

Survey on Labor Union Dues

Summary of Survey Result

“Survey on Labor Union Dues” that the Asian Social Issues Research Institute has conducted 13 times every 2 years since 1975 is a unique and valuable survey in Japan. Therefore, with the dissolution of the above-mentioned survey institute, the Japanese Trade Union Confederation (JTUC) and the Research Institute for Advancement of Living Standards (RENGO-RIALS) succeeded its work.

Below is a summary of the survey.

【Major Points of Survey Summary】

Survey of Industrial Unions

The monthly union dues that industrial unions collect from the participant unions amounts to 512 yen per member and it accounts for 0.2% of the average wage of the respective union member.

The ratio of industrial unions which participate in the greater industrial unions is about three fourths and their dues to the umbrella organization are annually 22,230,000 yen on an average. The ratio of their participation in the international industrial organization is about two thirds, and their dues are 17,860,000 yen.

As for the way to pay union dues to local confederations of JTUC, three fourths of industrial unions pay directly instead of having unions pay. The annual payment is 150,770,000 yen on average and the monthly dues per member is 112 yen on an average.

About three fourths of industrial unions do not put money aside for strike funds. The total amount of strike fund reserve in possession of industrial unions with the strike fund reserve system is 711,930,000 yen on average.

The settled revenue amount of general accounts is 1,013,030,000 yen on average, the largest 5,675,330,000 yen and the smallest 19,820,000 yen.

The number of full-time union officers is 16.1 on average and the majority are overwhelmingly accounted for by male (female 0.4). Looking at the overall numbers, the downturn trend is remarkable and full-time officers tend to be burdened with heavier tasks.

Survey on Independent Unions

The average monthly union dues of independent unions is 5,177 yen per member (on weighted average). The percentage of union dues in proportion to the wages, on which the union dues are based, is 1.69%(on weighted average).

The percentage of independent unions which “have begun to allow membership” for part-timers and temporary employees is only 12.8%. The most popular application of union dues for such workers is to “reduce” them (63.0%), and the average rate of reduction is 43.3%.

Half of independent unions have the subscription system for newly joining members, and more than 80% of unions adopt a “fixed amount” fee. The average sum for subscription is 1,087 yen per member.

The annual money paid to enterprise union federations by independent unions which “join” those federations is 13,990,000 yen (on weighted average) and that paid to industrial unions by them is 17,670,000 yen (on weighted average).

Strike funds are reserved by more than 80% of independent unions. In case of “union reserve,” the monthly average saving amount per member is 125 yen (on weighted average) and in case of “personal saving,” it is 499 yen. As a result, the monthly saving sum totaled by “union reserve” and “personal saving” is 621 yen (on weighted average).

The total sum of strike fund reserve is 752,990,000 yen per union.

The settled revenue amount of general accounts is 330,810,000 yen per union.

That of special accounts is 280,690,00 yen per union.

The average number of full-time officers is 7.9, that of part-time officers is 4.9 and that of employee is 4.5, each per union.

Notes:

Japanese unions are organized on a company basis, and are divided into independent unions and combined unions, according to the form taken by the organization. The former are those which are formed for all eligible employees at the company, while the latter are formed as enterprise union federation to unite and represent independent unions at different factories and business establishments of the same company. (Source: *Labour Unions and Labour-Management Relations* (Tokuichi Utada ed.), The Japan Institute of Labour,1987)

Union members pay union dues to their independent union. Industrial union consists of independent unions and enterprise union federations.

Summary of Survey Execution

1. Purpose and History

“The Survey on the Labor Union Dues”, focusing on the finance of unions, the very basis for union activities, has the purpose to clarify its reality and to detect its problems in order to contribute to union activities

Since 1975, the survey has been conducted every two years or so, and this survey is the 14th. Beginning with this 14th survey, following the dissolution of the Asian Social Problems Survey Institute, the Japanese Trade Union Confederation (JTUC) and the Research Institute for Advancement of Living Standards (RENGO-RIALS) succeeded as the organizations to carry out the survey.

2. Schedule of Distribution and Calculation of Survey Questionnaires

Planning : From March to April, 2003

Distribution and fill-out : May, 2003

Collection : From June to August, 2003

Compiling Statistics : September, 2003

3. Organizations and Unions Surveyed

The survey questionnaire for the “Survey on Industrial Unions” were distributed to the whole constituent organizations (industrial unions) joining JTUC and those for the “Survey on Independent unions” were distributed to the main unions of JTUC (those selected when JTUC conducts the labor condition survey) and additionally to the unions joining the previous survey.

4. Survey Cards Collected

[Survey on Industrial Unions]	42 organizations	Total membership of 6,202,139
[Survey on Independent Unions]	571 unions	Total membership of 2,423,394

5. Period Surveyed

Each organization based its responses to the questions on the circumstances in the most recent accounting year.

Summary of Survey Results

[Survey on Industrial Unions]

Problems of Industrial Union Finance and Possible Future Countermeasures (as Observed from Free Comments)

The largest financial problem of industrial unions is the sharp decrease of revenue from union dues accompanying the sharp decrease of members. The influence stands out as the deficit in the settlement of accounts, and without any countermeasures, expectedly, the ongoing situation would be followed by bankruptcy, far from financial improvement. Behind this decrease of members can be seen the expansion of corporate restructuring, merger and liquidation, and the increase of irregular employees. In addition, it is conspicuous that the increase of fixed expenditures (umbrella organization expenses and personnel expenses etc.) is a factor bearing down on finances.

Many industrial unions have formed committees to work out financial reconstruction plans and take measures against the situation, and following are the main ones:

- Reviewing the system of full-time officers and reducing fixed expenses by decreasing the number of union officers.

- Decreasing various expenses.

- Reviewing the organizational management and streamlining activities.

- Increasing the rate of union dues paid.

And there are many organizations suggesting a raise of union dues in the future. During the 1990s, about half of organizations already raised dues. However many industry unions have come to consider a raise of dues as an inevitable measure to improve financial conditions.

Some unions pointed out that the improvement of financial balance (the amelioration of union's finance) by the above-mentioned restriction of expenditure will endanger the organizational raison-d'être causing difficulty in (1) strengthening the organization, (2) maintaining activity level, and (3) developing new fields of activities (e.g. globalizing activities). The unions are under the situation that they should develop activities meeting the cordial request of members within the possible financial and human resources, improving their financial condition.

1. Dues Collected from Joining Unions

(1) Monthly Dues of Joining Unions per member

The monthly dues collected from joining unions by industrial unions is 512 yen per member on an average. In comparison of the adjusted value (514 yen) for common industrial unions to that (487 yen) in the last 2000 survey, it increased by 27 yen.

This may reflect the financial situation that has forced the unions to raise the fee so as to avoid worsening the finance of industrial unions caused by the decrease of members in joining unions.

		Rate of union dues paid (%)	Monthly dues per member (yen)	Values adjusted for comparison (yen)	
				2003 Survey	2000 Survey
Total amount		92.1	512	514	487
By number of members	Less than 100,000	92.2	598	626	519
	100,000 and more	95.5	497	493	605
	200,000 and more	96.3	267	267	322
	300,000 and more	83.6	551	551	477

(2) Percentage of Monthly Dues against Average Wages

The proportion of monthly dues per member against the average wages of members is 0.2%(the average wage is 306,375 yen-“Survey on Independent Unions”. It has no change in comparison to those seen in the 13th and the 12th surveys (0.2%). The percentage of dues against the wage declined during the 1990s, however now it shows no outstanding fluctuations at 0.2%.

2. Change in Dues (Increase, Decrease, etc.)

According to the last survey, more than half of industrial unions (54.0%) “had raised” dues for 10 years since 1990 and only 6.0% of them “had lowered” them. Therefore dues are on a rising trend.

In this survey the same question was asked as for the past 2 years. 36 industrial unions (85.7%) “made no change” accounting for the overwhelming majority, 4 unions(9.5%) “increased”, and 2 unions(4.8%) “decreased”. As a result, the unions that “increased” were more than those that “decreased” and the tendency to increase seen in the ‘90s has continued.

3. Dues Paid to Greater Industrial Organizations and International Organizations

About three fourths of industrial unions participate in the greater industrial organizations and about two thirds of them participated in the international organizations. As for the dues paid, the former paid 22,230,000 yen on an average annually and the value adjusted for comparison (25,080,000 yen) indicates a decrease of 1,850,000 yen in comparison to that of the last survey (26,930,000 yen). However the unions of more than 300,000 members are annually burdened with around 100,000,000 yen.

The dues paid to the international industrial organizations is 17,860,000 yen and it increased by 4,280,000 yen compared to the last survey.

4. Dues Paid to Local Confederations of JTUC

As for the way to pay union dues to local confederations, in only 27.5% of industrial unions, it is paid by affiliate independent unions and in about three fourths it is paid by the industrial unions themselves. The annual amount is 150,770,000 yen on an average, and “the monthly dues per member” is about 112 yen.

5. Strike Funds

(1) Strike Fund Reserve System

Nearly the half of industrial unions (19 unions) lack a strike fund reserve system and 11 unions “put aside no addition to reserve” in the most recent accounting year despite having the system itself. Therefore about three fourths of industrial unions are not saving a strike fund reserve.

(2) Amount of Strike Fund Reserve

The reserved amount of industrial unions with the strike fund reserve system is 711,930,000 yen on an average, and the value adjusted for comparison (this time: 762,610,000 yen) increased by only 5,000,000 yen in comparison to the last survey. The largest case is about 2,980,000,000 yen.

6. Revenue Account

The settled revenue amount for general accounts is 1,013,030,000 yen on an average. Its value adjusted for comparison in this survey is 1,146,900,000 yen, showing a large increase of about 170,000,000 yen in comparison to that in the last survey (980,450,000 yen). In the background of this increase there naturally lies the integration of industrial unions. As for the scale of more than 300,000 members, it is about 4,450,000,000 yen in this survey, compared to that in the last survey of about 3,090,000,000 yen. And the largest settled revenue amount is 5,675,330,000 yen and

the smallest is 19,820,000 yen.

**Table -2 Scale of Finance
(General Accounts and Special Accounts)**

(Unit: Million yen)

		Settled Revenue Amount for General Accounts	Values adjusted for		Settled Revenue Amount for Special Accounts	Values adjusted for	
			2003 Survey	2000 Survey		2003 Survey	2000 Survey
Total amount		1,013.03	1,146.90	980.45	2,131.33	2,485.31	2,541.91
By number of members	Less than 100,000	254.21	241.47	322.34	313.83	337.91	365.72
	100,000 and more	1,274.45	1,360.28	1,449.52	1,949.10	2,066.33	3,848.09
	200,000 and more	1,254.14	1,254.14	1,244.58	490.93	490.93	1,598.68
	300,000 and more	4,448.25	4,448.25	3,087.29	11,003.20	11,003.20	8,949.08

7. Summary of Expenditures in General Accounts

Among the expenditure items for general accounts, a particularly large portion is accounted for by “personnel expenses”(28.2%) and “umbrella organization expenses”(22.3%). The two of them together account for half of the total. And subsidies to local confederations, local industrial unions, and the industrial unions (18.3%) is onerous, too. Related organization expenses, which includes “other related organization expenses”(1.1%) as well as these subsidies, amounts to about 40% of expenditures.

**Table -3
Composition Ratio of Expense Items in General Accounts (%)**

		Umbrella organization expenses	Other related organization expenses	Subsidies to subordinate organizations	Related organization expenses	Personnel expenses	Organizational /Membership expenses	Activity expenses	Other expenses
Total amount		22.3	1.1	18.3	41.7	28.2	5.0	12.8	12.2
By number of members	Less than 100,000	14.8	1.0	22.1	37.9	25.9	5.8	14.6	15.7
	100,000 and more	13.1	2.0	3.7	18.8	46.6	9.9	18.7	6.0
	200,000 and more	30.0	1.3	9.2	40.5	29.2	4.1	12.5	13.6
	300,000 and more	26.4	0.8	24.0	51.2	22.4	3.2	10.3	13.0

8. Full-time Officer System

The number of “full-time officers” is 16.1 on an average, and its overwhelming majority is accounted for by male (0.4 female officers). Looking at the total number of “full-time officers”, there is a clearly declining tendency, for the value adjusted for comparison is 620, decreasing by 20 from the total of 640 in the previous survey.

Small unions with fewer than 100,000 members decreased full-time officers as a result of severe financial conditions.

Such subtraction of full-time officers results in an increase of union members per full-time officer. In comparison to the last survey using the value adjusted for comparison, the number of union members per full-time officer has changed from 9,280 to 12,055, increased 30%, exceeding 10,000. This means that the tendency to reduce full-time officers and to burden officers with heavier tasks is conspicuous. In the future, more reduction of full-time officers is expected as organizations take measures against the severe financial situation and the effect of integration of industrial unions.

[Survey on Independent Unions]

1. Subscription System

As for whether unions have a subscription system for newly joining members, the “yes” answers account for 50.8%, more than half; however the “no” answers also account for 46.8%, nearly half.

In case of the presence of a system in the unions, more than 80% of unions (83.8%) adopt “the fixed amount” for subscription fee while fewer applied “an amount proportionate to wage” (10.3%) and “a fixed amount plus an amount proportionate”(4.8%).

The average subscription fee adopting “the fixed amount” is 1,087 yen per member.

2. Collection of Union Dues

(1) Basis for Collection of Union Dues

At independent unions, “the fixed rate” accounts for 49.6%, which is the most popular option, however, fixed amount” accounts for 44.3%.

(2) Upper Limitation for Monthly Union Dues

As for the upper limitation for the monthly union dues, unions that “have set” limits account for only 25.2% and the unions that “have not set” limits account for 71.6%. The average amount of unions that “have set” is 6,958 yen and shows scarce change against that of the 2000 survey (6,893 yen).

3. Collecting Union Dues on Bonus

The unions “collecting” union dues on bonuses other than monthly membership

fees account for 45.9% and those “not collecting” account for 51.8%, more than half. The annual average collecting amount is 16.748 yen per member.

4. Way of Collecting Union Dues

As for the way to pay union dues, the unions adopting “check-off method” account for 96.7%.

5. Change of Union Dues

(1) As for whether the union dues have been changed for the past two years, i.e. whether the union dues have been raised or lowered for the past two years, the unions “having raised” account for 4.4% and those “having decreased” account for 18.9%. This means more than 20% of unions have made a change of some sort.

(2) Raised and Decreased Amount of Average Monthly Union Dues

Raised Amount of Average Monthly Union Dues

The average monthly amount of union fees increase is 332 yen (on weighted average).

Decreased Amount of Average Monthly Union Dues

On the other hand, the average monthly amount of union fee decrease is 756 yen (on weighted average) and it is about twice as the raised amount.

(3) Prospect to Change Union Dues for 2 Years in Future

As for the prospect to change union dues for two years ahead, such as to raise or to decrease, the unions “with no specific plan” account for 75.8%. Against them, the unions “with a plan to raise union dues”(4.6%) and “with a plan to decrease them”(16.3%) exceeds 20%, which is open to the presumption that the unions will change union dues, and most of them will decrease it.

6. Union Dues of Part-timers and Temporary Employees

(1) Participation of Part-timers and Temporary Employees in Unions

In order to stop the downturn trend of unionization rate, many unions regard the participation of irregular workers as an urgent task. But the percentage of independent unions that “are holding” part-timers and temporary employees as members account for only 12.8%.

(2) Union Dues Calculation Standard for Part-timers and Temporary Workers

As for the union dues calculation standard of the unions “holding those workers as members”, the most popular option is “decreasing the fee”(63.0%) and its average decrease rate is 43.3%.

7. Measures to Reduce Union Dues

70% of unions (70.9%) levy "the same amount and rate of union dues as for ordinary members," as a rule, on "temporary transfer or long-term transfer workers" and more than half unions (52.2%) on "long-term overseas dispatched workers." The average collection rates are 50.9% and 45.1% respectively. Contrary to them, collection rates for "absentees for long-term medical treatment", "absentees for maternity leave" and "absentees for family care leave" are only about 10%.

8. Average Union Dues per Member

(1) Average Monthly Union Dues per member

The average monthly union dues per member (on weighted average) is 5,177 yen, showing little change in comparison to that of the 2000 survey (5,103 yen). By the scale of unions, any bracket of scale indicates 5,000 yen or so, showing no significant differences.

(2) Average Monthly Wage and Average Monthly Union Dues

The average monthly amount (on weighted average) of standard wage as the base to calculate union dues is 306.375 yen, which increased about 4,800 yen in comparison to that of the 2000 survey (301,533 yen).

The percentage of union dues against the average monthly wage (on weighted average) is 1.69% and is the same as that of the 2000 survey (1.69%).

Table -1 Average Monthly Union Dues per Member

(Units: yen, %)

	Average Monthly Union Dues		Average Monthly Wages		Ratio of Dues to Wages	
	2003 Survey	2000 Survey	2003 Survey	2000 Survey	2003 Survey	2000 Survey
Total Amount	5,177	5,103	306,375	301,533	1.69	1.69
299 or fewer members	5,345	5,309	276,052	294,641	1.94	1.86
300 and more members	5,321	5,368	282,112	282,313	1.89	1.90
1,000 and more members	5,166	4,982	296,328	290,655	1.74	1.71
5,000 and more members	5,409	5,377	313,355	307,883	1.73	1.75
10,000 and more members	5,091	5,065	310,815	305,643	1.64	1.66

9. Umbrella Organization Fees

(1) Participation in Enterprise Union Federations

As for the situation of joining enterprise union federations (the federation of unions in the same enterprise or enterprise group), the unions "joining with regular membership" account for 45.9%, near the half, "joining as an observer" account

for very small part (1.4%). On the other hand, the unions “joining no enterprise union federation” account for 47.3%.

(2) Dues Paid to Enterprise Union Federations or Industrial Unions

Enterprise Union Federations

In case of the unions “joining” enterprise union confederations, the average annual amount paid to them is 1,399,000 yen (on weighted average) and the unions of a scale of more than 10,000 members pay 2,184,000 yen.

Industrial Unions

On the other hand, average annual amount paid to industrial unions is 1,767,000 yen (on weighted average).

10 . Strike Funds

(1) Strike Fund Reserve

As for strike fund reserve, the unions “not saving a reserve” are only 10% or so (12.8%). And more than 80% of unions reserve money for strike funds in one way or another. As for its specification, the way “to collect it separate from union dues and to save it” accounts for the largest part, namely 38.0%.

(2) Average Monthly Reserve of Strike Funds

In case of “organizational saving”, the average monthly reserved amount (on weighted average) is 125 yen per member, reducing by 50 yen in comparison to that seen in the 2000 survey. The “organizational saving” has been reduced since the time of survey in 1996(227 yen). Average “personal saving” reserved amount is 499 yen per member, increasing by 80 yen in comparison to that of the 2000 survey. However, it falls short of the level of the survey in 1996(671 yen).

In these consequences, the average monthly saving sum of “organizational saving” and “personal saving” together is 621 yen(2000 survey: 596 yen).

(3) Total Sum and Limitation of Strike Funds

The total sum of strike funds is 752,990,000 yen on average per union, decreasing by 35,000,000 yen in comparison to that of the 2000 survey (787,720,000 yen). Converting the total sum of strike funds to the wage compensation days in case of strikes, the average is 18.7 days (2000 survey: 18.6 days).

As for saving limitation on the strike funds, the unions with “no limitation” account for 78.6% as a majority. When limitation is regulated, the answers of “amount of money”(46.7%) and those of “amount of money equal to the wage compensation for the certain number of days in case of strikes”(42.2%) are listed as guidelines.

11 . Scale of Finance

(1) Settled Revenue Amount of General Accounts

The settled revenue amount of general accounts is 330,810,000 yen on an average per union, decreasing by 20,000,000 yen in comparison to that of the 2000 survey (349,380,000 yen).

(2) Settled Revenue Amount of Special Accounts

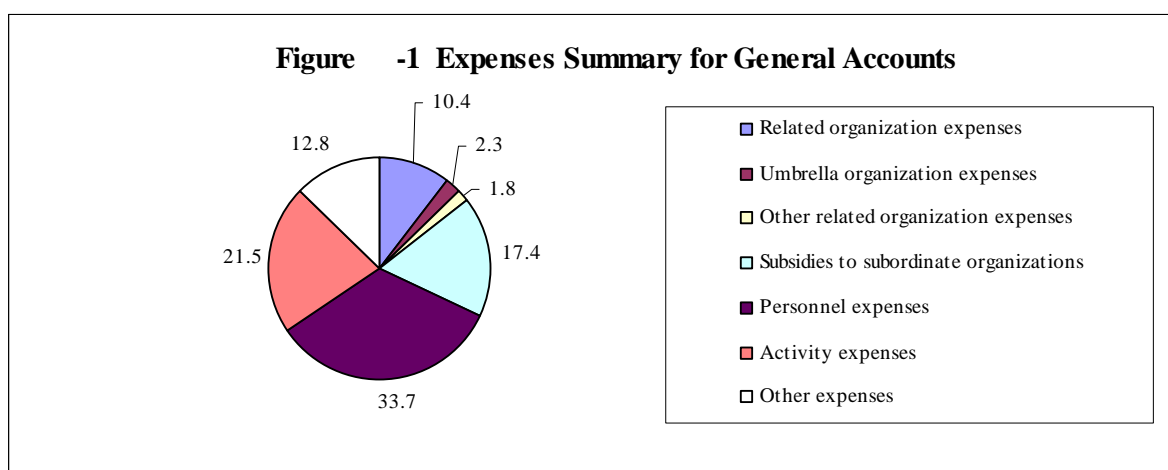
The settled revenue amount of special accounts is 280,690,000 yen on an average per union (2000 survey: 382,330,000 yen). This is less than that of general accounts by 50,000,000 yen. Among the special accounts, the mutual aid reserve fund is 42,290,000 yen on an average.

Table -2 Scale of Finance (Unit: Million yen)

	General Accounts		Special Accounts	
	2003 Survey	2000 Survey	2003 Survey	2000 Survey
Total Amount	330.81	349.38	280.69	382.33
299 or fewer members	17.23	14.59	30.91	16.86
300 and more members	54.42	56.85	53.92	62.77
1,000 and more members	200.38	180.69	232.43	210.49
5,000 and more members	649.12	570.66	402.48	751.62
10,000 and more members	2,030.47	2,074.07	1,517.93	2,030.87

12 . Summary of Expenditures in General Accounts

Among the items of expenditure, the largest part is accounted for by “personnel expenses”(33.7%) and it is about one third of union finance. This is followed by “activity expenses”(21.5%), “subsidies”(17.4%) and “umbrella organization expenses (industrial unions)”(10.4%) etc.



13 . Full-time Officers/Employees

The number of full-time officers per independent union is 7.9, half-time officers 4.9 and employees 4.5.

The number of union members per officer/employee is 205, having somewhat decreased in comparison to that of the 2000 survey (217). The number of members per full-time officer is 499, having decreased by about 50 in comparison to that of survey in 2000 (552).