

Chapter V: Consciousness on life

Section I: Emphasis on life

In the modern industrial society, people's main life interests are oriented toward engaging in occupations that are highly recognized socially, earning high income and accumulating assets by obtaining a strong educational background in competition for status. Such status orientation may be called "achievement-focused status orientation." However, the growing orientation toward post-materialistic values is generating life interests that extend beyond the scope of the traditional status orientation. In other words, people attach more importance to developing bonds and relationships with other people than to beating others in competition, and are increasingly interested in a social life which places emphasis on playing roles in the family and the local community as well as in volunteer and circle activities. Such status orientation may be called "relationship-focused status orientation" as opposed to "achievement-focused status orientation. Below, we will examine how much emphasis people place on the conventional achievement-focused status and the new relationship-focused status.

Question: How important is each of the items (1) to (7) below to you?

- (1) Having an occupation that is highly recognized socially (occupation).
- (2) Having a higher income (income).
- (3) Having a strong academic background (education).
- (4) Having the trust and respect of the family (family).
- (5) Being active in social activities such as volunteering and community activities (community activities).
- (6) Playing an important role in circles for hobbies and leisure (hobbies and leisure)

Answers:

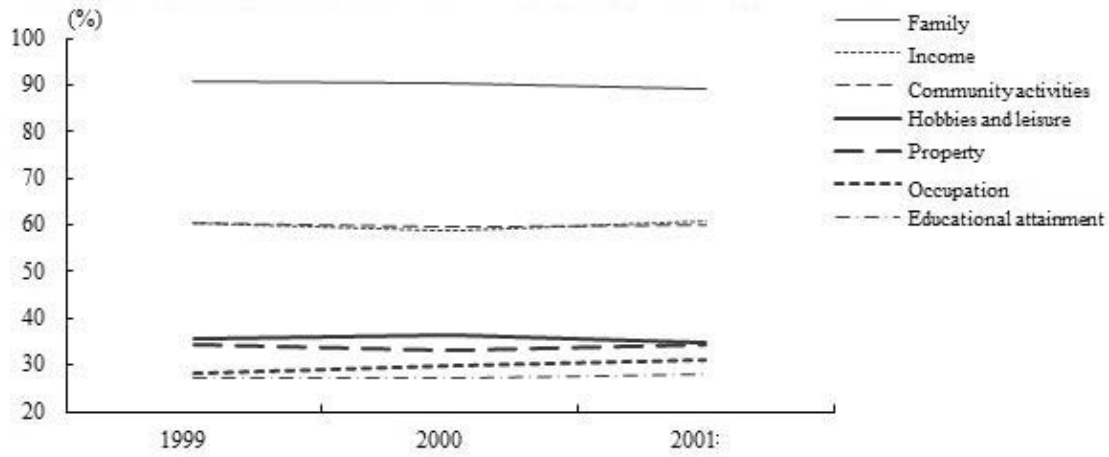
- 1 Important
- 2 Somewhat important
- 3 Not that important
- 4 Not important
- 5 Don't know

General trend

Figure 5.1.1. shows the results of simple tabulation of data concerning "emphasis on life" in 1999 through 2001. The highest percentage of respondents, 90%, attached importance to "family." Some 60% placed emphasis on "community activities." The percentage of people who attached importance to "hobbies and leisure" was relatively low at around 40%. On the other hand, while around 60% placed emphasis on "income," the percentage of respondents who gave priority to "education," "occupation" or "property" was low. In other words, people's life interests today are characterized by the fact that the "relationship-focused status orientation" is generally stronger than the "achievement-focused status orientation."

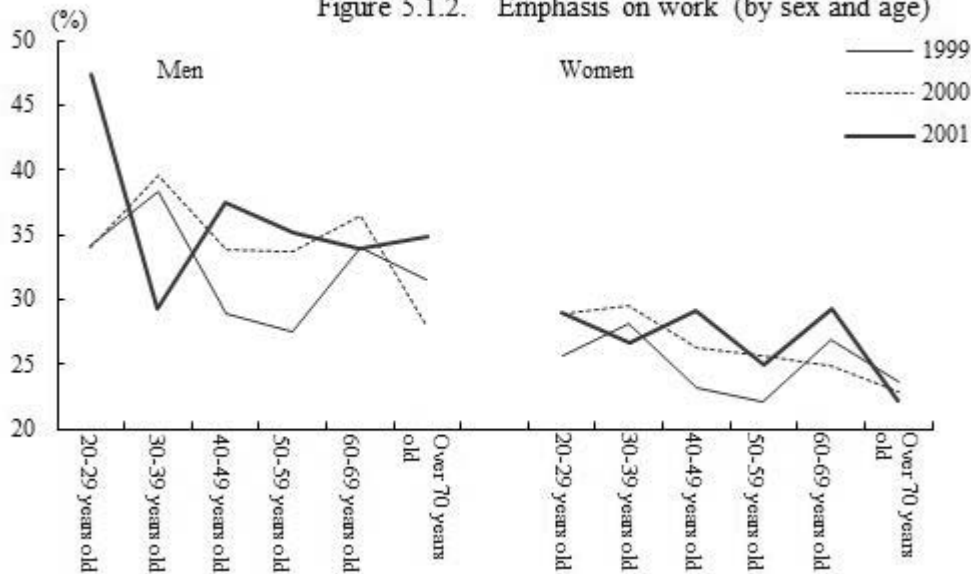
What are the prominent characteristics of people's consciousness on "occupation" today? Figure 5.1.2. shows data concerning "emphasis on occupation" by sex and age." More men than women placed emphasis on occupation. In 2001, the percentage of respondents who placed emphasis on occupation increased remarkably among men in their 20s. As shown by an increase in "freeters" and the rising youth unemployment rate, competition for occupational status among younger people is intense today.

Figure 5.1.1. Emphasis on life balance (simple tabulation 1999-2001)



Total of "important" and "somewhat important"

Figure 5.1.2. Emphasis on work (by sex and age)



This situation is presumably a factor behind the increasing “emphasis on occupation” among people in their 20s. Moreover, the percentage of respondents who placed “emphasis on occupation” also increased year by year among men in their 40s and 50s. Among women as well, the percentage of respondents who placed “emphasis on occupation” increased year by year in the 40s age group. The growing competition-centric view is presumably a factor behind the increasing emphasis on occupation.

Determinant factors for “emphasis on life”

What attributes determine the achievement-focused status orientation which attaches importance to “occupation,” “education,” “income” and “property,” and the relationship-focused status orientation, which places emphasis on “family,” “community

activities” and “hobbies and leisure”? Table 5.1.1.1. shows the effects of the determinant factors for “occupation,” “education,” “income” and “property.” As was shown in the results of cross tabulation, more men than women attached importance to “occupation.” Although the tendency to place emphasis on occupation was stronger among people with longer years of education in 1999 and 2000, there was not any significant effect in 2001. People in older age groups were more likely to attach importance to “education,” as were people with longer years of education. In 2000 and 2001, the tendency to place emphasis on education was stronger among households with a full-time housewife and dual-income households than among single persons. The tendency to place emphasis on “income” was stronger among younger people and people with higher income, as well as among dual-income households as compared with single persons.

Table 5.1.1.1. Determinant factors for "occupation," "educational attainment," "income" and "financial assets" (multiple regression analysis; all subjects)

	Occupation			Educational attainment		
	1999	2000	2001	1999	2000	2001
Sex	.061**	.065***	.094***	-.074***	-.009	-.009
Age	-.028	-.039	-.021	.071***	.079***	.123***
Educational attainment	.060**	.069***	.038	.101***	.131***	.139***
Own income	.051*	.047*	.033	.089***	.029	.011
Households (vs. single person)						
Households with a full-time housewife	.001	.017	.026	-.023	.052**	.095***
dual-income households	-.040	.025	-.008	-.030	.078***	.060**
Others	.029	.055**	-.002	-.005	.060**	.036
R2	.018	.019	.018	.016	.021	.025
adj-R2	.015	.016	.015	.013	.018	.022
F value	5.941***	6.670***	6.066***	5.314***	7.381***	8.829***
N	2334	2374	2368	2347	2383	2391

	Income			Property		
	1999	2000	2001	1999	2000	2001
Sex	.030	.109***	.101***	.021	.057**	.007
Age	-.203***	-.199***	-.178***	-.128***	-.141***	-.164***
Educational attainment	-.012	-.045*	-.021	.010	-.007	.013
Own income	.078***	.076***	.050**	.055**	.029	.072***
Households (vs. single person)						
Households with a full-time housewife	.022	.036	.058**	.031	.049	.031
dual-income households	.054**	.089***	.092***	.031	.063**	.041

Others	.024	.018	-.008	.002	.055**	.052
R2	.049	.060	.058	.025	.023	.031
adj-R2	.046	.058	.055	.022	.020	.028
f value	17.120***	21.945***	20.986***	8.622***	7.847***	10.816***
N	2357	2397	2405	2321	2368	2372

*** Significant at 1%

** Significant at 5%

* Significant at 10%

In 2000 and 2001, more men than women attached importance to “income.” Younger people had a stronger tendency to place emphasis on “property,” and in 1999 and 2001, this tendency was also stronger among people with higher income. It is noteworthy that people with longer years of education had a stronger tendency to place emphasis on “education,” while the tendency to attach importance to “income” and “property” was stronger among people with higher income. People who have acquired social resources such as “education,” “income” and “property” more strongly care about resources than those who have not. Although modern competition for status used to be characterized by “upward orientation,” namely the eagerness of people in a low status to achieve a higher status, this orientation now appears to have weakened.

Table 5.1.1.2 shows the effects of the determinant factors for “occupation,” “education,” “income” and “property” among people with jobs. Again, the tendency to attach importance to “education” was stronger among older people, and in 2000 and 2001, this tendency was also stronger among people with longer years of education.. Moreover, younger people had a stronger tendency to attach importance to “income” and “property.” As will be shown in Section III: “Anxiety in life,” younger people’s emphasis on “income” and “property” can be viewed as the other side of their anxiety over “income and financial property.” As for the effects of employment-related attributes, in 1999 and 2001, the tendency to attach importance to “occupation” and “education” was stronger among regular employees, but in 2001, there was not any significant effect. In 2000 and 2001, the tendency to put priority to “property” was stronger among people with longer years of service. In addition, people with longer years of service also had a stronger tendency to attach importance to “income” in 2001. We may say that the increasingly fluid labor situation has thrown into sharp relief the Japanese employment practices’ characteristics which ensure that a commitment to the organization is economically rational for individuals’ life.

Table 5.1.1.2. . Determinant factors for "occupation," "educational attainment," "income" and "financial assets" (multiple regression analysis; people with jobs)

	Occupation			Educational attainment		
	1999	2000	2001	1999	2000	2001
Sex	.041	.037	.072**	-.098***	-.051	-.032
Age	.050	-.015	-.052	.089**	.095**	.103***
Educational attainment	.040	.073**	.019	.052	.140***	.105***
Own income	.003	-.043	-.015	.071**	-.011	-.026

Number of times one changed jobs	-.028	.016	-.049*	-.027	.071**	-.052*
Years of service	-.059	.015	.074*	-.030	.044	.060
Company size	.037	.031	-.012	.063**	.032	.004
Regular employees	.066**	.102***	.048	.067**	.094***	.038
Job type (vs. skilled workers)						
Specialist jobs	.028	-.002	.037	.026	-.017	.030
Management posts	.036	.055	.036	.034	.043	.036
Clerical work	-.025	-.023	.018	.013	.011	.049
Sales	-.013	.015	.031	.005	-.001	.026
Service jobs	-.093***	-.002	-.003	-.038	-.015	.036
Others	-.065**	.021	.045	-.040	.019	.074***
Households (vs. single person)						
Households with a full-time housewife	-.009	.035	.014	-.029	.029	.072**
dual-income households	-.046	.023	-.020	-.013	.084**	.052
Others	.002	.004	-.029	-.002	-.022	.001
R2	.044	.029	.034	.039	.044	.038
adj-R2	.033	.017	.023	.028	.032	.027
F value	3.875***	2.460***	2.984***	3.400***	3.730***	3.350***
N	1445	1395	1462	1442	1398	1467

	Income			Property		
	1999	2000	2001	1999	2000	2001
Sex	-.006	.090***	.083**	-.001	.054	.008
Age	-.154***	-.183***	-.201***	-.143***	-.189***	-.192***
Educational attainment	-.014	-.048	.011	-.009	.009	.031
Own income	.036	.065*	.035	.052	.022	.072**
Number of times one changed jobs	.089***	.013	.030	.045	.011	-.017
Years of service	.000	.027	.098***	.042	.083**	.098**
Company size	.019	-.035	.006	.007	-.032	-.007
Regular employees	.038	.078**	-.006	-.022	-.003	-.041
Job type (vs. skilled workers)						
Specialist jobs	.011	-.040	-.032	-.038	-.044	-.046
Management posts	.038	-.015	-.053	.059*	-.019	-.043
Clerical work	-.062*	-.008	-.013	-.021	-.060*	.000
Sales	-.009	.024	.004	.010	-.019	.035
Service jobs	-.046	.024	-.025	-.051	-.023	-.002

Others						
Households (vs. single person)						
Households with a full-time housewife	.044	.029	.054	.031	.023	.011
dual-income households	.040	.069**	.060*	.027	.060*	.012
Others	.030	-.033	.004	.004	.020	.027
R2	.041	.056	.041	.024	.026	.034
adj-R2	.029	.044	.029	.012	.014	.022
F value	3.570***	4.829***	3.639***	2.025***	2.179***	2.977***
N	1453	1405	1477	1424	1382	1463

*** Significant at 1%

** Significant at 5%

* Significant at 10%

Next, we will examine the determinant factors for items related to relationship-focused status orientation. Table 5.1.2.1. shows the effects of the determinant factors for “family,” “community activities” and “hobbies and leisure.” Households with a full-time housewife and dual-income households had a stronger tendency to attach importance to “family” than single persons. In other words, married people tended to value “family” more than single persons. We may say that the tendency to attach importance to “family” is stronger in new families created through marriage than in blood-related families.

People with longer years of education and people with higher income had a stronger tendency to place emphasis on “community activities.” This tendency was also stronger among households with a full-time housewife and dual-income households than among single persons. This trend is presumably related to the fact that married people have more opportunities to participate in community activities than single persons.

Table 5.1.2.1. Determinant factors for "family," "community activities" and "hobbies and leisure "(multiple regression analysis; all subjects)

	Family			Community activities			Hobbies and leisure		
	1999	2000	2001	1999	2000	2001	1999	2000	2001
Sex	-.073** *	-.036	.005	-.012	-.058**	-.014	.095***	.020	.098***
Age	.018	.018	-.036	.060**	.015	.023	-.074** *	-.066**	-.068**
Educational attainment	.052**	.018	.033	.120***	.123***	.076** *	.041	.084***	.096***
Own income	.068***	.041*	.039	.075***	.102***	.090** *	.065**	.101***	.049**
Households (vs. single person)									

Households with a full-time housewife	.207***	.210***	.223***	.094***	.116***	.090** *	.007	.078***	.060**
dual-income households	.189***	.189***	.209***	.122***	.087***	.096** *	.021	.029	.024
Others	.105***	.164***	.156***	.019	.139***	.074** *	-.002	.089***	.122***
R2	.043	.039	.042	.036	.037	.023	.033	.033	.040
adj-R2	.040	.037	.039	.033	.034	.020	.030	.030	.038
F value	15.131 ***	14.093 ***	14.956 ***	12.236 ***	12.624 ***	8.026 ***	11.176 ***	11.540 ***	14.161 ***
N	2374	2414	2405	2285	2334	2358	2300	2356	2364

*** Significant at 1%

** Significant at 5%

* Significant at 10%

Table 5.1.2.2. Determinant factors for "family," "community activities" and "hobbies and leisure (multiple regression analysis; people with jobs)

	Family			Community activities			Hobbies and leisure		
	1999	2000	2001	1999	2000	2001	1999	2000	2001
Sex	-.020	-.067*	-.019	.040	-.055	.008	.134***	.007	.134***
Age	.001	-.029	-.041	.043	.067*	.038	-.089**	-.066*	-.087**
Educational attainment	.057*	.012	-.003	.060*	.072**	.014	-.043	.038	.056*
Own income	.035	.027	.012	.023	.072*	.028	.018	.055	.036
Number of times one changed jobs	.017	.043	.022	.033	.007	-.057*	-.027	-.037	-.035
Years of service	.051	.060	.083*	.068*	.017	-.002	.064*	.018	.001
Company size	-.022	.010	.016	.043	.055*	.011	.056*	.047	.006
Regular employees	.033	.031	-.015	-.041	-.022	.007	-.007	.012	-.044
Job type (vs. skilled workers)									
Specialist jobs	-.025	-.048	.019	.060*	.050	.052	.038	.020	.035
Management posts	.006	.017	-.002	.070**	.024	.056*	.069**	.021	.010
Clerical work	.040	-.024	.023	.049	.045	.047	.024	.000	.014
Sales	.008	-.022	-.016	-.006	-.077**	-.028	.051	-.029	.035
Service jobs	.058*	-.004	-.005	.080**	.042	.012	.016	.024	.041
Others	-.012	.000	.012	-.033	-.023	-.036	-.015	-.015	-.029
Households (vs. single person)									
Households with a full-time housewife	.189***	.158***	.206***	.011	.046	.093**	-.064*	.073**	.094***

dual-income households	.212***	.167***	.194***	.076**	.022	.098**	-.008	.006	.050
Others	.052*	.041	.048*	-.002	.009	.045	-.017	.056*	.056**
R2	.047	.032	.041	.041	.044	.032	.042	.036	.049
adj-R2	.035	.020	.030	.029	.032	.021	.031	.024	.037
F value	4.123*	2.693*	3.693*	3.494*	3.624*	2.811	3.627*	3.019*	4.332*
	**	**	**	**	**	***	**	**	**
N	1447	1405	1472	1399	1366	1448	1413	1387	1456

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

Younger people and people with higher income had a stronger tendency to attach importance to “hobbies and leisure.” In 1999 and 2001, more women than men placed emphasis on “hobbies and leisure.” In 2000 and 2001, the tendency to give priority to “hobbies and leisure” was stronger among people with longer years of education as well as among households with a full-time housewife as compared with single persons. The tendency of people with longer years of education and people with higher income to place emphasis on “community activities” and “hobbies and leisure” indicates that the relationship-focused status orientation as represented by such interests has something to do with the achievement-focused status characterized by a strong educational background and high income. However, we can see the growth of the new status orientation in the fact that people with longer years of education and higher income seek to play the central role and exert leadership in community and circle activities without being obsessed with conventional status.

Table 5.1.2.2. shows the effects of the determinant factors for “family,” “community activities” and “hobbies and leisure” among people with jobs. Again, households with a full-time housewife and dual-income households had a stronger tendency to attach importance to “family” than single persons. In 1999 and 2001, dual-income households had a stronger tendency to give priority to “community activities” than single persons, and in 2001, this tendency was also stronger among households with a full-time housewife than among single persons. In addition, younger people had a stronger tendency to place emphasis on “hobbies and leisure.” Regarding items related to relationship-focused status orientation such as “family,” “community activities” and “hobbies and leisure,” there was not any major determinant factor among employment-related attributes.

Correlation with consciousness on employment, distribution and life

Table 5.1.3.1. shows the coefficients of correlation between “emphasis on life” and consciousness on employment, distribution and life. Table 5.1.3.2 and Table 5.1.3.3. shows those coefficients among men and among women, respectively.

Table 5.1.3.1. Correlation coefficient between consciousness on employment, distribution and life and "emphasis on life" (all subjects)

	Occupation	Educational attainment	Income	Property	Family	Community activities	Hobbies and leisure
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Lifetime employment	1999	.031	.064**	-.010	.023	.030	-.038	-.030
	2000	-.002	.007	.005	-.004	.032	-.013	-.025
	2001	.034	.040*	-.035	.017	.000	.014	-.030
Seniority wage system	1999	.063**	.070**	.028	.044*	.002	-.056**	-.034
	2000	.029	.005	.009	.032	-.007	-.059**	-.047*
	2001	.043*	.043*	-.008	.046*	-.026	-.022	-.028
Increase in pay in return for reduction in corporate welfare	1999	.065**	.017	.065**	.067*	-.009	-.058**	-.014
	2000	.023	.017	.078**	.041*	-.019	-.046*	-.022
	2001	.004	-.015	.038	.038	-.018	-.006	-.010
Self-development	1999	-.005	-.034	-.003	.017	.028	.048*	.086**
	2000	-.004	-.026	-.011	.016	-.013	.050*	.055**
	2001	.005	-.020	.006	.032	-.015	.053**	.105**
A sense of unity with the organization	1999	.056**	.029	.028	.033	.080**	.093**	.100**
	2000	.030	.025	.000	.042*	.065**	.078**	.060**
	2001	.059**	.043*	.030	.008	.070**	.100**	.083**
Achievement	1999	.068**	.057**	.073**	.100**	.022	-.043*	.015
	2000	.098**	.079**	.116**	.126**	.034	-.086**	.008
	2001	.089**	.053**	.093**	.072**	.042*	.002	.034
Effort	1999	.052**	.054**	.044*	.036	.058**	.054**	.030
	2000	.049*	.039*	.039*	.068**	.097**	.041*	.039*
	2001	.005	.047*	.023	.014	.053**	.070**	.033
Need	1999	.001	-.022	-.046*	-.024	-.005	-.023	.005
	2000	.022	.014	-.004	.038	.001	.022	.033
	2001	.014	.010	.005	.047*	-.033	.005	.049*
Equality	1999	-.021	-.015	-.059**	-.038	-.012	-.014	.014
	2000	-.039*	-.002	-.049*	-.050*	-.046*	.030	-.004
	2001	-.007	-.012	-.021	.022	-.020	.017	-.002
Anxiety over competition for status	1999	.163**	.114**	.165**	.124**	.060**	.079**	.106**
	2000	.143**	.098**	.163**	.108**	.047*	.098**	.122**
	2001	.142**	.131**	.166**	.134**	.059**	.060**	.104**
Anxiety over loss of status	1999	.152**	.108**	.151**	.123**	.039*	.068**	.112**
	2000	.120**	.077**	.123**	.104**	.025	.064**	.118**
	2001	.164**	.110**	.159**	.150**	.055**	.060**	.103**
Maintenance of the	1999	.037	.034	.018	-.014	.136**	.059**	-.004

status quo	2000	-.017	-.003	-.045*	-.005	.081**	.087**	.042*
	2001	.005	.037	.005	-.005	.121**	.063**	.006
De-emphasis on other-directedness	1999	-.073**	-.037	-.065**	-.071**	.057**	.009	-.041*
	2000	-.052**	-.035	-.030	-.067**	.069**	.045*	-.010
	2001	-.062**	-.033	-.052**	-.064**	.096**	.080**	.008
De-emphasis on social status	1999	-.105**	-.078	-.081**	-.132**	.160**	.131**	.067**
	2000	-.092**	-.033	-.080**	-.099**	.117**	.151**	.052**
	2001	-.047*	.001	-.052**	-.105**	.162**	.146**	.078**
Self-worth	1999	.047	.027	.035	.003	.071**	.192**	.212**
	2000	.022	.005	.019	.032	.094**	.154**	.176**
	2001	.060**	.041**	.058**	.046*	.164**	.170**	.210**
Post-materialism	1999	-.037	-.047*	-.114**	-.158**	.209**	.238**	.115**
	2000	-.062**	-.024	-.137**	-.081**	.190**	.245**	.147**
	2001	-.035	-.003	-.082**	-.137**	.197**	.252**	.135**

**Significant at 1% *Significant at 5%

Both of items related to the achievement-focused status orientation and those related to the relationship-focused status orientation were positively correlated with “anxiety over competition for status” and “anxiety over loss of status.” However, “family,” “community activities” and “hobbies and leisure” were also positively correlated with “de-emphasis on status,” “self-worth” and “post-materialism,” indicating the presence of the attitude of not clinging on to status in the traditional sense. Moreover, “family,” “community activities” and “hobbies and leisure” were positively correlated with “a sense of unity with the organization.” This indicates that the attitude of placing emphasis on a working style that depends on the organization underlies the attitude of valuing the family and devoting efforts to community activities and hobbies. Whereas “hobbies and leisure” was negatively correlated with “maintenance of the status quo,” it was positively correlated with “self-development.” Thus, people who pursue such interests mostly correspond with the “second stratum.”

Table 5.1.3.2. Correlation coefficient between consciousness on employment, distribution and life and "emphasis on life" (men)

		Occupation	Educational attainment	Income	Property	Family	Community activities	Hobbies and leisure
Lifetime employment	1999	.051	.075**	-.002	.019	.051	.001	-.005
	2000	.017	.042	.018	-.016	.039	.030	.000
	2001	.083**	.111**	-.011	.041	.006	.056	-.034
Seniority wage system	1999	.071*	.082**	.027	.044	-.034	-.060*	-.071*
	2000	.040	.040	.033	.023	-.015	-.059*	-.060*

	2001	.093**	.096**	.034	.063*	-.059*	-.016	-.034
Increase in pay in	1999	.032	.010	.079**	.090**	.024	-.027	.006
return for reduction in	2000	.063*	.042	.120**	.063*	-.056	-.038	-.029
corporate welfare	2001	.020	-.027	.036	.068*	-.057	.006	.014
Self-development	1999	-.035	-.033	-.024	.037	.047	.027	.106**
	2000	.003	-.003	-.031	.012	-.038	.057	.047
	2001	-.026	-.044	.008	.052	-.027	.042	.108**
A sense of unity	1999	.072*	.008	.022	.042	.075*	.097**	.111**
with the	2000	.047	.027	-.017	.030	.087**	.108**	.052
organization	2001	.069*	.084**	.025	-.001	.048	.129**	.109**
Achievement	1999	.067*	.083**	.095**	.112**	.062*	.018	.056
	2000	.086**	.038	.090**	.087**	.025	-.112**	-.015
	2001	.049	.043	.094**	.085**	.037	.009	.043
Effort	1999	.044	.058*	.060*	.070*	.071*	.105**	.011
	2000	.092**	.087**	.066*	.070*	.087**	.030	.034
	2001	.018	.041	.043	.012	.075**	.096**	.026
Need	1999	-.002	-.022	-.020	-.023	-.003	-.008	-.007
	2000	.029	.002	-.019	.037	.006	.047	.001
	2001	-.017	-.013	-.034	.048	-.058*	-.033	.030
Equality	1999	.026	.015	-.049	-.044	.021	.026	.018
	2000	-.037	.015	-.029	-.022	-.051	.086**	.004
	2001	.021	.005	-.004	.062*	-.039	.021	.002
Anxiety over	1999	.162**	.101**	.157**	.085**	.063*	.070*	.078**
competition for	2000	.146**	.076**	.137**	.068*	.066*	.083**	.111**
status	2001	.149**	.119**	.143**	.155**	.079**	.031	.100**
Anxiety over loss of	1999	.124**	.093**	.108**	.091**	.063*	.079**	.072*
status	2000	.117**	.059*	.090**	.067*	.008	.055	.085**
	2001	.169**	.090**	.142**	.180**	.069*	.021	.093**
Maintenance of the	1999	.068*	.055	.008	-.033	.129**	.087**	.007
status quo	2000	-.014	-.003	-.061*	.000	.080**	.070*	.026
	2001	.041	.060*	.027	.032	.117**	.079**	.044
De-emphasis on	1999	-.042	-.031	-.078**	-.055	.059*	.001	-.062*
other-directedness	2000	-.041	-.041	-.028	-.050	.090**	.052	.005
	2001	-.038	-.035	-.048	-.046	.129**	.149**	.046

De-emphasis on social status	1999	-.058*	-.110**	-.091**	-.131**	.103**	.127**	.085**
	2000	-.085**	-.022	-.078**	-.106**	.136**	.157**	.058*
	2001	-.046	-.006	-.066*	-.134**	.170**	.128**	.094**
Self-worth	1999	.041	-.044	.021	.018	.065*	.156**	.243**
	2000	-.014	-.006	.039	.047	.120**	.120**	.174**
	2001	.017	.066*	.026	.039	.133**	.157**	.219**
Post-materialism	1999	-.013	-.090**	-.150**	-.172**	.189**	.242**	.136**
	2000	-.041	-.022	-.104**	-.070*	.202**	.280**	.161**
	2001	-.040	.022	-.073**	-.144**	.235**	.287**	.179**

**Significant at 1% *Significant at 5%

While “community activities” was positively correlated with “self-development,” it also had a positive correlation with “maintenance of the status quo.” In addition, “family” was also positively correlated with “maintenance of the status quo.” “Occupation,” “education,” “income” and “property” were positively correlated with the “principle of achievement.” However, “occupation” had a positive correlation with the “seniority wage system” and “a sense of unity with the organization,” while “education” was positively correlated with “lifetime employment” and the “seniority wage system.” In this respect, people who attach importance to “occupation” and “education” have common features with the “first stratum.” This trend was notable particularly among men.

Table 5.1.3.3. Correlation coefficient between consciousness on employment, distribution and life and "emphasis on life" (women)

		Occupation	Educational attainment	Income	Property	Family	Community activities	Hobbies and leisure
Lifetime employment	1999	.021	.051	-.009	.036	.005	-.070*	-.037
	2000	-.010	-.024	.007	.013	.025	-.053	-.039
	2001	-.005	-.031	-.045	-.002	-.003	-.023	-.012
Seniority wage system	1999	.069*	.055*	.041	.053	.032	-.046	.028
	2000	.035	-.023	.009	.052	.000	-.059*	-.021
	2001	.009	-.004	-.029	.038	.006	-.020	-.003
Increase in pay in return for reduction in corporate welfare	1999	.102**	.022	.055	.047	-.040	-.086**	-.028
	2000	-.016	-.007	.041	.020	.015	-.054	-.017
	2001	-.009	-.002	.045	.009	.019	-.016	-.029
Self-development	1999	.017	-.033	.011	-.006	.013	.065*	.055
	2000	-.029	-.047	-.020	.006	.011	.046	.046
	2001	.015	-.001	-.016	.005	-.009	.054*	.082**
A sense of unity with	1999	.023	.056	.015	.012	.090**	.080**	.060*

the organization	2000	.001	.020	-.011	.041	.048	.055	.052
	2001	.027	.007	.011	.007	.082**	.071*	.035
Achievement	1999	.059*	.038	.045	.081**	-.009	-.101**	-.041
	2000	.092**	.109**	.116**	.149**	.043	-.067*	.012
	2001	.105**	.059*	.073**	.051	.039	-.014	.003
Effort	1999	.063*	.049	.031	.003	.046	.006	.052
	2000	.012	-.007	.023	.069**	.108**	.052*	.050
	2001	-.008	.052	.005	.016	.034	.046	.040
Need	1999	.004	-.021	-.071**	-.025	-.008	-.037	.017
	2000	.018	.026	.011	.039	-.003	.000	.065*
	2001	.046	.032	.043	.047	-.011	.041	.072**
Equality	1999	-.056*	-.045	-.061*	-.026	-.043	-.047	.025
	2000	-.031	-.015	-.054*	-.070**	-.043	-.018	-.002
	2001	-.020	-.024	-.021	-.008	-.001	.020	.011
Anxiety over competition for status	1999	.156**	.130**	.164**	.155**	.062*	.082**	.120**
	2000	.130**	.116**	.176**	.139**	.032	.112**	.124**
	2001	.132**	.140**	.182**	.111**	.040	.083**	.104**
Anxiety over loss of status	1999	.169**	.127**	.184**	.146**	.022	.051	.133**
	2000	.111**	.091**	.139**	.132**	.043	.074**	.139**
	2001	.153**	.129**	.166**	.116**	.040	.094**	.105**
Maintenance of the status quo	1999	.020	.012	.039	.016	.139**	.040	.007
	2000	-.003	.000	-.012	.003	.081**	.105**	.071**
	2001	-.009	.018	.006	-.031	.129**	.056*	-.006
De-emphasis on other-directedness	1999	-.104**	-.043	-.054*	-.085**	.055*	.016	-.022**
	2000	-.066*	-.030	-.036	-.085**	.052*	.039	-.026
	2001	-.084**	-.031	-.053*	-.080**	.069**	.019	-.027
De-emphasis on social status	1999	-.146**	-.049	-.066*	-.128**	.211**	.138**	.063*
	2000	-.086**	-.040	-.065*	-.084**	.099**	.146**	.059*
	2001	-.035	.011	-.027	-.068*	.160**	.170**	.078**
Self-worth	1999	.046	.094**	.041	-.017	.081**	.222**	.170**
	2000	.042	.011	-.016	.011	.074**	.184**	.168**
	2001	.085**	.016	.069*	.044	.186**	.176**	.186**
Post-materialism	1999	-.054*	-.007	-.075**	-.140**	.226**	.238**	.109**
	2000	-.067*	-.021	-.150**	-.081**	.180**	.215**	.149**

	2001	-0.021	-0.027	-0.082**	-0.126**	.165**	.223**	.103**
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**Significant at 1%

*Significant at 5%

Section II: A sense of fulfillment in life

In the modern Japanese society, the attitude of attaching importance to life focusing exclusively work has weakened and the attitude of seeking to balance life and work has been gradually becoming the mainstream. In real life, in what activities do people feel satisfaction? And what is their sense of fulfillment in life in general?

Question: How much sense of fulfillment do you feel with respect to each of the following items?

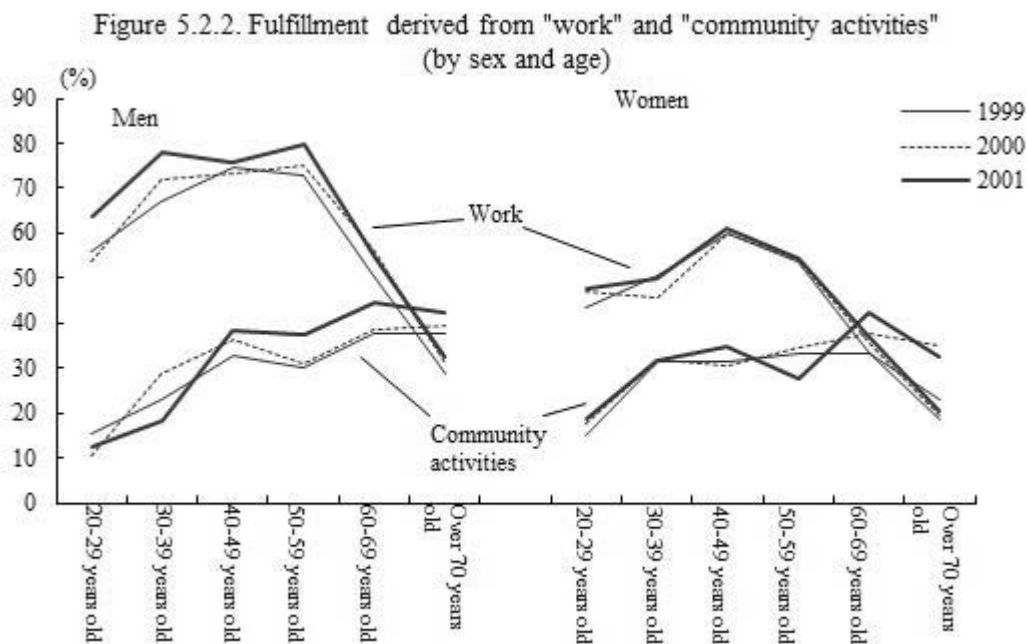
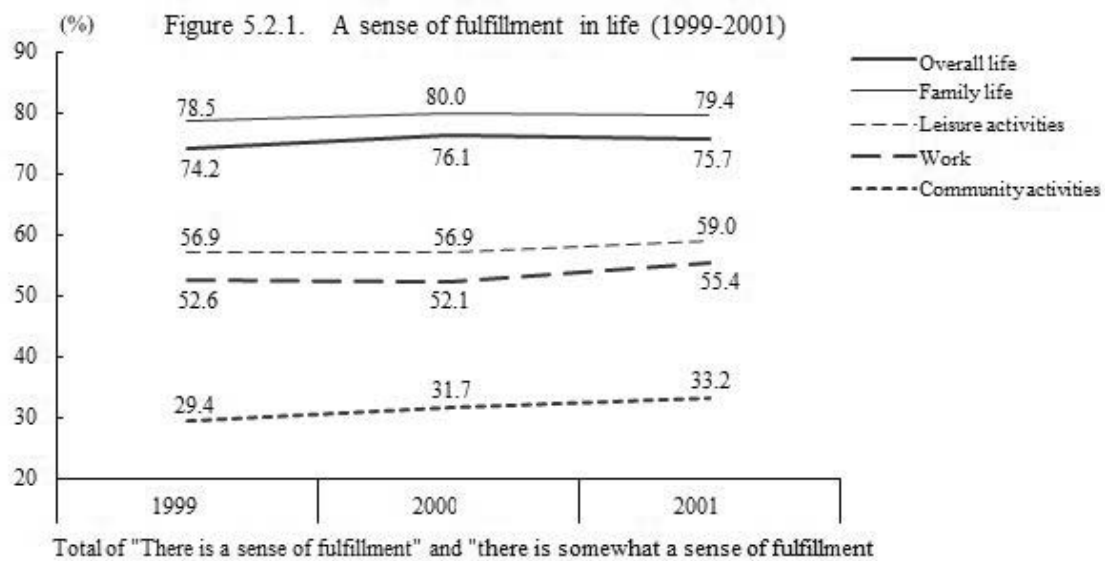
- (1) Regular work (work at a company, self-employed work, part-time work; not including house chores)
- (2) Family life
- (3) Social activities (volunteer activities, community service, recycling, awareness raising circles, helping with junior baseball teams, PTA, etc.)
- (4) Hobbies and leisure (leisure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

Answers:

- 1 There is a sense of fulfillment
- 2 There is more or less a sense of fulfillment
- 3 There is not much of a sense of fulfillment
- 4 There is no sense of fulfillment
- 5 Neither
- 6 Not applicable
- 7 Don't know

General trend

Figure 5.2.1. shows the results of simple tabulation of data concerning “a sense of fulfillment in life” in 1999 through 2001. Around 75% had a sense of fulfillment in life. The highest percentage, around 80% had a sense of fulfillment regarding “family life.” The second highest percentage, around 60%, had such a sense with respect to “leisure time,” while 50% was satisfied with their work. The lowest percentage had a sense of fulfillment regarding “community activities,” but the percentage increased year by year. Although community activities have so far drawn little interest compared with work, family life and leisure time, they have been energized in recent years due to increased interest in volunteer activities.



The trend regarding "community activities" that was observed in the survey results came against that social background.

The characteristics of "community activities" become clearer when compared with "work"

. Figure 5.2.2. shows data concerning a sense of fulfillment regarding "community activities" by sex and age. More men than women had a sense of fulfillment regarding "work." In addition, among both men and women, the percentage of respondents who expressed satisfaction with their "work" was high in the 30s to 50s age groups. In other words, people "in the prime of life" had a stronger tendency to feel a sense of fulfillment regarding "work." Among men in particular, the percentage of respondents who expressed satisfaction with their "work" increased year by year in the 20s to 50s age groups. However, in both of the male and female samples, the percentage of such

respondents was far lower among people in their 60s or older, who have reached or are close to the mandatory retirement age. Meanwhile, there was not a significant difference by sex with regard to “community activities.” Among both men and women, the percentage of respondents who had a sense of fulfillment was higher in older age groups. The percentage of respondents who expressed satisfaction increased during the three years particularly among men in their 40s and older and among women in their 40s and 60s. In recent years, middle-aged and elderly people’s participation in community activities has drawn interest, and the survey results regarding people’s sense of fulfillment also indicate that such people were eager to engage in the activities.

Determinant factors for “a sense of fulfillment in life”

Table 5.2.1. shows the effects of the determinant factors for “a sense of fulfillment in life” on a sample-wide basis. First, a sense of fulfillment regarding “life in general” was higher among women, people with longer years of education and people with higher income. In addition, in 1999 and 2001, it was higher among older people. Furthermore, it was higher among households with a full-time housewife and double-income households than among single persons. A sense of fulfillment regarding “work” was higher among women, older people and people with higher income. Double-income households were more likely to have a sense of fulfillment regarding “work” than single persons. In the results of cross tabulation, more men than women felt satisfied with their work, and given the wage gap between men and women, we may interpret that as a reflection of the income effect. A sense of fulfillment regarding “family life” was higher among women, people with higher income and households with a full-time housewife and double-income households as compared with single persons. As was the case in the cross tabulation, the age effect was stronger with respect to a sense of fulfillment regarding “community activities,” which was higher among older people. In addition, households with a full-time housewife and double-income households were more likely to have a sense of fulfillment regarding “community activities than single persons. In 2000 and 2001, more women than men felt a sense of fulfillment regarding “community activities.”

Table 5.2.1. Determinant factors for "sense of fulfillment in life" (multiple regression analysis; all subjects)

	Overall life		
	1999	2000	2001
Sex	-.097***	-.117***	-.096***
Age	.095***	.039	.104***
Educational attainment	.120***	.046*	.114***
Own income	.078***	.071***	.113***
Households (vs. single person)			
Households with a full-time housewife	.135***	.159***	.124***
dual-income households	.115***	.141***	.100***
Others	.117***	.128***	.144***
R2	.039	.035	.046

adj-R2	.036	.032	.043
F value	13.812***	12.526***	16.431***
N	2398	2423	2419

	Work			Family life		
	1999	2000	2001	1999	2000	2001
Sex	-.110***	-.072***	-.076***	-.111***	-.100***	-.105***
Age	.148***	.093***	.122***	.070***	.049**	.031
Educational attainment	.083***	.038	.059**	.041	.027	.042*
Own income	.161***	.121***	.164***	.068***	.071***	.104***
Households (vs. single person)						
Households with a full-time housewife	.003	.137***	.050	.233***	.251***	.206***
dual-income households	.057*	.134***	.074**	.225***	.235***	.207***
Others	-.058**	.076**	.001	.153***	.140***	.218***
R2	.053	.045	.047	.058	.062	.056
adj-R2	.049	.041	.044	.055	.059	.053
F value	13.980***	11.478***	12.542***	20.878***	22.592***	20.275***
N	1764	1720	1771	2374	2391	2403

	Community activities			Leisure time		
	1999	2000	2001	1999	2000	2001
Sex	-.028	-.078***	-.062**	-.013	-.035	-.003
Age	.227***	.161***	.257***	.105***	.010	.109***
Educational attainment	.032	.024	.060**	.140***	.048*	.104***
Own income	-.012	.007	-.005	.025	.031	.082***
Households (vs. single person)						
Households with a full-time housewife	.087***	.123***	.066**	-.052*	-.022	-.060**
dual-income households	.116***	.080***	.053*	-.089***	-.070***	-.120***
Others	.039	.114***	.069**	.019	.034	.045
R2	.053	.048	.069	.023	.008	.038
adj-R2	.049	.044	.065	.020	.005	.035
F value	14.635***	13.476***	20.556***	7.376***	2.656***	12.758***
N	1841	1888	1957	2241	2292	2275

*** Significant at 1%

** Significant at 5%

* Significant at 10%

Presumably, this reflect the fact that in the 20s and 30s age groups, a sense of fulfillment regarding “community activities” was higher among women. A sense of

fulfillment regarding leisure time was stronger among people with longer years of education, while it was weaker among double-income households than among single persons.

It is noteworthy that a sense of fulfillment in life was stronger among married people than among single persons. Nowadays, the growing tendency to remain single or get married later in life has been pointed out, as has been the advantage of remaining single compared with getting married. However, in reality, a sense of fulfillment in life is higher among married people than among single persons. This trend is particularly pronounced with regard to a sense of fulfillment regarding “family life” and “community activities.” On the other hand, a sense of fulfillment regarding “leisure time” was lower among households with a full-time housewife and double-income households than among single persons. To be sure, single persons can afford to devote more time to their hobbies and leisure activities than married people. However, in most other respects, married people have a stronger sense of fulfillment than single persons, so they are more likely to feel satisfied with life in general.

Table 5.2.2.1 and Table 5.2.2.2 shows the effects of the determinant factors for “a sense of fulfillment in life.” A sense of fulfillment regarding “life in general” was stronger among women and among households with a full-time housewife and double-income households as compared with single persons. In 1999 and 2001, a sense of fulfillment regarding “life in general” was also stronger among people with higher income. A sense of fulfillment regarding “work” was stronger among women and people with higher income, and in 1999 and 2001, it was also higher among older people. A sense of fulfillment regarding “family life” was stronger among women and among households with a full-time housewife and double-income households as compared with single persons. In 2000 and 2001, a sense of fulfillment regarding “family life” was also stronger among people with higher income. A sense of fulfillment regarding “community activities” was stronger among double-income households than among single persons, and in 1999 and 2001, it was also stronger among older people. Meanwhile, it was weaker among regular employees. Presumably, this has much to do with the lifestyle of salaried workers, whose life is bound strongly to their companies. A sense of fulfillment regarding “leisure time” was weaker among households with double-income households than among single persons.

Correlation with consciousness on employment, distribution and life

Table 5.2.3.1. shows the coefficients of correlation between “a sense of fulfillment in life” and consciousness on employment, distribution and life. Table 5.2.3.2. and Table 5.2.3.3. shows those coefficients among men and among women, respectively.

“Life in general” as well as each of the individual aspects of life was negatively correlated with “anxiety over competition for status” and “anxiety over loss of status” but 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 worrying about or clinging on to status leads to a sense of fulfillment in life. “Life in general,” “work,” “community activities” and “leisure time” was positively correlated with “a sense of unity with the organization,” and in 2001, a sense of fulfillment regarding “family life” also had a positive correlation with “a sense of unity with the organization.” This indicates that working styles that enables the development of a

Table 5.2.2.1 .Determinant factors for "sense of fulfillment in life" (multiple regression analysis; people with jobs)

	Overall life		
	1999	2000	2001
Sex	-.073**	-.118***	-.088***
Age	.010	.006	.062
Educational attainment	.079**	.007	.024
Own income	.093***	.047	.127***
Number of times one changed jobs	-.023	.002	-.048
Years of service	.058	.008	-.029
Company size	.023	.028	.021
Regular employees	-.062**	-.008	-.044
Job type (vs. skilled workers)			
Specialist jobs	-.035	-.012	.052
Management posts	.002	.024	-.017
Clerical work	-.027	-.054	.005
Sales	-.017	-.021	-.032
Service jobs	-.020	-.027	.025
Others	-.041	-.038	-.025
Households (vs. single person)			
Households with a full-time housewife	.127***	.132***	.148***
dual-income households	.132***	.131***	.126***
Others	.080***	.067**	.080***
R2	.048	.031	.053
adj-R2	.037	.019	.042
F value	4.285***	2.615***	4.788***
N	1456	1409	1476

Table 5.2.2.2 Determinant factors for "work," "family life," "community activities" and "leisure time" (multiple regression analysis; people with jobs)

	Work			Family life		
	1999	2000	2001	1999	2000	2001
Sex	-.089**	-.082**	-.085**	-.093***	-.119***	-.147***
Age	.112***	.064	.139***	.011	.011	-.022
Educational attainment	.037	.018	.021	.050	.002	-.024
Own income	.135***	.085**	.127***	.011	.073**	.106***

Number of times one changed jobs	.019	-.030	-.035	-.012	-.011	-.024
Years of service	.016	.004	.020	.076**	.041	-.007
Company size	-.016	-.014	-.036	.037	.002	.003
Regular employees	-.024	-.017	.006	-.009	.045	.006
Job type (vs. skilled workers)						
Specialist jobs	.077**	.034	.047	-.010	.001	-.005
Management posts	.059	.050	.031	-.001	-.017	-.001
Clerical work	.018	-.042	.022	-.021	-.014	-.010
Sales	.067**	-.009	-.057*	-.005	-.038	-.061**
Service jobs	.049	.020	.052*	.008	-.003	.022
Others	-.002	.020	.008	-.042	-.012	.009
Households (vs. single person)						
Households with a full-time housewife	-.011	.114***	.066*	.224***	.263***	.279***
dual-income households	.017	.097***	.051	.230***	.269***	.266***
Others	-.001	.073**	.053*	.051*	.075***	.135***
R2	.047	.045	.065	.061	.075	.082
adj-R2	.036	.033	.054	.050	.064	.071
F value	4.190***	3.805***	5.888***	5.493***	6.563***	7.622***
N	1447	1393	1460	1445	1393	1464

	Community activities			Leisure time		
	1999	2000	2001	1999	2000	2001
Sex	.020	.012	.004	.036	.017	.010
Age	.083**	.042	.147***	.047	-.069*	.051
Educational attainment	-.011	-.032	.005	.037	.000	.036
Own income	-.006	.030	.019	.027	-.003	.128***
Number of times one changed jobs	-.020	.003	-.028	.000	.067**	.017
Years of service	.104**	.043	.056	.039	.101***	.008
Company size	-.018	-.036	-.028	.098***	.030	.025
Regular employees	-.120***	-.112***	-.086**	-.125***	-.017	-.046
Job type (vs. skilled workers)						
Specialist jobs	.047	.018	.006	.038	.029	.014
Management posts	.045	-.003	.017	.009	.040	-.085**
Clerical work	-.008	.043	-.041	.017	.057	-.013
Sales	-.007	-.087**	-.066**	.023	-.025	-.049
Service jobs	.035	-.056	-.022	-.019	.025	-.028

Others	-0.029	-0.022	-0.066**	-0.047	.000	-.011
Households (vs. single person)						
Households with a full-time housewife	.037	.078*	.012	-.114***	-.057	-.059
dual-income households	.102***	.095**	.080**	-.131***	-.092**	-.120***
Others	.008	.073**	.073**	-.018	-.006	.005
R2	.075	.054	.085	.034	.019	.032
adj-R2	.062	.039	.072	.022	.006	.020
F value	5.585***	3.743***	6.752***	2.869***	1.498*	2.701***
N	1182	1135	1253	1387	1345	1414

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

sense of unity with the organization plays an important role not only in life but also in many aspects of life. "Life in general" and "work" were positively correlated with "lifetime employment" and "maintenance of the status quo." "Family life" and "community activities" had a positive correlation with the "principle of effort" and "maintenance of the status quo." "Community activities" was also positively correlated with the "seniority wage system" and the "principle of equality." Among women, "family life" and "community activities" were positively correlated with the "seniority wage system." In light of the above, we may say that people who have a sense of fulfillment regarding "life in general," "work," "family life" and "community activities" had common features with the "first stratum." On the other hand, "leisure time" was positively correlated with "self-development" but was negatively correlated with "maintenance of the status quo." This trend was pronounced particularly among men. In this respect, people who have a sense of fulfillment regarding "leisure time" had a common feature with the "second stratum."

Table 5.2.3.1. Correlation coefficient between consciousness on employment, distribution and life and "sense of fulfillment in life" (all subjects)

		Overall life	Work	Family life	Community activities	Leisure time
Lifetime employment	1999	.011	.046*	.012	.035	-.034
	2000	.039*	.040	.017	.017	-.016
	2001	.064**	.061**	.060**	.080**	.030
Seniority wage system	1999	-.010	-.010	.013	.046*	.000
	2000	-.011	-.017	-.012	.005	-.038
	2001	.028	.017	.058**	.054*	.062**
Increase in pay in return for reduction in corporate welfare	1999	-.017	.008	-.032	-.019	-.004
	2000	-.016	.004	.008	-.007	-.032
	2001	-.027	-.004	-.029	-.057**	-.041*
Self-development	1999	.059**	.063**	.043*	.000	.075**

	2000	-.013	.067**	.017	.030	.014
	2001	.028	.038	-.004	.053*	.049*
A sense of unity with the organization	1999	.034	.088**	.026	.049*	.057**
	2000	.057**	.101**	.039	.031	.024
	2001	.104**	.116**	.066**	.057**	.059**
Achievement	1999	.034	.044*	.029	-.010	-.014
	2000	.019	.084**	.061**	-.040	-.001
	2001	.027	.030	.002	.006	.006
Effort	1999	.020	.057*	.064**	.083**	-.024
	2000	.074**	.089**	.107**	.064**	.023
	2001	.029	.027	.039*	.059**	.017
Need	1999	.019	.002	.023	.037	.027
	2000	.038	-.014	.018	.008	-.006
	2001	-.018	-.009	.009	.020	.010
Equality	1999	.007	-.025	-.002	.056*	-.013
	2000	-.003	-.016	-.014	.058**	-.021
	2001	-.019	-.036	.004	.048*	-.011
Anxiety over competition for status	1999	-.101**	-.029	-.090**	-.041*	-.079**
	2000	-.067**	-.049*	-.066**	-.058**	-.078**
	2001	-.113**	-.086**	-.071**	-.083**	-.062**
Anxiety over loss of status	1999	-.110**	-.038	-.094**	-.043	-.080**
	2000	-.095**	-.068**	-.091**	-.058**	-.097**
	2001	-.132**	-.097**	-.086**	-.043*	-.072**
Maintenance of the status quo	1999	.033	.052*	.073**	.069**	.032
	2000	.083**	.081**	.099**	.112**	.031
	2001	.039*	.100**	.077**	.121**	.048*
De-emphasis on other-directedness	1999	.076**	.109**	.050**	.065**	.058**
	2000	.108**	.128**	.089**	.081**	.062**
	2001	.105**	.137**	.078**	.107**	.103**
De-emphasis on social status	1999	.103**	.106**	.119**	.054*	.130**
	2000	.158**	.077**	.094**	.091**	.147**
	2001	.104**	.060**	.104**	.069**	.131**
Self-worth	1999	.209**	.167**	.146**	.160**	.190**

	2000	.207**	.174**	.190**	.134**	.203**
	2001	.200**	.161**	.177**	.187**	.212**
Post-materialism	1999	.196**	.155**	.136**	.140**	.206**
	2000	.198**	.159**	.175**	.144**	.150**
	2001	.197**	.153**	.175**	.167**	.176**

**Significant at 1%

*Significant at 5%

Table 5.2.3.2. Correlation coefficient between consciousness on employment, distribution and life and "sense of fulfillment in life" (men)

		Overall life	Work	Family life	Community activities	Leisure time
Lifetime employment	1999	-.002	.047	.037	.023	-.006
	2000	.059*	.041	.028	.034	.002
	2001	.053	.047	.061*	.095**	.046
Seniority wage system	1999	-.058*	-.028	-.036	-.022	-.017
	2000	-.056	-.058	-.062*	-.029	-.058*
	2001	-.014	.009	.037	-.001	.057
Increase in pay in return for reduction in corporate welfare	1999	.023	.037	.015	.036	.042
	2000	-.032	.019	-.020	-.010	-.053
	2001	-.040	.004	-.042	-.042	-.042
Self-development	1999	.098**	.093**	.063*	.030	.111**
	2000	.013	.086**	.031	.037	.025
	2001	.040	.030	.005	.095**	.075*
A sense of unity with the organization	1999	.036	.050	-.014	.052	.060*
	2000	.117**	.109**	.112**	.049	.042
	2001	.105**	.119**	.069*	.041	.049
Achievement	1999	.052	.061*	.057*	.014	.002
	2000	.048	.095**	.074*	-.042	-.036
	2001	.039	-.001	.010	.027	.029
Effort	1999	.001	.061*	.070*	.077*	-.040
	2000	.110**	.089**	.132**	.087**	.043
	2001	.027	.033	.039	.075*	.024
Need	1999	.010	-.023	.053	.026	.013
	2000	.084**	-.004	.032	.046	.016

	2001	-.020	-.022	.013	.018	.048
Equality	1999	.031	-.020	.012	.068*	-.005
	2000	.009	-.021	.011	.063*	.019
	2001	-.025	-.038	.014	.039	.014
Anxiety over competition for status	1999	-.092**	-.034	-.097**	-.002	-.084**
	2000	-.029	-.024	-.008	-.034	-.064*
	2001	-.124**	-.056	-.063*	-.085**	-.023
Anxiety over loss of status	1999	-.095**	-.027	-.063*	-.023	-.076**
	2000	-.061*	-.050	-.070*	-.046	-.088**
	2001	-.151**	-.099**	-.090**	-.068*	-.049
Maintenance of the status quo	1999	.024	.034	.088**	.111**	.054
	2000	.069*	.055	.074*	.132**	-.027
	2001	-.015	.090**	.036	.145**	.038
De-emphasis on other-directedness	1999	.080**	.132**	.083**	.024	.051
	2000	.093**	.104**	.074*	.113**	.043
	2001	.096**	.143**	.034	.128**	.104**
De-emphasis on social status	1999	.098**	.108**	.127**	.100**	.164**
	2000	.162**	.063*	.087**	.101**	.141**
	2001	.074**	.018	.066*	.062*	.108**
Self-worth	1999	.204**	.152**	.138**	.171**	.205**
	2000	.231**	.170**	.197**	.169**	.202**
	2001	.192**	.120**	.142**	.147**	.197**
Post-materialism	1999	.217**	.149**	.123**	.159**	.193**
	2000	.207**	.151**	.199**	.179**	.145**
	2001	.167**	.113**	.140**	.168**	.165**

**Significant at 1%

*Significant at 5%

Table 5.2.3.3. Correlation coefficient between consciousness on employment, distribution and life and "sense of fulfillment in life" (women)

		Overall life	Work	Family life	Community activities	Leisure time
Lifetime employment	1999	.017	.043	-.022	.044	-.061*
	2000	.011	.040	.003	-.005	-.034
	2001	.074**	.080*	.055*	.061*	.020

Seniority wage system	1999	.028	.010	.054*	.115**	.020
	2000	.018	.034	.026	.030	-.023
	2001	.065*	.031	.073**	.104**	.075**
Increase in pay in return for reduction in corporate welfare	1999	-.060*	-.031	-.084**	-.075*	-.049
	2000	.001	-.012	.034	-.003	-.013
	2001	-.015	-.012	-.019	-.074*	-.038
Self-development	1999	.025	.028	.028	-.030	.040
	2000	-.019	.046	.013	.034	.008
	2001	.022	.042	-.005	.017	.018
A sense of unity with the organization	1999	.044	.138**	.081**	.049	.053
	2000	.022	.092**	-.010	.023	.014
	2001	.111*	.110**	.075**	.079**	.056*
Achievement	1999	.026	.029	.011	-.028	-.030
	2000	.009	.071*	.060*	-.030	.030
	2001	.021	.055	.003	-.007	-.022
Effort	1999	.040	.052	.058*	.089**	-.008
	2000	.034	.091**	.079**	.039	.003
	2001	.032	.020	.038	.043	.011
Need	1999	.028	.034	-.007	.047	.040
	2000	-.008	-.024	.004	-.030	-.026
	2001	-.017	.005	.003	.020	-.022
Equality	1999	-.022	-.034	-.021	.044	-.020
	2000	-.023	-.008	-.040	.049	-.058*
	2001	-.016	-.030	-.010	.054	-.024
Anxiety over competition for status	1999	-.105**	-.021	-.075**	-.078*	-.075**
	2000	-.095**	-.080*	-.114**	-.075*	-.090**
	2001	-.101**	-.123**	-.076**	-.079**	-.098**
Anxiety over loss of status	1999	-.118**	-.049	-.118**	-.060	-.087**
	2000	-.117**	-.092**	-.105**	-.062*	-.103**
	2001	-.112**	-.099**	-.078**	-.017	-.097**
Maintenance of the status quo	1999	.033	.072*	.051	.024	.013
	2000	.085**	.117**	.116**	.085**	.080**
	2001	.087**	.119**	.110**	.093**	.067*
De-emphasis on	1999	.073**	.081*	.020	.103**	.064*

other-directedness	2000	.125**	.154**	.103**	.054	.078**
	2001	.113**	.130**	.117**	.086**	.104**
De-emphasis on social status	1999	.105**	.102**	.107**	.009	.099**
	2000	.145**	.096**	.094**	.073*	.152**
	2001	.131**	.113**	.138**	.073*	.159**
Self-worth	1999	.219**	.186**	.161**	.152**	.176**
	2000	.200**	.175**	.193**	.108**	.208**
	2001	.212**	.202**	.216**	.228**	.219**
Post-materialism	1999	.172**	.160**	.145**	.119**	.220**
	2000	.179**	.170**	.146**	.103**	.154**
	2001	.225**	.201**	.205**	.164**	.191**

**Significant at 1%

*Significant at 5%

Section III: Anxiety in life

A social environment that enables individual people to live with a sense of safety is a prerequisite for a fruitful life. However, in reality, many causes for concern are creating a mental stress in life. Therefore, we examined what people were concerned about in terms of health, economy and personal relationships.

Question: How much are you concerned about the items (1) to (7) below in your everyday life?

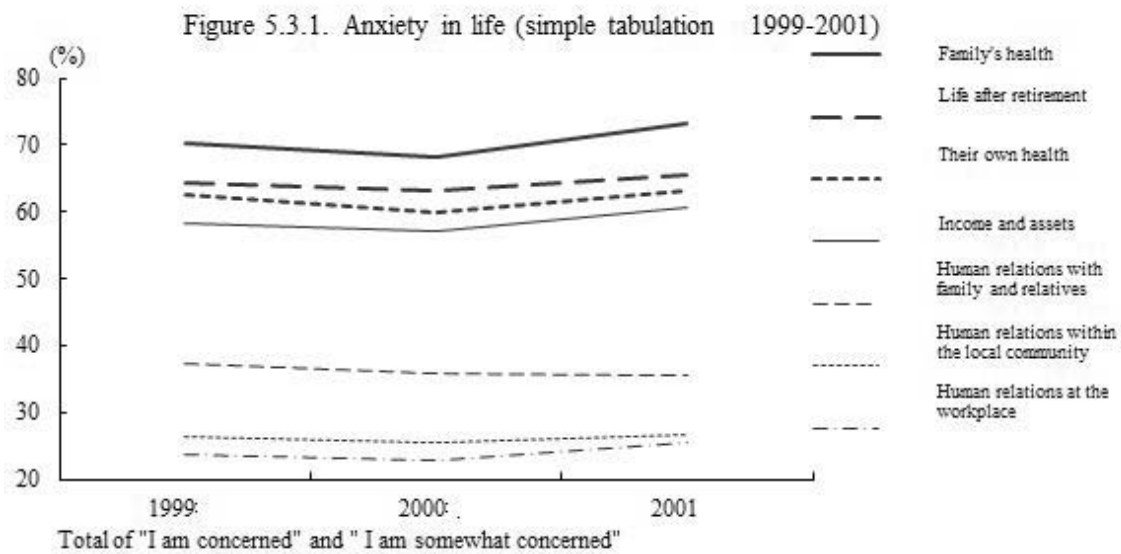
- (1) Your own health
- (2) Your family's health
- (3) Income and financial property
- (4) Life after retirement
- (5) Personal relationships with your family and relatives
- (6) Personal relationships at work
- (7) Personal relationships within the local community

Answers:

- 1 I am concerned
- 2 I am somewhat concerned
- 3 I am not very much concerned
- 4 I am not concerned
- 5 Don't know

General trend

Figure 5.3.1. shows the results of simple tabulation of data concerning "anxiety in life" in 1999 through 2001. The highest percentage of respondents, around 70%, were concerned about "family's health." The percentage of respondents who were concerned about "own health" was also high at around 60%, as was the percentage of respondents who had economic concerns such as anxiety about "life after retirement" and about "income and financial property." The percentage of respondents who were concerned about "personal relationships with family and relatives," "personal relationships within the local community" or "personal relationships at work" was relatively low.



Amid the prolonged economic stagnation, the decline in income and financial property has become a serious problem. Therefore, we will examine notable features of concern about "income and financial property" by looking at data concerning such concerns by sex and age (Figure 5.3.2.). In both of the male and female samples, the level of concern was higher among people in their 30s through 50s than among people in their 20s and people in their 60s or older. Presumably, people in age groups which need to spend most on housing and child care have stronger concern in this respect. Among men in particular, such concern increased during the three years of our surveys.

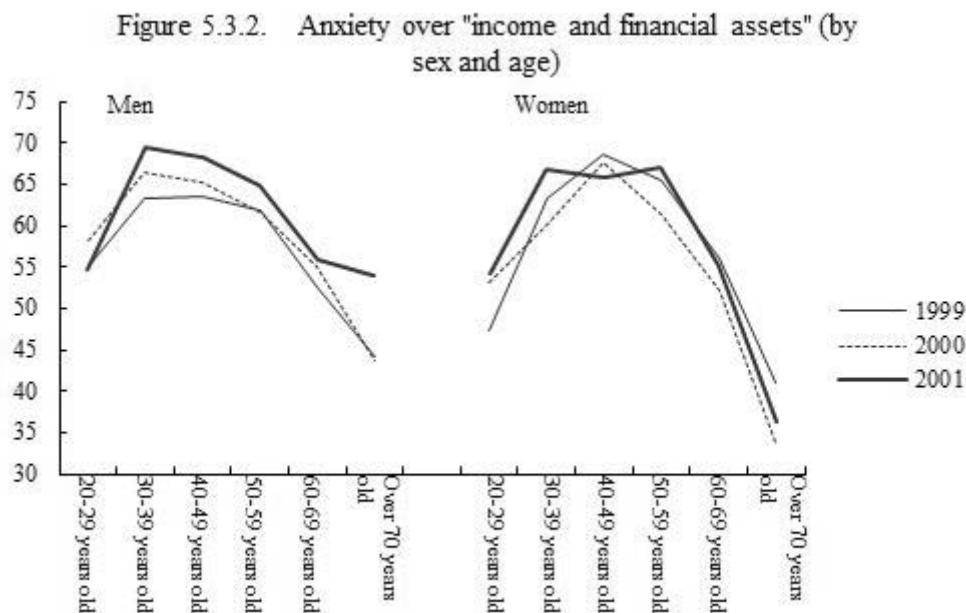


Table 5.3.1.1. Determinant factors for anxiety over health (multiple regression analysis; all subjects)

	Their own health			Family's health		
	1999	2000	2001	1999	2000	2001
Sex	-.019	-.026	.003	-.020	-.059**	.007
Age	.235***	.226***	.247***	.026	.000	.050*
Educational attainment	-.066***	-.007	-.031	-.053**	-.013	.008
Own income	.022	.001	-.016	.035	.008	-.051**
Households (vs. single person)						
Households with a full-time housewife	.017	.009	.028	.041	.057**	.076***
dual-income households	.062**	.026	.029	.093***	.069***	.040
Others	.045*	.019	-.018	.121***	.123***	.061**
R2	.087	.056	.064	.022	.014	.010
adj-R2	.084	.053	.062	.019	.011	.008
F value	32.602***	20.605***	23.871***	7.528***	4.780***	3.650***
N	2414	2442	2442	2378	2407	2421

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

Table 5.3.1.2. Determinant factors for anxiety over health (multiple regression analysis; people with jobs)

	Their own health			Family's health		
	1999	2000	2001	1999	2000	2001
Sex	-.055	-.012	-.025	-.080**	-.097***	-.019
Age	.207***	.151***	.147***	.077**	-.041	.039
Educational attainment	-.036	.002	.012	-.042	-.006	.040
Own income	.043	.011	-.020	.023	.012	-.097***
Number of times one changed jobs						
Years of service	-.038	.004	.091**	.011	.075**	.103***
Company size	-.011	.010	.007	-.015	-.007	-.005
Regular employees	.020	-.010	.056*	.019	-.040	.046
Job type (vs. skilled workers)						
Specialist jobs	.024	-.026	.021	-.009	-.024	.044
Management posts	-.010	.025	-.014	.019	.017	-.018
Clerical work	-.023	-.007	-.016	.000	-.023	.037
Sales	-.038	-.031	.035	-.007	-.052	.006
Service jobs	.033	.036	.044	.017	.020	.021
Others	.010	.003	.011	.005	-.031	-.006
Households (vs. single person)						

Households with a full-time housewife	.054	.039	.061*	.016	.079**	.064*
dual-income households	.073**	.060*	.067**	.009	.050	.007
Others	-.015	.012	-.009	-.018	.009	.024
R2	.059	.040	.049	.020	.023	.022
adj-R2	.048	.028	.038	.009	.011	.010
F value	5.302***	3.389***	4.429***	1.744**	1.951**	1.910**
N	1462	1413	1482	1448	1402	1474

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

Table 5.3.2.1. Determinant factors for economic anxiety (multiple regression analysis; all subjects)

	Income and assets			Life after retirement		
	1999	2000	2001	1999	2000	2001
Sex	.023	.068***	.068***	-.034	-.025	.002
Age	-.103***	-.110***	-.122***	.143***	.115***	.068**
Educational attainment	-.091***	-.044*	-.101***	-.040	.007	-.091***
Own income	-.059**	-.044*	-.086***	.019	-.001	-.018
Households (vs. single person)						
Households with a full-time housewife	.034	.027	.069***	.109***	.135***	.139***
dual-income households	.130***	.098***	.124***	.197***	.191***	.178***
Others	.018	-.022	.002	.010	.037	-.020
R2	.023	.023	.029	.050	.038	.041
adj-R2	.020	.021	.027	.048	.035	.038
F value	7.857***	8.265***	10.444***	18.074***	13.383***	14.613***
N	2397	2416	2427	2391	2401	2413

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

Table 5.3.2.2. Determinant factors for economic anxiety (multiple regression analysis; people with jobs)

	Income and assets			Life after retirement		
	1999	2000	2001	1999	2000	2001
Sex	-.035	.059	.024	-.084**	-.020	-.072**
Age	-.030	-.058	-.096**	.262***	.169***	.137***
Educational attainment	-.071**	-.007	.007	-.017	.033	-.036
Own income	-.062*	-.002	-.113***	-.031	.000	-.029
Number of times one changed jobs	.058**	.045	.096***	.046	-.001	.088***

Years of service	-.037	-.019	.081**	-.064*	-.010	.039
Company size	-.057*	-.042	-.050*	.017	.025	.028
Regular employees	.034	-.036	.036	.076**	.005	.076**
Job type (vs. skilled workers)						
Specialist jobs	-.033	-.036	-.035	.046	-.044	-.027
Management posts	-.007	-.011	-.057*	-.003	-.048	-.045
Clerical work	-.075**	-.027	-.064*	.011	-.036	-.025
Sales	.029	-.015	.034	-.001	-.011	.052*
Service jobs	.004	.056*	.005	.045	.019	.045
Others	-.013	-.022	.005	-.015	-.037	.022
Households (vs. single person)						
Households with a full-time housewife	.101***	.001	.092***	.117***	.071*	.135***
dual-income households	.115***	.059*	.098***	.154***	.145***	.133***
Others	.017	-.011	-.001	-.031	.006	-.068**
R2	.045	.023	.044	.088	.050	.074
adj-R2	.034	.011	.033	.077	.038	.063
F value	4.019***	1.888**	3.944***	8.139***	4.232***	6.789***
N	1457	1404	1479	1449	1396	1472

*** Significant at 1%

** Significant at 5%

* Significant at 10%

Determinant factors for “anxiety in life”

Table 5.3.1.1. shows the effects of the determinant factors for concern about health on a sample-wide basis. The age effect was strong with regard to concern about “own health,” with the level of concern higher among older people. In contrast, there was not any age effect with regard to concern about “family’s health,” while the level of concern was higher among households with a full-time housewife than among single persons. Table 5.3.1.2. shows the effects of the determinant factors for concern about health among people with jobs. Again, the level of concern about “own health” was higher among older people.

Table 5.3.2.1. shows the effects of the determinant factors for economic concerns on a sample-wide basis. The level of concern regarding “income and financial property” was higher among younger people, people with less education and people with lower income as well as among double-income households as compared with single persons. In 2000 and 2001, more men than women were concerned. The level of concern about “life after retirement” was higher among older people. In addition, it was higher among households with a full-time housewife and double-income households than among single persons, with the level of concern particularly high among double-income households. Regarding “emphasis on life” as well, double-income households tended to attach importance to income. These findings show that people in double-income households are likely to have chosen the double-income option for economic reasons. Table 5.3.2.2. shows the effects of the determinant factors for economic concerns among people with jobs. Again, the level of concern about “income and financial property” was higher among double-income households than among single persons. In 1999 and 2001, the level of concern about “income and financial property” was also higher among

households with a full-time housewife than among single persons, although such households were not concerned as much as double-income households. Moreover, in 1999 and 2001, the level of concern about “income and financial property” was also higher among people who more frequently changed jobs. The level of concern about “life after retirement” was higher among older people, as might be expected. In addition, it was higher among households with a full-time housewife and double-income households than among single persons.

Table 5.3.3.1. shows the effects of the determinant factors for concern about personal relationships. The household type effect was strong with regard to concern about “personal relationships with family and relatives” and “personal relationships within the local community,” with the level of such concern higher among double-income households than among single persons throughout the three years. In 2000 and 2001, the level of concern about “personal relationships within the local community” was higher among households with a full-time housewife. The level of concern about “personal relationships at work” was higher among younger people and people with higher income.” Table 5.3.3.2 shows the effects of the determinant factors for concern about personal relationships among people with jobs. Again, the level of concern about “personal relationships with family and relatives” and “personal relationships within

Table 5.3.3.1. Determinant factors for "anxiety over personal relationship" (multiple regression analysis; all subjects)

	Human relations with family and relatives			Human relations within the local community			Human relations at the workplace		
	1999	2000	2001	1999	2000	2001	1999	2000	2001
Sex	-.028	-.010	.088***	.041	.032	.031	-.025	-.004	.061**
Age	-.033	-.054*	-.034	-.006	-.030	-.033	-.085***	-.136**	-.143**
Educational attainment	-.044*	-.012	-.045*	-.003	.007	-.038	-.020	-.040	.019
Own income	.047*	.022	.003	.028	.009	.024	.092**	.150**	.102**
Households (vs. single person)									
Households with a full-time housewife	.056	.041	.074***	.034	.071***	.093***	-.020	-.118**	-.049
dual-income households	.105**	.091**	.082***	.130***	.096***	.112***	-.009	.002	.000
Others	.047*	.016	.011	.014	.039	.039	-.044	-.123**	-.103**
R2	.010	.009	.014	.018	.009	.012	.014	.070	.065
adj-R2	.007	.007	.011	.015	.006	.009	.009	.066	.061
F value	3.287*	3.262*	4.999***	5.994*	3.005*	4.064***	2.93	18.88	17.80

	**	**		**	**		0***	2***	4***
N	2398	2413	2418	2325	2388	2367	1473	1769	1813

*** Significant at 1%

** Significant at 5%

* Significant at 10%

Table 5.3.3.2. Determinant factors for "anxiety over personal relationship" (multiple regression analysis; people with jobs)

	Human relations with family and relatives			Human relations within the local community			Human relations at the workplace		
	1999	2000	2001	1999	2000	2001	1999	2000	2001
Sex	-.075*	.003	.072**	-.008	.071**	.005	-.056	-.047	-.011
Age	.024	-.070*	-.013	.099***	-.007	.030	-.006	-.022	-.045
Educational attainment	-.004	.019	-.027	-.014	.039	-.038	-.037	-.029	.018
Own income	.028	.043	-.018	.001	.048	.019	.058	.104**	.026
Number of times one changed jobs	.040	.037	.055*	-.012	.019	-.006	.015	.036	.050*
Years of service	.012	.023	.051	-.035	.010	-.049	-.058	-.084*	-.053
Company size	-.040	-.019	.017	-.014	-.080**	.007	.011	-.046	.000
Regular employees	.074**	-.043	-.005	.084**	.008	.033	.188*	.171**	.148**
Job type (vs. skilled workers)									
Specialist jobs	.041	-.054	.014	.033	-.043	.018	.021	-.007	-.011
Management posts	.000	-.016	-.060*	.024	-.031	-.020	.026	.023	.015
Clerical work	.046	.018	.013	-.001	.028	-.023	-.003	.002	.000
Sales	.001	-.047	.010	-.023	-.069**	.003	-.036	-.051	.015
Service jobs	.071**	.019	.046	.015	.014	.038	.015	.013	-.004
Others	.020	-.026	.024	.010	-.038	.038	.009	-.028	.031
Households (vs. single person)									
Households with a full-time housewife	.090**	.039	.105***	.005	.003	.115***	-.036	-.068*	.031
dual-income households	.111**	.091**	.074**	.091***	.070**	.130***	.010	-.013	-.016

	*								
Others	-.002	.013	.000	-.041	.007	-.012	-.048	-.001	-.035
R2	.023	.016	.025	.022	.021	.022	.046	.051	.045
adj-R2	.011	.004	.013	.010	.009	.011	.034	.039	.034
F value	1.979*	1.348	2.167***	1.835*	1.766*	1.925**	3.97	4.255*	3.965*
	**			*	*		4***	**	**
N	1454	1405	1477	1438	1403	1462	1416	1351	1447

*** Significant at 1%

** Significant at 5%

* Significant at 10%

the local community” was higher among double-income households than among single persons. Regarding concern about “personal relationships at work,” the age and income factors did not have significant effects, while the level of such concern was higher among regular employees. It appears that whether people are concerned about personal relationships at work depends largely on whether they are salaried workers or not, rather than on their age or income level.

Correlation between “anxiety in life” and consciousness on employment, distribution and life

Table 5.3.4.1. shows the coefficients of correlation between “anxiety in life” and consciousness on employment, distribution and life. Table 5.3.4.2. and Table 5.3.4.3. shows those coefficients among men and among women, respectively.

Table 5.3.4.1. Correlation coefficient between consciousness on employment, distribution and life and anxiety in life (all subjects)

		Their own health	Family's health	Income and assets	Life after retirement	Human relations with family and relatives	Human relations within the local community	Human relations at the workplace
Lifetime employment	1999	.027	-.001	.010	.030	-.010	-.011	-.024
	2000	.033	.032	-.008	.020	.000	.025	.000
	2001	.086**	.052**	-.040*	.020	.030	.000	-.028
Seniority wage system	1999	.057**	.006	-.005	.019	.000	-.002	.010
	2000	.074**	.016	-.022	.030	.008	.046*	.031
	2001	.068**	.057**	.011	.047*	.016	-.008	-.002
Increase in pay in return for reduction in corporate welfare	1999	-.042*	-.034	.038	-.014	.019	-.008	-.017
	2000	-.006	-.002	.021	-.021	.029	.038	.061**
	2001	-.018	-.015	.018	.017	.006	-.049*	.025

Self-development	1999	-.041*	-.020	-.040*	-.019	-.018	-.013	-.033
	2000	-.040*	-.068**	-.006	.005	-.041*	-.020	-.031
	2001	.016	-.010	-.023	-.004	.021	-.008	-.004
A sense of unity with the organization	1999	.036	.028	.027	.020	.043*	.020	.035
	2000	.043*	.035	.031	.002	.017	.002	.003
	2001	-.010	.007	-.022	-.004	.024	-.005	-.006
Achievement	1999	-.051**	-.069**	-.049*	-.049*	-.041*	-.073**	-.025
	2000	.017	-.005	.020	.026	.018	-.014	-.023
	2001	-.024	-.056**	.018	.004	.008	-.042*	-.022
Effort	1999	.016	-.011	.003	.033	.017	.031	-.020
	2000	.027	.020	.009	.012	-.003	-.037	-.025
	2001	.035	.014	-.015	.024	.024	.017	.005
Need	1999	.012	-.012	-.045*	.008	.005	-.018	-.022
	2000	.063**	.045*	.027	.012	.039*	.054**	.053*
	2001	-.005	.010	.040*	.023	.038*	.013	.014
Equality	1999	.030	.023	.046*	.014	.005	.024	-.006
	2000	.028	.028	-.014	.015	.036	.037	.019
	2001	.035	.032	.049*	.042*	.015	.012	.007
Anxiety over competition for status	1999	.072**	.124**	.211**	.135**	.144**	.193**	.187**
	2000	.109**	.144**	.209**	.156**	.171**	.185**	.171**
	2001	.088**	.112**	.201**	.181**	.192**	.195**	.245**
Anxiety over loss of status	1999	.101**	.141**	.212**	.149**	.145**	.196**	.191**
	2000	.117**	.122**	.175**	.157**	.180**	.179**	.137**
	2001	.094**	.121**	.200**	.171**	.199**	.203**	.224**
Maintenance of the status quo	1999	.077**	.047*	.021	.061**	.013	.010	.003
	2000	.083**	.055**	.010	.027	.012	.028	-.020
	2001	.074**	.026	-.006	.074**	.013	.014	-.057*
De-emphasis on other-directedness	1999	-.002	-.060**	-.085**	-.050*	-.118**	-.071**	-.137**
	2000	-.061**	-.068**	-.024	-.014	-.073**	-.064**	-.094**
	2001	-.033	-.057**	-.076**	-.053**	-.085**	-.077**	-.094**
De-emphasis on social status	1999	.028	.047*	-.053**	-.003	-.030	-.010	-.022
	2000	-.008	.024	-.042*	-.042*	-.016	.002	-.017
	2001	-.009	.000	-.073**	-.034	-.032	-.014	-.020

Self-worth	1999	-.083**	-.018	-.079**	-.065**	-.011	-.011	-.025
	2000	-.049*	-.011	-.014	-.054**	.013	.029	.055*
	2001	-.070**	-.017	-.059**	-.067	-.025	-.016	-.026
Post-materialism	1999	.077**	.079**	-.083**	.039*	-.003	.024	-.011
	2000	.041*	.052**	-.064**	-.008	.005	.019	-.011
	2001	.038*	.033	-.107**	-.030	-.014	.004	-.009

**Significant at 1%

*Significant at 5%

All types of concern were positively correlated with “anxiety over completion for status” and “competition over loss of status,” indicating that anxiety over status underlies concerns about life in general. “Own health” was positively correlated with the “seniority wage system” and maintenance of the status quo.” It also had a positive correlation with “lifetime employment” among women. In this respect, people who were concerned about “own health” had common features with the “first stratum” of work consciousness. Generally, there was little overlap between anxiety in life in general and the “second stratum.”

Table 5.3.4.2. Correlation coefficient between consciousness on employment, distribution and life and anxiety in life (men)

		Their own health	Family's health	Income and assets	Life after retirement	Human relations with family and relatives	Human relations within the local community	Human relations at the workplace
Lifetime employment	1999	.016	-.003	.003	.063*	.014	.037	.026
	2000	-.015	.010	-.042	-.009	-.002	.014	.021
	2001	.104**	.086**	-.032	.048	.056*	.040	.005
Seniority wage system	1999	.061	.039	.010	.066*	.011	.025	.070*
	2000	.040	-.008	.014	.046	.002	.058*	.054
	2001	.082**	.092**	.023	.081**	.027	.009	.023
Increase in pay in return for reduction in corporate welfare	1999	-.044	-.040	.002	-.031	.007	.004	-.060
	2000	.013	-.011	.033	.017	.023	.025	.073*
	2001	-.021	-.011	.021	-.061*	.019	-.038	.002
Self-development	1999	-.090**	-.051	-.060*	-.054	-.013	.008	-.047
	2000	-.055	-.067*	-.016	-.041	-.029	-.032	.014
	2001	.005	-.039	-.005	-.034	.036	.006	-.032
A sense of unity with the organization	1999	.005	.027	.047	.074*	.063*	.059*	.034
	2000	.008	.020	.032	.018	.014	-.010	.007
	2001	-.007	-.002	-.033	-.002	.017	.004	-.003

Achievement	1999	-.087**	-.109**	-.041	-.045	-.028	-.103**	-.078*
	2000	.021	-.004	-.007	-.001	.009	-.031	-.007
	2001	-.047	-.071*	.034	-.006	-.001	-.050	-.030
Effort	1999	.017	.037	.012	.072*	.055	.090**	-.008
	2000	.046	.050	-.004	.021	.037	.012	.041
	2001	.044	.015	.025	.028	.035	.054	.014
Need	1999	.013	-.005	-.050	.001	.037	.033	.014
	2000	.067*	.060*	.062*	.025	.063*	.079**	.028
	2001	-.015	.013	.056	.026	.043	.014	.007
Equality	1999	.025	.051	.028	.018	.041	.051	.002
	2000	-.034	.011	-.017	.008	.047	.056	.012
	2001	.037	.037	.054	.040	.013	.039	-.003
Anxiety over competition for status	1999	.077**	.136**	.223**	.128**	.097**	.156**	.171**
	2000	.132**	.156**	.224**	.127**	.162**	.187**	.192**
	2001	.068*	.069*	.171**	.172**	.164**	.176**	.232**
Anxiety over loss of status	1999	.108**	.124**	.202**	.136**	.140**	.169**	.175**
	2000	.115**	.130**	.181**	.138**	.170**	.186**	.143**
	2001	.079**	.109**	.197**	.171**	.212**	.202**	.227**
Maintenance of the status quo	1999	.042	.038	-.004	.069*	.023	.048	.014
	2000	.074**	.056	.042	.033	.029	.053	-.004
	2001	.095**	.044	.028	.108**	.004	.019	-.061*
De-emphasis on other-directedness	1999	-.010	-.065*	-.122**	-.067*	-.176**	-.108**	-.174**
	2000	-.038	-.046	-.012	-.010	-.064*	-.038	-.076*
	2001	-.039	-.051	-.055	-.071*	-.069*	-.077**	-.119**
De-emphasis on social status	1999	.025	.036	-.068*	-.006	-.032	-.003	-.009
	2000	.011	.040	-.003	-.019	.020	.039	.011
	2001	-.011	.020	-.031	-.034	-.009	-.011	-.025
Self-worth	1999	-.078**	-.032	-.079**	-.041	-.003	.014	-.017
	2000	-.035	-.003	.011	-.038	.034	.087**	.049
	2001	-.054	-.020	-.048	-.029	-.024	-.035	-.030
Post-materialism	1999	.074**	.097**	-.115**	.053	-.004	.032	-.005
	2000	.026	.056	-.059*	.011	.014	.044	-.016
	2001	.035	.051	-.064*	.001	.018	.031	-.002

**Significant at 1%

*Significant at 5%

Table 5.3.4.3. Correlation coefficient between consciousness on employment, distribution and life and anxiety in life (women)

		Their own health	Family's health	Income and assets	Life after retirement	Human relations with family and relatives	Human relations within the local community	Human relations at the workplace
Lifetime employment	1999	.038	.001	.016	-.004	-.035	-.092*	-.052
	2000	.077**	.048	.026	.045	.000	-.017	.041
	2001	.069*	.016	-.048	-.011	.011	-.063	-.039
Seniority wage system	1999	.054*	-.023	-.021	-.029	-.011	-.065	-.019
	2000	.103**	.031	-.050	.012	.013	.016	.042
	2001	.055*	.021	.002	.012	.017	-.016	-.018
Increase in pay in return for reduction in corporate welfare	1999	-.041	-.029	.072*	.000	.029	.044	-.016
	2000	-.023	.006	.011	-.054*	.035	.050	.050
	2001	-.015	-.021	.014	.092**	-.005	.056	-.058*
Self-development	1999	.004	.009	-.021	.015	-.021	-.015	-.037
	2000	-.029	-.061*	-.003	.049	-.050	-.087**	-.016
	2001	.025	.022	-.039	.027	-.004	.009	-.026
A sense of unity with the organization	1999	.063*	.028	.013	-.025	.030	.033	-.028
	2000	.069*	.054	.026	-.006	.021	-.010	.005
	2001	-.013	.022	-.015	.001	.014	-.036	-.021
Achievement	1999	-.019	-.034	-.054*	-.051	-.050	.035	-.055*
	2000	.014	.003	.038	.052*	.026	-.048	-.008
	2001	-.006	-.041	.003	.017	.000	-.034	-.045
Effort	1999	.015	-.057*	-.006	-.006	-.021	-.037	-.029
	2000	.009	-.013	.023	.003	-.041	-.100**	-.084**
	2001	.027	.013	-.052*	.021	.014	-.005	-.017
Need	1999	.010	-.018	-.041	.014	-.025	-.072	-.067*
	2000	.059*	.030	-.003	.001	.018	.081*	.032
	2001	.005	.006	.026	.019	.037	.023	.013
Equality	1999	.035	-.001	.059*	.008	-.027	-.013	.005
	2000	.082**	.040	-.011	.019	.027	.031	.024
	2001	.033	.025	.046	.041	.028	.031	-.006

Anxiety over competition for status	1999	.069**	.114**	.202**	.144**	.188**	.208**	.222**
	2000	.089**	.139**	.194**	.185**	.180**	.144**	.180**
	2001	.106**	.153**	.228**	.189**	.215**	.252**	.210**
Anxiety over loss of status	1999	.096**	.158**	.227**	.166**	.152**	.213**	.216**
	2000	.120**	.122**	.167**	.180**	.190**	.124**	.169**
	2001	.107**	.135**	.202**	.174**	.182**	.210**	.201**
Maintenance of the status quo	1999	.110**	.056*	.044	.051	.001	-.007	-.017
	2000	.091**	.049	-.015	.017	-.003	-.028	.010
	2001	.056*	.005	-.035	.040	.038	-.032	.019
De-emphasis on other-directedness	1999	.005	-.056*	-.051	-.035	-.066*	-.089*	-.037
	2000	-.080**	-.086**	-.034	-.017	-.080**	-.116**	-.089**
	2001	-.026	-.063*	-.094**	-.037	-.098**	-.065*	-.075**
De-emphasis on social status	1999	.030	.058*	-.039	-.001	-.030	-.037	-.012
	2000	-.027	.003	-.076**	-.067*	-.050	-.041	-.030
	2001	-.006	-.022	-.113**	-.036	-.047	-.001	-.013
Self-worth	1999	-.088**	-.005	-.078**	-.085**	-.018	-.038	-.042
	2000	-.061*	-.013	-.038	-.066*	-.005	.054	-.028
	2001	-.086**	-.012	-.071**	-.098**	-.038	-.035	-.004
Post-materialism	1999	.081**	.063*	-.054*	.025	-.003	-.016	.020
	2000	.054*	.043	-.065*	-.028	-.003	.003	.002
	2001	.040	.013	-.149**	-.063*	-.040	-.012	-.019

**Significant at 1%

*Significant at 5%

Section IV: New perception on work

In the modern industrial society, “work” has meant paid work.

In contrast, domestic work, such as housekeeping and child care, and community activities, including volunteer activities, are done without pay, so such work has not been regarded as “work” in the same sense as paid work. However, as was indicated in the section concerning “emphasis on life,” people today do not necessarily attach importance to engaging in occupations that are highly recognized socially and acquiring economic wealth. If so, we may presume that the importance of income as an objective of work has declined and activities conducted without pay has come to be regarded as “work.” Therefore, we conducted surveys as to whether various activities conducted without pay are viewed as “work.”

Question: Do you see the activities (1) to (6) as “work”?

- (1) Taking care of elderly parents
- (2) Child care
- (3) Housekeeping

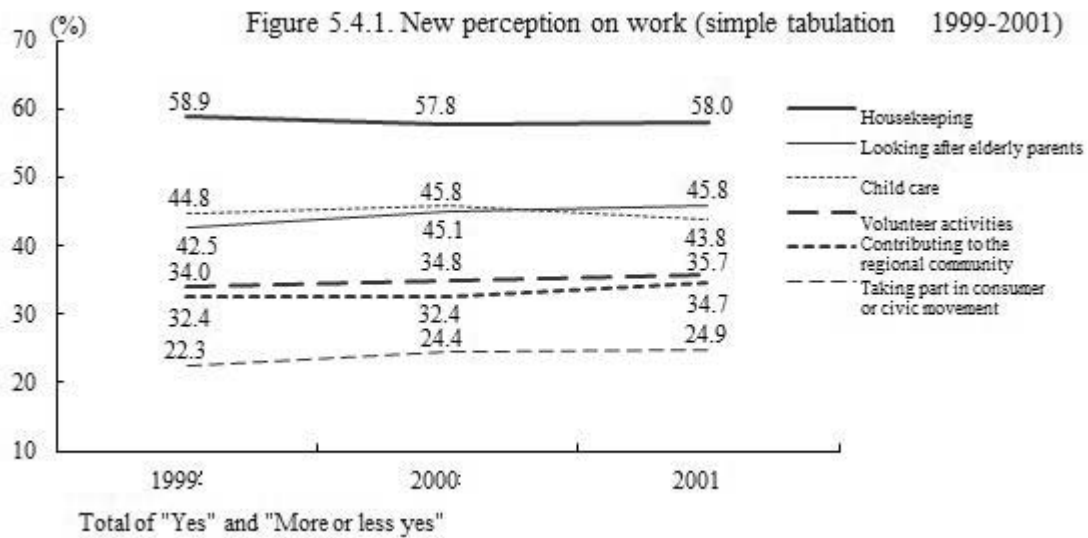
- (4) Volunteer activities (including NPO and NGO)
- (5) Consumer and civic activities
- (6) Community service

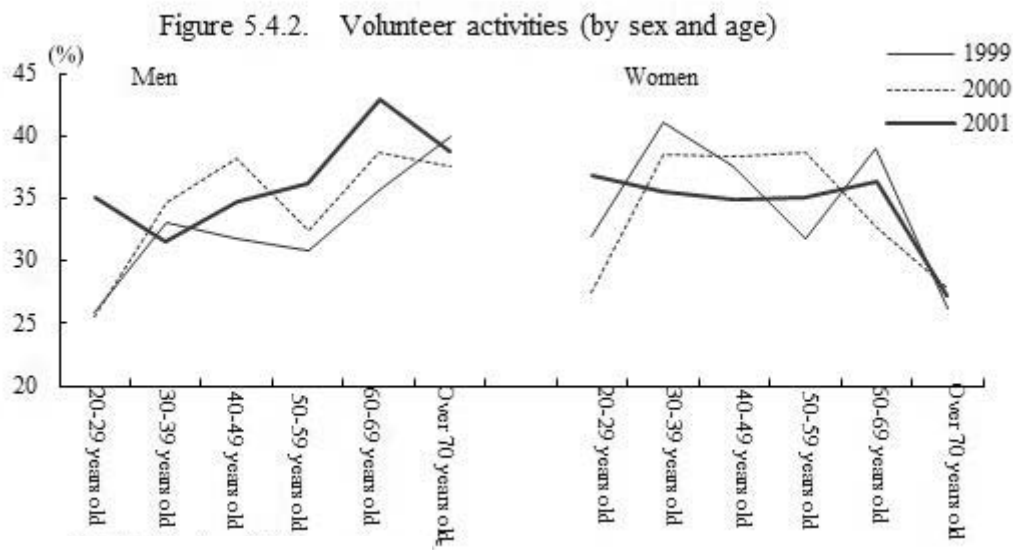
Answers:

- 1 Yes
- 2 More or less yes
- 3 More or less no
- 4 Neither yes nor no
- 5 Don't know

General trend

Figure 5.4.1. shows the results of simple tabulation of data concerning “new perception on work” in 1999 through 2001. The highest percentage of respondents, 60%, regarded “housekeeping” as work. In addition, about 45% saw “care of elderly parents” and “child care” as work, indicating that the tendency to regard household activities as “work” was strong. As “work” is an obligatory activity conducted to maintain social life, it often involves a sense of obligation and burden. It has been argued over and over again that in this respect, household work (including child care and care of elderly parents) may be viewed as work similar to paid work. The strong awareness about “housekeeping,” “care of elderly parents,” and “child care” as work indicates that the tendency to regard household work as work is spreading throughout our society.





On the other hand, about 30% saw “volunteer activities” and “community service” as work and about 20% viewed “consumer or civic movement” as such, meaning that the perception of community activities as work was not high. However the percentage of people who regarded “volunteer activities,” “community service” or “consumer or civic movement” as work increased year by year. The growing awareness about community activities in recent years is presumably increasing the perception of such activities as work.

Let us examine the trends, by sex and age, of “volunteer activities,” which have been energized particularly strongly among community activities. As shown in Figure 5.4.2., men tended to regard volunteer activities as “work” as they grew older. In particular, the tendency to regard volunteer activities as work increased year by year among men in their 50s and 60s. However, among women, there was not any consistent difference by age except that the tendency was conspicuously low among women in their 70s or older. The tendency increased in women in their 20s in 2001, but it decreased among women in other age groups throughout the three years. Therefore, we may say that the increased perception of volunteer activities as “work” owes much to the strength of such perception among middle-aged and elderly men and among younger women.

Determinant factors for “new perception on work”

Table 5.4.1. shows the effects of the determinant factors for “new perception on work” on a sample-wide basis. With regard to all activities, the household type effect was significant. The tendency to regard “care of elderly parents” as work was stronger among dual-income households than among single persons. The tendency to regard “child care” as work was stronger among households with a full-time housewife and double-income households than among single persons, meaning that married people were more likely to view child care as work. Meanwhile, more women than men viewed “housekeeping” as work. These findings suggest that married people are likely to feel a stronger sense of obligation regarding child care and housekeeping than single persons, that women tend to feel a greater burden regarding housekeeping than men and that dual-income households are likely to feel a greater burden concerning care of elderly parents.

In 2000 and 2001, the tendency to regard “volunteer activities,” “consumer or civic

movement” and “community service” as work was stronger among households with a full-time housewife than among single persons. As was mentioned earlier, “work” is an obligatory activity essential to social life in a sense, and it also provides an opportunity for social participation.

Table 5.4.1. Determinant factors for "new perception on work" (multiple regression analysis; all subjects)

	Looking after elderly parents			Child care		
	1999	2000	2001	1999	2000	2001
Sex	-.028	-.018	-.027	-.017	-.009	-.018
Age	.035	.059**	.041	-.043	-.023	-.018
Educational attainment	-.033	.021	-.048*	-.031	-.005	-.024
Own income	.000	-.016	-.013	.011	.003	-.017
Households (vs. single person)						
Households with a full-time housewife	.042	.042	.110***	.118***	.091***	.149***
dual-income households	.076***	.136***	.101***	.111***	.138***	.116***
Others	.014	.010	.071**	.054**	.050*	.112***
R2	.007	.016	.017	.011	.013	.016
adj-R2	.005	.013	.014	.008	.010	.013
F value	2.523**	5.608***	5.856***	3.806***	4.428***	5.500***
N	2356	2400	2380	2359	2382	2374

	Housekeeping			Volunteer activities		
	1999	2000	2001	1999	2000	2001
Sex	-.151***	-.130***	-.161***	-.034	-.039	-.016
Age	.016	-.004	.042	.057**	.026	.015
Educational attainment	.026	.011	-.028	.040	.031	.033
Own income	-.051**	.025	-.036	-.011	.073***	.003
Households (vs. single person)						
Households with a full-time housewife	.106***	.107***	.127***	.016	.095***	.059**
dual-income households	.107***	.151***	.079***	.027	.079***	-.009
Others	.069***	.090***	.063**	.032	.091***	.046
R2	.040	.029	.046	.005	.015	.006
adj-R2	.037	.026	.043	.002	.012	.003
F value	14.184***	10.334***	16.247***	1.641	4.956***	1.966*
N	2382	2406	2387	2310	2357	2338

	Taking part in consumer or civic movement			Contributing to the regional community		
	1999	2000	2001	1999	2000	2001
Sex	-.026	-.022	-.037	.015	.017	.013
Age	.041	.032	.042	.051*	.020	.029
Educational attainment	.044*	.026	.043*	.063**	.029	.039
Own income	.008	.034	-.011	.019	.045*	.016
Households (vs. single person)						
Households with a full-time housewife	-.004	.089***	.062**	.019	.093***	.089***
dual-income households	.031	.073***	-.003	.057**	.092***	.018
Others	.038	.081***	.024	.044	.099***	.039
R2	.004	.010	.007	.008	.015	.009
adj-R2	.001	.007	.004	.005	.012	.006
F value	1.371	3.312***	2.359**	2.648***	4.907***	3.000***
N	2257	2315	2280	2285	2330	2316

*** Significant at 1%

** Significant at 5%

* Significant at 10%

In this sense, community activities are important for people in households with a full-time housewife, particularly the wives, to play a social role outside the family.

Table 5.4.2. shows the effects of the determinant factors for “new perception on work” among people with jobs. Again, the household type effect was strong, and in 2000 and 2001, the tendency to regard “care of elderly parents” as work was stronger among dual-income households than among single persons. Dual-income households also had a stronger tendency to view “child care” and “housekeeping” as work. In 2001, households with a full-time housewife tended to regard “care of elderly parents,” “child care” and “housekeeping” as work. Again, the sex effect was strong with regard to the perception of “housekeeping” as work, with more women than men having such perception. By employment-related attributes, in 2000 and 2001, the tendency to regard “care of elderly parents” and “child care” as work was stronger among regular employees. Regular employees, who face difficulty in balancing child care and care of elderly parents with paid work, have a strong tendency to view these care activities as “work.” This indicates the increasing importance of the improvement of the child care and nursing care leave systems for regular employees’ working life.

Table 5.4.2. Determinant factors for "new perception on work" (multiple regression analysis; people with jobs)

	Looking after elderly parents			Child care			Housekeeping		
	1999	2000	2001	1999	2000	2001	1999	2000	2001
Sex	-.049	-.058	-.033	-.021	-.026	-.044	-.145***	-.177***	-.198***

Age	.055	.101** *	.031	-.004	.010	-.027	.059	.091**	-.004
Educational attainment	-.019	.018	-.048	-.007	-.015	-.031	.055*	-.001	-.009
Own income	-.008	-.017	-.029	-.002	.002	-.002	-.043	.066*	-.014
Number of times one changed jobs	-.026	-.006	-.038	-.020	.003	-.017	.015	.003	.012
Years of service	.032	.037**	.028	.005	.006	.012	.010	-.039	.051
Company size	.003	-.036	-.053*	-.002	-.018	-.010	-.011	-.018	-.010
Regular employees	-.016	.103** *	.069**	.049	.071* *	.059*	.035	.069**	.034
Job type (vs. skilled workers)									
Specialist jobs	-.011	-.027	-.031	.033	-.027	-.058*	-.002	-.074**	-.040
Management posts	-.053	-.001	-.028	-.042	-.009	-.055*	-.027	-.012	-.101***
Clerical work	-.059 *	-.060*	-.048	-.025	-.016	-.032	-.011	-.052	-.061*
Sales	-.068 **	-.040	-.012	-.045	-.003	-.028	-.035	.002	-.045
Service jobs	-.071 **	-.020	.001	-.063 *	-.033	-.015	-.030	-.032	-.034
Others	-.001	-.011	-.019	-.013	-.029	-.009	.002	-.012	-.028
Households (vs. single person)									
Households with a full-time housewife	-.012	-.042	.106** *	.083*	.048	.176** *	.039	.032	.153***
dual-income households	.023	.083**	.098** *	.118* **	.112* **	.153** *	.088**	.120***	.102***
Others	-.061 **	.014	.035	-.009	.020	.021	-.024	.010	.016
R2	.022	.035	.026	.020	.014	.027	.034	.047	.050
adj-R2	.010	.023	.015	.009	.001	.015	.023	.035	.038
F value	1.86 1**	2.934 ***	2.271 ***	1.74 0**	1.11 2	2.336 ***	2.976** *	3.971** *	4.419** *
N	1431	1396	1455	1434	1385	1454	1447	1401	1460
	Volunteer activities			Taking part in consumer or civic movement			Contributing to the regional community		
	1999	2000	2001	1999	2000	2001	1999	2000	2001

Sex	-.046	-.033	-.018	-.039	.027	-.052	.000	.064*	.012
Age	.088*	.073*	.022	.068*	.073*	.057	.065*	.076*	.038
Educational attainment	.038	-.005	.015	.048	.002	.051	.079**	-.006	.015
Own income	.001	.091**	.029	.000	.081*	.009	.016	.054	.050
Number of times one changed jobs	-.038	-.049	.005	.001	-.070**	.021	-.032	-.045	-.023
Years of service	-.013	-.028	-.065*	.015	-.097**	-.020	.032	-.026	-.046
Company size	.034	-.007	-.067*	.039	-.037	-.040	.026	.003	-.060**
Regular employees	-.031	-.016	.017	-.031	-.014	.000	-.001	-.006	.004
Job type (vs. skilled workers)									
Specialist jobs	.059*	.071**	-.048	.080*	.038	-.029	.039	.064*	-.031
Management posts	-.052	.026	.010	-.021	.016	-.025	-.054	.063*	.010
Clerical work	.009	.057	.008	.022	.039	.008	.010	.057	-.009
Sales	-.005	.019	-.011	-.017	-.016	-.027	-.034	-.016	-.025
Service jobs	-.002	-.035	-.044	.027	-.013	-.013	.002	.004	-.035
Others	.028	-.021	-.026	.013	-.022	.001	.032	-.015	-.041
Households (vs. single person)									
Households with a full-time housewife	-.027	-.001	.041	-.056	-.011	.043	-.023	-.017	.059
dual-income households	-.009	.055	-.034	-.011	.059	-.039	.039	.069*	-.001
Others	-.042	.026	.011	-.030	.072*	-.007	-.014	.032	-.017
R2	.017	.029	.014	.018	.023	.011	.021	.031	.015
adj-R2	.005	.016	.002	.006	.011	-.001	.009	.019	.003
F value	1.44	2.359***	1.168	1.48	1.85	0.944	1.767**	2.569**	1.232
N	1421	1380	1440	1392	1362	1414	1403	1372	1433

*** Significant at 1%

** Significant at 5%

*

Significant at 10%

Compared with those household activities, social activities such as “volunteer activities,” “consumer or civic movement” and “community service” were not determined

by workers' attributes. This suggests that people with jobs do not yet have a firm idea as to whether community activities, which have been energized in recent years, as "work."

Correlation with consciousness on employment, distribution and life

Table 5.4.3.1. shows the coefficients of correlation between "new perception on life" and consciousness on employment, distribution and life. Table 5.4.3.2. and Table 5.4.3.3. shows those coefficients among men and women, respectively.

Table 5.4.3.1. Correlation coefficient between consciousness on employment, distribution and life and "new perception on work" (all subjects)

		Looking after elderly parents	Child care	Housekeeping	Volunteer activities	Taking part in consumer or civic movement	Contributing to the regional community
Lifetime employment	1999	.044*	.027	.002	.000	.004	.016
	2000	.032	.036	.044*	.046*	.045*	.053**
	2001	.027	.023	.028	.026	.003	-.011
Seniority wage system	1999	.028	.011	-.009	.001	.027	.035
	2000	-.002	-.010	-.005	.005	.033	.018
	2001	.075**	.048	.059**	.055**	.036	.009
Increase in pay in return for reduction in corporate welfare	1999	.012	-.008	-.028	-.003	.021	-.004
	2000	.018	.035	.036	-.006	-.015	-.025
	2001	.052*	.052**	.053**	-.016	-.003	-.011
Self-development	1999	-.009	.009	-.006	.005	.001	.019
	2000	.016	.029	.026	.011	.034	.047*
	2001	.005	-.006	.011	.035	.048*	.040
A sense of unity with the organization	1999	-.024	.016	-.016	.009	-.006	.027
	2000	-.027	-.002	-.018	.009	.005	.045*
	2001	.006	.009	-.032	.009	-.012	.028
Achievement	1999	-.003	.015	.000	.000	-.024	.001
	2000	-.022	-.030	-.027	-.049*	-.039*	-.039*
	2001	-.021	-.006	-.015	.020	.017	-.002
Effort	1999	.016	.016	.033	.028	.007	.030
	2000	.047*	.039*	.047*	.035	.040*	.028
	2001	.039*	.014	.015	.041*	.050*	.030
Need	1999	.027	.046*	.008	.056**	.076**	.035
	2000	.026	.036	.031	.050*	.030	.059**

	2001	.032	.028	.034	.003	.020	.026
Equality	1999	.002	.008	-.014	.034	.047*	.036
	2000	.070**	.080**	.079**	.068**	.066**	.068**
	2001	.081**	.043*	.047*	.046*	.036	.044*
Anxiety over competition for status	1999	.098**	.103**	.044*	.038	.060**	.060**
	2000	.071**	.063**	.033	.070**	.043*	.077**
	2001	.081**	.074**	.075**	.078**	.078**	.063**
Anxiety over loss of status	1999	.058**	.073**	.027	.043*	.065**	.058**
	2000	.056**	.039*	.029	.060**	.026	.048*
	2001	.072**	.075**	.071**	.070**	.069**	.072**
Maintenance of the status quo	1999	.053**	.036	.048*	.019	-.003	.021
	2000	.062**	.046*	.030	.036	.035	.057**
	2001	.050*	.018	.054**	.027	.051*	.044*
De-emphasis on other-directedness	1999	-.002	-.005	-.022	-.013	-.017	-.034
	2000	-.018	-.027	-.007	-.013	-.020	-.015
	2001	.018	-.019	.037	.055**	.036	.033
De-emphasis on social status	1999	.029	.021	.024	.031	.020	.041*
	2000	.011	.007	.044*	.041*	.004	.029
	2001	-.003	.011	.041*	.031	.028	.013
Self-worth	1999	.022	.022	.030	.064**	.052**	.080**
	2000	.049*	.046*	.056**	.043*	.044*	.071**
	2001	.026	.022	.004	.044*	.072**	.089**
Post-materialism	1999	.062**	.059**	.073**	.107**	.095**	.112**
	2000	.058**	.070**	.119**	.091**	.068**	.082**
	2001	.014	.011	.048*	.053**	.034	.050*

**Significant at 1% *Significant at 5%

All activities were positively correlated with “anxiety over competition for status” and “anxiety over loss of status” as well as with the “principle of equality.” On the other hand, they also had a positive correlation with “post-materialism.” The correlation with post-materialism was pronounced particularly among men. This indicates that the new perception on work is arising from the attitude of seeking equality and a peace of mind while being anxious over competition for status. In particular, “volunteer activities,” “consumer or civic movement” and “community service” were positively correlated with “self-worth,” indicating that people’s pride in themselves with regard to activities other than “work” leads to the “new perception on work.” Among men, all activities were positively correlated with the “principle of effort.” This suggests that even under the achievement-oriented approach, the attitude of placing more emphasis on process

(effort) than on results (achievement) is harmonious with the new perception on work.

Table 5.4.3.2. .Correlation coefficient between consciousness on employment, distribution and life and "new perception on work" (men)

		Looking after elderly parents	Child care	Housekeeping	Volunteer activities	Taking part in consumer or civic movement	Contributing to the regional community
Lifetime employment	1999	.052	.030	.002	-.001	.030	.033
	2000	.035	.044	.070*	.062*	.077**	.078**
	2001	.022	.010	-.012	.063*	.055	.033
Seniority wage system	1999	.034	.022	-.035	-.038	.018	.019
	2000	-.011	-.010	-.021	-.007	.012	-.001
	2001	.067*	.036	.037	.073*	.065*	.038
Increase in pay in return for reduction in corporate welfare	1999	.055	.032	.002	.017	.024	.051
	2000	.003	.027	.005	-.015	-.012	-.041
	2001	.051	.052	.055	-.051	-.016	-.007
Self-development	1999	-.008	.021	.009	.046	.025	.049
	2000	.026	.015	.011	.011	.040	.049
	2001	.002	.002	.024	.014	.054	.032
A sense of unity with the organization	1999	.037	.060*	.027	.011	.018	.044
	2000	-.059*	-.022	-.054	-.008	-.015	.030
	2001	.018	.031	-.009	.033	.015	.046
Achievement	1999	-.014	.008	-.001	.016	.004	.017
	2000	-.051	-.054	-.038	-.033	-.023	-.061*
	2001	-.076**	-.036	-.055	.016	.027	.000
Effort	1999	.089**	.062*	.073*	.052	.054	.066*
	2000	.102**	.081**	.090**	.073*	.081**	.057*
	2001	.062*	.051	.033	.095**	.125**	.076**
Need	1999	.041	.062*	.038	.061*	.097**	.043
	2000	.028	.011	.005	.029	.026	.053
	2001	.063*	.049	.041	.014	.024	.038
Equality	1999	.020	.046	.023	.047	.064*	.049
	2000	.085**	.102**	.055	.094**	.066*	.082**
	2001	.125**	.074*	.059*	.047	.063*	.051

Anxiety over competition for status	1999	.117**	.119**	.070*	.039	.044	.036
	2000	.095**	.082**	.036	.069*	.069*	.103**
	2001	.056	.050	.067*	.065*	.040	.016
Anxiety over loss of status	1999	.077**	.095**	.041	.049	.054	.049
	2000	.095**	.063*	.050	.060*	.037	.039
	2001	.074**	.053	.053	.068*	.043	.049
Maintenance of the status quo	1999	.072*	.027	.030	.000	.007	.042
	2000	.101**	.064*	.035	.051	.044	.056
	2001	.083**	.031	.036	.069*	.092**	.084**
De-emphasis on other-directedness	1999	.014	.003	-.020	.016	.000	-.006
	2000	-.032	-.039	-.005	-.038	-.026	-.041
	2001	-.011	-.034	.024	.079**	.059*	.053
De-emphasis on social status	1999	.005	.022	.031	.042	.015	.069*
	2000	.053	.044	.082**	.062*	.023	.060*
	2001	-.007	.015	.057*	.041	.041	-.004
Self-worth	1999	.023	.016	.042	.063*	.065*	.075*
	2000	.089**	.084**	.077**	.018	.021	.063*
	2001	.002	.028	.013	.040	.051	.074*
Post-materialism	1999	.070*	.082**	.105**	.144**	.118**	.136**
	2000	.064*	.094**	.133**	.089**	.072*	.094**
	2001	.012	.016	.059*	.094**	.066*	.089**

**Significant at 1%

*Significant at 5%

Table 5.4.3.3. .Correlation coefficient between consciousness on employment, distribution and life and "new perception on work" (women)

		Looking after elderly parents	Child care	Housekeeping	Volunteer activities	Taking part in consumer or civic movement	Contributing to the regional community
Lifetime employment	1999	.031	.022	-.023	-.003	-.024	.002
	2000	.027	.028	.008	.031	.014	.035
	2001	.029	.033	.050	-.014	-.054	-.054*
Seniority wage system	1999	.016	-.002	-.018	.032	.037	.058*
	2000	.002	-.010	-.012	.017	.051	.043
	2001	.078**	.056*	.057*	.035	.004	-.016

Increase in pay in return for reduction in corporate welfare	1999	-.030	-.045	-.071*	-.023	.018	-.056
	2000	.030	.042	.066*	.002	-.017	-.011
	2001	.052	.052	.046	.017	.007	-.014
Self-development	1999	-.007	.000	-.005	-.029	-.022	-.012
	2000	.013	.043	.063*	.011	.031	.039
	2001	.013	-.008	.032	.056*	.051	.044
A sense of unity with the organization	1999	-.067*	-.014	-.006	.016	-.025	.005
	2000	.000	.014	.028	.020	.021	.049
	2001	.003	-.003	-.015	-.007	-.025	.010
Achievement	1999	.011	.023	.027	-.010	-.048	-.018
	2000	.003	-.012	.001	-.062*	-.051	-.030
	2001	.025	.022	.052*	.026	.020	-.008
Effort	1999	-.054*	-.028	-.010	.006	-.040	-.005
	2000	-.005	.000	-.001	-.001	.000	.003
	2001	.018	-.017	-.001	-.009	-.019	-.015
Need	1999	.014	.031	-.020	.052	.057*	.026
	2000	.024	.057*	.051	.069**	.033	.066*
	2001	.004	.008	.023	-.008	.015	.015
Equality	1999	-.017	-.025	-.068*	.019	.032	.029
	2000	.055*	.062*	.089**	.047	.065*	.059*
	2001	.042	.015	.013	.043	.006	.040
Anxiety over competition for status	1999	.087**	.091**	.044	.041	.076**	.079**
	2000	.053*	.047	.044	.071**	.019	.050
	2001	.104**	.096**	.095**	.091**	.117**	.106**
Anxiety over loss of status	1999	.047	.057*	.047	.043	.078**	.062*
	2000	.025	.019	.026	.059*	.016	.052
	2001	.073**	.097**	.106**	.074**	.098**	.094**
Maintenance of the status quo	1999	.029	.040	.034	.031	-.014	.005
	2000	.025	.029	.007	.023	.026	.064*
	2001	.015	-.001	.036	-.017	.002	.008
De-emphasis on other-directedness	1999	-.015	-.011	-.022	-.039	-.031	-.060*
	2000	-.006	-.017	-.005	.008	-.014	.007
	2001	.042	-.008	.046	.033	.013	.015
De-emphasis on	1999	.049	.018	.001	.017	.023	.018

social status	2000	-.030	-.028	-.006	.022	-.015	.004
	2001	-.003	.003	.005	.019	.009	.032
Self-worth	1999	.026	.030	.039	.068*	.039	.081**
	2000	.021	.017	.055*	.064*	.065*	.073**
	2001	.051	.022	.025	.052	.099**	.102**
Post-materialism	1999	.051	.037	.029	.071**	.071**	.092**
	2000	.051	.049	.090**	.094**	.065*	.077**
	2001	.014	.003	.025	.012	-.001	.012

**Significant at 1%

*Significant at 5%

Section V: Satisfaction in life

In the recent Japanese society, while competition for status is growing due to thorough pursuit of the principle of competition, the conventional status orientation is weakening. In addition, people are concerned about employment and income due to the prolonged economic stagnation, but participation in community activities and circles for hobbies and leisure activities is providing people with new activity opportunities. How are people satisfied with their life and what attitudes lead to satisfaction with the current life under the present living environment, in which it is difficult to have a clear outlook on the future as they face a period of transition.

Question: How satisfied are you with your life generally? Choose one from below.

- 1 Satisfied
- 2 More or less satisfied
- 3 More or less dissatisfied
- 4 Neither satisfied nor dissatisfied
5. Don't know

General trend

Figure 5.5.1 shows the results of simple tabulation of data concerning “satisfaction in life” in 1999 through 2001. The level of satisfaction was generally high, as around 65% of all respondents expressing satisfaction with the current life. However, the level of satisfaction declined in 2001 to the lowest level in the three years of our surveys. Figure 5.5.2 shows data concerning “satisfaction in life” by sex and age. Among both men and women, the level of satisfaction was higher in older age groups. In addition, more women than men were satisfied with their life in younger age groups. The results of our surveys were in line with the conventional observation that women and elderly people are more likely to have a sense of satisfaction with their life. However, in 2001, the level of satisfaction declined almost across all age groups among both men and women. The decline was pronounced particularly among women in their 40s and 50s.

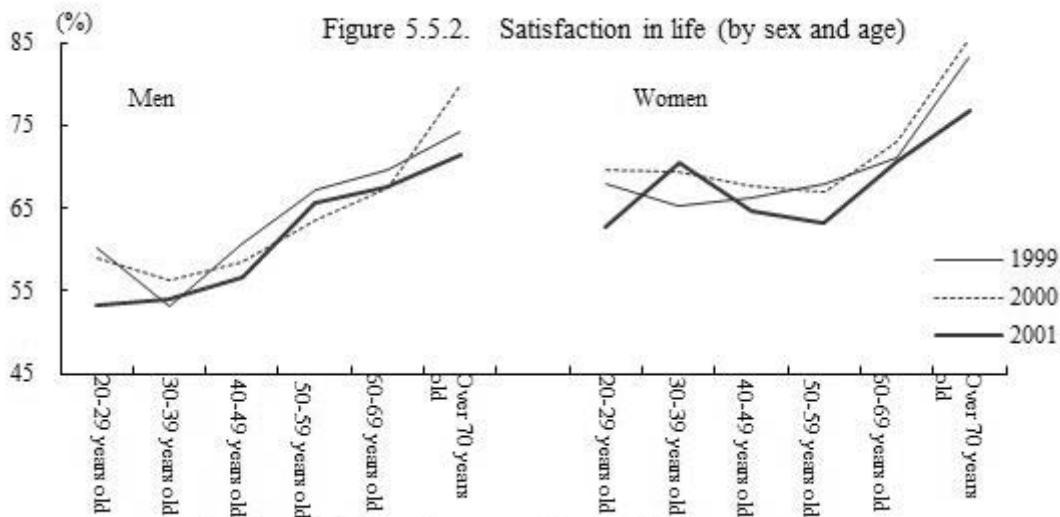
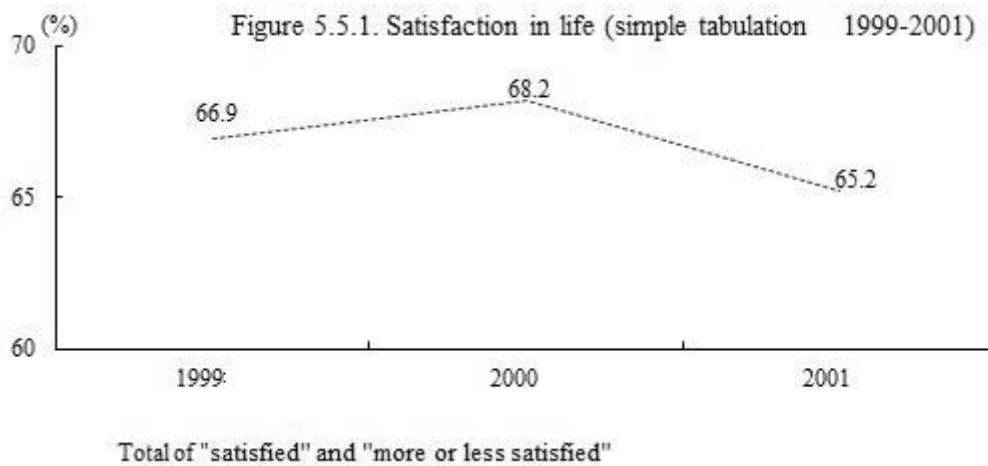


Table 5.5.1. Determinant factors for "satisfaction in life" (multiple regression analysis; all subjects)

	Level of satisfaction in life		
	1999	2000	2001
Sex	-.119***	-.143***	-.127***
Age	.133***	.126***	.120***
Educational attainment	.088***	.058**	.088***
Own income	.080***	.087***	.099***
Households (vs. single person)			

Households with a full-time housewife	.046*	.078***	.064**
dual-income households	-.016	-.008	-.015
Others	.068**	.066**	.071***
R2	.032	.037	.034
adj-R2	.029	.034	.031
F-value	11.244***	13.296***	12.293***
N	2413	2441	2443

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

Table 5.5.2. . Determinant factors for "satisfaction in life"
(multiple regression analysis; people with jobs)

	Level of satisfaction in life		
	1999	2000	2001
Sex	-.078**	-.158***	-.118***
Age	.059	.059	.069*
Educational attainment	.054*	.016	.002
Own income	.080**	.053	.127***
Number of times one changed jobs	-.053*	-.067**	-.098***
Years of service	.048	.003	-.011
Company size	.032	-.003	.036
Regular employees	-.001	.013	-.035
Job type (vs. skilled workers)			
Specialist jobs	-.006	.032	.009
Management posts	.068**	.072**	.017
Clerical work	-.005	.018	.071**
Sales	.005	-.003	-.001
Service jobs	-.036	-.034	-.017
Others	.033	-.032	-.014
Households (vs. single person)			
Households with a full-time housewife	-.045	.111***	.058
dual-income households	-.004	.038	.029
Others	.021	.011	.019
R2	.039	.043	.051
adj-R2	.028	.031	.040

F-value	3.474***	3.670***	4.661***
N	1463	1412	1481

*** Significant at 1%

** Significant at 5%

* Significant at 10%

Determinant factors for “satisfaction in life”

Table 5.5.1 shows the effects of the determinant factors for “satisfaction in life.” The sex and age effects were strong, and as shown in the results of cross tabulation, the level of satisfaction was higher among women and among older people. It was also higher among people with longer years of education and people with higher income. By household type, the level of satisfaction was higher among households with a full-time housewife than among single persons.

Table 5.5.2 shows the effects of the determinant factors for “satisfaction in life” among people with jobs. Again, more women than men felt a sense of satisfaction. In addition, the level of satisfaction was higher among people who switched jobs less frequently.

Correlation with consciousness on employment, distribution and life

Table 5.5.3 shows the coefficients of correlation between “satisfaction in life” and consciousness on employment, distribution and life. First, among both men and women, “satisfaction in life” was negatively correlated with “anxiety over competition for status” and “anxiety over loss of status” throughout the three years, while it was positively correlated with “post-materialism.

Table 5.5.3. Correlation coefficient between of consciousness on employment, distribution and life and “satisfaction in life”

		Level of satisfaction in life		
		All	Men	Women
Lifetime employment	1999	.106**	.159**	.045
	2000	.077**	.101**	.044
	2001	.078**	.111**	.037
Seniority wage system	1999	.084**	.083**	.075**
	2000	.038*	.008	.052*
	2001	.054**	.067*	.033
Increase in pay in return for reduction in corporate welfare	1999	-.058**	-.024	-.096**
	2000	-.024	-.038	-.009
	2001	-.052**	-.084**	-.024
Self-development	1999	.024	.039	.015
	2000	.008	-.002	.033
	2001	.024	.051	.009
A sense of unity with the organization	1999	.054**	.052	.073*
	2000	.055**	.068*	.063*

	2001	.099**	.156**	.066*
Achievement	1999	.066**	.072*	.072**
	2000	.039*	.027	.066*
	2001	.025	.025	.039
Effort	1999	.036	.024	.048
	2000	.047*	.047	.042
	2001	.040*	.047	.032
Need	1999	.032	.017	.046
	2000	-.008	.032	-.047
	2001	-.008	-.015	-.003
Equality	1999	-.016	-.011	-.028
	2000	-.016	-.036	-.008
	2001	-.025	.010	-.063*
Anxiety over competition for status	1999	-.134**	-.144**	-.118**
	2000	-.129**	-.111**	-.136**
	2001	-.115**	-.094**	-.132**
Anxiety over loss of status	1999	-.156**	-.162**	-.141**
	2000	-.123**	-.123**	-.112**
	2001	-.140**	-.136**	-.140**
Maintenance of the status quo	1999	.040*	.062*	.009
	2000	.073**	.045	.087**
	2001	.043*	-.012	.083**
De-emphasis on other-directedness	1999	.052**	.064*	.042
	2000	.048*	.032	.065*
	2001	.031	.047	.014
De-emphasis on social status	1999	.046*	.079**	.009
	2000	.068**	.069*	.055*
	2001	.053**	.021	.079**
Self-worth	1999	.061**	.071*	.060*
	2000	.056**	.019	.103**
	2001	.077**	.048	.113**
Post-materialism	1999	.121**	.152**	.087**
	2000	.151**	.150**	.140**

	2001	.130**	.093**	.162**
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**Significant at 1% *Significant at 5%

In other words, people who were not obsessed about social status and attached more importance to a peace of mind than to material wealth had a strong sense of satisfaction. In addition, “satisfaction in life” was positively correlated with “maintenance of the status quo,” “de-emphasis on status” and “self-worth.” This trend was pronounced particularly among women. We may presume that the attitude of not being obsessed about social status underlies the strong sense of satisfaction with life among women. Regarding consciousness on employment, “satisfaction in life” was positively correlated with “lifetime employment” and the “seniority wage system.” In other words, people who supported the Japanese employment practices tended to have a strong sense of satisfaction with life. This trend was pronounced particularly among men. However, what is more noteworthy is that among both men and women, “satisfaction in life” was positively correlated with “a sense of unity with the organization.” Whereas employment and income protection provided by “lifetime employment” and the “seniority wage system” protects people’s lives materially, “a sense of unity with the organization” gives people a mental stability regarding social relationships and identity.

In this sense, “a sense of unity with the organization” may be regarded as a post-materialistic consciousness on employment. Therefore, the positive correlation between “satisfaction in life” and “a sense of unity with the organization” suggests that post-materialistic factors are important for satisfactory life with respect to employment as well.

Summary

In our surveys, we divided life into four areas — working life, family life, community activities and leisure activities (hobbies and leisure) — and compared a lifestyle that relies on elements of conventional status, such as occupation and income, and a new lifestyle that places emphasis on family life, community activities and leisure activities. If we pay attention to the relation with consciousness on life, which was discussed in Chapter I, we may make the following observation. A lifestyle that places emphasis on family life, community activities and leisure activities is related with “de-emphasis on status,” “self-worth” and “post-materialism” with regard to consciousness on life. The level of a sense of fulfillment in life and satisfaction in life is higher among people who do not feel “anxiety over competition for status” or “anxiety over loss of status” and who are oriented toward “de-emphasis on status,” “self-worth” and “post-materialism.” In other words, people feel a sense of fulfillment and satisfaction arises when they have self-confidence and pursue a relaxed life without being obsessed about status. In this respect, a sense of fulfillment regarding work is no exception.

In the modern industrial society, it has been believed that tearing down class walls, obtaining a strong academic background, engaging in occupations that are highly recognized socially and earning high income will lead to a happy life. However, people’s value orientation has now shifted toward the kind of happiness that would not be gained by achieving such a conventional status.