

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

## Chapter 2 Results of the Survey

### Part 1 Trends in Work Consciousness

This survey to ascertain worker consciousness has been an ongoing initiative since the first survey in 1999. In ascertaining worker consciousness, the approach adopted focused on three aspects: (1) the framework of Japanese employment as the labor paradigm that has supported Japanese society since the Second World War; (2) the framework (labor paradigm) of the industrial society that has absorbed this; and (3) approaches to social paradigms in the near future.

This survey is being conducted with the objective of gaining an ongoing insight into worker consciousness from these perspectives and the direction of changes in this consciousness, as well as contributing to dealing with issues arising from changes in working life.

#### 1. Evaluation of Japanese Employment Practices

<Survey design><sup>1</sup>

Of the various elements of which Japanese employment practices consist, we focused on five aspects, in the form of job security, wage security, wage systems, skills development, and commitment to the organization, asking respondents for their evaluations of the conventional system and measures to reform this, as follows.

[Question] Please tell us your opinions concerning Japanese ways of working

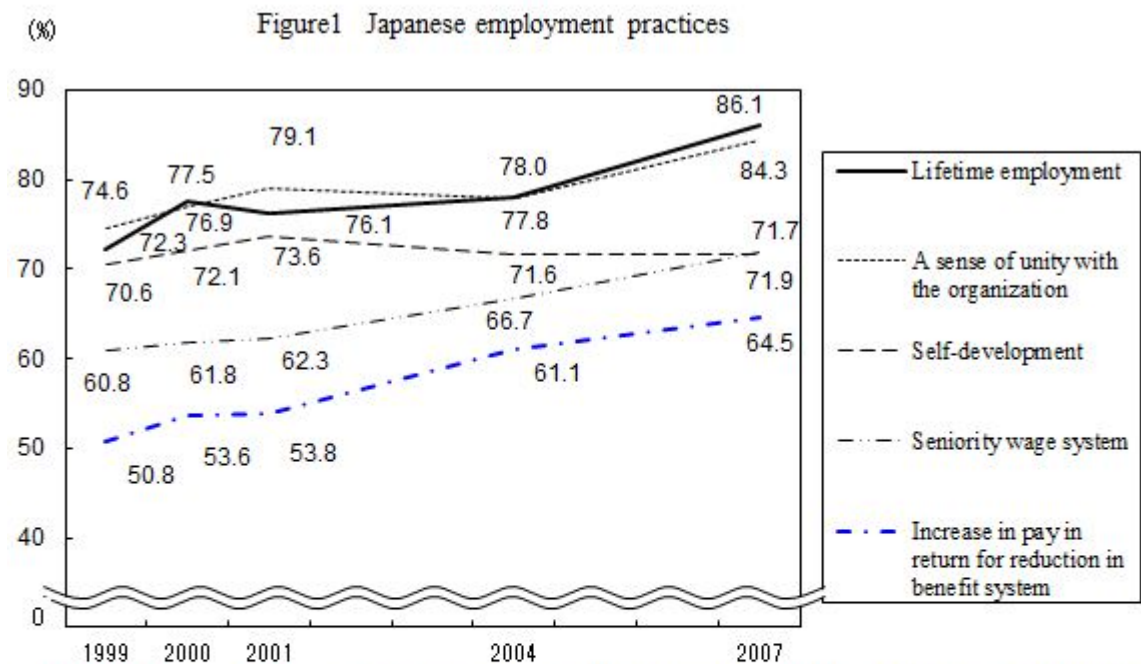
- (1) What do you think about Japanese-style lifetime employment, whereby one works at a single company until reaching the mandatory retirement age? (Lifetime employment)
- (2) What do you think about the Japanese-style seniority-based wage system, whereby one's pay increases along with the number of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

[Response] 1 I think it is a good thing    2 If I have to decide one way or the other, I think it is a good thing    3 If I have to decide one way or the other, I think it is a bad thing    4 I think it is a bad thing    5 Don't know

<sup>1</sup> For details of the survey design, see Japan Institute for Labour Policy and Training (2004) *Changes in Work Consciousness: Analysis of the Results of Surveys on Working Life (1999, 2000, 2001)*, JILPT Research Report No.2

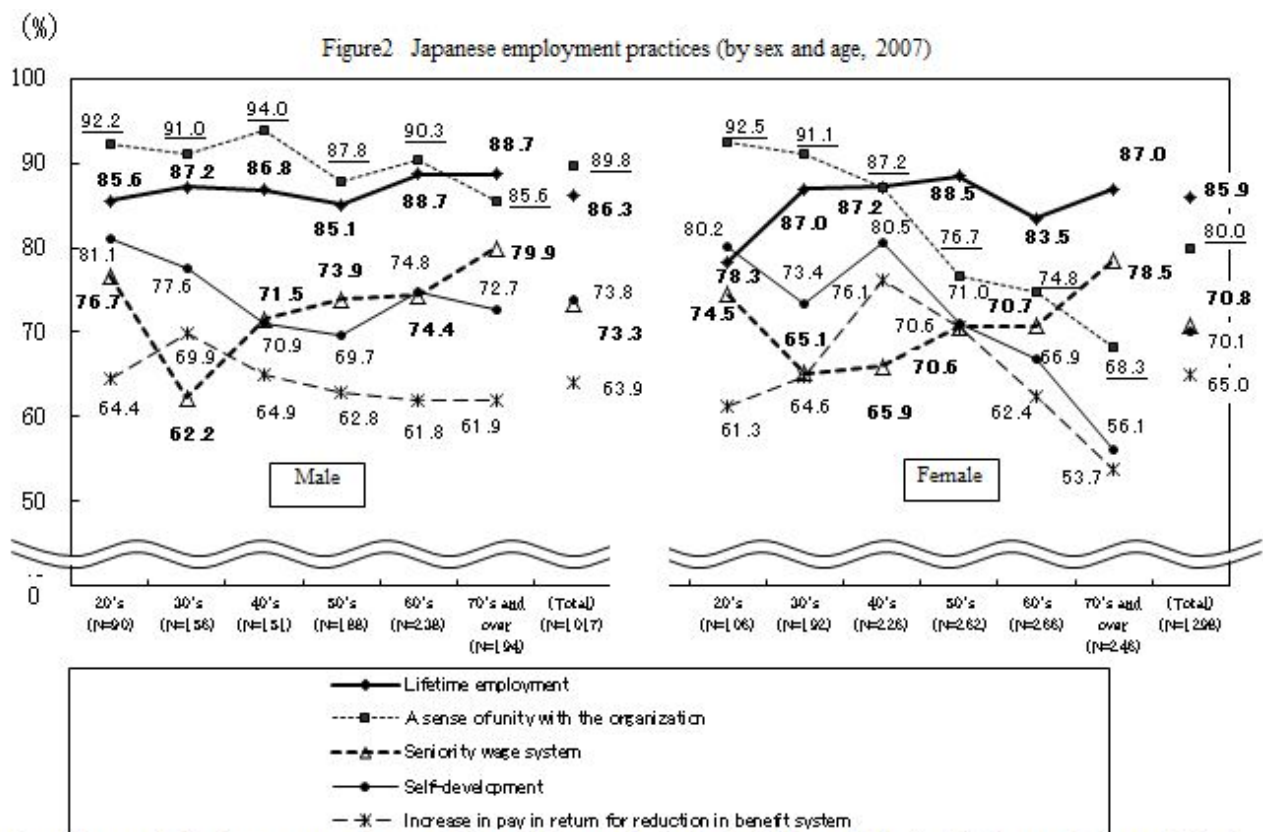
<Overall trend>

When asked about Japanese-style ways of working, the proportion of respondents who stated that they supported “lifetime employment” and having a “sense of unity with the organization” (proportion 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”) rose again, having declined temporarily in 2001 (76.1%) and 2004 (77.8%), respectively, with both reaching just under 90% (86.1% and 84.3%, respectively) in 2007. In relation to items concerning wages, there was a rise in support for both the seniority-based wage system and the replacement of welfare programs with increases in pay. (Figure 1)



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

Looking at the 2007 data by gender and age, support among men for lifetime employment and sense of unity with the organization was broadly stable (around 80-90%), irrespective of age. On the other hand, among women, while one can say that support for lifetime employment was broadly stable (around 80-90%), the proportion endorsing a sense of unity with the organization declined progressively among older respondents. (Figure 2)



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

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

## 2. Preferred Principle of Distribution

<Survey design>

Discussions about disparities have intensified in recent years, but views concerning which kind of disparity is fair differ according to the principle of distribution supported. Respondents were asked about the principles of social distribution that they thought desirable, classifying these into four main categories.

[Question] What are your thoughts regarding which people should acquire social status or economic affluence?

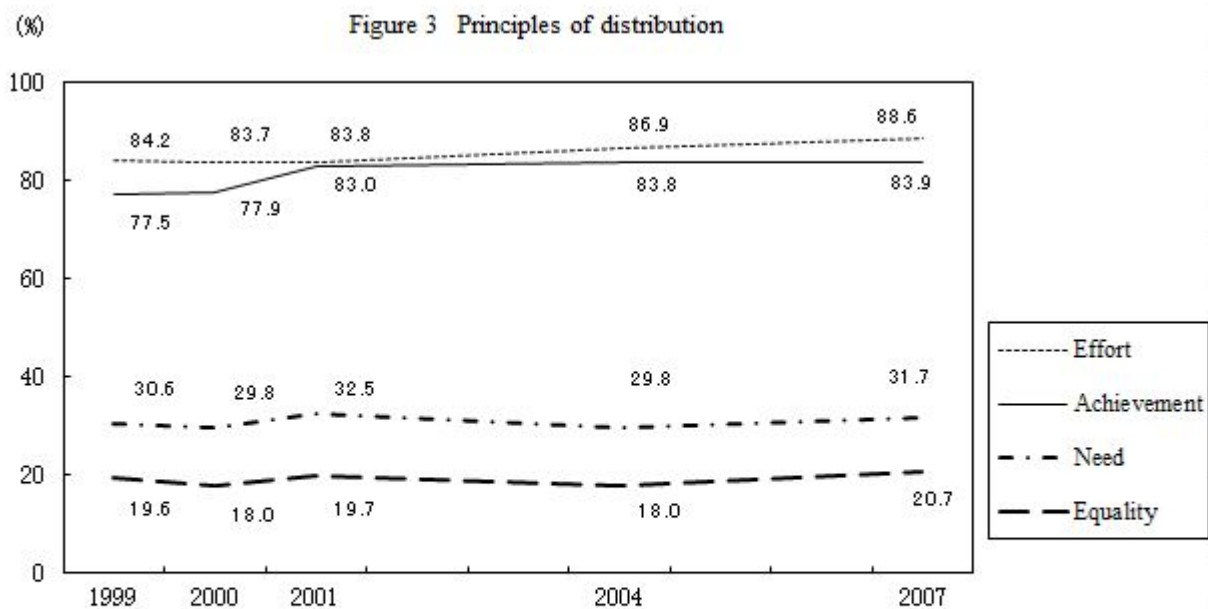
Please answer regarding each of the statements (1)-(4) below.

- (1) It is preferable for those who have achieved better results to gain more (principle of achievement)
- (2) It is preferable for those who have made a greater effort to gain more (principle of effort)
- (3) It is preferable for those who need it to gain just what they need (principle of necessity)
- (4) It is preferable for everyone to gain roughly the same (principle of equality)

[Response] 1 Agree 2 Somewhat agree 3 Somewhat disagree 4 Disagree 5 Don't know

<Overall trend>

When asked about their thoughts on the principle of distribution, concerning what type of people should attain social status and economic wealth, there was consistent support for the principle of effort, followed by the principle of achievement, reaching in excess of 80% in every case since 2001 (in 2007, the figure for the principle of effort was 88.6%, while that for the principle of achievement was 83.9%). Support for the principle of necessity and the principle of equality was relatively low, at around 20% in both cases. In the longer term, these figures have remained broadly stable since 1999, but when comparing 2004 with 2007, there has been a rise, albeit slight. (Figure 3)



Total of "Agree" and "Somewhat agree"

Achievement: It is preferable for those who have achieved better results to gain more

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

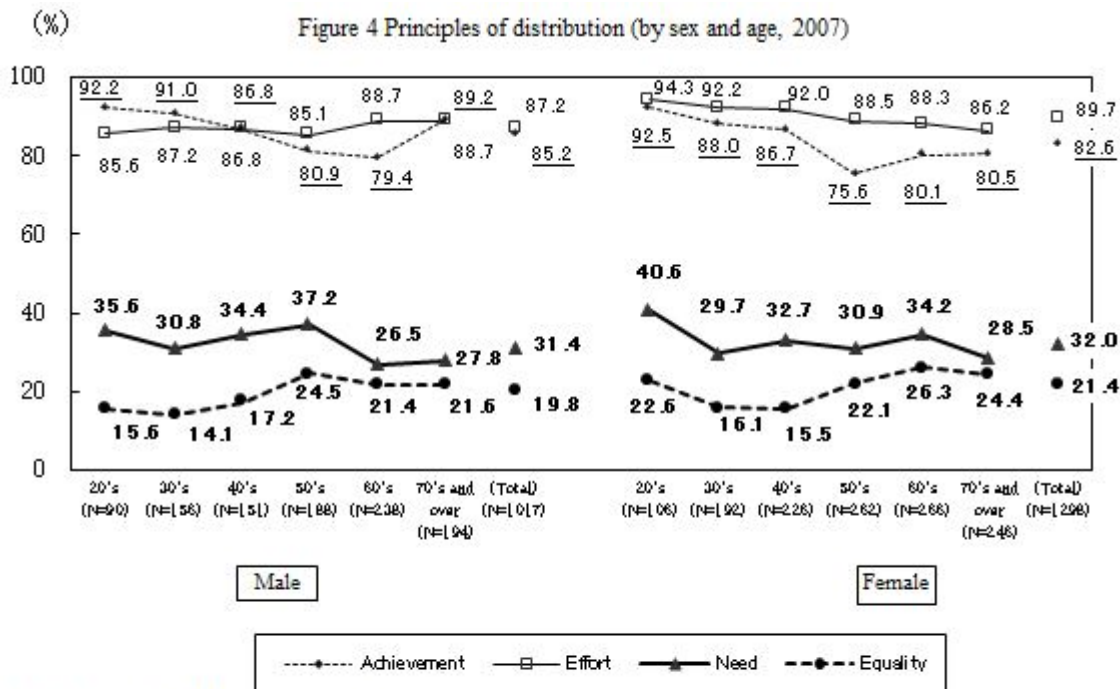
Need: It is preferable for those who need it to gain just what they need

Equality: It is preferable for everyone to gain roughly the same

<By gender and age>

Looking at the 2007 data by gender and age, the proportion endorsing the principle of achievement and the principle of effort was high among all age brackets, among both men and women. Among men, support for the principle of achievement was higher than that for the principle of effort among those in their 20s, 30s, and 70 or above, while the principle of effort was rated higher than the principle of achievement among those in their 50s and 60s. Among women, support for the principle of effort was higher than for the principle of achievement among all age brackets. Following on from the principle of achievement and the principle of effort, the next-highest level of support was for the principle of necessity, which was highest among men in their 50s

(37.2%) and women in their 20s (40.6%). Support was lowest for the principle of equality; by age, the highest level of support being found among men in their 50s (24.5%) and among women in their 60s (26.3%). (Figure 4)



Total of "Agree" and "Somewhat agree"

- Achievement: It is preferable for those who have achieved better results to gain more
- Effort: It is preferable for those who have made a greater effort to gain more
- Need: It is preferable for those who need it to gain just what they need
- Equality: It is preferable for everyone to gain roughly the same

### 3. Consciousness of Life

<Survey design>

It is said that in a society that has achieved material affluence, there is a strong tendency to pursue spiritual richness. In this survey, respondents were asked the following in order to ascertain the kind of values to which people attach importance in their lives.

[Question] To what degree do you agree that the feelings and opinions in (1)-(7) below apply to you?

- (1) I feel anxious that others might overtake me if I am not careful (insecurity about competition for status)
- (2) I feel anxious that I might lose what I have gained to date if I drop my guard (insecurity about loss of status)
- (3) Rather than striving to gain more, it is important to maintain what one has already gained (maintenance of the status quo)
- (4) It does not bother me if others have opinions and lifestyles that differ from my own (de-emphasis of other-directedness)
- (5) Rather than striving for greater wealth or status, I would like to lead a life that I find satisfying (de-emphasis

of status)

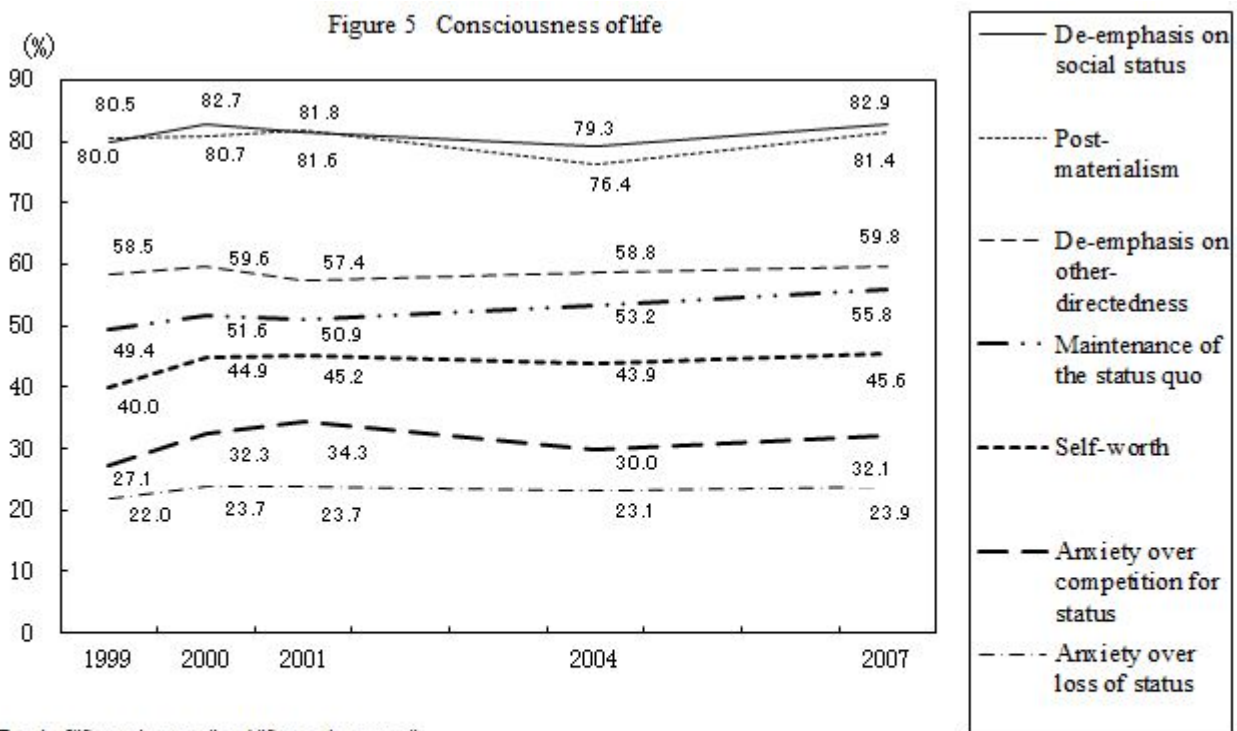
(6) I have things other than work, about which I can be proud in front of others (self-affirmation)

(7) In the future, rather than material affluence, I would like to focus more on living a life of spiritual richness and comfort (post-materialism)

[Response] 1 Strongly agree 2 Somewhat agree 3 Do not really agree 4 Do not agree at all 5 Can't say either way 6 Don't know

<Overall trend>

With regard to consciousness of life, a large proportion of respondents - around the 80% level (82.9% and 81.4%, respectively) - cited de-emphasis of status and post-materialism, which represented a rise following a temporary dip into the 70% range in 2004. The next-highest share was accounted for by de-emphasis of other-directedness, which was cited by almost 60% (59.8%) of respondents. At the same time, maintenance of the status quo was cited by less than 60% (55.8%), demonstrating a rise, albeit small. (Figure 5)



Total of "Strongly agree" and "Somewhat agree"

De-emphasis on social status: Rather than striving for greater wealth or status, I would like to lead a life that I find satisfying

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 on 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

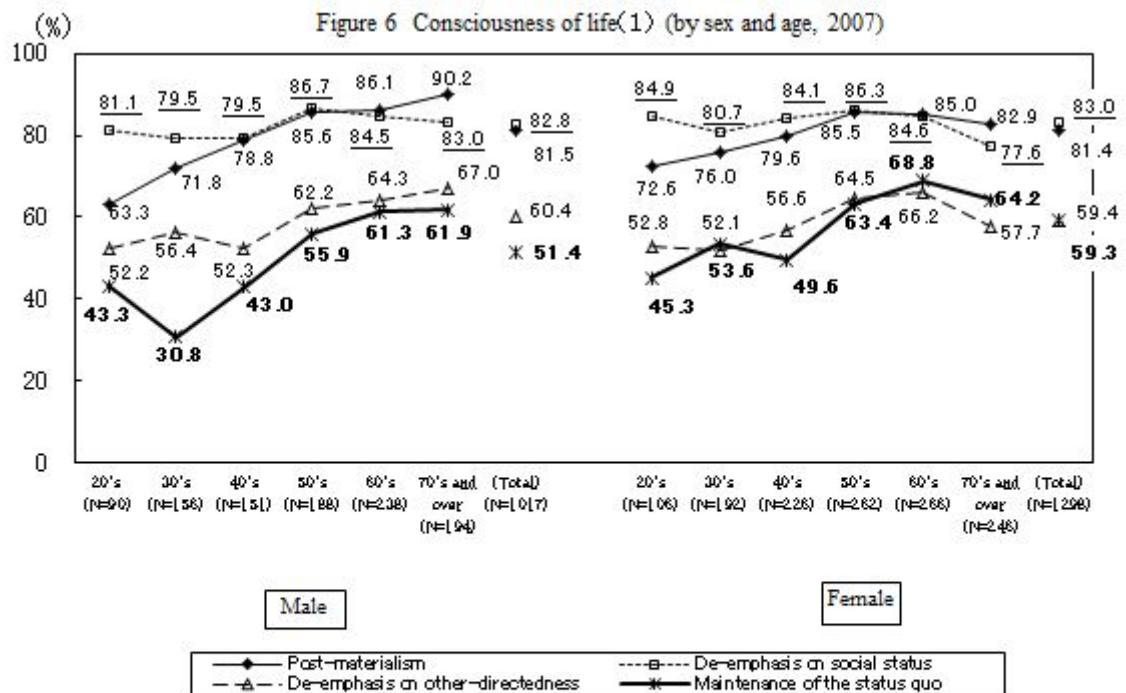
Self-worth: I have things other than work, about which I can be proud in front of others

Anxiety over loss of status: I feel anxious that I might lose what I have gained to date if I drop my guard

Anxiety over competition for status: I feel anxious that others might overtake me if I am not careful

<By gender and age>

Looking at the 2007 data by gender and age, the proportion endorsing de-emphasis of status was around 80% in all cases, irrespective of gender and age. Post-materialism was supported by more than 80% of both men and women in their 50s, and among men, there was a trend for the proportion to increase with age. One can see that those seeking spiritual richness and a comfortable, satisfying life form the majority. There was greater support for de-emphasis of other-directedness among older age brackets, reaching its highest level among men aged 70 or over and among women in their 60s. On the other hand, support for insecurity about competition for status among younger age brackets increased in inverse proportion to age, reaching its highest level among men in their 30s and women in their 20s. (Figure 6)



Total of "Strongly agree" and "Somewhat agree"

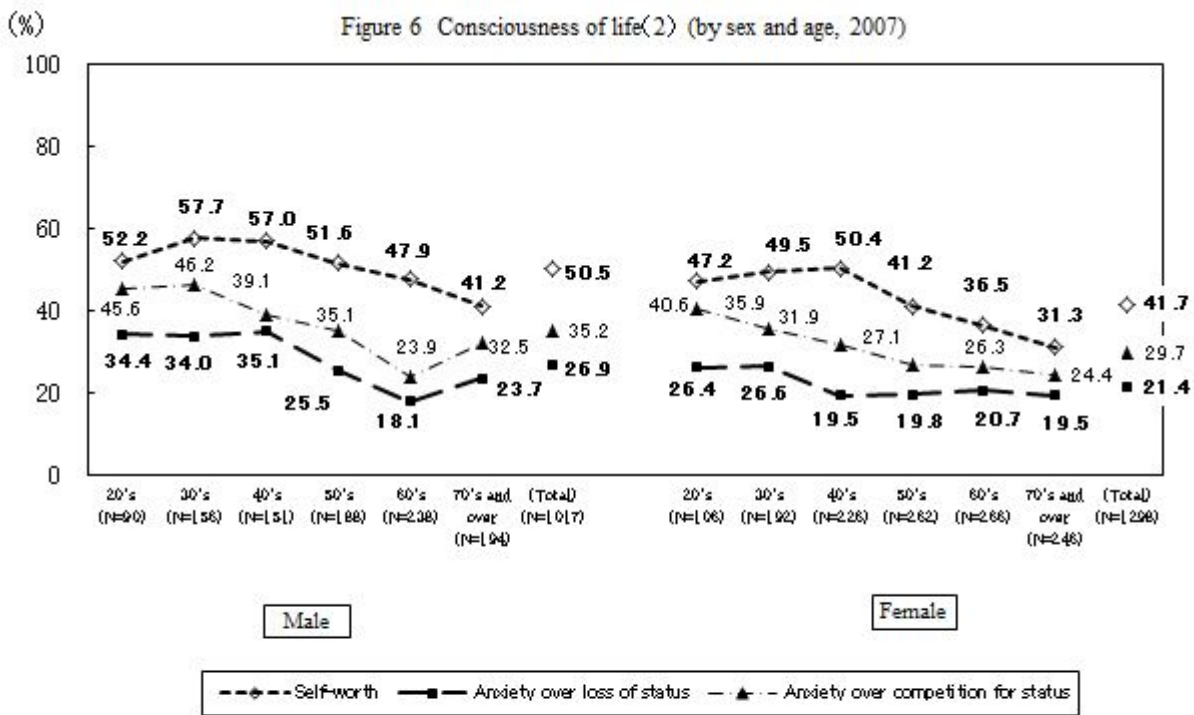
Post-materialism: In the future, rather than material affluence, I would like to focus more on living a life of spiritual richness and comfort

De-emphasis on social status: Rather than striving for greater wealth or status, I would like to lead a life that I find satisfying

De-emphasis on 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





Total of "Strongly agree" and "Somewhat agree"

Self-worth: I have things other than work, about which I can be proud in front of others

Anxiety over loss of status: I feel anxious that I might lose what I have gained to date if I drop my guard

Anxiety over competition for status: I feel anxious that others might overtake me if I am not careful

#### (Reference) Trends in the Two Strata Relating to Work Consciousness

In the 1999 survey, analysis of work consciousness from the three perspectives examined hitherto - Japanese employment practices, principle of distribution, and consciousness of life - revealed that respondents are divided into two strata. The first is characterized by support for lifetime employment and the seniority-based wage system, with a strong preference for the principle of effort, the principle of necessity, and the principle of equality, and a tendency to want to maintain the status quo, as well as a lack of confidence in themselves. In contrast, the second stratum is characterized by a strong orientation toward abilities associated with personal

Ways of Working: Diversification and Turmoil in Work Consciousness, *Japanese Journal of Labour Studies* No.479; and Japan Institute for Labour Policy and Training (2004) *Changes in Work Consciousness: Analysis of the Results of Surveys on Working Life (1999, 2000, 2001)*, JILPT Research Report No.2.) Here, in order to clarify trends in these two strata, we have sought correlations between the consciousness variables that form the two strata, and compared them with data from the 1999 survey. In addition, in analyzing these, processing of the consciousness variables was carried out according to the following guidelines.

[Consciousness variables] Responses with a four-point and five-point scale were allocated points as follows: "Agree" = 2 points, "Somewhat agree" = 1 point, "Somewhat disagree" = -1 point, "Disagree" = -2 points, "Can't say" = 0 points; those answering "Don't know" were excluded from the analysis. For both single-answer

and multiple-answer questions, one point is allocated to options selected and no points are allocated to options not selected.

(1) Concerning Japanese Employment Practices

In the 1999 survey, the evaluation of Japanese employment practices was segmented into two strata: the stratum supporting lifetime employment and the seniority-based wage system, and the stratum supporting skills development focused on self-development and the replacement of welfare programs with increases in pay.

(Table 1) Table 2 shows the coefficient of correlation between the five items in the 2007 survey. Both overall and by gender, as seen in 1999, the highest positive correlation was seen between lifetime employment and the seniority-based wage system, and there was also a positive correlation between skills development focused on self-development and the replacement of welfare programs with increases in pay, both overall and by gender, just as there was in the 1999 survey. In addition, the fact that there was a positive correlation between a sense of unity with the organization, and lifetime employment, the seniority-based wage system, and skills development focused on self-development was another area of similarity to the 1999 survey. On the other hand, the negative correlation between skills development focused on self-development, and lifetime employment and the seniority-based wage system weakened, with no significant correlation being seen in 2007. From these facts, it appears that although there has been no major change in the relationship between the five items over the eight years since the survey began, the oppositional relationship between skills development focused on self-development, and lifetime employment and the skills development focused on self-development has weakened.

Table 1 Correlation between the five variables relating to Japanese employment practices (1999)

		Lifetime employment	Seniority wage system	Increase in pay in return for reduction in benefit system	Self-development	A sense of unity with the organization
Lifetime employment	All	1				
	Male	1				
	Female	1				
Seniority wage system	All	0.494 **	1			
	Male	0.510 **	1			
	Female	0.473 **	1			
Increase in pay in return for reduction in benefit system	All	-0.030	0.005	1		
	Male	-0.058	-0.031	1		
	Female	-0.005	0.037	1		
Self-development	All	-0.078 **	-0.075 **	0.115 **	1	
	Male	-0.064 *	-0.090 **	0.127 **	1	
	Female	-0.086 **	-0.054	0.106 **	1	
A sense of unity with the organization	All	0.172 **	0.173 **	0.004	0.048 *	1
	Male	0.198 **	0.165 **	0.012	0.035	1
	Female	0.162 **	0.205 **	0.004	0.051	1

\*\* . Significant at 1%

\* . Significant at 5%

Table 2 Correlation between the five variables relating to Japanese employment practices (2007)

		Lifetime employment	Seniority wage system	Increase in pay in return for reduction in benefit system	Self-development	A sense of unity with the organization
Lifetime employment	All	1				
	Male	1				
	Female	1				
Seniority wage system	All	0.435 **	1			
	Male	0.438 **	1			
	Female	0.434 **	1			
Increase in pay in return for reduction in benefit system	All	0.009	0.022	1		
	Male	0.026	0.016	1		
	Female	-0.004	0.027	1		
Self-development	All	-0.037	-0.010	0.180 **	1	
	Male	-0.036	-0.029	0.199 **	1	
	Female	-0.039	0.005	0.166 **	1	
A sense of unity with the organization	All	0.120 **	0.161 **	0.003	0.080 **	1
	Male	0.160 **	0.127 **	0.001	0.034	1
	Female	0.088 **	0.185 **	0.016	0.108 **	1

\*\* Significant at 1%

## (2) Concerning the Preferred Principle of Distribution

In the 1999 survey, support relating to the principle of distribution was segmented into two strata: the stratum supporting the principle of achievement and the principle of effort, and the stratum endorsing the principle of necessity and the principle of equality. (Table 3)

Table 4 shows the coefficient of correlation between the four items in the 2007 survey. Both overall and by gender, there was a positive correlation between the principle of achievement and the principle of effort, and between the principle of necessity and the principle of equality, as there was in 1999. In addition, the principle of achievement and the principle of equality demonstrated a negative correlation, just as in 1999. Although there was a positive correlation between the principle of achievement and the principle of necessity in 1999, a significant correlation ceased to exist overall and among men in the 2007 survey. Moreover, just as in 1999, there was a positive correlation between the principle of effort and the principle of necessity, but the positive correlation between the principle of effort and the principle of equality weakened, and there was no longer a significant correlation in 2007. This appears to demonstrate that although the affinity between the principle of

achievement and the principle of necessity, and between the principle of effort and the principle of equality weakened, there has been no major change in the relationship between the four items over the eight-year period.

Table 3 Correlation between the four variables relating to the principle of distribution (1999)

		Achievement	Effort	Need	Equality
Achievement	All	1			
	Male	1			
	Female	1			
Effort	All	0.179 **	1		
	Male	0.150 **	1		
	Female	0.210 **	1		
Need	All	0.064 **	0.109 **	1	
	Male	0.063 *	0.107 **	1	
	Female	0.065 *	0.111 **	1	
Equality	All	-0.110 **	0.078 **	0.268 **	1
	Male	-0.101 **	0.057 *	0.236 **	1
	Female	-0.110 **	0.098 **	0.299 **	1

\*\* . Significant at 1%

\* . Significant at 5%

Table 4 Correlation between the four variables relating to the principle of distribution (2007)

		Achievement	Effort	Need	Equality
Achievement	All	1			
	Male	1			
	Female	1			
Effort	All	0.181 **	1		
	Male	0.154 **	1		
	Female	0.210 **	1		
Need	All	0.036	0.125 **	1	
	Male	-0.001	0.117 **	1	
	Female	0.067 *	0.131 **	1	
Equality	All	-0.112 **	0.042 *	0.300 **	1
	Male	-0.146 **	0.025	0.324 **	1
	Female	-0.082 **	0.054	0.280 **	1

\*\* . Significant at 1%

\*. Significant at 5%

### (3) Concerning Consciousness of Life

In the 1999 survey, two strata were identified in relation to consciousness of life: the stratum focused on post-materialism and de-emphasis of status, with a strong tendency toward de-emphasis of other-directedness, self-affirmation, and maintenance of the status quo, and the stratum focused on insecurity about competition for status and insecurity about loss of status, with a high level of interest in others, little confidence in themselves, and a strong tendency toward maintenance of the status quo. (Table 5)

Table 6 shows the coefficient of correlation between the seven items in the 2007 survey. Just as there was in 1999, there was a strong positive correlation between post-materialism and de-emphasis of status, and between insecurity about competition for status and insecurity about loss of status, both overall and by gender. In addition, there is a positive correlation between post-materialism and de-emphasis of status, and de-emphasis of other-directedness, self-affirmation, and maintenance of the status quo, as was the case in 1999. Moreover, there is also a positive correlation, just as in 1999, between insecurity about loss of status and insecurity about competition for status, and maintenance of the status quo. From this, it appears that a stable structure is being maintained, with no major changes in the relationship between the seven items over the eight-year period in question.

Table 5 Correlation between the seven variables relating to consciousness of life (1999)

		Anxiety over competition for status	Anxiety over loss of status	Maintenance of the status quo	De-emphasis on other-directedness	De-emphasis on social status	Self-worth	Post-materialism
Anxiety over competition for status	All	1						
	Male	1						
	Female	1						
Anxiety over loss of status	All	0.658 **	1					
	Male	0.661 **	1					
	Female	0.651 **	1					
Maintenance of the status quo	All	0.078 **	0.099 **	1				
	Male	0.110 **	0.112 **	1				
	Female	0.059 *	0.102 **	1				
De-emphasis on other-directedness	All	-0.071 **	-0.088 **	0.129 **	1			
	Male	-0.068 *	-0.101 **	0.126 **	1			
	Female	-0.074 **	-0.077 **	0.134 **	1			
De-emphasis on social status	All	0.004	-0.011	0.232 **	0.247 **	1		
	Male	0.023	0.018	0.231 **	0.178 **	1		
	Female	-0.008	-0.032	0.228 **	0.312 **	1		
Self-worth	All	-0.013	-0.015	-0.021	0.040 *	0.154 **	1	
	Male	-0.017	-0.014	-0.030	0.022	0.145 **	1	
	Female	-0.016	-0.027	-0.004	0.056 *	0.168 **	1	
Post-materialism	All	-0.019	-0.043 *	0.185 **	0.171 **	0.404 **	0.204 **	1
	Male	-0.027	-0.038	0.183 **	0.154 **	0.338 **	0.229 **	1
	Female	-0.006	-0.040	0.181 **	0.189 **	0.467 **	0.186 **	1

\*\* . Significant at 1%

\*. Significant at 5%

Table 5 Correlation between the seven variables relating to consciousness of life (2007)

		Anxiety over competition for status	Anxiety over loss of status	Maintenance of the status quo	De-emphasis on other-directedness	De-emphasis on social status	Self-worth	Post-materialism
Anxiety over competition for status	All	1						
	Male	1						
	Female	1						
Anxiety over loss of status	All	0.705 **	1					
	Male	0.696 **	1					
	Female	0.711 **	1					
Maintenance of the status quo	All	0.138 **	0.135 **	1				
	Male	0.107 **	0.116 **	1				
	Female	0.173 **	0.165 **	1				
De-emphasis on other-directedness	All	-0.059 **	-0.051 *	0.170 **	1			
	Male	-0.075 *	-0.064 *	0.129 **	1			
	Female	-0.046	-0.040	0.206 **	1			
De-emphasis on social status	All	0.000	-0.004	0.276 **	0.269 **	1		
	Male	0.006	0.013	0.204 **	0.236 **	1		
	Female	-0.001	-0.015	0.334 **	0.297 **	1		
Self-worth	All	-0.036	-0.014	0.010	0.112 **	0.142 **	1	
	Male	-0.063 *	-0.048	-0.018	0.090 **	0.102 **	1	
	Female	-0.019	0.007	0.048	0.131 **	0.183 **	1	
Post-materialism	All	-0.017	-0.037	0.268 **	0.181 **	0.400 **	0.190 **	1
	Male	-0.025	-0.040	0.243 **	0.159 **	0.369 **	0.208 **	1
	Female	-0.008	-0.031	0.287 **	0.200 **	0.426 **	0.179 **	1

\*\* Significant at 1%

\* Significant at 5%

#### (4) Concerning the Two Strata Relating to Work Consciousness

In each of the three previous sections, this paper has looked at trends in two strata, in relation to Japanese employment practices, the principle of distribution, and consciousness of life, respectively. This section looks at the relationships between Japanese employment practices, the principle of distribution, and consciousness of life.

##### (a) Japanese employment practices and principle of distribution

In the 1999 survey, this relationship was segmented into two strata: the stratum supporting lifetime employment and the seniority-based wage system, and the principle of effort, the principle of necessity, and the principle of equality, and the stratum supporting skills development focused on self-development and the replacement of welfare programs with increases in pay, and the principle of achievement. (Table 6)

Table 7 shows the coefficient of correlation between the five variables relating to Japanese employment practices and the four variables relating to the principle of distribution in the 2007 survey. Looking at the correlation between lifetime employment and the seniority-based wage system, and the principle of effort, there is a positive correlation between the principle of effort and the seniority-based wage system, both overall and by gender, as there was in 1999, while there is also a positive correlation between the principle of effort and lifetime employment overall and among women. Moreover, there was also a positive correlation between the principle of equality, and lifetime employment and the seniority-based wage system, just as in 1999. Looking at the correlation between the principle of necessity, and lifetime employment and the seniority-based wage

system, there is no longer a significant correlation with lifetime employment, but the positive correlation with the seniority-based wage system is the same as it was in 1999. Furthermore, looking at the correlation between skills development focused on self-development and the replacement of welfare programs with increases in pay, and the principle of achievement, there is a positive correlation overall and by gender between skills development focused on self-development and the principle of achievement, as in the case of the 1999 survey, while there is also a positive correlation overall and among women between the replacement of welfare programs with increases in pay and the principle of achievement, as was the case in 1999. This suggests that although there have been changes during the eight-year period in question, the basic two-strata structure has been maintained. On the other hand, in 2007, a positive correlation between the principle of achievement, and the seniority-based wage system and a sense of unity with the organization was seen overall and among women for the first time. Moreover, in 2007, a positive correlation was seen between the principle of effort, and the replacement of welfare programs with increases in pay and skills development focused on self-development, both overall and by gender. The principle of effort has a positive correlation with both lifetime employment and the seniority-based wage system, and skills development focused on self-development and the replacement of welfare programs with increases in pay, so one can say that focusing on the principle of effort will provide a foothold in order to identify points in common between the two strata. In addition, one can see a significant positive correlation between the principle of effort and lifetime employment, both overall and among women, but this significant correlation has ceased to exist among men, so one can say that the link between them is weakening.



Table 6 Correlation between the five variables relating to Japanese employment practices and the four variables relating to the principle of distribution (1999)

		Achievement	Effort	Need	Equality
Lifetime employment	All	0.032	0.114 **	0.095 **	0.124 **
	Male	0.045	0.077 **	0.100 **	0.084 **
	Female	0.028	0.155 **	0.090 **	0.156 **
Seniority wage system	All	-0.016	0.101 **	0.075 **	0.166 **
	Male	-0.038	0.071 *	0.052	0.131 **
	Female	0.017	0.132 **	0.099 **	0.191 **
Increase in pay in return for reduction in benefit system	All	0.096 **	0.029	0.057 **	0.024
	Male	0.123 **	0.019	0.036	-0.034
	Female	0.076 **	0.038	0.078 **	0.075 **
Self-development	All	0.093 **	0.021	0.080 **	0.050 *
	Male	0.105 **	0.013	0.057	0.043
	Female	0.075 **	0.030	0.103 **	0.063 *
A sense of unity with the organization	All	0.035	0.039	0.080 **	0.078 **
	Male	0.071 *	0.063 *	0.092 **	0.066 *
	Female	-0.015	0.018	0.069 *	0.106 **

\*\* . Significant at 1%

\*. Significant at 5%

Table 7 Correlation between the five variables relating to Japanese employment practices and the four variables relating to the principle of distribution (2007)

		Achievement	Effort	Need	Equality
Lifetime employment	All	0.021	0.075 **	0.000	0.072 **
	Male	0.039	0.036	-0.020	0.077 *
	Female	0.004	0.112 **	0.018	0.068 *
Seniority wage system	All	0.057 **	0.106 **	0.109 **	0.130 **
	Male	0.016	0.085 **	0.065 *	0.106 **
	Female	0.090 **	0.126 **	0.144 **	0.150 **
Increase in pay in return for reduction in benefit system	All	0.071 **	0.076 **	0.042	0.027
	Male	0.059	0.078 *	0.019	0.027
	Female	0.085 **	0.072 *	0.060 *	0.023
Self-development	All	0.075 **	0.089 **	0.053 *	0.028
	Male	0.072 *	0.101 **	0.043	0.049
	Female	0.076 **	0.082 **	0.062 *	0.014
A sense of unity with the organization	All	0.075 **	0.042	0.034	0.023
	Male	0.021	0.029	0.034	0.009
	Female	0.109 **	0.060 *	0.041	0.043

\*\* . Significant at 1%

\*. Significant at 5%

## (b) Japanese employment practices and consciousness of life

In the 1999 survey, respondents were segmented into the stratum supporting lifetime employment, the study, and maintenance of the status quo, which had a negative correlation to self-affirmation, and the stratum endorsing skills development focused on self-development, where there was a strong tendency toward post-materialism and de-emphasis of status, and support for self-affirmation. (Table 8)

Table 9 shows the coefficient of correlation between the five variables relating to Japanese employment practices and the seven variables relating to consciousness of life in the 2007 survey. Looking at the correlation between lifetime employment and the seniority-based wage system, and inclination toward maintenance of the status quo, there is a positive correlation between the seniority-based wage system and the maintenance of the status quo, both overall and by gender, as there was in 1999, while there is also a positive correlation overall and among women, between lifetime employment and the maintenance of the status quo. However, looking only at the correlation between lifetime employment and the seniority-based wage system, and self-affirmation,

the negative correlation is weakening, while the significant correlation with lifetime employment has disappeared. Moreover, looking at the correlation between skills development focused on self-development and post-materialism, there is a positive correlation overall and among men, as was the case in 1999, but there is no longer a significant correlation overall and by gender between skills development focused on self-development and post-materialism. Looking at the correlation between skills development focused on self-development and self-affirmation, there is a positive correlation overall, as there was in 1999, but the significant correlation among men has disappeared, while in contrast, a significant positive correlation can be seen among women. From this, one can see that although the basic two-stratum nature is being maintained, the conflict between lifetime employment and the seniority-based wage system, and self-affirmation is weakening, as is the link between skills development focused on self-development and de-emphasis of status. On the other hand, in 2007, a positive correlation was seen both overall and by gender, between skills development focused on self-development and maintenance of the status quo. Maintenance of the status quo has a positive correlation with both lifetime employment and the seniority-based wage system, and skills development focused on self-development, which can be seen as a new point in common between the two strata.

Table 8 Correlation between the five variables relating to Japanese employment practices and the seven variables relating to consciousness of life (1999)

		Anxiety over competition for status	Anxiety over loss of status	Maintenance of the status quo	De-emphasis on other-directedness	De-emphasis on social status	Self-worth	Post-materialism
Lifetime Employment	All	-0.031	-0.054 **	0.139 **	0.015	-0.006	-0.104 **	0.044 *
	Male	-0.025	-0.012	0.156 **	0.031	0.015	-0.119 **	0.086 **
	Female	-0.027	-0.086 **	0.112 **	0.001	-0.033	-0.083 **	-0.006
Seniority wage system	All	-0.027	-0.032	0.095 **	-0.002	-0.028	-0.104 **	-0.005
	Male	0.002	0.002	0.107 **	0.018	-0.009	-0.120 **	-0.008
	Female	-0.043	-0.051	0.069 *	-0.021	-0.056 *	-0.080 **	-0.010
Increase in pay in return for reduction in benefit system	All	0.061 **	0.082 **	-0.006	0.000	-0.044 *	-0.009	-0.035
	Male	0.037	0.056	0.004	0.023	-0.030	0.031	-0.054
	Female	0.090 **	0.115 **	-0.020	-0.022	-0.060 *	-0.046	-0.019
Self-development	All	0.034	0.034	0.010	0.032	0.063 **	0.058 **	0.098 **
	Male	0.022	0.016	0.054	0.020	0.095 **	0.093 **	0.112 **
	Female	0.040	0.045	-0.023	0.042	0.036	0.020	0.088 **
A sense of unity with the organization	All	0.071 **	0.051 *	0.056 **	-0.003	0.031	0.047 *	0.078 **
	Male	0.109 **	0.063 *	0.078 **	0.000	0.055	0.035	0.092 **
	Female	0.025	0.021	0.060 *	-0.007	0.021	0.045	0.077 **

\*\* Significant at 1%

\* Significant at 5%

Table 9 Correlation between the five variables relating to Japanese employment practices and the seven variables relating to consciousness of life (2007)

		Anxiety over competition for status	Anxiety over loss of status	Maintenance of the status quo	De-emphasis on other-directedness	De-emphasis on social status	Self-worth	Post-materialism
Lifetime Employment	All	-0.032	-0.037	0.075 **	0.014	0.057 **	-0.022	0.066 **
	Male	-0.052	-0.063 *	0.044	0.042	0.098 **	-0.026	0.056
	Female	-0.016	-0.015	0.105 **	-0.009	0.020	-0.020	0.075 **
Seniority wage system	All	0.002	-0.010	0.103 **	0.035	0.013	-0.058 **	0.038
	Male	-0.039	-0.047	0.091 **	0.036	0.035	-0.055	0.060
	Female	0.036	0.020	0.115 **	0.034	-0.005	-0.060 *	0.020
Increase in pay in return for reduction in benefit system	All	0.029	0.046 *	0.061 **	0.048 *	0.038	-0.024	0.036
	Male	0.007	0.036	0.080 *	0.064 *	0.027	-0.015	0.012
	Female	0.053	0.060 *	0.034	0.033	0.044	-0.027	0.056
Self-development	All	0.032	0.047 *	0.073 **	0.036	0.029	0.063 **	0.085 **
	Male	0.020	0.063	0.093 **	0.075 *	0.057	0.060	0.125 **
	Female	0.039	0.031	0.063 *	0.004	0.007	0.063 *	0.053
A sense of unity with the organization	All	0.040	0.046 *	0.043	0.060 **	0.076 **	0.076 **	0.068 **
	Male	0.043	0.096 **	0.027	0.075 *	0.067 *	0.011	0.045
	Female	0.030	-0.005	0.079 **	0.051	0.094 **	0.112 **	0.093 **

\*\* Significant at 1%

\* Significant at 5%

#### 4. Consciousness of Unemployment

##### (1) Levels of Job Satisfaction

<Survey design>

Employment is a means of acquiring economic wealth and social status, so the level of satisfaction with treatment, such as salary and promotion, reflects the results of the allocation of social resources. However, employment is also important in terms of demonstrating one's abilities, personal growth, and fulfilling one's social responsibilities, so there are cases in which individuals find their work rewarding and satisfying as a result of such non-material elements. In this survey, the level of job satisfaction has been measured in relation to four dimensions: effort, ability, work, and responsibility.

[Question] The following relates to the job that you are doing (working for a company, self-employed, or part-time or similar job). How satisfied are you with your job in relation to the matters referred to in (1)-(4) below?

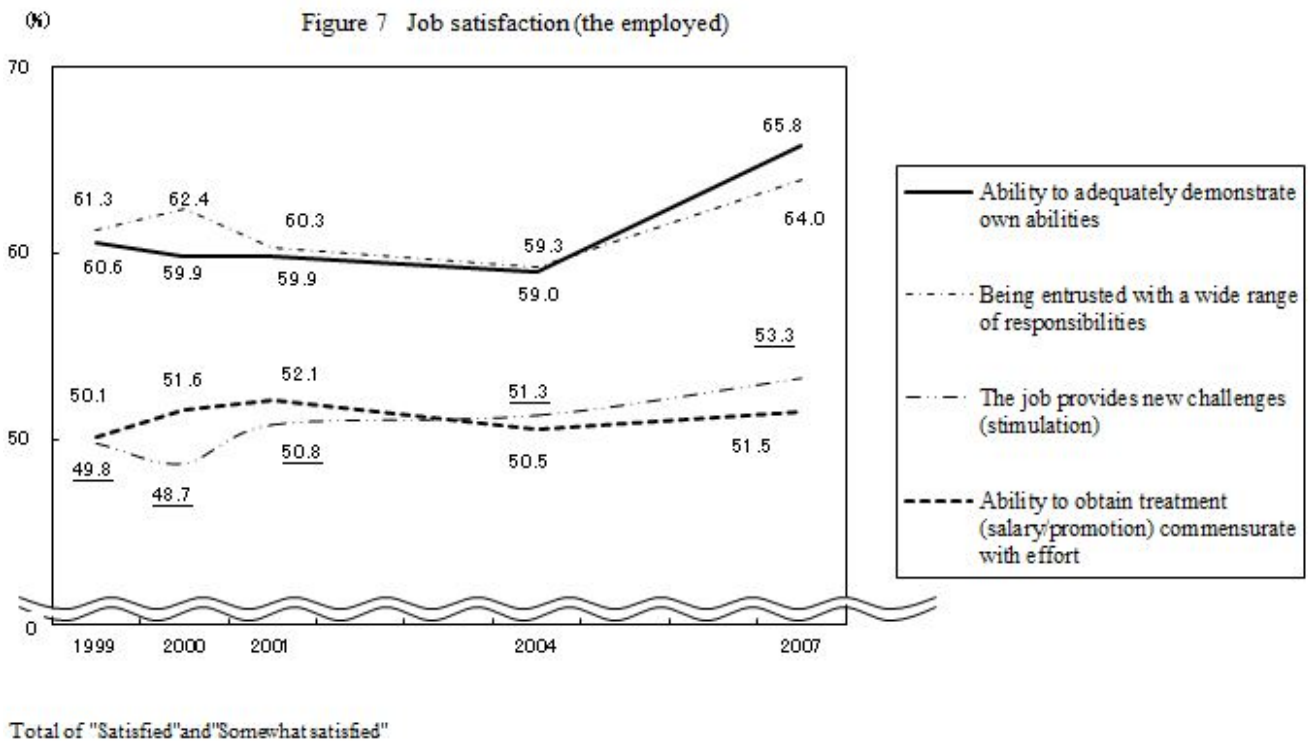
- (1) Ability to obtain treatment (salary/promotion) commensurate with effort (effort dimension)
- (2) Ability to adequately demonstrate own abilities (ability dimension)
- (3) The job provides new challenges (stimulation) (work dimension)
- (4) Being entrusted with a wide range of responsibilities (responsibility dimension)

[Response] 1 Satisfied 2 Somewhat satisfied 3 Somewhat dissatisfied 4 Dissatisfied 5 Can't say either way 6 Don't know

<Overall trend>

In relation to the questions about level of job satisfaction, the proportion of those in paid employment who expressed their satisfaction with their jobs through the responses "I can adequately demonstrate my abilities" and "I am entrusted with a wide range of responsibilities" was high in 2007, at more than 60% (65.8% and

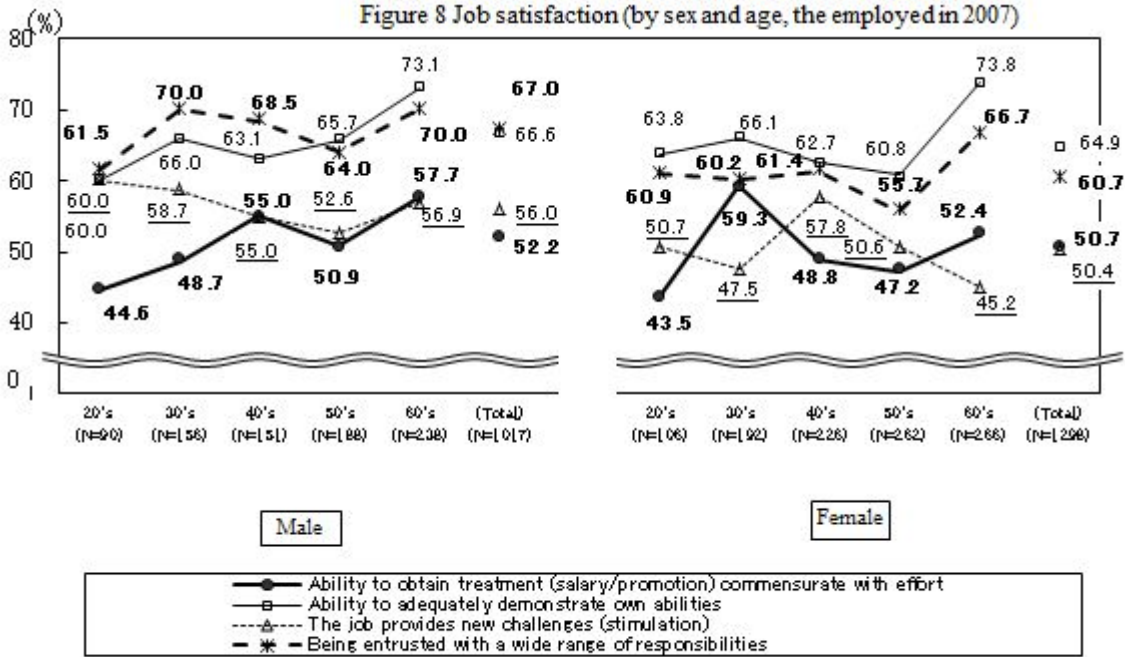
64.0%, respectively), with both demonstrating a rise of about 5 percentage points compared with the 2004 survey. On the other hand, the share of those satisfied in that “my job provides new challenges” and “I receive treatment commensurate with my effort” was about 50% (53.3% and 51.5%, respectively), remaining more-or-less unchanged since the 1999 survey. (Figure 7)



<By gender and age>

Looking at the 2007 data by gender and age, the proportion of those responding “I can adequately demonstrate my abilities” was higher than those responding “I am entrusted with a wide range of responsibilities” among women in all age brackets, accounting for the highest proportion of all responses. On the other hand, among men, apart from those in their 50s and 60s, the proportion responding “I am entrusted with a wide range of responsibilities” was higher than the share accounted for by those responding “I can adequately demonstrate my abilities”, accounting for the highest proportion of all responses. The proportion responding “I receive treatment commensurate with my effort” tended to be higher among men in older age brackets, apart from those in their 50s, while the curve illustrating the age distribution of women giving this response formed a shape similar to that of a mountain, peaking in the 30s age bracket (59.3%). (Figure 8)

Figure 8 Job satisfaction (by sex and age, the employed in 2007)



Total of "Satisfied" and "Somewhat satisfied"  
 Age group of N=40 or less (70's and over) are omitted. (Total) includes 70's and over.

(2) Preferred Career Development

<Survey design>

The way of working focused on becoming firmly established at a single company and entering a managerial post there became the model for the career development of Japanese people as Japanese employment practices progressed during the period of economic growth. However, as Japanese employment practices are shaken by the demise of the growth economy, it is becoming more difficult to envisage a career based on becoming firmly established at a single company. On the other hand, if one becomes an expert in a particular job, there are cases in which one might develop one's career through working at a number of companies, without becoming firmly established at a single company. Moreover, there is also the option of becoming self-reliant through self-employment. In this survey, career orientation was divided into three categories: 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"; and 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".

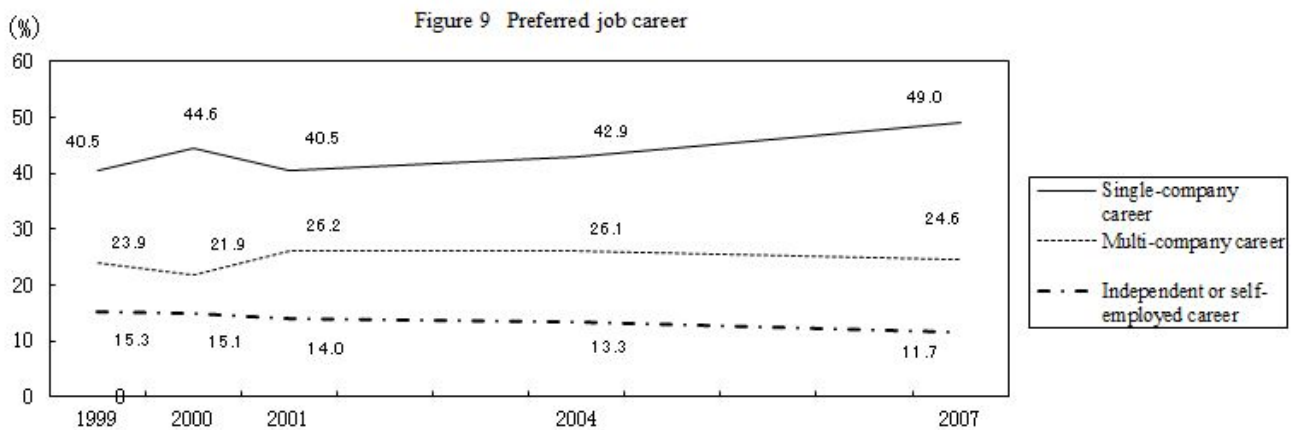
[Question] There are many different career paths in this world. Choose the one you think is most desirable from the list below.

[Response]

- 1 A career involving working for many years at a single company and gradually reaching management status
- 2 A career involving gaining experience at a number of companies and gradually reaching management status
- 3 A career involving working for many years at a single company and gradually becoming an expert in a particular job
- 4 A career involving gaining experience at a number of companies and gradually becoming an expert in a particular job
- 5 A career involving being employed initially, and then later becoming self-employed
- 6 A career involving being self-employed from the outset
- 7 Can't say either way
- 8 Don't know

<Overall trend>

In terms of the most desirable occupational career, a career at a single company has remained consistently high since 1999, accounting for a share of almost 50% (49.0%) in 2007. Compared with 2004, this is a rise of 6.1 percentage points. Next is a career at a number of companies, cited by just over 20% (24.6%), a figure that has declined slightly since 2004. There has been a downward trend among the proportion citing a career based on self-employment, reaching about 10% (11.7%) in 2007.

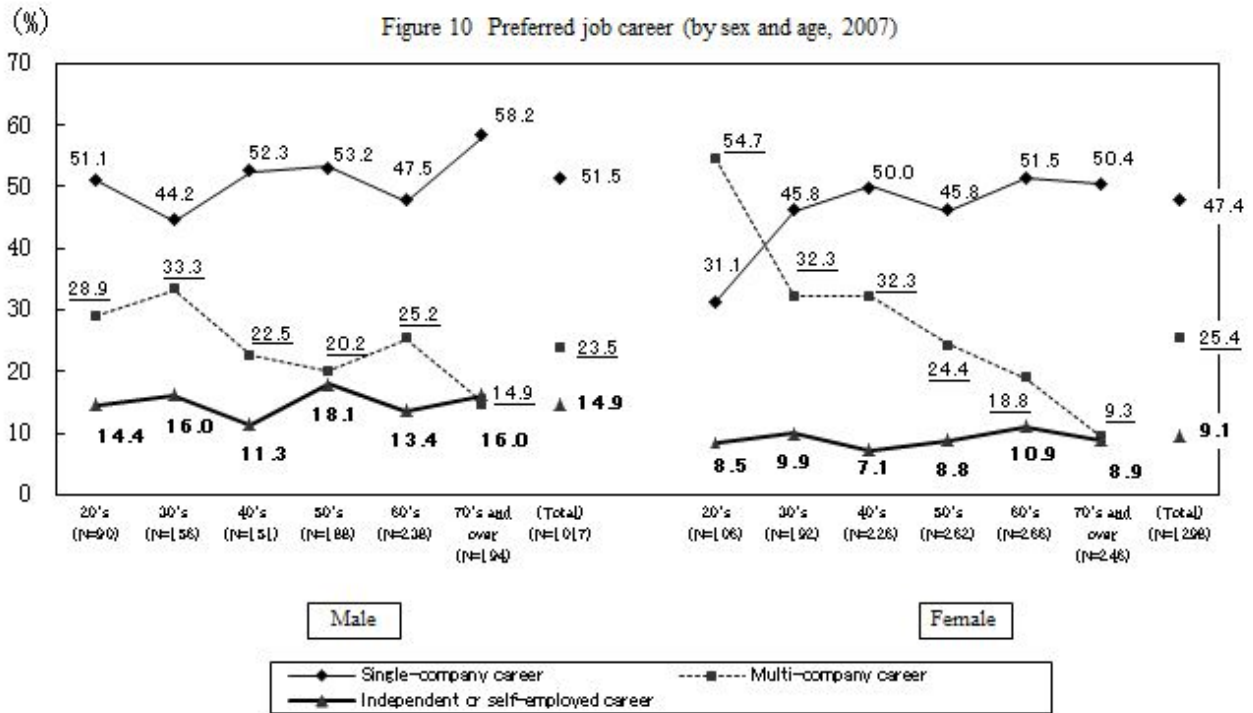


Single-company career: "A career involving working for many years at a single company and gradually reaching management status" and "a career involving working for many years at a single company and gradually becoming an expert in a particular job"  
Multi-company career: "A career involving gaining experience at a number of companies and gradually reaching management status" and "a career involving gaining experience at a number of companies and gradually becoming an expert in a particular job"  
Independent or self-employed career: "A career involving being employed initially, and then later becoming self-employed" and "a career involving being self-employed from the outset"

<By gender and age>

Looking at the 2007 data by gender and age, the proportion citing a career at a single company was high among men in all age brackets. The proportion citing a career at a number of companies was highest among those in

their 20s and 30s. Among women, the proportion supporting a career at a number of companies was high (54.7%), but the proportion supporting this declines as the age of the respondent increases, with a particularly marked fall between those in their 20s and 30s, and those in their 40s. Conversely, among those in their 30s, the proportion citing a career at a single company is highest. (Figure 10)



Single-company career: "A career involving working for many years at a single company and gradually reaching management status" and "A career involving working for many years at a single company and gradually becoming an expert in a particular job"  
 Multi-company career: "A career involving gaining experience at a number of companies and gradually reaching management status" and "A career involving gaining experience at a number of companies and gradually becoming an expert in a particular job"  
 Independent or self-employed career: "A career involving being employed initially, and then later becoming self-employed" and "A career involving being self-employed from the outset"

### (3) View of Freeters

<Survey design>

While there are some with a positive opinion of the "freeter" (part-time job-hopper) way of working, believing it to be a way of working that allows freedom, there are also those who have a negative attitude toward it, perceiving it to be an unstable way of working. This survey asked respondents for their views on this point.

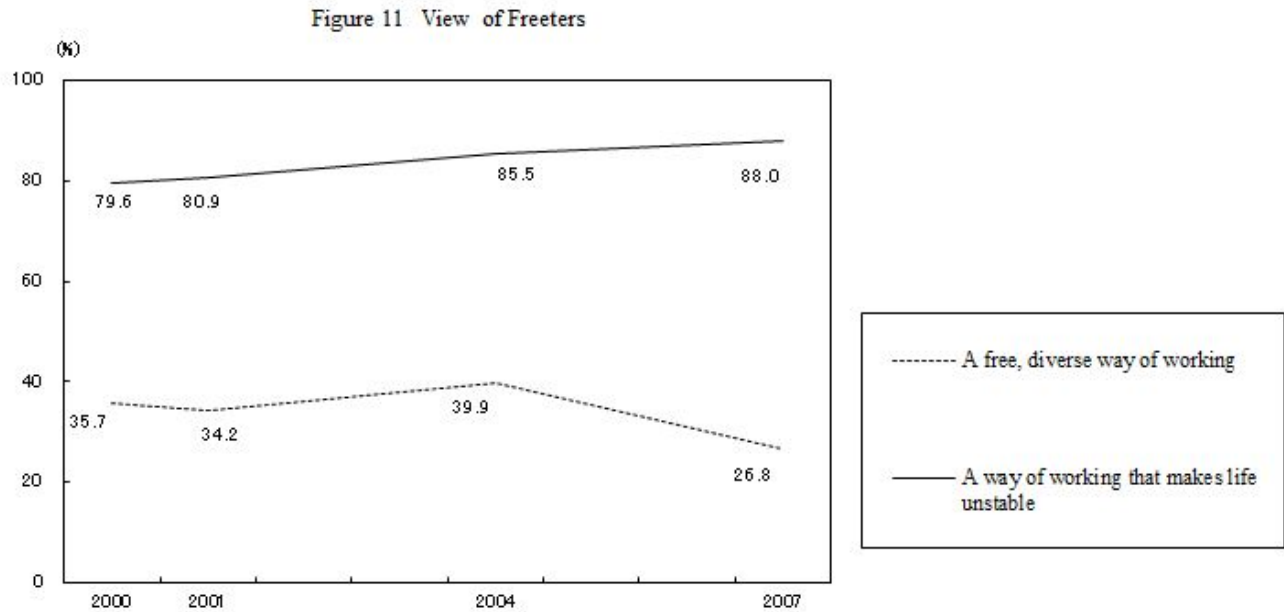
[Question] Recently, there has been an increase in the number of freeters, who are mainly young people and who do not settle in a particular job. What do you think about the opinions expressed about this way of working in (1) and (2) below (please note that this excludes *arubaito* (casual work) by students and housewives who work part-time)?

- (1) It is a free, diverse way of working
- (2) It is a way of working that makes life unstable

[Response] 1 Agree 2 Somewhat agree 3 Somewhat disagree 4 Disagree 5 Don't know

<Overall trend>

The proportion of those affirming that the freeter way of working is a way of working that makes life unstable is rising, reaching 88.0% in 2007. On the other hand, the proportion of those who stated that it is a free, diverse way of working is dwindling, falling by about 13 percentage points between 2004 and 2007. (Figure 11)



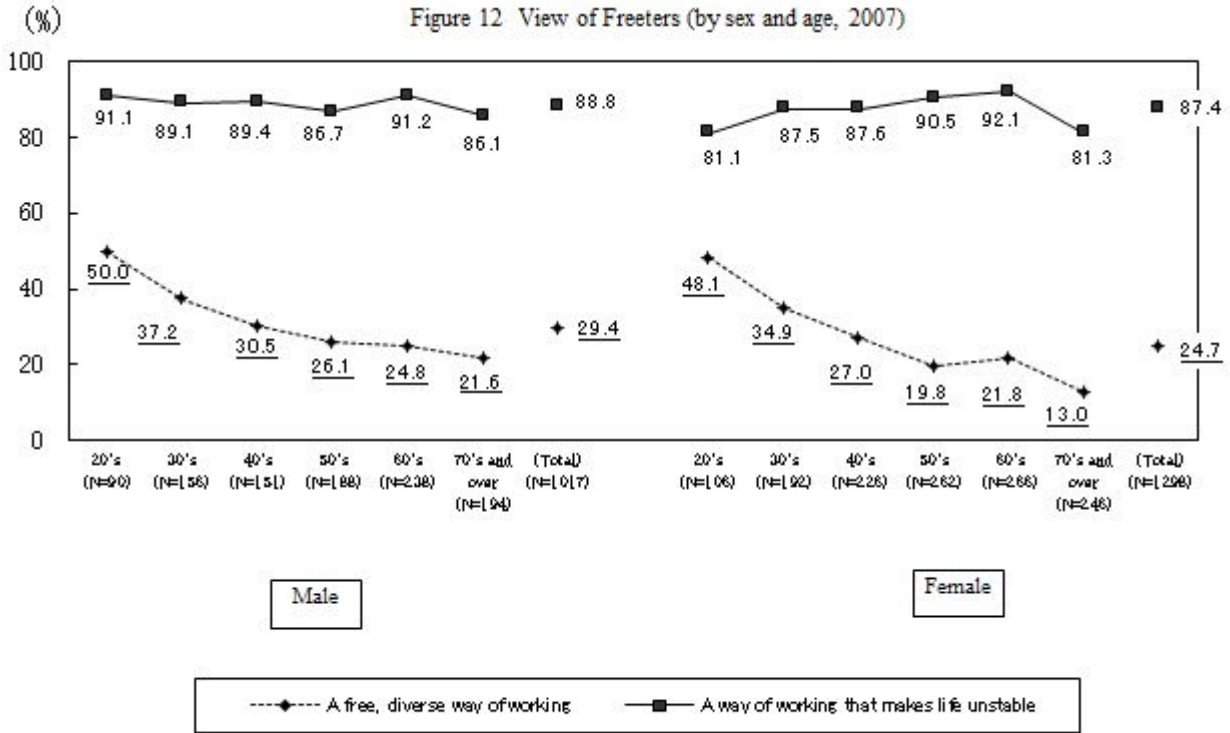
Total of "Agree" and "Somewhat agree"

<By gender and age>

Moreover, looking at the 2007 data by gender and age, the proportion supporting the view that it is a way of working that makes life unstable was high among both men and women of all age brackets, at 80-90%. On the other hand, the proportion endorsing the view that it is a free, diverse way of working was about 50% among men and women in their 20s, but this proportion falls as the age of the respondent increases; in addition, the proportion of women holding this view is slightly lower than the proportion of men among all age brackets. (Figure 12)



Figure 12 View of Freeters (by sex and age, 2007)



Total of "Agree" and "Somewhat agree"

## 5. Consciousness of Unemployment

### (1) Image of Unemployment

<Survey design>

As well as negative impressions of unemployment, in the form of views concerning “economic difficulty (life becomes more difficult economically)”, “loss of social links (social links are lost)”, and “loss of identity (life loses its meaning)”, a more forward-looking perception of unemployment was also highlighted, in the form of views on “starting career again (it becomes the catalyst for starting one’s life again)”.

[Question] What kind of image do you have of unemployment? Please select the option that best matches your opinion in regard to each of the statements (1)-(4) below.

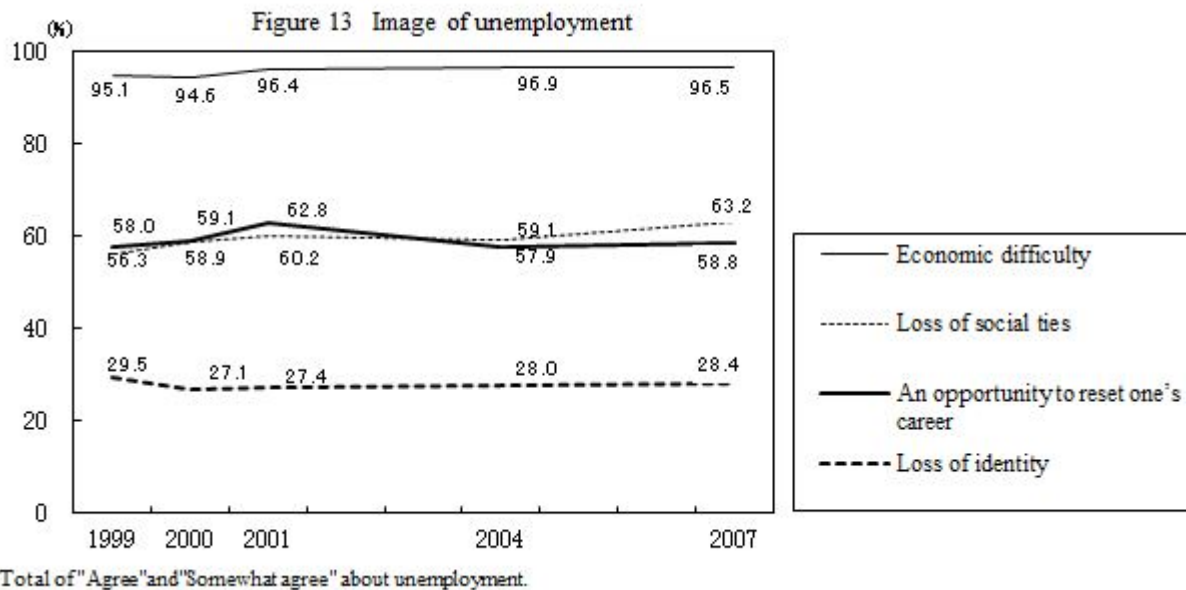
- (1) Life becomes more difficult economically
- (2) Social links are lost
- (3) Life loses its meaning
- (4) It becomes the catalyst for starting one’s life again

[Response] 1 Agree 2 Somewhat agree 3 Somewhat disagree 4 Disagree 5 Don’t know

<Overall trend>

The image that unemployment causes life to become more difficult economically has remained consistently high since 1999, at more than 90%. Moreover, the negative perception that social links are lost accounted for

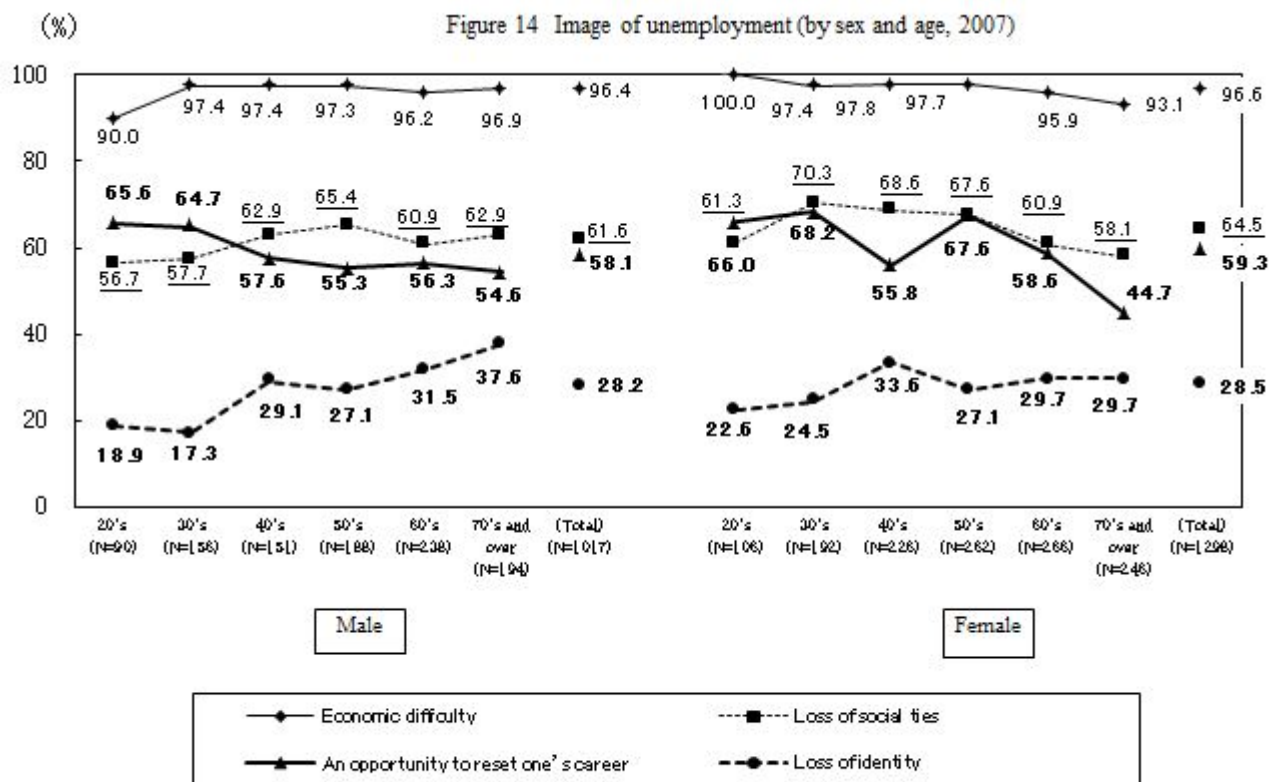
around 60% of responses, while the share of responses accounted for by the view that life loses its meaning remained at just under 30%. At the same time, just under 60% responded that it becomes the catalyst for starting one's life again, so one can see that it is not necessarily the case that unemployment is perceived entirely in negative terms. It should be noted that all categories have remained broadly stable since the survey began in 1999. (Figure 13)



<By gender and age>

Looking at the data for 2007 by gender and age, the largest proportion was accounted for by those endorsing the view that life becomes more difficult economically, with shares of 90% or higher among all age brackets, irrespective of gender. The proportion responding that it becomes the catalyst for starting one's life again was highest among men in their 20s, at 65.6%, dwindling thereafter as the age of the respondents increased. Among women, this view was most common among those in their 30s (68.2%). There was no major disparity between the genders or between age brackets in terms of the proportion responding that social links are lost, with figures around 60-70% in all cases. Among men, the proportion responding that life loses its meaning grew as the age of the respondents increased. On the other hand, among women, this view was most common among those in their 40s (33.6%). (Figure 14)

Figure 14 Image of unemployment (by sex and age, 2007)



Total of "Agree" and "Somewhat agree" about unemployment

## (2) Response to Unemployment

<Survey design>

The things that are lost as a result of unemployment are significant economically and socially, as well as from the perspective of continuing one's career. However, there is also the viewpoint that, if one perceives unemployment from the perspective of starting one's career again, focusing too stubbornly on one's current job due to a desire to avoid unemployment could lead to opportunities for a new career being missed. Accordingly, as well as anxiety about unemployment in the near future (within the next year), the survey explored people's responses to unemployment, in terms of whether they would try to avoid unemployment as much as they could, or whether unemployment would be inevitable if they were dissatisfied with their current job.

[Question] Which of the following best matches your current thoughts in relation to matters concerning unemployment? Please select the option that best matches your opinion in regard to each of the statements

(1)-(3) below.

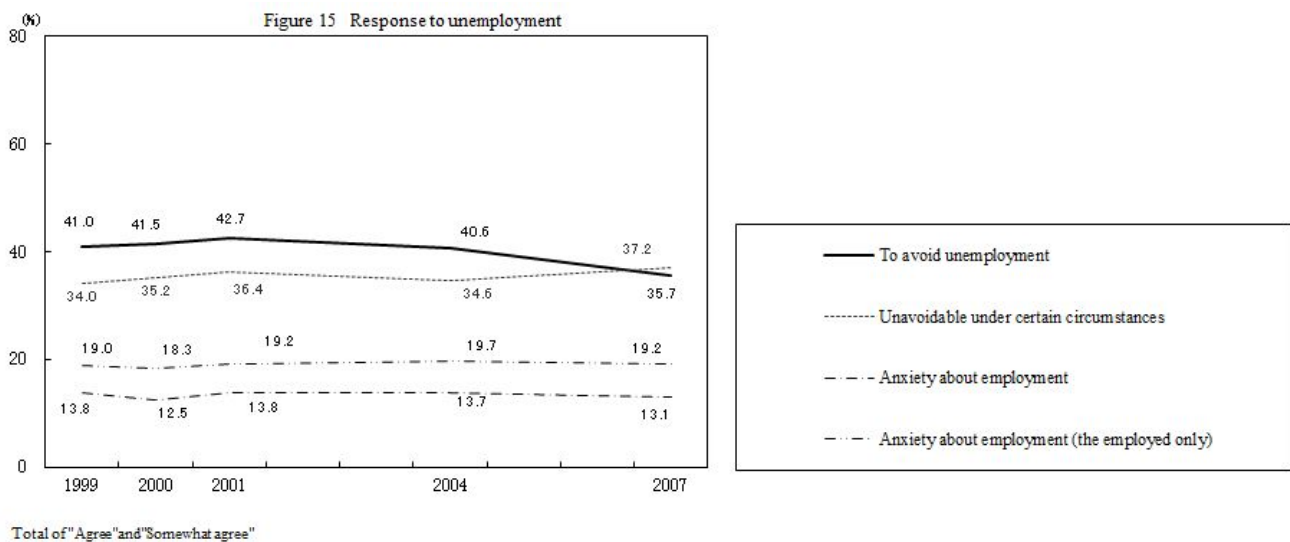
- (1) I am anxious that I might become unemployed in the near future (within the next year)
- (2) I would not mind a wage decrease in order to avoid unemployment
- (3) Unemployment is inevitable if you are dissatisfied with wages or how rewarding you find the job

[Response] 1 Agree 2 Somewhat agree 3 Somewhat disagree 4 Disagree 5 Not applicable

6 Don't know

<Overall trend>

With regard to views on unemployment, until 2004, the proportion responding “I would not mind a wage decrease in order to avoid unemployment” (approximately 40%) remained higher than the proportion stating “unemployment is inevitable if you are dissatisfied with wages or how rewarding you find the job” (more than 30%), but this pattern was reversed in 2007, with the proportion accounted for by the latter response higher than the former. While wanting to avoid unemployment, there is a strong feeling that unemployment is inevitable if one is dissatisfied with wages or how rewarding one finds the job. Moreover, in 2007, just under 20% of those in paid employment (19.2%) responded “I am anxious that I might become unemployed in the near future (within the next year)”; this proportion has remained more-or-less stable, irrespective of the time when the survey was conducted. (Figure 15)

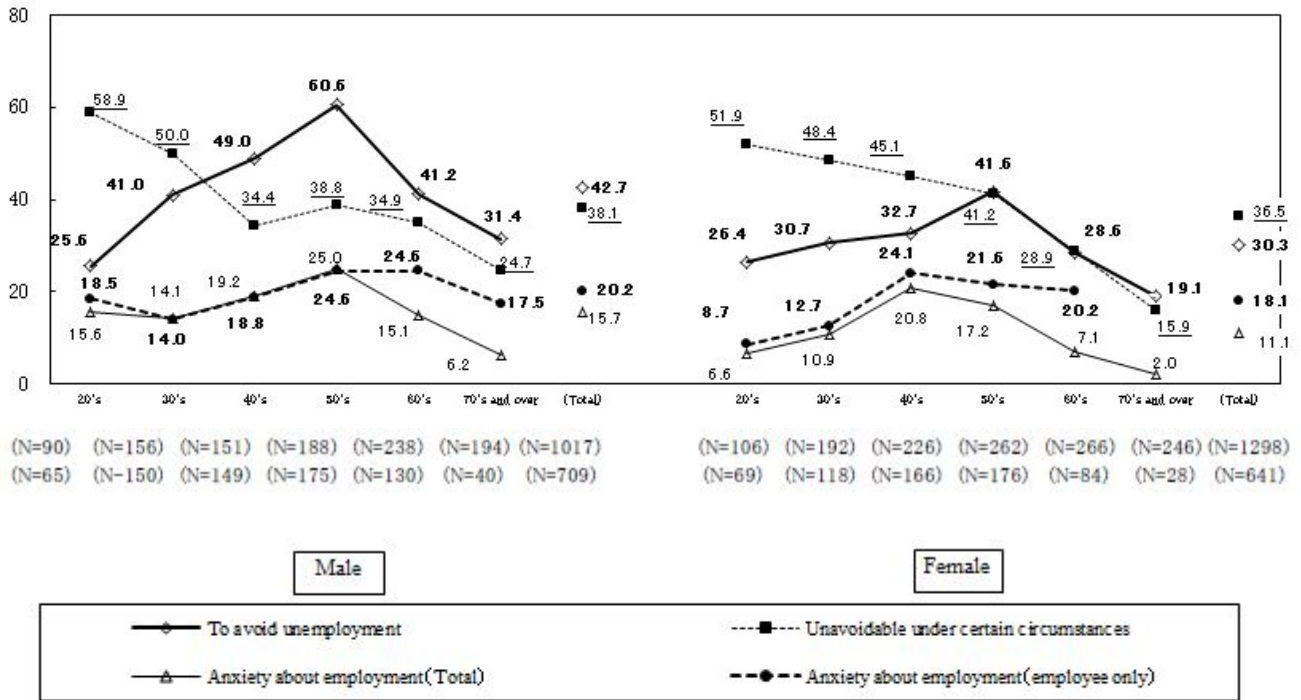


<By gender and age>

Looking at the data for 2007 by gender and age, the curve illustrating the age distribution of those stating “I would not mind a wage decrease in order to avoid unemployment” forms a shape similar to that of a mountain, peaking in the 50s age bracket among both men and women (60.6% among men, 41.6% among women). On the other hand, the proportion responding that “unemployment is inevitable if you are dissatisfied with wages or how rewarding you find the job” is more than 50% among respondents in their 20s and around 50% among those in their 30s, demonstrating that the proportion of those endorsing this view is higher among younger respondents, both male and female. (Figure 16)

(%)

Figure 16 Response to unemployment (by sex and age, 2007)



Total of "Agree" and "Somewhat agree"  
The second row of N number, the employed only

### (3) Response after Unemployment

<Survey design>

Achieving re-employment as soon as possible after becoming unemployed is a crucial strategy for repairing the damage. However, it is not actually the case that any job is fine, just as long as one is re-employed. People each have their own career preferences, in terms of such matters as wages and the content of work. The survey explored what people thought their subsequent response would be if they became unemployed.

[Question] If you became unemployed, what do you think your response would be? Please select the option that best matches your opinion in regard to each of the statements (1)-(4) below.

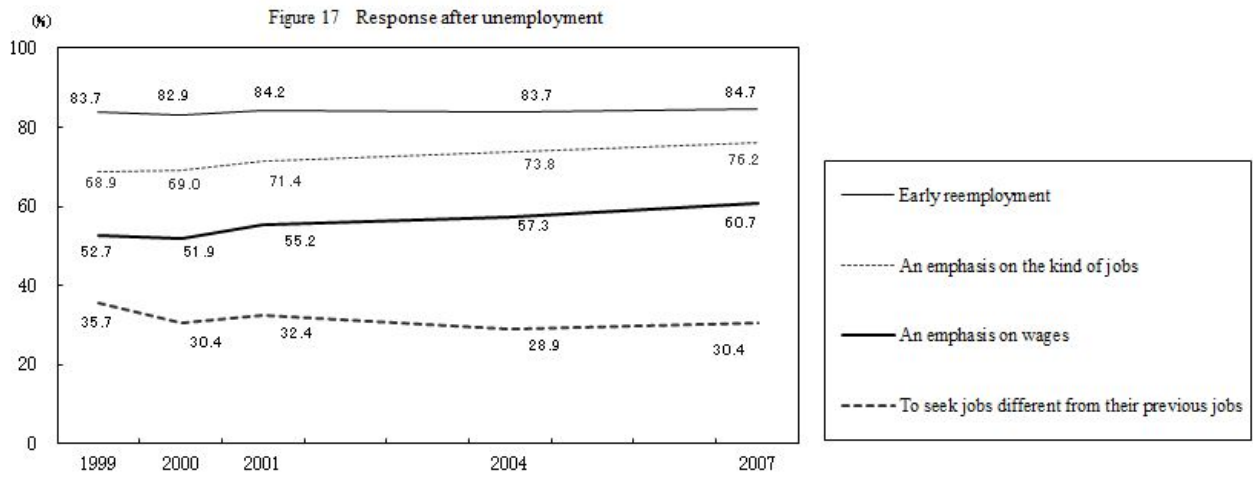
- (1) I want to find a job as soon as possible
- (2) I want to pick and choose based on the wages
- (3) I want to pick and choose based on the content of the work
- (4) I want to engage in training or get qualifications so that I can obtain a different kind of job from the one I used to have

[Response] 1 Agree 2 Somewhat agree 3 Somewhat disagree 4 Disagree 5 Don't know

<Overall trend>

The proportion responding that, if they became unemployed, they would want to find a job as soon as possible has consistently accounted for the highest share since the survey began in 1999, at just over 80%. The

proportion stating “I want to pick and choose based on the content of the work” is around 70%, while “I want to pick and choose based on the wages” accounted for around 60% of responses, and “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” accounted for around 30% of responses. The proportion responding “I want to pick and choose based on the content of the work” and “I want to pick and choose based on the wages” has demonstrated an increase, albeit only slight, since 2000. (Figure 17)



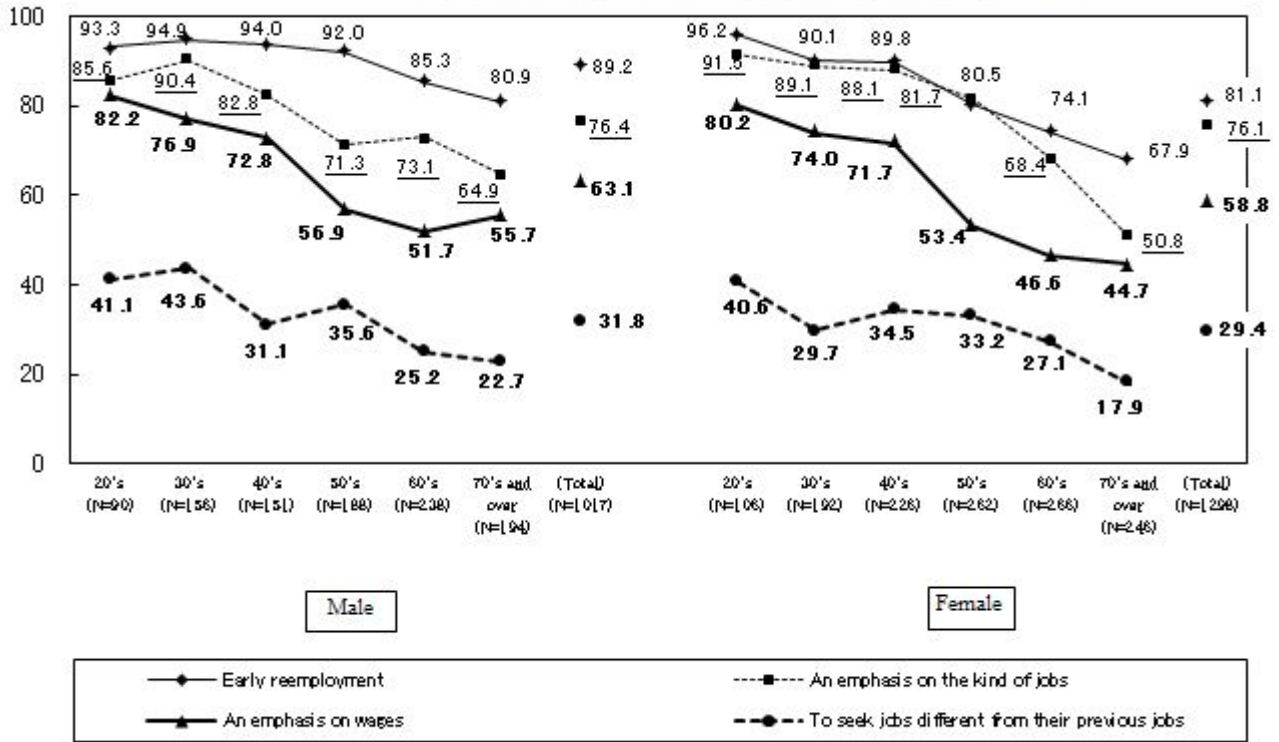
Total of "Agree" and "Somewhat agree"

<By gender and age>

Looking at the data for 2007 by gender and age, there is a tendency for all statements to be endorsed more strongly by younger respondents, irrespective of gender. From this, one can see not only the importance that young people attach to the content of work and their wages, but also their strong motivation to seek re-employment as soon as possible. (Figure 18)

(%)

Figure 18 Response after unemployment (by sex and age, 2007)



Total of "Agree" and "Somewhat agree"

#### (4) Unemployment Assistance

<Survey design>

In regard to support for the unemployed, unemployment insurance benefits are an important support measure, but support for reducing the number of unemployed people is even more crucial. So what sort of support measures do people desire? Seven support measures were highlighted and respondents' views on them explored.

[Question] From the following kinds of unemployment support, please choose up to three kinds that you think are important. (M.A.)

[Response]

1 Support for maintaining employment at the company

2 Support for creating new employment opportunities

3 Support for re-employment (employment referral, provision of information)

4 Advice concerning suitable occupations or vocational ability (counseling)

5 Support for those who are having difficulty in finding employment (long-term unemployed, elderly people, etc.)

6 Vocational training

7 Livelihood protection in the event of unemployment

8 None/don't know

<Overall trend>

When respondents were asked about the forms of support that they believed to be important (up to three responses permitted), the response cited by the largest number of respondents in 2007 was support for re-employment, accounting for about 70% of responses (70.9%); figures for this response have been increasing, albeit slightly, since 2001. The next-most-common response was livelihood protection in the event of unemployment, which still accounted for a majority of responses (54.7% in 2007), but this figure has been on the decline since 2000. Other forms of support cited included support for maintaining employment at the company and support for those who are having difficulty in finding employment, which both accounted for around 40% of responses in 2007 (38.8% and 36.8%, respectively). (Figure 19)

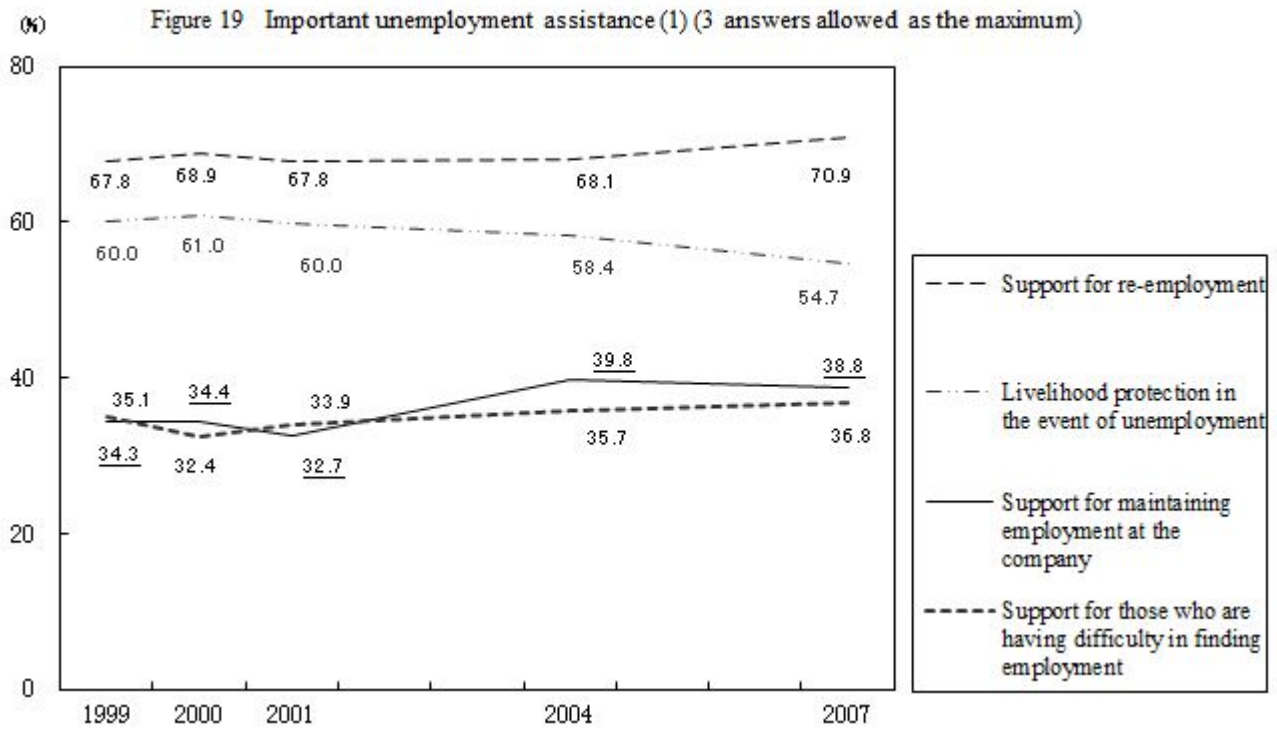
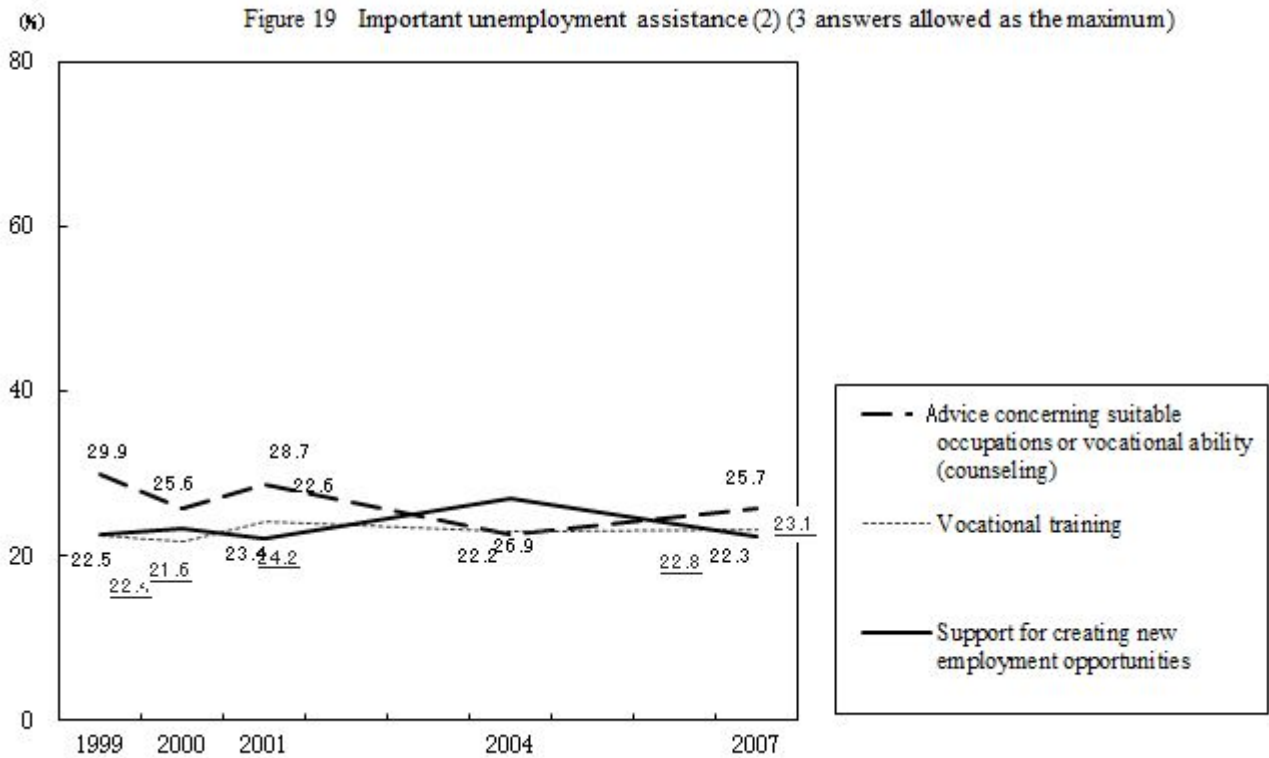
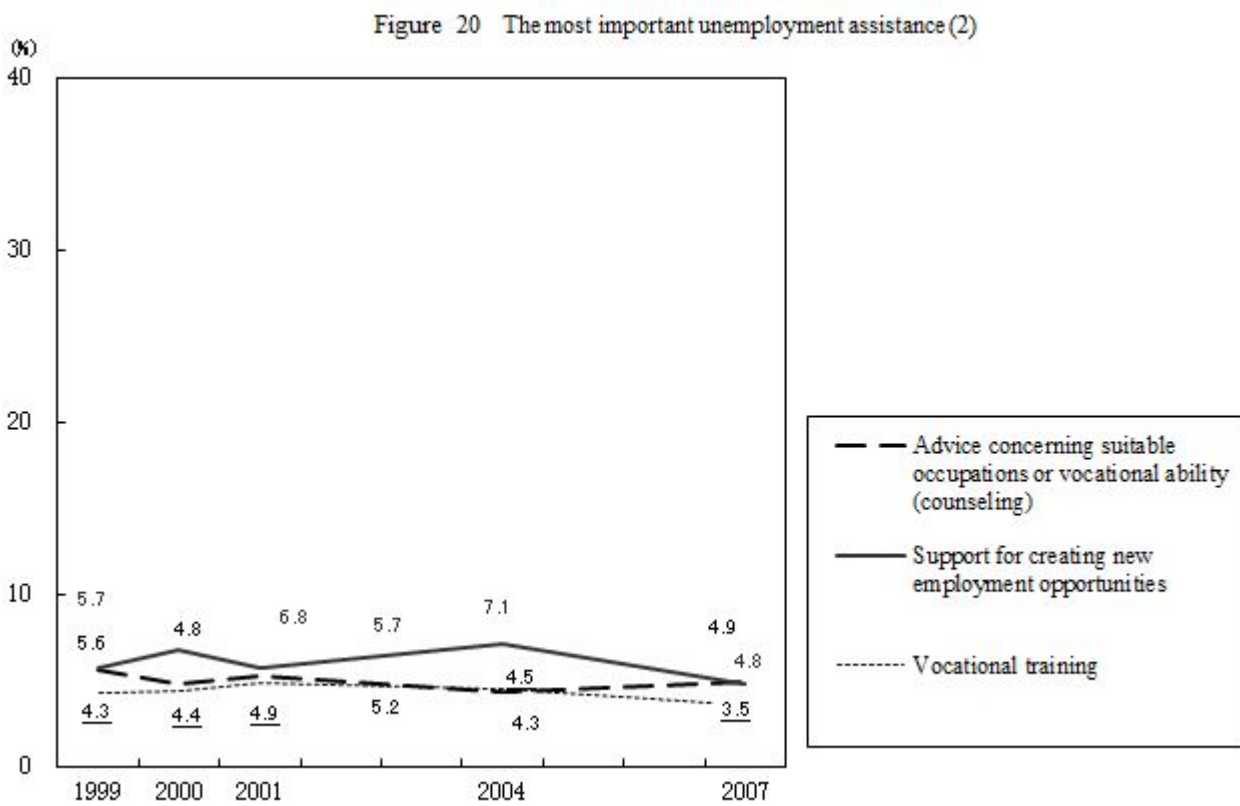
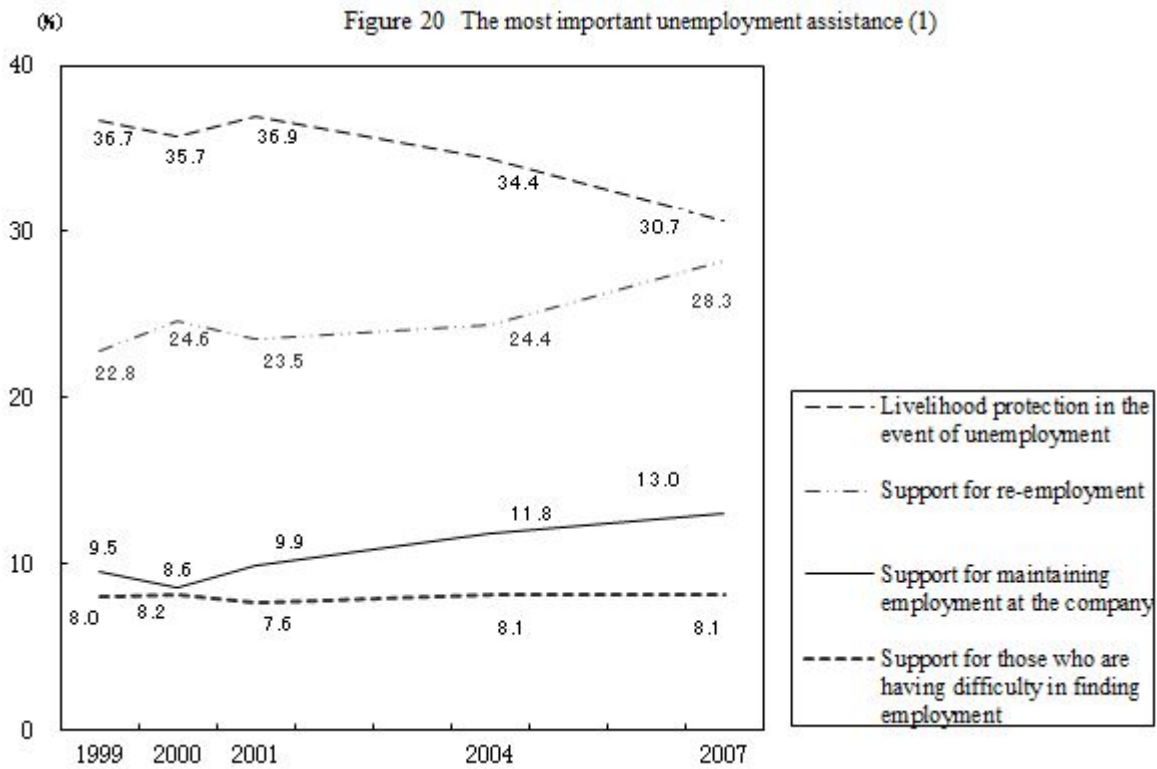




Figure 19 Important unemployment assistance (2) (3 answers allowed as the maximum)



Of these, the form of unemployment support that was cited as being most important was livelihood protection in the event of unemployment (30.7% in 2007; downward trend since 2001), followed by support for re-employment (28.3% in 2007; upward trend since 2001), and support for maintaining employment at the company (13.0% in 2007; upward trend since 2000). (Figure 20)



<By gender and age>

Looking at the data for 2007 by gender and age, in terms of the type of unemployment support thought to be most important, the proportion of respondents endorsing livelihood protection in the event of unemployment and support for re-employment was high among both men and women. Livelihood protection in the event of unemployment received the greatest support from men in their 40s (35.1%) and women in their 50s (34.7%). Support for re-employment was cited most frequently by both men and women in their 20s (35.6% of men and 36.8% of women in this age bracket); among women in particular, there was a tendency for the share of respondents citing this kind of support to decline as the age of the respondent increased. The proportion of men citing support for maintaining employment at the company was relatively high compared with the proportion of women endorsing it, among all age brackets, with the highest figures being recorded among men in their 30s (19.9%) and women in their 50s (13.7%). Support for creating new employment opportunities was endorsed by around 10% of men in the 20s to 50s age brackets, while among women, the proportion citing this measure was low, at around 2-3%, apart from in the case of those in their 20s (6.6%). (Figure 21)

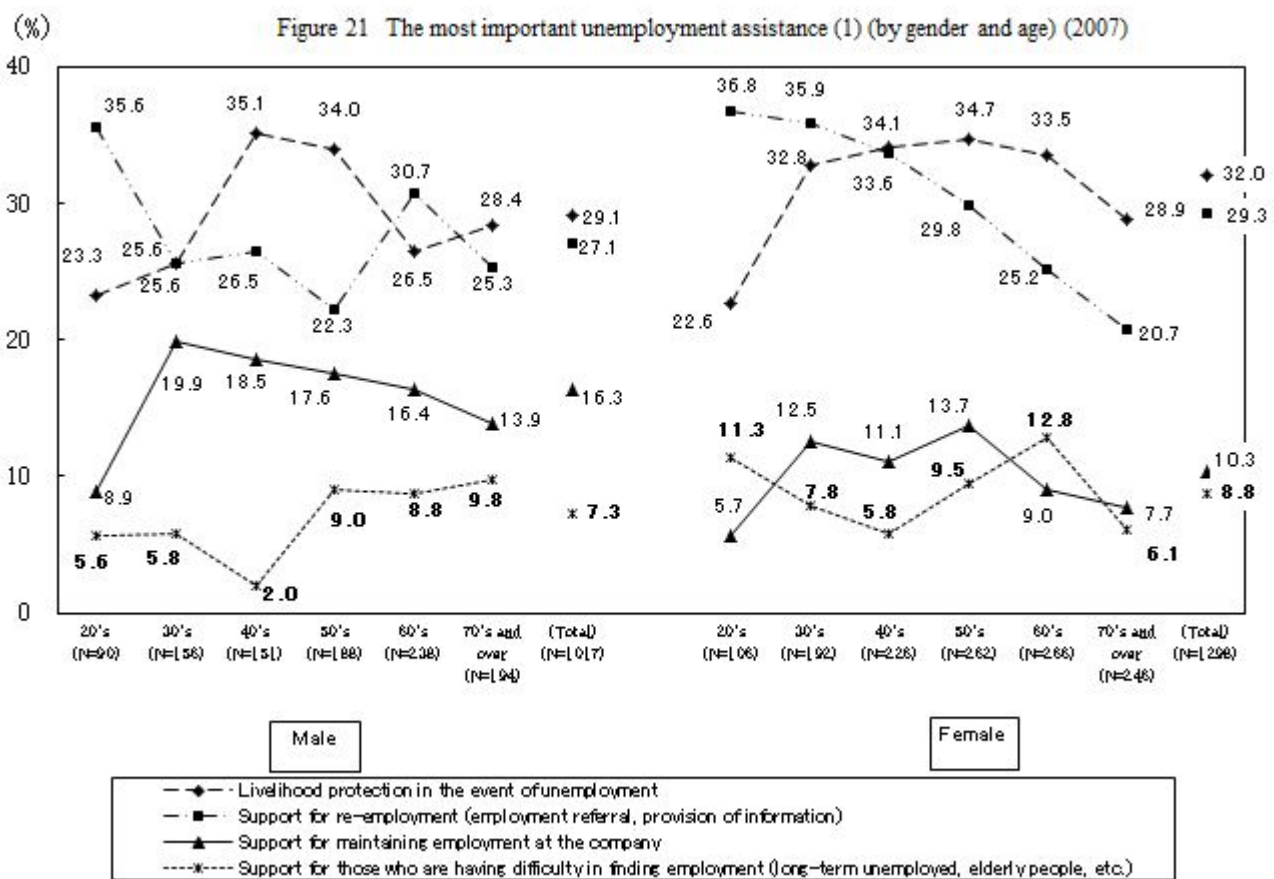
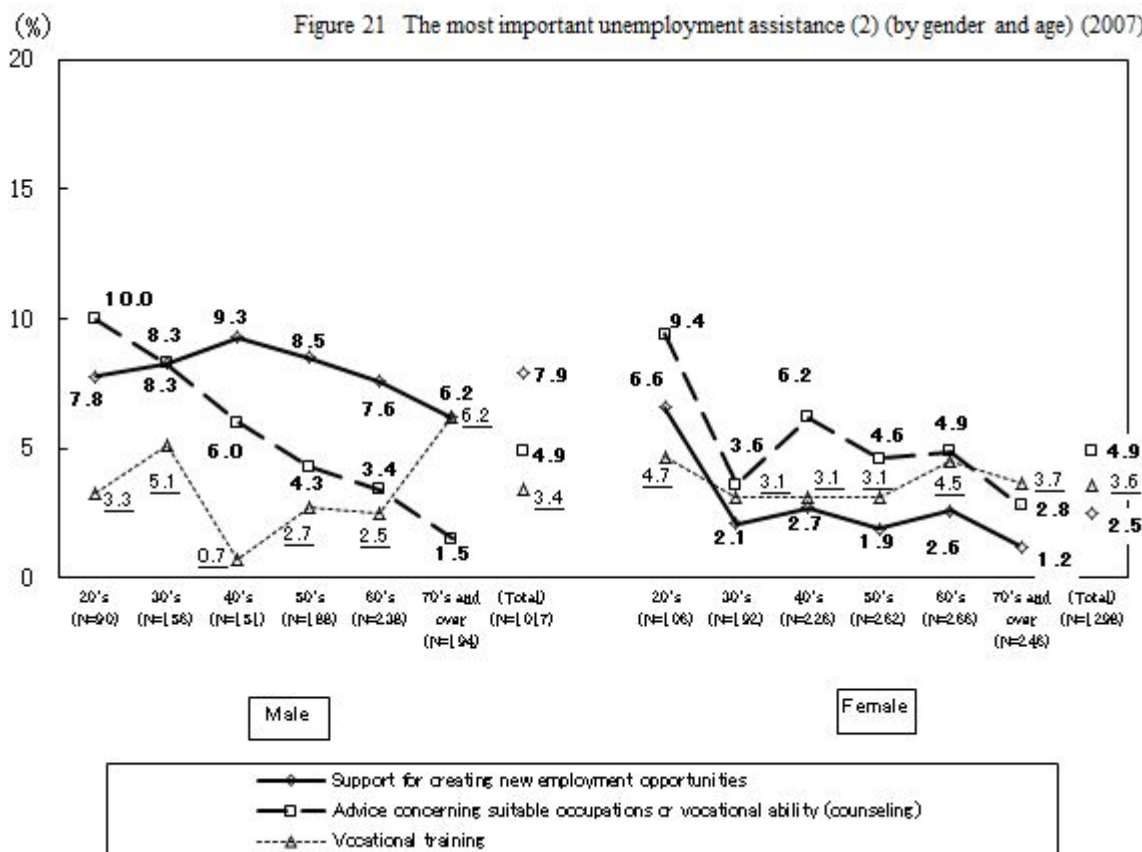


Figure 21 The most important unemployment assistance (2) (by gender and age) (2007)



(5) Rules of Restructuring

<Survey design>

These days, in Japan, restructuring aimed at slimming down companies has ceased to be a rare occurrence. This survey examined the question of what kind of rule should be used in restructuring, in order to promote consensus.

[Question] What do you think should be done about staff adjustments or dismissals as a result of poor business performance by a company? Please select the option that best matches your opinion in regard to each of the statements (1)-(5) below.

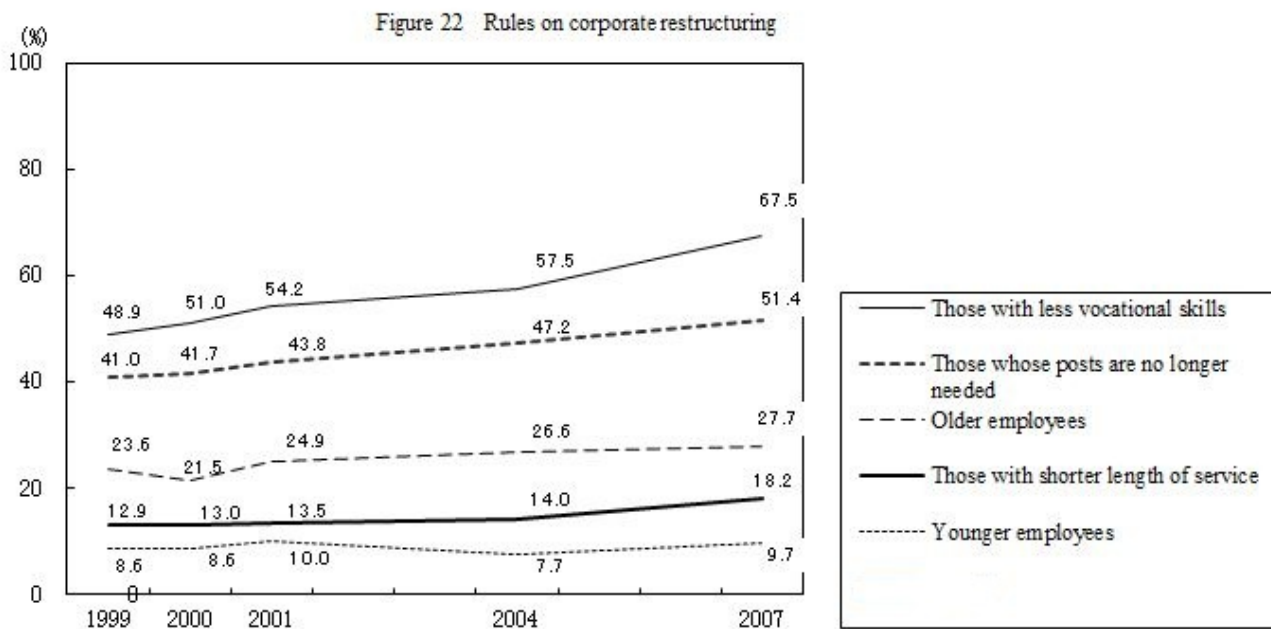
- (1) Those with the shortest length of continuous service should be the first to lose their jobs
- (2) Those with the lowest level of vocational ability should be the first to lose their jobs
- (3) Those who are youngest should be the first to lose their jobs
- (4) Those who are oldest should be the first to lose their jobs
- (5) Those whose duties are no longer required should be the first to lose their jobs

[Response] 1 Agree 2 Somewhat agree 3 Somewhat disagree 4 Disagree 5 Don't know

<Overall trend>

When respondents were asked about staff adjustments or dismissals as a result of poor business performance by

a company, the highest level of support in 2007 was for an approach under which those with the lowest level of vocational ability would be the first to lose their jobs, at just under 70% (67.5%); there has been a consistent upward trend in regard to support for this approach since 1999. The next-highest level of support was expressed for an approach based on those whose duties are no longer required being the first to lose their jobs, which was around 50% (51.4%) in 2007, with support for this approach also on the rise. The next-most-popular option was those who are oldest being the first to lose their jobs, at just under 30% (27.7%), followed by those with the shortest length of continuous service, at just under 20% (18.2%), and those who are youngest, at just under 10% (9.7%). One can say that there is a tendency for reasons associated with the performance of duties to be acceptable grounds for making decisions on staff adjustments. (Figure 22)



Total of "Agree" and "Somewhat agree" about staff adjustments or dismissals as a result of poor business performance by a company

Those with less vocational skills: Those with the lowest level of vocational ability should be the first to lose their jobs

Those whose posts are no longer needed: Those whose duties are no longer required should be the first to lose their jobs

Older employees: Those who are oldest should be the first to lose their jobs

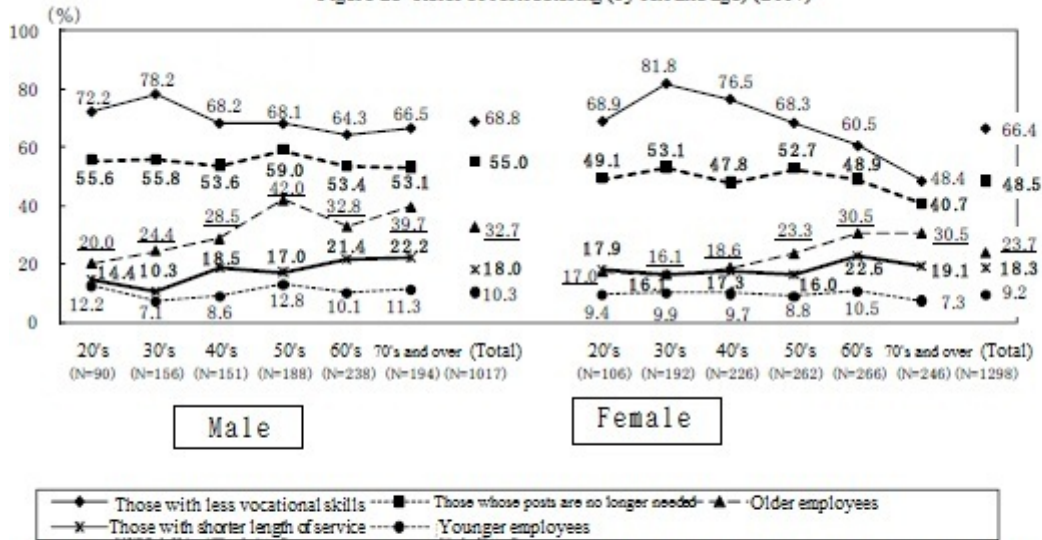
Those with shorter length of service: Those with the shortest length of continuous service should be the first to lose their jobs

Younger employees: Those who are youngest should be the first to lose their jobs

<By gender and age>

Looking at the data for 2007 by gender and age, apart from among women in their 20s, support for those with the lowest level of vocational ability losing their jobs first increases as the age of the respondent decreases. Support for this principle is around 60-70% among men in all age brackets. On the other hand, there is a tendency among both men and women for older respondents to demonstrate greater support for the approach in which elderly people lost their jobs first, with more women than men expressing support for this in all age brackets. (Figure 23)

Figure 23 Rules of restructuring (by sex and age) (2007)



Total of "Agree" and "Somewhat agree" about staff adjustments or dismissals as a result of poor business performance by a company

Those with less vocational skills: Those with the lowest level of vocational ability should be the first to lose their jobs

Those whose posts are no longer needed: Those whose duties are no longer required should be the first to lose their jobs

Older employees: Those who are oldest should be the first to lose their jobs

Those with shorter length of service: Those with the shortest length of continuous service should be the first to lose their jobs

Younger employees: Those who are youngest should be the first to lose their jobs

## 6. Consciousness of Society

### (1) Class Attribution and Social Consciousness

<Survey design>

In terms of respondents' sense of belonging to a social class, it is said that there is widespread identification with the middle class, but has there been any change in this tendency? This section also sought to explore consciousness in conjunction with the question of whether respondents felt that society was fair.

[Question 1] If one were to divide the whole of Japanese society today into the following five classes, to which of these classes do you think you would belong?

[Response 1] 1 Upper 2 Upper-middle 3 Middle-middle 4 Lower-middle 5 Lower 6 Don't know

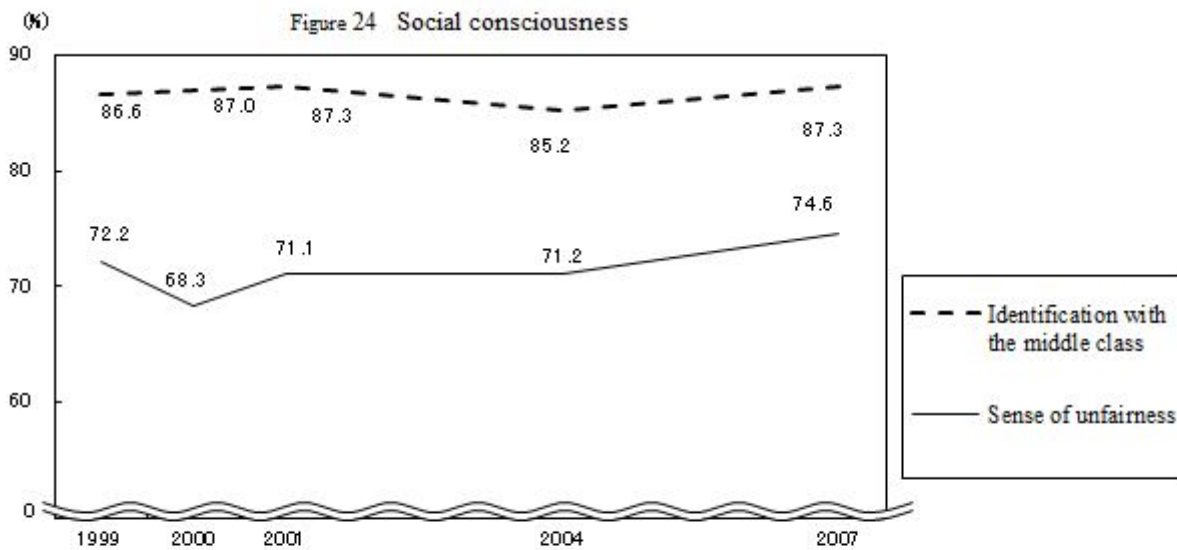
[Question 2] In general, do you feel that the world today is fair?

[Response 2] 1 Fair 2 Mostly fair 3 Not very fair 4 Unfair 5 Don't know

<Overall trend>

When respondents were asked about the class to which they would belong if Japanese society were divided into five classes (upper, upper-middle, middle-middle, lower-middle, lower), the proportion replying that they would be in the middle (total for those responding upper-middle, middle-middle, or lower-middle) consistently remained at just under 90% between 1999 and 2007. On the other hand, the proportion of those responding that they felt that society in general was unfair (total for those responding "unfair" or "not very fair") was just over

70% (74.6%) in 2007, demonstrating a moderate upward trend since the survey began. (Figure 24)



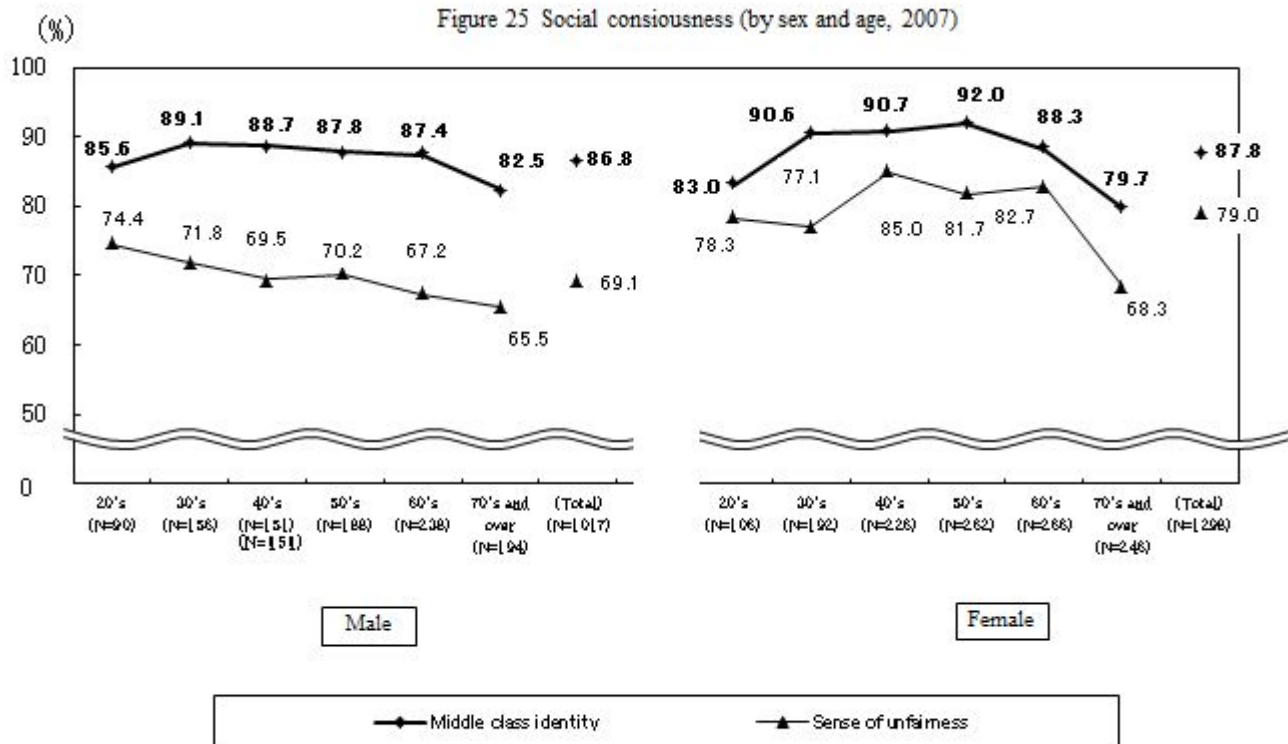
Identification with the middle class : Total of "upper-middle" and "middle-middle" and "lower-middle" if one were to divide the whole of Japanese society today into the following five classes,, to which of these classes do you think you would belong?

Sense of unfairness: Total of "not very fair" and "unfair" In general, do you feel that the world today is fair?

<By gender and age>

Looking at the data for 2007 by gender and age, the proportion of men and women stating that they belonged to the middle class was high among all age brackets, at 80-90%. Among men, there was a greater tendency to feel that society was unfair as the age of the respondent increased. Among women, there was a greater sense of injustice than among men in all age brackets (about 70% among men, on average, and about 80% among women, on average). (Figure 25)

Figure 25 Social consciousness (by sex and age, 2007)



Middle class identity: Total of "Upper-middle" and "Middle-middle" and "lower-middle" If one were to divide the whole of Japanese society today into the following five classes, to which of these classes do you think you would belong?  
 Sense of unfairness: Total of "Not very fair" and "Unfair" In general, do you feel that the world today is fair?

## (2) Sense of Injustice Regarding Treatment

<Survey design>

Following on from (1), the survey explored whether respondents felt that society was fair in relation to eight key fields: gender, age, academic background, occupation, income, property, family lineage, and nationality/race.

[Question] (Do you feel that the world today is fair?) What do you think about the following?

- (1) Different treatment depending on gender
- (2) Different treatment depending on age
- (3) Different treatment depending on academic background
- (4) Different treatment depending on occupation
- (5) Different treatment depending on income
- (6) Different treatment depending on property
- (7) Different treatment depending on family lineage
- (8) Different treatment depending on nationality/race

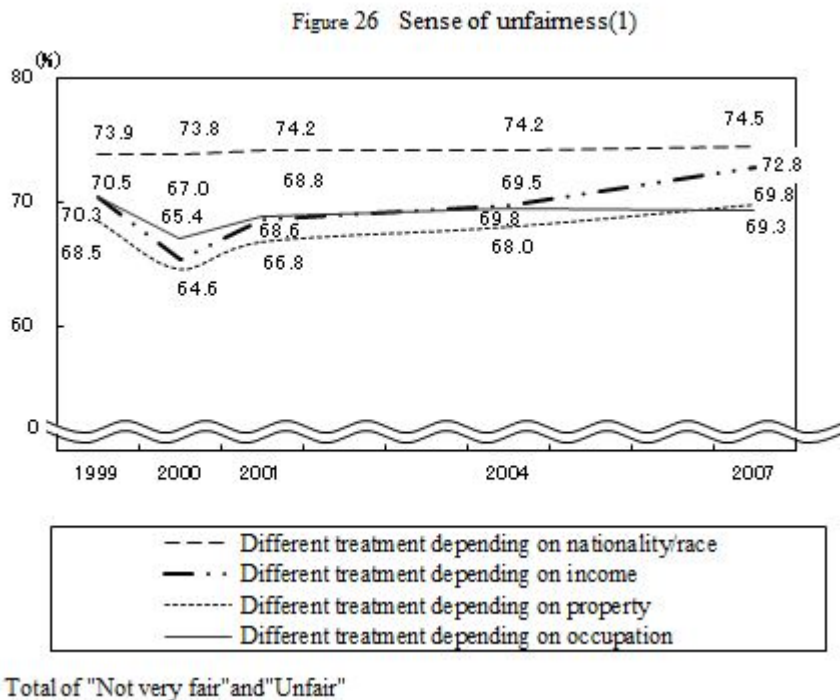
[Response] 1 Fair 2 Mostly fair 3 Not very fair 4 Unfair 5 Don't know

<Overall trend>

Since the survey began in 1999, the sense of injustice concerning different treatment depending on



nationality/race has consistently accounted for the largest share, reaching 74.5% in 2007. There was also a considerable sense of injustice concerning different treatment depending on income (72.8%), different treatment depending on property (69.8%), different treatment depending on occupation (69.3%), and different treatment depending on academic background (67.0%), with an upward trend being seen since 2000 in regard to the sense of injustice concerning different treatment depending on income and different treatment depending on property. On the other hand, the sense of injustice regarding different treatment depending on family lineage (59.9%) and different treatment depending on age (54.8%) has decreased. Compared with the situation in 2004, the sense of injustice concerning different treatment depending on academic background, different treatment depending on gender, and different treatment depending on age is falling. In particular, the sense of injustice concerning academic background was lower in this survey than that concerning property and occupation. (Figure 26)



### (3) Society That Japan Should Aim to Achieve

#### <Survey design>

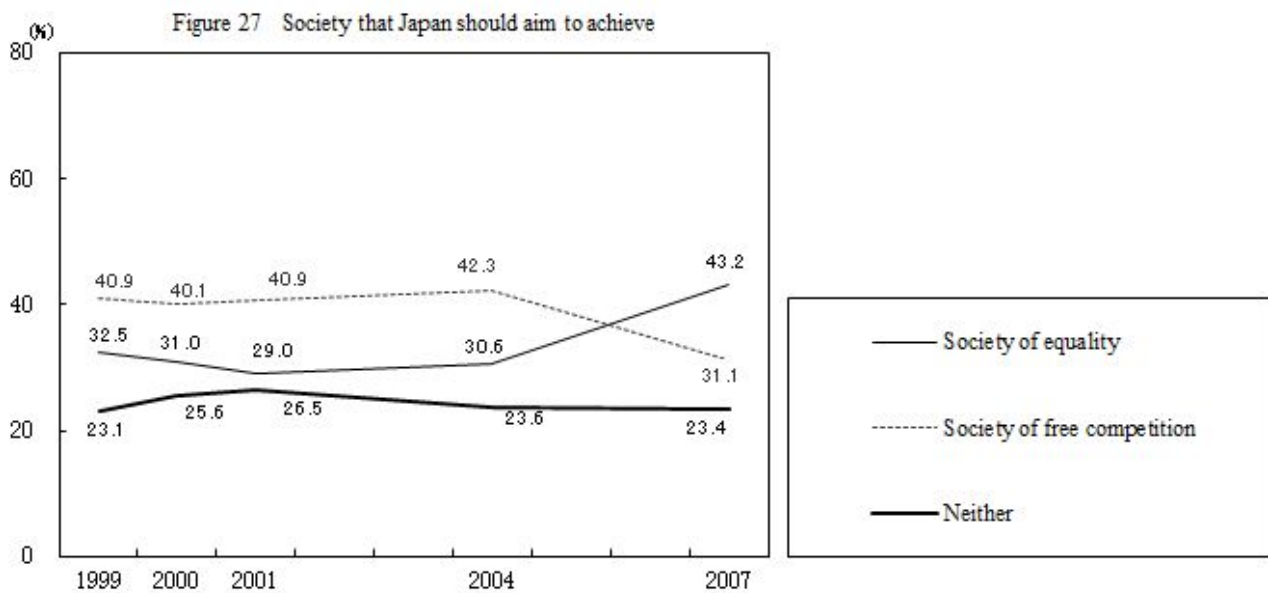
Freedom and equality are the basic principles of modern society, but they are not necessarily always compatible with each other. This survey divided the question about the society that Japan should aim to achieve into two social paradigms (“an equal society with few wealth disparities” and “a society in which one can compete freely according to one’s motivation and abilities”, and asked respondents which they supported.

[Question] In terms of the social paradigm that Japan should aim to achieve in the future, which of the following is closer to your own opinion?

[Response] 1 An equal society with few wealth disparities 2 A society in which one can compete freely according to one's motivation and abilities 3 Can't say either way 4 Don't know

<Overall trend>

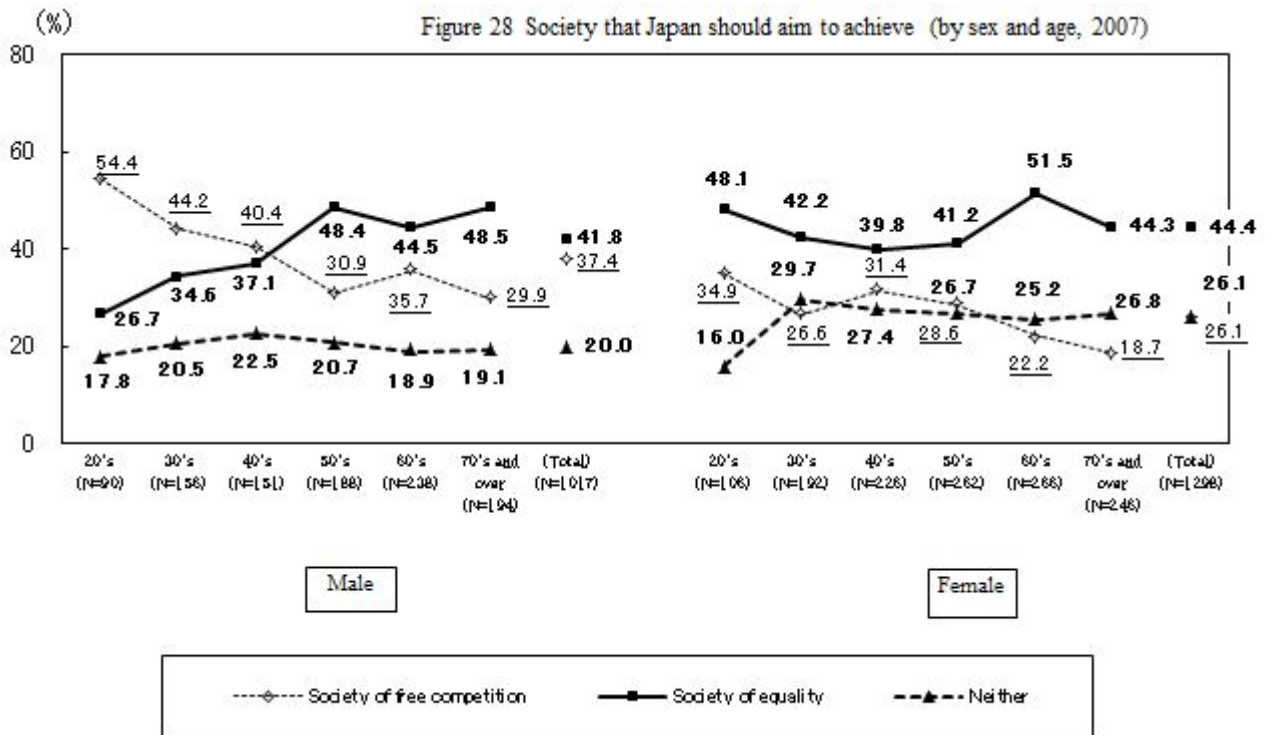
When asked about the social paradigm that Japan should aim to achieve in the future, between 1999 and 2004, around 40% of respondents supported a society in which one can compete freely according to one's motivation and abilities, more than the proportion advocating an equal society with few wealth disparities, but this situation was reversed in 2007, with the proportion advocating an equal society with few wealth disparities rising considerably (up approximately 13 percentage points), while the proportion advocating a society in which one can compete freely according to one's motivation and abilities fell substantially (down by about 11 percentage points). (Figure 27)



<By gender and age>

Looking at the data for 2007 by gender and age, a higher proportion of men than women in all age brackets supported a society in which one can compete freely according to one's motivation and abilities (37.4% of men and 26.1% of women). Moreover, among men, there was greater support for a society in which one can compete freely according to one's motivation and abilities among younger age brackets, while support for an equal society with few wealth disparities tended to increase among older age brackets. In addition, there was greater support among women in all age brackets for an equal society with few wealth disparities than for a society in which one can compete freely according to one's motivation and abilities. (Figure 28)

Figure 28 Society that Japan should aim to achieve (by sex and age, 2007)



## 7. Consciousness of Life

### (1) Life Focus

<Survey design>

Respondents were asked about what they thought was important in the realm of everyday life, with daily life being broken down into seven categories (family, social activities, income, leisure, property, occupation, and academic background), in order to ascertain the areas on which respondents placed greatest emphasis.

[Question] How important to you are the following things listed in (1)-(7) below?

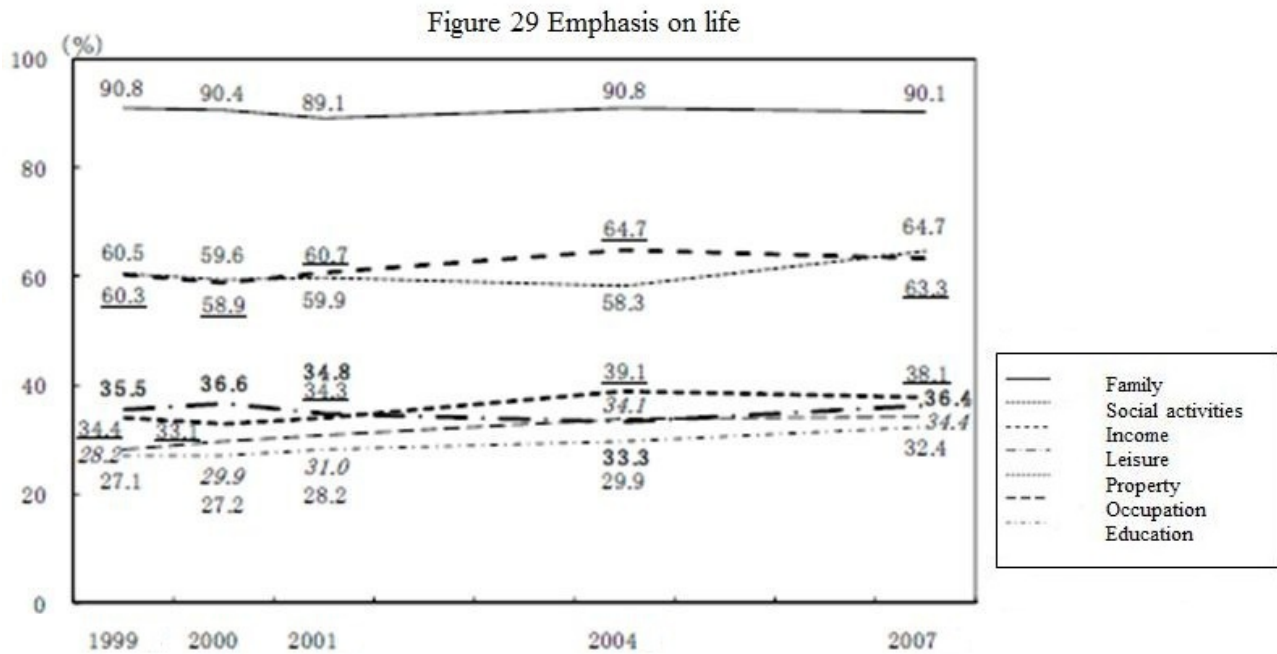
- (1) Finding an occupation with a high level of social approval
- (2) Securing a high income
- (3) Attaining a high level of education
- (4) Securing the trust and respect of your family
- (5) Making a significant contribution through social activities, such as volunteer activities and activities as part of your neighborhood association
- (6) Playing a central role in clubs focused on hobbies or leisure activities
- (7) Having a great deal of property

[Response] 1 Important 2 Somewhat important 3 Not very important 4 Not important 5 Don't know

<Overall trend>

When respondents were asked what they considered important in their lives, the largest proportion of responses was accounted for by family, at approximately 90% (90.1%) in 2007. The next-highest shares were attained by

social activities and income, at just over 60% (64.7% and 63.3%, respectively). On the other hand, leisure, property, occupation, and academic background each accounted for around 30%. It should be noted that all categories remained broadly stable between 1999 and 2007. (Figure 29)

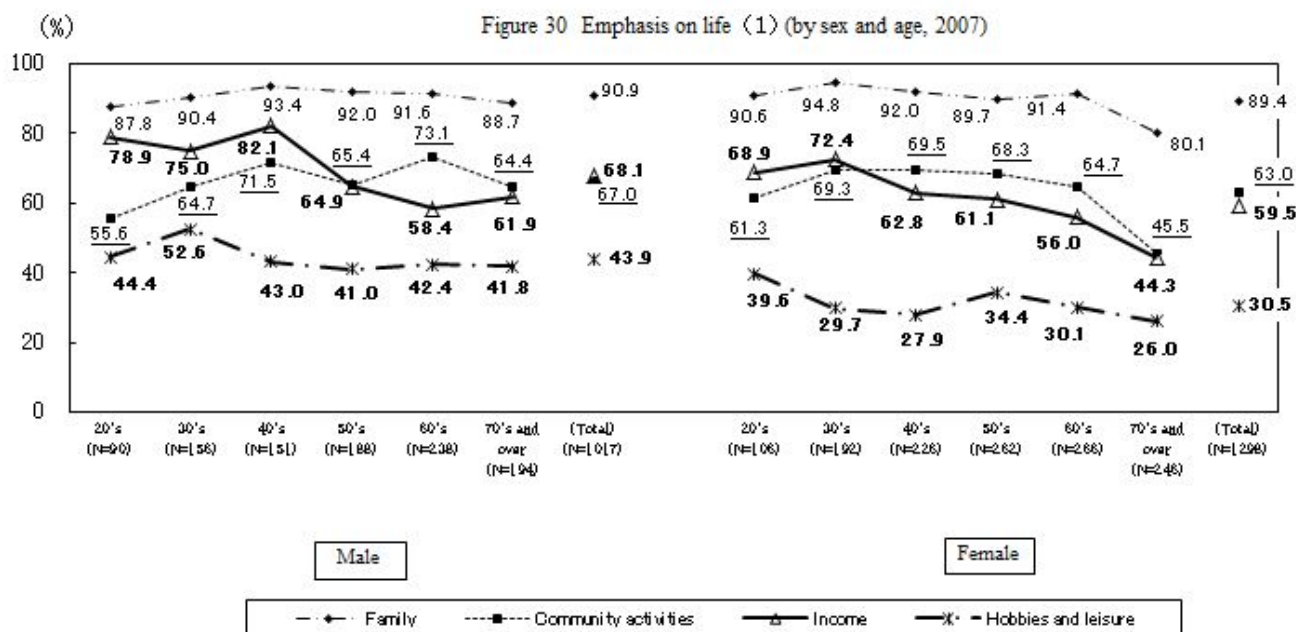


Total of "Important" and "Somewhat important"  
 Family: "Securing the trust and respect of your family"  
 Social activities: "Making a significant contribution through social activities, such as volunteer activities and activities as part of your neighborhood association"  
 Income: "Securing a high income"  
 Leisure: "Playing a central role in clubs focused on hobbies or leisure activities"  
 Property: "Having a great deal of property"  
 Occupation: "Finding an occupation with a high level of social approval"  
 Education: "Attaining a high level of education"

<By gender and age>

Looking at the 2007 data by gender and age, more men than women tended to attach importance to income (68.1% of men and 59.5% of women) and occupation (37.9% of men and 31.6% of women). Above all, emphasis on income was high among men in their 40s (82.1%), while emphasis on occupation was high among men in their 20s (53.3%). Emphasis on leisure was higher among men than among women in all age brackets (43.9% among men and 30.5% among women). (Figure 30)

Figure 30 Emphasis on life (1) (by sex and age, 2007)



Total of "Important" and "Somewhat important"

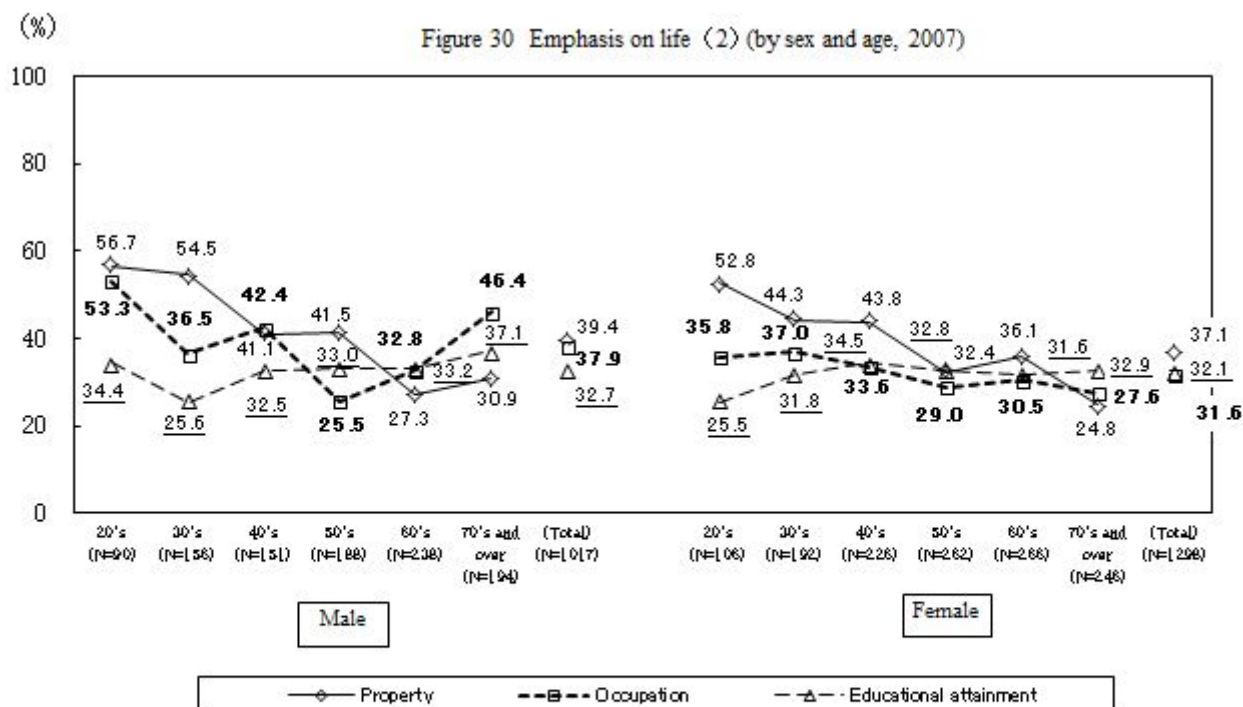
Family: Securing the trust and respect of your family

Community activities: Making a significant contribution through social activities, such as volunteer activities and activities as part of your neighborhood association

Income: Securing a high income

Hobbies and leisure: Playing a central role in clubs focused on hobbies or leisure activities

Figure 30 Emphasis on life (2) (by sex and age, 2007)



Total of "Important" and "Somewhat important"

Property: Having a great deal of property

Occupation: Finding an occupation with a high level of social approval

Educational attainment: Attaining a high level of education

## (2) Sense of Fulfillment in Life

### <Survey design>

In modern Japan, awareness of achieving a work-life balance is gradually becoming common. Amid this situation, respondents were asked about the parts of their daily lives that provided them with a sense of fulfillment, focusing on the level of fulfillment in five fields, namely the work they do every day, family life, activities with links to the community, activities in their free time, such as hobbies and leisure pursuits, and life overall.

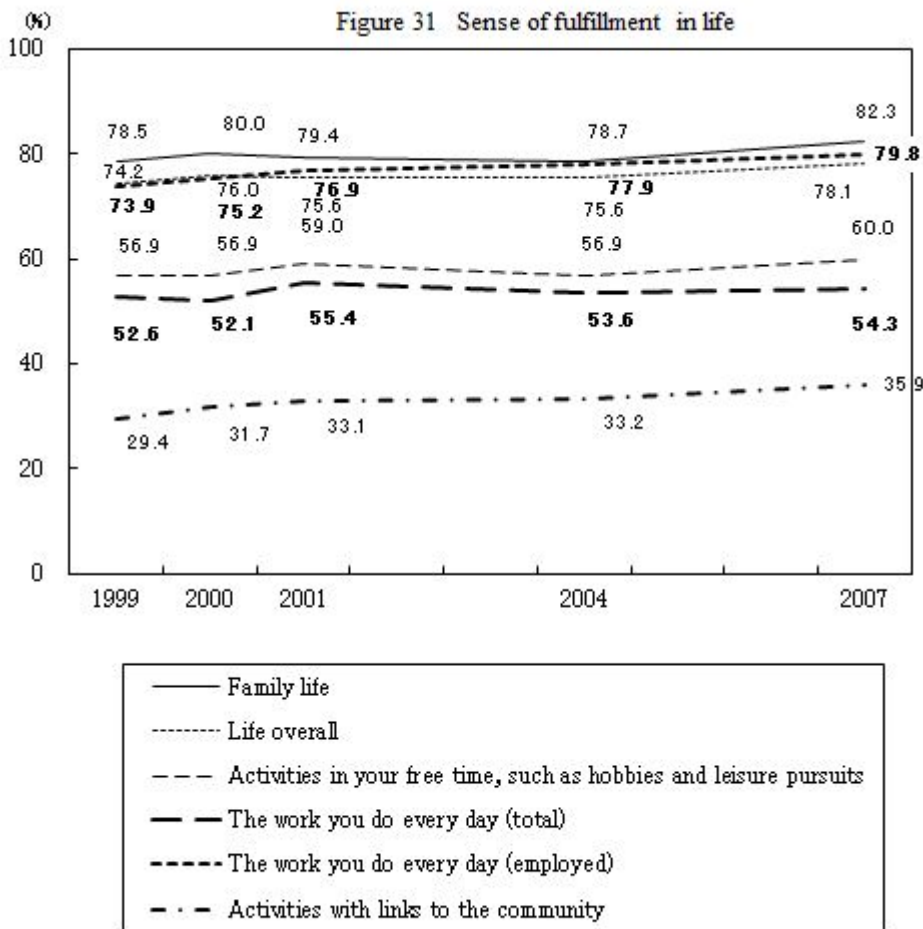
[Question] To what extent do you feel a sense of fulfillment in relation to the activities and lifestyle-related matters listed in (1)-(5) below?

- (1) The work you do every day (refers to working for a company, part-time work, and self-employed work, etc.; does not refer to domestic labor)
- (2) Family life
- (3) Activities with links to the community
- (4) Activities in your free time, such as hobbies and leisure pursuits
- (5) Life overall

[Response] 1 I have a sense of fulfillment 2 I have a sense of fulfillment to some extent 3 I do not have much of a sense of fulfillment 4 I have no sense of fulfillment 5 Can't say either way 6 Not applicable 7 Don't know

### <Overall trend>

The area of respondents' lives in regard to which they most commonly felt a sense of fulfillment was family life, which was cited by more than 80% (82.3%) of respondents in 2007. A sense of fulfillment in relation to life overall was cited by just under 80% (78.1%) of respondents. This was followed by activities in one's free time, such as hobbies and leisure pursuits (60.0%). However, looking solely at those in paid employment, a large proportion of respondents - almost 80% (79.8%) - cited the work that they did every day as a source of fulfillment. It should be noted that all categories demonstrated an upward trend, albeit slight, between 2004 and 2007. (Figure 31)

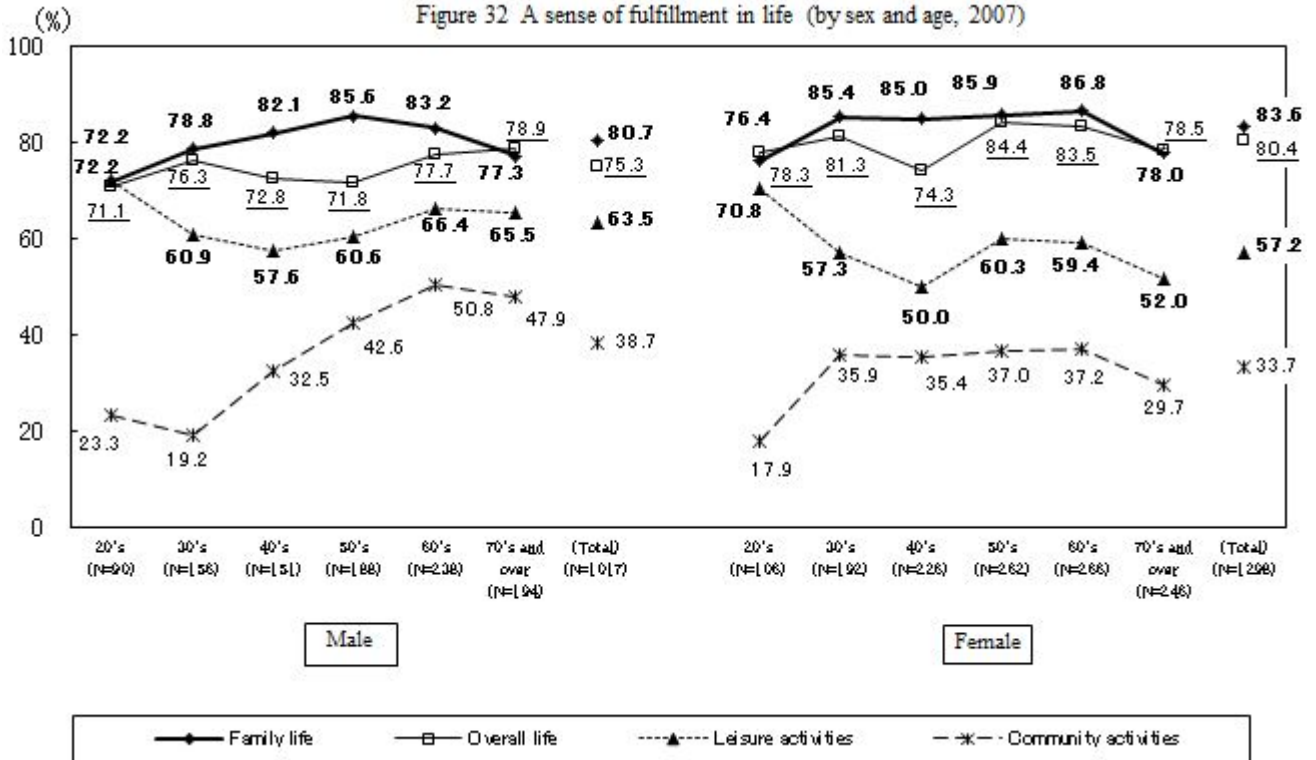


Total of "I have a sense of fulfillment" and "I have a sense of fulfillment to some extent"

<By gender and age>

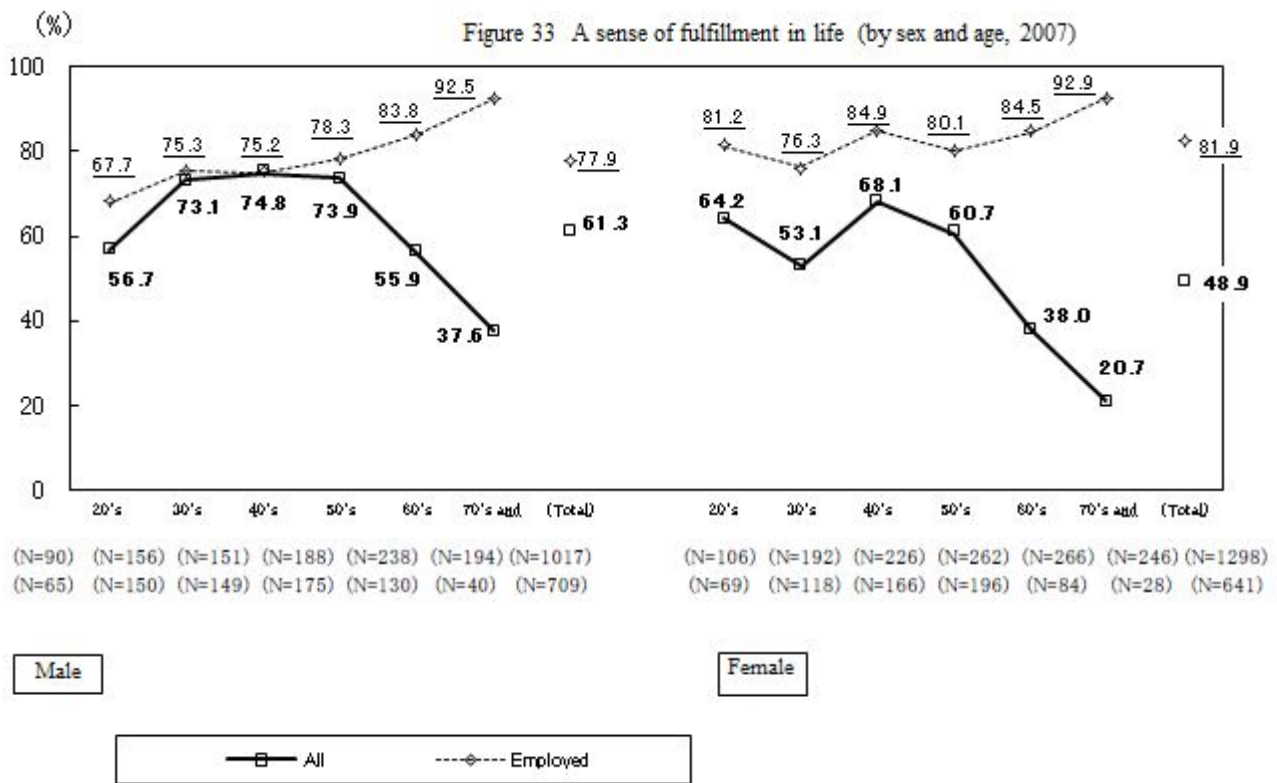
Looking at the data for 2007 by gender and age, more women than men in the 20s to 60s age brackets stated that they felt a sense of fulfillment in regard to family life and life overall. On the other hand, more men than women in all age brackets felt a sense of fulfillment in regard to activities in their free time, such as hobbies and leisure pursuits. Moreover, among men, there was a greater tendency for respondents in older age brackets to cite a sense of fulfillment in relation to activities with links to the community. (Figure 32)

Figure 32 A sense of fulfillment in life (by sex and age, 2007)



In addition, respondents' sense of fulfillment in relation to work was high overall among both men and women in all age brackets, at around 70-90%. Moreover, among men, the sense of fulfillment in regard to work increases among older age brackets. (Figure 33)





Total of "I have a sense of fulfillment" and "I have a sense of fulfillment to some extent" about every-day work.

The second row of N number, the employed only

### (3) Anxiety in Life

<Survey design>

In modern society, a range of anxieties cause stress in daily life. The survey explored the types of anxiety experienced by respondents, from the three perspectives of health, financial matters, and interpersonal relationships.

[Question] In your everyday life, do you feel anxious about any of the things listed in (1)-(7) below?

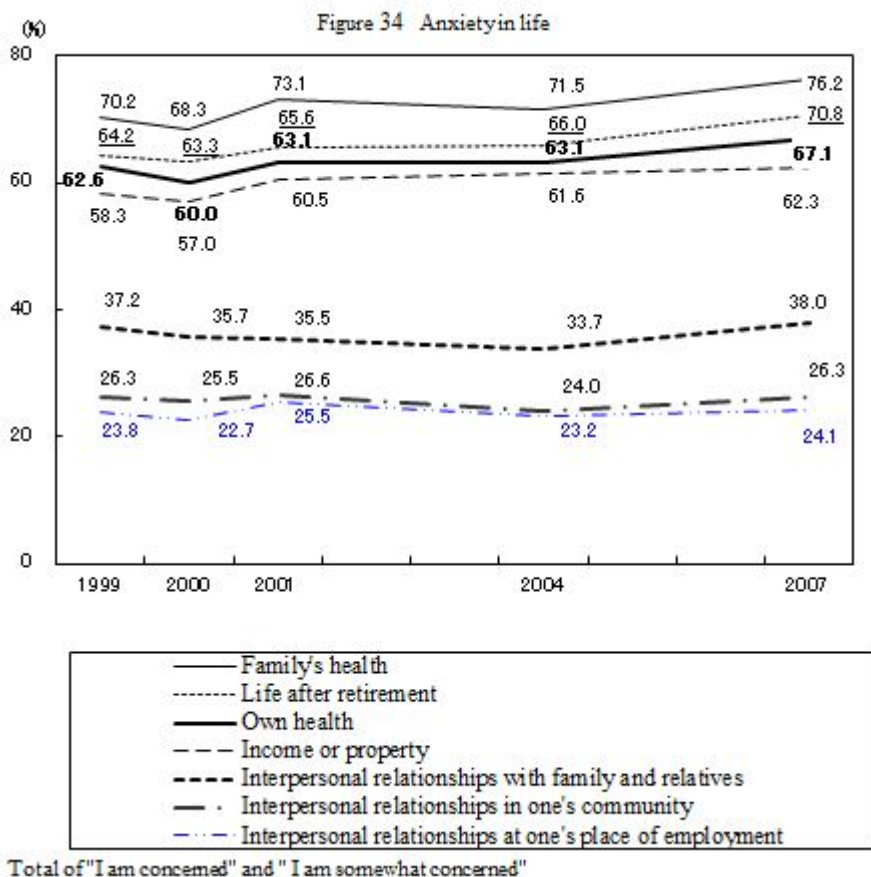
- (1) Own health
- (2) Family health
- (3) Income or property
- (4) Design for post-retirement life
- (5) Interpersonal relationships with family and relatives
- (6) Interpersonal relationships at one's place of employment
- (7) Interpersonal relationships in one's community

[Response] 1 Yes 2 Somewhat 3 Not very 4 No 5 Don't know

<Overall trend>

In 2007, family health was cited by the greatest proportion of respondents - just under 80% (76.2%) - as the

area in regard to which they felt anxious (total for those answering either “Yes” or “Somewhat”; the same applies hereinafter) in everyday life. This was followed by design for post-retirement life, at about 70% (70.8%), own health, at just under 70% (67.1%), and income or property, at just over 60% (62.3%). Interpersonal relationships with family and relatives, interpersonal relationships in one’s community, and interpersonal relationships at one’s place of employment accounted for relatively small shares of the responses. In addition, all options demonstrated an upward trend compared with 2004. (Figure 34)

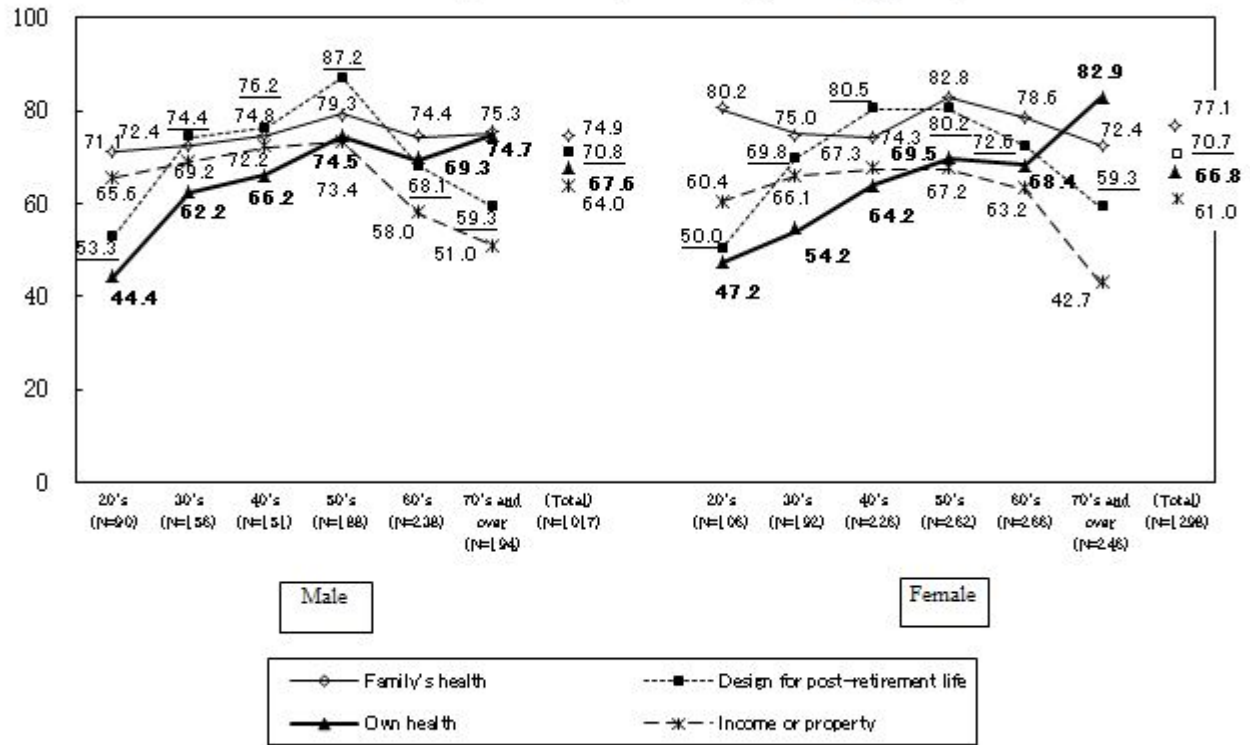


<By gender and age>

Looking at the 2007 data and focusing on the gender- and age-related characteristics of areas in regard to which more than 50% of respondents admitted feeling anxious, the proportion of those feeling anxious about their design for post-retirement life and about income or property was highest among respondents in their 50s (87.2% and 73.4%, respectively), in the case of men, and among respondents in their 40s (80.5% and 67.3%, respectively), in the case of women. Moreover, the proportion of those expressing anxiety about family health was highest among both men and women in their 50s (79.3% and 82.8%, respectively). (Figure 35)

(%)

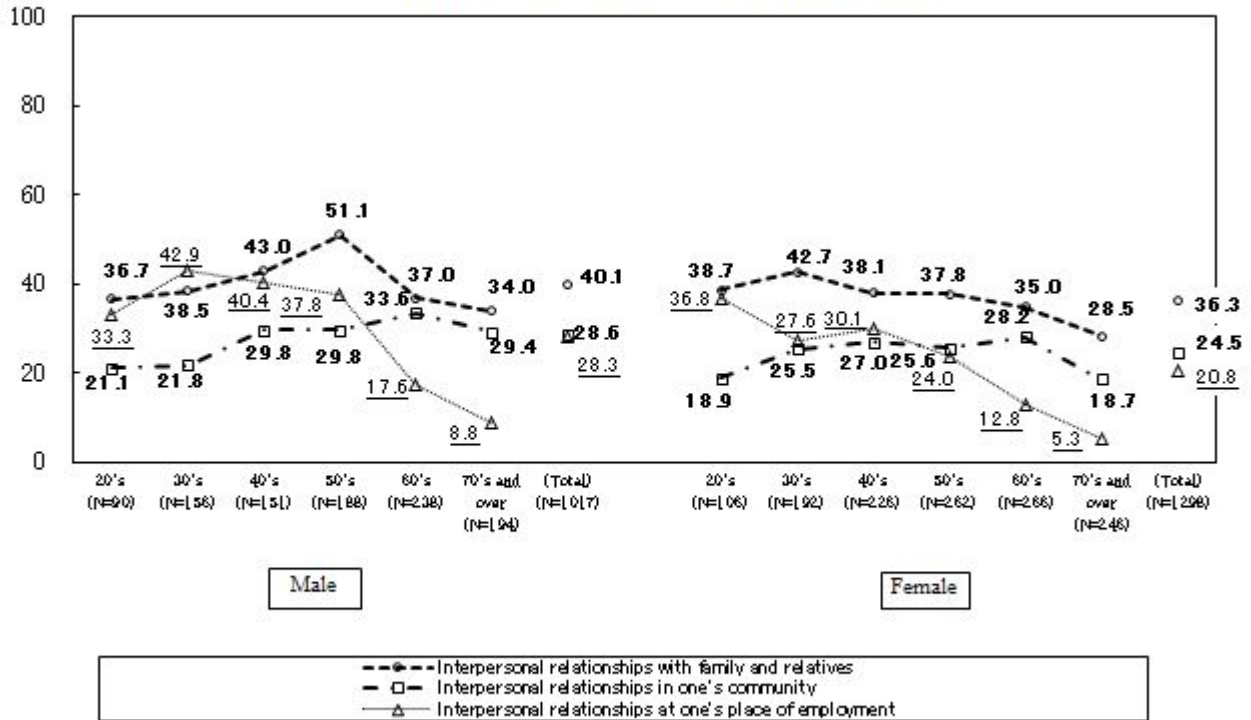
Figure 35 Anxiety in life (1) (by sex and age, 2007)



Total of "I am concerned" and "I am somewhat concerned"

(%)

Figure 35 Anxiety in life (2) (by sex and age, 2007)



Total of "I am concerned" and "I am somewhat concerned"

#### (4) New Perception on Work

##### <Survey design>

The survey asked about whether people felt that unpaid activities such as family activities done without compensation or volunteer activities were work, dividing such activities into six fields, namely nursing care for parents, child rearing, housework, volunteer activities, consumer/citizens' activities, and activities that make a contribution to the community.

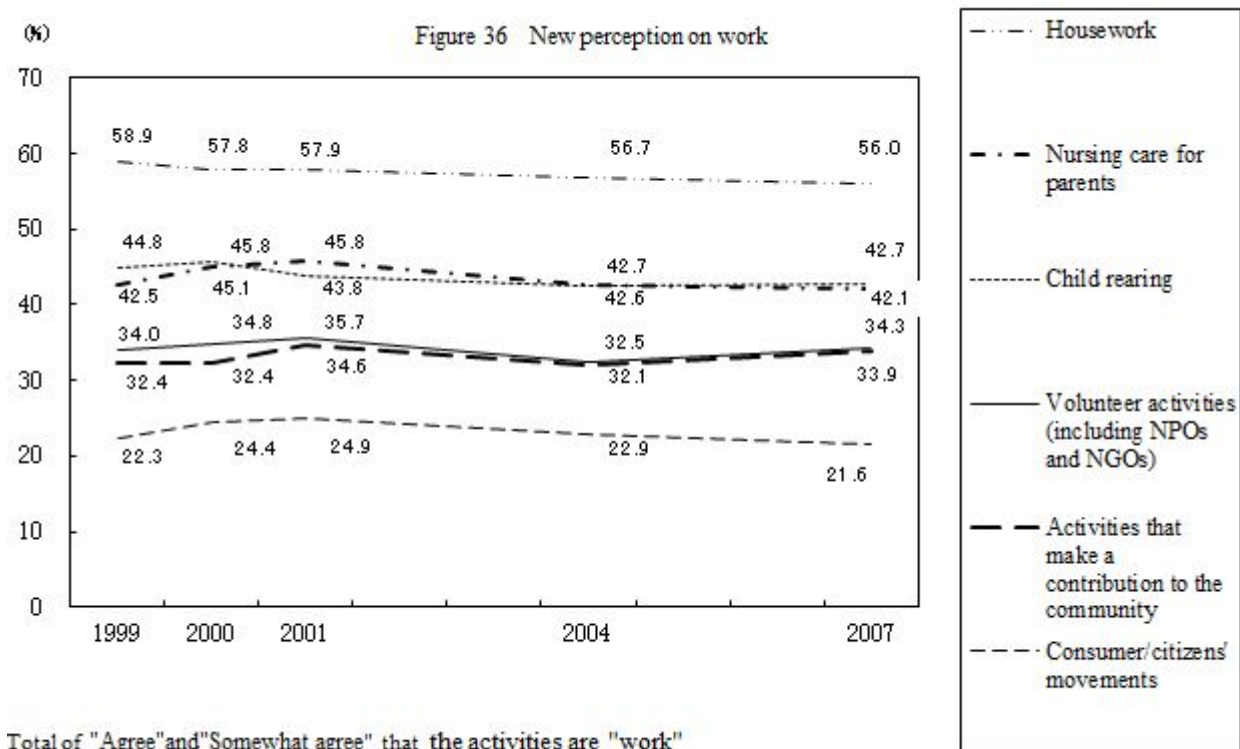
[Question] To what degree do you agree that the activities listed in (1)-(6) below are "work"?

- (1) Nursing care for parents
- (2) Child rearing
- (3) Housework
- (4) Participation in volunteer activities
- (5) Consumer/citizens' movements
- (6) Activities that make a contribution to the community

[Response] 1 Agree 2 Somewhat agree 3 Somewhat disagree 4 Disagree 5 Can't say either way  
6 Don't know

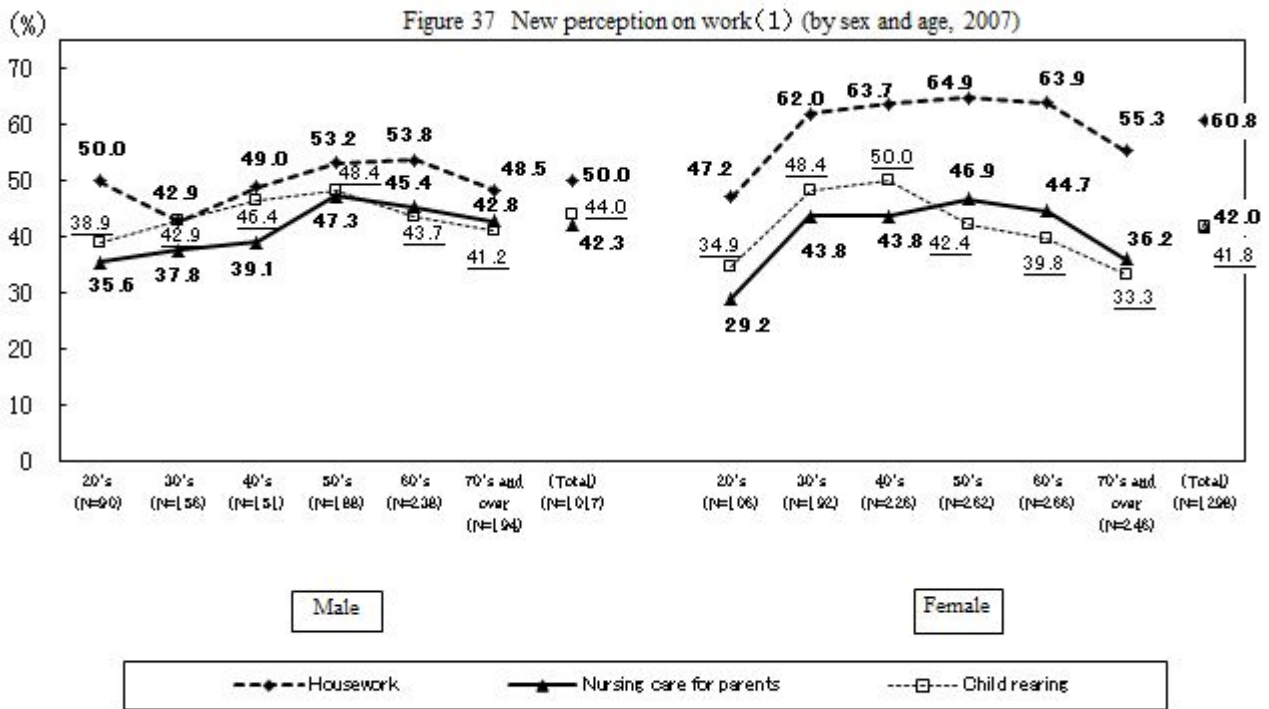
##### <Overall trend>

In 2007, the largest share of responses to the question about which unpaid activities they felt to be work was accounted for by housework, which was cited by just under 60% (56.0%) of respondents. The next-largest shares were accounted for by child rearing and nursing care for parents, which both accounted for just over 40% (42.7% and 42.1%, respectively). On the other hand, there was not a great sense that volunteer activities and activities that make a contribution to the community constitute work, with both accounting for just over 30% (34.3% and 33.9%, respectively), while consumer/citizens' movements accounted for approximately 20% (21.6%) of responses. It should be noted that all categories have remained broadly stable since 1999. In addition, volunteer activities and activities that make a contribution to the community have risen, albeit slightly, compared with the figures for 2004. (Figure 36)

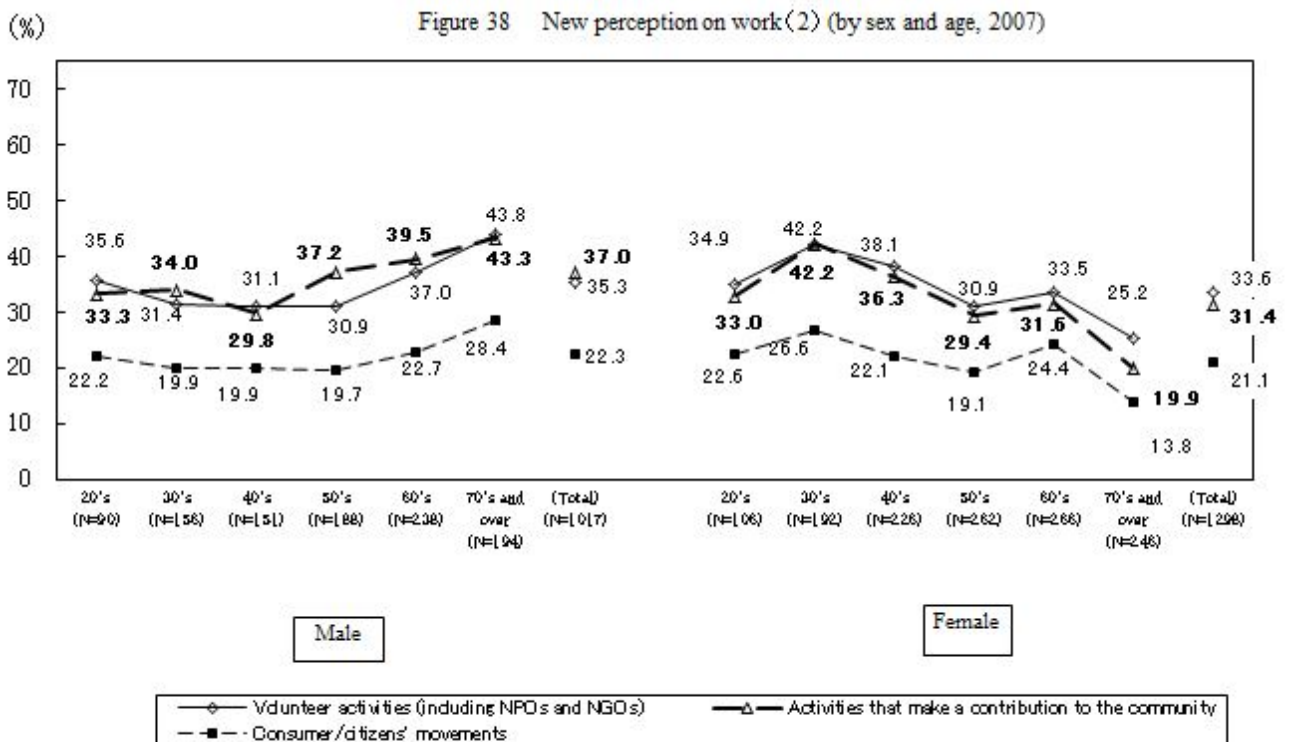


<By gender and age>

Looking at the 2007 data by gender, a greater proportion of women than men consider housework to be work (50.0% of men and 60.8% of women). Moreover, a greater proportion of men than women consider child rearing, volunteer activities, activities that make a contribution to the community, and consumer/citizens' movements to constitute work. In addition, looking at the situation by gender and by age, the figures for child rearing peaked among men in their 50s and women in their 30s and 40s. Among men, the proportion perceiving volunteer activities, activities that make a contribution to the community, and consumer/citizens' movements to be work increased in relative terms with age; conversely, among women, the proportion decreased in relative terms with age. (Figure 37)



Total of "Agree" and "Somewhat agree" that the activities are "work"



Total of "Agree" and "Somewhat agree" that the activities are "work"