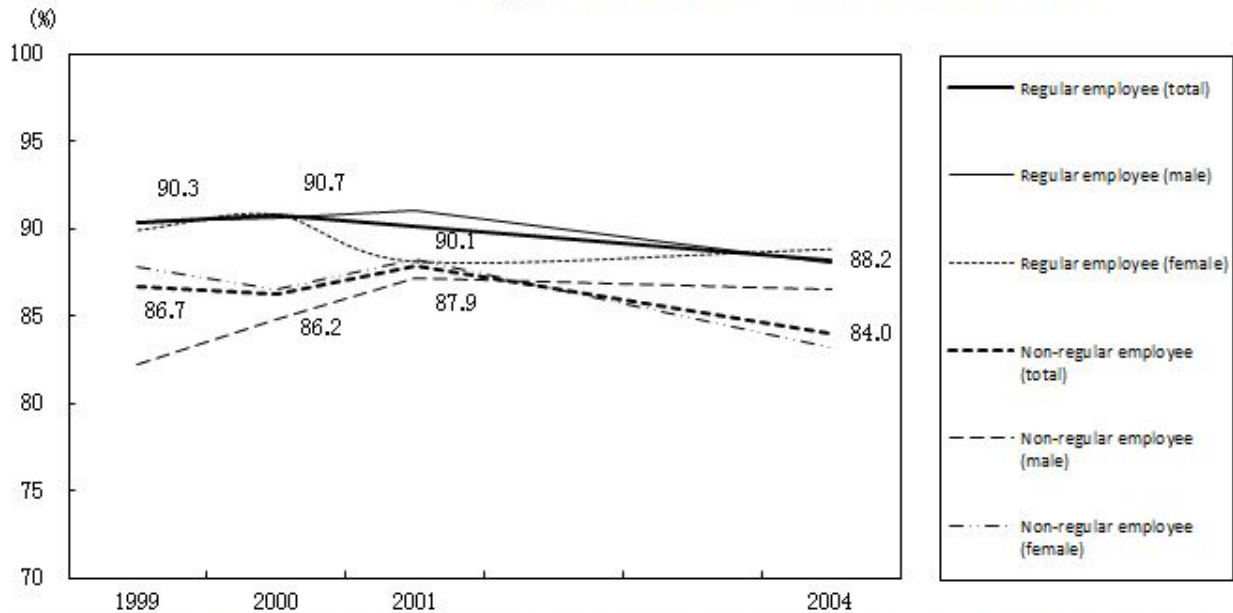
Non-regular employees: "Non-regular employees (part-timers, *arubaito*, etc.)" + "Dispatched workers"



## 5 Middle Class Identity

Looking at the proportion of those who identify with the middle class (those who, if Japanese society is divided into five classes, believe that they belong to either the "upper-middle," "middle-middle," or "lower-middle" class), the figures declined quite considerably in 2004, both among regular and non-regular employees. Compared with regular employees, identification with the middle class has remained consistently lower among non-regular employees.

Figure 17 Social Consciousness: Identification with the Middle Class



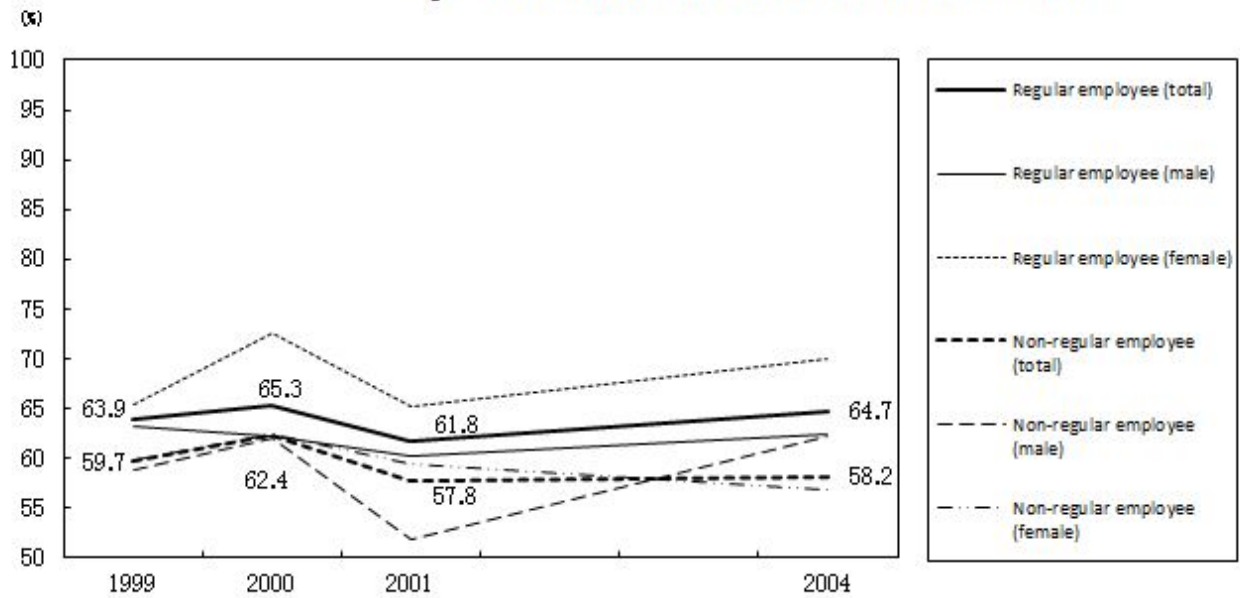
Total for those who, if Japanese society is divided into five classes, believe that they belong to either the "upper-middle," "middle-middle," or "lower-middle" class.

Non-regular employees: "Non-regular employees (part-timers, *arubaito*, etc.)" + "Dispatched workers"

## 6 Levels of Satisfaction in Life

The level of satisfaction with their current life is lower among non-regular employees than among regular employees. In 2004, the gap between regular and non-regular employees had expanded.

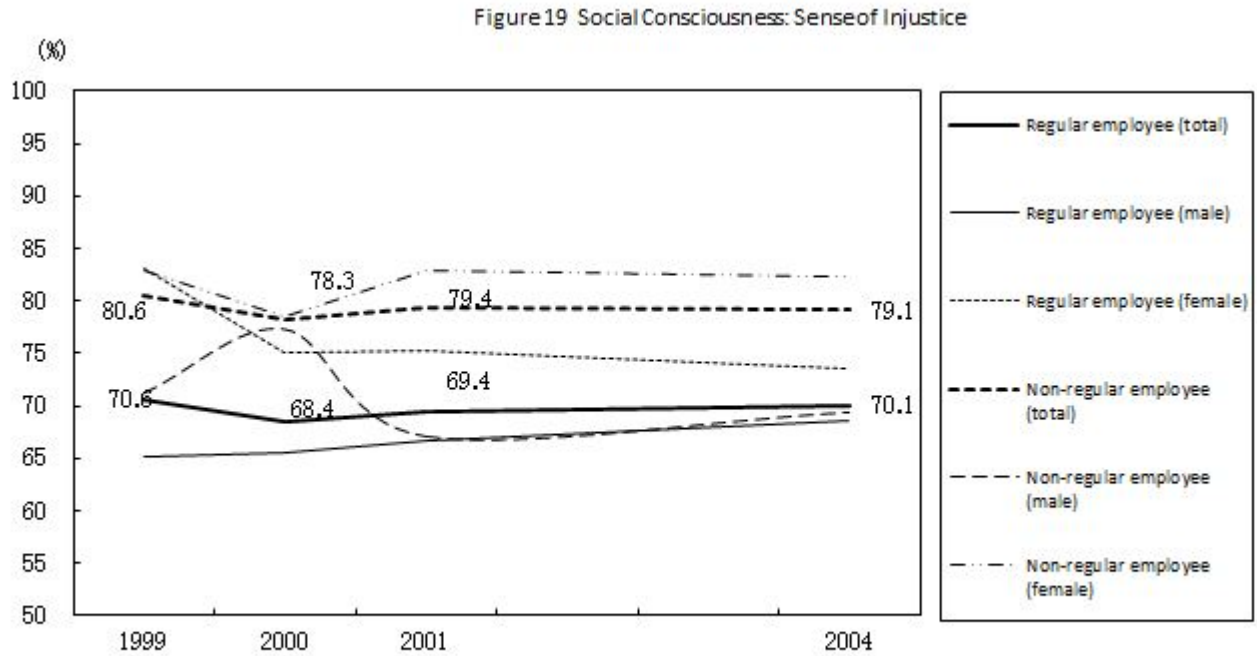
Figure 18 Social Consciousness: Level of Satisfaction with Current Life



Totals for those who answered that they were "Satisfied" and "Somewhat satisfied" concerning their current life  
 Non-regular employees: "Non-regular employees (part-timers, *arubaito*, etc.)" + "Dispatched workers"

## 7 Sense of Injustice Regarding the World in General

The proportion of those with a sense of injustice regarding the current world in general was approximately 80% among non-regular employees, and about 70% among regular employees.



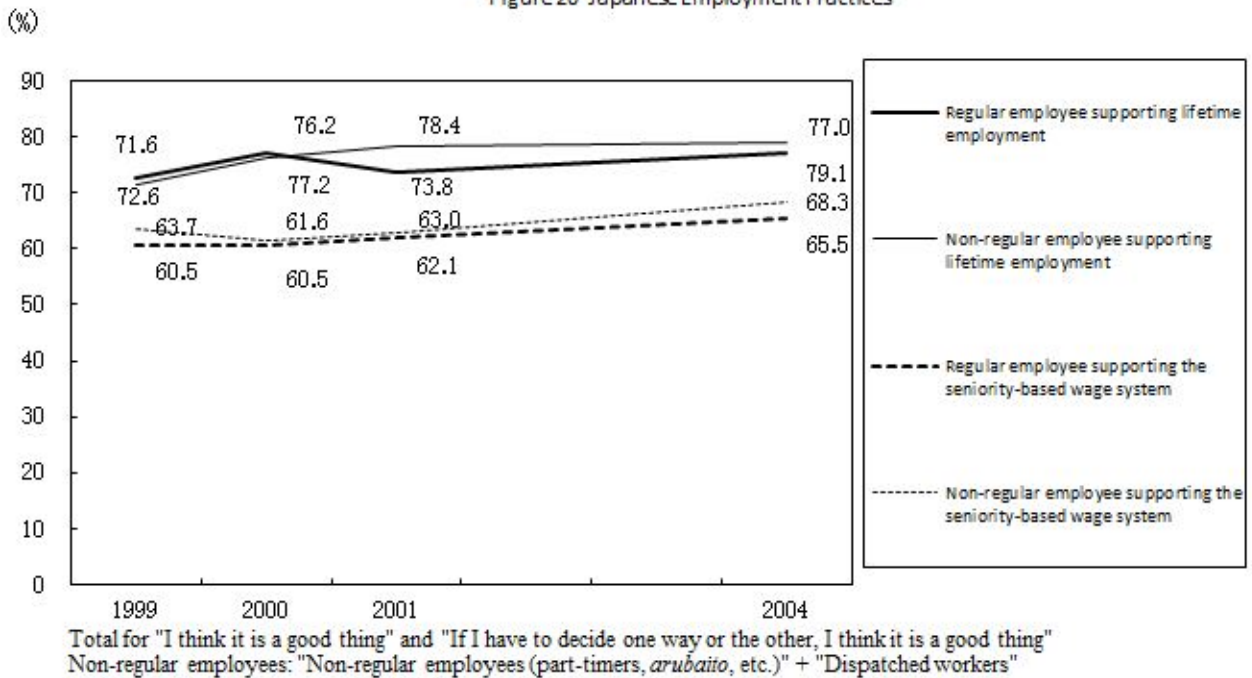
Total for those who feel that the world in general today is "Not very fair" or "Unfair"

Non-regular employees: "Non-regular employees (part-timers, *arubaito*, etc.)" + "Dispatched workers"

## 8 Support for Japanese Employment Practices

The proportion of those who endorse Japanese employment practices in the form of lifetime employment and a seniority-based wage system is on the increase among both regular and non-regular employees. No major difference can be seen by form of employment, and even non-regular employees support Japanese employment practices.

Figure 20 Japanese Employment Practices



Annexed Statistical Table 1 (data for figures in text)

Figure 1 Japanese Employment Practices (Total for those responding "I think it is a good thing" and "If I have to decide one way or the other, I think it is a good thing") (%)

	1999	2000	2001	2004
Lifetime employment	72.3	77.5	76.2	78.0
Seniority-based wage system	60.8	61.8	62.3	66.7
Sense of unity with the organization	74.6	76.9	79.0	77.8
Replacement of welfare programs with increases in pay	50.8	53.6	53.8	61.1
Skills development focused on self-development	70.6	72.1	73.5	71.6

Figure 2 Japanese Employment Practices by Gender and Age (Total for those responding "I think it is a good thing" and "If I have to decide one way or the other, I think it is a good thing") (%)

Lifetime employment	1999	2000	2001	2004
Male, 20-29	64.6	69.2	58.4	64.2
Male, 30-39	66.0	67.1	73.0	64.9
Male, 40-49	70.4	75.4	71.0	78.7
Male, 50-59	70.4	76.9	78.4	81.8
Male, 60-69	76.3	80.1	75.7	80.9
Male, 70 or over	79.0	81.7	86.0	84.0
Male, total	71.2	75.8	74.7	77.2
Female, 20-29	69.0	76.6	68.7	66.4
Female, 30-39	71.5	75.4	72.3	77.4
Female, 40-49	71.2	78.6	77.3	75.7
Female, 50-59	71.3	77.4	79.4	78.3
Female, 60-69	74.4	80.2	81.1	84.5
Female, 70 or over	87.0	86.4	84.1	87.0
Female, total	73.3	78.8	77.4	78.8
Seniority-based wage system	1999	2000	2001	2004
Male, 20-29	51.9	51.3	47.4	51.5
Male, 30-39	50.5	49.7	56.3	59.3
Male, 40-49	54.2	54.6	58.9	66.5
Male, 50-59	61.1	61.6	59.2	68.9
Male, 60-69	62.5	64.2	62.7	67.5
Male, 70 or over	73.4	63.5	70.2	70.8
Male, total	58.5	58.4	59.8	65.3
Female, 20-29	59.6	56.9	59.6	60.6
Female, 30-39	61.3	63.1	55.4	64.5
Female, 40-49	56.5	60.9	63.4	66.3
Female, 50-59	59.5	61.0	64.0	66.0
Female, 60-69	71.5	71.3	72.2	71.7
Female, 70 or over	72.7	77.2	73.9	78.8
Female, total	62.8	64.7	64.4	68.0

Figure 3 Preferred Career Development (%)

	1999	2000	2001	2004
A career at a single company	40.5	44.6	40.5	42.9
A career at a number of companies	23.9	21.9	26.2	26.1
A career based on self-employment	15.3	15.1	14.0	13.3

Figure 4 Principle of Distribution (Total for "Agree" and "Somewhat agree") (%)

	1999	2000	2001	2004
Principle of achievement	77.5	77.9	83.0	83.8
Principle of effort	84.2	83.7	83.8	86.9
Principle of necessity	30.6	29.8	32.4	29.8
Principle of equality	19.6	18.0	19.7	18.0

Figure 5 Principle of Distribution by Gender (%)

		1999	2000	2001	2004
Principle of achievement	Male	80.1	82.0	86.5	84.4
	Female	75.2	74.6	80.0	83.2
Principle of effort	Male	83.9	83.3	84.2	85.7
	Female	84.4	84.0	83.4	88.1

Figure 6 Association with Life (Total for "Strongly agree" and "Somewhat agree") (%)

	1999	2000	2001	2004
Post-materialism	80.5	80.7	81.8	76.4
De-emphasis of status	80.0	82.7	81.6	79.3
De-emphasis of other-directedness	58.5	59.6	57.3	58.8
Maintenance of the status quo	49.4	51.6	50.9	53.2
Self-affirmation	40.0	44.9	45.2	43.9
Insecurity about loss of status	22.0	23.7	23.7	23.1
Insecurity about competition for status	27.1	32.3	34.3	30.0



Figure 7 Preferred Way of Life in Relation to Work and Family Life (2004)

(%)

	Overall, total	Overall, male	Overall, female	Young people, total	Young people, male	Young people, female
Men should prioritize work and women should prioritize the home	44.0	46.6	41.6	37.5	36.9	38.0
Men should prioritize work and women should focus on both work and the home	20.3	15.5	24.6	16.1	12.1	19.2
Both men and women should focus on both work and the home	18.1	18.3	17.8	24.3	24.8	24.0
Men should focus on both work and the home and women should prioritize the home	7.0	8.0	6.1	10.3	11.7	9.2
Both men and women should prioritize the home	3.0	3.7	2.4	5.8	6.5	5.2
Both men and women should prioritize work	3.7	3.4	4.1	3.5	3.7	3.3

Figure 8 Increase in Work Options Other Than as a Regular Employee (2003) (Total for "Agree" and "Somewhat agree")

(%)

	Total	Regular employee	Non-regular employee
Employment will become unstable	81.0	83.3	81.1
The number of people working for low wages will increase	78.4	83.7	82.5
You can work at the times that suit you	69.4	70.2	78.0
You can work without being constrained by an organization	61.7	64.0	64.9

Figure 9 Increase in Work Options Other Than as a Regular Employee (2003) (Total for "Agree" and "Somewhat agree")

(%)

	Regular employee (male)	Regular employee (female)	Non-regular employee (male)	Non-regular employee (female)
Employment will become unstable	81.3	87.9	85.6	79.6
The number of people working for low wages will increase	83.0	85.2	85.6	81.4
You can work at the times that suit you	67.0	77.6	67.6	81.4
You can work without being constrained by an organization	62.3	68.2	59.5	66.8

Figure 10 Increased Changeability of Employment (Total for "Agree" and "Somewhat agree")

(%)

	Total	Regular employee	Non-regular employee
Employment will become unstable	79.4	82.1	82.2
It will cause an increase in unemployment	68.5	70.5	70.8
It will become easier to choose a way of working that suits one's lifestyle	52.0	54.7	59.1
Employment will become individualistic, eroding the sense of unity in the organization	68.2	73.3	68.5
There will be greater opportunities to change a job to one with better conditions	43.6	47.9	47.4
Companies will stop education and training for employees	54.5	57.2	59.6
The amount of mid-career employment by companies will increase, and it will become easier to be re-employed even if one becomes unemployed	30.6	33.2	28.3
Working conditions and treatment within companies will improve	18.7	20.1	21.3
It will cause a decrease in unemployment	17.9	19.7	18.7

Figure 11 Desire to Work as a Regular Employee (2004) (Total for those responding "I want to work as a regular employee" and "If I had to choose, I want to work as a regular employee") (%)

	Total
Total	79.1
Regular employee (total)	97.7
Regular employee (male)	98.1
Regular employee (female)	96.9
Non-regular employee (total)	68.8
Non-regular employee (male)	86.5
Non-regular employee (female)	62.9

Figure 12 Job Satisfaction: Treatment Commensurate with Effort (Total for "Satisfied" and "Somewhat satisfied")

(%)

	1999	2000	2001	2004
Total (those in paid employment)	50.1	51.6	52.1	50.5
Regular employee	50.2	50.1	48.9	47.7
Non-regular employee	45.4	47.6	51.2	47.0

Figure 13 Job Satisfaction: Can Adequately Demonstrate Own Abilities (Total for "Satisfied" and "Somewhat satisfied")

(%)

	1999	2000	2001	2004
Total (those in paid employment)	60.6	59.8	59.9	59.0
Regular employee	59.8	59.1	54.5	55.3
Non-regular employee	50.9	51.9	57.8	54.6

Figure 14 Job Satisfaction: Job Provides New Challenges (Total for "Satisfied" and "Somewhat satisfied" (%)

	1999	2000	2001	2004
Total (those in paid employment)	49.8	48.7	50.8	51.3
Regular employee	49.4	49.7	49.5	50.4
Non-regular employee	43.0	37.3	44.0	47.6

Figure 15 Job Satisfaction: Entrusted with a Wide Range of Responsibilities (Total for "Satisfied" and "Somewhat satisfied" (%)

	1999	2000	2001	2004
Total (those in paid employment)	61.3	62.4	60.3	59.3
Regular employee	60.2	61.5	56.9	57.9
Non-regular employee	47.7	48.1	52.2	52.4

Figure 16 Anxiety about Unemployment Within a Year (Total for "Agree" and "Somewhat agree" (%)

	1999	2000	2001	2004
Total (those in paid employment)	19.0	18.3	19.2	19.7
Regular employee (total)	17.8	17.6	19.7	18.2
Regular employee (male)	17.5	19.7	20.1	18.3
Regular employee (female)	18.4	12.7	18.9	17.9
Non-regular employee (total)	30.0	25.9	26.5	26.1
Non-regular employee (male)	39.7	33.3	41.2	36.9
Non-regular employee (female)	22.7	24.4	22.4	22.5

Figure 17 Social Consciousness: Identification with the Middle Class (Total for those who, if Japanese society is divided into five classes, believe that they belong to either the "Upper-middle", "Middle-middle", or "Lower-middle" class) (%)

	1999	2000	2001	2004
Total	86.6	87.0	87.3	85.2
Regular employee (total)	90.3	90.7	90.1	88.2
Regular employee (male)	90.4	90.6	91.0	88.0
Regular employee (female)	89.9	90.8	88.1	88.8
Non-regular employee (total)	86.7	86.2	87.9	84.0
Non-regular employee (male)	82.2	84.8	87.1	86.5
Non-regular employee (female)	87.8	86.5	88.2	83.2

Figure 18 Social Consciousness: Level of Satisfaction with Current Life (Total for "Satisfied" and "Somewhat satisfied" (%)

	1999	2000	2001	2004
Total	66.9	68.2	65.2	65.6
Regular employee (total)	63.9	65.3	61.8	64.7
Regular employee (male)	63.2	62.2	60.2	62.5
Regular employee (female)	65.5	72.5	65.2	70.0
Non-regular employee (total)	59.7	62.4	57.8	58.2
Non-regular employee (male)	58.9	62.1	51.8	62.2
Non-regular employee (female)	59.9	62.5	59.5	56.9

Figure 19 Social Consciousness: Sense of Injustice Regarding the World in General (Total for "Not very fair" and "Unfair" (%)

	1999	2000	2001	2004
Total	72.2	68.3	71.1	71.2
Regular employee (total)	70.6	68.4	69.4	70.1
Regular employee (male)	65.2	65.6	66.7	68.6
Regular employee (female)	83.1	75.1	75.2	73.5
Non-regular employee (total)	80.6	78.3	79.4	79.1
Non-regular employee (male)	71.2	77.3	67.1	69.4
Non-regular employee (female)	82.9	78.5	82.9	82.3

Figure 20 Japanese Employment Practices (Total for those responding "I think it is a good thing" and "If I have to decide one way or the other, I think it is a good thing" (%)

	1999	2000	2001	2004
Regular employee supporting lifetime employment	72.6	77.2	73.8	77.0
Non-regular employee supporting lifetime employment	71.6	76.2	78.4	79.1
Regular employee supporting the seniority-based wage system	60.5	60.5	62.1	65.5
Non-regular employee supporting the seniority-based wage system	63.7	61.6	63.0	68.3

Annexed Statistical Table 2 (reference tables)

Reference Table 1: Component Ratio of Regular and Non-regular Employees by Gender and Age (2004 survey)  
(%)

Regular employee	Total for male & female	Male	Female
Total for all ages	100.0 (748 people)	70.2	29.8
20 - 29 years	14.7	8.0	6.7
30 - 39 years	29.4	21.0	8.4
40 - 49 years	24.5	17.2	7.2
50 - 59 years	28.2	21.1	7.1
60 - 69 years	3.1	2.8	0.3
70 or over	0.1	0.0	0.1
Non-regular employee	Total for male & female	Male	Female
Total for all ages	100.0 (445 people)	24.9	75.1
20 - 29 years	11.9	4.5	7.4
30 - 39 years	21.1	2.0	19.1
40 - 49 years	23.6	1.1	22.5
50 - 59 years	23.8	4.0	19.8
60 - 69 years	18.0	11.7	6.3
70 or over	1.6	1.6	0.0

Reference Table 2: Seniority-based Wage System and Principle of Achievement (%)

2004		Principle of achievement		
		Support	Do not support	Don't know / Can't say either way
Seniority-based wage system	Support	56.6	6.6	4.5
	Do not support	23.2	3.0	1.4
	Don't know	4.0	0.5	1.2
2001		Principle of achievement		
		Support	Do not support	Don't know / Can't say either way
Seniority-based wage system	Support	51.7	5.7	4.9
	Do not support	28.4	3.4	1.9
	Don't know	2.8	0.3	0.9

Reference Table 3: Japanese Employment Practices (2004): Corrected Values Using Component Ratio from 2001 Survey Respondents (%)

2004	Original data	Corrected values
Lifetime employment	78.0	77.8
Seniority-based wage system	66.7	66.6
Welfare programs	61.1	61.3
Self-development	71.6	71.7
Sense of unity with the organization	77.8	77.8

(Note) Corrected values have been given a weighting based on the 2004 survey results, so that they correspond to the component ratio by gender and age of respondents in the 2001 survey.

Reference Table 4: Preferred Career Development by Gender (%)

		1999	2000	2001	2004
A career at a single company	Male	39.6	45.8	41.4	41.8
	Female	41.3	43.6	39.7	44.0
A career at a number of companies	Male	24.4	21.5	25.2	25.4
	Female	23.4	22.3	27.1	26.8
A career based on self-employment	Male	20.1	20.4	18.4	18.4
	Female	11.0	10.8	10.3	8.6

Reference Table 5: Principle of Distribution by Gender (%)

		1999	2000	2001	2004
Principle of achievement	Male	80.1	82.0	86.5	84.4
	Female	75.2	74.6	80.0	83.2
Principle of effort	Male	83.9	83.3	84.2	85.7
	Female	84.4	84.0	83.4	88.1
Principle of necessity	Male	32.2	31.4	32.6	31.1
	Female	29.2	28.5	32.3	28.6
Principle of equality	Male	18.3	17.7	17.7	17.8
	Female	20.6	18.3	21.3	18.2

Reference Table 6 Increased Changeability of Employment (2004): By Form of Employment and Gender (%)

		There will be greater opportunities to change jobs to one with better conditions	Employment will become unstable	Working conditions and treatment within companies will improve	Employment will become individualistic, eroding the sense of unity in the organization	Companies will stop education and training for employees
Regular employee	Male	47.8	80.4	20.2	72.6	55.4
	Female	48.0	86.1	19.7	74.9	61.4
Non-regular employee	Male	48.6	83.8	15.3	75.7	61.3
	Female	47.0	81.7	23.4	66.2	59.0
		The amount of mid-career employment in companies will increase, and it will become easier to be re-employed even if one becomes unemployed	It will cause an increase in unemployment	It will cause a decrease in unemployment	It will become easier to choose a way of working that suits one's lifestyle	
Regular employee	Male	34.5	68.8	20.2	53.5	
	Female	30.0	74.4	18.4	57.4	
Non-regular employee	Male	27.9	75.7	17.1	54.1	
	Female	28.4	69.2	19.2	60.8	

Reference Table 7 Job Satisfaction by Form of Employment and Gender (%)

Treatment commensurate with effort		1999	2000	2001	2004
Regular employee	Male	50.9	49.7	49.0	45.9
	Female	48.7	51.1	48.9	52.0
Non-regular employee	Male	45.2	56.1	56.5	46.8
	Female	45.4	45.8	49.7	47.0
Exercise of abilities		1999	2000	2001	2004
Regular employee	Male	58.5	58.4	54.0	53.0
	Female	62.9	60.7	55.6	61.0
Non-regular employee	Male	47.9	63.6	51.8	55.9
	Female	51.6	49.4	59.5	54.2
Content of work		1999	2000	2001	2004
Regular employee	Male	49.4	50.1	48.1	47.8
	Female	49.4	48.9	52.6	56.5
Non-regular employee	Male	39.7	40.9	30.6	41.4
	Female	43.8	36.5	47.7	49.7
Scope of responsibilities		1999	2000	2001	2004
Regular employee	Male	60.8	61.3	58.5	57.3
	Female	58.8	62.0	53.3	59.2
Non-regular employee	Male	52.1	53.0	52.9	51.4
	Female	46.7	47.1	52.0	52.7

Reference Table 8 Social Consciousness (Other Than Identification with the Middle Class) (%)

Upper		1999	2000	2001	2004
Regular employee	Total	0.7	1.0	0.5	1.3
	Male	0.8	1.5	0.7	1.3
	Female	0.4	0.0	0.0	1.3
Non-regular employee	Total	1.6	0.5	0.3	0.7
	Male	2.7	0.0	0.0	0.9
	Female	1.3	0.6	0.3	0.6
Lower		1999	2000	2001	2004
Regular employee	Total	5.4	5.7	7.0	6.8
	Male	6.6	5.3	6.8	7.0
	Female	2.6	6.6	7.4	6.3
Non-regular employee	Total	7.4	10.1	8.5	10.1
	Male	8.2	13.6	12.9	7.2
	Female	7.2	9.3	7.2	11.1
Don't know		1999	2000	2001	2004
Regular employee	Total	3.6	2.6	2.5	3.6
	Male	2.1	2.6	1.6	3.6
	Female	7.1	2.6	4.4	3.6
Non-regular employee	Total	4.2	3.2	3.3	5.2
	Male	6.8	1.5	0.0	5.4
	Female	3.6	3.5	4.3	5.1



## Annexed Statistical Table 3 (Simple Tabulation, Cross Tabulation, and Time-series of Major Items)

### 1 Japanese Employment Practices

#### 1-1 Simple Tabulation

	I think it is a good thing	If I have to decide one way or the other, I think it is a good thing	If I have to decide one way or the other, I think it is a bad thing	I think it is a bad thing	Don't know
Lifetime employment	33.7	44.3	12.7	3.4	5.9
Seniority-based wage system	24.7	42.0	20.3	7.3	5.7
Sense of unity with the organization	35.9	41.9	9.9	2.7	9.6
Skills development focused on self-development	29.4	42.2	14.2	5.7	8.5
Replacement of welfare programs with increases in pay	30.8	30.3	19.9	11.2	7.8

#### 1-2 By Gender and Age

	Lifetime employment	Seniority-based wage system	Replacement of welfare programs with increases in pay	Skills development focused on self-development	Sense of unity with the organization
Male, 20-29	64.2	51.5	67.2	81.3	76.9
30-39	64.9	59.3	62.4	74.7	82.5
40-49	78.7	66.5	63.8	80.9	86.7
50-59	81.8	68.9	63.9	77.5	80.4
60-69	80.9	67.5	58.3	71.4	87.3
70 or over	84.0	70.8	53.0	74.0	81.3
Female, 20-29	66.4	60.6	55.5	72.3	73.7
30-39	77.4	64.5	67.5	70.6	76.2
40-49	75.7	66.3	65.2	70.3	79.0
50-59	78.3	66.0	62.8	70.6	72.2
60-69	84.5	71.7	58.6	65.7	72.5
70 or over	87.0	78.8	52.3	53.4	62.7

"I think it is a good thing" + "If I have to decide one way or the other, I think it is a good thing"

### 2 Preferred Principle of Distribution

#### 2-1 Simple Tabulation

	Agree	Somewhat agree	Somewhat disagree	Disagree	Can't say either way	Don't know
Principle of effort	53.6	33.3	4.6	3.2	3.7	1.7
Principle of achievement	49.7	34.1	4.0	5.2	4.8	2.3
Principle of necessity	12.3	17.5	18.2	34.5	12.2	5.3
Principle of equality	7.8	10.2	18.7	48.9	10.9	3.5

#### 2-2 By Gender and Age

	Principle of achievement	Principle of effort	Principle of necessity	Principle of equality
Male, 20-29	84.3	83.6	26.1	13.4
30-39	90.2	80.9	31.4	14.4
40-49	88.3	87.2	31.9	17.6
50-59	79.6	83.6	33.6	18.9
60-69	83.4	89.8	27.9	20.8
70 or over	83.6	87.2	34.2	18.3
Female, 20-29	86.9	90.5	30.7	20.4
30-39	89.4	86.4	28.3	15.5
40-49	82.6	86.2	31.2	17.8
50-59	84.8	89.6	29.4	14.9
60-69	80.1	90.8	26.3	21.5
70 or over	74.1	85.0	25.4	22.3

"Agree" + "Somewhat agree"

### 3 Impression of Unemployment

#### 3-1 Image of Unemployment

##### 3-1-1 Simple Tabulation

	Agree	Somewhat agree	Somewhat disagree	Disagree	Don't know
Economic difficulty	84.1	12.8	1.1	0.8	1.2
Loss of social connection	28.2	31.0	19.0	18.4	3.5
Starting career again	20.5	37.3	18.1	15.9	8.2
Loss of identity	12.0	16.0	24.7	43.3	4.0

##### 3-1-2 By Gender and Age

	Economic difficulty	Loss of social links	Starting career again	Loss of identity
Male, 20-29	97.0	45.5	65.7	18.7
30-39	96.4	42.3	62.4	23.2
40-49	99.5	60.1	56.4	29.3
50-59	98.6	59.6	57.1	31.4
60-69	96.8	66.4	54.4	35.3
70 or over	95.4	69.9	58.4	38.4
Female, 20-29	97.8	50.4	70.8	20.4
30-39	98.5	58.9	64.2	23.0
40-49	98.2	62.7	54.7	30.1
50-59	97.4	66.0	60.5	30.4
60-69	94.4	61.0	50.2	25.1
70 or over	91.7	49.2	47.2	19.7

"Agree" + "Somewhat agree"

### 3-2 Response to Unemployment

#### 3-2-1 Simple Tabulation

	Agree	Somewhat agree	Somewhat disagree	Disagree	Not applicable	Don't know
I would not mind a wage decrease in order to avoid unemployment	12.6	28.0	13.4	17.3	22.6	6.2
Unemployment is inevitable if you are dissatisfied with wages or how rewarding you find the job	14.5	20.2	15.8	20.9	22.1	6.6
I am anxious that I might become unemployed in the near future (within the next year) (those in paid employment only)	8.5	11.2	14.1	38.3	24.2	3.7
I am anxious that I might become unemployed in the near future (within the next year) (also including those who are not in employment)	6.4	7.3	9.2	24.5	48.2	4.4

#### 3-2-2 By Gender and Age

	I would not mind a wage decrease if it meant I could avoid unemployment	Unemployment is inevitable if you are dissatisfied with wages or how rewarding you find the job	I am anxious that I might become unemployed in the near future (within the next year)	
			Overall	Those in paid employment only
Male, 20-29	29.9	53.7	17.2	18.6
30-39	43.8	45.4	18.0	17.0
40-49	48.9	39.9	19.7	19.4
50-59	58.2	36.1	23.6	23.6
60-69	42.8	32.2	14.1	23.2
70 or over	32.0	17.4	6.8	15.7
Female, 20-29	33.6	51.1	13.1	16.5
30-39	39.2	46.4	10.6	14.0
40-49	37.3	40.2	13.0	17.4
50-59	45.6	32.7	15.5	22.3
60-69	37.8	21.1	10.0	29.7
70 or over	24.9	11.4	1.6	11.1

"Agree" + "Somewhat agree"

### 3-3 Response after Unemployment

#### 3-3-1 Simple Tabulation

	Agree	Somewhat agree	Somewhat disagree	Disagree	Don't know
I want to find a job as soon as possible	63.8	20.0	4.3	6.0	6.0
I want to pick and choose based on the content of the work	31.1	42.8	10.9	9.0	6.2
I want to pick and choose based on the wages	14.7	42.7	22.6	13.0	7.1
I want to engage in training or get qualifications so that I can obtain a different kind of job from the one I used to have	9.2	19.6	26.2	30.6	14.3

#### 3-3-2 By Gender and Age

	I want to find a job as soon as possible	I want to pick and choose based on the wages	I want to pick and choose based on the content of the work	I want to engage in training or get qualifications so that I can obtain a different kind of job from the one I used to have
Male, 20-29	94.0	65.7	86.6	40.3
30-39	95.9	70.1	83.5	33.0
40-49	95.7	70.7	84.0	32.4
50-59	89.6	57.5	73.6	30.0
60-69	76.7	43.5	65.7	24.0
70 or over	76.3	52.1	63.0	25.1
Female, 20-29	92.0	65.7	85.4	33.6
30-39	90.6	73.6	86.0	35.5
40-49	86.6	66.3	83.0	27.9
50-59	83.2	54.7	76.7	33.0
60-69	70.1	41.4	62.2	22.3
70 or over	62.2	35.2	42.5	14.0

"Agree" + "Somewhat agree"

### 3-4 Rules of Restructuring

#### 3-4-1 Simple Tabulation

	Agree	Somewhat agree	Somewhat disagree	Disagree	Don't know
Starting from those with the lowest vocational ability	24.2	33.3	12.5	17.4	12.7
Starting from those whose duties are no longer required	17.7	29.6	18.9	19.4	14.4
Starting from the oldest	8.2	18.5	26.5	34.8	12.1
Starting from those with the fewest years of continuous service	4.6	9.5	24.4	47.7	13.9
Starting from the youngest	2.2	5.5	27.6	52.8	11.8

#### 3-4-2 By Gender and Age

	Starting from those with the fewest years of continuous service	Starting from those with the lowest vocational ability	Starting from the youngest	Starting from the oldest	Starting from those whose duties are no longer required
Male, 20-29	12.7	73.1	7.5	26.9	58.2
30-39	9.3	66.5	5.2	20.1	47.9
40-49	12.8	68.1	9.6	29.3	53.2
50-59	16.1	58.6	10.7	26.8	48.6
60-69	19.1	52.3	8.8	34.3	53.7
70 or over	18.7	53.0	8.7	37.9	49.8
Female, 20-29	12.4	60.6	5.1	12.4	45.3
30-39	12.1	68.3	7.2	24.2	50.6
40-49	14.9	60.9	9.8	16.3	46.4
50-59	13.9	55.0	6.5	26.5	45.3
60-69	12.4	46.2	7.2	31.9	37.1
70 or over	10.4	34.7	4.1	28.0	33.2
Professional or specialist position	11.2	64.7	7.6	24.4	50.9
Managerial post	9.9	72.2	10.6	23.8	56.3
Clerical post	10.0	64.5	6.6	20.8	48.6
Sales and marketing post	17.9	60.9	10.3	23.9	48.9
Service industry post	17.5	63.9	6.2	30.2	52.2
Maintenance occupations	37.5	75.0	50.0	25.0	50.0
Occupations in transport and communications	11.5	55.7	8.2	27.9	45.9
Occupations in skilled/manual labor	15.9	56.7	9.3	32.4	46.7

"Agree" + "Somewhat agree"



#### 4 View of "Freeters" (voluntary and involuntary part-timers)

##### 4-1 Simple Tabulation

	Agree	Somewhat agree	Somewhat disagree	Disagree	Don't know
A way of working that makes life unstable	58.6	26.9	6.5	4.8	3.2
A free, diverse way of working	17.6	22.2	20.0	35.7	4.4

##### 4-2 By Gender and Age

	A free, diverse way of working	A way of working that makes life unstable
Male, 20-29	57.5	76.9
30-39 years	41.2	78.9
40-49	38.3	85.6
50-59	37.1	90.0
60-69	36.7	86.6
70 or over	31.5	84.0
Female, 20-29	61.3	83.9
30-39	48.7	89.8
40-49	38.8	86.2
50-59	35.9	91.6
60-69	37.5	85.3
70 or over	29.5	76.2

"Agree" + "Somewhat agree"

## 5 Vocational Skills Development

### 5-1 Self-appraisal of Skills

#### 5-1-1 Simple Tabulation

	Agree	Somewhat agree	Somewhat disagree	Disagree	Don't know
Necessity of vocational ability	31.4	29.9	12.3	18.9	7.5
Social acceptability	28.8	31.0	13.4	15.1	11.7
Confidence in vocational ability	23.5	32.7	15.9	18.9	9.1

#### 5-1-2 By Gender and Age

	Necessity of vocational ability	Social acceptability	Confidence in vocational ability
Male, 20-29	88.8	62.7	59.0
30-39	89.2	74.2	75.8
40-49	85.6	79.3	81.9
50-59	67.1	77.9	83.2
60-69	54.4	67.8	72.1
70 or over	34.7	58.9	51.1
Female, 20-29	82.5	51.1	43.8
30-39	74.7	55.8	42.3
40-49	72.5	56.5	54.3
50-59	56.0	57.6	48.2
60-69	33.5	43.8	36.7
70 or over	17.1	28.0	21.2

"Agree" + "Somewhat agree"

## 5-2 Method of Skills Development

#### 5-2-1 Simple Tabulation

	Agree	Somewhat agree	Somewhat disagree	Disagree	Don't know
Diverse work experience	21.4	29.1	21.1	17.7	10.7
Experience at multiple companies	12.4	28.6	24.6	20.4	14.0
External educational institutions	8.9	13.6	34.3	31.2	12.0

#### 5-2-2 By Gender and Age

	Diverse work experience	Experience at multiple companies	External educational institutions
Male, 20-29	70.9	57.5	23.1
30-39	64.4	50.0	17.5
40-49	63.8	52.1	21.8
50-59	56.1	47.9	25.0
60-69	55.8	38.2	20.8
70 or over	37.4	31.5	24.7
Female, 20-29	51.1	48.2	21.9
30-39	57.7	46.4	22.6
40-49	48.9	47.5	24.6
50-59	46.3	40.5	28.2
60-69	37.8	25.1	19.1
70 or over	22.3	15.0	17.1

"Agree" + "Somewhat agree"

## 6. Impression on Diversifying Ways of Working

### 6-1 Increase in Ways of Working Other Than as a Regular Employee

#### 6-1-1 Simple Tabulation

	Agree	Somewhat agree	Somewhat disagree	Disagree	Don't know
Convenient working hours	37.1	32.4	11.8	13.5	5.3
Not constrained by the organization	25.8	35.9	16.8	15.1	6.4
Unstable employment	55.6	25.4	8.0	4.9	6.1
Increase in low-wage workers	51.5	26.9	7.8	5.8	8.0

#### 6-1-2 By Gender and Age

	Convenient working hours	Not constrained by the organization	Unstable employment	Increase in low-wage workers
Male, 20-29	72.4	70.9	84.3	78.4
30-39	66.0	61.9	77.3	77.8
40-49	72.9	63.8	86.7	84.0
50-59	61.8	59.3	84.6	85.4
60-69	60.8	59.4	82.3	82.3
70 or over	57.5	55.3	81.7	79.0
Female, 20-29	86.9	72.3	75.9	72.3
30-39	80.4	71.3	82.3	77.7
40-49	80.1	68.1	81.9	79.7
50-59	73.5	59.5	84.8	84.8
60-69	70.9	57.4	78.9	72.1
70 or over	53.9	47.2	66.3	58.5

"Agree" + "Somewhat agree"

Figure 6-2 Desire to Work as a Regular Employee

#### 6-2-1 Simple Tabulation

I want to work as a regular employee	If I had to choose, I want to work as a regular employee	If I had to choose, I do not want to work as a regular employee	I do not want to work as a regular employee	Don't know
	62.9	16.2	6.7	7.2
				6.9

#### 6-2-2 By Gender and Age

Male, 20-29	96.3
30-39	93.8
40-49	93.1
50-59	92.1
60-69	87.3
70 or over	81.7
Female, 20-29	80.3
30-39	70.2
40-49	69.2
50-59	72.8
60-69	64.9
70 or over	59.6

"I want to work as a regular employee" + "If I had to choose, I want to work as a regular employee"

### 6-3 Preferred Type of Employment

#### 6-3-1 Simple Tabulation

	Would really like to	Would like to if conditions were right	Do not think I would like to	Would not like to	Don't know
Part-time	25.5	43.7	7.1	22.4	1.3
Dispatched worker	1.6	25.0	22.9	47.4	3.2
Contract worker	4.5	30.5	15.8	45.8	3.4

#### 6-3-2 By Gender and Age

	Part-time	Dispatched worker	Contract worker
Male, 20-29	50.0	50.0	50.0
30-39	44.4	33.3	66.7
40-49	45.5	18.2	54.5
50-59	38.9	11.1	50.0
60-69	57.7	11.5	42.3
70 or over	31.3	0.0	18.8
Female, 20-29	90.9	50.0	45.5
30-39	89.6	44.8	47.8
40-49	91.2	36.8	42.6
50-59	76.8	18.8	23.2
60-69	51.0	14.3	12.2
70 or over	23.8	14.3	14.3

"Would really like to" + "Would like to if conditions were right"

### 6-4 Increase in Number of People Leaving/Changing Job

#### 6-4-1 Simple Tabulation

	Agree	Somewhat agree	Somewhat disagree	Disagree	Don't know
Choice of occupation	20.0	23.6	23.0	25.1	8.3
Destabilization of employment	47.3	32.1	9.8	4.5	6.3
Working conditions	5.9	12.8	34.1	34.9	12.3
Sense of unity with the organization	32.4	35.8	12.8	7.8	11.2
Education & training	25.2	29.3	17.2	13.4	14.8
Re-employment	9.3	21.3	26.8	31.0	11.6
Increase in unemployment	37.0	31.6	12.4	8.1	10.9
Decrease in unemployment	6.5	11.4	27.0	40.7	14.4
Lifestyle	19.7	32.4	16.3	18.0	13.6

#### 6-4-2 By Gender and Age

	Choice of occupation	Destabilization of employment	Working conditions	Sense of unity with the organization	Education & training	Re-employment	Increase in unemployment	Decrease in unemployment	Lifestyle
Male, 20-29	59.0	76.1	26.1	55.2	50.0	38.1	67.2	20.1	63.4
30-39	51.0	73.2	20.6	63.9	50.5	32.5	66.0	19.6	54.1
40-49	50.5	78.2	21.8	70.7	51.6	34.0	64.4	18.1	57.4
50-59	45.0	87.9	16.1	78.2	63.9	33.2	72.9	20.0	50.0
60-69	43.1	76.7	19.1	74.2	60.4	32.2	71.7	19.4	48.4
70 or over	37.4	84.0	16.4	71.7	55.3	31.5	71.2	14.2	40.6
Female, 20-29	59.1	71.5	21.9	57.7	40.9	42.3	65.7	16.8	71.5
30-39	46.0	81.1	21.9	69.8	57.7	33.2	67.9	17.0	65.7
40-49	48.2	81.2	19.2	72.1	61.2	29.0	71.0	21.7	57.6
50-59	42.4	86.1	23.6	70.6	58.3	26.9	74.1	17.8	54.4
60-69	29.5	79.7	11.2	68.1	55.8	25.1	68.5	16.3	43.8
70 or over	24.4	64.8	8.8	47.7	29.5	17.1	52.3	11.9	24.4

"Agree" + "Somewhat agree"

## 6-5 Preferred Way of Life

### 6-5-1 Simple Tabulation

	Devoting themselves to work, without doing any housework or childcare, etc	Doing housework and childcare, etc., but making work the absolute priority	Doing roughly the same amount of housework and childcare, etc. as work	Working, but making housework and childcare, etc. the absolute priority	Devoting themselves to housework or childcare, etc., without doing any work	Other	Don't know
Preferred way of life for men	9.5	59.3	25.7	3.9	0.1	-	1.4
Preferred way of life for women	0.3	4.2	39.1	46.8	7.4	0.3	1.9

### 6-5-2 By Gender and Age

	Men should concentrate on work and women should concentrate on the home	Men should concentrate on work and women should focus on both work and the home	Both men and women should focus on both work and the home	Both men and women should concentrate on the home	Both men and women should concentrate on work
Male, 20-29	31.3	14.9	29.1	6.0	3.7
30-39	40.2	8.8	23.2	7.7	3.6
40-49	45.7	13.8	22.3	4.3	2.7
50-59	46.4	13.6	21.8	1.4	5.4
60-69	52.7	19.1	11.0	2.5	3.2
70 or over	54.8	21.0	9.1	2.7	1.4
Female, 20-29	35.0	21.9	23.4	3.6	2.2
30-39	40.4	20.4	24.5	4.9	3.4
40-49	38.0	25.7	21.7	1.4	4.3
50-59	41.7	29.4	15.5	1.6	3.2
60-69	45.4	27.1	12.0	2.0	6.4
70 or over	48.2	19.7	10.4	1.0	4.1

Concentrating on work = "Devoting themselves to work, without doing any housework or childcare, etc" or

"Doing housework and childcare, etc., but making work the absolute priority"

Concentrating on the home = "Working, but making housework and childcare, etc. the absolute priority" or

"Devoting themselves to housework or childcare, etc., without doing any work "

Focusing on both work and home = "Doing roughly the same amount of housework and childcare, etc. as work"

## 6-6 View of Happiness

### 6-6-1 Simple Tabulation

I am happy	I am somewhat happy	I am somewhat unhappy	I am unhappy	Can't say either way	Don't know
28.4	56.4	5.9	2.5	6.4	0.4

### 6-6-2 By Gender and Age

Male, 20-29	67.2
30-39	82.5
40-49	83.5
50-59	81.4
60-69	84.8
70 or over	85.4
Female, 20-29	89.1
30-39	88.3
40-49	86.2
50-59	87.4
60-69	86.1
70 or over	89.6

"I am happy" + "I am somewhat happy"

## A Changes over time from the first survey (simple tabulation)

### A1 Concerning Japanese Employment Practices

	1999	2000	2001	2004
<b>[Employment practice]</b>				
Lifetime employment	72.3	77.5	76.2	78.0
Seniority-based wage system	60.8	61.8	62.3	66.7
Sense of unity with the organization	74.6	76.9	79.0	77.8
Replacement of welfare programs with increases in pay	50.8	53.6	53.8	61.1
Skills development focused on self-development	70.6	72.1	73.5	71.6
<b>[Career development]</b>				
A career at a single company	40.5	44.6	40.5	42.9
A career at a number of companies	23.9	21.9	26.2	26.1
A career based on self-employment	15.3	15.1	14.0	13.3

### A3 Social Consciousness (Identification with the Middle Class / Satisfaction with Life / Sense of Injustice)

	1999	2000	2001	2004
Identification with the middle class	86.7	86.9	87.2	85.2
Satisfaction in life	66.9	68.2	65.2	65.6
Injustice	72.2	68.3	71.0	71.2
<b>[Injustice]</b>				
Gender	67.7	64.9	66.6	65.0
Age	58.2	55.8	58.1	59.3
Academic background	71.5	70.3	70.7	72.4
Occupation	70.5	67.0	68.9	69.5
Income	70.3	65.4	68.6	69.8
Property	68.5	64.6	66.9	68.0
Family lineage	59.5	58.0	59.7	60.3
Nationality/race	73.9	73.8	74.2	74.2

### A6 View of Freeters

	2000	2001	2004
Free and diverse	35.7	34.2	39.9
Unstable life	79.6	80.9	85.5

### A8 Consciousness of Life

	1999	2000	2001	2004
Post-materialism	80.5	80.7	81.8	76.4
De-emphasis of status	80.0	82.7	81.6	79.3
De-emphasis of other-directedness	58.5	59.6	57.3	58.8
Maintenance of the status quo	49.4	51.6	50.9	53.2
Self-affirmation	40.0	44.9	45.2	43.9
Insecurity about loss of status	22.0	23.7	23.7	23.1
Insecurity about competition for status	27.1	32.3	34.3	30.0

### A2 Social Distribution Principles

	1999	2000	2001	2004
Principle of achievement	77.5	77.9	83.0	83.8
Principle of effort	84.2	83.7	83.8	86.9
Principle of necessity	30.6	29.8	32.4	29.8
Principle of equality	19.6	18.0	19.7	18.0

### A4 Level of Job Satisfaction (Feeling of Reward)

	1999	2000	2001	2004
Effort dimension	50.1	51.6	52.1	50.5
Ability dimension	60.6	59.8	59.9	59.0
Work dimension	49.8	48.7	50.8	51.3
Responsibility dimension	61.3	62.4	60.3	59.3

### A5 Society That Japan Should Aim to Achieve in the Future

	1999	2000	2001	2004
Equal society	32.5	31.0	29.0	30.6
Society with free competition	40.9	40.1	40.9	42.3
Cannot say either way	23.1	25.6	26.5	23.6

### A7 Vocational Skills Development

	2000	2001	2004
Confidence in vocational ability	57.2	56.7	56.2
Necessity of ability	58.4	60.2	61.3
Diverse work experience	54.6	55.7	50.4
Educational institution	24.9	27.3	22.5
Experience at multiple companies	40.9	43.0	41.0
Social acceptability	59.1	60.2	59.8

### A9 Priorities in Life

	1999	2000	2001	2004
Families	90.8	90.4	89.1	90.8
Social activities	60.5	59.6	59.9	58.3
Income	60.3	58.9	60.7	64.7
Leisure	35.5	36.6	34.8	33.3
Property	34.4	33.1	34.2	39.1
Occupation	28.2	29.9	31.0	34.1
Academic background	27.1	27.2	28.2	29.9

### A10 Sense of Fulfillment Regarding Life

	1999	2000	2001	2004
Work	52.6	52.1	55.4	53.6
Family life	78.5	80.0	79.4	78.7
Social activities	29.4	31.7	33.2	33.2
Hobbies and leisure	56.9	56.9	59.0	56.9
Life in general	74.2	76.1	75.7	75.6

### A12 Attitude to New Job

	1999	2000	2001	2004
Nursing care for parents	42.5	45.1	45.8	42.7
Child rearing	44.8	45.8	43.8	42.6
Housework	58.9	57.8	58.0	56.7
Volunteer work	34.0	34.8	35.7	32.5
Consumer/citizens' movement contribution to the community	22.3	24.4	24.9	22.9
	32.4	32.4	34.7	32.1

### A13 Image of Unemployment

	1999	2000	2001	2004
Economic difficulty	95.1	94.6	96.4	96.9
Loss of social links	56.3	58.9	60.2	59.1
Loss of identity	29.5	27.1	27.4	28.0
Starting career again	58.0	59.1	62.8	57.9

### A15 Response after Unemployment

	1999	2000	2001	2004
I want to find a job as soon as possible	83.7	82.9	84.2	83.7
I want to pick and choose based on the wages	52.7	51.9	55.2	57.3
I want to pick and choose based on the content of the work	68.9	69.0	71.4	73.8
I want to engage in training or get qualifications so that I can obtain a different kind of job from the one I used to have	35.7	30.4	32.4	28.9

### A11 Anxiety about Life

	1999	2000	2001	2004
Own health	62.6	60.0	63.1	63.1
Family health	70.2	68.3	73.1	71.5
Income and property	58.3	57.0	60.5	61.6
Interpersonal relationships with family and relatives	37.2	35.7	35.5	33.7
Interpersonal relationships at one's place of employment	23.8	22.7	25.5	23.2
Interpersonal relationships in one's community	26.3	25.5	26.6	24.0
Design for post-retirement life	64.2	63.3	65.6	66.0

### A14 Response to Unemployment

	1999	2000	2001	2004
Anxiety about unemployment in the near future	13.8	12.5	13.8	13.7
Anxiety about unemployment in the near future (those in paid employment only)	19.0	18.2	19.2	19.7
I would not mind a wage decrease in order to avoid unemployment	41.0	41.5	42.7	40.6
Unemployment is inevitable if you are dissatisfied with wages or how rewarding you find the job	34.0	35.2	36.4	34.6

### A16 Rules of Restructuring

	1999	2000	2001	2004
Starting from those with the fewest years of continuous service	12.9	13.0	13.5	14.0
Starting from those with the lowest vocational ability	48.9	51.0	54.2	57.5
Starting from the youngest	8.6	8.6	10.0	7.7
Starting from the oldest	23.6	21.5	24.9	26.6
Starting from those whose duties are no longer required	41.0	41.7	43.8	47.2



B Changes over time from the first survey (by gender, age, and occupation)

B1 Japanese Employment Practices

	Lifetime employment				Seniority-based wage system				Sense of unity with the organization			
	1999	2000	2001	2004	1999	2000	2001	2004	1999	2000	2001	2004
Overall	72.3	77.5	76.2	78.0	60.8	61.8	62.3	66.7	74.6	76.9	79.0	77.8
Male	71.2	75.8	74.7	77.2	58.5	58.4	59.8	65.3	81.0	82.6	85.1	82.9
Female	73.3	78.8	77.4	78.8	62.8	64.7	64.4	68.0	69.1	72.2	73.9	73.2
20-29	67.0	73.5	64.0	65.3	56.2	54.5	54.1	56.1	79.2	80.2	84.5	75.3
30-39	69.1	72.0	72.6	72.1	56.8	57.7	55.8	62.3	79.1	80.3	81.2	78.9
40-49	70.8	77.3	74.6	76.9	55.3	58.2	61.5	66.4	73.5	76.0	77.1	82.1
50-59	71.0	77.1	78.9	80.0	60.2	61.3	61.8	67.4	73.1	76.6	79.1	76.1
60-69	75.4	80.1	78.4	82.6	66.9	67.9	67.4	69.5	73.7	77.3	79.9	80.3
70 or over	83.2	84.0	85.0	85.4	73.0	70.1	72.0	74.5	69.1	70.9	73.4	72.6
Professional or specialist position	70.4	76.8	70.8	75.6	57.5	47.8	58.5	63.8	82.6	82.8	84.8	85.0
Managerial post	68.9	75.9	76.5	78.8	57.6	48.1	51.2	60.3	87.9	92.5	87.0	86.8
Clerical post	69.1	79.2	74.8	76.4	53.3	60.4	60.1	58.7	71.2	78.8	79.9	80.3
Sales and marketing post	68.5	72.9	76.1	77.2	54.6	57.5	62.2	62.0	76.5	81.0	88.1	79.9
Service industry post	67.5	71.3	71.3	74.9	58.2	60.8	53.1	66.7	76.5	78.0	80.2	74.9
Maintenance occupations	75.0	78.9	94.1	87.5	41.7	68.4	64.7	62.5	100.0	89.5	76.5	62.5
Occupations in transport and communications	64.3	68.2	72.2	73.8	64.3	63.6	61.1	68.9	80.4	79.5	79.6	68.9
Occupations in skilled/manual labor	74.2	76.0	75.2	75.7	62.0	61.9	64.2	65.4	77.9	76.8	79.5	74.8
Unemployed	75.7	81.3	79.8	81.2	65.5	68.1	67.2	71.8	70.2	71.1	73.6	76.0

	Replacement of welfare programs with increases in pay				Skills development focused on self-development			
	1999	2000	2001	2004	1999	2000	2001	2004
Overall	50.8	53.6	53.8	61.1	70.6	72.1	73.5	71.6
Male	50.3	54.9	54.2	60.9	73.7	79.1	78.1	76.0
Female	51.2	52.5	53.6	61.3	67.9	66.4	69.8	67.5
20-29	54.0	55.6	56.4	61.3	73.4	75.1	72.6	76.8
30-39	56.1	60.8	59.2	65.4	70.0	79.1	76.2	72.3
40-49	53.8	54.5	54.9	64.7	73.7	72.5	75.5	74.6
50-59	48.9	57.0	57.0	63.3	69.5	70.0	74.5	73.9
60-69	47.3	47.5	50.3	58.4	70.3	70.2	73.4	68.7
70 or over	43.1	46.5	43.2	52.7	64.8	66.9	66.9	64.3
Professional or specialist position	53.3	56.2	56.0	61.5	71.8	81.8	78.3	76.5
Managerial post	59.1	64.7	52.5	66.9	75.8	83.5	80.9	82.1
Clerical post	57.5	62.1	58.8	63.3	73.3	72.7	78.0	77.2
Sales and marketing post	52.5	53.4	54.7	71.2	79.4	74.7	76.1	77.2
Service industry post	51.5	52.8	55.8	60.8	72.0	77.3	70.9	74.2
Maintenance occupations	58.3	57.9	41.2	75.0	91.7	57.9	52.9	75.0
Occupations in transport and communications	50.0	54.5	70.4	54.1	69.6	72.7	68.5	73.8
Occupations in skilled/manual labor	52.9	53.6	53.1	63.6	71.4	69.6	74.3	67.6
Unemployed	46.7	50.0	50.8	57.7	65.7	67.1	69.9	66.9

B2 Social Distribution Principles

	Principle of achievement				Principle of effort			
	1999	2000	2001	2004	1999	2000	2001	2004
Overall	77.5	77.9	83.0	83.8	84.2	83.7	83.8	86.9
Male	80.1	82.0	86.5	84.4	83.9	83.3	84.2	85.7
Female	75.2	74.6	80.0	83.2	84.4	84.0	83.4	88.1
20-29	83.1	78.6	85.8	85.6	81.7	81.0	82.5	87.1
30-39	80.9	81.3	90.0	89.8	83.3	82.0	83.2	84.1
40-49	79.9	77.0	80.4	84.9	84.5	82.2	81.7	86.6
50-59	73.9	76.4	80.1	82.3	84.7	82.7	86.2	86.8
60-69	74.3	79.1	83.7	81.8	87.2	88.1	84.8	90.3
70 or over	73.4	75.3	79.4	79.1	81.9	85.0	83.0	86.2
Professional or specialist position	80.1	84.2	81.9	87.1	83.6	80.8	82.7	83.8
Managerial post	84.8	81.9	85.8	89.4	84.1	82.0	88.9	84.1
Clerical post	80.4	81.9	86.2	85.7	81.8	84.6	85.6	86.1
Sales and marketing post	76.5	79.4	86.0	84.2	82.8	84.2	80.6	85.3
Service industry post	74.3	78.9	82.1	81.8	89.2	82.2	86.8	88.0
Maintenance occupations	100.0	79.5	88.2	100.0	83.3	73.7	94.1	87.5
Occupations in transport and communications	82.1	71.5	77.8	83.6	89.3	86.4	85.2	88.5
Occupations in skilled/manual labor	78.4	71.4	83.3	81.3	85.2	82.4	83.8	89.7
Unemployed	74.7	77.5	81.1	82.4	82.9	85.2	82.3	87.5

	Principle of necessity				Principle of equality			
	1999	2000	2001	2004	1999	2000	2001	2004
Overall	30.6	29.8	32.4	29.8	19.6	18.0	19.7	18.0
Male	32.2	31.4	32.6	31.1	18.3	17.7	17.8	17.8
Female	29.2	28.5	32.3	28.6	20.6	18.3	21.3	18.2
20-29	29.9	29.4	34.0	28.4	17.5	14.7	18.1	17.0
30-39	28.8	28.0	34.7	29.6	14.6	16.5	16.3	15.0
40-49	28.3	27.5	29.7	31.5	16.6	15.8	20.5	17.7
50-59	29.9	29.3	35.1	31.4	17.3	15.9	19.3	16.8
60-69	33.3	31.2	33.0	27.2	26.1	21.3	21.3	21.2
70 or over	35.2	33.9	27.1	30.1	28.3	24.1	22.3	20.1
Professional or specialist position	30.3	26.1	35.1	27.9	14.3	12.8	20.2	13.5
Managerial post	28.8	31.6	31.4	31.8	15.9	12.0	9.2	14.6
Clerical post	29.1	28.7	32.2	32.4	11.2	16.0	13.4	18.5
Sales and marketing post	33.6	30.8	30.3	32.1	15.1	11.8	13.0	12.5
Service industry post	28.0	33.2	36.4	31.3	23.1	15.7	24.5	18.2
Maintenance occupations	41.7	21.1	23.5	25.0	16.7	21.1	41.1	0.0
Occupations in transport and communications	32.1	31.8	29.6	36.1	17.9	36.4	16.7	37.7
Occupations in skilled/manual labor	31.3	27.2	35.1	29.3	21.4	20.5	23.0	18.7
Unemployed	30.4	30.4	30.6	28.6	23.1	21.0	21.2	19.4

B3 Image of Unemployment

	Economic difficulty				Loss of social links			
	1999	2000	2001	2004	1999	2000	2001	2004
Overall	95.1	94.6	96.4	96.9	56.3	58.9	60.2	59.1
Male	94.9	94.0	96.1	97.3	55.4	58.5	59.4	58.9
Female	95.2	95.1	96.6	96.5	57.1	59.1	60.8	59.4
20-29 years	95.0	94.9	94.4	97.4	48.5	50.3	49.8	48.0
30-39 years	95.5	97.1	98.0	97.6	54.7	58.2	63.3	51.9
40-49 years	97.4	95.7	97.7	98.7	55.8	58.0	61.5	61.6
50-59 years	96.5	95.7	98.0	98.0	59.3	63.4	61.0	63.0
60-69 years	93.4	94.7	96.6	95.7	59.3	61.2	62.2	63.9
70 or over	90.5	88.5	91.0	93.7	57.9	59.1	58.8	60.2
Employed	95.7	95.2	96.9	97.5	55.6	58.3	60.1	58.1
Professional or specialist position	96.5	93.6	98.2	97.4	55.1	55.7	58.8	57.6
Managerial post	93.2	93.2	95.1	96.0	50.8	63.2	58.6	52.3
Clerical post	96.8	95.6	97.4	98.1	58.9	56.7	62.9	62.2
Sales and marketing post	95.4	97.3	97.5	97.8	51.7	57.9	62.2	61.4
Service industry post	95.9	95.8	95.3	97.9	59.0	58.0	60.9	55.7
Maintenance occupations	91.7	94.7	100.0	100.0	66.7	63.2	70.6	50.0
Occupations in transport and communications	96.4	93.2	90.7	98.4	53.6	68.2	53.7	65.6
Occupations in skilled/manual labor	95.6	96.0	97.5	97.5	55.5	58.7	58.5	57.3
Unemployed	94.0	93.6	95.4	96.0	57.5	59.7	60.3	60.8

	Loss of identity				Starting career again			
	1999	2000	2001	2004	1999	2000	2001	2004
Overall	29.5	27.1	27.4	28.0	58.0	59.1	62.8	57.9
Male	30.6	26.5	28.0	30.6	60.4	59.7	64.9	58.3
Female	28.5	27.5	26.9	25.6	55.9	58.6	61.0	57.4
20-29 years	23.8	18.7	17.2	19.6	65.4	71.1	71.0	68.3
30-39 years	27.0	24.3	23.8	23.1	63.5	63.7	70.7	63.4
40-49 years	28.6	28.5	25.6	29.7	58.0	65.0	62.0	55.4
50-59 years	30.5	29.1	32.6	30.9	57.2	55.4	61.9	58.9
60-69 years	32.7	29.8	31.5	30.5	54.7	55.0	59.8	52.4
70 or over	34.5	29.4	28.5	29.6	48.0	46.5	53.1	53.2
Employed	29.2	26.1	27.4	28.7	59.6	62.6	65.1	58.4
Professional or specialist position	31.7	19.7	24.5	26.2	59.9	66.5	70.4	56.8
Managerial post	29.5	30.1	30.9	27.8	64.4	66.9	60.5	62.3
Clerical post	24.9	25.3	24.9	29.0	62.8	64.5	66.8	58.7
Sales and marketing post	27.3	20.8	22.4	30.4	65.5	65.2	66.7	64.7
Service industry post	31.3	28.7	32.9	28.9	59.7	61.5	71.7	59.1
Maintenance occupations	33.3	31.6	29.4	50.0	50.0	63.2	58.8	87.5
Occupations in transport and communications	26.8	27.3	24.1	34.4	66.1	75.0	42.6	47.5
Occupations in skilled/manual labor	29.9	30.1	29.4	30.2	53.1	58.4	61.0	55.5
Unemployed	30.0	29.0	27.5	26.9	55.2	52.8	58.8	57.0

B4 Response to Unemployment

	I am anxious about unemployment in the near future				Anxiety about unemployment (those in paid employment only)			
	1999	2000	2001	2004	1999	2000	2001	2004
Overall	13.8	12.5	13.8	13.7	19.0	18.3	19.2	19.7
Male	16.7	15.1	15.8	16.6	19.6	19.1	19.6	20.4
Female	11.2	10.3	12.1	11.0	18.2	17.3	18.5	18.7
20-29	9.4	11.5	15.2	15.1	12.9	16.5	19.9	17.6
30-39	14.9	11.7	15.9	13.7	17.1	15.6	18.0	15.6
40-49	16.4	18.2	16.6	15.7	17.8	20.4	18.6	18.4
50-59	18.1	15.5	17.5	19.4	21.6	18.2	21.1	23.1
60-69	13.8	11.9	11.0	12.2	26.9	21.4	19.7	25.1
70 or over	4.6	3.1	4.0	4.4	13.7	12.3	10.4	14.5
Employed	19.0	18.3	19.2	19.7	-	-	-	-
Professional or specialist position	13.9	13.3	23.1	15.0	13.9	13.3	23.1	15.0
Managerial post	12.1	15.0	12.3	16.6	12.1	15.0	12.3	16.6
Clerical post	17.5	14.3	15.0	16.6	17.5	14.3	15.0	16.6
Sales and marketing post	16.4	20.4	22.4	25.0	16.4	20.4	22.4	25.0
Service industry post	20.9	17.5	21.7	21.6	20.9	17.5	21.7	21.6
Maintenance occupations	16.7	42.1	23.5	50.0	16.7	42.1	23.5	50.0
Occupations in transport and communications	21.4	27.3	25.9	21.3	21.4	27.3	25.9	21.3
Occupations in skilled/manual labor	28.4	23.5	18.7	23.4	28.4	23.5	18.7	23.4
Unemployed	4.6	3.7	4.6	4.8	-	-	-	-

	Avoiding unemployment through reduced wages				If one is dissatisfied, unemployment is inevitable			
	1999	2000	2001	2004	1999	2000	2001	2004
Overall	41.0	41.5	42.7	40.6	34.0	35.2	36.4	34.6
Male	46.9	47.2	45.6	44.0	37.4	37.4	38.1	35.8
Female	35.9	36.9	40.2	37.5	31.1	33.4	34.9	33.5
20-29	29.9	29.9	32.3	31.7	46.8	46.5	53.8	52.4
30-39	39.2	42.3	39.7	41.2	40.5	41.6	47.6	46.0
40-49	50.0	48.8	49.1	42.0	38.5	41.2	35.8	40.1
50-59	53.5	51.1	50.2	51.6	32.6	33.6	35.6	34.3
60-69	38.7	44.0	43.6	40.4	27.9	30.3	29.4	27.0
70 or over	21.4	24.9	31.4	28.6	14.1	19.2	20.1	14.6
Employed	47.3	47.1	48.7	45.3	39.0	40.4	41.9	42.3
Professional or specialist position	44.6	38.9	50.2	46.8	43.2	41.9	46.6	41.2
Managerial post	63.6	66.2	54.9	50.3	48.5	51.9	39.5	41.7
Clerical post	51.6	44.7	47.3	43.6	40.0	42.7	44.4	43.2
Sales and marketing post	45.4	47.5	46.3	43.5	40.3	42.5	42.8	47.8
Service industry post	44.4	48.3	47.3	44.3	35.1	40.6	45.7	42.6
Maintenance occupations	50.0	63.2	47.1	75.0	33.3	26.3	23.5	75.0
Occupations in transport and communications	53.6	47.7	46.3	41.0	39.3	31.8	38.9	44.3
Occupations in skilled/manual labor	47.9	48.8	48.7	45.5	37.2	37.3	36.0	35.8
Unemployed	29.9	33.1	32.3	33.6	25.2	26.3	26.8	23.2

B5 Response after Unemployment

	I want to be re-employed as soon as possible				I want to pick and choose based on the wages			
	1999	2000	2001	2004	1999	2000	2001	2004
Overall	83.7	82.9	84.2	83.7	52.7	51.9	55.2	57.3
Male	87.9	85.6	87.9	86.8	56.0	54.4	57.3	58.2
Female	80.0	80.7	81.0	80.9	49.9	49.8	53.4	56.5
20-29	91.4	92.2	92.4	93.0	65.9	63.4	63.7	65.7
30-39	93.5	93.7	91.6	92.8	65.3	71.3	68.3	72.1
40-49	90.1	90.4	91.7	90.3	59.1	59.2	65.9	68.1
50-59	82.9	84.8	85.0	86.2	44.9	52.0	50.6	56.0
60-69	75.4	74.8	76.9	73.6	40.1	37.4	45.2	42.5
70 or over	63.8	61.7	66.4	69.7	42.4	31.8	39.0	44.2
Employed	87.9	87.1	87.8	88.1	55.7	56.2	56.7	62.0
Professional or specialist position	90.2	88.7	92.4	89.4	59.9	55.7	57.8	60.9
Managerial post	86.4	81.2	79.0	86.8	60.6	57.9	54.3	55.6
Clerical post	88.4	87.0	88.8	88.0	59.3	65.2	56.9	64.1
Sales and marketing post	87.4	91.0	88.1	87.5	55.9	57.9	53.7	67.4
Service industry post	86.9	88.8	90.3	87.6	53.4	51.4	56.6	60.5
Maintenance occupations	91.7	94.7	100.0	100.0	41.7	47.4	52.9	75.0
Occupations in transport and communications	94.6	90.9	88.9	91.8	66.1	65.9	74.1	54.1
Occupations in skilled/manual labor	89.3	86.1	85.9	88.2	51.6	54.9	56.0	63.2
Unemployed	76.3	75.9	78.0	77.2	47.5	45.0	52.6	50.3

	I want to pick and choose based on the content of the work				I want to engage in training or get qualifications so that I can obtain a different kind of job			
	1999	2000	2001	2004	1999	2000	2001	2004
Overall	68.9	69.0	71.4	73.8	35.7	30.4	32.4	28.9
Male	70.0	70.8	72.7	74.4	35.8	32.6	34.8	29.7
Female	67.9	67.5	70.3	73.3	35.6	28.7	30.3	28.1
20-29 years	84.8	85.0	83.5	86.0	47.1	44.1	40.3	36.9
30-39 years	83.8	86.1	85.5	85.0	41.7	38.9	37.9	34.4
40-49 years	73.9	76.4	80.0	83.4	41.6	32.4	34.1	29.7
50-59 years	64.3	66.4	68.2	75.2	34.3	29.6	34.4	31.6
60-69 years	57.5	57.1	63.6	64.0	26.3	22.7	27.5	23.2
70 or over	46.4	46.7	48.0	53.4	20.7	17.8	19.8	19.9
Employed	73.4	73.6	74.9	79.1	36.8	31.5	34.5	30.3
Professional or specialist position	81.9	82.8	85.2	86.2	31.0	29.1	31.0	23.8
Managerial post	75.8	75.2	73.5	77.5	45.5	36.1	34.0	23.8
Clerical post	80.0	79.9	81.5	84.6	42.8	36.2	38.3	37.5
Sales and marketing post	74.4	76.5	68.2	82.1	34.5	33.9	43.3	36.4
Service industry post	70.5	68.9	73.6	75.9	36.2	28.7	33.7	29.9
Maintenance occupations	75.0	84.2	64.7	62.5	41.7	42.1	35.3	62.5
Occupations in transport and communications	71.4	75.0	79.6	73.8	37.5	29.5	33.3	34.4
Occupations in skilled/manual labor	65.9	68.0	67.9	69.8	36.5	30.1	31.0	29.6
Unemployed	60.9	60.6	65.2	66.1	33.7	28.2	28.6	26.7