

**How Working Morals Change: Analysis of the Survey Results on Working Life  
(1999, 2000, and 2001)**

**Summary**

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## **1. Research issues**

The objective of this research is to elucidate the state of and changes in people's working lives by focusing on their perception of work. More specifically, we conducted a time-series survey on the various elements of people's perception of work, such as values attached to work, interest in work, evaluation and intention of work, and attitude to work, to grasp the changes in their perceptions. We also attempt to understand the baseline and trends related to people's jobs (occupation) and their life in general with the purpose of gauging and assessing the actual situation of workers and obtaining basic data for policy making.

Praises bestowed on the Japanese style of employment more than a decade ago now looking more like a mere illusion, institutional fatigue in the field of labor and employment is now revealed, and reform of employment rules is a matter of utmost urgency. While various systems that supported workers' lives are undergoing momentous change, it would not be an overstatement to say that workers have been thrown into confusion in their lives and in their perceptions.

The objective of this survey is to explain the actual situation of Japanese workers' lives. Considering today's confusion in the field of labor and employment, however, a significant weight must be given not only on clarifying the current state of affairs, but also on elucidating the future direction.

## **2. Medium-term view**

When we focus on the future direction of working life, we must ask what the time frame of our research should be. In inquiring about the future of workers' lives, how far into the future should we be looking at?

In this research, we did not focus on the long term but mainly on the medium-term trends of about 10 years into the future for the reasons stated below. The reasons are: (1) The environment surrounding working life is undergoing a drastic change, and as evidenced by the IT revolution, these external changes are expected to continue to occur more rapidly and in a wider range of fields; and (2) under the prolonged economic recession where the employment situation is very severe, it is very difficult to outlook the future. For example, now that the unemployment rate has risen above that of the U.S., it is difficult to predict, at this stage, whether it will improve or further deteriorate in the future, and even difficult to judge whether current employment trends have hit bottom or are in a transition to a further decline.

In sum, because Japanese society is still expected to change significantly in the future and the current employment situation is very severe and uncertain, preparing a framework for the long-term approach is extremely difficult. Even if we undertook to prepare this framework knowing fully well about the difficulty, the resultant framework is likely to be too general and not specific enough, from which we cannot expect to obtain any meaningful and accurate information. We believe limiting our scope to the medium term of about 10 years and accurately understanding the changes during the term will be much more productive. .

In this survey, medium term approach was adopted to examine the state of and changes in working life. The theoretical and methodological methods we took to explain these changes are shown below.

### **3. Opinion survey**

Needless to say, workers' lives are closely related not only to their jobs (companies and workplaces), but also to their families and regional communities. Therefore, an inquiry into their lives could be extremely wide-ranging. The subject for this survey was limited as explained below. Instead of focusing on the realities of working life, such as "how many hours a week one works" or "what the monthly wages are," we mainly concentrated on working people's perception and attitude, such as how they are interested in and assess the various aspects of their working life. Indeed an opinion survey may be less certain and stable than a fact-finding survey. For this survey, with a focus on future changes, however, conducting an opinion survey has a significant meaning, because opinion survey is an approach more appropriate to positively grasp changes. Perceptions express people's needs, and perceptive phenomena suggest structural change. Therefore, when we look at expressions of perceptions as leading variables for change, opinion surveys take on a particularly positive meaning. In order to counter the uncertainty and unstableness of perceptions and to increase the precision of the survey, a time-series survey was conducted on fixed items instead of an analysis on perceptions of wide range of items at a single point of time, bearing in mind that perceptions are not in themselves realities but there is a gap between the two.

### **4. Three frameworks for approaching people's perception of work**

In this survey, people's perception of work is approached using three frameworks. The first is the framework of the Japanese-style employment system that supported

the postwar Japan and regulated work as a norm. The second is the framework of the industrial society that subsumes the first framework. Inquiry was made into whether these norms or rules still function and regulate work or how much they have disintegrated in the mind of the workers today. The third is the framework for the future norms or rules of society (i.e. new rules of the postindustrial society). We looked at how people's mind is attuned to such norms or rules with a view to the future.

### **(1) Japanese-style employment**

Japanese-style employment practices are adopted by Japanese companies mainly in the form of seniority-based wage system, life-time (long-term) employment, and enterprise unions. "Japanese style" does not mean that all Japanese companies adopt such practices. As it is widely known, small- and medium-sized Japanese companies do not generally have these practices. "Japanese style" also does not mean that the practices are unique to Japan. Past research has proved that there are cases of non-Japanese companies that have seniority-based wages for those with long service (Koike and Inoki, 1987).

The reason the practices are called Japanese-style is not that they are common to Japanese companies or unique to Japan, but that the rules of life-time employment and seniority-based wage system have been institutionalized in Japan as principles of employment. In this case, institutionalization does not mean that the rules are written in law or in working rules. Rather, it is important to note that they function as the norm that regulates employment. Employers are expected to abide by these rules, and employees work on the assumption that the rules are abided by. At small- and medium-sized companies, these rules have not necessarily been standardized. Job security and skills enhancement, however, are the pillars of labor policies also at small- and medium-sized companies, and this suggests that these companies model their employment management on life-time employment and seniority system. Therefore, life-time employment and seniority system are not only for large companies but the rules that govern employment in entire Japan.

Active empirical researches on Japanese companies' employment and labor management have delineated Japanese-style employment practices. It should be noted that these practices are founded on a highly rational mechanism. In seniority system, not everyone mechanically receives better treatment according to their length of service. There is competition. The improvement in wage profile as one works longer for one's company is simply the end product, as wages differ from worker to worker. Moreover, there is a rational mechanism that defines the wage profile for individual

workers. Viewing from a long-term perspective, companies employ young workers who will at first engage in simple jobs and receive low wages. Eventually, they are transferred to different posts that require higher levels of skills, and their wages rise as their skills are enhanced, which, as a result, justifies the seniority-based wage system. This is the essence of the Japanese-style employment practices (Koike, 1977).

Japanese-style employment practices are premised on life-time employment, which provides strong incentives for employers to retain employees and for employees to stay in their jobs. This tendency is reinforced by the seniority-based wage system and supplemented by companies' welfare programs for their employees. This strengthens workers' commitment in their companies and builds a sense of unity with and loyalty to their companies.

Japanese-style employment practices are characterized by seniority-based wage system, life-time (long-term) employment, and enterprise unions. As mentioned above, there is a composite of a variety of systems or mechanisms of corporate welfare programs, skills development, and formation of workers' commitment. Workers obtain the benefits of employment and income security, while companies secure high-quality labor in terms of both skills and commitment, which allow them to achieve a high level of productivity.

## **(2) Rules of industrial society**

According to Max Weber, the industrial society and, more broadly, the modern society can be understood as a process of rationalizing society. As typically seen in bureaucratic organizations, it is a process in which rules that allow computability and the rule of law infiltrate into social life. This tendency advanced the transformation of society, shifting from society that gave importance on such attributes as family lineage and birth to society that gave a greater emphasis on performance based on efforts made by individuals and on competition. With the industrialization, machine technology and factory production systems were introduced, which raised the living standard of the masses and promoted greater equality.

The theory of industrial society says that school education spreads and higher education expands as society is industrialized. As the impact of an individual's parents' vocational status and educational background on the individual's educational achievements is diminished, social mobility or fluidity is promoted. Moreover, industrialization reduces the number of low-income earners by cutting down on less productive agricultural sectors and moving labor into more productive industrial sectors, bringing more equality in incomes. Obviously, inequality cannot be totally

done away with, but industrialization raises the general standard of education and increases the population engaged in productive industrial sectors, which also raises the level of wages. As educational opportunity become equalized, anyone willing to make efforts can receive higher education and obtain a high occupational status. While there are wage differences among job types, the differences eventually become smaller, and incomes become more level. Therefore, industrialization should play a role to raise the standard of living for the general public, and give equal opportunities for anyone willing to make efforts to succeed in life. In addition, people without good academic background also have the chance to obtain high incomes (Parsons, 1970; Treiman, 1970; Tominaga (ed.), 1979).

In sum, industrial society can be understood as a framework for rationalization. With this rationalization as the main axis, it is the process of permeation of the principles of competition, introduction of performance-based society, equalization, and improvement in standard of living.

This article aims at understanding people's perception of work in terms of the two rules of the Japanese-style employment practices and industrial society. These two rules are not independent phenomena. It is true that Japan is a part of industrial society and is governed by its rules. As John Gray pointed out, however, as rules of the free market developed differently in Europe, Asia, and North America, there is room for the rules of industrial society to show distinct development in different regions and cultures (Gray, 1998).

The Japanese society has developed its own framework and rules of employment under the social, economic, cultural, and demographic conditions of the post-War Japan, and it is possible to focus on the uniqueness of the framework and rules. In understanding today's working life and its changes, we believe it is meaningful to examine the relation between the general rules of industrial society and Japan's employment practices.

### **(3) Burgeoning of new society**

As mentioned above, we will approach our subject from the viewpoint of "fluctuation of existing rules." In addition, we will also attempt to approach from another viewpoint, "burgeoning of new social rules." This is an approach to anticipate the coming society and new social rules of the near future and to see how the current state of affairs is changing towards the future.

Compared with the two existing rules mentioned above, it is not easy, at this stage, to draw a clear picture of the new social rules. However, active discussions on the postindustrial society in recent years may provide an insight into the future..

In mid-1970's it was pointed out that industrial society was shifting towards post-materialistic values with the advent of the affluent society and global expansion of disindustrialization. As a wide variety of social theories were put forward on consumer society, late capitalistic society, advanced information society, postmodern society, and electronic media society, it was no longer possible to describe the changes of the times within the paradigm of modern industrialism. What underlie these arguments was Post-materialistic values, which explain the change of values shifting from the satisfaction of materialistic life to self-realization and unconstrained life.

In Japan, theories on affluence, diversity, and purposes of life were presented in the 1980s, and active discussions were made not only in the political and academic field but also in the mass media. Although the discussions appear to have calmed down as the result of the economic downturn, the concept of postindustrial society remains influential in the discussions of issues related to women and the elderly and working styles.

According to Daniel Bell, transformation into postindustrial society will result in marked inconsistency between the economic domain that focuses on functionality and the cultural domain that stands on the principles of self-realization. Hence, there will be an increase in "voluntary social behavior." In the past, shopping habits, children's education, hobbies, and voting behavior differed significantly by class or social status, but this assumption will no longer hold. In other words, with a shift towards post-materialistic society, the existing hypothesis that status defined by occupation, incomes, and educational background determines cultural and life styles does not stand, and arbitrary trends in cultural and life styles become conspicuous.

The postmodernist thinking denies systematic, efficient unification and identification through consensus building, and it is based on local, minor, and heterogeneous activities and on paralogy of differentiation that is not mutually commensurate (anti-logic imagination).

In simple language, postmodernism is a movement that argues against the convenience of the modern age, efficiency, and thinking that does away with inefficiency, and tries to regain symbolic meaning and disassembled semantic space.

A new social model has been discussed from various angles, but a consensus has not yet been formed. At the least, what underlie here is a negative attitude towards modern functionalist reason with its emphasis on efficiency and rationality, and to the

contrary, such concepts as post-materialism, purposes of life, self-realization, emphasis on living, and diversity explain the theory as key words.

In sum, we will see whether the norms or rules that have regulated and supported the post-War Japanese working society (here we define such norms or rules as the framework of the Japanese-style employment and of industrial society) still function or how much they have disintegrated in the mind of the Japanese workers today. On the other hand, we will also examine how much people's attitude is changing towards the future social rules (i.e. new rules of the postindustrial society) and understand their changing perception on working life.

## 5. Planning of the survey

Three surveys have been conducted in the past. The details are as follows:

[Objective]: To grasp the current state of working life, we will elucidate the baseline of and changes in working life through time-series surveys. We will evaluate the results as well as obtain basic data for policy making.

[Format]: The surveys were conducted every year from 1999 to 2001.

[Description]: In order to understand the basic framework of working life, we will focus on people's interest and their trends. We will approach various aspects of people's perception of work, including relation between work and other areas of life, and work-related systems and rules.

[Composition]: The surveys were made up of two parts: basic questions that were asked each year (about 80 percent of the questions) and special questions on the topics of that particular year (about 20 percent of the questions). The questions of our latest survey are shown below. The basic questions and questions on unemployment were included from our first survey (1999), and questions on vocational development and perceptions on *freeters* (job-hopping part-timers) were asked since our second survey 2000.) In the third survey, the current state of and perception on the Internet and IT in general were taken up as a special topic. The report included three years of data on the basic questions and questions on unemployment.

- 1) Basic questions (perception on work, society, and life)
- 2) Unemployment (rules on corporate restructuring, image of unemployment, response to unemployment, measures after being unemployed)
- 3) Vocational development (self-evaluation, vocational development methods)
- 4) *Freeters* (free and diverse working styles, unstable working styles)
- 5) IT (uses of the Internet, perceptions on IT)



[Survey method]:

Subject: 4,000 people (including both men and women and both employed and unemployed) of 20 years or older from various parts of Japan

Survey method: Stratified two-stage sampling; interviews by investigators

Response rate: 1999 68.1% (2,724 people)  
2000 69.5% (2,778 people)  
2001 68.8% (2,751 people)

Survey period: March 1999, February 2000, and March 2001 (the attached questionnaire “The 3<sup>rd</sup> Survey on Working Life (2001))

For explanation on the detailed results of the individual surveys, please refer to Research Report No. 139 “The 1<sup>st</sup> Survey on Working Life (1999): Perception on Work and Unemployment,” Research Report No. 140 “The 2<sup>nd</sup> Survey on Working Life (2000): Perception on Work and Fluidization,” and Research Report No.141 “The 3<sup>rd</sup> Survey on Working Life (2001): Perception on Work and IT Society.”

## 6. Data and method of analysis

Because the main focus of this report is to explain the correlation between different perceptions on work, we adjusted the variables for analysis, as summarized below.

### (1) Variables

The perceptions on each topic of the survey and respondents’ attributes were described in variables as shown below for analysis.

[Perceptions]: On a scale of one to four or one to five, the following scores were allotted to each answer: “Yes”=2 points, “More or less yes”=1 point, “More or less no”=-1 point, “No”=-2 points, and “Neither yes nor no”=0 point. The answer “don’t know” was excluded from the analysis. For single-answer and multiple-answer questions, the following scores were given: “Yes”=1 point and “No”=0 point.

[Attributes]: In this report, the respondents’ attributes were categorized into the following three types:

- ◆ Personal attributes: sex, age, educational background, income

- ◆ Work attributes: number of times one changed jobs, years of service, company size, employment style, job type
- ◆ Household attributes: households with a full-time housewife, dual-income households, single

Personal attributes consist of the effect of sex and age as well as educational background and income, which indicate the effect of social status. These personal attributes are powerful determiners for almost all variables of perceptions, which can be virtually explained using the four personal variables (sex, age, educational background, and income). For some variables of perceptions, increasing the number of explanatory variables provided less rather than more explanation. Therefore, the personal attributes were used as basic explanatory variables for analysis of all of the topics and samples. The scale used in the analysis was as follows:

Sex: Male=1, Female=0

Age: Continuous variable

Educational background (number of years in school): Continuous variable

Income: Continuous variable

With respect to the work attributes, since we focused on the differences among the employed rather than the differences between the employed and unemployed, only the employed were subjected to our analysis. The scale used in the analysis was as follows:

Number of times one changed jobs: Continuous variable

Years of service: Continuous variable

Company size: Continuous variable

Employment style (employment status): Regular employees=1, Others=0

(Others include corporate managers and executives, non-regular employees, temporary workers, self-employed, family workers, freelance professionals, and those doing side work.)

Job type (job description): Dummy variable with skilled workers and laborers as constituting the standard category

The number of times one changed jobs and years of service are indicators of workers' retention in their organizations. Years of service are also related to the seniority system. In light of the fact that the "Japanese-style employment practices" developed mainly within large firms, we looked at "company size" as an important factor in examining the variance in the Japanese-style employment practices in recent years. "Job description" (job types) is an important variable with respect to accumulation of

professional skills and career formation. In Japan, social systems developed with regular employment as a model, and there is a significant difference in security on livelihood and treatment between regular employees of firms and workers in other types of employment. Against this background, “employment style” was chosen as an explanatory variable.

Household attributes are influential explanatory variables regarding people’s perceptions of their life. Therefore, we used household variables for topics related to life (perception of life, satisfaction in life, emphasis on living, new types of jobs). Dummy variable with “single” as a standard category was used as the scale for analysis.

## (2) Method of analysis

[Tabulation]: The general trend of each topic was grasped from the ground total of the results of the surveys from 1999 to 2001. On more important topics, a more detailed trend was understood from cross tabulation of sex, age, and job types.

[Determination by attributes]: Regression analysis was carried out to see how each variable of perceptions was determined by respondents’ attributes. Multiple regression analysis was conducted on variables of perceptions that were measured in a scale of one to four or one to five. Logistic regression analysis was conducted on variables of perceptions that are measured by using single-answer or multiple-answer questions.

[Correlation coefficient]: The relation between variables of perceptions was explained using correlation coefficient. The survey of 1999 revealed that people formed two strata with respect to their assessment of the Japanese-style employment practices, desirable distribution principles, and perception of life. In this report, we will analyze the trends of these two strata from three years of data. At the same time, by understanding the correlation between the variables of employment, distribution, and perception on life and the variables on other topics, we examined the characteristics of the two strata of people’s perception on work.

## **7. Outline of chapters** (\*the tables are in the main text)

Chapter I: Two strata of perception of work

Section I: Assessment of the Japanese-style employment practices

- “Life-time employment” and “a sense of unity with the organization,” which are components of the Japanese-style employment practices, as well as “voluntary vocational development” were supported by more than 70 percent of the

respondents, indicating expectations on both maintenance and reform of the Japanese-style employment practices. In particular, support for “a sense of unity with the organization” and “voluntary vocational development” is increasing each year. By sex and age, approval on “a sense of unity with the organization” increased for both men and women and in all age groups. Support for “voluntary vocational development” increased among men in their 50s and 60s and among women in their 30s and above.

- By respondents’ attribute, “life-time employment” and “seniority-based wage system” were espoused more by women and by those with less schooling. “Life-time employment” was also supported by older age groups. “Voluntary vocational development” was approved more by men. “A sense of unity with the organization” was also supported more by men. By employment style, regular employees tended to approve “seniority-based wage system” while disapprove “voluntary vocational development.”
- There was positive correlation between “life-time employment,” “seniority-based wage system,” and “a sense of unity with the organization,” which are all components of the Japanese-style employment practices. The correlation was the highest between “life-time employment” and “seniority-based wage system.” The correlation, however, has been weakening in the three years of the survey. On the other hand, positive correlation between “voluntary vocational development” and “a sense of unity with the organization” increased. This shows that “a sense of unity with the organization” is correlated with “life-time employment” and “seniority-based wage system” as well as “voluntary vocational development.” The negative correlation between “voluntary vocational development” and “life-time employment” weakened. There was a negative correlation between “seniority-based wage system” and “voluntary vocational development,” but in 2001, there was no significant correlation. This may indicate that the antithetical relation between “voluntary vocational development” and the Japanese-style employment practices is being moderated.

## Section II: Desirable distribution principles

- The highest percentage of respondents, at more than 80 percent, supported the “effort-based principle” of distribution of social status and economic wealth. This was followed by approval of the “performance-based principle” of distribution at more than 75 percent. In 2001, however, the support for the “performance-based principle” increased to the same level as that for the “effort-based principle.” The

embracement of the “necessity-based principle” and “equality-based principle” of distribution was relatively low, but support for the “necessity-based principle” grew each year. With respect to the “performance-based principle” and “necessity-based principle,” the “performance-based principle” was endorsed more by young men and women, but in 2001, the support for the “performance-based principle” increased in all age groups. For the “necessity-based principle,” there were no significant differences by age group, but in 2001, approval increased among men in their 20s and 50s and among women in their 30s to 60s.

- By respondents’ attribute, the “performance-based principle” was supported more by men, the “effort-based principle” by older age groups and those with less schooling, and the “equality-based principle” by those with less schooling. From 2000 to 2001, the “equality-based principle” was also approved more by lower income earners. By employment style, those engaged in sales disapproved of the “equality-based principle” more than skilled workers and laborers, and in 1999 and 2001 surveys, those engaged in clerical work also disapproved of the “equality-based principle” more than skilled workers and laborers.
- The positive correlation between the “performance-based principle” and “effort-based principle” became stronger each year. On the other hand, the positive correlation between the “performance-based principle” and “necessity-based principle” grew weaker, while there was an increasingly negative correlation between the “performance-based principle” and “equality-based principle.” Therefore, there is polarization between the “performance-based principle” on one hand and the “necessity-based principle” and “equality-based principle” on the other. The positive correlation between the “effort-based principle” and “equality-based principle” weakened, while the positive correlation between the “effort-based principle” and “necessity-based principle” increased. Since the “effort-based principle” is positively correlated to both the “performance-based principle” and “necessity-based principle,” it is in a position to intermediate between the two.

### Section III: Perception of life

- A high percentage of respondents, at around 80 percent, supported the postindustrial concepts of “post-materialism” and “de-emphasis on social status.” In contrast, the percentage of those who had the industrialist notion of “anxiety over competition for status” and “anxiety over loss of status” was low with about 30 percent and 20 percent, respectively, although “anxiety over loss of status” gradually rose in the three years of the survey. A comparison of “post-materialism”

and “anxiety over competition for status” by sex and age showed that support for “post-materialism” was high regardless of sex or age. By age, approval on “post-materialism” was relatively higher among older age groups, while a higher percentage of younger people had “anxiety over competition for status.” If we look at the contrasting postindustrial notions of the “maintenance of the status quo” and “affirmation of the self” by sex and age, older age groups for both men and women focused on “maintenance of the status quo,” while a higher percentage of younger people supported “affirmation of the self.” More women than men, even among younger age groups, were concerned about “maintenance of the status quo.”

- By respondents’ attribute, more men and younger people had “anxiety over competition for status.” In contrast, more women, more people in older age groups, and more people with higher educational background approved of “post-materialism.” With respect to “maintenance of the status quo,” more women, more people in higher age groups, more people with less schooling, and more people with less income were concerned. On the other hand, with respect to “affirmation of the self,” more people with higher educational background and higher incomes approved of themselves. By work-related attribute of those who are employed, more people with longer years of service had “anxiety over competition for status” in 2000 and 2001. The concern for “maintenance of the status quo” was smaller among those in management posts and those engaged in clerical work, compared with skilled workers and laborers.
- “Post-materialism” had positive correlation with “de-emphasis on social status,” “maintenance of the status quo,” and “affirmation of the self.” In particular, positive correlation between “post-materialism” and “de-emphasis on social status” was the strongest during the three years of the survey. The correlation between “post-materialism” and “affirmation of the self” was the highest in 2001, compared with the previous two years. In contrast, the correlation between “post-materialism” and “maintenance of the status quo” was the lowest in 2001. With respect to correlation between “anxiety over competition for status” and “de-emphasis on social status” on one hand and “affirmation of the self” and “maintenance of the status quo” on the other, “affirmation of the self” had no significant correlation with “anxiety over competition for status” in three years of the survey, but had positive correlation with “de-emphasis on social status.” On the other hand, “maintenance of the status quo” had a stronger correlation with “de-emphasis on social status” than with “affirmation of the self,” and positive correlation with “anxiety over competition for status.” The correlation regarding

people's perception of life did not change considerably in the three years of the survey, and a stable structure was being maintained.

#### Section IV: Orientation of the two strata of perception on work

- In 1999, the “performance-based principle” had positive correlation with “voluntary vocational development.” In 2001, however, the “performance-based principle” had stronger positive correlation with “a sense of unity with the organization” than with “voluntary vocational development.” Moreover, “life-time employment” also had positive correlation with “performance-based principle” at about the same coefficient as that of correlation with “voluntary vocational development.” On the other hand, in 1999, the “effort-based principle” had positive correlation with “life-time employment” and “seniority-based wage system.” This positive correlation was maintained at a high level in 2000 and 2001. Moreover, in 2000 and 2001, the positive correlation between the “effort-based principle” and “voluntary vocational development” was strengthened. The above shows that “performance-based principle” is spreading not only among supporters of “voluntary vocational development,” but also among supporters of “life-time employment;” on the other hand, support for the “effort-based principle” is taking hold not only among supporters of “life-time employment” and “seniority-based wage system,” but also among supporters of “voluntary vocational development.” Furthermore, the “effort-based principle” and “a sense of unity with the organization” are considered important among supporters of “life-time employment” and “seniority-based wage system” as well as supporters of “voluntary vocational development” and the “performance-based principle.”
- In 1999, “maintenance of the status quo” had positive correlation with “life-time employment” and “seniority-based wage system,” while “affirmation of the self” had positive correlation with “voluntary vocational development.” In 2001, the positive correlation between “maintenance of the status quo” and “life-time employment” and “seniority-based wage system” as well as between “affirmation of the self” and “voluntary vocational development” was further strengthened. On the other hand, the negative correlation between “affirmation of the self” on one hand and “life-time employment” and “seniority-based wage system” on the other was weakened. Therefore, it seems that while the bipolar structure is maintained, the antithetical relation has been relaxed. In 1999, “post-materialism” had a strong positive correlation with “voluntary vocational development,” but in 2001, “post-materialism” had a stronger correlation with “a sense of unity with the

organization” and “life-time employment” than with “voluntary vocational development.” Therefore, “post-materialism” is spreading among supporters of “voluntary vocational development” as well as those of “life-time employment.”

- It can be understood that the antithetical relation of the “two strata” of perception on work that were revealed in our survey of 1999 has been moderated rather than being polarized. In this context, it is possible to approach both the “first” and the “second” stratum from the viewpoint of “a sense of unity with the organization,” “effort-based principle,” and “post-materialism.” The keyword, therefore, in analyzing future working life is “self-motivated ability-based system where individuals belong to but are not dependent on their organizations.”

## Chapter II: Perception of jobs

### Section I: Job satisfaction



Table 1: Correlation between employment/distribution principles/perception of life and job satisfaction (all subjects)

		Dimension of effort	Dimension of ability	Dimension of work	Dimension of responsibility
Life-time employment	1999	.144 **	.092 **	.028	.032
	2000	.058 *	.067 **	-.006	.039
	2001	.037	.071 **	.018	.034
Seniority-based wage system	1999	.042	.020	-.025	-.037
	2000	.018	-.009	-.047	.003
	2001	.028	.043	.009	-.001
Increase in pay in return for reduction in corporate welfare	1999	-.029	-.022	.009	-.030
	2000	-.036	-.022	-.009	-.010
	2001	-.040	-.020	.000	.005
Voluntary vocational development	1999	.028	.027	.055 *	.021
	2000	.011	.042	.075 **	.067 **
	2001	.080 **	.059	.068 **	.099 **
A sense of unity with the organization	1999	.088 **	.076 **	.079 **	.090 **
	2000	.099 **	.133 **	.109 **	.113 **
	2001	.076 **	.078 **	.086 **	.104 **
Performance-based principle	1999	.054 *	.085 **	.054 *	.071 **
	2000	.043	.005	.071 **	.036
	2001	.052 *	.026	.015	.053 *
Effort-based principle	1999	.048 *	.073 **	.050	.056 *
	2000	.046	.035	.036 *	.089 **
	2001	-.001	.026	.029	.043
Necessity-based principle	1999	.041	.017	.023	.012
	2000	.009	.005	-.021-	-.001
	2001	.015	.012	.009	.004
Equality-based principle	1999	-.028	-.047	-.032	-.088 **
	2000	.022-	-.011	-.011	-.013
	2001	.023	-.015	-.009	-.010
Anxiety over competition for status	1999	-.015	-.049 *	.016	-.036
	2000	-.038	-.050 *	.026	-.037
	2001	-.073 **	-.140 **	-.061 *	-.081 **
Anxiety over loss of status	1999	-.036	-.067 **	.017	-.018
	2000	-.047	-.064 **	.015	-.032
	2001	-.094 **	-.166 **	-.075	-.078 **
Maintenance of the status quo	1999	.029	.060 *	-.012	.079 **
	2000	.075 **	.066 **	.012.	.065 **
	2001	.014	.114 **	.031	.068 **
De-emphasis on other-directedness	1999	.062 *	.078 **	.063 **	.077 **
	2000	.048 *	.033	.112 **	.089 **
	2001	.020	.089 **	.093 **	.062 **
De-emphasis on social status	1999	.035	.036	.030	.064 **
	2000	.024	.047	.039	.026
	2001	.011	.059 *	.025	.052 *
Affirmation of the self	1999	.103 **	.135 **	.167 **	.155 **
	2000	.014	.032	.097 **	.055 *
	2001	.067 **	.076 **	.134 **	.117 **
Post-materialism	1999	.077 **	.078 **	.074 **	.104 **
	2000	.087 **	.091 **	.096 **	.111 **
	2001	.051 *	.119 **	.090 **	.075 **

\*\* Significant at 1% \* Significant at 5%

- The highest percentage of respondents, at around 60 percent, was satisfied with their jobs on the “dimension of responsibility.” The percentage of those who were satisfied with their jobs on the “dimension of ability” was also around 60 percent. The percentage of those who were satisfied with their jobs on the “dimension of efforts” and “dimension of work” was relatively low at around 50 percent. By job type, those in management posts had the highest satisfaction in all categories. On the other hand, those engaged in clerical work had the lowest satisfaction in all categories.
- By respondents’ attribute, higher income earners had higher job satisfaction in all categories. With respect to sex and age, those in older age groups had high job satisfaction on the “dimension of ability.” With regard to employment style, those who were not regular employees had high job satisfaction on the “dimension of effort” and “dimension of work.” In 2001, those who were not regular employees had higher job satisfaction than regular employees on the “dimension of ability” as well. As regards job type, those in management positions had higher job satisfaction on the “dimension of effort” and “dimension of work” compared with skilled workers and laborers. Although not a strong determiner, those working for smaller firms tended to have higher job satisfaction on the “dimension of ability” and “dimension of responsibility.”
- Job satisfaction in all categories had positive correlation with “a sense of unity with the organization,” “affirmation of the self,” “de-emphasis on other-directedness,” and “post-materialism.” The “dimension of effort” had positive correlation with “lifetime employment” and “performance-based principle.” The “dimension of ability” had positive correlation with “lifetime employment,” “anxiety over competition for status,” “anxiety over loss of status,” and “maintenance of the status quo.” Therefore, the above two dimensions had the similar characteristics with the “first stratum” of perception on work. As the “dimension of work” was positively correlated with “voluntary vocational development” and “performance-based principle,” it had similar characteristics with the “second stratum” of perception on work. Job satisfaction on the “dimension of responsibility” had positive correlation with “voluntary vocational development” and “performance-based principle” as well as with “effort-based principle” and “maintenance of the status quo.” Therefore, it overlaps with both the first and second strata of perception on work (Table 1).

## Section II: Professional careers

- While the highest percentage of respondents was oriented towards developing their careers within “a single company,” the survey of 2001 showed that the number of those who were oriented towards developing their careers at “a number of companies” was increasing. The percentage of those who were oriented towards “independent or self-employed” careers was low. Compared to 20 years ago, orientation towards careers in “a single company” remained unchanged, towards “independent or self-employed” careers decreased, and towards careers in “a number of companies” increased. By sex and age, older age groups had stronger orientation towards careers in “a single company,” while orientation towards careers in “a number of companies” was rising among younger age groups.
- With respect to the choice of “being employed” or “self-employment,” more men than women in the entire sample, chose “independent or self-employed” careers. Among those who selected employed careers, more people in younger age groups and with longer years of schooling chose careers in “a number of companies.” By work-related attribute, more people who were not regular employees, who had longer years of service, and who worked for smaller firms had stronger orientation towards “independent or self-employed” careers. In the surveys of 2000 and 2001, those engaged in service jobs had stronger orientation towards “independent or self-employed” careers compared with skilled workers and laborers. With regard to the selection of a career in “a single company” or “a number of companies,” those who had changed jobs more often tended towards a career in “a number of companies.” In the surveys of 1999 and 2001, those with shorter length of service wanted to have a career at “a number of companies.”
- While orientation towards “independent or self-employed” careers had negative correlation with “life-time employment” and “seniority-based wage system,” it had positive correlation with “voluntary vocational development” as well as with “affirmation of the self.” Orientation towards careers in “a number of companies” also had negative correlation with “life-time employment” and “seniority-based wage system” but positive correlation with “voluntary vocational development.” At the same time, it had negative correlation with “maintenance of the status quo” but positive correlation with “affirmation of the self.” Therefore, orientation towards “independent or self-employed” careers and towards careers in “a number of companies” largely overlaps with the “second stratum” of perception on work.

## Chapter III: Perception on unemployment

### Section I: Image of unemployment

- Throughout the three years of the survey, the highest percentage of respondents, at around 95 percent, saw unemployment as “economic difficulty.” While the percentage of those who saw unemployment as “loss of social ties” was high at around 60 percent, the percentage of those who perceived unemployment as “an opportunity to reset one’s career” was also high at around 60 percent. Moreover, the number of those who saw unemployment as “an opportunity to reset one’s career” increased each year. This shows that with the exception of economic factors, people do not necessarily have a negative image of unemployment. If we look at those who recognized unemployment as “loss of social ties” or as “an opportunity to reset one’s career” by sex and age group, more people in younger age groups tended to see unemployment as “an opportunity to reset one’s career.” In contrast, more men in older age groups saw unemployment as “loss of social ties.” In the survey of 2001, however, the percentage of people who perceived unemployment as “an opportunity to reset one’s career” rose even among middle-aged and older people. This shows that more people are seeing unemployment positively in a wider range of age groups.
- The respondents’ attributes were not a major determiner in any category. If we look at the attributes that had any significant effect during the three years of the survey, more women than men thought unemployment as “economic difficulty,” more people in older age groups saw unemployment as “loss of social ties,” more people in older age groups and more people with less education perceived unemployment as “loss of identity,” and more people with longer years of education recognized unemployment as “an opportunity to reset one’s career.” The results show that more people in older age groups had a negative view of unemployment. At the same time, more people with less schooling also had a negative view of unemployment, while more people with longer years of education considered unemployment in a positive light. Among those with jobs, those in management posts did not see unemployment as “economic difficulty” as compared with skilled workers and laborers.
- The perception of unemployment as “economic difficulty,” “loss of social ties,” and “loss of identity” had positive correlation with “life-time employment,” “seniority-based wage system,” “effort-based principle,” and “maintenance of the status quo.” “Loss of social ties” and “loss of identity” also had positive correlation with the “necessity-based principle” and “equality-based principle.” In other words, those

who saw unemployment negatively generally overlapped with the “first stratum” of perception on work. On the other hand, the recognition of unemployment as “an opportunity to reset one’s career” had negative correlation with “life-time employment” and “seniority-based wage system,” but positive correlation with “de-emphasis on social status” and “affirmation of the self.” Therefore, those who saw unemployment positively generally overlapped with the “second stratum” of perception on work.

## Section II: Views on unemployment

- Close to 20 percent of those with jobs were concerned about the possibility of losing their jobs in the near future (within a year). On the possibility of unemployment, there was about the same percentage of respondents who wanted “to avoid unemployment” and who thought unemployment was “unavoidable under certain circumstances.” The percentage of those who wanted to avoid losing their jobs as much as possible and those who considered unemployment in a positive light was both high. By sex and age, more people of middle age and older wanted to “to avoid unemployment” both among men and women. In the survey of 2001, however, the percentage of middle-aged and older people who wanted “to avoid unemployment” decreased among men. On the other hand, more people in younger age groups thought unemployment was “unavoidable under certain circumstances.” The percentage increased among men and women in their 20s and 30s.
- By respondents’ attribute, more people in older age groups, more people with less schooling, and lower income earners were concerned about the possibility of unemployment. The age factor, however, diminished each year. More people in older age group also tended “to avoid unemployment.” In contrast, in the survey of 1999 and 2001, more people in younger age groups and more people with lower wages thought unemployment was “unavoidable under certain circumstances.” With respect to job types, the “concern about the possibility of unemployment” in 1999 was smaller among those in specialist jobs, those in management posts, those engaged in sales, and those engaged in service jobs, in comparison to skilled workers and laborers. In 2000, there was no significant difference with the exception of specialist jobs, and in 2001, there was no significant difference in any job types. More people with longer length of service tended to want “to avoid unemployment.” In 1999 and 2000, more people in management posts felt that unemployment was “unavoidable under certain circumstances” as compared to skilled workers and laborers; but in 2001, there was no significant difference. The

above results indicate that concern about the possibility of unemployment, which was particularly noticeable among blue-collar workers, spread to white-collar workers after 2000.

- “Concern about the possibility of unemployment” had positive correlation with “anxiety over competition for status” and “anxiety over loss of status” as well as with “necessity-based principle” and “equality-based principle.” This shows that “anxiety over competition for status” and “anxiety over loss of status” are not general anxiety of the modern society in which individuals compete for social status, but rather real concern for the possibility of unemployment. “Avoidance of unemployment” was positively correlated with “life-time employment” and “a sense of unity with the organization” as well as with “effort-based principle” and “maintenance of the status quo.” Therefore, those who wanted to “avoid unemployment” had the characteristics of the “first stratum” of perception on work. This group, however, were composed mainly of men, and they were also oriented towards “de-emphasis on other-directedness,” “de-emphasis on social status,” and “post-materialism.” In light of this, it may be possible to provide support in responding to unemployment without clinging onto individuals’ current organizations. The view that unemployment was “unavoidable under certain circumstances” had negative correlation with “life-time employment” and “seniority-based wage system,” but had positive correlation with “voluntary vocational development” as well as with “de-emphasis on other-directedness,” “de-emphasis on social status,” “affirmation of the self,” and “post-materialism.” In other words, those who felt that unemployment was unavoidable under certain circumstances had the same characteristics with the “second stratum” of perception on work.

### Section III: Response to unemployment

- About 80 percent of the respondents said they would wish to find employment as soon as possible. On the other hand, about 70 percent of the respondents placed an emphasis on the kind of jobs they might take on and about 50 percent on wages, indicating their particular interest regarding their careers. More people in younger age groups placed “an emphasis on the kind of jobs” and “an emphasis on jobs that were different from their previous jobs.”
- By respondents’ attribute, people in younger age groups were more active in all categories. That is to say that younger people tended to have a say regarding their careers and were highly motivated in finding employment as soon as possible.

More men than women were eager to “to find employment at the soonest,” while those with longer years of schooling were inclined to place “an emphasis on the kind of jobs” and “to seek jobs that were different from their previous jobs.” The same trend can be observed among those with jobs. More people in younger age groups were more active in all categories, more men than women wanted to “to find employment at the soonest,” and those with longer years of schooling placed “an emphasis on the kind of jobs.” Although not a strong determiner, in the surveys of 1999 and 2001, those who had changed their jobs many times tended to want “to find employment at the soonest.” Those engaged in specialist jobs were less willing “to seek jobs that were different from their previous jobs” when compared with skilled workers and laborers.

- “Early reemployment,” “an emphasis on wages,” and “an emphasis on a different job from previous job” had positive correlation with “anxiety over competition for status” and “anxiety over loss of status.” “An emphasis on wages” also had positive correlation with “increase in pay in return for reduction in corporate welfare.” “An emphasis on the kind of jobs” was positively correlated with “voluntary vocational development.” It had negative correlation with “equality-based principle” and positive correlation with “affirmation of the self” and “post-materialism.” Therefore, this group had the same characteristics with the “second stratum” of perception on work. Similarly, the group who wanted “a different job from previous job” also had the same characteristics of the “second stratum,” but in 2001, this group did not have significant correlation with “voluntary vocational development.”

#### Section IV: Rules on restructuring

- About 50 percent of the respondents felt that “those with less professional skills” should be laid off first, while about 40 percent supported the view that “those whose posts are no longer needed” should be laid off first, indicating growing support for restructuring rules that are based on individuals’ abilities to perform work. The percentage of respondents who considered that “older employees,” “those with shorter length of service,” and “younger employees” should be fired first was low. There was a tendency for respondents to embrace reasons that were related to employees’ professional skills when cutting back the workforce. By sex and age of those who felt that “those with less professional skills” or “older employees” should be laid off first, more people thought that “those with less professional skills,” rather than “older employees,” should be fired first among both men and women and in all age groups. Moreover, respondents in younger age groups tended to

choose “those with less professional skills,” while those in older age groups tended to select “older employees.”

- By respondents’ attribute, the tendency for those with longer years of schooling, among all the samples, to select “those with less professional skills” increased each year. The tendency for more men than women to choose “those with less professional skills” and “those whose posts are no longer needed” also grew stronger each year. More men than women and more people in older age groups supported the view that “older employees” should be laid off first. More people in older age groups also chose “those with shorter length of service,” a tendency that also increased each year. There was no particularly effective determiner with respect to the view that “younger employees” should be fired first. Among those with jobs, again, more people in older age groups tended to choose “older employees.”
- The view that “those with less professional skills” should be fired first had negative correlation with “life-time employment” and “seniority-based wage system,” and positive correlation with “performance-based principle.” The view that “those whose posts are no longer needed” should be laid off first had negative correlation with “seniority-based wage system,” and positive correlation with “voluntary vocational development” and “performance-based principle.” In other words, the groups that supported the above views had the same characteristics with the “second stratum” of perception on work. On the other hand, the view that “those with shorter length of service” was positively correlated with “life-time employment” and “seniority-based wage system,” “performance-based principle,” and “necessity-based principle” and “equality-based principle.” Therefore, this group shared the same characteristics as the “first stratum” of perception on work. The view that “older employees” should go first had positive correlation with “equality-based principle” as well as with “maintenance of the status quo.” The view that “younger employees” should be fired first had positive correlation with the “necessity-based principle” and with “anxiety over loss of status.”

#### Section V: Safety net

- A high percentage of respondents selected “reemployment assistance” and “subsistence” as some of the more important social safety net. With regard to the most important safety net, “subsistence” ranked first and “reemployment assistance,” second. A comparison of “reemployment assistance” and “maintenance of employment” by sex and age shows that support for “reemployment assistance” was high among both men and women and in all age groups, while more women



than men chose “reemployment assistance,” and more men than women selected “maintenance of employment.” More women in younger age groups tended to choose “reemployment assistance.”

- If we look at the determiners of “the most important safety net,” more men than women supported “maintenance of employment,” and in the survey of 2001, more people in older age groups supported “maintenance of employment.” In 1999 and 2001, more women than men supported “reemployment assistance.” More men than women and more people with longer years of schooling tended to see “job creation” as the most important safety net. With respect to “counseling for finding the right job,” more people in younger age groups approved. In the survey of 2001, more men than women and more people with longer years of education called for such counseling. Among those with jobs, there were no particular work-related attributes that determined the “most important safety net.”
- “Job creation” had negative correlation with “life-time employment” and “seniority-based wage system,” and positive correlation with “performance-based principle” as well as with “affirmation of the self.” “Counseling for finding the right job” also had negative correlation with “life-time employment” and “seniority-based wage system,” but positive correlation with “voluntary vocational development” as well as with “affirmation of the self” and “post-materialism.” Therefore, the groups that called for the above two safety nets had the same characteristics with the “second stratum” of perception on work.

#### Chapter IV: Perception on society

##### Section I: Social class identification

- About 90 percent of all respondents saw them as belonging to the middle class, as middle-class mentality continued to hold a considerable sway. Among those who considered them as middle class, the highest percentage of them, at around 50 percent, viewed them as dead in the middle, while around 30 percent considered them as lower middle class, and around 10 percent as belonging to the upper middle class. This trend remained stable, as there was no significant change in three years.
- By respondents’ attribute, more people with longer years of schooling and more people with more incomes saw them as belonging to higher social classes. This trend, however, diminished each year. Among those with jobs in 1999, more people working for larger firms and more people engaging in specialist jobs and holding management posts perceived them as belonging to higher social classes. But in

2000 and 2001, there was no significant difference. In other words, respondents' attributes did not figure in determining to which social classes the respondents belonged.

- In 1999 and 2000, there was positive correlation among “voluntary vocational development,” “performance-based principle,” and “affirmation of the self.” This showed that those in the “second stratum” of perception on work tended to see them as belonging to higher social classes. The correlation, however, grew weaker each year; in 2001, there was no significant correlation.

### Section II: Sense of inequality

- About 70 percent of all respondents, and more women than men had a sense of inequality. Among individual items, the largest percentage of respondents saw there was inequality based on “nationality and race,” and a large percentage of women felt there was inequality between the sexes.
- On determiners of inequality in general, more women than men and more people in younger age groups, among all the samples, indicated a stronger sense of inequality. In the surveys of 1999 and 2001, those with less schooling showed a stronger sense of inequality. More women than men, moreover, had a stronger sense of inequality based on “sex,” “age,” “education,” and “occupation.” More people in younger age groups felt inequality based on “age,” and more people in younger age groups and more people with less schooling had a stronger sense of inequality based on “education.” Among those with jobs in 1999 and 2001, those in management posts felt less inequality compared with skilled workers and laborers. In 1999 and 2001, more people with shorter length of service had a stronger sense of inequality based on “occupation.”
- Generally, “a sense of inequality” had negative correlation with “life-time employment,” “seniority-based wage system,” and “a sense of unity with the organization” as well as with the “performance-based principle.” This trend was also virtually evident in individualized items relating to inequality based on “sex,” “age,” “education,” and “occupation.”

### Section III: Future direction of Japanese society

- More respondents showed support for “society of free competition” than for “society of equality.” It should be noted, however, that the percentage of the former is only around 40 percent, and that around 25 percent of all respondents said “it was not possible to choose one over the other.” During the three years of the survey, the

support for “society of equality” declined, but the support for “society in which individuals can compete freely” did not increase either. The number of those who replied “it was not possible to choose one over the other” increased. The support for “society of free competition” was more noticeable among men. Moreover, more men and women in younger age groups approved of “society of free competition,” and more men and women in older age groups supported “society of equality.”

- By respondents’ attributes, more men than women and more people with longer years of schooling espoused “society of free competition.” In contrast, more women than men and more people with less schooling supported “society of equality.” Among those with jobs, more people in management posts approved of “society of free competition” compared to skilled workers and laborers. Clerical workers also tended to support such society. In addition, in the surveys of 1999 and 2001, regular employees tended not to support society of free competition, but to support equality.
- Support for “society of free competition” had negative correlation with “life-time employment” and “seniority-based wage system,” but positive correlation with “voluntary vocational development.” It also had positive correlation with “performance-based principle” but negative correlation with “necessity-based principle” and “equality-based principle.” Moreover, it had negative correlation with “maintenance of the status quo” but positive correlation with “affirmation of the self.” This shows that the supporters of “society of free competition” share the same characteristics with the “second stratum” of perception on work. On the other hand, support for “society of equality” had positive correlation with “life-time employment,” “seniority-based wage system,” “necessity-based principle,” “equality-based principle,” and “maintenance of the status quo,” but negative correlation with “voluntary vocational development,” “performance-based principle,” and “affirmation of the self.” In other words, the supporters of “society of equality” corresponded with the “first stratum” of perception on work (Table 4.3.3).

## Chapter V: Perception on life

### Section I: Emphasis in life

- The percentage of respondents who gave importance to “family” was consistently high at around 90 percent. About 60 percent also attached importance to “income” and “social activities.” The percentage of those who gave priority on “hobbies and leisure,” “occupation,” and “education” was low. By age, there was a rise in 2001

survey in the percentage of people in younger age groups who gave importance to “occupation.”

- By determiner of the each item of “occupation,” “education,” “income,” and “wealth,” more men than women placed importance on “occupation” and older age groups, on “education.” With respect to “income,” more people in younger age groups, with higher incomes, and dual-income households compared to single people, gave priority on this item. More people in younger age groups also tended to give more emphasis on “wealth.” Among those with jobs, while regular employees tended to give importance to “occupation” and “education” in 1999 and 2000, there was no significant difference in 2001. In 2000 and 2001, more people with longer years of service tended to give priority on “wealth.” In 2001, this group of people also chose “income” as their priority.
- With respect to determiners of “family,” “social activities,” and “hobbies and leisure,” the type of households had a considerable effect on “family” and “social activities.” More people belonging to households with a full-time housewife or dual-income households gave priority on “family” compared to singles. With respect to “social activities,” more people with longer years of schooling, with higher incomes, and in married households, whether with a full-time housewife or dual income, compared with single people, gave priority on this. In the surveys of 1999 and 2001, more men than women gave importance to “hobbies and leisure,” while in 2000 and 2001, more people with longer years of schooling and more people in households with a full-time housewife, as compared to single people, attached importance to “hobbies and leisure.” Attributes related to work did not figure as effective determiners with regard to “family,” “social activities,” or “hobbies and leisure.”
- All of the above items on life had positive correlation with “anxiety over competition for status” and “anxiety over loss of status.” The emphasis on “family,” “social activities,” and “hobbies and leisure,” however, was also positively correlated with “de-emphasis on social status,” “affirmation of the self,” and “post-materialism.” Moreover, respondents belonging to this group had positive correlation with “a sense of unity with the organization.” The emphasis on “hobbies and leisure” had negative correlation with “maintenance of the status quo” and positive correlation with “voluntary vocational development,” which are characteristics of the “second stratum” of perception on work. The emphasis on “social activities” had positive correlation with “voluntary vocational development” as well as with “maintenance of the status quo.” The emphasis on “family” also had positive correlation with “maintenance of the status quo.” The attachment of

importance on “occupation,” “education,” “income,” and “wealth” had positive correlation with “performance-based principle.” “Occupation” had positive correlation with “seniority-based wage system” and “a sense of unity with the organization,” whereas “education” tended to be positively correlated with “life-time employment” and “seniority-based wage system.” In this respect, the groups who gave importance to “occupation” and “education” had the characteristics of the “first stratum” of perception on work.

## Section II: A sense of fulfillment in life

- About 75 percent of the respondents were satisfied with their life in general. More specifically, about 80 percent of them, the highest percentage, had a sense of fulfillment with respect to their family life, while about 50 percent felt fulfilled with regard to their work. If we focus only on men, the percentage of those with a sense of fulfillment about their work rises. In particular, the percentage rose among the currently working population from their 20s through 50s. Satisfaction derived from "social activities" also rose during the three years of the survey among the middle aged and higher for both men and women.
- By respondents' attribute, household types had an important part to play. With regard to satisfaction with life in general, more women than men, more people with longer years of schooling, more people with higher incomes, and more people in households with a full-time housewife or dual income, as compared with singles, had a greater sense of fulfillment. In the surveys of 1999 and 2001, more people in higher age groups were more satisfied with their life in general. With respect to "work," more women than men, more people in higher age groups, more people with higher incomes, and more people in dual-income households, as compared with singles, were satisfied. As regards "family life," more women than men, more people with higher incomes, and more people in households with a full-time housewife or dual income, as compared with single people, were fulfilled. With respect to "social activities," more people in higher age groups and more people in households with a full-time housewife or dual income, as compared with singles, were satisfied. With regard to "leisure time," more people with longer years of schooling were satisfied, whereas more people in dual-income households, as compared with singles, were less satisfied. Among those with jobs, regular employees tended to be less satisfied with "social activities."
- Satisfaction with "life in general" and satisfaction with each aspect of life had negative correlation with "anxiety over competition for status" and "anxiety over

loss of status" and positive correlation with "de-emphasis on other-directedness," "de-emphasis on social status," "affirmation of the self," and "post-materialism." Fulfillment from "life in general," "work," "social activities," and "leisure time" had positive correlation with "a sense of unity with the organization." In 2001, satisfaction with family life was also positively correlated with "a sense of unity with the organization." Fulfillment derived from "life in general" and "work" had positive correlation with "life-time employment" and "maintenance of the status quo." Satisfaction with "family life" and "work" was positively correlated with "effort-based principles" and "maintenance of the status quo," while "social activities" also had positive correlation with "seniority-based wage system" and the "equality-based principles." In this respect, those who were satisfied with their "life in general," "work," "family life," and "social activities" had the characteristics of the "first stratum" of perception on work. On the other hand, satisfaction with "leisure time" had positive correlation with "voluntary vocational development" and negative correlation with "maintenance of the status quo." Therefore, those who were satisfied with "leisure time" had the same characteristics of the "second stratum" of perception on work.

### Section III: Concerns about life

- The highest percentage of respondents were concerned about their "family's health." A large percentage of respondents were also concerned about health including "their own health" and about economic aspects such as "life after retirement" and "income and financial assets." Looking at concerns about "income and financial assets" by sex and age, more people in middle age among both men and women were concerned, compared with people in younger age groups and senior age groups. This tendency was particularly marked among men.
- More people in older age groups were concerned about "their own health." Among those with jobs, a large percentage of people in dual-income households were also concerned about their own health. With respect to "income and financial assets," more people in younger age groups, more people with less education, more people with less income, and more people in dual-income households had a greater level of anxiety. With respect to "life after retirement," more people in older age groups, and more people in households with a full-time housewife or dual-income households were concerned. As regards concerns about "personal relation with family and relatives" and "personal relation within the regional community," more people in dual-income households were concerned. With respect to concern about

“personal relation at the workplace,” more people in younger age groups and more people with higher incomes had a higher level of anxiety. Among those with jobs, regular employees tended to be concerned about “personal relation at the workplace.”

- All of the types of anxiety had positive correlation with “anxiety over competition for status” and “anxiety over loss of status.” This shows that people’s concern about life in general was wedged in a concern about their status. Concern about “their own health” had positive correlation with “seniority-based wage system” and “maintenance of the status quo.” In this respect, concern about one’s own health is marked with the same characteristics as the “first stratum” of perception on work. In general, there is little overlap between concerns about life in general and the “second stratum” of perception on work.

#### Section IV: New perception on work

- The largest percentage of respondents, at around 60 percent, considered “house chores” as work. The percentage of respondents who considered “looking after elderly parents” at home and “rearing children” as work was also on the rise. Moreover, the percentage of those who saw such social activities as “working as a volunteer,” “contributing to the regional community,” and “taking part in consumer or civic movement” increased each year. Men tended to think of “working as a volunteer” as work as they grew older. In particular, there was a notable increase in those in their 50s and above to take this view during the three years of the survey. In 2001, the percentage of those in their 20s who thought similarly also rose sharply. On the other hand, age differences among women on this issue were gradually diminished.
- By respondents’ attribute, the type of household was a major determiner in all activities. More people in dual-income households considered “looking after elderly parents” as work compared with single people. More people in households with a full-time housewife or dual-income households thought of “rearing children” as work compared with single people, indicating married people were more inclined to think this way. With regard to “house chores,” more people in households with a full-time housewife or dual-income households considered them as work compared with single people, again indicating married people were more likely to see the task as work. More women than men also thought of “house chores” as work. With respect to “working as a volunteer,” “taking part in consumer or civic movement,” and “contributing to the regional community,” more people in households with a

full-time housewife saw them as work, as compared with single people, in both 2000 and 2001 (Table 5.4.1). Among those with jobs, more people who were regular employees considered “looking after elderly parents” and “rearing children” as work.

- All types of activities were positively correlated with “anxiety over competition for status” and “anxiety over loss of status” as well as with “equality-based principle.” At the same time, they also had positive correlation with “post-materialism.” “Working as a volunteer,” “taking part in consumer or civic movement,” and “contributing to the regional community” was positively correlated with “affirmation of the self.”

#### Section V: Satisfaction in life

- The general level of satisfaction with respondents’ life was high at around 65 percent of all respondents. It was higher among those in older age groups. In the survey of 2001, however, the level of satisfaction declined in all age groups.
- By respondents’ attribute, more women than men, more people in older age groups, more people with longer years of schooling, more people with higher incomes, and more people in households with a full-time housewife were satisfied with their life. In particular, sex and age were effective determiners. Among those with jobs, the level of satisfaction was higher the less one had changed jobs.
- Satisfaction with one’s life had negative correlation with “anxiety over competition for status” and “anxiety over loss of status,” and positive correlation with “a sense of unity with the organization” and “post-materialism.” It also had positive correlation with “life-time employment,” “seniority-based wage system,” and “maintenance of the status quo,” indicating a high level of satisfaction mainly in the “first stratum” of perception on work. On the other hand, however, the level of satisfaction was high among those indicating “affirmation of the self,” particularly among women, and in this respect, the level of satisfaction was also high in the “second stratum” of perception on work. The correlation with “performance-based principle” diminished each year, and in the survey of 2001, there was no significant correlation (Table 2).



Table 2: Correlation coefficient of employment, distribution, and perception on life and “satisfaction in life”

		Satisfaction in life		
		All	Men	Women
Life-time employment	1999	.106 **	.159 **	.045
	2000	.077 **	.101 **	.044
	2001	.078 **	.111 **	.037
Seniority-based wage system	1999	.084 **	.083 **	.075 **
	2000	.038 *	.008	.052 *
	2001	.054 **	.067 *	.033
Increase in pay in return for reduction in corporate welfare	1999	-.058 **	-.024	-.096 **
	2000	-.024	-.038	-.009
	2001	-.052 **	-.084 **	-.024
Voluntary vocational development	1999	.024	.039	.015
	2000	.008	-.002	.033
	2001	.024	.051	.009
A sense of unity with the organization	1999	.054 **	.052	.073 *
	2000	.055 **	.068 *	.063 *
	2001	.099 **	.156 **	.066 *
Performance-based principle	1999	.066 **	.072 *	.072 **
	2000	.039 *	.027	.066 *
	2001	.025	.025	.039
Effort-based principle	1999	.036	.024	.048
	2000	.047 *	.047	.042
	2001	.040 *	.047	.032
Necessity-based principle	1999	.032	.017	.046
	2000	-.008	.032	-.047
	2001	-.008	-.015	-.003
Equality-based principle	1999	-.016	-.011	-.028
	2000	-.016	-.036	-.008
	2001	-.025	.010	-.063 *
Anxiety over competition for status	1999	-.134 **	-.144 **	-.118 **
	2000	-.129 **	-.111 **	-.136 **
	2001	-.115 **	-.094 **	-.132 **
Anxiety over loss of status	1999	-.156 **	-.162 **	-.141 **
	2000	-.123 **	-.123 **	-.112 **
	2001	-.140 **	-.136 **	-.140 **
Maintenance of the status quo	1999	.040 *	.062 *	.009
	2000	.073 **	.045	.087 **
	2001	.043 *	-.012	.083 **
De-emphasis on other-directedness	1999	.052 **	.064 *	.042
	2000	.048 *	.032	.065 *
	2001	.031	.047	.014
De-emphasis on social status	1999	.046 *	.079 **	.009
	2000	.068 **	.069 *	.055 *
	2001	.053 **	.021	.079 **
Affirmation of the self	1999	.061 **	.071 *	.060 *
	2000	.056 **	.019	.103 **
	2001	.077 **	.048	.113 **
Post-materialism	1999	.121 **	.152 **	.087 **
	2000	.151 **	.150 **	.140 **
	2001	.130 **	.093 **	.162 **

\*\* Significant at 1% \* Significant at 5%

Chapter VI: Relation of job satisfaction to satisfaction in life, a sense of fulfillment in life, and a sense of inequality

- An analysis of “satisfaction in life” from the viewpoint of “satisfaction in work” shows that the higher the job satisfaction in the “dimension of efforts” and the “dimension of abilities,” the higher the satisfaction in life. In particular, the effect of the “dimension of efforts” was significant.
- An analysis of “a sense of fulfillment in life” from the viewpoint of “satisfaction in work” shows that the higher the job satisfaction in all dimensions, the greater the sense of fulfillment in life. In particular, the “dimension of abilities” and the “dimension of work” were effective. With respect to “family life,” the greater the job satisfaction in the “dimension of efforts,” “dimension of work,” and “dimension of responsibility,” the greater the sense of fulfillment. As regards social activities, job satisfaction did not contribute to enhancing the sense of fulfillment. With respect to “leisure activities,” the “dimension of abilities” increased the sense of fulfillment in 2000 and 2001.
- An analysis of “a sense of inequality” from the viewpoint of “satisfaction in work” shows that the lower the job satisfaction in the “dimension of efforts,” the higher the sense of inequality in general. In all categories of “sex,” “age,” “education,” and “occupation,” the lower the job satisfaction in the “dimension of efforts,” the higher the sense of inequality. This also shows that “efforts” is an important condition for having trust in social rules.

## 8. Conclusion

The analysis of the interrelatedness of the various aspects of people’s perception of work confirmed that there are two major strata of perception on work. The first stratum supports life-time employment and seniority-based wage system regarding employment, approves the effort-based, necessity-based, and equality-based principles of distribution, has a low sense of affirmation of self, and seeks maintenance of the status quo in their life. In contrast, the second stratum supports voluntary vocational development with respect to employment, endorses the performance-based principle of distribution, and is oriented towards post-materialism, de-emphasis on status, and affirmation of the self in their life. Moreover, it was found that both strata attached importance on “a sense of unity with the organization” as regards employment, on the “effort-based principle” of distribution, and on “post-materialism” with respect to their lives. It was also revealed that “a sense of unity with the organization” and “post-

materialism” were also important in enhancing “satisfaction in work” and “satisfaction in life.”

The above results may suggest that three principles of “a sense of unity with the organization,” “effort-based principle,” and “post-materialism” may become the key rules in the future reorganization of the working society. As the above principles are regarded positively by both the first and second strata of people who have heterogeneous orientation (perception), they could become interfacing rules for the two strata. Furthermore, the above results are also significant from the point of view of policy support (approach). In other words, it is suggested that the above principles may form a basic framework for implementing effective policies without creating a conflict between the two strata.

People’s perception of work is essentially composed of many aspects, and it varies widely from person to person. In this survey and research, we approached people’s perceptions of work from a limited angle by setting a framework as shown above. Nevertheless, even with such limitation, the information we obtained in this article and in our report of the 1<sup>st</sup>, 2<sup>nd</sup> and 3<sup>rd</sup> surveys, “Survey on Working Life (1999): Perception on Work and Unemployment,” “Survey on Working Life (2000): Perception on Work and Fluidization,” and “Survey on Working Life (2001): Perception on Work and IT Society,” is vast. Depending on which aspects of people’s perception of work we focus on, our discoveries may vary widely. In this article, we only attempted a limited analysis on the interrelatedness of different aspects of people’s perception of work. Therefore, it goes without saying that the resulting policy implications are also largely limited. We hope that further analyses would be made in the future and more data would be accumulated for presentation of meaningful information.

### Survey on Working Life

March 2001

Organized by the Japan Institute for Labour  
Implemented by Central Research Services, Inc.

Branch no.		Location no.			Subject no.		Investigator	Checker

This is Central Research Services' opinion survey. The purpose of this survey is to ask questions on the state of and your views of working life to compile a statistical material for employment and labor research. It is an anonymous survey and all of your answers will be statistically processed. Therefore, your privacy will be protected. Please answer the questions in this survey. Thank you very much for your cooperation.

Sheet No.=1

**Q1** What is your sex?

1 Male

2 Female

(11)

**Q2** When were you born?

Year \_\_\_\_\_ Month \_\_\_\_\_ (12) (13)  


--	--

 Age

**Q3** [Questionnaire I] There are many different career paths in this world. Choose one you think is most desirable from below.

(14)

- 1 (a) A career path in which one works for a single company for a long period of time until one gradually obtains a management post.
- 2 (b) A career path in which one experiences a number of companies until one eventually obtains a management post.
- 3 (c) A career path in which one works for a single company for a long period of time to become an expert in certain field.
- 4 (d) A career path in which one experiences a number of company to become an expert in certain field.
- 5 (e) A career path in which one is employed at first but later becomes independent.
- 6 (f) A career path in which one works independently from the beginning.
- 7 (g) None of the above.
- 8 Don't know.

**Q4** [Questionnaire II] Who do you think should be given a high social status and economic wealth? Answer each question from (1) to (4).

1. (a) Agree
2. (b) More or less agree
3. (c) More or less disagree
4. (d) Disagree
5. (e) Neither agree nor disagree
6. (f) Don't know

- (1) More should be given to those who achieve more ... 1 ... 2 ... 3 ... 4 ... 5 ... 6 (15)
- (2) More should be given to those who make the greater efforts ... 1 ... 2 ... 3 ... 4 ... 5 ... 6 (16)
- (3) Each should be given according to one's needs ... 1 ... 2 ... 3 ... 4 ... 5 ... 6 (17)
- (4) All should be given equally ... 1 ... 2 ... 3 ... 4 ... 5 ... 6 (18)

**Q5** [Questionnaire III] What is your view on Japanese style of working?

(1) What is your opinion on life-time employment in Japan where one works for a single company until the mandatory retirement age? Choose one from below.

- |                    |                                 |                                     |                        |            |      |
|--------------------|---------------------------------|-------------------------------------|------------------------|------------|------|
| <b>1</b>           | <b>2</b>                        | <b>3</b>                            | <b>4</b>               | <b>5</b>   |      |
| (a)                | (b)                             | (c)                                 | (d)                    |            | (19) |
| It is a good thing | It is more or less a good thing | It is more or less not a good thing | It is not a good thing | Don't know |      |
- 

(2) What is your opinion on the Japanese-style seniority-based wage system in which pay rises commensurate with the length of service? Choose one from below.

- |                    |                                 |                                     |                        |            |      |
|--------------------|---------------------------------|-------------------------------------|------------------------|------------|------|
| <b>1</b>           | <b>2</b>                        | <b>3</b>                            | <b>4</b>               | <b>5</b>   |      |
| (a)                | (b)                             | (c)                                 | (d)                    |            | (20) |
| It is a good thing | It is more or less a good thing | It is more or less not a good thing | It is not a good thing | Don't know |      |
- 

(3) What is your opinion on the view, "Funds should be allocated not to improve welfare facilities such as company housing and recreation facilities, but to increase employees' pay"? Choose one from below.

- |          |                    |                       |          |            |      |
|----------|--------------------|-----------------------|----------|------------|------|
| <b>1</b> | <b>2</b>           | <b>3</b>              | <b>4</b> | <b>5</b>   |      |
| (a)      | (b)                | (c)                   | (d)      |            | (21) |
| Agree    | More or less agree | More or less disagree | Disagree | Don't know |      |
-

(4) What is your opinion on the view, “One should not depend on an organization or a company but develop one’s own skills to shape one’s future”? Choose **one** from below.

- |                          |                                       |  |                             |                        |      |
|--------------------------|---------------------------------------|--|-----------------------------|------------------------|------|
| <b>1</b><br>(a)<br>Agree | <b>2</b><br>(b)<br>More or less agree | <b>3</b><br>(c)<br>More or less disagree | <b>4</b><br>(d)<br>Disagree | <b>5</b><br>Don’t know | (22) |
|--------------------------|---------------------------------------|--|-----------------------------|------------------------|------|
- 

(5) What do you think about having a sense of unity with a company or a workplace? Choose **one** from below.

- |                                       |  |  |   |                        |      |
|---------------------------------------|--|--|---|------------------------|------|
| <b>1</b><br>(a)<br>It is a good thing | <b>2</b><br>(b)<br>It is more or less a good thing | <b>3</b><br>(c)<br>It is more or less not a good thing | <b>4</b><br>(d)<br>It is not a good thing | <b>5</b><br>Don’t know | (23) |
|---------------------------------------|--|--|---|------------------------|------|
- 

**Q6** [Questionnaire IV] Suppose Japanese society is to be divided into five categories as shown below. In which category do you think you would belong?

- |                                |                                       |  |                                       |                                |                               |      |
|--------------------------------|---------------------------------------|--|---------------------------------------|--------------------------------|-------------------------------|------|
| <b>1</b><br>(a)<br>Upper class | <b>2</b><br>(b)<br>Upper middle class | <b>3</b><br>(c)<br>Middle middle class | <b>4</b><br>(d)<br>Lower middle class | <b>5</b><br>(e)<br>Lower class | <b>6</b><br>(f)<br>Don’t know | (24) |
|--------------------------------|---------------------------------------|--|---------------------------------------|--------------------------------|-------------------------------|------|
- 

**Q7** [Questionnaire V] How satisfied are you with you life generally? Choose one from below.

- |                              |   |  |                                 |   |                        |      |
|------------------------------|---|--|---------------------------------|---|------------------------|------|
| <b>1</b><br>(a)<br>Satisfied | <b>2</b><br>(b)<br>More or less satisfied | <b>3</b><br>(c)<br>More or less dissatisfied | <b>4</b><br>(d)<br>Dissatisfied | <b>5</b><br>(e)<br>Neither satisfied nor dissatisfied | <b>6</b><br>Don’t know | (25) |
|------------------------------|---|--|---------------------------------|---|------------------------|------|
- 

**Q8** (1) [Questionnaire VI] Generally speaking, do you think that today’s world is fair? Choose one from below.

- |                               |  |  |                                 |                        |      |
|-------------------------------|--|--|---------------------------------|------------------------|------|
| <b>1</b><br>(a)<br>It is fair | <b>2</b><br>(b)<br>It is more or less fair | <b>3</b><br>(c)<br>It is more or less unfair | <b>4</b><br>(d)<br>It is unfair | <b>5</b><br>Don’t know | (26) |
|-------------------------------|--|--|---------------------------------|------------------------|------|
- 

(2) [Questionnaire VII] What do you think on each of the following? Answer each question from (1) to (8).

1. (a) Fair
2. (b) More or less fair
3. (c) More or less unfair
4. (d) Unfair
5. Don’t know

- |   |                               |      |
|---|-------------------------------|------|
| (1) Difference in treatment based on sex                    | ... 1 ... 2 ... 3 ... 4 ... 5 | (27) |
| (2) Difference in treatment based on age                    | ... 1 ... 2 ... 3 ... 4 ... 5 | (28) |
| (3) Difference in treatment based on educational background | ... 1 ... 2 ... 3 ... 4 ... 5 | (29) |
| (4) Difference in treatment based on occupation             | ... 1 ... 2 ... 3 ... 4 ... 5 | (30) |
| (5) Difference in treatment based on income                 | ... 1 ... 2 ... 3 ... 4 ... 5 | (31) |
| (6) Difference in treatment based on financial assets       | ... 1 ... 2 ... 3 ... 4 ... 5 | (32) |
| (7) Difference in treatment based on blood                  | ... 1 ... 2 ... 3 ... 4 ... 5 | (33) |
| (8) Difference in treatment based on nationality or race    | ... 1 ... 2 ... 3 ... 4 ... 5 | (34) |

---

**Q9** Are you currently employed (include side jobs and part-time jobs)?

- |                   |                  |                      |      |
|-------------------|------------------|----------------------|------|
| <u>1 Employed</u> | <u>2 Student</u> | <u>3 Unemployed</u>  | (35) |
| ↓                 |                  | ↳ (To Q11 on page 4) |      |

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**Q10** [Questionnaire VIII] Are you satisfied with your current work (work at a firm, self-employed work, part-time work, etc.) from the viewpoint of each of the following from (1) to (4)?

- |   |   |      |
|---|---|------|
|   | 1. (a) Satisfied                          |      |
|   | 2. (b) More or less satisfied             |      |
|   | 3. (c) More or less dissatisfied          |      |
|   | 4. (d) Dissatisfied                       |      |
|   | 5. (e) Neither satisfied nor dissatisfied |      |
|   | 6. Don't know                             |      |
| (1) Rewarded sufficiently for one's efforts<br>(pay, promotion, etc.) | ... 1 ... 2 ... 3 ... 4 ... 5 ... 6       | (36) |
| (2) Have opportunity to exercise one's abilities                      | ... 1 ... 2 ... 3 ... 4 ... 5 ... 6       | (37) |
| (3) Can take on new challenges (work is stimulating)                  | ... 1 ... 2 ... 3 ... 4 ... 5 ... 6       | (38) |
| (4) Given sufficient responsibility                                   | ... 1 ... 2 ... 3 ... 4 ... 5 ... 6       | (39) |

**[To all respondents]**

**Q11** [Questionnaire 9] Do you use the Internet? Which devices do you use to access it?

Answer each question on the use of the Internet on PC and mobile terminals.

The use of the Internet refers to collection and exchange of information by using e-mail and the web and conducting electronic transactions and various other procedures. It does not include network management or system configuration.

1. (a) Use it with ease
2. (b) Use it but not with ease
3. (c) Intend to use it in the near future
4. (d) Do not intend to use it
5. Don't know

- |  |                               |      |
|--|-------------------------------|------|
| (1) PC (desktop or laptop)   | ... 1 ... 2 ... 3 ... 4 ... 5 | (40) |
| (2) Mobile terminals<br>(cell phone, PHS, electronic organizer, PDA, etc.) | ... 1 ... 2 ... 3 ... 4 ... 5 | (41) |

---

**Q12** [Questionnaire 10] Are you interested in using the Internet for the purposes shown below? Answer each question from (1) to (4).

1. (a) Very much interested
2. (b) Somewhat interested
3. (c) Not much interested
4. (d) Not interested at all
5. Don't know

- |   |                               |      |
|---|-------------------------------|------|
| (1) Work (communication, research, transactions, employment information, teleworking, entrepreneurship, etc.) | ... 1 ... 2 ... 3 ... 4 ... 5 | (42) |
| (2) In the home (shopping, child rearing, nursing care, medical care, etc.)                                   | ... 1 ... 2 ... 3 ... 4 ... 5 | (43) |
| (3) Social activities (volunteering, community activities, recycling, PTA, etc.)                              | ... 1 ... 2 ... 3 ... 4 ... 5 | (44) |
| (4) Leisure (information on tourist destinations, reservations, sports, art, games, hobbies, etc.)            | ... 1 ... 2 ... 3 ... 4 ... 5 | (45) |

---

**Q13** [Questionnaire XI] Is Internet technology needed in your work?

- 1 (a) Necessary
  - 2 (b) More or less necessary
  - 3 (c) More or less unnecessary
  - 4 (d) Unnecessary
  - 5 Don't know
- (46)



**Q14** [Questionnaire XII] What would you like or need to learn about the Internet technology in your work? Choose **all** that apply. (M.A)

- 1 (a) Use of the e-mail
- 2 (b) Use of the Internet explorer (www browser)
- 3 (c) How to design a website (47)
- 4 (d) Network management technology
- 5 (e) System configuration technology
- 6 Nothing in particular
- 7 Don't know

---

**Q15** [Questionnaire XIII] What is your opinion on IT including the PC and Internet? Answer each question from (1) to (6).

- 1 (a) Agree
- 2 (b) More or less agree
- 3 (c) More or less disagree
- 4 (d) Disagree
- 5 Don't know

- (1) The use of IT such as PC and the Internet is a basic skill like reading and writing. Therefore, it should be taught at schools. ... 1 ... 2 ... 3 ... 4 ... 5 (48)
- (2) The advance in IT such as PC and the Internet will make my work unnecessary. ... 1 ... 2 ... 3 ... 4 ... 5 (49)
- (3) I would like to learn more about IT. ... 1 ... 2 ... 3 ... 4 ... 5 (50)
- (4) An increase in the use of the Internet will make personal relation in work less substantial. ... 1 ... 2 ... 3 ... 4 ... 5 (51)
- (5) I would like to or continue to engage in IT-related work. ... 1 ... 2 ... 3 ... 4 ... 5 (52)
- (6) IT literacy will create a digital divide in terms of job opportunities, income, and social status. ... 1 ... 2 ... 3 ... 4 ... 5 (53)

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**Q16** [Questionnaire XIV] What kind of skills do you think will become important in information society that is being advanced by the use of the Internet and PC? Answer each question from (1) to (3).

- 1 (a) Agree
- 2 (b) More or less agree
- 3 (c) More or less disagree
- 4 (d) Disagree
- 5 Don't know

- (1) Ability to generate new ideas and make plans will become more important than simply doing one's given work. ... 1 ... 2 ... 3 ... 4 ... 5 (54)

- (2) Keener sensitivity and ability to express oneself will become more important than having greater knowledge. ... 1 ... 2 ... 3 ... 4 ... 5 (55)
- (3) Ability to judge for oneself will become more important than accommodating oneself to the opinions of others. ... 1 ... 2 ... 3 ... 4 ... 5 (56)

**Q17** [Questionnaire XV] The number of young job-hopping part-timers, the so-called *freeters*, who do not take on a regular job, is increasing. What is your opinion of *freeters*? Answer each question of (1) and (2). *Freeters* do not include students and housewives working part time.

- 1 (a) Agree  
 2 (b) More or less agree  
 3 (c) More or less disagree  
 4 (d) Disagree  
 5 Don't know

- (1) It is a free and diversified working style. ... 1 ... 2 ... 3 ... 4 ... 5 (57)
- (2) It is an unstable way to live. ... 1 ... 2 ... 3 ... 4 ... 5 (58)

**Q18** [Questionnaire XVI] What is your opinion on your professional skills? Answer each question from (1) to (6) regardless of whether or not you are currently employed. Choose the nearest answer for each question.

- 1 (a) Agree  
 2 (b) More or less agree  
 3 (c) More or less disagree  
 4 (d) Disagree  
 5 Don't know

- (1) I am confident about my current professional skills. ... 1 ... 2 ... 3 ... 4 ... 5 (59)
- (2) I need to acquire a higher level of professional skills. ... 1 ... 2 ... 3 ... 4 ... 5 (60)
- (3) In order to enhance my professional skills, it is better to gain diverse working experience rather than continue to do similar work. ... 1 ... 2 ... 3 ... 4 ... 5 (61)
- (4) In order to enhance my professional skills, it is better to receive training from educational institutions such as technical schools and universities rather than receive training at the workplace. ... 1 ... 2 ... 3 ... 4 ... 5 (62)
- (5) In order to enhance my professional skills, it is better to work for a number of firms than to work for a single firm. ... 1 ... 2 ... 3 ... 4 ... 5 (63)
- (6) I have professional skills that can be effectively used at other companies if allowed to work in a similar job. ... 1 ... 2 ... 3 ... 4 ... 5 (64)

**Q19** [Questionnaire XVII] How much do the descriptions of (1) to (7) fit you? Answer each question.

- 1** (a) Fits me exactly
- 2** (b) Fits me somewhat
- 3** (c) Does not fit me very much
- 4** (d) Does not fit me at all
- 5** (e) Neither
- 6** Don't know

- (1) I am worried that other people might have the better of me if I am not on my toes. ... **1** ... **2** ... **3** ... **4** ... **5** ... **6** (65)
- (2) I am concerned that I might lose all that I gained if I am not careful. ... **1** ... **2** ... **3** ... **4** ... **5** ... **6** (66)
- (3) It is more important to maintain what I have so far gained than to try to gain more. ... **1** ... **2** ... **3** ... **4** ... **5** ... **6** (67)
- (4) It does not bother me that others think differently and have different lifestyle from mine. ... **1** ... **2** ... **3** ... **4** ... **5** ... **6** (68)
- (5) I would rather live the way I want to than try hard to gain wealth and high social standing. ... **1** ... **2** ... **3** ... **4** ... **5** ... **6** (69)
- (6) I have something I can be proud of beside my work. ... **1** ... **2** ... **3** ... **4** ... **5** ... **6** (70)
- (7) I would like to give more importance on enriching my mind and having a peace of mind than on materialistic affluence. ... **1** ... **2** ... **3** ... **4** ... **5** ... **6** (71)

**Q20** [Questionnaire XVIII] How important is each of the items from (1) to (7) below to you?

- 1** (a) Important
- 2** (b) Somewhat important
- 3** (c) Not that important
- 4** (d) Not important
- 5** Don't know

- (1) Having an occupation that is highly recognized socially. ... **1** ... **2** ... **3** ... **4** ... **5** (72)
- (2) Having a large income. ... **1** ... **2** ... **3** ... **4** ... **5** (73)
- (3) Having a strong academic background. ... **1** ... **2** ... **3** ... **4** ... **5** (74)
- (4) Having the trust and respect of the family. ... **1** ... **2** ... **3** ... **4** ... **5** (75)
- (5) Being active in social activities such as volunteering and community activities. ... **1** ... **2** ... **3** ... **4** ... **5** (76)
- (6) Playing an important role in circles for hobbies and recreation. ... **1** ... **2** ... **3** ... **4** ... **5** (77)
- (7) Having a large wealth. ... **1** ... **2** ... **3** ... **4** ... **5** (78)

---

**Q21** [Questionnaire XIX] How much sense of fulfillment do you feel with respect to each item from (1) to (5)?

Sheet No. = 2

- 1 (a) There is a sense of fulfillment
- 2 (b) There is somewhat a sense of fulfillment
- 3 (c) There is not much of a sense of fulfillment
- 4 (d) There is no sense of fulfillment
- 5 (e) Neither
- 6 Don't know

- (1) Regular work (work at a company, self-employed work, part-time work; not including house chores). ... 1 ... 2 ... 3 ... 4 ... 5 ... 6 (11)
- (2) Family life ... 1 ... 2 ... 3 ... 4 ... 5 ... 6 (12)
- (3) Social activities (volunteer activities, community service, recycling, awareness raising circles, helping with junior baseball teams, PTA, etc.) ... 1 ... 2 ... 3 ... 4 ... 5 ... 6 (13)
- (4) Hobbies and leisure ... 1 ... 2 ... 3 ... 4 ... 5 ... 6 (14)
- (5) Life in general ... 1 ... 2 ... 3 ... 4 ... 5 ... 6 (15)

---

**Q22** [Questionnaire XX] Do you see the activities of (1) to (6) as "work"?

- 1 (a) Yes
- 2 (b) More or less yes
- 3 (c) More or less no
- 4 (d) No
- 5 (e) Neither yes nor no
- 6 Don't know

- (1) Taking care of elderly parents ... 1 ... 2 ... 3 ... 4 ... 5 ... 6 (16)
- (2) Rearing children ... 1 ... 2 ... 3 ... 4 ... 5 ... 6 (17)
- (3) House chores ... 1 ... 2 ... 3 ... 4 ... 5 ... 6 (18)
- (4) Volunteer activities (including NPO and NGO) ... 1 ... 2 ... 3 ... 4 ... 5 ... 6 (19)
- (5) Consumer and civic activities ... 1 ... 2 ... 3 ... 4 ... 5 ... 6 (20)
- (6) Community service ... 1 ... 2 ... 3 ... 4 ... 5 ... 6 (21)

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**Q23** [Questionnaire XXI] How much are you concerned about the items (1) to (7) below on a daily basis?

- 1 (a) I am concerned

- 2 (b) I am somewhat concerned  
 3 (c) I am not very much concerned  
 4 (d) I am not concerned  
 5 Don't know

- (1) Your own health ... 1 ... 2 ... 3 ... 4 ... 5 (22)
- (2) Your family's health ... 1 ... 2 ... 3 ... 4 ... 5 (23)
- (3) Income and financial assets ... 1 ... 2 ... 3 ... 4 ... 5 (24)
- (4) Life after retirement ... 1 ... 2 ... 3 ... 4 ... 5 (25)
- (5) Personal relation with your family and relatives ... 1 ... 2 ... 3 ... 4 ... 5 (26)
- (6) Personal relation at work ... 1 ... 2 ... 3 ... 4 ... 5 (27)
- (7) Personal relation within the regional community ... 1 ... 2 ... 3 ... 4 ... 5 (28)

**Q24** [Questionnaire XXII] What is your opinion on personnel cutbacks and layoffs as a result of poor performance by companies? Choose the closest answer for each item of (1) to (5).

- 1 (a) Agree  
 2 (b) More or less agree  
 3 (c) More or less disagree  
 4 (d) Disagree  
 5 Don't know

- (1) Those with shorter length of service should be laid off first. ... 1 ... 2 ... 3 ... 4 ... 5 (29)
- (2) Those with less vocational abilities should be laid off first. ... 1 ... 2 ... 3 ... 4 ... 5 (30)
- (3) Younger workers should be laid off first. ... 1 ... 2 ... 3 ... 4 ... 5 (31)
- (4) Older workers should be laid off first. ... 1 ... 2 ... 3 ... 4 ... 5 (32)
- (5) Those whose jobs are no longer needed should be laid off first. ... 1 ... 2 ... 3 ... 4 ... 5 (33)

**Q25** [Questionnaire XXIII] What is your image of unemployment. Choose the closest answer for each item of (1) to (4).

- 1 (a) Agree
- 2 (b) More or less agree
- 3 (c) More or less disagree
- 4 (d) Disagree
- 5 Don't know

- |                                       |                               |      |
|---------------------------------------|-------------------------------|------|
| (1) Economic difficulty               | ... 1 ... 2 ... 3 ... 4 ... 5 | (34) |
| (2) Loss of social ties               | ... 1 ... 2 ... 3 ... 4 ... 5 | (35) |
| (3) Loss of one's worth to live       | ... 1 ... 2 ... 3 ... 4 ... 5 | (36) |
| (4) Opportunity to reset one's career | ... 1 ... 2 ... 3 ... 4 ... 5 | (37) |

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**Q26** [Questionnaire 24] What is your view about each of the following on unemployment? Choose the closest answer for each item from (1) to (3).

- 1 (a) Agree
- 2 (b) More or less agree
- 3 (c) More or less disagree
- 4 (d) Disagree
- 5 Don't know

- |  |                               |      |
|--|-------------------------------|------|
| (1) There is concern about unemployment in the near future (within a year).  | ... 1 ... 2 ... 3 ... 4 ... 5 | (38) |
| (2) I would choose wage cuts if unemployment could be avoided.               | ... 1 ... 2 ... 3 ... 4 ... 5 | (39) |
| (3) Unemployment is unavoidable if I am dissatisfied about wages or the job. | ... 1 ... 2 ... 3 ... 4 ... 5 | (40) |

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**Q27** [Questionnaire XXV] How do you think you would react if you were laid off? Choose the closest answer for each item of (1) to (4).

- 1 (a) I would do that
- 2 (b) I would more or less do that
- 3 (c) I would more or less not do that
- 4 (d) I would not do that
- 5 Don't know

- |  |                               |      |
|--|-------------------------------|------|
| (1) I would try to find employment as soon as possible.              | ... 1 ... 2 ... 3 ... 4 ... 5 | (41) |
| (2) I would take this opportunity to look for a job with better pay. | ... 1 ... 2 ... 3 ... 4 ... 5 | (42) |

- (3) I would take this opportunity to look for a job that I want to do. ... 1 ... 2 ... 3 ... 4 ... 5 (43)
- (4) I would try to find a different kind of job from my previous job by taking training or acquiring a qualification. ... 1 ... 2 ... 3 ... 4 ... 5 (44)

---

**Q28**

(1) [Questionnaire XXVI] Choose **up to three** unemployment assistance measures that you think are important. (M.A.)

(2) Choose one that you think is the most important.

	(1) Important	(2) The most important
(a) Assistance to help firms maintain employment	... 1...	... 1...
(b) Support for creation of new jobs	... 2...	... 2...
(c) Assistance for reemployment (employment placement, provision of information)	... 3...	... 3...
(d) Counseling for job seekers on finding appropriate jobs and vocational abilities	... 4...	... 4...
(e) Support for those who find it difficult to find employment (long-term unemployed, senior citizens, etc.)	... 5...	... 5...
(f) Vocational training	... 6...	... 6...
(g) Support for subsistence at a time of unemployment	... 7...	... 7...
None of the above or don't know	... 8...	... 8...
	(45)	(46)

---

**Q29** [Questionnaire 27] In which direction do you think Japan as society should be moving towards in the future? Choose the closest answer from below.

- 1 (a) Society of equality where there is little gap between the rich and the poor.
- 2 (b) Society in which individuals can compete freely depending on their motivation and abilities. (47)
- 3 (c) Neither of the above.
- 4 Don't know

(Go to F1 if you answered "Employed" for Q9. Go to F2 if you answered "Student" or "Unemployed" for Q9.)

**F1**

(1) [Questionnaire XXVIII] Which of the following best describes your current employment position?

- |   |   |   |                        |   |                            |      |
|---|---|---|------------------------|---|----------------------------|------|
| 1 | (a) Manager, director                                     | 4 | (d) Temporary employee | 7 | (g) Freelance professional |      |
| 2 | (b) Regular employee                                      | 5 | (e) Self-employed      | 8 | (h) Side job               | (48) |
| 3 | (c) Non-regular employee<br>(part-timer, casual employee) | 6 | (f) Family worker      | 9 | Unknown                    |      |
- 

(2) [Questionnaire XXIX] How many people, including part-timers and family workers, work at your firm? If you are a civil servant, choose "Public service" for your answer.

- |   |              |   |                |    |                    |      |
|---|--------------|---|----------------|----|--------------------|------|
| 1 | (a) 1 to 4   | 4 | (d) 30 to 49   | 7  | (g) 300 to 999     |      |
| 2 | (b) 5 to 9   | 5 | (e) 50 to 99   | 8  | (h) 1,000 or more  | (49) |
| 3 | (c) 10 to 29 | 6 | (f) 100 to 299 | 9  | (i) Public service |      |
|   |              |   |                | 10 | Unknown            |      |
- 

(3) [Questionnaire XXX] Which of the following best describes your current work?

- |   |                    |   |                      |    |                                       |      |
|---|--------------------|---|----------------------|----|---------------------------------------|------|
| 1 | (a) Specialist job | 4 | (d) Sales            | 7  | (g) Transportation and communications |      |
| 2 | (b) Management     | 5 | (e) Service job      | 8  | (h) Skilled work and labor            | (50) |
| 3 | (c) Clerical work  | 6 | (f) Maintenance work | 9  | (i) Others: _____                     |      |
|   |                    |   |                      | 10 | Unknown                               |      |
- 

(4) [Questionnaire XXXI] Do you currently hold an executive post?

- |   |                    |   |                      |   |         |      |
|---|--------------------|---|----------------------|---|---------|------|
| 1 | (a) No             | 4 | (d) Section head     | 7 | Unknown |      |
| 2 | (b) Superintendent | 5 | (e) Division manager |   |         | (51) |
| 3 | (c) Chief clerk    | 6 | (f) Others: _____    |   |         |      |
- 

(5) How many hours do you work on average in a week? Please include overtime work.

Hours worked in a week:   hours  
(52) (53)

---

(6) How many years have you been in your current employment?

years      **(Go to F3)**  
(54) (55)



(To students and unemployed persons)

**F2**

(1) Are you interested in finding a job that generates income?

1 Yes

2 No

(56)

(2) Are you taking specific action for finding a job?

1 Yes

2 No

(57)

(3) Can you start work right away as soon as you find a job?

1 Yes

2 No

(58)

[To all respondents]

**F3** How many times have you changed your job in the past? If you quit your first job and never been employed since, answer "once." Do not include temporary transfers. Change to self-employed status or change of business should count as change of jobs.

Number of times of changing jobs:   times  
(59) (60)

**F4** [Questionnaire XXXII] What is the last school you attended or are now attending?

Include schools you attended but did not complete.

- |   |  |      |
|---|--|------|
| 1 (a) Regular primary school of the old educational system  | 8 (h) Junior high school of the new educational system                           |      |
| 2 (b) Senior primary school of the old educational system   | 9 (i) Senior high school of the new educational system                           |      |
| 3 (c) Junior high school for boys and girls of the old educational system                                     | 10 (j) Vocational school of the new educational system for high school graduates | (61) |
| 4 (d) Vocational school of the old educational system   | 11 (k) Junior college or technical college of the new educational system         | (62) |
| 5 (e) Teachers school of the old educational system   | 12 (l) University of the new educational system                                  |      |
| 6 (f) Senior high school for boys, technical college, or senior teachers school of the old educational system | 13 (m) Graduate school of the new educational system                             |      |
| 7 (g) University of the old educational system  | 14 Unknown   |      |

**F5** Are you currently married? If yes, is your spouse alive?

1 Married



2 Divorced or bereaved

3 Unmarried

↳(To F6)

(63)

---

**SQ1** Does your spouse have a job?

1 Yes



2 No

↳(To F6)

(64)

---

**SQ2** [Questionnaire XXXIII] Which of the following best describes your spouse's current employment position?

1 (a) Manager, director

5 (e) Self-employed

2 (b) Regular employee

6 (f) Family worker

3 (c) Non-regular employee  
(part-timer, casual employee)

7 (g) Freelance professional

4 (d) Temporary employee

8 (h) Side job

9 Unknown

(65)

---

**SQ3** [Questionnaire XXXIV] Which of the following best describes your spouse's current work?

1 (a) Specialist job

6 (f) Maintenance work

2 (b) Management

7 (g) Transportation and communications

3 (c) Clerical work

8 (h) Skilled work and labor

4 (d) Sales

9 (i) Others: \_\_\_\_\_

5 (e) Service job

10 Unknown

(66)

---

**[To all respondents]**

**F6** How many people are there in your household, including yourself?

Persons

(67) (68)

---

**F7** [Questionnaire XXXV] Which of the following best describes your household?

1 (a) Single

5 (e) Three-generation or four-generation household (living together with parents, grandparents, children, grandchildren)

2 (b) Married couple without children

3 (c) Married couple with unmarried children

6 (f) Others: \_\_\_\_\_

4 (d) Married couple and parents

7 (g) Unknown

(69)

**F8 [Questionnaire XXXVI]** What was your annual income before tax last year? Include temporary or supplementary incomes. (If your income was more than ¥23 million, state the specific sum.)

- |   |   |
|---|---|
| <p>1 (a) None</p> <p>2 (b) Less than ¥700,000</p> <p>3 (c) Around ¥1 million<br/>(¥700,000 to ¥1.5 million)</p> <p>4 (d) Around ¥2 million<br/>(¥1.5 million to ¥2.5 million)</p> <p>5 (e) Around ¥3 million<br/>(¥2.5 million to ¥3.5 million)</p> <p>6 (f) Around ¥4 million<br/>(¥3.5 million to ¥4.5 million)</p> <p>7 (g) Around ¥5 million<br/>(¥4.5 million to ¥5.5 million)</p> <p>8 (h) Around ¥6 million<br/>(¥5.5 million to ¥6.5 million)</p> <p>9 (i) Around ¥7 million<br/>(¥6.5 million to ¥7.5 million)</p> | <p>10 (j) Around ¥8 million<br/>(¥7.5 million to ¥8.5 million)</p> <p>11 (k) Around ¥9 million<br/>(¥8.5 million to ¥10 million)</p> <p>12 (l) Around ¥11 million<br/>(¥10 million to ¥12 million)</p> <p>13 (m) Around ¥13 million<br/>(¥12 million to ¥14 million)</p> <p>14 (n) Around ¥15 million<br/>(¥14 million to ¥16 million) (71)</p> <p>15 (o) Around ¥17 million<br/>(¥16 million to ¥18.5 million) (72)</p> <p>16 (p) Around ¥20 million<br/>(¥18.5 million to ¥23 million)</p> <p>17 (q) ¥23 million or more:<br/>¥ <input type="text"/> <input type="text"/> <input type="text"/> 0,000</p> <p>18 (r) Unknown (73) (74) (75)</p> |
|---|---|
- 

**(To those who answered “Married” in F5)**

**F9 [Questionnaire XXXVI]** What was your spouse’s annual income before tax last year? Include temporary or supplementary incomes. (If your spouse’s income was more than ¥23 million, state the specific sum.)

- |   |   |
|---|---|
| <p>1 (a) None</p> <p>2 (b) Less than ¥700,000</p> <p>3 (c) Around ¥1 million<br/>(¥700,000 to ¥1.5 million)</p> <p>4 (d) Around ¥2 million<br/>(¥1.5 million to ¥2.5 million)</p> <p>5 (e) Around ¥3 million<br/>(¥2.5 million to ¥3.5 million)</p> <p>6 (f) Around ¥4 million<br/>(¥3.5 million to ¥4.5 million)</p> <p>7 (g) Around ¥5 million<br/>(¥4.5 million to ¥5.5 million)</p> <p>8 (h) Around ¥6 million<br/>(¥5.5 million to ¥6.5 million)</p> <p>9 (i) Around ¥7 million<br/>(¥6.5 million to ¥7.5 million)</p> | <p>10 (j) Around ¥8 million<br/>(¥7.5 million to ¥8.5 million)</p> <p>11 (k) Around ¥9 million<br/>(¥8.5 million to ¥10 million)</p> <p>12 (l) Around ¥11 million<br/>(¥10 million to ¥12 million)</p> <p>13 (m) Around ¥13 million<br/>(¥12 million to ¥14 million)</p> <p>14 (n) Around ¥15 million<br/>(¥14 million to ¥16 million) (76)</p> <p>15 (o) Around ¥17 million<br/>(¥16 million to ¥18.5 million) (77)</p> <p>16 (p) Around ¥20 million<br/>(¥18.5 million to ¥23 million)</p> <p>17 (q) ¥23 million or more:<br/>¥ <input type="text"/> <input type="text"/> <input type="text"/> 0,000</p> <p>18 (r) Unknown (78) (79) (80)</p> |
|---|---|
-

**[To all respondents]**

**F10** [Questionnaire XXXVI] What was your household's annual income before tax last year? (If your household's income was more than ¥23 million, state the specific sum.)

- |  |  |      |
|--|--|------|
| <b>1</b> (a) None  | <b>10</b> (j) Around ¥8 million<br>(¥7.5 million to ¥8.5 million)  |      |
| <b>2</b> (b) Less than ¥700,000                                  | <b>11</b> (k) Around ¥9 million<br>(¥8.5 million to ¥10 million)   |      |
| <b>3</b> (c) Around ¥1 million<br>(¥700,000 to ¥1.5 million)     | <b>12</b> (l) Around ¥11 million<br>(¥10 million to ¥12 million)   |      |
| <b>4</b> (d) Around ¥2 million<br>(¥1.5 million to ¥2.5 million) | <b>13</b> (m) Around ¥13 million<br>(¥12 million to ¥14 million)   |      |
| <b>5</b> (e) Around ¥3 million<br>(¥2.5 million to ¥3.5 million) | <b>14</b> (n) Around ¥15 million<br>(¥14 million to ¥16 million)   | (81) |
| <b>6</b> (f) Around ¥4 million<br>(¥3.5 million to ¥4.5 million) | <b>15</b> (o) Around ¥17 million<br>(¥16 million to ¥18.5 million)   | (82) |
| <b>7</b> (g) Around ¥5 million<br>(¥4.5 million to ¥5.5 million) | <b>16</b> (p) Around ¥20 million<br>(¥18.5 million to ¥23 million)   |      |
| <b>8</b> (h) Around ¥6 million<br>(¥5.5 million to ¥6.5 million) | <b>17</b> (q) ¥23 million or more:<br>¥ <input type="text"/> <input type="text"/> <input type="text"/> 0,000 |      |
| <b>9</b> (i) Around ¥7 million<br>(¥6.5 million to ¥7.5 million) | <b>18</b> (r) Unknown (83) (84) (85)   |      |

**Thank you very much for your cooperation.**

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