

Appendix : Survey Questionnaire



Survey on Work and Life Among Expatriates in Japan

November, 2000

About this Survey...

1. This survey is being conducted amongst expatriates living and working in Japan at the request of non-Japanese organizations, referred to in this survey as “**dispatching organizations.**” This survey is NOT targeting non-Japanese persons locally hired for jobs in Japan, so please respond only if you fall within the target group.

To ensure consistency, please respond to questions according to your situation as of November 1, 2000.

If your current organization employed you while you were in Japan, please forward this questionnaire to other expatriates who have been dispatched to live and work in Japan.

2. Some questions may not apply directly to your situation. Please respond to those items by selecting the statement that most appropriately reflects your circumstances.

3. Respond to questions by either **ticking** the appropriate response or **filling in** the correct number. If the question is difficult to answer accurately, make an estimate or give your best guess. Here are some response examples:

[Response Examples]

(1) Tick the appropriate Response:
(A)

- 1
- 2
- 3
- 4
- 5

(2) Fill in the appropriate response choice

| | |
|---|---|
| 1 | 2 |
|---|---|

(3) Enter the correct number(one cell one number)

| | | |
|---|---|---|
| 1 | 2 | 3 |
|---|---|---|

 People

(B)

- 1
- 2
- 3
- 4

4. Please return your completed questionnaire in the enclosed, pre-addressed return envelope on or before December 4, 2000.

5. All questionnaire envelopes will be collected by the Japan Institute of Labour (JIL) for statistical analysis. Neither the names of participants nor of companies will be disclosed to any outside entity.

6. Inquiries about this survey should be directed to Customized Research Services Dept., Marketing Intelligence Corporation (Tel: 0424-76-5189 Fax: 0424-76-5195 E-mail: macgregor@mictokyo.co.jp).

7. To those who would like to obtain a summary of the survey results (in English), please tick the box on the last page(Page 11), and write down your name and address for delivery. We will also send you a complimentary copy of the latest booklet on the Japanese labour situation, *The Labour Situation in Japan 2000* (published by JIL, 90 pages) (Tentative date for delivery of this survey result will be April, 2001)

Part I. About Your Employer

Q.1. The following questions have to do with your **local company**, meaning the organization in Japan you currently work for, and the **dispatching organization** which sent you on this Japan assignment and for which you worked for immediately beforehand. **Third country** refers to neither the country in which your company's head office is located, nor Japan.

(1) Tell us about the **local company** you currently work for...

① Industry type (enter the appropriate code from the Industry Code List on the next page, or the nearest)

② Number of Employees: (one cell one number)
about people (of which expatriates number people)

How many countries are represented in these nationalities? () countries

③ Nationality of Company President, General Manager, or Office Leader

1. Japanese
 2. Same as head office country
 3. Third Country (country :)

④ In what year did your local company begin operations? (one cell one number)

 (example: 1954)

⑤ What type of organization do you work for in regards to ratio of non-Japanese capitalization?

(Note: For this survey, a subsidiary is considered to be an entity with 10% or more non-Japanese capitalization.)

| | |
|--|---|
| <input type="checkbox"/> 1. Non-Japanese branch or office | <input type="checkbox"/> 6. Subsidiary-affiliated firm* |
| <input type="checkbox"/> 2. Non-Japanese subsidiary (100% parent co. cap'lzn.) | <input type="checkbox"/> 7. Other Japanese enterprise (parent co. investment of less than 10%) |
| <input type="checkbox"/> 3. Non-Japanese subsidiary (51-99% parent co. cap'lzn.) | <input type="checkbox"/> 8. Other Japanese enterprise (100% Japanese capitalization) |
| <input type="checkbox"/> 4. Non-Japanese subsidiary (50% parent co. cap'lzn.) | <input type="checkbox"/> 9. Other (specifically: <input type="text"/>) |
| <input type="checkbox"/> 5. Non-Japanese subsidiary (10-50% parent co. cap'lzn.) | |

*Parent company refers to the company with headquarters of your dispatching organization. If you are dispatched from the headquarters, your dispatching organization is the parent company.

*A Subsidiary-affiliated firm is defined as "a local enterprise wherein a subsidiary of the parent company accounts for more than 50% of capital."

⑥ Is there a labor union?

1. Yes 2. No

(2) Tell us about the **dispatching organization** that sent you on this assignment.

① What is the nature of your current assignment? Tick one response.

1. Seconded/loaned by parent company (even if via another country)
 2. Seconded/loaned by one of the group companies of the parent company

② - 1. Where is the dispatching organization located? Country Name:

② - 2. Where is the headquarter office located? Country Name:

③ What industry is your dispatching organization most involved in?
 Enter the appropriate industry code from the Industry Code List given below or the nearest.

If you entered either codes 18 or 27 to indicate "Other" industry, please fill in the name of the specific industry here. (Other: _____)

④ Number of employees in dispatching organization: (one cell one number)
 About

| | | | | | |
|--|--|--|--|--|--|
| | | | | | |
|--|--|--|--|--|--|

 people

⑤ Is there a labor union in the dispatching organization?
 1. Yes 2. No

《Industry Code List》

| <Manufacturing> | <Non-Manufacturing> |
|------------------------------|-----------------------------------|
| 1. Foods | 10. Steel |
| 2. Textiles | 11. Ceramics |
| 3. Wood, Furniture | 12. Nonferrous Metals |
| 4. Pulp, Paper | 13. Metals |
| 5. Publishing, Printing | 14. General Equipment |
| 6. Chemical Industry | 15. Electrical Products |
| 7. Oil, Petroleum Products | 16. Transport Products |
| 8. Plastic Products | 17. Precision Equipment |
| 9. Rubber, Leather Goods | 18. Other, Manufacturing |
| | 19. Forestry and Fishing |
| | 20. Mining |
| | 21. Commerce |
| | 22. Construction |
| | 23. Finance, Insurance |
| | 24. Real Estate |
| | 25. Transportation, Communication |
| | 26. Service Industry |
| | 27. Other, Non-Manufacturing |

Part II . About the Period Prior to This Current Overseas Assignment

Q.2. When the decision was made to send you on this current assignment, did you want to go?
 (Please tick one from the below.)

| |
|--|
| <input type="checkbox"/> 1. I wanted to go <input type="checkbox"/> 2. I didn't want to go <input type="checkbox"/> 3. I didn't feel strongly either way |
|--|

Q.3. How much advance notice did you have before departing for Japan on this assignment?

About Month(s) in advance
 Please indicate "1" if it is less than 1 month.

Q.4. Does the dispatching organization have regulations or guidelines regarding the length of such overseas assignments? (Please tick one below.)

Also, if the organization does have regulations or guidelines, please let us know how long these overseas assignments generally last.

| | | | | |
|---|---|--|--|---|
| <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="padding: 5px;"><input type="checkbox"/> 1. My firm has regulations</td> </tr> <tr> <td style="padding: 5px;"><input type="checkbox"/> 2. My firm has guidelines</td> </tr> <tr> <td style="padding: 5px;"><input type="checkbox"/> 3. My firm has neither regulations nor guidelines on the length of overseas assignments</td> </tr> </table> | <input type="checkbox"/> 1. My firm has regulations | <input type="checkbox"/> 2. My firm has guidelines | <input type="checkbox"/> 3. My firm has neither regulations nor guidelines on the length of overseas assignments | Assignments generally last about Year(s) |
| <input type="checkbox"/> 1. My firm has regulations | | | | |
| <input type="checkbox"/> 2. My firm has guidelines | | | | |
| <input type="checkbox"/> 3. My firm has neither regulations nor guidelines on the length of overseas assignments | | | | |

Q.5. (Please answer only if you are a union member within the entity that sent you overseas.)

Are expatriate assignment decisions addressed in union-management discussions?

| | |
|---------------------------------|--------------------------------|
| <input type="checkbox"/> 1. Yes | <input type="checkbox"/> 2. No |
|---------------------------------|--------------------------------|

Q.6. What **pre-departure training** were you given to prepare you for this overseas assignment?

Please answer separately in the following sections regarding training that (1) you received, and that (2) members of your household received. In light of your current working and living experiences in Japan, please also rate the effectiveness of any training in which you or your household participated.

(1) Pre-departure training for yourself

| | Received Training? | | Training Effectiveness | | | | | | |
|--|---------------------------------------|---------------------------------------|---------------------------------------|-------------|---------------------------------------|-----------------|---------------------------------------|---|---------------------------------------|
| | 1.Yes | 2.No | 1. Very Effective | 2.Effective | 3.Somewhat Effective | 4.Not Effective | | | |
| A. Japanese language | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₁ | — | <input type="checkbox"/> ₂ | — | <input type="checkbox"/> ₃ | — | <input type="checkbox"/> ₄ |
| B. English language | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₁ | — | <input type="checkbox"/> ₂ | — | <input type="checkbox"/> ₃ | — | <input type="checkbox"/> ₄ |
| C. Intercultural adaptation & Communication | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₁ | — | <input type="checkbox"/> ₂ | — | <input type="checkbox"/> ₃ | — | <input type="checkbox"/> ₄ |
| D. Overseas management & Business | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₁ | — | <input type="checkbox"/> ₂ | — | <input type="checkbox"/> ₃ | — | <input type="checkbox"/> ₄ |
| E. Japanese industrial relations & Labor practice | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₁ | — | <input type="checkbox"/> ₂ | — | <input type="checkbox"/> ₃ | — | <input type="checkbox"/> ₄ |
| F. General information on Japan | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₁ | — | <input type="checkbox"/> ₂ | — | <input type="checkbox"/> ₃ | — | <input type="checkbox"/> ₄ |
| G. Dialogues or individual conversations with previous expatriates to Japan | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₁ | — | <input type="checkbox"/> ₂ | — | <input type="checkbox"/> ₃ | — | <input type="checkbox"/> ₄ |
| H. Crisis management & Safety measures | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₁ | — | <input type="checkbox"/> ₂ | — | <input type="checkbox"/> ₃ | — | <input type="checkbox"/> ₄ |
| I. Health and illness management (including communicable diseases, AIDS, etc.) | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₁ | — | <input type="checkbox"/> ₂ | — | <input type="checkbox"/> ₃ | — | <input type="checkbox"/> ₄ |
| J. Work disaster prevention measures | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₁ | — | <input type="checkbox"/> ₂ | — | <input type="checkbox"/> ₃ | — | <input type="checkbox"/> ₄ |
| K. Management corporate philosophy & Overseas strategy of dispatching organization | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₁ | — | <input type="checkbox"/> ₂ | — | <input type="checkbox"/> ₃ | — | <input type="checkbox"/> ₄ |
| L. Pre-assignment trip to Japan | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₁ | — | <input type="checkbox"/> ₂ | — | <input type="checkbox"/> ₃ | — | <input type="checkbox"/> ₄ |

(2) Pre-departure Training for members of your household

| | Received Training | |
|--|---------------------------------------|---------------------------------------|
| | 1.Yes | 2.No |
| A. Japanese language | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ |
| B. English language | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ |
| C. General Information on Japan | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ |
| D. Dialogues or Individual Conversations with previous Expatriates to Japan | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ |
| E. Crisis management & Safety measures | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ |
| F. Health and illness management (including communicable diseases, AIDS, etc.) | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ |

Q.7. In your current work and living situation, how important are Japanese and English?

| | | |
|-------------|---------------------------------------|---|
| A. Japanese | <input type="checkbox"/> 1. Necessary | <input type="checkbox"/> 2. Not Necessary |
| B. English | <input type="checkbox"/> 1. Necessary | <input type="checkbox"/> 2. Not Necessary |

SQ 7.1. Please respond **only** if you ticked choice (1) “Necessary” for item (A.) in Q.7.

When you first arrived at your current posting, how strong was your Japanese ability? How strong is it now?

For each of the following two items, tick a number on the following 5-point scale.

| | 1 .Fluent | 2 .Business conversation | 3 .Daily conversation | 4 .A little | 5 .Not at all |
|--|---------------------------------------|---------------------------------------|---------------------------------------|---------------------------------------|---------------------------------------|
| A. Japanese ability when I first arrived | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₃ | <input type="checkbox"/> ₄ | <input type="checkbox"/> ₅ |
| B. Current Japanese ability | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₃ | <input type="checkbox"/> ₄ | <input type="checkbox"/> ₅ |

SQ 7.2. Please respond only if you ticked choice (1) "Necessary" for item (B.) in Q.7.

When you first arrived at your current posting, how strong was your English ability? How strong is it now?

| | 1 .Fluent | 2 .Business conversation | 3 .Daily conversation | 4 .A little | 5 .Not at all |
|---|---------------------------------------|---------------------------------------|---------------------------------------|---------------------------------------|---------------------------------------|
| A. English ability when I first arrived | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₃ | <input type="checkbox"/> ₄ | <input type="checkbox"/> ₅ |
| B. Current English ability | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₃ | <input type="checkbox"/> ₄ | <input type="checkbox"/> ₅ |

Part III. Your Current function & Immediately Prior to This Assignment

Q8. What is your current function in Japan? What function did you have immediately prior to this assignment? For (1) your current function, and (2) your function prior to this one, tick the number in the following list of that category which describes the major type of work involved:

(1) **Current function** (Tick **all** that apply)

| | | |
|---|--|--|
| <input type="checkbox"/> 1. General Affairs | <input type="checkbox"/> 5. Sales | <input type="checkbox"/> 9. International Operations |
| <input type="checkbox"/> 2. Accounting | <input type="checkbox"/> 6. Production | <input type="checkbox"/> 10. Top Management |
| <input type="checkbox"/> 3. Personnel | <input type="checkbox"/> 7. Technology | <input type="checkbox"/> 11. Other |
| <input type="checkbox"/> 4. Planning | <input type="checkbox"/> 8. Research & Development | (specify: _____) |

SQ.8.(1).1 From this list, which category **now represents** your main work area:

(2) **Function Prior to Current Assignment** (Tick **all** that apply)

| | | |
|---|--|--|
| <input type="checkbox"/> 1. General Affairs | <input type="checkbox"/> 5. Sales | <input type="checkbox"/> 9. International Operations |
| <input type="checkbox"/> 2. Accounting | <input type="checkbox"/> 6. Production | <input type="checkbox"/> 10. Top Management |
| <input type="checkbox"/> 3. Personnel | <input type="checkbox"/> 7. Technology | <input type="checkbox"/> 11. Other |
| <input type="checkbox"/> 4. Planning | <input type="checkbox"/> 8. Research & Development | (specify: _____) |

SQ.8.(2).1 From this list, which category **represented** your main work area:

Q. 9. What is the organizational level of your current position? And what was the level of your position at your dispatching organization?

(1) **Current Position** (Tick **only one**)

| |
|--|
| <input type="checkbox"/> 1. Chairman, President (or head of office or branch) |
| <input type="checkbox"/> 2. Executive (including partner) |
| <input type="checkbox"/> 3. Head of department |
| <input type="checkbox"/> 4. Head of division |
| <input type="checkbox"/> 5. Section chief |
| <input type="checkbox"/> 6. Non-managerial/staff |
| <input type="checkbox"/> 7. Advisor, coordinator or counselor |

SQ.9.1.:If you circled choice (7) "Advisor or counselor," please indicate what organizational level this represents: (Tick **only one** from the below)

| |
|---|
| <input type="checkbox"/> 1. Chairman, President, etc. |
| <input type="checkbox"/> 2. Executives (including partners) |
| <input type="checkbox"/> 3. Head of department |
| <input type="checkbox"/> 4. Head of division |
| <input type="checkbox"/> 5. Section chief |
| <input type="checkbox"/> 6. Non-managerial/staff |

(2) Your Position at dispatching organization (Tick only one)

| |
|---|
| <input type="checkbox"/> 1. Chairman, President, etc |
| <input type="checkbox"/> 2. Executives (including partners) |
| <input type="checkbox"/> 3. Head of department |
| <input type="checkbox"/> 4. Head of division |
| <input type="checkbox"/> 5. Section chief |
| <input type="checkbox"/> 6. Non-managerial/staff |

Part IV. Work Hours, Days Off, Vacations, & Compensation

Q.10. Please fill in responses regarding your work schedule now in Japan:

(1) Your usual work schedule (weekly average)

About hours

(2) If applicable, what are the reasons for working more than the standard work schedule or for working on holidays? (Tick **all** that apply)

| | |
|--|---|
| <input type="checkbox"/> 1. Work gets very busy at times | <input type="checkbox"/> 6. It takes time to communicate with Japanese employees |
| <input type="checkbox"/> 2. Too few staff to handle the work | <input type="checkbox"/> 7. Not used to the work in Japan yet |
| <input type="checkbox"/> 3. Unable to delegate much of my work | <input type="checkbox"/> 8. Entertaining or meeting with visitors from headquarters |
| <input type="checkbox"/> 4. Busy helping others with their work | <input type="checkbox"/> 9. Communicating with headquarters operations staff regarding work |
| <input type="checkbox"/> 5. Japanese employees work at a slower pace | <input type="checkbox"/> 10. Other (specifically: _____) |

Q.11. Tell us about your current compensation.

(1) How are you paid? (Tick only one)

| |
|---|
| <input type="checkbox"/> 1. Entirely in Japan |
| <input type="checkbox"/> 2. Partial payment in Japan, and remainder in home country of dispatching organization |
| <input type="checkbox"/> 3. Entirely in home country of dispatching organization |
| <input type="checkbox"/> 4. Other (specifically: _____) |

(2) How is your local salary determined? (Tick only one)

| |
|---|
| <input type="checkbox"/> 1. Recommendation from a private consultant |
| <input type="checkbox"/> 2. Recommendation from a public or government agency (e.g., ILO, etc.) |
| <input type="checkbox"/> 3. Dispatching organization standards not described by above |
| <input type="checkbox"/> 4. Other (specifically: _____) |

(3) How satisfied are you with your current compensation package in total? (Tick only one)

| |
|---|
| <input type="checkbox"/> 1. Very satisfied |
| <input type="checkbox"/> 2. Somewhat satisfied |
| <input type="checkbox"/> 3. Not sure |
| <input type="checkbox"/> 4. Somewhat dissatisfied |
| <input type="checkbox"/> 5. Very dissatisfied |

(4) What allowances are you provided with as part of this current expatriate assignment?

Tick a response choice for each item, A through E.

| | 1. Yes | 2. No |
|--|---------------------------------------|---------------------------------------|
| A. Family/household allowance | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ |
| B. Allowance for non-accompanying family members or housing cost at home | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ |
| C. Schooling/tuition allowance for children | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ |
| D. Local housing or subsidization | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ |
| E. Other allowance () | | |

(5) Which organization is responsible for paying you? Tick one from the below:

| |
|---|
| <input type="checkbox"/> 1. Only dispatching organization is responsible |
| <input type="checkbox"/> 2. Dispatching organization and local organization are jointly responsible |
| <input type="checkbox"/> 3. Only local organization is responsible |
| <input type="checkbox"/> 4. I don't know |

(6) Are adjustments to your compensation package negotiated by labor-management negotiations and agreements in your home country? (Tick only one)

| | | |
|---------------------------------|--------------------------------|--|
| <input type="checkbox"/> 1. Yes | <input type="checkbox"/> 2. No | <input type="checkbox"/> 3. I don't know |
|---------------------------------|--------------------------------|--|

Part V. Support & Work Satisfaction

Q.12. Does your company provide the following supports at its expense, for you and your family?

Tick a response for each item below, A through F.

| | Offered by Company? | |
|---|---------------------------------------|---------------------------------------|
| | 1. Yes | 2. No |
| A. Home leave for the expatriate | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ |
| B. Home leave for accompanying family | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ |
| C. Temporary visit to non-accompanying family to Japan | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ |
| D. Vacation trip to a third country for the expatriate | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ |
| E. Vacation trip to a third country for accompanying family | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ |
| F. Other (specifically:) | | |

Q.13. Does your dispatching organization or labor union provide the following supports or benefit programs?

(Tick **all** that apply.)

| | |
|--|---|
| <input type="checkbox"/> 1. Language study in Japan (for yourself) | <input type="checkbox"/> 9. Repatriation career planning support |
| <input type="checkbox"/> 2. Language study in Japan (for accompanying family) | <input type="checkbox"/> 10. Advice on overseas education for children |
| <input type="checkbox"/> 3. Financial support for health exams | <input type="checkbox"/> 11. Support for non-accompanying family |
| <input type="checkbox"/> 4. Financial support for private accident insurance | <input type="checkbox"/> 12. Crisis management & measures |
| <input type="checkbox"/> 5. Information on related work in the home company | <input type="checkbox"/> 13. Information by labor unions, visits of union |
| <input type="checkbox"/> 6. Visits by headquarter company | <input type="checkbox"/> 14. Risk Management |
| <input type="checkbox"/> 7. Society and living information on home country | <input type="checkbox"/> 15. Other (specifically:) |
| <input type="checkbox"/> 8. Information, management, and protection of domestic housing and assets | |

S.Q.13.1 Which of the above support choices do you feel is most necessary for your own situation
(Enter a number from the above)

Q.14. Please indicate your current job satisfaction for each of the following items by ticking a number on the accompanying 5-point scale.

Note: If you are currently serving as president, chairman or head of the branch or operating office, you need not respond to the final three items.

| | Extremely Satisfied ← | → Extremely Dissatisfied |
|--|---|--------------------------|
| A. Job security after returning to home country | <input type="checkbox"/> ₁ — <input type="checkbox"/> ₂ — <input type="checkbox"/> ₃ — <input type="checkbox"/> ₄ — <input type="checkbox"/> ₅ | |
| B. Amount of pay for the content of work I do | <input type="checkbox"/> ₁ — <input type="checkbox"/> ₂ — <input type="checkbox"/> ₃ — <input type="checkbox"/> ₄ — <input type="checkbox"/> ₅ | |
| C. Personal growth and development I receive | <input type="checkbox"/> ₁ — <input type="checkbox"/> ₂ — <input type="checkbox"/> ₃ — <input type="checkbox"/> ₄ — <input type="checkbox"/> ₅ | |
| D. People I talk to and work with | <input type="checkbox"/> ₁ — <input type="checkbox"/> ₂ — <input type="checkbox"/> ₃ — <input type="checkbox"/> ₄ — <input type="checkbox"/> ₅ | |
| E. Pay compared to that of colleagues in the dispatching organization | <input type="checkbox"/> ₁ — <input type="checkbox"/> ₂ — <input type="checkbox"/> ₃ — <input type="checkbox"/> ₄ — <input type="checkbox"/> ₅ | |
| F. Feeling of accomplishment I get from my job | <input type="checkbox"/> ₁ — <input type="checkbox"/> ₂ — <input type="checkbox"/> ₃ — <input type="checkbox"/> ₄ — <input type="checkbox"/> ₅ | |
| G. Pay compared to the amount of work I do | <input type="checkbox"/> ₁ — <input type="checkbox"/> ₂ — <input type="checkbox"/> ₃ — <input type="checkbox"/> ₄ — <input type="checkbox"/> ₅ | |
| H. Independent thought and action I can exercise | <input type="checkbox"/> ₁ — <input type="checkbox"/> ₂ — <input type="checkbox"/> ₃ — <input type="checkbox"/> ₄ — <input type="checkbox"/> ₅ | |
| I. Chance to earn pay similar to that of my colleagues | <input type="checkbox"/> ₁ — <input type="checkbox"/> ₂ — <input type="checkbox"/> ₃ — <input type="checkbox"/> ₄ — <input type="checkbox"/> ₅ | |
| J. Opportunities to support other people at work | <input type="checkbox"/> ₁ — <input type="checkbox"/> ₂ — <input type="checkbox"/> ₃ — <input type="checkbox"/> ₄ — <input type="checkbox"/> ₅ | |
| K. Amount of challenge I get from my work | <input type="checkbox"/> ₁ — <input type="checkbox"/> ₂ — <input type="checkbox"/> ₃ — <input type="checkbox"/> ₄ — <input type="checkbox"/> ₅ | |
| L. Pay compared to that earned by other foreign expatriates in similar jobs within Japan | <input type="checkbox"/> ₁ — <input type="checkbox"/> ₂ — <input type="checkbox"/> ₃ — <input type="checkbox"/> ₄ — <input type="checkbox"/> ₅ | |
| M. Pay compared to that earned by other expatriates from my country in other, non-Japanese companies within this same industry | <input type="checkbox"/> ₁ — <input type="checkbox"/> ₂ — <input type="checkbox"/> ₃ — <input type="checkbox"/> ₄ — <input type="checkbox"/> ₅ | |
| N. Work behavior of Japanese people in my workplace | <input type="checkbox"/> ₁ — <input type="checkbox"/> ₂ — <input type="checkbox"/> ₃ — <input type="checkbox"/> ₄ — <input type="checkbox"/> ₅ | |
| O. Fairness of treatment I receive from my boss | <input type="checkbox"/> ₁ — <input type="checkbox"/> ₂ — <input type="checkbox"/> ₃ — <input type="checkbox"/> ₄ — <input type="checkbox"/> ₅ | |
| P. Amount of guidance and support received from my boss | <input type="checkbox"/> ₁ — <input type="checkbox"/> ₂ — <input type="checkbox"/> ₃ — <input type="checkbox"/> ₄ — <input type="checkbox"/> ₅ | |
| Q. Quality of the supervision I receive from my boss | <input type="checkbox"/> ₁ — <input type="checkbox"/> ₂ — <input type="checkbox"/> ₃ — <input type="checkbox"/> ₄ — <input type="checkbox"/> ₅ | |

PART VI. Your Thoughts on Living Environment

Q.15. Have you or any members of your family ever encountered (been) in any of the following situations listed below. For any of these situations listed A-I (J), for yourself please tick the appropriate answer in column (1), while for your family members in column (2).

| | (1) Yourself | | (2) Family members | |
|---|---------------------------------------|---------------------------------------|---------------------------------------|---------------------------------------|
| | 1. Yes | 2. Never | 1. Yes | 2. Never |
| A. Terror, guerilla, civil war, danger in war | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ |
| B. Theft, break and enter, criminal action on individual property | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ |
| C. Theft, abduction, criminal assault/injury, blackmail, fraud | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ |
| D. Involved in a civil lawsuit (as plaintiff) | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ |
| E. Taken for investigation by police | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ |
| F. Natural disaster | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ |
| G. Road accidents | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ |
| H. Anti-Foreigner sentiment behavior and activities | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ |
| I. Sickness/injury occurring at local residence | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ |
| J. Sickness/injuries occurring at work | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | | |

Q.16. On this assignment, does your household include school-age children between the ages of 6 and 15?

1. Yes 2. No

S.Q.16.1 How many of your children fall into the above category? children

S.Q.16.2 What kind of school do these children attend?: (Tick **all** that apply)

1. Home country-system school (e.g., American School in Japan/ASIJ, etc.)
 2. International school
 3. Local school
 4. Other (specifically: _____)

S.Q.16.3 Are you satisfied with the educational environment in Japan? (Tick only one.)

1. Satisfied
 2. Relatively Satisfied
 3. Relatively Dissatisfied
 4. Dissatisfied

Q.17. How satisfied are you with life in Japan? Please tick a satisfaction rating on the 5-point scale for each of the following items, A through H.

| | Satisfied | ←————→ | | | | | Dissatisfied |
|-----------------------------|----------------------------|--------|----------------------------|---|----------------------------|---|---|
| A. Housing | <input type="checkbox"/> 1 | — | <input type="checkbox"/> 2 | — | <input type="checkbox"/> 3 | — | <input type="checkbox"/> 4 — <input type="checkbox"/> 5 |
| B. Food | <input type="checkbox"/> 1 | — | <input type="checkbox"/> 2 | — | <input type="checkbox"/> 3 | — | <input type="checkbox"/> 4 — <input type="checkbox"/> 5 |
| C. Commuting Time & Method | <input type="checkbox"/> 1 | — | <input type="checkbox"/> 2 | — | <input type="checkbox"/> 3 | — | <input type="checkbox"/> 4 — <input type="checkbox"/> 5 |
| D. Medical Environment | <input type="checkbox"/> 1 | — | <input type="checkbox"/> 2 | — | <input type="checkbox"/> 3 | — | <input type="checkbox"/> 4 — <input type="checkbox"/> 5 |
| E. Relationship with Locals | <input type="checkbox"/> 1 | — | <input type="checkbox"/> 2 | — | <input type="checkbox"/> 3 | — | <input type="checkbox"/> 4 — <input type="checkbox"/> 5 |
| F. Safety, Morality | <input type="checkbox"/> 1 | — | <input type="checkbox"/> 2 | — | <input type="checkbox"/> 3 | — | <input type="checkbox"/> 4 — <input type="checkbox"/> 5 |
| G. Living Conveniences | <input type="checkbox"/> 1 | — | <input type="checkbox"/> 2 | — | <input type="checkbox"/> 3 | — | <input type="checkbox"/> 4 — <input type="checkbox"/> 5 |
| H. Local Life, in General | <input type="checkbox"/> 1 | — | <input type="checkbox"/> 2 | — | <input type="checkbox"/> 3 | — | <input type="checkbox"/> 4 — <input type="checkbox"/> 5 |

Q.18. How adjusted are you to work and life in Japan now? For each of the following items, tick a number on the 5-point scale at the right.

| | Very well Adjusted | ←————→ | | | | | Not at all Adjusted |
|--|----------------------------|--------|----------------------------|---|----------------------------|---|---|
| A. Specific job responsibilities | <input type="checkbox"/> 1 | — | <input type="checkbox"/> 2 | — | <input type="checkbox"/> 3 | — | <input type="checkbox"/> 4 — <input type="checkbox"/> 5 |
| B. Expected performance standards | <input type="checkbox"/> 1 | — | <input type="checkbox"/> 2 | — | <input type="checkbox"/> 3 | — | <input type="checkbox"/> 4 — <input type="checkbox"/> 5 |
| C. Supervision and guidance of subordinates | <input type="checkbox"/> 1 | — | <input type="checkbox"/> 2 | — | <input type="checkbox"/> 3 | — | <input type="checkbox"/> 4 — <input type="checkbox"/> 5 |
| D. Japanese society and customs | <input type="checkbox"/> 1 | — | <input type="checkbox"/> 2 | — | <input type="checkbox"/> 3 | — | <input type="checkbox"/> 4 — <input type="checkbox"/> 5 |
| E. Interacting with Japanese colleagues in general | <input type="checkbox"/> 1 | — | <input type="checkbox"/> 2 | — | <input type="checkbox"/> 3 | — | <input type="checkbox"/> 4 — <input type="checkbox"/> 5 |
| F. Interacting with Japanese people outside of work | <input type="checkbox"/> 1 | — | <input type="checkbox"/> 2 | — | <input type="checkbox"/> 3 | — | <input type="checkbox"/> 4 — <input type="checkbox"/> 5 |
| G. Conversation with Japanese people on a daily basis | <input type="checkbox"/> 1 | — | <input type="checkbox"/> 2 | — | <input type="checkbox"/> 3 | — | <input type="checkbox"/> 4 — <input type="checkbox"/> 5 |
| H. Living conditions in general | <input type="checkbox"/> 1 | — | <input type="checkbox"/> 2 | — | <input type="checkbox"/> 3 | — | <input type="checkbox"/> 4 — <input type="checkbox"/> 5 |
| I. Housing conditions | <input type="checkbox"/> 1 | — | <input type="checkbox"/> 2 | — | <input type="checkbox"/> 3 | — | <input type="checkbox"/> 4 — <input type="checkbox"/> 5 |
| J. Food | <input type="checkbox"/> 1 | — | <input type="checkbox"/> 2 | — | <input type="checkbox"/> 3 | — | <input type="checkbox"/> 4 — <input type="checkbox"/> 5 |
| K. Shopping | <input type="checkbox"/> 1 | — | <input type="checkbox"/> 2 | — | <input type="checkbox"/> 3 | — | <input type="checkbox"/> 4 — <input type="checkbox"/> 5 |
| L. Standard and quality of life | <input type="checkbox"/> 1 | — | <input type="checkbox"/> 2 | — | <input type="checkbox"/> 3 | — | <input type="checkbox"/> 4 — <input type="checkbox"/> 5 |
| M. Entertainment/recreation facilities and Opportunities | <input type="checkbox"/> 1 | — | <input type="checkbox"/> 2 | — | <input type="checkbox"/> 3 | — | <input type="checkbox"/> 4 — <input type="checkbox"/> 5 |
| N. Health care facilities | <input type="checkbox"/> 1 | — | <input type="checkbox"/> 2 | — | <input type="checkbox"/> 3 | — | <input type="checkbox"/> 4 — <input type="checkbox"/> 5 |

Part VII. Repatriation to Your Dispatching Organization

Q.19. What areas of professional concern will you have in taking an assignment in your home country?

Tick **all choices** from the following list.

| | |
|--|--|
| <input type="checkbox"/> 1. Technical skills or work abilities haven't kept up with other colleagues | <input type="checkbox"/> 5. Personal networks in the company have weakened |
| <input type="checkbox"/> 2. Overseas experience wasn't valuable | <input type="checkbox"/> 6. Latest internal company news has grown distant |
| <input type="checkbox"/> 3. Promotions are delayed | <input type="checkbox"/> 7. Other (specifically: _____) |
| <input type="checkbox"/> 4. Dispatching company work style has become unfamiliar | <input type="checkbox"/> 8. No particular professional concerns |

Q.20. What areas of concern will you have concerning daily life with a future assignment in your home country?

Tick **all choices** from the following list.

| | |
|---|---|
| <input type="checkbox"/> 1. Education problems for my children | <input type="checkbox"/> 5. Health problems |
| <input type="checkbox"/> 2. Relations with relatives or friends have become distant | <input type="checkbox"/> 6. Other (specifically: _____) |
| <input type="checkbox"/> 3. Lost touch with domestic news/affairs | <input type="checkbox"/> 7. No particular daily life concerns |
| <input type="checkbox"/> 4. Disadvantage concerning assets formation | |

Q.21. After you return to the dispatching organization, what would you think if requested to take another overseas assignment? From the following four choices, please choose the response that most closely matches your thoughts:

| |
|---|
| <input type="checkbox"/> 1. I'd very much like to take the assignment |
| <input type="checkbox"/> 2. I'd like to go depending on the assignment region |
| <input type="checkbox"/> 3. I'd like to go if the position status and terms were good |
| <input type="checkbox"/> 4. I would not take the assignment |

VIII. General Demographic Information

F 1 Please tell us your sex:

| | |
|----------------------------------|------------------------------------|
| <input type="checkbox"/> 1. Male | <input type="checkbox"/> 2. Female |
|----------------------------------|------------------------------------|

F 2 Please tell us your age:

| | |
|----------------------|-----------|
| <input type="text"/> | Years old |
|----------------------|-----------|

F 3 Please tell us your nationality:

| |
|----------------------|
| <input type="text"/> |
|----------------------|

F 4 About how long have you worked for your dispatching organization?

| | | |
|-------|----------------------|-------|
| About | <input type="text"/> | Years |
|-------|----------------------|-------|

F 5 What is the nationality of your direct boss in Japan at this time? (Tick only one)

| |
|---|
| <input type="checkbox"/> 1. Same as that of parent company headquarters |
| <input type="checkbox"/> 2. Same as that of dispatching organizations (if your dispatching organization is not the same as your parent company) |
| <input type="checkbox"/> 3. Japanese |
| <input type="checkbox"/> 4. A third country |
| <input type="checkbox"/> 5. I am in charge of the entire local operation and so have no direct boss in Japan |

F 6 Tell us about your household situation (Tick only one)

| |
|---|
| <input type="checkbox"/> 1. Everyone is here, together |
| <input type="checkbox"/> 2. A part of the family is here |
| <input type="checkbox"/> 3. I am here alone (while my nuclear family resides in home country) |
| <input type="checkbox"/> 4. I am single |

S.Q.6.1: Who is in your household in Japan?

| |
|---|
| <input type="checkbox"/> 1. My Spouse |
| <input type="checkbox"/> 2. All of my children |
| <input type="checkbox"/> 3. Some of my children |
| <input type="checkbox"/> 4. Other (specifically: _____) |

S.Q.6.2. (Please respond only if you are currently on assignment with a spouse.) How adjusted do you think your spouse is living in Japan? Tick a number on the scale at the right for each of the following items.

| | Very Accustomed | _____ | Not at all Accustomed |
|---|----------------------------|--------------------------------|--|
| 1. General, day-to-day life | <input type="checkbox"/> 1 | — <input type="checkbox"/> 2 — | <input type="checkbox"/> 3 — <input type="checkbox"/> 4 — <input type="checkbox"/> 5 |
| 2. Housing situation | <input type="checkbox"/> 1 | — <input type="checkbox"/> 2 — | <input type="checkbox"/> 3 — <input type="checkbox"/> 4 — <input type="checkbox"/> 5 |
| 3. Food | <input type="checkbox"/> 1 | — <input type="checkbox"/> 2 — | <input type="checkbox"/> 3 — <input type="checkbox"/> 4 — <input type="checkbox"/> 5 |
| 4. Shopping | <input type="checkbox"/> 1 | — <input type="checkbox"/> 2 — | <input type="checkbox"/> 3 — <input type="checkbox"/> 4 — <input type="checkbox"/> 5 |
| 5. Quality and standard of living | <input type="checkbox"/> 1 | — <input type="checkbox"/> 2 — | <input type="checkbox"/> 3 — <input type="checkbox"/> 4 — <input type="checkbox"/> 5 |
| 6. How to make use of facilities for entertainment and relaxation | <input type="checkbox"/> 1 | — <input type="checkbox"/> 2 — | <input type="checkbox"/> 3 — <input type="checkbox"/> 4 — <input type="checkbox"/> 5 |

F 7 What is your status on this assignment? (Tick only one)

| |
|--|
| <input type="checkbox"/> 1. Extended business trip |
| <input type="checkbox"/> 2. Expatriate assignee to the non-Japanese branch or office |
| <input type="checkbox"/> 3. Seconded/loaned employee from a dispatching organization |
| <input type="checkbox"/> 4. Official transferee |
| <input type="checkbox"/> 5. Overseas trainee |
| <input type="checkbox"/> 6. Other (specifically: _____) |

F 8 How long have you been working in Japan so far on your current assignment?
about _____ Years and _____ Months

F 9 In what country did you work immediately before your current assignment in Japan?

| | |
|--|---|
| <input type="checkbox"/> 1. Dispatching Organization Country | <input type="checkbox"/> 2. Other _____ |
|--|---|

S.Q.9.1: Tell us the name of the country where you worked immediately before your current assignment in Japan. (Country: _____)

F 1 0 Including this assignment, how many expatriate assignments have you served to date?

(1) Number of expatriate assignments served to date: _____ Assignments

S.Q.10.1: Please respond to the following **only** if you have served **two or more** expatriate assignments to date. Of the choices given, tick the number of the statement that best describes the countries to which you have been assigned.

| |
|--|
| <input type="checkbox"/> 1. Always to the same country |
| <input type="checkbox"/> 2. Always to countries in the same world region (e.g., North America, Europe, Southeast Asia, etc.) |
| <input type="checkbox"/> 3. Various regions of the world. |

(2) Number of countries you have served assignments in to date: Countries

(3) Time you have worked overseas in your whole career: approximately Years

Are there any thoughts or opinions you can share with us on problems or concerns about your work and life in Japan, e.g. your potential work after concluding this Japan assignment, issues with any non-accompanying family members? Please feel free to write in this box below.

Finally, we would like to ask you about information on Japanese Labor Conditions and Affairs presented in English. What sort of information about the Japanese Labor Conditions and Affairs do you consider important? Please tick below those ones you consider important. (Please be specific.)

1) Recent Trends in Employment (e.g. Labor Market, Human Resource Development)
Example:

2) Labor Legislation (e.g. Labour Standards Law, Trade Union Law, Employment Security Law, etc.)
Example:

3) Working Conditions (e.g. Wages & Working Hours)
Example:

4) Labor-Management Relations & Employment Practice
Example:

5) Administrative activities to support enterprises (e.g. Employment Service, Vocational Training, Public Subsidy) Example:

6) Others Example:

Thank you very much for your cooperation in completing this survey!

To those who would like to obtain a summary of the survey findings (English Version), please tick the box below, and write down the name and address for delivery. We will also send you a complimentary copy of the latest booklet on the Japanese labour situation, *The Labour Situation in Japan 2000* (published by JIL, 90 pages) (Tentative date for delivery of this survey result will be April, 2001)

Please send me a summary of the survey findings, and a copy of *The Labour Situation in Japan 2000*.

| | |
|--------------|--|
| Name | |
| Company Name | |
| Address | |