

Chapter III Consciousness on unemployment

Section I: Image of unemployment

Work involves following three aspects: (i) maintaining livelihood (economic aspect); (ii) forming and maintaining identity (mental aspect); (iii) forming and maintaining social ties (social aspect). Unemployment means not only the loss of a means to earn a living but also the experience of damage to the identity and social ties. On the other hand, however, unemployment provides an opportunity to reflect on one's life and start a new career in some cases. It is not unusual for young people to quit their jobs in order to look for more suitable jobs. There are also more than a few cases in which middle-aged or older people successfully switch jobs.

Therefore, we used "economic difficulty," "loss of social ties" and "loss of identity" as negative images of unemployment and "an opportunity to reset one's career" as a positive image of it.

Question: What do you associate with unemployment? Choose the closest answer for each of items (1) to (4).

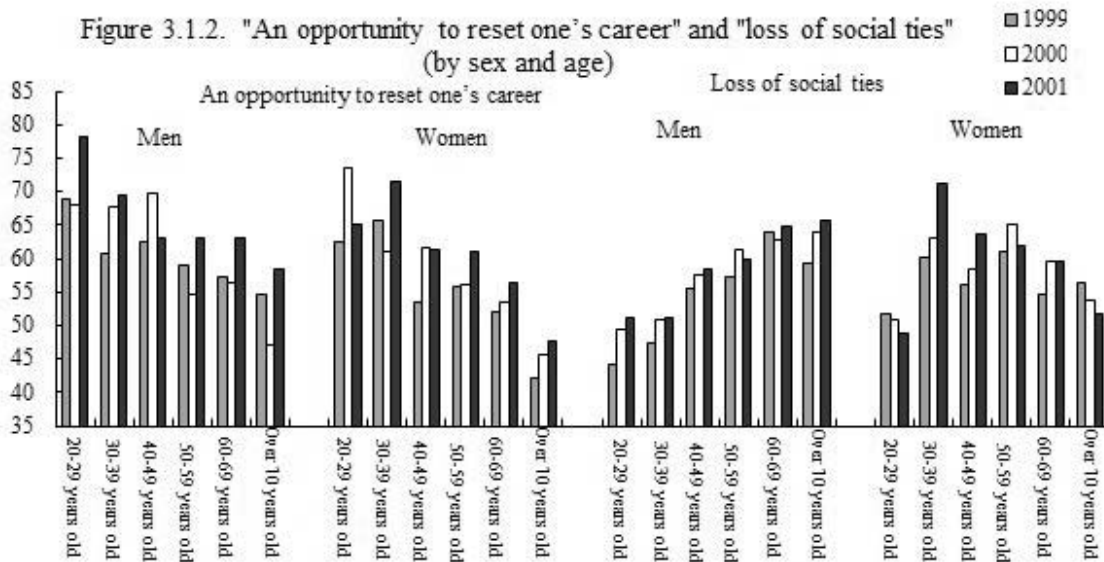
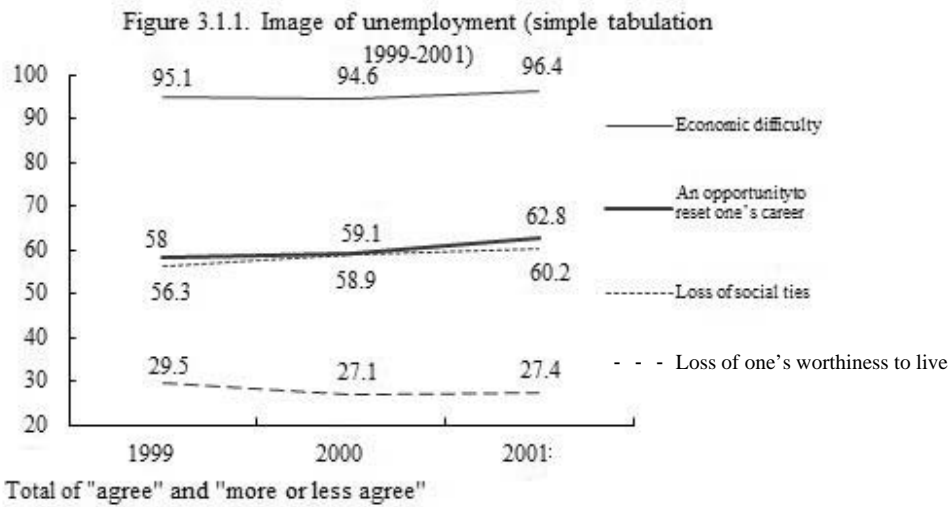
- (1) Economic difficulty
- (2) Loss of social ties
- (3) Loss of one's sense of self-worth
- (4) Opportunity to reset one's career

Answers

1. Agree
2. More or less agree
3. More or less disagree
4. Disagree
5. Don't know

General trends

Figure 3.1.1. shows the results of simple tabulation concerning the "image of unemployment in 1999 through 2001." Throughout the three years of the surveys, the percentage of respondents who associated unemployment with "economic difficulty" was by far the highest at around 95%. As the percentage of respondents who associated unemployment as "loss of social ties" was also high at around 60%, we may say that there is a strong negative image of unemployment. However, the percentage of respondents who viewed unemployment as "an opportunity to reset one's career" was also around 60%, and increased year by year. In short, excluding economic factors, people do not necessarily have a negative image of unemployment. Therefore, we examined the survey results concerning "loss of social ties" and "an opportunity to reset one's career" by sex and age. As shown in Figure 3.1.2., the percentage of respondents who regarded unemployment as "an opportunity to reset one's career" was higher among younger people. This indicates that young people are willing to look for jobs which offer better terms or which are better suited to their aptitudes if they are laid off. This trend was particularly notable among men. However, the willingness to regard unemployment in a positive light increased in 2001 among both men and women across almost all age groups, except for men in their 40s and women in their 20s and 40s.



In other words, the willingness to see unemployment positively is spreading not only among young people but also among middle-aged and older people. On the other hand, the percentage of respondents who associated unemployment with a “loss of social ties” was higher in older age groups among men. Among women, the percentage of such respondents remained low in the 20s age group during the three years. However, among women in their 30s or older, the percentage of such respondents was relatively high, with no consistent difference by age observed.

Determinant factors for “image of unemployment”

Table 3.1.1. shows the effects of the determinant factors for “image of unemployment” on a sample-wide basis. The determinant effects of workers’ attributes were weak with regard to all images. As for effects that remained significant throughout the three years, the percentage of respondents who associated unemployment with “economic difficulty” remained higher among women than among men during the period. As indicated in the results of cross tabulation, the percentage of respondents who associated unemployment with a “loss of social ties” was higher among older people. The percentage of respondents who viewed unemployment as relating to a “loss of identity” was higher among older people and among people with less education. The percentage of people who regarded unemployment as “an opportunity to reset one’s career” was higher among people with longer years of education. In short, the negative image of unemployment is stronger among older people. In addition, whereas the percentage of respondents who viewed unemployment as a loss of something to live for was higher among

people with less education, people with longer years of education saw it positively. As was explained in Chapter I,

Table 3.1.1. Determinant factors for "image of unemployment" (regression analysis; all subjects)

	Economic difficulty			Loss of social ties		
	1999	2000	2001	1999	2000	2001
Sex	-.059**	-.075**	-.052**	-.059**	-.035	-.047*
Age	.026	.007	.051**	.140***	.105***	.062**
Educational attainment	.028	-.004	.058**	.012	-.005	.013
Own income	.002	.031	-.003	-.001	.031	.014
R2	.004	.004	.005	.020	.012	.004
adj-R2	.002	.003	.003	.019	.011	.003
F value	2.181*	2.589**	2.859**	11.876***	7.245***	2.673**
N	2369	2413	2425	2301	2351	2381

	Loss of identity			An opportunity to reset one's career		
	1999	2000	2001	1999	2000	2001
Sex	-.003	-.036	-.005	.043*	-.016	.050**
Age	.080***	.061**	.053**	.026	-.064***	-.043*
Educational attainment	-.062**	-.069***	-.052**	.076***	.066***	.061**
Own income	.031	.041	.025	-.033	.017	-.037
R2	.016	.013	.008	.005	.013	.009
adj-R2	.014	.011	.007	.003	.012	.008
F value	9.046***	7.734***	4.996***	2.852**	7.646***	5.432***
N	2278	2348	2369	2261	2279	2308

*** Significant at 1% ** Significant at 5% * Significant at 10%

Table 3.1.2. Determinant factors for "image of unemployment" (multiple regression analysis; people with jobs)

	Economic difficulty			Loss of social ties		
	1999	2000	2001	1999	2000	2001
Sex	-.056*	-.039	-.055*	-.094***	-.065*	-.080**
Age	.009	.002	.050	.105***	.110***	.047
Educational attainment	.053	-.015	.068**	.015	-.014	.014
Own income	.036	.092**	.001	.015	.052	-.009
Number of times one changed jobs	.089***	-.027	.067**	-.002	-.051*	-.029
Years of service	.093**	-.036	.043	.050	-.038	-.008
Company size	.012	.030	.029	.033	.022	.020
Regular employees	.011	-.030	.069**	.016	-.005	-.001
Job type (vs. skilled workers)						
Specialist jobs	-.017	-.076**	.022	-.027	-.015	.020
Management posts	-.119***	-.086**	-.096***	-.078**	-.019	.025
Clerical work	.020	-.057	.001	-.009	-.044	.017
Sales	-.009	-.005	.002	-.030	-.029	.015
Service jobs	.005	-.028	.009	.016	-.047	.026
Others	-.020	-.036	-.049	-.016	-.010	.017
R2	.023	.012	.023	.027	.016	.009
adj-R2	.014	.002	.014	.017	.006	-.001
F value	2.451***	1.192	2.475***	2.748***	1.604*	.911
N	1442	1406	1480	1423	1383	1465

	Loss of identity			An opportunity to reset one's career		
	1999	2000	2001	1999	2000	2001
Sex	-.083**	-.041	-.020	.039	-.004	.058*
Age	.083**	.011	.020	-.111***	-.105***	-.032
Educational attainment	-.025	-.031	-.046	.037	.050	.030
Own income	.061	.033	-.028	-.046	-.018	.022
Number of times one changed jobs	.061**	.004	-.018	.075**	.097**	-.036
Years of service	.025	.054	.081**	.115***	.008	-.098***
Company size	-.004	-.014	.038	.044	-.037	-.055*
Regular employees	.028	.003	-.012	-.077*	.007	-.059*
Job type (vs. skilled workers)						
Specialist jobs	.038	-.064*	-.018	.038	.033	.048
Management posts	-.047	-.010	.013	.059*	.059*	-.005
Clerical work	-.043	-.029	-.004	.052	.025	.034
Sales	.005	-.071**	-.022	.066**	-.001	.030
Service jobs	-.005	-.028	.054*	.057*	-.001	.050
Others	-.014	-.039	.009	.046	.059**	-.049*
R2	.022	.014	.019	.021	.025	.028
adj-R2	.013	.004	.010	.011	.015	.018
F value	2.266***	1.404	2.005**	2.128***	2.455***	2.915***
N	1400	1378	1466	1377	1346	1439

*** Significant at 1%

** Significant at 5%

* Significant at 10%

the percentage of respondents who had a sense of “self-worth” regarding consciousness on lives was higher among people with longer years of education. As will be shown later, “an opportunity to reset one’s career” is positively correlated with “self-worth.” This indicates that the positive image of unemployment among people with longer years of education reflected the fact that the identity of such people was based not only on their jobs but also on other factors. The survey results by sex and age show that the willingness to regard unemployment as “an opportunity to reset one’s career” was stronger among younger people. Multiple regression analysis also showed significant effects in 2000 and 2001. In addition, as younger people generally have longer years of education, we may presume that the results by age partly reflected the effect of the attainment of education.

Did employment-related attributes have determinant effects among people with jobs? Table 3.1.2. shows the effects of the determinant factors for “image of unemployment” among people with jobs. Again, the determinant effects of workers’ attributes were weak. It is noteworthy that the perception of unemployment as relating to “economic difficulty” was weaker among people in management posts than among skilled workers and laborers. That is presumably because people in management posts, who earn relatively higher wages, receive less economic damage from unemployment than skilled workers and laborers. While no employment-related attributes had major determinant effects with regard to “loss of social ties,” the perception of unemployment as relating to a “loss of social ties” was higher among women than among men, which indicates that women viewed employment as an important opportunity for social interaction. The percentage of respondents who associated unemployment with “an opportunity to reset one’s career” was higher among younger people and among people who frequently switched jobs in 1999 and 2000, but there was no significant effect in 2001. With regard to “loss of identity,” there was no major determinant factor.

In modern society, people’s consciousness is fluid and so is not determined strongly by their attributes in many cases. The image that people associate with something is particularly changeable. Presumably that is why the determinant effects of workers’ attributes were generally weak with regard to the image of unemployment in our surveys.

Correlation with consciousness on employment, distribution and life

Given that unemployment means not only the loss of a job but also the loss of social resources and status, how people perceive unemployment should be closely related to their consciousness on employment, distribution and life.

Table 3.1.3.1. shows correlation between the “image of unemployment” and consciousness on employment, distribution and life. Regarding employment, the perception of unemployment as something negative, such as association with “economic difficulty,” “loss of social ties” and “loss of identity” is positively correlated with “lifetime employment” and “seniority wage system,” while “an opportunity to reset one’s career” is negatively correlated to “lifetime employment” and the “seniority wage system”, and is positively correlated with “self-development.”

Regarding the principles of distribution, negative images of unemployment, such as “economic difficulty,” “loss of social ties” and “loss of identity” are positively correlated to the “principle of effort.” “Economic difficulty” had a negative correlation with the “principle of need” in 2001 and with the “principle of equality” in 2000 and 2001, whereas “loss of social ties” and “loss of identity” were positively correlated with the “principle of need” and “principle of equality.” In particular, the correlation between “loss of identity” and both the “principle of need” and the “principle of equality” was strong. Although the “principle of achievement” did not have a significant correlation with “economic difficulty,” it was positively correlated with loss of social ties in 2000 and 2001. In other words, among people who saw unemployment in a negative light, those who associated it with a “loss of identity” were strongly oriented toward the “principle of need” and “principle of equality,” while those who associated it with “economic difficulty” did not have such orientation. Meanwhile, “loss of social ties” was positively correlated with each of the principles of distribution, indicating that people who saw unemployment as relating to a “loss of social ties” accepted an achievement-oriented approach to a certain degree.

As for correlation between “an opportunity to reset one’s career” and the principles of distribution, people who associated unemployment with “an opportunity to reset one’s career” supported both the “principle of achievement” and “principle of need” in 2001. This shows that people willing to see unemployment in a positive light were oriented toward an achievement-oriented approach and that they also attach importance to a minimum necessary level of protection.

Table 3.1.3.1. Correlation coefficient between consciousness on employment, distribution and life and "image of unemployment" (all subjects)

		Economic difficulty	Loss of social ties	Loss of identity	An opportunity to reset one’s career
Lifetime employment	1999	.049*	.041*	.050*	-.109**
	2000	.054**	.007	.049*	-.093**
	2001	.045*	.059**	.058**	-.025
Seniority wage system	1999	.053**	.081**	.118**	-.116**
	2000	.070**	.020	.080**	-.125**
	2001	.017	.065**	.043*	-.066**
Increase in pay in return for reduction in corporate welfare	1999	.006	.024	.026	.052*
	2000	-.022	.003	.004	.051*
	2001	.041*	.003	.012	.035
Self-development	1999	.006	.040	.022	.141**
	2000	.006	.003	.018	.082**
	2001	.004	-.016	.021	.142**
A sense of unity with the organization	1999	.030	.089**	.055**	.021
	2000	.040*	.077**	.093**	.027
	2001	.011	.012	.018	.010
Achievement	1999	.058**	.033	.023	.021
	2000	.118**	.055**	.030	.012
	2001	.033	.044*	.036	.047*
Effort	1999	.077**	.060**	.044	-.007
	2000	.088**	.077**	.064**	.005
	2001	.038*	.062**	.076**	.024

Need	1999	-.006	.077**	.095**	.018
	2000	.019	.036	.111**	.004
	2001	-.054**	.058**	.066**	.045*
Equality	1999	-.032	.098**	.112**	-.022
	2000	-.045*	.007	.100**	-.024
	2001	-.058**	.066**	.088**	.025
Anxiety over competition for status	1999	.010	.076**	.128**	.031
	2000	.033	.101**	.121**	.031
	2001	.049**	.097**	.128**	.013
Anxiety over loss of status	1999	.029	.096**	.140**	.039
	2000	.007	.095**	.138**	.027
	2001	.004	.111**	.147**	.025
Maintenance of the status quo	1999	.019	.102**	.103**	-.045*
	2000	.044*	.055**	.058**	-.015
	2001	.071**	.090**	.105**	-.017
De-emphasis on other-directedness	1999	.017	.000	-.032	.023
	2000	.045*	.036	-.057**	.057**
	2001	.035	-.043*	-.076**	.060**
De-emphasis on social status	1999	.002	-.007	-.038	.059**
	2000	.075**	.019*	-.028	.102**
	2001	.081**	.027	-.014	.082**
Self-worth	1999	-.053**	-.008	-.012	.074**
	2000	-.013	.010	-.039	.116**
	2001	.005	-.018	-.024	.103**
Post-materialism	1999	.022	.056**	-.004	.061**
	2000	.042*	.063**	.029	.092**
	2001	.070**	.027	.005	.087**

**Significant at 1% *Significant at 5%

Regarding consciousness on life, it should first be noted that “an opportunity to reset one’s career” was positively correlated with “de-emphasis on other directedness,” “de-emphasis on status,” “self-worth” and “post-materialism.” In other words, the attitude of not clinging on to material wealth or status is related to the willingness to see unemployment in a positive light. On the other hand, “loss of social ties” and “loss of identity” is positively correlated with “anxiety over competition for status” and “anxiety over loss of status” as well as with “maintenance of the status quo.” However, while “economic difficulty” was positively correlated with “anxiety over competition for status” in 2001 and with “maintenance of the status quo” in 2000 and 2001, it also had a positive correlation with “de-emphasis on status” and “post-materialism” in 2000 and 2001. The percentage of respondents who associated unemployment with “economic difficulty” was 95% on a sample-wide basis, and those respondents apparently had a combination of anxiety over loss of status

Table 3.1.3.2. Correlation coefficient between consciousness on employment, distribution and life and "image of unemployment" (men)

		Economic difficulty	Loss of social ties	Loss of identity	An opportunity to reset one’s career
Lifetime employment	1999	.060*	.080**	.047	-.107**
	2000	.039	.029	.046	-.053
	2001	.061*	.103**	.079**	-.054
Seniority wage system	1999	.054	.100**	.134**	-.101**
	2000	.077**	.013	.069*	-.140**
	2001	.012	.113**	.082**	-.067*

Increase in pay in return for reduction in corporate welfare	1999	.015	.014	.012	.102**
	2000	-.014	.023	.020	.078**
	2001	.062*	.000	.020	.063*
Self-development	1999	-.001	.051	.047	.159**
	2000	.000	-.016	-.008	.086**
	2001	.000	-.005	.032	.169**
A sense of unity with the organization	1999	.036	.117**	.078**	.025
	2000	.039	.103**	.048	.055
	2001	.055	.039	.014	-.020
Achievement	1999	.084**	.017	.036	.043
	2000	.136**	.046	.015	.038
	2001	.008	.059*	.068*	.077**
Effort	1999	.067*	.107**	.065*	-.022
	2000	.097**	.130**	.100**	.005
	2001	.019	.053	.083**	.019
Need	1999	-.001	.077**	.101**	.036
	2000	.038	.027	.129**	.007
	2001	-.059*	.052	.045	.055
Equality	1999	-.039	.139**	.114**	-.003
	2000	-.051	.016	.117**	-.048
	2001	-.044	.092**	.112**	.060*
Anxiety over competition for status	1999	-.001	.071*	.121**	.030
	2000	.027	.076**	.069*	.040
	2001	.074**	.100**	.133**	.013
Anxiety over loss of status	1999	.025	.086**	.138**	.025
	2000	-.005	.075**	.108**	.042
	2001	.033	.122**	.168**	.036
Maintenance of the status quo	1999	.031	.128**	.101**	-.043
	2000	.039	.039	.092**	-.038
	2001	.065*	.120**	.148**	-.046
De-emphasis on other-directedness	1999	.025	-.004	-.033	.011
	2000	.029	.026	-.048	.069*
	2001	.025	-.069*	-.033	.023
De-emphasis on social status	1999	-.036	-.048	-.025	.049
	2000	.074*	.025	-.003	.107**
	2001	.075**	-.003	-.025	.119**
Self-worth	1999	-.065*	-.035	-.031	.087**
	2000	.011	.004	.013	.109**
	2001	.033	-.034	-.031	.117**
Post-materialism	1999	.025	.047	-.005	.020
	2000	.039	.044	.009	.065**
	2001	.076**	.021	.010	.090**

**Significant at 1% *Significant at 5%

associated with economic loss and the attitude of not clinging on to status despite suffering economic loss.

Table 3.1.3.2. shows correlation between the “image of unemployment” and consciousness on employment, distribution and life among men. Table 3.1.3.3. shows the correlation among women. Regarding correlation between the image and consciousness on employment, this was weaker among women than among men, and no significant correlation was observed between consciousness on employment and any of the negative images, such as “economic difficulty,” “loss of social ties” and “loss of identity.” Among both men and women, “an opportunity to reset one’s career” had a negative correlation with the “seniority wage system” and a positive correlation with “self-development.”

Table 3.1.3.3. Correlation coefficient between consciousness on employment, distribution and life and “image of unemployment” (women)

		Economic difficulty	Loss of social ties	Loss of identity	An opportunity to reset one's career
Lifetime employment	1999	.028	-.005	.055	-.107**
	2000	.064*	-.016	.051	-.131**
	2001	.020	.008	.039	.009
Seniority wage system	1999	.040	.053	.104**	-.126**
	2000	.052	.023	.090**	-.110**
	2001	.016	.014	.008	-.061*
Increase in pay in return for reduction in corporate welfare	1999	-.007	.032	.040	.005
	2000	-.030	-.014	-.010	.026
	2001	.014	.004	.004	.010
Self-development	1999	.019	.035	-.001	.120**
	2000	.023	.023	.042	.080**
	2001	.019	-.019	.011	.113**
A sense of unity with the organization	1999	.042	.082**	.035	.015
	2000	.053	.061*	.129**	.006
	2001	-.022	-.003	.021	.032
Achievement	1999	.041	.055*	.010	-.003
	2000	.116**	.066*	.044	-.008
	2001	.067*	.041	.009	.019
Effort	1999	.089**	.010	.022	.009
	2000	.076**	.024	.030	.005
	2001	.060*	.071**	.070**	.030
Need	1999	-.011	.078**	.089**	.000
	2000	-.001	.045	.095**	.001
	2001	-.051	.064*	.087**	.037
Equality	1999	-.033	.054*	.110**	-.035
	2000	-.044	-.004	.085**	-.002
	2001	-.079**	.039	.068*	-.002
Anxiety over competition for status	1999	.035	.089**	.133**	.029
	2000	.045	.126**	.168**	.022
	2001	.025	.097**	.123**	.011
Anxiety over loss of status	1999	.048	.118**	.141**	.049
	2000	.029	.118**	.167**	.012
	2001	-.024	.104**	.126**	.012
Maintenance of the status quo	1999	-.006	.069*	.107**	-.043
	2000	.041	.067*	.027	.006
	2001	.070**	.053	.065*	.015
De-emphasis on other-directedness	1999	.008	.004	-.031	.034
	2000	.062*	.045	-.064*	.046
	2001	.045	-.019	-.116**	.095**
De-emphasis on social status	1999	.041	.028	-.051	.074**
	2000	.069**	.010	-.052*	.099**
	2001	.085**	.054*	-.002	.047
Self-worth	1999	-.030	.023	.006	.058*
	2000	-.027	.019	-.081**	.124**
	2001	-.017	.003	-.017	.088**
Post-materialism	1999	.010	.060*	-.003	.106**
	2000	.036	.078**	.045	.119**
	2001	.060*	.029	.001	.086**

**Significant at 1%

*Significant at 5%

Among men, “an increase in pay in return for reduction in corporate welfare” was also positively correlated with “an opportunity to reset one’s career.” Regarding correlation between the principles of distribution and consciousness on life, the trends among both men and women were similar to the general trend.

Section II: Views on unemployment

As unemployment involves negative economic, social and mental impact, it is viewed as an experience that should be avoided as much as possible. In Japan in particular, once people lose their jobs, they tend to remain unemployed for a prolonged period of time, so the tendency to avoid unemployment is strong. However, if unemployment is to be viewed in a positive light, clinging on to a current job while having a sense of dissatisfaction with its working conditions would mean the loss of opportunity to develop a new career. Therefore, we examined how many people were worried about losing their jobs in the near future and their “views on unemployment,” including whether they wanted to avoid unemployment as much as possible and whether they regarded unemployment as unavoidable if they are dissatisfied with their current jobs.

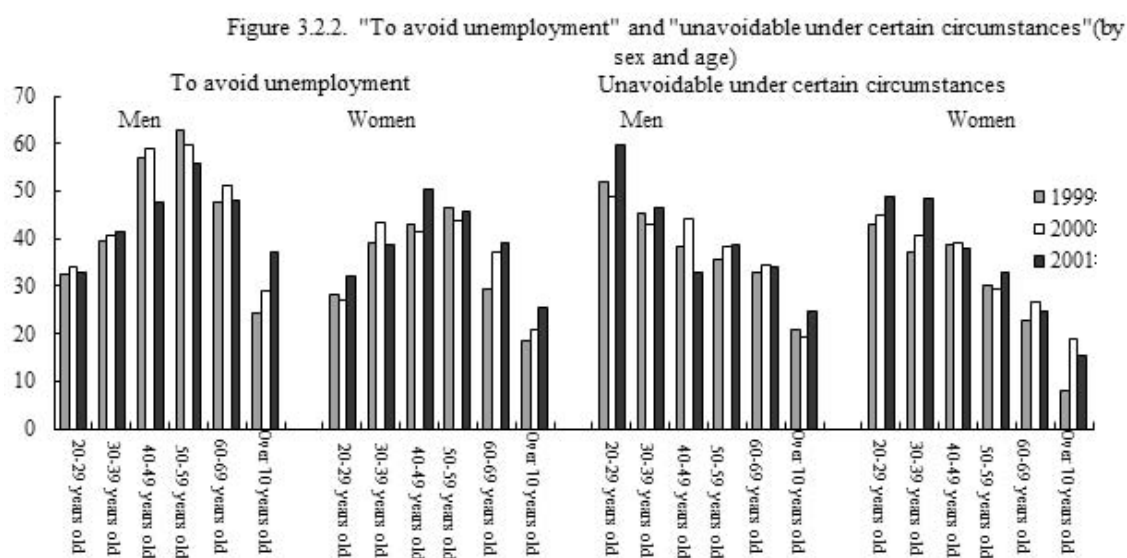
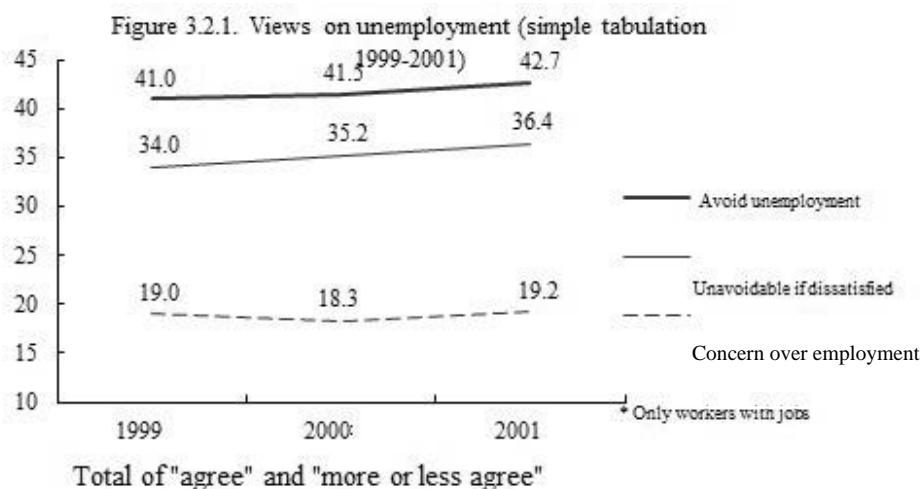
Question: What is your view about each of the following on unemployment? Choose the closest answer for each of the items (1) to (3).

- (1) There is concern about unemployment in the near future (within a year) (concern over unemployment).
- (2) I would choose wage cuts if unemployment could be avoided (to avoid unemployment)
- (3) Unemployment is unavoidable if I am dissatisfied about wages or the job (unavoidable under certain circumstances).

General trend

Figure 3.2.1. shows the results of simple tabulation of data concerning “response concerning views on unemployment” in 1999 through 2001. First, it should be noted that around 20% of people with jobs had concerns about becoming unemployed. As a result of corporate restructuring and bankruptcies, long-term and stable employment based on Japanese employment practices cannot be taken for granted, and one in five people with jobs had imminent concerns over unemployment. Against the backdrop of such concerns, around 40% of all respondents wanted “to avoid unemployment,” and this tendency strengthened year by year. Given the rising unemployment rate coupled with prolonged unemployment periods in Japan, we may say that this is a natural attitude to have. On the other hand, however, around 35% regarded unemployment as “unavoidable under certain circumstances,” and this attitude increased year by year. In short, the percentage of respondents who wanted “to avoid unemployment” and the percentage of those who regarded unemployment as “unavoidable under certain circumstances” are close to each other, indicating that the willingness to view unemployment in a positive light was not necessarily low.

Figure 3.2.2. shows the percentage of respondents who wanted “to avoid unemployment” and those who regarded unemployment as “unavoidable under certain circumstances” by sex and age. Among both men and women, the percentage of respondents who wanted “to avoid unemployment” was high in the 40s and 50s age groups.



Such people may have wanted to stay with their companies because of the difficulty of finding a new job, the heavy economic burden of housing and education costs and the relatively short period remaining until retirement. On the other hand, the percentage of respondents who regarded unemployment as “unavoidable under certain circumstances” was higher in younger age groups among both men and women. This trend was notable particularly in 1999 and 2001. In 2001, the percentage of such respondents increased in younger age groups among both men and women. This indicates that given the long years left in their careers, younger people didn’t want to cling on to their current jobs while continuing to have a sense of dissatisfaction.

Determinant factors for “views on unemployment”

Table 3.2.1. shows the effects of the determinant factors for “views on unemployment.” The level of “concern over unemployment” was higher among older people, people with less education and people with lower income. This suggests that the fear of losing a job as a result of corporate restructuring were directly affecting those people. In addition, the level of “concern over unemployment” was higher among men than among women in 1999 and 2001 although the sex effect was weak. However, the age effect declined year by year, with “concern over unemployment” gradually spreading not only among middle-aged and older people but also among young people. As was shown in the results of cross tabulation, the percentage of respondents who wanted “to avoid unemployment” was higher among older people. The percentage of people who regarded unemployment as “unavoidable under certain circumstances” was higher among younger people and people with lower incomes in 1999 and 2001, although the age and income effects were small.

Table 3.2.1. Determinant factors for "views on unemployment" (multiple regression analysis; all subjects)

	Anxiety about employment					
	1999	2000	2001			
Sex	.092***	.052	.068**			
Age	.130***	.071**	.066**			
Educational attainment	-.082***	-.102***	-.079**			
Own income	-.159***	-.077**	-.129***			
R2	.052	.028	.029			
adj-R2	.049	.025	.026			
F value	16.596***	7.986***	8.905***			
N	1221	1109	1188			

	To avoid unemployment			Unavoidable under certain circumstances		
	1999	2000	2001	1999	2000	2001
Sex	.016	.025	-.018	.063**	.002	.021
Age	.229***	.268***	.251***	-.058**	.029	-.071***
Educational attainment	.002	.025	-.040	.012	.075***	.010
Own income	.049*	.021	.045*	-.078***	-.029	-.069**
R2	.058	.071	.075	.009	.004	.009
adj-R2	.056	.069	.073	.006	.002	.007
F value	27.438***	33.391***	36.787***	3.822***	1.876	4.300***
N	1783	1756	1817	1768	1748	1810

In some cases, not only the age effect, which was observed in the results of cross tabulation, but also dissatisfaction with low income lead people to think that unemployment is unavoidable. Given that younger people generally have lower income under the seniority wage system, we may presume that the age effect observed in the results of cross tabulation also reflects younger people's dissatisfaction with their income.

Did "views on unemployment" differ by employment-related attributes? Table 3.2.2. shows the effects of the determinant factors for "views on unemployment" among people with jobs. As was shown in the results on a sample-wide basis, the level of "concern over unemployment" was higher among older people but the effect decreased in 2000 and 2001. In addition, the level of "concern over unemployment" was higher among people with lower income in 1999 and 2001. By employment-related attributes, the level of "concern over unemployment" was lower among people engaging in specialist jobs, people in management posts, people engaging in sales jobs and people engaging in service jobs than among skilled workers and laborers in 1999. However, in 2000 there was no significant effect with regard to all job types except with regard to people engaging in specialist jobs. Thus, we see that "concern over unemployment," which was notable among blue-collar workers in 1999, spread among white-collar workers as well in 2000 and 2001.

Regarding the desire "to avoid unemployment," the age effect was also observed, and the effect of the longevity of service was also apparent, with the percentage of people who wanted "to avoid unemployment" higher among people with longer years of service. In short, the longer people work for the same company, the stronger their attachment to it becomes. It is said that people with longer years of service develop a stronger sense of commitment to the organization. The loss of a job inflicts damage not only in terms of and employee treatment such as wages and job status but also mentally in the case of workers with longer years of service. These factors are presumably related to the desire "to avoid unemployment." The percentage of respondents who regarded unemployment as "unavoidable under certain circumstances" was higher among younger people in 1999 and 2001. As for the effect of the job type, the percentage of respondents who regarded unemployment as "unavoidable under certain circumstances" was higher among

people in management posts than among skilled workers and laborers in 1999 and 2000.

Table 3.2.2. Determinant factors for "views on unemployment" (multiple regression analysis; people with jobs)

	Anxiety about employment		
	1999	2000	2001
Sex	.101***	.064	.059
Age	.158***	.091**	.091**
Educational attainment	-.057	-.097**	-.066*
Own income	-.133***	-.016	-.123***
Number of times one changed jobs	.068**	.028	-.015
Years of service	-.040	-.127***	-.067
Company size	.072**	-.025	-.018
Regular employees	-.041	-.042	.023
Job type (vs. skilled workers)			
Specialist jobs	-.099**	-.069*	.055
Management posts	-.088**	-.004	.012
Clerical work	-.056	-.032	-.027
Sales	-.091**	.018	.013
Service jobs	-.060*	-.021	-.004
Others	-.087***	.018	.018
R2	.076	.050	.032
adj-R2	.064	.036	.019
F value	6.140***	3.611***	2.422***
N	1058	976	1043

	To avoid unemployment			Unavoidable under certain circumstances		
	1999	2000	2001	1999	2000	2001
Sex	.057*	.077**	-.015	.033	.006	.013
Age	.159***	.200***	.170***	-.093**	-.063	-.148***
Educational attainment	-.048	.033	-.096***	-.059*	.081**	-.025
Own income	.045	.021	.078**	-.023	.003	.026
Number of times one changed jobs	.046	.053*	.002	.037	.031	.008
Years of service	.082**	.090**	.090**	-.049	.015	-.027
Company size	.024	-.001	-.028	.021	-.099***	-.071
Regular employees	-.040	.011	-.036	-.057*	-.004	-.057*
Job type (vs. skilled workers)						
Specialist jobs	-.029	-.065*	.053	.046	-.004	.050
Management posts	.026	.038	.023	.069*	.078**	.023
Clerical work	.056	.026	.038	.004	.002	.033
Sales	-.004	.015	.009	.065*	-.007	.022
Service jobs	-.021	.051	.020	-.007	.016	.030
Others	-.077**	-.008	.003	.009	-.006	-.023
R2	.079	.094	.091	.021	.023	.030
adj-R2	.069	.083	.081	.010	.011	.020
F value	7.844***	8.955***	9.348***	1.955**	2.013**	2.890***
N	1293	1288	1328	1266	1222	1307

*** Significant at 1%

** Significant at 5%

* Significant at 10%

However, in 2001, there was no significant effect. Here, we again see that the hardship of unemployment was also spreading among people in management positions as in the case of "concern over unemployment."

Correlation with consciousness on employment, distribution and life

Table 3.2.3.1. shows the coefficients of correlation between “views on unemployment” and consciousness on employment, distribution and life. Table 3. 2. 3. 2. and Table 3. 2. 3. 3. show the coefficients of correlation between “views on unemployment” and consciousness on employment, distribution and life among men and among women, respectively.

First, it is noteworthy that “concern over unemployment” was positively correlated with both “anxiety over competition for status” and “competition over loss of status” on a sample-wide basis as well as among both men and women. This correlation increased in 2001. The modern industrial society, which is based on an achievement-oriented approach, has grown and prospered through people’s competition for status. While being eager to attain status, people have always also been concerned about losing out to competition. In that sense, “anxiety over competition for status” and “anxiety over loss of status” are sentiments which have usually been shared by people living in the modern industrial society. However, “anxiety over competition for status” and “anxiety over loss of status” combined with “concern over unemployment” are different from the usual anxiety over status. People who have a combination of such anxieties are concerned not about a possible decline in their relative status but about a harsher prospect — the absolute loss of status due to unemployment. Therefore, the combination of “concern over unemployment” and “anxiety over competition for status” and “anxiety over loss of status” can be viewed as the manifestation of acute anxiety over the competitive society of recent years. “Concern over unemployment” is positively correlated with

Table 3.2.3.1. Correlation coefficient between consciousness on employment, distribution and life and "views on unemployment" (all subjects)

		Anxiety about employment	To avoid unemployment	Unavoidable under certain circumstances
Lifetime employment	1999	-.015	.028	-.140**
	2000	.008	.068**	-.075**
	2001	.000	.089**	-.067**
Seniority wage system	1999	-.059*	-.019	-.174**
	2000	.052	.051*	-.100**
	2001	-.003	.042	-.078**
Increase in pay in return for reduction in corporate welfare	1999	.032	-.043	.056*
	2000	-.013	-.027	.017
	2001	.049	.007	.031
Self-development	1999	.046	.027	.097**
	2000	-.010	.005	.092**
	2001	.055	.019	.118**
A sense of unity with the organization	1999	.007	.012	.006
	2000	.021	.089**	.015
	2001	-.001	.063**	.003
Achievement	1999	-.029	.024	.033
	2000	-.014	.021	.050*
	2001	-.017	.050	-.002
Effort	1999	-.021	.023	-.031
	2000	.011	.072**	-.043
	2001	-.030	.077**	-.010
Need	1999	.083**	-.019	-.008
	2000	.027	.004	.009
	2001	.079**	.002	.003
Equality	1999	.095**	-.055*	-.084**
	2000	.023	-.012	-.064**
	2001	.081**	.007	-.018
Anxiety over	1999	.097**	-.001	.015

competition for status	2000	.106**	.065**	.056*
	2001	.147**	.040	-.024
Anxiety over loss of status	1999	.130**	.006	.011
	2000	.146**	.045*	-.007
	2001	.203**	.023	.001
Maintenance of the status quo	1999	.049	.119**	.006
	2000	.019	.099**	.007
	2001	.094**	.142**	-.029
De-emphasis on other-directedness	1999	-.063*	.088**	.019
	2000	-.040	.089**	.069**
	2001	-.052	.084**	.049*
De-emphasis on social status	1999	-.064*	.092**	.096**
	2000	-.026	.059**	.078**
	2001	.022	.083**	.139**
Self-worth	1999	-.059*	-.042	.063**
	2000	-.092**	-.055*	.028
	2001	-.006	-.037	.095**
Post-materialism	1999	-.063*	.096**	.061**
	2000	-.069*	.088**	.037
	2001	-.016	.086**	.097**

**Significant at 1% *Significant at 5%

the “principle of need” and “principle of equality,” mainly among women. We may presume that expectations for safety nets to be provided after job loss are generating support for the “principle of need” and “principle of equality.”

Next, we will compare data concerning the desire “to avoid unemployment” and the attitude of regarding unemployment as “unavoidable under certain circumstances.” “To avoid unemployment” is positively correlated with “lifetime employment” and “maintenance of the status quo” on a sample-wide basis as well as among both men and women. In that sense, people who wanted “to avoid unemployment” have common features with the “first stratum” regarding consciousness on employment, distribution and life. On the other hand, “unavoidable under certain conditions” is negatively correlated with both “lifetime employment” and the “seniority wage system” and is positively correlated with “self-development” as well as with

Table 3.2.3.2. Correlation coefficient between consciousness on employment, distribution and life and "views on unemployment" (men)

		Anxiety about employment	To avoid unemployment	Unavoidable under certain circumstances
Lifetime employment	1999	-.009	.077*	-.156**
	2000	-.020	.072*	-.040
	2001	.013	.109**	-.083*
Seniority wage system	1999	-.056	-.020	-.157**
	2000	.066	.041	-.102**
	2001	-.029	.065*	-.111**
Increase in pay in return for reduction in corporate welfare	1999	.038	-.022	.091**
	2000	-.010	-.084*	.070*
	2001	.026	-.006	.043
Self-development	1999	.055	.055	.102**
	2000	.016	.023	.101**
	2001	.025	-.020	.142**
A sense of unity with the organization	1999	-.014	.036	.057
	2000	.024	.114**	.019
	2001	-.015	.092**	.002
Achievement	1999	-.047	.031	.027

	2000	-.033	-.027	.069*
	2001	-.033	.075*	-.002
Effort	1999	-.033	.041	-.027
	2000	.023	.095**	-.086**
	2001	-.005	.085**	.009
Need	1999	.076*	-.017	.033
	2000	-.018	.023	-.024
	2001	.065	-.028	.012
Equality	1999	.111**	-.009	-.082*
	2000	.051	-.004	-.078*
	2001	.074	-.007	-.011
Anxiety over competition for status	1999	.073*	-.013	.014
	2000	.095*	.079*	.059
	2001	.134**	.067*	-.003
Anxiety over loss of status	1999	.091*	-.019	-.004
	2000	.129**	.053	-.014
	2001	.195**	.032	.033
Maintenance of the status quo	1999	.070	.102**	-.008
	2000	.025	.106**	-.014
	2001	.119**	.144**	-.008
De-emphasis on other-directedness	1999	-.091*	.075*	.008
	2000	-.017	.113**	.068*
	2001	-.070	.113**	.053
De-emphasis on social status	1999	-.056	.093**	.117**
	2000	.007	.073*	.063
	2001	.050	.138**	.166**
Self-worth	1999	-.059	-.038	.108**
	2000	-.099*	-.064	.006
	2001	.020	-.061	.140**
Post-materialism	1999	-.036	.155**	.060
	2000	-.101*	.076*	-.011
	2001	.011	.126**	.110**

**Significant at 1% *Significant at 5%

“de-emphasis on status,” “self-worth” and “post-materialism.” The correlation with “self-worth” was notable particularly among men, while that with “post-materialism” was pronounced particularly among women. In short, people who regarded unemployment as “unavoidable under certain circumstances” have common features with the “second stratum.” However, it is also noteworthy that among men, “to avoid unemployment” is positively correlated with “de-emphasis on other directedness,” “de-emphasis on status” and “post-materialism” as well as “a sense of unity with the organization” and the “principle of effort.” In light of that, one possible option may be to take unemployment countermeasures for people who do not cling to their current organization.

Table 3.2.3.3. Correlation coefficient between consciousness on employment, distribution and life and "views on unemployment" (women)

		Anxiety about employment	To avoid unemployment	Unavoidable under certain circumstances
Lifetime employment	1999	-.022	-.019	-.121**
	2000	.044	.069*	-.111**
	2001	-.017	.069*	-.050
Seniority wage system	1999	-.061	-.009	-.191**
	2000	.038	.074*	-.097**
	2001	.028	.021	-.045

Increase in pay in return for reduction in corporate welfare	1999	.025	-.066*	.017
	2000	-.015	.025	-.035
	2001	.076	.020	.017
Self-development	1999	.034	-.008	.091**
	2000	-.045	-.025	.085**
	2001	.091*	.054	.098**
A sense of unity with the organization	1999	.028	-.031	-.048
	2000	.013	.055	.010
	2001	.015	.036	.007
Achievement	1999	-.011	.005	.036
	2000	.001	.047	.034
	2001	-.001	.027	.001
Effort	1999	-.006	.002	-.035
	2000	-.004	.052	.002
	2001	-.061	.069*	-.030
Need	1999	.091*	-.022	-.052
	2000	.081	-.014	.042
	2001	.095*	.031	-.007
Equality	1999	.081*	-.094**	-.085**
	2000	-.009	-.015	-.051
	2001	.087*	.022	-.029
Anxiety over competition for status	1999	.127**	.005	.015
	2000	.116**	.046	.052
	2001	.163**	.012	-.045
Anxiety over loss of status	1999	.181**	.023	.024
	2000	.164**	.028	.000
	2001	.214**	.013	-.031
Maintenance of the status quo	1999	.024	.154**	.026
	2000	.018	.109**	.029
	2001	.064	.143**	-.054
De-emphasis on other-directedness	1999	-.029	.103**	.031
	2000	-.067	.065*	.071*
	2001	-.032	.056	.045
De-emphasis on social status	1999	-.075	.104**	.076*
	2000	-.065	.061	.095**
	2001	-.014	.024	.108**
Self-worth	1999	-.061	-.052	.014
	2000	-.090*	-.056	.049
	2001	-.036	-.015	.052
Post-materialism	1999	-.098*	.038	.065*
	2000	-.026	.114**	.089**
	2001	-.050	.046	.084**

**Significant at 1% *Significant at 5%

Section III: Response to unemployment

Obtaining a new job after job loss as soon as possible is an important strategy for dealing with related problems. However, in reality, it is not good to simply obtain whatever job is available. People have their own particular interests regarding careers, such as wages and the kind of job. If unemployment is to be viewed as an opportunity to reset one's career, acquiring new skills and finding an entirely different kind of job may be an option. If people attach importance to their own careers, it is not necessarily good for them to find a new job as soon as possible after losing their job. Therefore, we examined what response they intended to make if they lost their job. Question: How do you think you would react if you were laid off? Choose the closest answer for each item of (1) to (4).

(1) I would try to find employment as soon as possible (early reemployment).

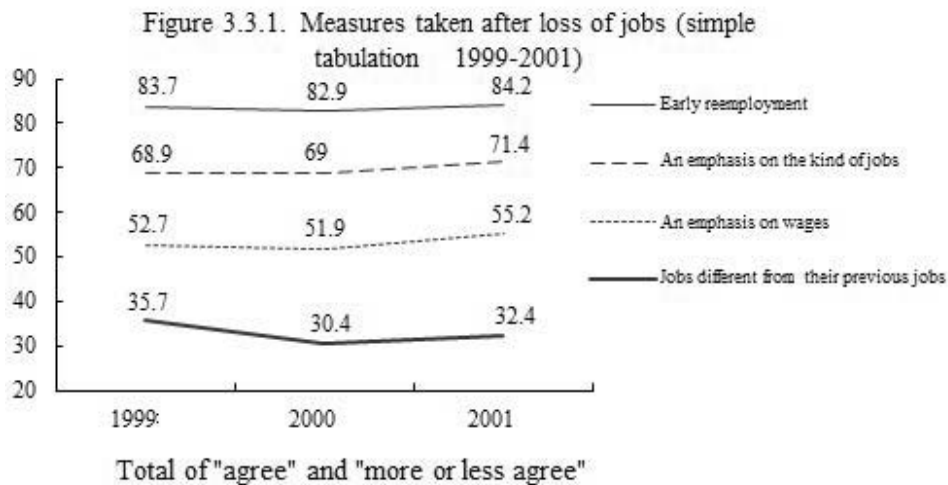
- (2) I would take this opportunity to look for a job with better pay (an emphasis on wages)
- (3) I would take this opportunity to look for a job that I want to do (an emphasis on the kind of jobs).
- (4) I would try to find a different kind of job from my previous job by taking training or acquiring a qualification (jobs different from their previous jobs).

Answers

- 1. I would do that.
- 2. I would probably do that.
- 3. I would probably not do that
- 4. I would not do that
- 5. Don't know

General trend

Figure 3.3.1 shows changes over the period from 1999 to 2001 in the survey results concerning “response to unemployment.” The percentage of people who preferred “early reemployment” was the highest at around 80% throughout the three years. However, around 70% placed “an emphasis on the kind of jobs” and 50% placed “an emphasis on wages,” indicating that many people have their own strong and particular interests regarding careers. Only 30% wanted “to seek jobs different from their previous jobs.” Given the mismatch between labor supply and demand, which is an underlying factor of the high unemployment rate, it is important to undergo training and acquire qualifications by regarding unemployment as “an opportunity to reset one’s career.”



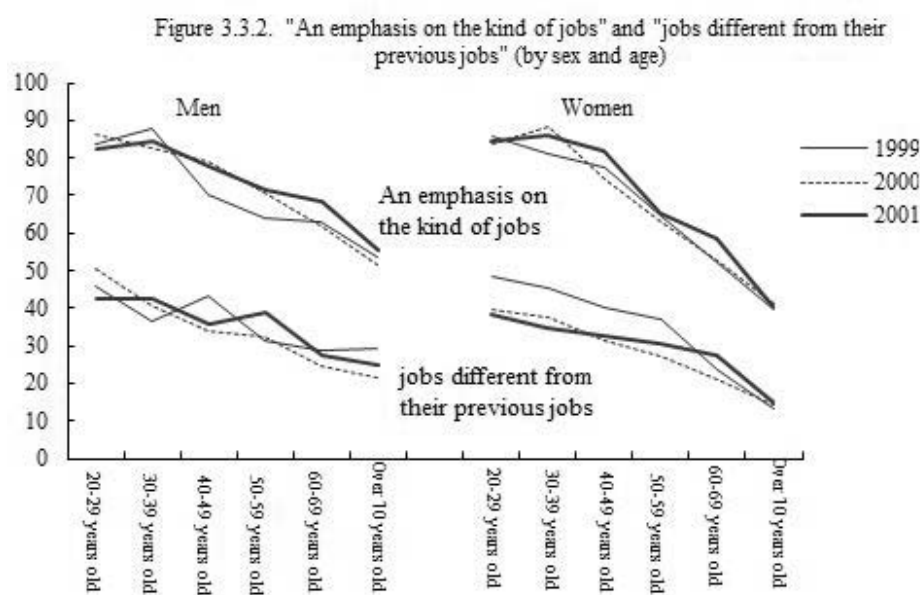


Table 3.3.1. Determinant factors for "response to unemployment" (multiple regression analysis; all subjects)

	Early reemployment			An emphasis on wages		
	1999	2000	2001	1999	2000	2001
Sex	.072***	.075***	.125***	.055**	.036	.063***
Age	-.179***	-.193***	-.156***	-.150***	-.233***	-.173***
Educational attainment	-.040	.004	-.023	.013	-.015	.011
Own income	.052**	.016	-.069***	-.010	.030	-.061**
R2	.035	.043	.030	.026	.052	.034
adj-R2	.033	.041	.029	.025	.050	.033
F value	20.331***	25.886***	18.170***	15.163***	31.079***	20.405***
N	2274	2305	2328	2249	2270	2305

	An emphasis on the kind of jobs			To seek jobs different from their previous jobs		
	1999	2000	2001	1999	2000	2001
Sex	-.014	-.013	.011	-.009	.059**	.033
Age	-.144***	-.172***	-.142***	-.116***	-.158***	-.123***
Educational attainment	.115***	.147***	.147***	.087***	.063**	.062**
Own income	.001	.045*	-.041*	-.029	-.032	.009
R2	.052	.081	.062	.032	.040	.028
adj-R2	.050	.079	.060	.030	.038	.026
F value	30.566***	50.006***	38.000***	17.132***	21.990***	15.268***
N	2246	2281	2314	2095	2135	2156

***Significant at 1% **Significant at 5% *Significant at 10%

Figure 3.3.2. is a comparison of data concerning "an emphasis on the kind of jobs" and "jobs different from their previous jobs" by sex and age. Both the percentage of respondents who chose the former and the percentage of those who chose the latter were higher in younger age groups. At a time when the increase in unemployed youth and "freeters" (voluntary and involuntary part-timers) has emerged as a problem, supporting youth employment is an important issue. If we pay attention to the emphasis young people put on the kind of job they do and assume that this emphasis is on not only what they do now but also what they want to do in the future, we

may presume that they have a flexible attitude toward unfamiliar jobs.

Determinant factors for “response to unemployment”

Table 3.3.1. shows the effects of the determinant factors for “response to unemployment” on a sample-wide basis. First, it is noteworthy that the percentages of respondents who preferred “early reemployment,” those who placed “an emphasis on wages” or “an emphasis on the kind of jobs” and those who wanted to “seek jobs different from their previous jobs” were all higher among younger people. In short, young people not only have particular interests regarding careers but also are eager for early reemployment. On the other hand, older people neither have particularly strong interests regarding careers nor are very eager for early reemployment. Middle-aged and older people are said to face difficulty finding new jobs compared with young people in terms of flexibility concerning wages and vocational skills. However, even if they do not place an emphasis on wages or the kind of job, older people face the risk of a prolonged period of unemployment due to their lack of eagerness for “early reemployment.”

Meanwhile, the percentage of respondents who preferred “early reemployment” was higher among men, and the sex effect increased year by year. Factors behind men’s reluctance to let their careers remain disrupted may be the gender-biased notion that “work is what men live for.” The percentage of respondents who placed “an emphasis on wages” was higher among men in 1999 and 2001 although the sex effect was small. The percentages of respondents who placed “an emphasis on the kind of jobs” and those who wanted “to seek jobs different from their previous jobs” were higher among people with longer years of education. This indicates people with longer years of education tend to have particular interests regarding careers.

Table 3.3.2. Determinant factors for "response to unemployment" (multiple regression analysis; people with jobs)

	Early reemployment			An emphasis on wages		
	1999	2000	2001	1999	2000	2001
Sex	.098***	.068**	.156***	.027	.028	.085***
Age	-.203***	-.288***	-.193***	-.104***	-.251***	-.226***
Educational attainment	-.044	-.013	.000	.030	-.032	.046
Own income	.085**	.073**	-.009	-.016	.009	.007
Number of times one changed jobs	.087***	.055	.079***	.057*	.005	.071**
Years of service	.024	.096***	-.019	-.019	-.006	-.019
Company size	-.014	-.057*	-.014	.024	-.084***	-.048
Regular employees	.007	.045	.020	.087***	.060*	.010
Job type (vs. skilled workers)						
Specialist jobs	-.029	.013	-.019	.006	.015	-.041
Management posts	-.052	-.046	-.099***	.036	.071**	-.036
Clerical work	-.018	-.028	.001	.013	.053	-.034
Sales	-.039	.036	-.007	.022	.019	-.030
Service jobs	.006	.063*	.011	-.002	-.005	-.040
Others	-.027	.023	-.018	.007	.007	.033
R2	.051	.079	.071	.037	.072	.073
adj-R2	.042	.069	.062	.027	.062	.063
F value	5.457***	8.322***	7.951***	3.843***	7.463***	8.017***
N	1429	1380	1462	1416	1364	1450

	An emphasis on the kind of jobs			To seek jobs different from their previous jobs		
	1999	2000	2001	1999	2000	2001
Sex	.013	-.038	.032	.024	.077**	.042
Age	-.130***	-.203***	-.149***	-.198***	-.152***	-.195***
Educational attainment	.124***	.144***	.147***	.071**	.031	.016

Own income	-.021	.081**	.010	-.030	-.037	.038
Number of times one changed jobs	.073**	-.001	.016	.033	.011	-.051*
Years of service	-.036	-.009	-.026	.071*	-.020	.008
Company size	-.002	-.023	-.020	.086***	.088***	.048
Regular employees	-.052*	-.039	-.043	-.021	.017	-.014
Job type (vs. skilled workers)						
Specialist jobs	.074**	.046	.053	-.107***	-.056*	-.076**
Management posts	.057*	.024	-.015	.022	.034	-.024
Clerical work	.068**	-.026	.055	-.004	.013	.003
Sales	.041	-.007	-.041	-.016	.014	.060*
Service jobs	.022	-.028	.005	.028	.019	-.029
Others	.003	.038	.017	.002	.031	-.007
R2	.066	.087	.075	.052	.051	.059
adj-R2	.056	.077	.066	.043	.041	.049
F value	7.084***	9.186***	8.313***	5.263***	5.010***	6.136***
N	1424	1372	1458	1345	1307	1385

*** Significant at 1% ** Significant at 5% * Significant at 10%

Table 3.3.2 shows the effects of the determinant factors for “response to unemployment” among people with jobs. Again, the percentage of respondents who chose any of the answers was higher among younger people. Preference for “early reemployment” was higher among men, while the percentage of respondents who placed “an emphasis on the kind of jobs” was higher among people with longer years of education. By employment-related attributes, preference for early reemployment was stronger among people who frequently changed jobs in 1999 and 2001 although the effect was small. We may say that the strong preference for early reemployment among such people indicates that the period of disruption to careers due to unemployment is desired to be short.

Although the percentage of respondents who placed “an emphasis on wages” was higher among regular employees in 1999, the significant effect gradually declined in the following years. The percentage of respondents who wanted to seek “jobs different from their previous jobs” was lower among people engaging in specialist jobs than among skilled workers and laborers. This indicates that people engaging in specialist jobs attach particular importance to the professional skills that they have developed.

Correlation with consciousness on employment, distribution and life

Table 3.3.3.1. shows the coefficients of correlation between “response to unemployment” and consciousness on employment, distribution and life. Table 3.3.3.2. and Table 3.3.3.3. show the

Table 3.3.3.1. Correlation coefficient between consciousness on employment, distribution and life and "response to unemployment" (all subjects)

		Early reemployment	An emphasis on wages	An emphasis on the kind of jobs	To seek jobs different from their previous jobs
Lifetime employment	1999	-.003	-.026	-.050*	-.061**
	2000	.008	-.005	-.050*	-.061**
	2001	.006	-.037	-.039	-.050*
Seniority wage system	1999	.016	.019	-.020	-.043*
	2000	-.051*	-.011	-.068**	-.049*
	2001	.025	.001	-.067**	-.021
Increase in pay in return for reduction in corporate welfare	1999	.028	.066**	.012	.010
	2000	.004	.063**	.057**	.044*
	2001	.038	.055**	.027	.019
Self-development	1999	.016	.007	.046	.105**
	2000	.004	.022	.064**	.073**
	2001	-.014	.028	.080**	.017

A sense of unity with the organization	1999	.063**	-.043*	.019	-.009
	2000	.038	-.027	.004	.025
	2001	.020	-.041*	-.004	.010
Achievement	1999	.014	.044*	.039	.007
	2000	.038	.109**	.038	.019
	2001	.025	.018	-.015	.000
Effort	1999	.061**	.039*	.008	.025
	2000	.040*	-.014	-.030	-.031
	2001	.025	-.001	.003	.010
Need	1999	-.026	.014	-.027	.006
	2000	-.037	.010	.020	.018
	2001	.011	.023	.010	.003
Equality	1999	-.026	-.055**	-.090**	.005
	2000	-.055**	-.010	-.058**	-.010
	2001	.016	.011	-.039*	.002
Anxiety over competition for status	1999	.092**	.101**	.055**	.074**
	2000	.129**	.088**	.049*	.093**
	2001	.112**	.062**	.018	.122**
Anxiety over loss of status	1999	.072**	.078**	.022	.096**
	2000	.093**	.083**	.032	.093**
	2001	.091**	.086**	.045*	.119**
Maintenance of the status quo	1999	.006	-.055**	-.057**	-.070**
	2000	-.013	-.086**	-.062**	-.081**
	2001	-.006	-.058**	-.038	-.042*
De-emphasis on other-directedness	1999	-.009	-.060**	.002	-.032
	2000	.010	-.084**	-.005	-.030
	2001	-.035	-.047*	.013	-.052*
De-emphasis on social status	1999	-.011	-.086**	.032	-.003
	2000	.014	-.087**	.065**	.021
	2001	-.002	-.090**	.050*	.036
Self-worth	1999	-.008	-.018	.080**	.054*
	2000	.062**	.004	.118**	.046*
	2001	.010	.016	.106**	.046*
Post-materialism	1999	-.025	-.146**	.005	.035
	2000	-.008	-.086**	.061**	.023
	2001	-.020	-.121**	.040*	.041*

**Significant at 1% *Significant at 5%

coefficients of correlation between “response to unemployment” and consciousness on employment, distribution and life among men and women, respectively.

First, “early reemployment” was positively correlated with “anxiety over competition for status” and “anxiety over loss of status” on a sample-wide basis as well as among both men and women, indicating a general sense of urgency.

“An emphasis on wages” was also positively correlated with “anxiety over competition for status” and “anxiety over loss of status” and was negatively correlated with “maintenance of the status quo,” “de-emphasis on other-directedness,” “de-emphasis on status” and “post-materialism.” Also, while it was positively correlated with “increase in pay in return for reduction in corporate welfare,” it had a negative correlation with “a sense of unity with the organization.” This suggests that people who placed “an emphasis on wages” were strongly oriented toward attaining economic status. This orientation was strong particularly among women.

“An emphasis on the kind of jobs” was positively correlated with “self-development” but had a negative correlation with “lifetime employment,” the “seniority wage system,” the “principle of equality” and “maintenance of the status quo.” In addition, it was positively correlated with “de-emphasis on status,” “self-worth” and “post-materialism.”

Table 3.3.3.2. Correlation coefficient between consciousness on employment, distribution and life and "response to unemployment" (men)

		Early reemployment	An emphasis on wages	An emphasis on the kind of jobs	To seek jobs different from their previous jobs
Lifetime employment	1999	.001	-.012	-.041	-.044
	2000	.046	-.041	-.020	-.034
	2001	.036	-.019	-.040	-.021
Seniority wage system	1999	-.015	.065*	.004	-.031
	2000	.015	.005	-.052	-.055
	2001	.070*	.019	-.054	-.001
Increase in pay in return for reduction in corporate welfare	1999	.034	.055	.020	.006
	2000	-.019	.081**	.066*	.066*
	2001	.035	.110**	.070*	.053
Self-development	1999	.008	.019	.067*	.125**
	2000	.015	.028	.098**	.074*
	2001	-.067*	.019	.110**	.027
A sense of unity with the organization	1999	.066*	-.025	.035	.022
	2000	.044	-.049	.000	.054
	2001	.027	-.049	.015	.005
Achievement	1999	.052	.050	.056	.036
	2000	.056	.108**	.095**	.022
	2001	.010	.010	-.001	.052
Effort	1999	.043	.066*	.030	.000
	2000	.082**	.014	.003	-.036
	2001	.033	.028	-.002	.034
Need	1999	-.019	.048	-.018	.021
	2000	-.040	.033	.027	-.022
	2001	.008	.026	.008	.024
Equality	1999	-.072*	-.037	-.097**	-.016
	2000	-.042	-.008	-.061*	-.036
	2001	.055	.038	-.063*	.037
Anxiety over competition for status	1999	.083**	.084	.063*	.042
	2000	.119**	.077**	.033	.073*
	2001	.124**	.018	.003	.107**
Anxiety over loss of status	1999	.060*	.052	.022	.080**
	2000	.099**	.072*	.007	.067*
	2001	.085**	.043	.046	.137**
Maintenance of the status quo	1999	.001	-.011	-.031	-.078**
	2000	-.005	-.053	-.039	-.085**
	2001	-.013	-.056	-.041	-.035
De-emphasis on other-directedness	1999	-.048	-.050	-.011	-.040
	2000	-.004	-.084**	-.029	-.027
	2001	-.050	-.039	-.002	-.066*
De-emphasis on social status	1999	-.065	-.093**	.021	-.017
	2000	.020	-.105**	.045	.031
	2001	-.040	-.145**	-.013	.021
Self-worth	1999	-.032	-.030	.039	.042
	2000	.080**	.024	.122**	.052
	2001	.016	.003	.128**	.083**
Post-materialism	1999	-.042	-.171**	-.018	.022
	2000	.015	-.074*	.043	.020
	2001	-.031	-.137**	.013	.031

**Significant at 1% *Significant at 5%

Those correlations were strong particularly among women. Although “an emphasis on the kind of jobs” was also somewhat correlated with “anxiety over competition for status” and “anxiety over loss of status” on a sample-wide basis, there was not a significant correlation either among men or among women. Therefore, we may say that people who placed “an emphasis on the kind of jobs” had many common features with the “second stratum” regarding consciousness on employment, distribution and life.

“To seek jobs different from their previous jobs” was also negatively correlated with “lifetime employment,” the “seniority wage system” and “maintenance of the status quo” while it was positively correlated with “self-development” and “self-worth.” In that sense, people who wanted “to seek jobs different from their previous jobs” also had common features with the “second stratum.” However, “to seek jobs different from their previous jobs” was also positively correlated with “anxiety over competition for status” and “anxiety over loss of status” and its correlation with “self-worth” was not very strong. Moreover, in 2001, its correlation with “self-development” disappeared. In light of these findings, we may say that people who wanted “to seek jobs different from their previous jobs” did not have much in common with the “second stratum.” We can see that although such people do not lack self-confidence, they have anxiety over status and wanted to change their present situation by finding different jobs.

Table 3.3.3.3. Correlation coefficient between consciousness on employment, distribution and life and "response to unemployment"(women)

		Early reemployment	An emphasis on wages	An emphasis on the kind of jobs	To seek jobs different from their previous jobs
Lifetime employment	1999	.002	-.035	-.061*	-.083**
	2000	-.015	.032	-.077**	-.084**
	2001	-.015	-.053	-.038	-.079**
Seniority wage system	1999	.054	-.022	-.047	-.060*
	2000	-.095**	-.022	-.083**	-.037
	2001	-.003	-.010	-.080**	-.036
Increase in pay in return for reduction in corporate welfare	1999	.027	.077**	.002	.014
	2000	.024	.047	.048	.024
	2001	.042	.003	-.018	-.012
Self-development	1999	.016	-.009	.027	.088**
	2000	-.015	.014	.036	.068*
	2001	.018	.031	.054	.002
A sense of unity with the organization	1999	.042	-.070*	.010	-.027
	2000	.022	-.014	.006	-.004
	2001	.000	-.044	-.022	.008
Achievement	1999	-.027	.030	.024	-.016
	2000	.013	.105**	-.010	.011
	2001	.022	.017	-.024	-.048
Effort	1999	.078**	.012	-.015	.050
	2000	.008	-.039	-.062*	-.025
	2001	.020	-.028	.007	-.013
Need	1999	-.033	-.020	-.036	-.007
	2000	-.034	-.010	.014	.057*
	2001	.015	.021	.010	-.014
Equality	1999	.016	-.067*	-.084**	.023
	2000	-.060*	-.008	-.055*	.016
	2001	-.007	-.009	-.018	-.026
Anxiety over competition for status	1999	.093**	.112**	.048	.110**
	2000	.132**	.096**	.062*	.111**

	2001	.100**	.101**	.034	.135**
Anxiety over loss of status	1999	.070*	.096**	.026	.119**
	2000	.081**	.091**	.057*	.116**
	2001	.092**	.125**	.046	.100**
Maintenance of the status quo	1999	.024	-.090**	-.085**	-.068*
	2000	-.009	-.112**	-.083**	-.072*
	2001	.013	-.053	-.038	-.045
De-emphasis on other-directedness	1999	.020	-.070*	.014	-.025
	2000	.019	-.085**	.016	-.033
	2001	-.021	-.054*	.027	-.039
De-emphasis on social status	1999	.044	-.074**	.042	.009
	2000	.017	-.066*	.086**	.016
	2001	.038	-.031	.116**	.054
Self-worth	1999	.005	-.010	.120**	.067*
	2000	.039	-.017	.115**	.035
	2001	-.005	.023	.087**	.007
Post-materialism	1999	-.004	-.117**	.028	.047
	2000	-.018	-.093**	.081**	.032
	2001	-.006	-.103**	.068*	.053

**Significant at 1% *Significant at 5%

Section IV: Rules on corporate restructuring

In Japan in recent years, corporate restructuring aimed at streamlining business operations has been becoming increasingly common. However, under what rules should corporate restructuring be carried out if a consensus on it is to be forged? From the perspective of business performance, it may be rational that people with lower vocational abilities and people whose jobs are no longer needed are laid off first. Or the cost reduction effect may be higher if older people, whose personnel costs are higher due to the seniority wage system, are laid off first. Conversely, laying off young people, who have greater chance to make a fresh start successfully, may be beneficial to them. Under the layoff system in the United States, people with shorter years of service are laid off first. What rules on restructuring will be acceptable for people?

Question: What is your opinion on personnel cutbacks and layoffs as a result of poor performance by companies? Choose the closest answer for each of the items (1) to (5).

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

Answers

1. Agree
2. More or less agree
3. More or less disagree
4. Disagree
5. Don't know

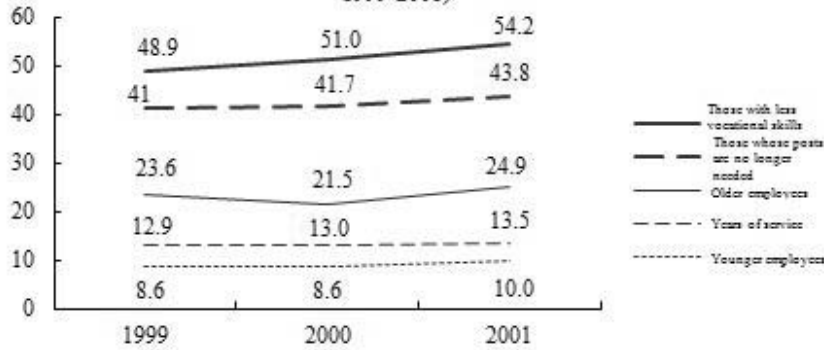
General trend

Figure 3.4.1. shows the results of simple tabulation of data concerning "rules on restructuring" in 1999 through 2001. Laying off "those with less vocational abilities" attracted the highest rate of support at around 50%, and the support rate increased year by year. The second highest support at around 40%, was for laying off "those whose jobs are no longer needed." Therefore, it appears that restructuring was relatively acceptable if it was carried out for reasons related to the execution of job duties. While it is not unusual that middle-aged and older workers whose personnel costs are high become the target of restructuring, only around 20% supported the view that "older workers" should be laid off first as is the case under the U.S. layoff system and less than 10% thought that "those with shorter length of service" should be laid off first. In Japan,

there is a prevalent custom of recruiting young people as new graduates and developing their abilities through in-house training. Therefore, while companies may curb recruitment, the practice of laying off young workers soon after recruitment is apparently not common.

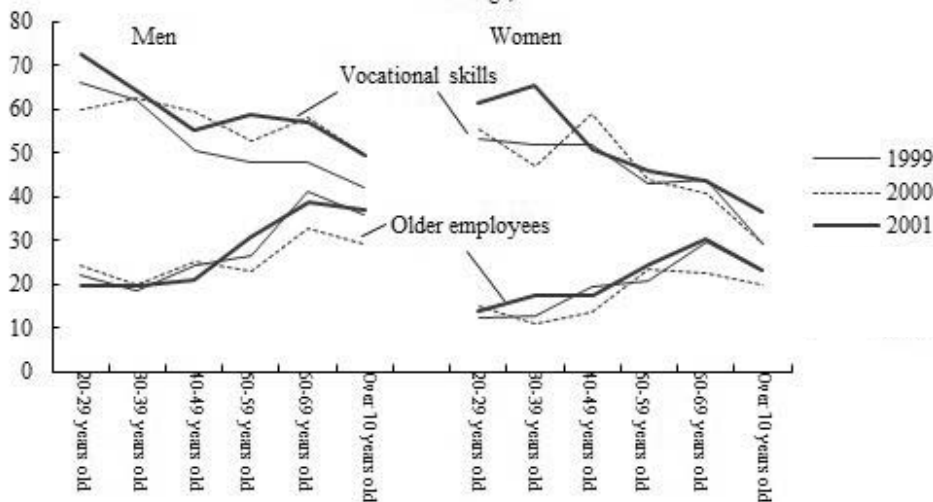
Next, we will compare data concerning the view that “those with less vocational abilities” or “older workers” should be laid off first. Figure 3.4.2. shows data by sex and age concerning the view that “those with less vocational abilities” or “older workers” should be laid off. The support rate for the view that “those with less vocational abilities” should be laid off first was higher in younger age groups among both men and women.

Figure 3.4.1. Rules on corporate restructuring (simple tabulation 1999-2001)



Total of "agree" and "more or less agree"

Figure 3.4.2. "Those with less vocational skills" and "older employees" (by sex and age)



Also, the support rate rose in 2001 in younger age groups among both men and women. In short, among younger workers, meritocracy was taking hold with regard to restructuring as well. On the other hand, the support rate for the view that “older workers” should be laid off first was higher in older age groups. Although it may appear to be counterintuitive, support for the layoff of older people is higher in older age groups. Did older people accept layoff of older workers in light of their own high level of wages? Given that the support rate was high among people in their 60s, older people may have positively viewed retirement before the mandatory retirement age as an opportunity to make a fresh start in life.

Determinant factors for “rules on restructuring”

Table 3.4.1. shows the effects of the determinant factors for “rules on restructuring” on a sample-wide basis. Generally speaking, the determinant effects of workers’ attributes were weak. The age effect that was observed in the results of cross tabulation was not recognized with regard to the view that “those with less vocational abilities” should be laid off first. Rather, the high

support rate for the view that “those with less vocational abilities” should be laid off first among people with longer years of education increased year by year. Generally speaking, younger people have longer years of education. Therefore, we may presume that the high support rate among younger people in general for the layoff of “those with less vocational abilities” reflected the thinking of younger people with longer years of education. Meanwhile, men’s support for the layoff of “those with less vocational abilities” and “those whose jobs are no longer needed” increased year by year. In short, men were more willing to accept restructuring carried out for reasons related to the execution of job duties.

Table 3.4.1. Determinant factors for "rules on corporate restructuring" (multiple regression analysis; all subjects)

	Those with less vocational skills			Those whose posts are no longer needed		
	1999	2000	2001	1999	2000	2001
Sex	-.012	.055**	.062**	.042	.069***	.092***
Age	-.036	.011	-.022	.039	.068***	.013
Educational attainment	.039	.060**	.085***	-.006	.002	.018
Own income	.079***	.040	-.022	.042	-.001	-.028
R2	.011	.012	.012	.007	.010	.007
adj-R2	.009	.010	.010	.005	.008	.005
F value	5.743***	6.235***	6.595***	3.803***	5.262***	3.804***
N	2119	2136	2189	2075	2056	2147

	Older employees			Younger employees		
	1999	2000	2001	1999	2000	2001
Sex	.071***	.093***	.062**	.003	-.016	.023
Age	.169***	.087***	.168***	.035	.065***	.042*
Educational attainment	-.051**	-.079***	-.031	-.030	.050*	.006
Own income	.027	-.024	.000	-.012	.007	-.040
R2	.049	.028	.040	.003	.004	.003
adj-R2	.047	.026	.038	.001	.002	.001
F value	26.788***	15.419***	22.850***	1.78	2.005*	1.503
N	2105	2122	2197	2113	2141	2200

	Those with shorter length of service		
	1999	2000	2001
Sex	.014	.009	.051**
Age	.079***	.093***	.102***
Educational attainment	-.057**	-.039	-.015
Own income	-.001	-.013	-.054
R2	.014	.014	.016
adj-R2	.012	.012	.014
F value	7.556***	7.413***	8.504***
N	2098	2110	2159

*** Significant at 1%

** Significant at 5%

* Significant at 10%

The support rate for “older workers” was higher among men, and as was shown in the results of cross tabulation, the support rate was stronger in older age groups. On the other hand, there was not a major determinant factor for the view that “younger workers” should be laid off first. However, the support rate for the layoff of “those with shorter length of service” was higher among older people, and the age effect increased year by year. Looked from another perspective, support for “those with shorter length of service” was weaker among younger workers. While age-based restructuring targeted at younger workers was not strongly supported, opinions were divided between younger and older workers about restructuring based on length of service. Under the lifetime employment, seniority wage system, younger workers have a shorter length of

service on average. In light of this, laying off “those with shorter length of service” first would be an unfavorable rule for young people.

Table 3.4.2. shows the effects of the determinant factors for “rules on restructuring” among people with jobs. As was the case on a sample-wide basis, the support rate for the layoff of “older workers” was higher in older age groups. In addition, in 2000 and 2001, the support rate for the layoff of “those whose jobs are no longer needed” was higher among men. However, generally speaking, the determinant effects of workers’ attributes were weak, and no consistent effect was observed with regard to employment-related attributes, either. To cite a few notable effects, in 1999 and 2000, the support rates for the layoff of “those whose jobs are no longer needed” and the layoff of “those with shorter length of service” were higher among workers at smaller companies in 1999 and 2000. At companies with a smaller workforce, there is less room for reassignment of jobs and transfer of employees between business departments. Such constraints presumably led workers at smaller companies to think that it was inevitable to lay off workers at the same time as scaling back business operations. Moreover, at many small and medium-size companies, workers with many years of experiences are valuable personnel. Presumably, that was a reason why workers at such companies thought that people with a shorter length of service should be laid off first.

Table 3.4.2. Determinant factors for “rules on corporate restructuring” (multiple regression analysis; people with jobs)

	Those with less vocational skills			Those whose posts are no longer needed		
	1999	2000	2001	1999	2000	2001
Sex	-.031	.055	.048	.047	.082**	.083**
Age	-.054	-.033	-.052	.003	.022	-.018
Educational attainment	.058*	.051	.039	.032	.010	.024
Own income	.084**	.025	.007	.060	-.057	-.025
Number of times one changed jobs	-.010	.003	.005	-.011	-.031	.000
Years of service	-.012	-.010	-.029	.046	.022	.018
Company size	-.004	-.033	-.027	-.063**	-.110**	-.024
Regular employees	-.032	-.010	-.055*	-.002	.005	-.077**
Job type (vs. skilled workers)						
Specialist jobs	-.054	.019	.010	-.052	.068*	.010
Management posts	.016	.077**	.042	.020	.060	.027
Clerical work	-.054	.022	.026	.000	.003	-.046
Sales	-.002	.044	.039	.075**	.016	.006
Service jobs	-.038	.044	-.005	-.027	.035	-.019
Others	-.019	.007	-.001	-.014	.003	.060**
R2	.017	.017	.013	.027	.024	.021
adj-R2	.007	.007	.003	.017	.013	.011
F value	1.654*	1.614*	1.261	2.665***	2.202***	2.123***
N	1364	1298	1391	1335	1259	1374

	Older employees			Younger employees		
	1999	2000	2001	1999	2000	2001
Sex	.041	.116***	.048	-.016	.010	-.040
Age	.096**	.086**	.143***	.049	.053	.012
Educational attainment	-.041	-.091***	-.040	-.004	.056*	.045
Own income	.036	-.074**	-.014	.001	.020	-.044
Number of times one changed jobs	-.031	.007	-.039	-.004	-.013	-.023
Years of service	.051	.027	.027	-.020	-.069*	-.020
Company size	-.081**	-.021	-.002	-.045	-.034	.005
Regular employees	.056*	.049	.025	.062*	-.062*	-.026
Job type (vs. skilled workers)						
Specialist jobs	-.007	-.029	-.040	-.026	.002	-.039
Management posts	.003	.013	-.018	.006	.002	-.023

Clerical work	-.005	.037	-.011	.002	.048	-.050
Sales	.048	-.011	-.007	-.063*	.019	-.013
Service jobs	-.008	.039	-.010	.012	.029	-.011
Others	-.029	-.013	.045	-.026	.011	.005
R2	.039	.040	.040	.009	.013	.009
adj-R2	.029	.029	.031	-.001	.002	-.001
F value	3.827***	3.752***	4.158***	.918	1.221	.941
N	1346	1290	1401	1358	1299	1394

	Those with shorter length of service		
	1999	2000	2001
Sex	-.010	.036	.019
Age	.070*	.069*	.044
Educational attainment	.004	-.071**	.005
Own income	-.010	.026	-.084**
Number of times one changed jobs	-.052*	-.009	-.040
Years of service	.057	-.069*	.030
Company size	-.088***	-.066**	-.019
Regular employees	.080**	-.033	-.016
Job type (vs. skilled workers)			
Specialist jobs	-.075**	-.048	.002
Management posts	.018	.004	.019
Clerical work	-.045	.041	-.009
Sales	-.054*	-.013	.056*
Service jobs	.021	.026	-.018
Others	-.069**	-.043	.011
R2	.032	.026	.014
adj-R2	.022	.016	.004
F value	3.201***	2.469***	1.348
N	1352	1291	1375

*** Significant at 1%

** Significant at 5%

* Significant at 10%

However, in 2001, the employer size effect was not observed, indicating that the difference between small and medium-size companies and large companies with regard to restructuring has become insignificant.

Correlation with consciousness on employment, distribution and life

Table 3.4.3.1. shows the coefficients of correlation between “rules on restructuring” and consciousness on employment, distribution and life. Table 3.4.3.2. and Table 3.4.3.3. show those coefficients among men and among women, respectively.

The view that “those with less vocational abilities” should be laid off first was negatively correlated with “lifetime employment” and the “seniority wage system,” and although it was positively correlated with the “principle of achievement,” it had a negative correlation with the “principle of equality.”

Table 3.4.3.1. Correlation coefficient between consciousness on employment, distribution and life and "rules on corporate restructuring" (all subjects)

		Those with less vocational skills	Those whose jobs are no longer needed	Years of service	Younger employees	Older employees
Lifetime employment	1999	-.026	-.011	.062**	.038	.077**
	2000	-.044*	-.025	.065**	.020	.024
	2001	-.073**	-.040	.037	-.001	.021
Seniority wage system	1999	-.127**	-.074**	.066**	.019	.015
	2000	-.104**	-.023	.134**	.058**	.029
	2001	-.119**	-.082**	.086**	.035	.027
Increase in pay in return for reduction in corporate welfare	1999	.070**	.066**	.033	.035	.009
	2000	.112**	.044*	.041	.042*	-.043*
	2001	.024	.065**	.029	.026	.015
Self-development	1999	.044*	.076**	-.010	-.026	.008
	2000	.052*	.067**	-.004	-.028	.010
	2001	.017	.082**	.010	.032	.005
A sense of unity with the organization	1999	-.033	.001	-.004	-.022	.043*
	2000	-.017	.013	.011	.011	.024
	2001	-.011	-.007	-.010	-.004	.036
Achievement	1999	.172**	.105**	.042*	.033	.034
	2000	.148**	.095**	.031	.030	.037
	2001	.112**	.110**	.042*	.011	.026
Effort	1999	-.015	.013	.053*	.027	.047*
	2000	-.013	-.007	.019	-.013	.044*
	2001	-.016	.007	.034	.010	.037
Need	1999	-.011	.027	.061**	.053*	.042
	2000	.001	.043*	.062**	.006	.044*
	2001	-.028	.025	.059**	.047*	.039
Equality	1999	-.127**	-.082	.064**	.035	-.001
	2000	-.129**	-.044*	.044*	-.013	.041*
	2001	-.105**	-.011	.098**	.081**	.058**
Anxiety over competition for status	1999	.010	.047*	.002	.039	.005
	2000	.048*	.030	.057**	.030	.034
	2001	.031	-.005	.070**	.058**	.034
Anxiety over loss of status	1999	.014	.030	-.007	.032	-.004
	2000	.055**	.036	.072**	.051*	.026
	2001	.042*	-.003	.059**	.048*	.005
Maintenance of the status quo	1999	-.027	.032	.062**	.029	.116**
	2000	-.016	.065**	.056*	.000	.087**
	2001	-.036	.042*	.040	.014	.067**
De-emphasis on other-directedness	1999	.050*	.055**	-.026	-.035	.042*
	2000	.017	.077**	-.031	-.049*	-.004
	2001	.040*	.042*	-.028	.005	.024
De-emphasis on social status	1999	.030	.021	-.070**	-.057**	-.003
	2000	.021	.085**	-.023	-.041*	.038
	2001	.016	.004	-.088**	-.028	-.008
Self-worth	1999	-.005	-.037	-.070**	-.049*	-.056**
	2000	.049*	.032	-.070**	-.048*	-.033
	2001	.003	.004	-.029	.020	-.029
Post-materialism	1999	.008	.012	-.060**	-.045*	.021
	2000	.016	.069**	-.014	-.030	.038
	2001	-.022	-.023	-.065**	-.039	.012

**Significant at 1% *Significant at 5%

Its significant correlation with “increase in pay in return for reduction in benefit” and

“self-development” disappeared in 2001. The view that “those whose jobs are no longer needed” should be laid off first was also negatively correlated with “seniority wage system” while it had a positive correlation with “increase in pay in return for reduction in benefit” and “self-development” as well as with the “principle of achievement.” In that sense, both people who supported the layoff of “those with less vocational abilities” and people who supported the layoff of “those whose jobs are no longer needed” have common features with the “third stratum.” The correlation with the “principle of achievement” was strong particularly among women. The view that “those with shorter length of service” should be laid off first was positively correlated with “lifetime employment” and the “seniority wage system.” Although it was also positively correlated with “the principle of achievement,” its correlation with the “principle of need” and “principle of equality” was stronger. In short, people who supported the view that “those with shorter length of service” should be laid off first had much in common with the “first stratum.” The support rates for the “seniority wage system” and “principle of equality” were particularly high among men. The view that “older workers” should be laid off first was positively correlated with the “principle of equality” and “maintenance of the status quo.”

Table 3.4.3.2. Correlation coefficient between consciousness on employment, distribution and life and "rules on corporate restructuring" (men)

		Those with less vocational skills	Those whose jobs are no longer needed	Years of service	Younger employees	Older employees
Lifetime employment	1999	-.021	-.021	.062*	.068*	.083**
	2000	-.029	-.049	.064*	.010	.037
	2001	-.096**	-.049	.045	-.014	.065*
Seniority wage system	1999	-.132**	-.058	.087**	.049	.022
	2000	-.079**	-.023	.140**	.053	.028
	2001	-.117**	-.065*	.116**	.048	.067*
Increase in pay in return for reduction in corporate welfare	1999	.081**	.103**	.051	.033	.043
	2000	.141**	.023	.016	.044	-.101*
	2001	.025	.058	.063*	.057	-.004
Self-development	1999	.009	.104**	-.029	-.067*	-.021
	2000	.038	.051	-.004	-.036	-.027
	2001	.021	.077*	.001	.032	.017
A sense of unity with the organization	1999	-.033	.013	-.002	-.017	.003
	2000	-.023	.025	-.028	-.033	-.010
	2001	.023	-.028	-.014	-.009	.054
Achievement	1999	.178**	.092**	.031	.015	.033
	2000	.127**	.071*	-.014	.028	.013
	2001	.077**	.035	.018	-.023	-.002
Effort	1999	-.047	-.019	.008	.002	.031
	2000	-.003	-.016	.046	.008	.046
	2001	-.037	.009	.023	.019	.051
Need	1999	.031	.034	.083**	.044	.038
	2000	.028	.044	.052	.007	.062*
	2001	-.040	.016	.041	.022	.011
Equality	1999	-.110**	-.100**	.115**	.045	.025
	2000	-.134**	-.045	.060*	-.040	.061*
	2001	-.114**	-.001	.145**	.114**	.093**
Anxiety over competition for status	1999	-.005	.046	.007	.028	-.023
	2000	.063*	.038	.067*	.035	.042
	2001	.039	.037	.076*	.090**	.063*
Anxiety over loss of status	1999	-.024	-.014	-.018	-.014	-.040
	2000	.059*	.037	.069*	.054	.003

	2001	.053	.019	.084**	.062*	.016
Maintenance of the status quo	1999	-.033	.039	.059*	.020	.128**
	2000	-.020	.084**	.066*	.016	.117**
	2001	-.039	.058	.054	.037	.091**
De-emphasis on other-directedness	1999	.036	.042	-.056	-.062*	.063*
	2000	.037	.046	-.010	-.037	.029
	2001	.031	.036	-.020	.021	.032
De-emphasis on social status	1999	.013	.003	-.056	-.052	-.015
	2000	-.003	.077*	-.038	-.057	.109**
	2001	.011	.033	-.059*	-.020	.024
Self-worth	1999	.002	-.026	-.085**	-.059	-.067*
	2000	.000	-.006	-.087**	-.079**	-.025
	2001	-.014	.026	-.001	.022	-.016
Post-materialism	1999	-.038	-.005	-.091**	-.049	.020
	2000	.007	.018	-.038	-.050	.052
	2001	-.037	.009	-.063*	-.033	.085**

**Significant at 1% *Significant at 5%

Table 3.4.3.3. Correlation coefficient between consciousness on employment, distribution and life and "rules on corporate restructuring" (women)

		Those with less vocational skills	Those whose jobs are no longer needed	Years of service	Younger employees	Older employees
Lifetime employment	1999	-.028	.006	.064*	.007	.082**
	2000	-.052	.003	.067*	.030	.019
	2001	-.044	-.021	.032	.015	-.022
Seniority wage system	1999	-.120**	-.082**	.046	-.011	.021
	2000	-.115**	-.012	.131**	.061*	.046
	2001	-.114**	-.089**	.060*	.024	-.005
Increase in pay in return for reduction in corporate welfare	1999	.061*	.031	.015	.038	-.024
	2000	.084**	.063*	.066*	.039	.018
	2001	.025	.076*	-.005	-.007	.039
Self-development	1999	.074*	.042	.006	.016	.028
	2000	.049	.069*	-.007	-.020	.027
	2001	.001	.068*	.012	.030	-.025
A sense of unity with the organization	1999	-.040	-.029	-.009	-.028	.061*
	2000	-.028	-.012	.042	.050	.038
	2001	-.055	-.010	-.012	.001	.000
Achievement	1999	.162**	.107**	.048	.049	.022
	2000	.154**	.104**	.069*	.032	.042
	2001	.131**	.159**	.058*	.039	.036
Effort	1999	.020	.049	.103**	.056	.067*
	2000	-.018	.007	-.010	-.035	.049
	2001	.003	.006	.046	.000	.022
Need	1999	-.054	.017	.036	.062*	.044
	2000	-.024	.043	.073*	.005	.024
	2001	-.015	.039	.078**	.072*	.071*
Equality	1999	-.141**	-.059*	.015	.025	-.018
	2000	-.120**	-.038	.029	.011	.025
	2001	-.091**	-.009	.056	.050	.034
Anxiety over competition for status	1999	.021	.040	-.005	.049	.023
	2000	.028	.015	.046	.025	.016
	2001	.021	-.050	.062*	.023	-.001
Anxiety over loss of	1999	.047	.066	.001	.081**	.020

status	2000	.043	.026	.075**	.048	.040
	2001	.026	-.033	.031	.033	-.012
Maintenance of the status quo	1999	-.016	.036	.068*	.039	.117**
	2000	.000	.057	.048	-.015	.071*
	2001	-.021	.047	.033	-.007	.060*
De-emphasis on other-directedness	1999	.063*	.068*	.004	-.007	.021
	2000	-.003	.105**	-.052	-.061*	-.041
	2001	.050	.051	-.036	-.011	.019
De-emphasis on social status	1999	.051	.051	-.082**	-.060*	.021
	2000	.060*	.107**	-.006	-.025	-.030
	2001	.029	-.012	-.118**	-.037	-.033
Self-worth	1999	-.013	-.053	-.056	-.039	-.052
	2000	.087**	.063*	-.055	-.018	-.052
	2001	.009	-.031	-.063*	.017	-.057*
Post-materialism	1999	.058*	.039	-.023	-.040	.030
	2000	.040	.137**	.013	-.011	.040
	2001	-.002	-.048	-.065*	-.045	-.063*

**Significant at 1% *Significant at 5%

The support rate for the “principle of equality” was particularly high among men. The view that “younger workers” should be laid off first was positively correlated with the “principle of need” as well as with “anxiety over loss of status.”

Section V: Safety Net

As the unemployment rate has recently stayed higher than 5%, supporting the unemployed is an important policy measure. Naturally, providing unemployment benefits is an important measure, but what is more important is a measure to reduce the number of unemployed people. What kind of support measures do people desire? We examined people’s views on seven support measures.

Question:

- (1) Choose up to three unemployment assistance measures that you think are important. (M.A.)
 - (2) Choose the one that you think is the most important.
 - (a) Assistance to help firms maintain employment
 - (b) Support for creation of new jobs
 - (c) Assistance for reemployment (employment placement, provision of information)
 - (d) Counseling for job seekers on finding appropriate jobs and vocational abilities (counseling)
 - (e) Support for those who find it difficult to find employment (long-term unemployed, senior citizens, etc.)
 - (f) Vocational training
 - (g) Support for subsistence at times of unemployment
- None of the above or don’t know

General trend

Figure 3.5.1.1. shows the results of simple tabulation of data obtained through multiple-answer questions concerning “safety net” in 1999 and 2000. Reemployment was the most preferred measure, followed by subsistence. Preference for “job creation,” intended to increase overall jobs, and “vocational training,” which is effective in resolving the employment mismatch, was relatively weak. What safety net measure was regarded as the most important? Figure 3.5.1.2. shows the results of data concerning “the most important

Figure 3.5.1.1. Safety net (M.A. simple tabulation)

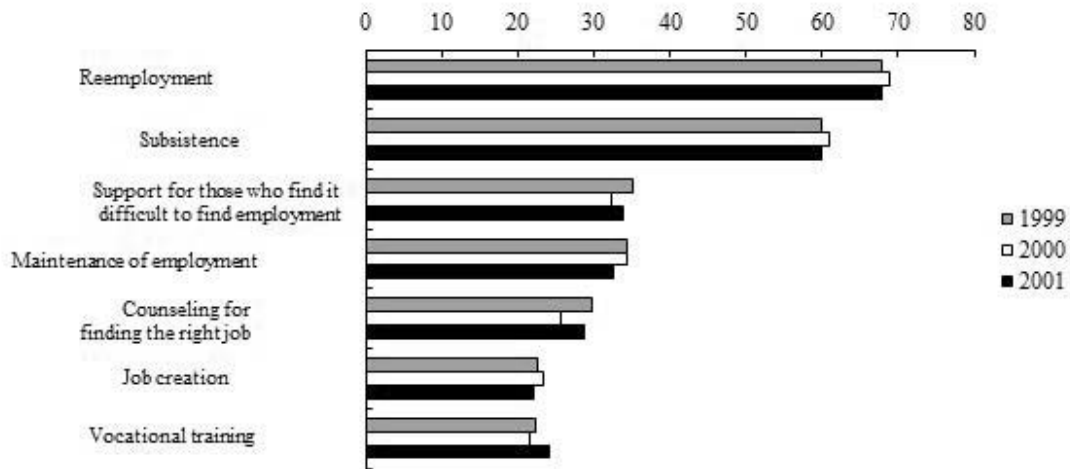


Figure 3.5.1.2. The most important element of the safety net (simple tabulation)

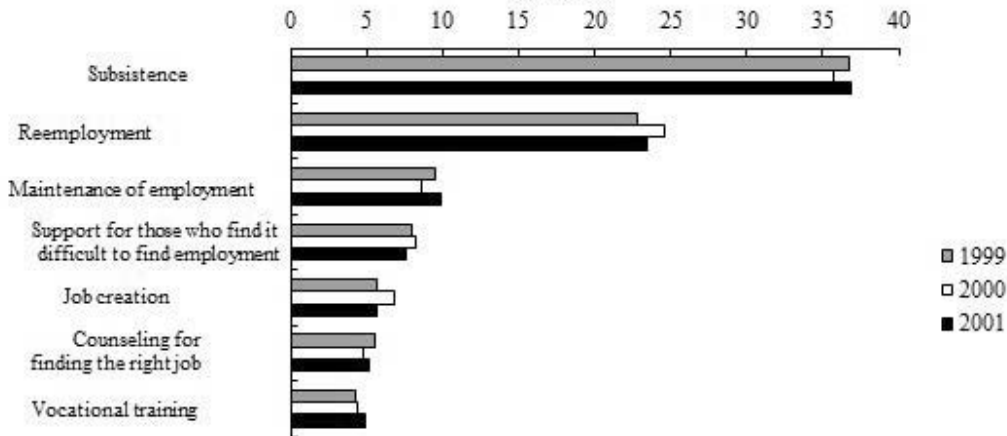


Figure 3.5.2. "Reemployment" and "maintenance of employment" (the most important safety net by sex and age)

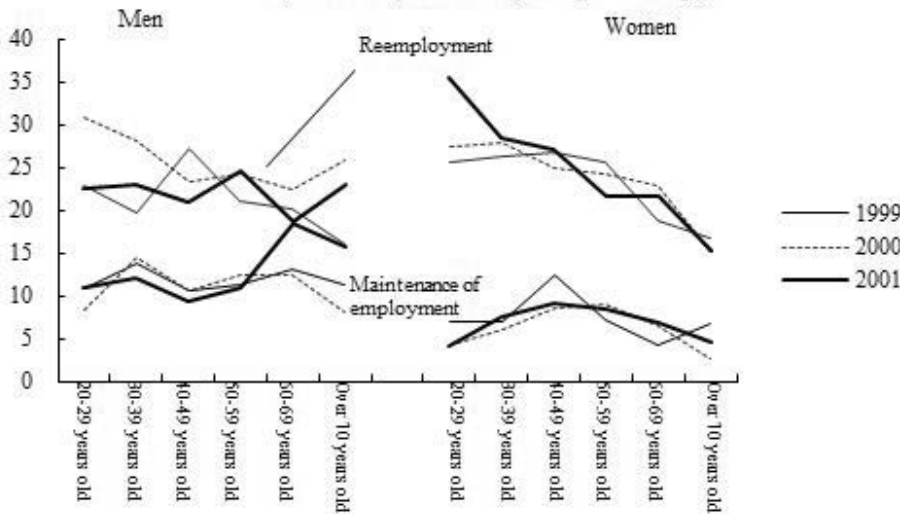


Table 3.5.1. Determinant factors for "the most important safety net" (logistic regression analysis; all subjects)

Maintenance of employment						
	1999		2000		2001	
	Effect	Exp (Effect)	Effect	Exp (Effect)	Effect	Exp (Effect)
Sex	.353**	1.423	.336**	1.399	.389**	1.475
Age	.005	1.005	.003	1.003	.014***	1.014
Educational attainment	.033	1.033	.064**	1.066	.037	1.037
Own income	.000	1.000	.000*	1.000	.001**	1.001
Constant	-2.998***	.050	-3.602***	.027	-3.701***	.025
chi-square	9.208*		23.628***		34.085***	
-2 log likelihood	1477.666		1427.419		1571.110	
N	2260		2444		2446	

Reemployment						
	1999		2000		2001	
	Effect	Exp (Effect)	Effect	Exp (Effect)	Effect	Exp (Effect)
Sex	-.293**	.746	.172	1.188	-.295***	.745
Age	-.001	.999	-.006*	.994	-.007*	.993
Educational attainment	.006	1.006	.044**	1.045	.039*	1.040
Own income	.000	1.000	.000	1.000	.000	1.000
Constant	-1.094***	.335	-1.362***	.256	-1.261***	.283
chi-square	6.703		17.043***		22.151***	
-2 log likelihood	2499.288		2709.460		2666.703	
N	2260		2444		2446	

Job creation						
	1999		2000		2001	
	Effect	Exp (Effect)	Effect	Exp (Effect)	Effect	Exp (Effect)
Sex	.871***	2.390	.462**	1.587	.894***	2.446
Age	-.007	.993	.012**	1.012	.007	1.007
Educational attainment	.178***	1.195	.214***	1.239	.269***	1.309
Own income	.001***	1.001	.000	1.000	.000	1.000
Constant	-5.520***	.004	-6.256***	.002	-7.272***	.001
chi-square	109.596***		66.290***		101.843***	
-2 log likelihood	988.671		1157.503		970.946	
N	2260		2444		2446	

Counseling for finding the right job						
	1999		2000		2001	
	Effect	Exp (Effect)	Effect	Exp (Effect)	Effect	Exp (Effect)
Sex	.236	1.266	.348	1.416	.476**	1.610
Age	-.015**	.986	-.022***	.979	-.013**	.987
Educational attainment	.067	1.069	.030	1.030	.140***	1.150
Own income	.000	1.000	.000	1.000	-.001*	.999
Constant	-3.002***	.050	-2.532***	.079	-4.042***	.018
chi-square	15.095***		21.980***		31.423***	
-2 log likelihood	1001.974		941.283		967.204	
N	2260		2444		2446	

*** Significant at 1%

** Significant at 5%

* Significant at 10%

safety net in 1999 and 2000. Around 35% chose “subsistence” as the most important safety net, indicating the financial severity of people’s everyday life. In this respect, reemployment was the second most preferred safety net, after “subsistence.” People prefer a policy that assures subsistence during the period of unemployment and ensures the earliest possible reemployment.

When reducing the number of unemployed people, it is important to simultaneously help

unemployed people find new jobs and maintain existing jobs. If unemployment is to be viewed in a negative light and be regarded as something to be avoided as much as possible, as shown in the preceding sections, maintaining existing jobs will be an important measure. If unemployment is to be viewed in a positive light and be regarded as an opportunity to pursue a new career, supporting reemployment will be more important than maintaining existing jobs. Therefore, we compared people's attitudes toward "reemployment" and "maintenance of employment." Figure 3.5.2. shows data by sex and age concerning "reemployment" and "maintenance of employment," which are the two most important safety nets.

Table 3.5.2. Determinant factors for "the most important safety net" (logistic regression analysis; people with jobs)

	Maintenance of employment					
	1999		2000		2001	
	Effect	Exp(Effect)	Effect	Exp(Effect)	Effect	Exp(Effect)
Sex	.144	1.155	.391*	1.479	.246	1.279
Age	-.003	.997	.005	1.005	.013	1.013
Educational attainment	-.007	.993	.009	1.009	-.028	.973
Own income	.000	1.000	.000	1.000	.001**	1.001
Number of times one changed jobs	.038	1.039	-.001	.999	-.038	.963
Years of service	.013	1.013	.003	1.003	-.005	.995
Company size	.000	1.000	.000*	1.000	.000	1.000
Regular employees	.229	1.257	-.129	.879	-.179	.836
Job type (vs. skilled workers)						
Specialist jobs	-.555*	.574	.414	1.513	.270	1.310
Management posts	-.087	.917	.591*	1.806	.193	1.213
Clerical work	-.077	.926	.138	1.148	.244	1.277
Sales	-.272	.762	-.348	.706	.195	1.216
Service jobs	.127	1.136	.220	1.247	.296	1.345
Others	-.007	.993	-.177	.838	.612	1.844
Constant	-2.404***	.090	-2.909***	.055	-2.850***	.058
chi-square	12.685		23.419*		21.945**	
-2 log likelihood	949.253		945.630		971.362	
N	1419		1413		1483	

	Reemployment					
	1999		2000		2001	
	Effect	Exp(Effect)	Effect	Exp(Effect)	Effect	Exp(Effect)
Sex	-.467***	.627	.151	1.163	-.311**	.733
Age	-.011	.989	.001	1.001	-.003	.997
Educational attainment	-.035	.965	.006	1.006	.042	1.043
Own income	.000	1.000	.000	1.000	.000	1.000
Number of times one changed jobs	-.027	.973	-.032	.968	.006	1.006
Years of service	.007	1.007	-.001	.999	-.003	.997
Company size	.000*	1.000	.000	1.000	.000	1.000
Regular employees	-.101	.904	.016	1.016	.031	1.031
Job type (vs. skilled workers)						
Specialist jobs	.039	1.040	.479**	1.614	-.121	.886
Management posts	-.007	.993	.070	1.073	-.018	.983
Clerical work	.150	1.161	.533**	1.705	.175	1.191
Sales	.356	1.428	.521**	1.684	.095	1.099
Service jobs	-.127	.881	.245	1.277	.065	1.067
Others	.452*	1.572	.202	1.224	.475*	1.608
Constant	-.226	.798	-1.345**	.260	-1.437**	.238
chi-square	25.567**		14.873		17.849	
-2 log likelihood	1548.558		1588.946		1646.181	

N	1419	1413	1483
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xJob creation

	1999		2000		2001	
	Effect	Exp(Effect)	Effect	Exp(Effect)	Effect	Exp(Effect)
Sex	1.232***	3.429	.436	1.547	1.036***	2.818
Age	.003	1.003	.022**	1.022	.001	1.001
Educational attainment	.112**	1.118	.216***	1.241	.215***	1.239
Own income	.001**	1.001	.000	1.000	.001	1.001
Number of times one changed jobs	-.131*	.878	-.097	.908	.030	1.030
Years of service	-.005	.995	-.020*	.980	.004	1.004
Company size	.000	1.000	.000	1.000	.000	1.000
Regular employees	-.096	.909	-.042	.959	-.041	.959
Job type (vs. skilled workers)						
Specialist jobs	.342	1.408	-.509	.601	.688*	1.990
Management posts	.491	1.634	.474	1.606	.667	1.948
Clerical work	.695*	2.005	.190	1.209	.678	1.969
Sales	.301	1.351	.522	1.685	.727*	2.068
Service jobs	.094	1.099	-.192	.825	.591	1.806
Others	-.157	.854	-2.091**	.124	.600	1.822
Constant	-5.366***	.005	-6.142***	.002	-7.046***	.001
chi-square	87.016***		69.574***		70.099***	
-2 log likelihood	691.761		727.765		672.796	
N	1419		1413		1483	

	Counseling for finding the right job					
	1999		2000		2001	
	Effect	Exp(Effect)	Effect	Exp(Effect)	Effect	Exp(Effect)
Sex	.206	1.229	.516*	1.676	.708**	2.031
Age	-.016	.984	-.017	.983	-.022*	.979
Educational attainment	.002	1.002	-.005	.995	.116*	1.123
Own income	.000	1.000	.000	1.000	-.001*	.999
Number of times one changed jobs	.114***	1.121	.058	1.060	-.103	.902
Years of service	.001	1.001	.008	1.008	-.011	.989
Company size	.000	1.000	.000	1.000	.000	1.000
Regular employees	-.209	.811	-.352	.703	-.325	.723
Job type (vs. skilled workers)						
Specialist jobs	.709*	2.031	.783*	2.187	.317	1.374
Management posts	.457	1.579	.519	1.680	.830*	2.294
Clerical work	.297	1.345	.618	1.856	.087	1.091
Sales	.137	1.147	.441	1.554	-.121	.886
Service jobs	-.266	.766	.468	1.597	.177	1.193
Others	.388	1.473	.884**	2.420	-1.366	.255
Constant	-2.341**	.096	-2.863***	.057	-3.022***	.049
chi-square	17.831		12.898		39.249***	
-2 log likelihood	663.480		607.529		611.842	
N	1419		1413		1483	

*** Significant at 1% ** Significant at 5% * Significant at 10%

Preference for “reemployment” was stronger than preference for “maintenance of employment” among both men and women and across all age groups. However, more women than men preferred “reemployment” while more men chose “maintenance of employment.” Among women,

preference for “reemployment” was higher in younger age groups. Preference for “maintenance of employment” was higher among men in their 30s and women in their 40s. However, in 2001, the preference was far higher among men in their 60s or older than among younger men. One factor behind that may be the increasing difficulty for retired people to find new jobs.

Determinant factors for the “the most important safety nets”

Table 3.5.1. shows the effects of the determinant factors for the “most important safety net” on a sample-wide basis.

Regarding “maintenance of employment,” “job creation,” “reemployment” and “counseling for finding the right job,” significant effects of workers’ attributes were observed. First, more men than women preferred “reemployment,” and in 2001, the preference for “reemployment” was stronger in older age groups. This trend was also observed in the results of cross tabulation. As was shown in the results of cross tabulation, more women than men supported “reemployment” in 1999 and 2001. More men than women preferred “job creation,” intended to increase overall jobs, and the preference for “job creation” was stronger among people with longer years of education. Men and people with longer years of education expect the creation of jobs to provide increased employment opportunities more strongly than women and people with less education.

Preference for “counseling for finding the right job” was stronger among younger people. It appears that younger people wanted to receive advice as to what type of jobs suit them. In 2001, preference for “counseling for finding the right job” was stronger among men and among people with longer years of education. This indicates that amid the deteriorating employment situation, men and people with longer years of education were increasingly eager to look for suitable jobs.

Table 3.5.2. shows the effects of the determinant factors for “the most important safety net” among people with jobs. There was not a major determinant factor for “maintenance of employment.”

Table 3.5.3.1. Correlation coefficient between consciousness on employment, distribution and life and "safety net" (all subjects)

		Maintenance of employment	Job creation	Reemployment	Counseling for finding the right job	Support for those who find it difficult to people employment	Vocational training	Subsistence
Lifetime employment	1999	-.003	-.076**	.016	-.090**	.030	-.026	.040*
	2000	.037	-.061**	-.030	-.078**	.003	-.075**	.033
	2001	.038*	-.063**	-.019	-.075**	.021	-.048*	.001
Seniority wage system	1999	-.022	-.097**	.013	-.091**	.068**	-.052**	.006
	2000	.004	-.114**	-.024	-.082**	.030	-.087**	.054**
	2001	.010	-.098**	-.029	-.114**	.060**	-.047*	.027
Increase in pay in return for reduction in corporate welfare	1999	.017	.014	-.033	.011	-.030	-.041*	.005
	2000	-.035	.024	.008	-.018	-.019	.009	.001
	2001	-.013	-.007	.021	.001	.004	.036	-.038
Self-development	1999	-.057**	.027	-.051*	.040*	-.008	.061**	-.059**
	2000	-.045*	.025	-.050*	.022	-.023	.031	-.033
	2001	-.020	.006	-.015	.041*	-.015	.024	-.068**
A sense of unity with the organization	1999	.029	.005	-.004	.007	-.003	-.022	-.028
	2000	.029	.004	-.056**	.004	-.001	-.011	-.034
	2001	.053**	-.025	.010	.008	-.003	-.010	-.035
Achievement	1999	.025	.047*	-.010	-.001	-.026	-.005	-.021
	2000	.061**	.049*	-.012	-.032	-.036	-.011	.008
	2001	-.012	.043*	-.013	.002	-.007	.005	-.013
Effort	1999	-.018	-.063**	.035	.019	-.028	.003	-.006
	2000	.013	-.021	.001	-.025	-.013	-.029	.012
	2001	.016	-.032	.020	.001	.001	.041*	-.019
Need	1999	.001	-.037	-.017	-.003	-.033	.005	-.040*
	2000	-.023	.003	-.052**	-.052**	.008	-.027	.022

	2001	-.027	-.051**	.017	.043*	-.013	.006	.006
Equality	1999	-.031	-.099**	-.045*	-.074**	.052**	-.019	-.018
	2000	-.054**	-.054**	-.054**	-.055**	-.003	-.036	-.009
	2001	.008	-.087**	-.022	-.050*	.037	-.011	-.008
Anxiety over competition for status	1999	.031	.040*	-.006	.034	-.046*	.005	.005
	2000	.007	.029	.023	.015	.021	.002	.011
	2001	.039*	.026	.039*	.045*	-.038*	.019	.011
Anxiety over loss of status	1999	.024	.048*	-.010	.051**	-.037	.009	-.001
	2000	.010	.026	.004	-.006	.003	.002	.007
	2001	.058**	.028	.017	.028	-.047*	.040*	.002
Maintenance of the status quo	1999	-.009	-.066**	.024	.002	.042*	-.024	.010
	2000	-.009	-.123**	.011	-.025	.045*	-.060**	.033
	2001	-.001	-.149**	.012	.000	.019	.017	.000
De-emphasis on other-directedness	1999	-.010	.009	-.014	-.018	.003	-.004	.009
	2000	-.043*	-.002	.024	.014	.015	.011	-.034
	2001	-.020	.020	-.013	.017	-.004	.002	-.008
De-emphasis on social status	1999	-.034	.023	.047*	.043*	-.009	.031	.018
	2000	-.023	-.043*	.020	.030	.026	.019	.015
	2001	.008	-.042*	.016	.014	.048*	.022	.002
Self-worth	1999	.053**	.077**	-.003	.057**	-.022	.036	-.046*
	2000	.013	.093**	-.029	.055**	-.002	.076**	-.020
	2001	.042*	.056**	.009	.079**	-.031	.071**	-.022
Post-materialism	1999	-.018	.018	.012	.049*	-.011	.047*	-.024
	2000	-.017	-.020	-.016	.036	.009	.008	-.016
	2001	-.002	-.037	.002	.052**	.018	.058**	-.048*

**Significant at 1% *Significant at 5%

With regard to “views on unemployment,” the eagerness “to avoid unemployment” was stronger among people with longer years of service. However, with regard to “maintenance of employment” as a policy measure, there were not significant effects of factors like that. As in the results on a sample-wide basis, more women than men supported “reemployment” in 1999 and 2001. In addition, as was the case on a sample-wide basis, preference for “job creation” was stronger among people with longer years of education, and in 1999 and 2001, more men than women supported “job creation.” More men than women preferred “counseling for finding the right job.” On the whole, there were no major determinant factors among employment-related attributes.

Correlation with consciousness on employment, distribution and life

Table 3.5.3.1. shows the coefficients of correlation between “safety net” (multiple answers) and consciousness on employment, distribution and life.

Table 3.5.3.2. Correlation coefficient between consciousness on employment, distribution and life and "safety net" (men)

		Maintenance of employment	Job creation	Reemployment	Counseling for finding the right job	Support for those who find it difficult to people employment	Vocational training	Subsistence
Lifetime employment	1999	.044	-.073*	.015	-.119**	.038	-.006	.082**
	2000	.039	-.031	-.002	-.060*	.001	-.055	.012
	2001	.062*	-.038	-.016	-.090**	.004	-.048	.015
Seniority wage system	1999	.003	-.104**	.026	-.115**	.086**	-.040	.044
	2000	-.007	-.093**	.016	-.087**	.041	-.055	.084**
	2001	.056*	-.092**	.012	-.111**	.045	-.043	.064*
Increase in pay in return for reduction in corporate welfare	1999	.019	.048	-.042	-.007	.014	-.032	-.023
	2000	-.070*	.042	-.019	-.003	-.030	.039	.038
	2001	-.034	.021	.028	-.021	.017	.054	-.057
Self-development	1999	-.084**	.010	-.038	.032	.031	.038	-.061*

	2000	-.085**	.029	-.038	.059*	-.021	.059*	-.045
	2001	.005	.030	-.013	.028	.007	.001	-.057*
A sense of unity with the organization	1999	.021	.021	.000	-.002	-.055	-.001	.005
	2000	.085**	-.018	-.064*	-.004	-.007	.014	-.042
	2001	.072*	-.051	.020	.008	-.018	-.013	-.038
Achievement	1999	.002	.068*	-.004	-.020	.010	.007	-.035
	2000	.047	.067*	.015	-.015	-.018	-.003	-.012
	2001	-.035	.026	.000	.029	-.001	-.020	.010
Effort	1999	-.028	-.071*	.042	.010	-.029	.015	.014
	2000	.002	-.029	.029	-.045	-.010	-.013	.012
	2001	.024	-.004	.007	-.016	.008	.061*	-.036
Need	1999	.035	.010	.009	.005	-.050	-.001	-.027
	2000	-.005	-.001	-.064*	-.015	.000	-.048	.008
	2001	-.002	-.064*	.037	.053	-.005	.021	-.010
Equality	1999	.017	-.104**	-.013	-.087**	.060	.014	-.054
	2000	-.038	-.058*	-.021	.012	-.009	-.051	.026
	2001	.039	-.091**	.006	-.070*	.020	.023	.017
Anxiety over competition for status	1999	.020	.003	-.010	.013	-.019	-.006	-.001
	2000	-.009	.006	.026	.024	.025	-.004	.003
	2001	.071*	-.001	.051	.044	-.036	.000	.017
Anxiety over loss of status	1999	.007	-.007	.025	.034	-.019	.014	-.002
	2000	.009	.005	-.007	-.010	.015	-.030	-.003
	2001	.091**	.011	.008	.029	-.072*	.042	.014
Maintenance of the status quo	1999	.027	-.086**	.024	-.011	.029	.005	.012
	2000	.004	-.158**	.028	-.046	.087**	-.097**	.028
	2001	.002	-.149**	.002	.013	.009	.030	-.010
De-emphasis on other-directedness	1999	.001	.024	-.026	-.020	-.034	.005	.000
	2000	-.047	-.001	.042	-.030	.049	-.024	-.045
	2001	-.012	.017	-.011	.023	-.003	-.016	-.012
De-emphasis on social status	1999	-.038	.023	.007	.044	-.043	.043	-.004
	2000	-.031	-.060*	.035	.029	.019	.031	-.012
	2001	.019	-.029	-.018	.009	.029	.034	-.037
Self-worth	1999	.016	.033	.008	.066*	-.016	.031	-.086
	2000	.036	.053	-.059*	.030	.018	.056	-.025
	2001	.060*	.041	.027	.084**	-.043	.085**	-.047
Post-materialism	1999	-.021	.020	-.018	.049	-.030	.066*	-.045
	2000	.022	.016	-.003	-.003	.001	.005	-.036
	2001	-.001	-.017	.018	.025	.015	.082**	-.052

**Significant at 1% *Significant at 5%

Table 3.5.3.2. and Table 3.5.3.3. show those coefficients among men and among women, respectively.

“Job creation” had a negative correlation with “lifetime employment” and the “seniority wage system.” Although it was positively correlated with the “principle of achievement,” it had a negative correlation with the “principle of equality.” Moreover, whereas “job creation” was negatively correlated with “maintenance of the status quo,” it had a positive correlation with “self-worth.” Meanwhile, “counseling for finding the right job” was negatively correlated with “lifetime employment” and the “seniority wage system” but was positively correlated with “self-development.” Although “counseling for finding the right job” had a negative correlation with the “principle of equality”, its correlation with “self-worth” and “post-materialism” was positive. “Vocational training” was negatively correlated with “lifetime employment” and the “seniority wage system” but was positively correlated with “self-worth and “post-materialism.” In short, people who desired “job creation,” “counseling for finding the right job” and “vocational training” had common features with the “second stratum.”

Table 3.5.3.3. Correlation coefficient between consciousness on employment, distribution and life and "safety net" (women)

		Maintenance of employment	Job creation	Reemployment	Counseling for finding the right job	Support for those who find it difficult to people employment	Vocational training	Subsistence
Lifetime employment	1999	-.040	-.062*	.013	-.059*	.019	-.042	-.007
	2000	.046	-.079**	-.056*	-.096**	-.001	-.088**	.044
	2001	.029	-.074**	-.032	-.062*	.032	-.046	-.021
Seniority wage system	1999	-.033	-.064*	-.007	-.065*	.046	-.060*	-.039
	2000	.028	-.113**	-.060*	-.080**	.009	-.107**	.011
	2001	-.016	-.078**	-.082**	-.119**	.065*	-.047	-.017
Increase in pay in return for reduction in corporate welfare	1999	.019	-.015	-.026	.029	-.073**	-.050	.029
	2000	-.003	.004	.032	-.031	-.009	-.021	-.031
	2001	.014	-.032	.009	.020	-.010	.020	-.023
Self-development	1999	-.037	.033	-.061*	.046	-.039	.081**	-.053
	2000	-.026	-.004	-.060*	-.004	-.011	-.004	-.008
	2001	-.064*	-.055*	.000	.054*	-.022	.041	-.066*
A sense of unity with the organization	1999	.020	-.048	.001	.009	.050	-.045	-.044
	2000	-.028	.002	-.049	.011	.016	-.043	-.013
	2001	.010	-.045	.026	.013	.023	-.013	-.016
Achievement	1999	.036	.005	-.011	.011	-.053	-.018	.000
	2000	.061*	.011	-.033	-.044	-.040	-.029	.039
	2001	-.019	.023	-.006	-.015	.000	.020	-.019
Effort	1999	-.007	-.053	.027	.029	-.028	-.009	-.027
	2000	.030	-.003	-.026	-.007	-.020	-.041	.008
	2001	.008	-.065*	.031	.017	-.006	.021	-.002
Need	1999	-.032	-.090	-.043	-.011	-.016	.011	-.054*
	2000	-.039	.009	-.042	-.085**	.014	-.006	.033
	2001	-.047	-.032	-.006	.034	-.022	-.007	.018
Equality	1999	-.067*	-.080**	-.077**	-.059**	.042	-.046	.007
	2000	-.061*	-.038	-.082**	-.112**	-.005	-.016	-.048
	2001	-.002	-.060*	-.061*	-.035	.043	-.038	-.039
Anxiety over competition for status	1999	.033	.063*	.003	.051	-.068**	.014	.017
	2000	.013	.040	.021	.008	.024	.000	.028
	2001	.001	.046	.032	.047	-.037	.034	.009
Anxiety over loss of status	1999	.028	.084**	-.038	.064*	-.049	-.001	.010
	2000	.001	.030	.015	-.001	.002	.026	.028
	2001	.015	.033	.033	.028	-.020	.036	-.004
Maintenance of the status quo	1999	-.033	-.021	.018	.019	.049	-.048	-.002
	2000	-.009	-.070**	-.004	-.007	-.001	-.015	.026
	2001	.021	-.116**	.005	-.016	.018	.011	-.002
De-emphasis on other-directedness	1999	-.021	-.007	-.002	-.016	.035	-.013	.018
	2000	-.041	-.008	.009	.050	-.010	.040	-.023
	2001	-.024	.029	-.017	.011	-.006	.019	-.007
De-emphasis on social status	1999	-.024	.037	.083**	.043	.020	.023	.035
	2000	-.005	-.007	.007	.032	.024	.015	.031
	2001	.011	-.036	.041	.017	.058*	.012	.033
Self-worth	1999	.081**	.111**	-.009	.048	-.025	.039	-.004
	2000	-.019	.116**	-.003	.078**	-.008	.086**	-.005
	2001	.006	.042	.007	.079**	-.011	.054*	.011
Post-materialism	1999	-.009	.030	.039	.050	.004	.031	-.007
	2000	-.041	-.036	-.026	.070**	.006	.021	-.011
	2001	.009	-.045	-.023	.075**	.015	.037	-.051

**Significant at 1% *Significant at 5%

Summary

In this chapter, we examined how people view unemployment, including both positive and negative views. It has become clear that regarding the two strata of work consciousness, people who saw unemployment in a negative light had many common features with the “first stratum” and people who had a positive view of unemployment had much in common with the “second stratum.”

People who associated unemployment with negative images such as “economic difficulty,” “loss of social ties” and “loss of identity” supported “lifetime employment,” the “seniority wage system” and the “principle of effort”, and preferred “maintenance of the status quo.” Moreover, people who associated unemployment with a “loss of social ties” or “loss of identity” supported the “principle of need” and “principle of equality” as well. Regarding “views on unemployment,” people who wanted “to avoid unemployment” supported “lifetime employment,” “a sense of unity with the organization” and the “principle of effort” and preferred the “maintenance of the status quo.” Thus, people who saw unemployment in a negative light shared common features with the “first stratum.”

Conversely, people who associated unemployment as “an opportunity to reset one’s career” disapproved of “lifetime employment” and the “seniority wage system,” supported “self-development,” were oriented toward de-emphasis of status and had a sense of “self-worth.” In short, such people had much in common with the “second stratum.” Regarding “views on unemployment,” people who regarded unemployment as “unavoidable under certain circumstances” disapproved of “lifetime employment” and the “seniority wage system,” supported “self-development,” were oriented toward “de-emphasis on other directedness” and “de-emphasis on status,” had a sense of “self-worth” and embraced “post-materialism.” With regard to “response to unemployment,” people who placed “an emphasis on the kind of jobs” disapproved of the “principle of equality,” supported “self-development,” had a sense of “self-worth” and embraced “post-materialism.” Thus, people who saw unemployment in a positive light had common features with the “second stratum.”

At a time when the unemployment rate is higher than 5%, and 20% of the people with jobs are concerned about their own unemployment as was revealed by our surveys, it is necessary to see unemployment in a positive light and regard it as a step toward a new career, rather than merely looking at its negative side. In this respect, from the perspective of policy implementation, it is important to work out support measures suited to each stratum in light of the fact that the consciousness on unemployment is related to basic work consciousness.