

Outline of the Results of the “Opinion/Awareness Survey on Labor Unions”

**More than 70% of Employees Recognize
“Labor Unions are Necessary”**

Regarding the kinds of activities labor unions should focus upon, 60.7% pointed to “secure and stable employment,” 57.8% “wage increase and maintaining the system for regular pay hikes” and 52.5% “continuance and improvement of bonus payments” . . .

[Survey Outline]

1. Survey Objective:

From the perspective of finding the way towards revitalization of the Japanese labor union movement now standing at a crossroads, this survey hopes to help clarify the appropriate role for the movement to play in the present industrial society. As we peruse desirable action and organizational programs necessary to meet the general expectations of our successful performance in playing the role, we also look for the survey to give us a further insight into the social consciousness about the union movement, its expected role and impact in the minds of individuals, including both union members and general public.

2. Target Population:

Employees of private corporations in the age brackets of twenties through fifties who are residents in the Tokyo Metropolitan Region, the Kansai Region (around Osaka), and six other government ordinance-designated cities of Sapporo, Sendai, Nagoya, Hiroshima, Fukuoka, and Kita-Kyushu.

3. Number of samples and number of valid responses:

2,000 individuals, including 1,000 residents in the Tokyo and Kansai regions and 1,000 residents in the other designated cities.

***Number of valid respondents: 1,693, including 867 in the Tokyo and Kansai regions.**

Effective response rate: 84.7% (86.7% in the Tokyo and Kansai regions)

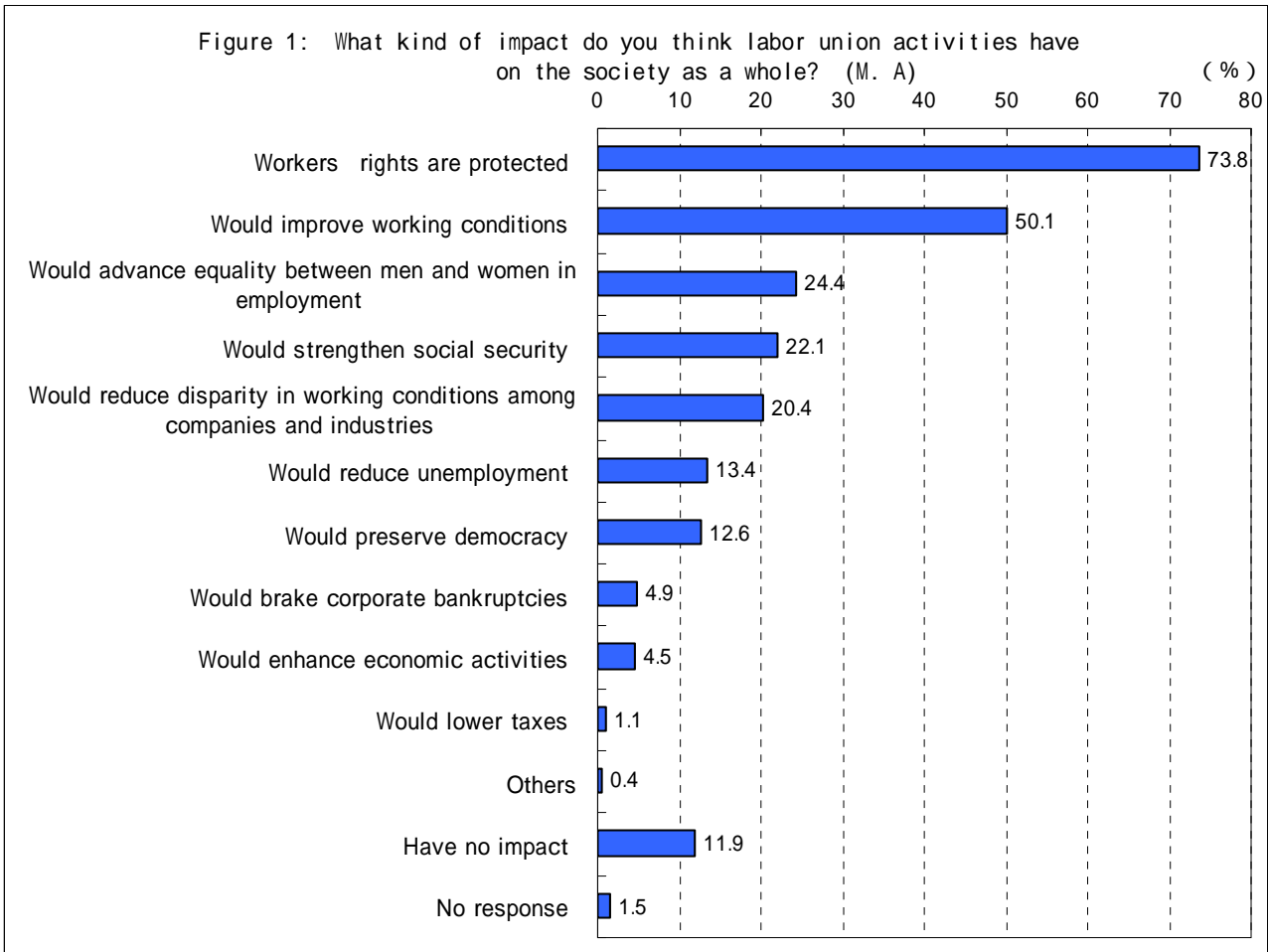
4. Survey period:

April 3, Thursday, through April 14, Monday, 2003

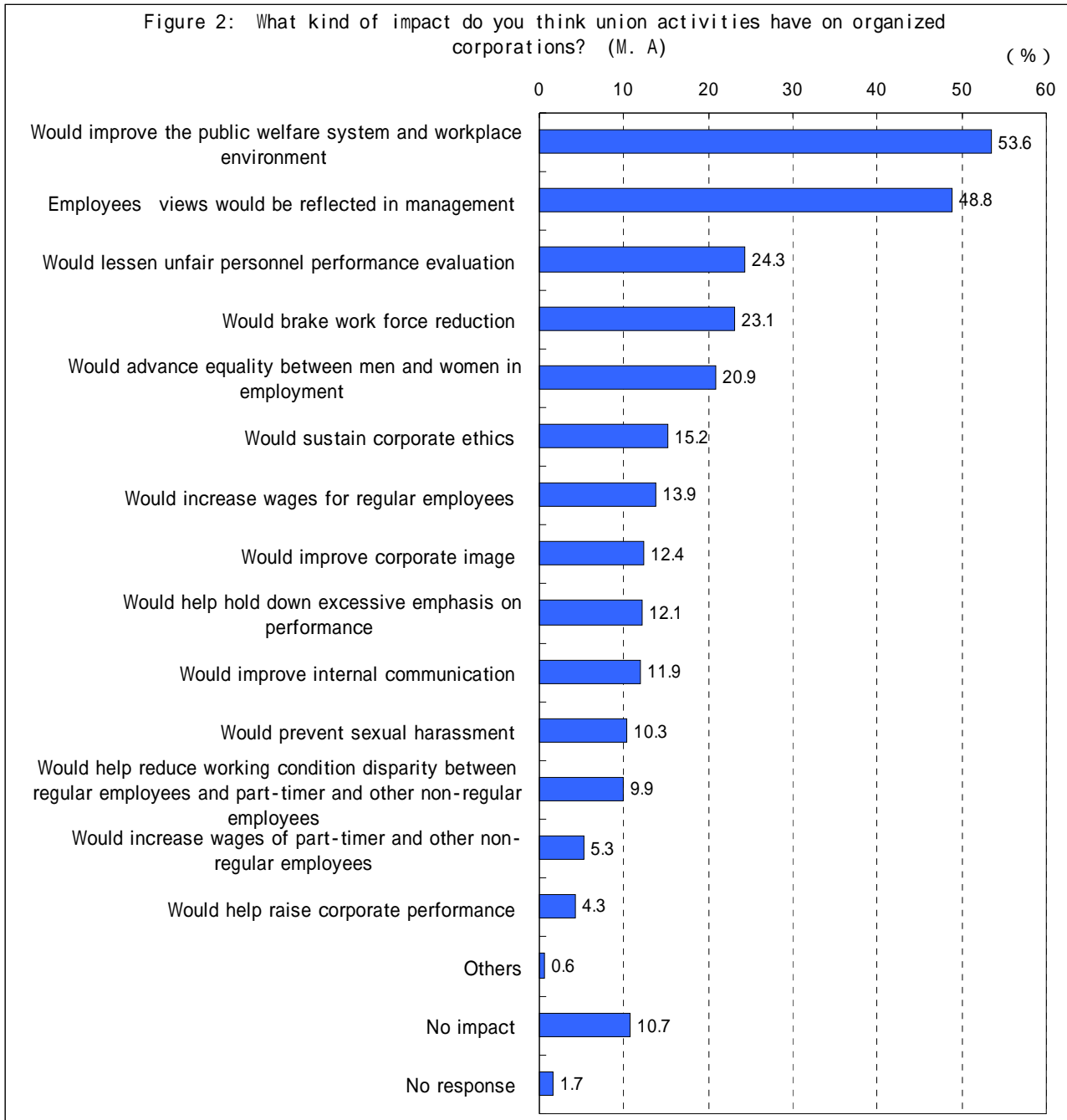
[Composition of the Survey Study Committee]

Chairman:	NAKAMURA, Keisuke (Ph.D)	Professor Institute of Social Science, University of Tokyo
Members:	SATO, Hiroki (Ph.D)	Professor Institute of Social Science, University of Tokyo
	ONO, Akiko	Researcher The Japan Institute for Labour Policy and Training
	HARA, Hiromi	Researcher The Japan Institute for Labour Policy and Training
	RENGO SOKEN (JTUC Research Institute for Advancement of Living Standards):	
	SUZUKI, Fujikazu	Deputy Director General
	YOSHIDA, Kenichi	Senior Researcher
	TAKAHASHI, Tomoo	Senior Researcher
	CHIGAMI, Youichi	Researcher

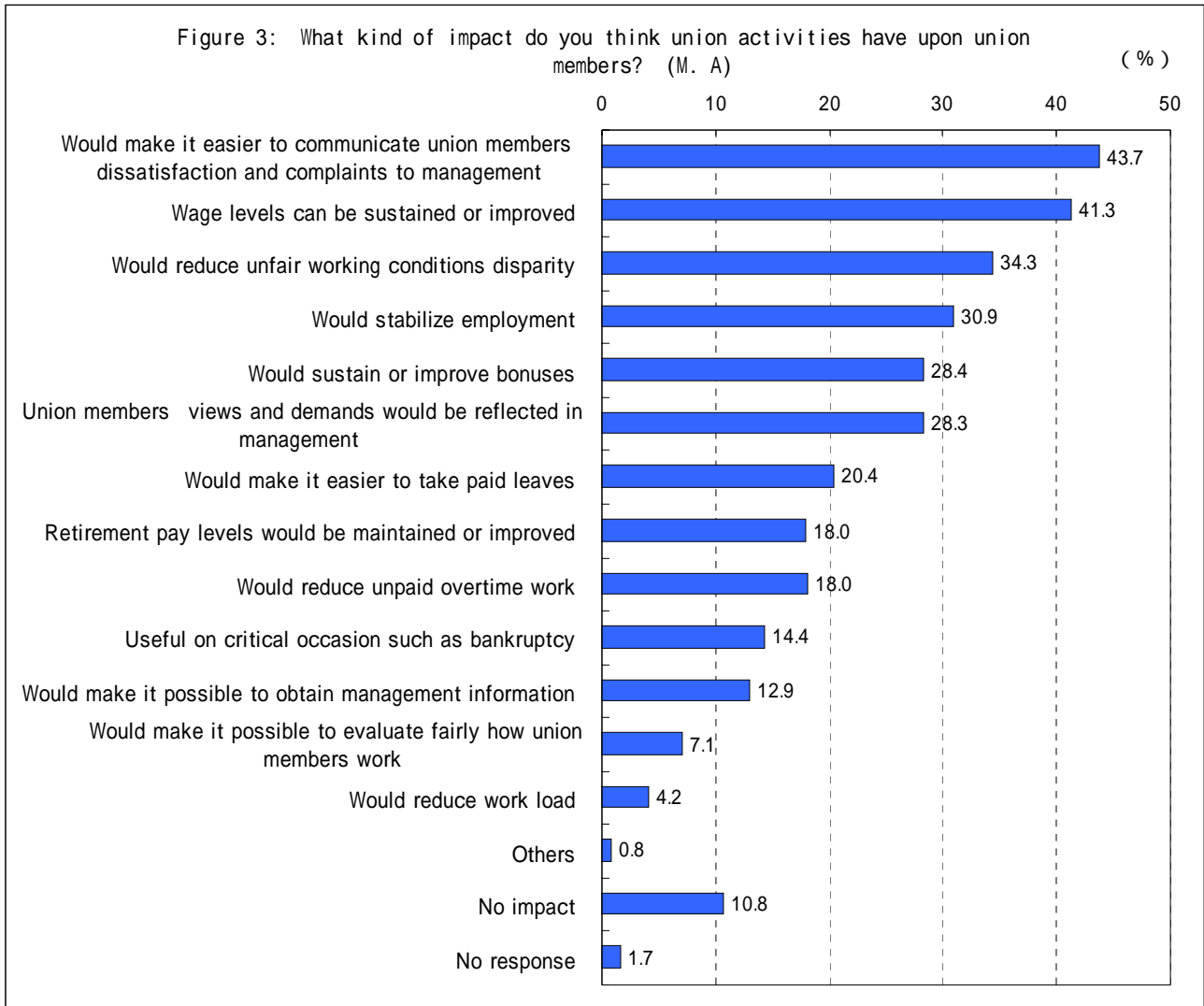
*1 # Labor union activities' impact on society: "Workers' rights are protected" garnered the highest response rate with 73.8%, or about three-fourths, followed by "Working conditions would be improved" with 50.1%, or one-half. (Figure 1)



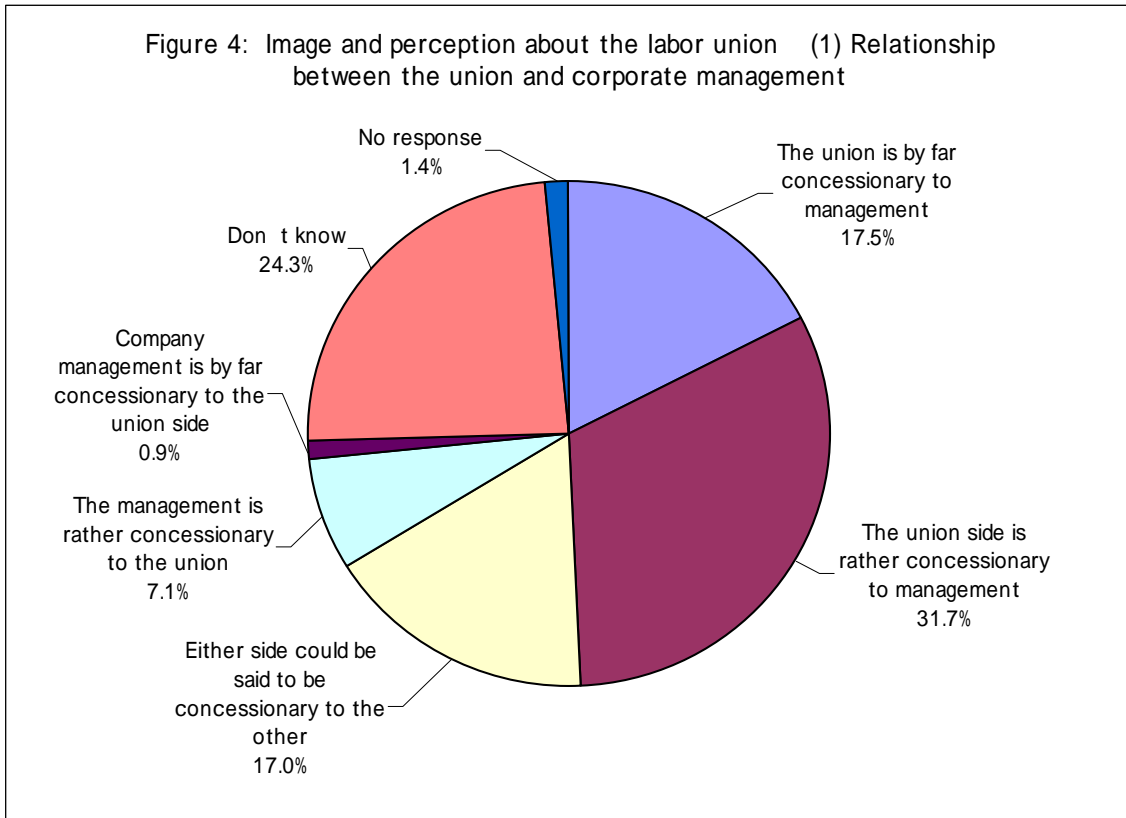
*2 # Labor union activities' impact on corporations: "Would improve the public welfare system and workplace environment" was the top response with 53.6%, followed by "Employees' views would be reflected in management" with 48.8%, either response coming from around one-half of the respondents. (Figure 2)



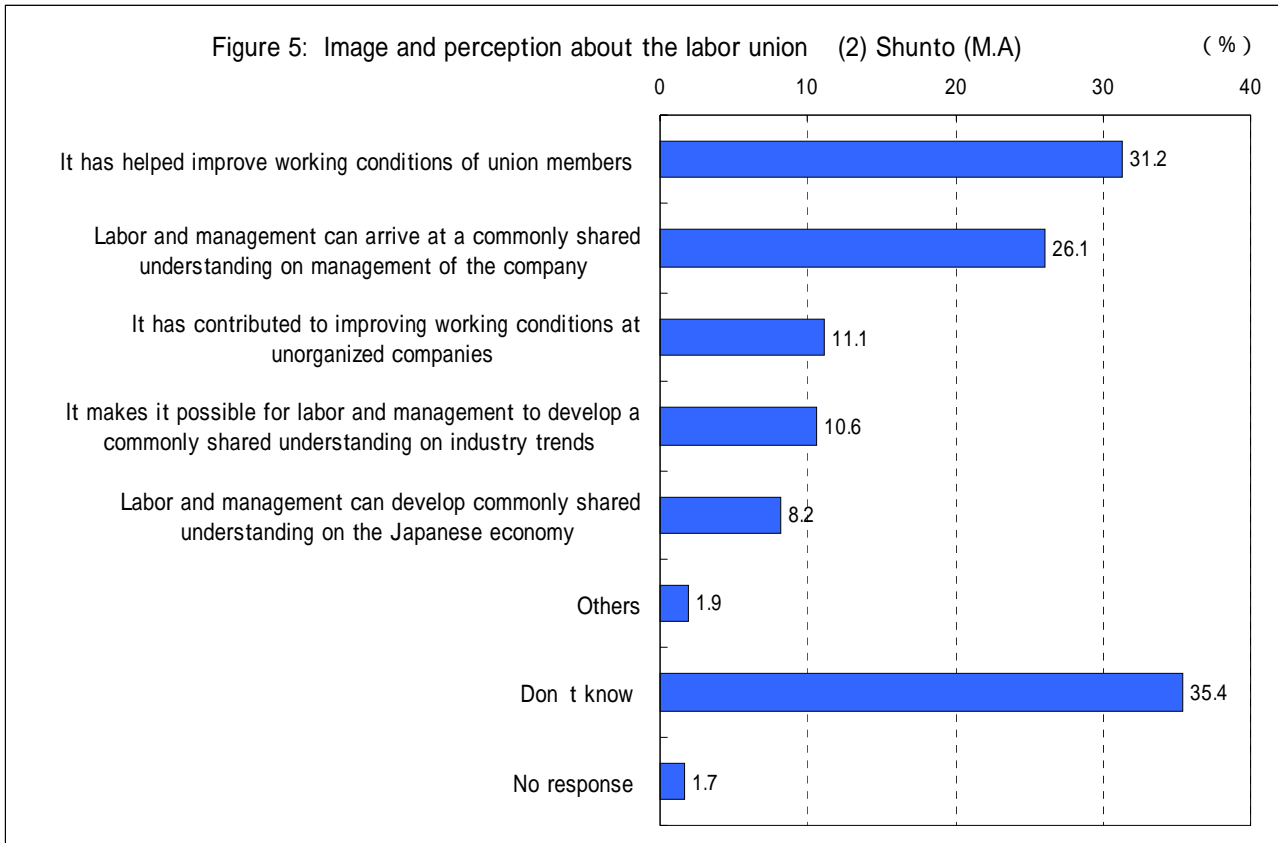
*3 # Labor union activities' impact on union members: "Would make it easier to communicate union members' dissatisfaction and complaints to management" came out on top with 43.7%, followed very closely by "Wage levels can be sustained or improved" with 41.3%. (Figure 3)



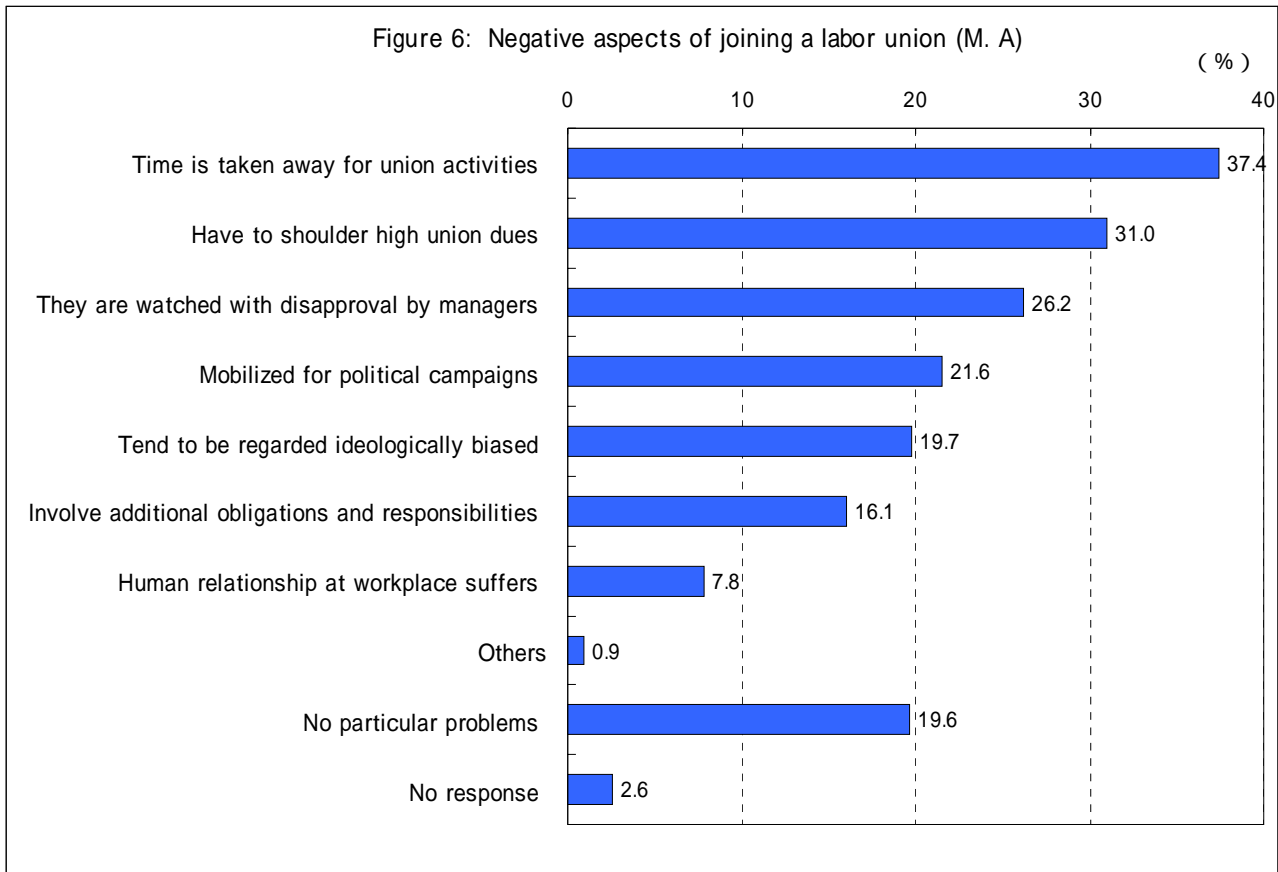
*Revised 4 # Regarding labor-management relations, about one half of the respondents or 49.2%, believe: “The union is concessionary to company management, which were more than six times as many as those (8%) who responded, “Corporate management is concessionary to the union side.” Also about a quarter, but a slightly lower 24.3%, was accounted for by “Don’t know.” (Figure 4)



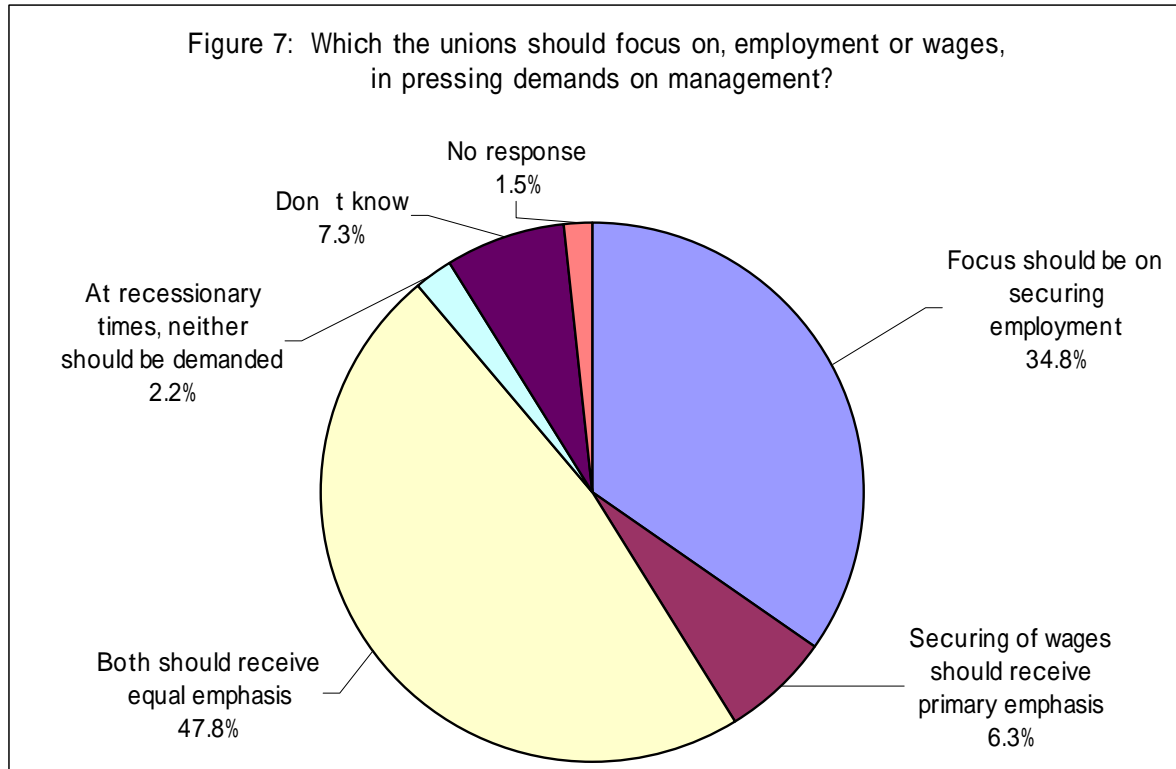
*5 # Views on *Shunto*, or Spring Labor Offensive, varied: “Don’t know” accounts for the largest block of respondents exceeding one-third, or 35.4%, while those believing, “It has helped improve working conditions of union members,” accounted for 31.2%. (Figure 5)



*6 # Regarding negative impact of joining a labor union, the largest group of respondents, or 37.4%, noted: “Time is taken away for union activities,” followed by 31.0% who grouched that they “Have to shoulder high union dues.” More than a quarter of the respondents, or 26.2%, also expressed their fear that “They are watched with disapproval by managers.” (Figure 6)

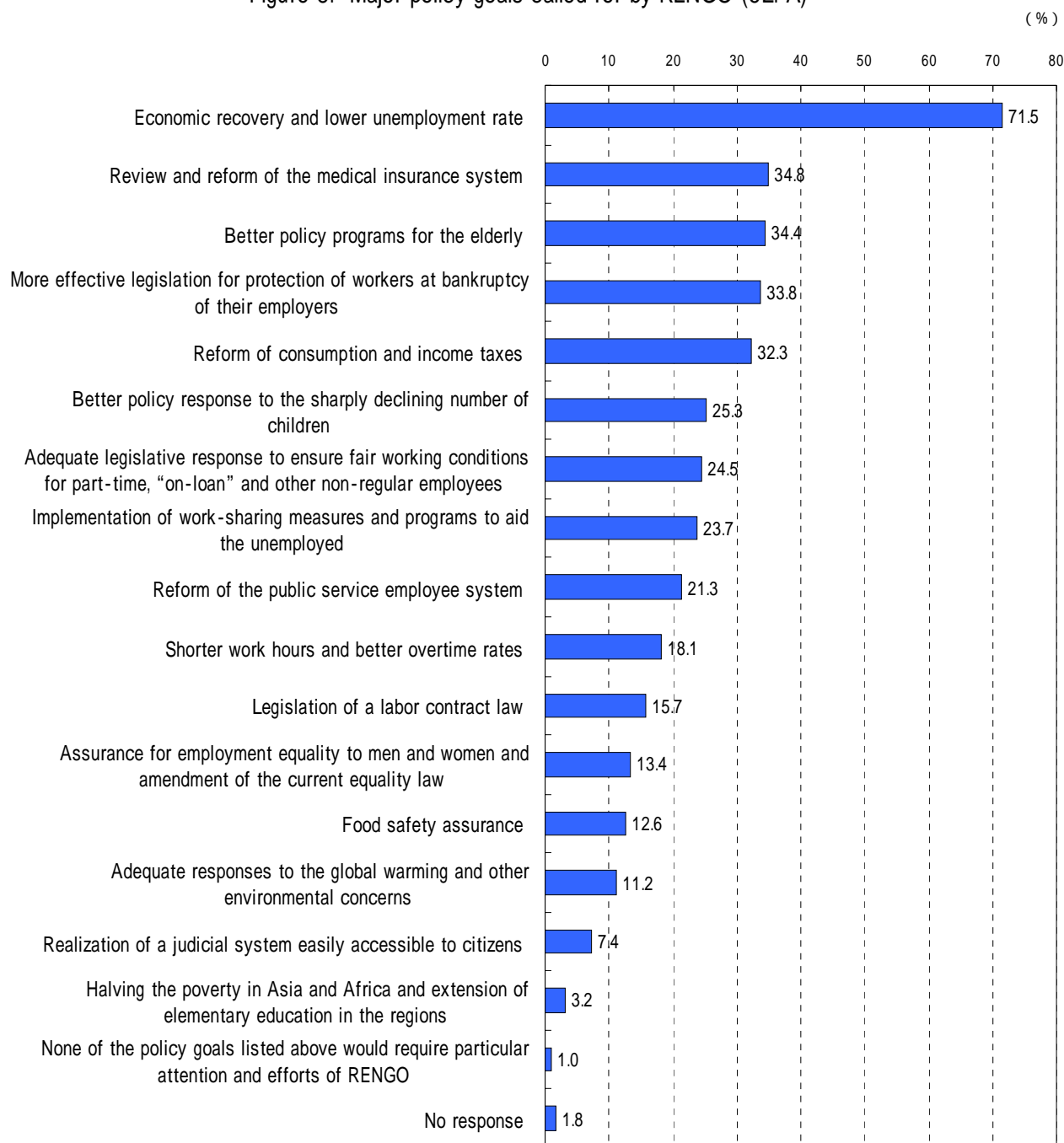


*7 # As to which the unions should focus on, employment or wages, in pressing demands on management, nearly one-half, or 47.8%, responded: “Both should receive equal emphasis.” However, it is noteworthy that 34.8% held that “Primary emphasis should be on securing employment,” which was more than five times of those who believed, “Securing of wages was most important,” accounting for 6.3%. (Figure 7)

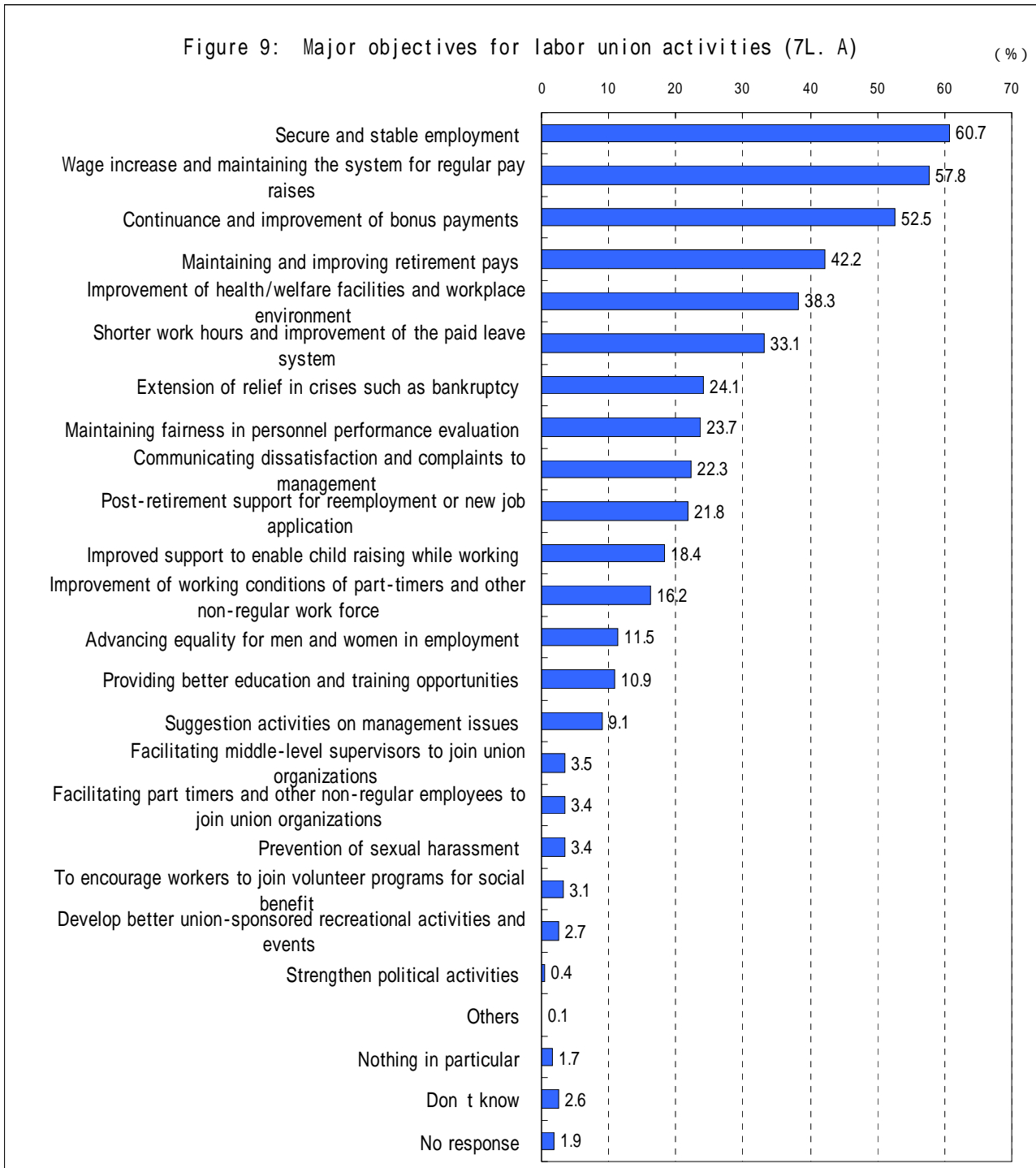


*8 # Among the major policy goals called for by RENGO, “Economic recovery and lower unemployment rate” found by far the highest support from respondents, exceeding the 70% mark (71.5%), followed by three policy demands, each of which garnered significant support of around one-third—“Review and reform of the medical insurance system” (34.8%), “Better policy programs for the elderly” (34.4%), and “More effective legislation for protection of workers when their employers go bankrupt” (33.8%). (Figure 8)

Figure 8: Major policy goals called for by RENGO (5L. A)



*9 # Of a number of major objectives for labor union activities, “Secure and stable employment” topped the list, receiving an about 60% response (60.7%). Next came “Wage increase and maintaining the system for regular pay hikes” with 57.8%, followed by “Continuance and improvement of bonus payments” with 52.5%. (Figure 9)



*10 # On the fundamental question of whether labor unions are necessary, over 70% (71.3%) responded, “Necessary,” while about one out of four, or 25.2%, replied, “Fine, either way” (Fine, if there are unions; fine if there are not). Those who held, “It would be better, if there are no unions,” were a very small minority (2.6%). (Figure 10)

