

SUMMARY OF THE 10TH QUESTIONNAIRE SURVEY ON WORK AND LIFE OF WORKERS

The economy continues to improve according to positive responses which outnumbered negative ones by the largest margin ever.

Consumption increases according to positive responses which outnumbered negative ones by a large margin.

Wage income has turned positive for the first time since the start of the survey.

Unpaid overtime work increases over a year ago whereby over 40 percent of respondents were affected.

Corporate efforts to reduce unpaid overtime work remain ineffective.

Outline of Survey

1. Purpose of Survey

This survey aims to clarify the trends in economy, employment, income, and consumption, and to obtain the basic data for considering policy issues by identifying workers' awareness concerning their job and life.

2. Subject of Survey

Based on the sex and age distribution of employees, 900 private enterprise employees in their twenties to fifties living in the Tokyo Metropolitan Area and Kansai Area were selected from the monitors of INTAGE, Inc. Additionally, 200 private enterprise employees in their early sixties were selected in a similar way. The number of valid respondents in this survey is 920.

Age group	Number of samples	Number of valid respondents
20s ~ 50s	900	762
Early 60s	200	158
Total	1,100	920

3. Period of Survey

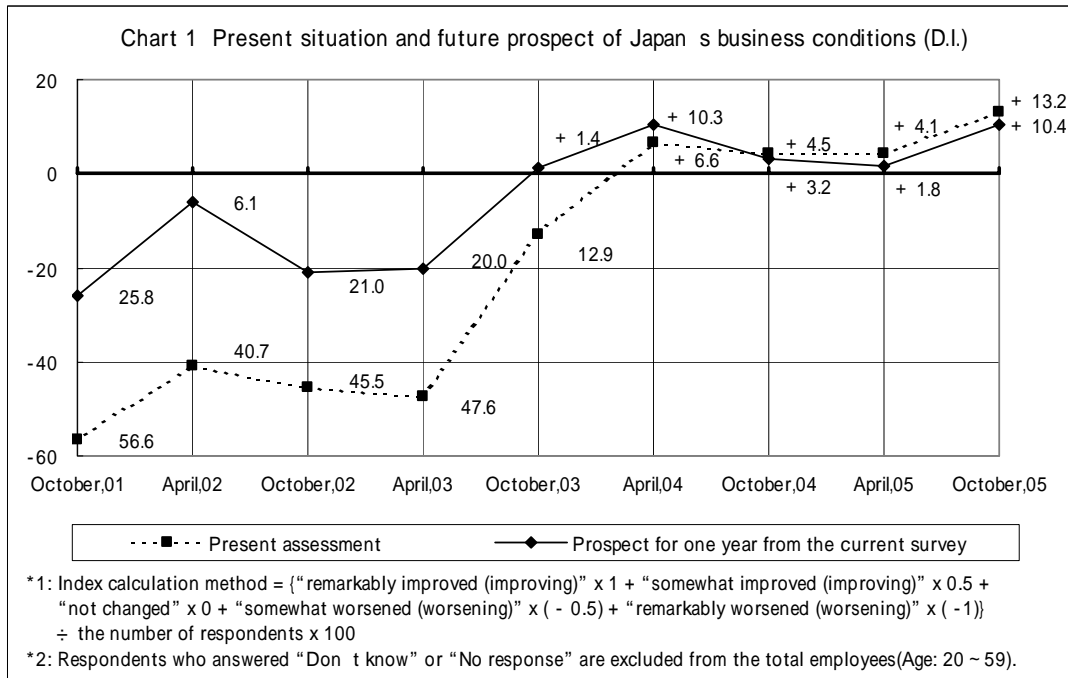
From October 7-17, 2005

Outline of Survey Results

1. Regular survey items

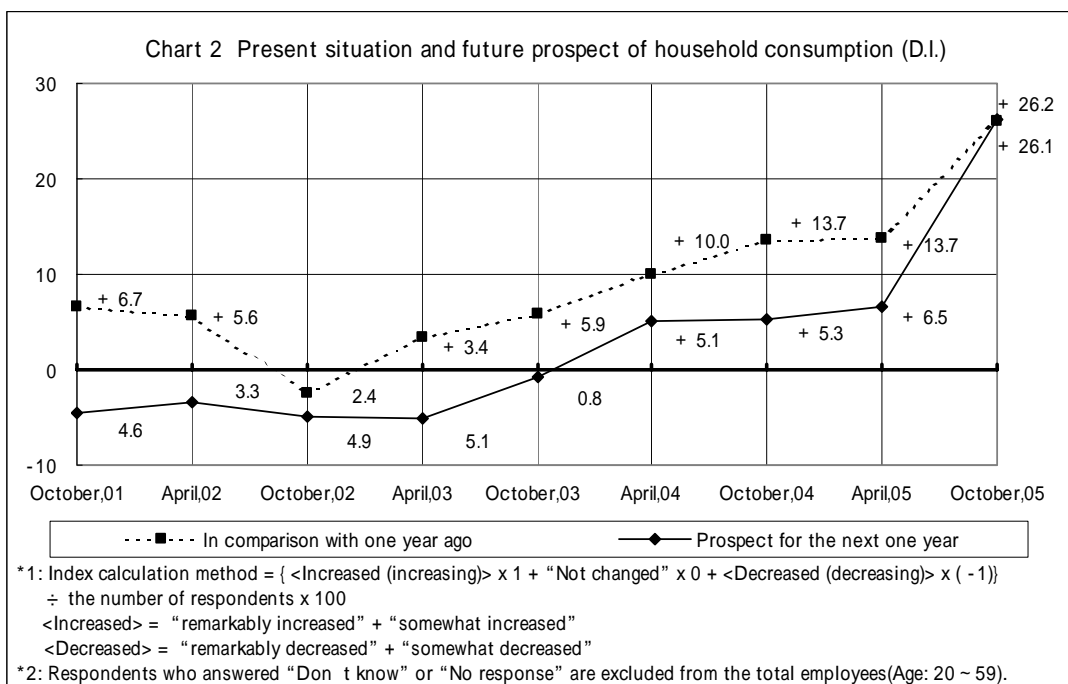
Assessment of Business Conditions D.I.

The survey results show that both present and future (the next year) prospects of business conditions continue to improve. The Assessment of Business Conditions D.I. has remarkably improved for both present and future prospects with the widest margin of positive responses since the start of this survey. (Chart 1)



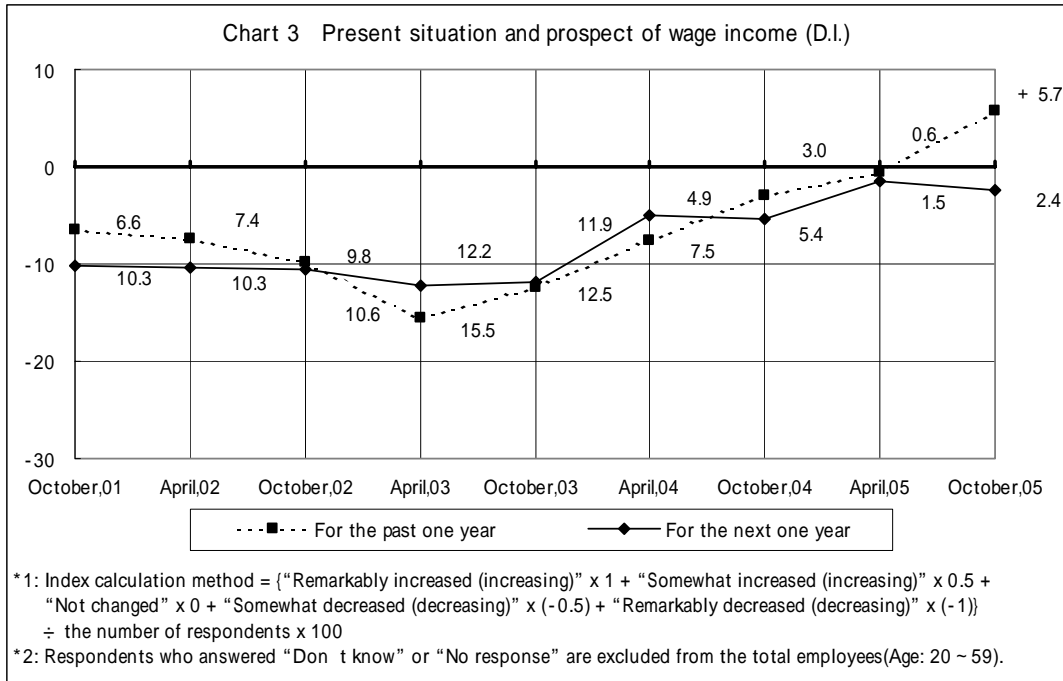
Household Consumption D.I.

In household consumption, <Increased> has exceeded <Decreased> for six consecutive half-year periods. This time, the Household Consumption D.I. increased by a much wider margin both for present and future prospects. (Chart 2)



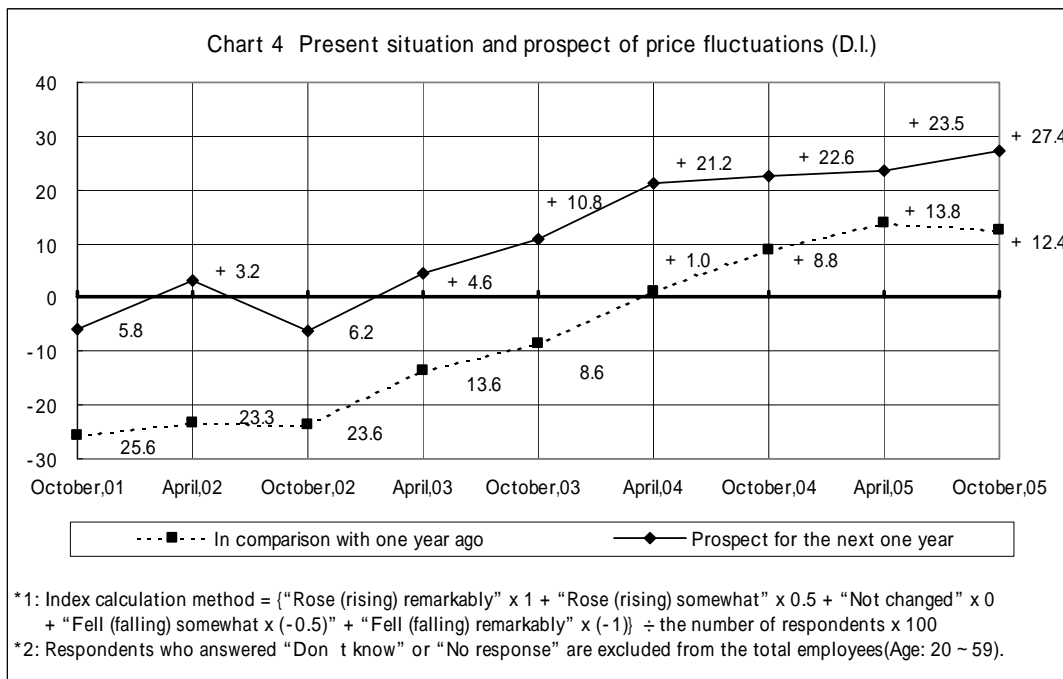
Wage Income D.I.

The current Wage Income D.I. turned positive for the first time since this survey began. Prospects for the next year are reserved. (Chart 3)

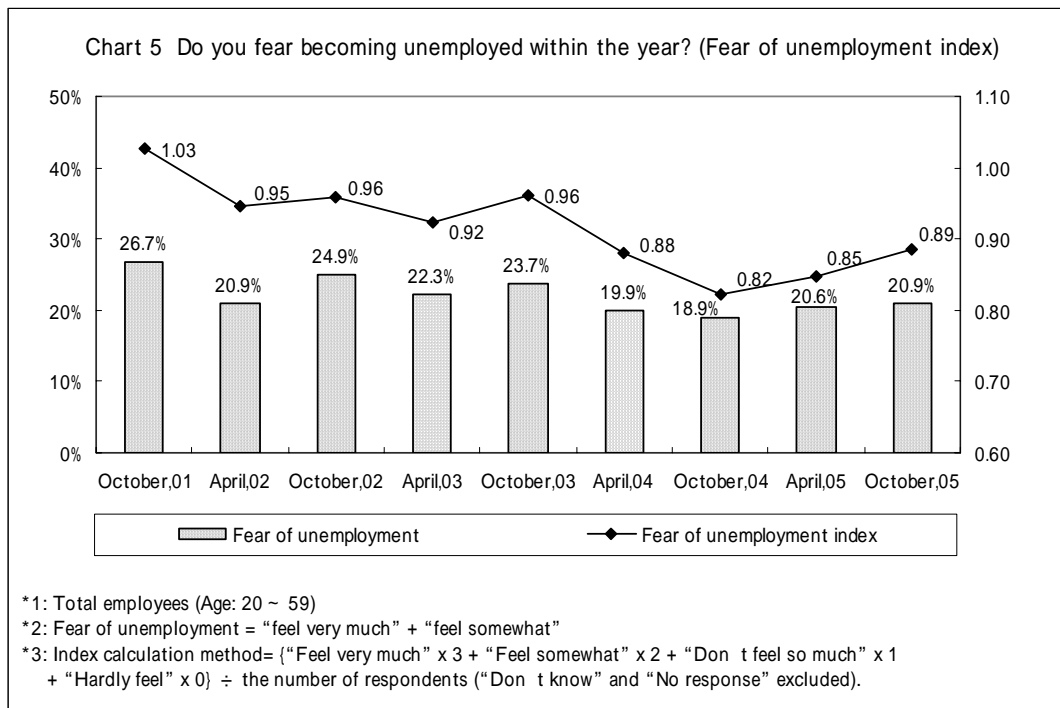


Assessment of Commodity Prices D.I.

Commodity prices are strongly expected to rise further. Projections for the Commodity Prices D.I. continue to rise. (Chart 4)



One out of five workers still has **fear of unemployment**. <Fear of becoming unemployed> increased slightly over the last survey. (Chart 5)



Assessment of work at workplace (<Applies> - <Doesn't apply>) was +14.2 in the overall average. (Chart 6)

Negative assessments were mainly found in the "Have enough time for self-enlightenment" (-22.1), "Have some opportunity or support for improving one's job capability or career" (-12.8), "Convinced of having appropriate and reasonable wages and conditions" (-11.6), and "Don't have excessive mental stress" (-7.7) categories.

On the other hand, positive assessments were made for "Entrusted with a certain responsibility or charge" (+43.1) and "Have good relationships with fellow workers" (+42.7).

In terms of the weighted index (D.I.) of work assessments at the workplace, according to age groups, there was a difference between the 20 ~ 40 year-olds and those aged between 50 and the early 60s. (Chart 7) In "Have sufficient wage and working conditions to maintain one's household" and "Have opportunity or support for improving job capability and career," the assessments among the 50 to early 60 age group fell far below those among the 20 ~ 40 year-olds, but in other items the assessments by the former group were the same or higher than those of the latter.

Regarding the aspect of work satisfaction, negative assessments were prevalent among 20 ~ 40 year-old males, while males in their 50s and early 60s as well as females in every age group chose positive assessments. Especially, in males and females in their 50s and early 60s, positive assessments prevailed.

Regarding the degree of satisfaction obtained from living in general, males in their 20s responded negatively, while males in other age groups and females in every age group responded positively. High positive assessments were made by males in their 50s and early 60s, and females in their 20s and early 60s.

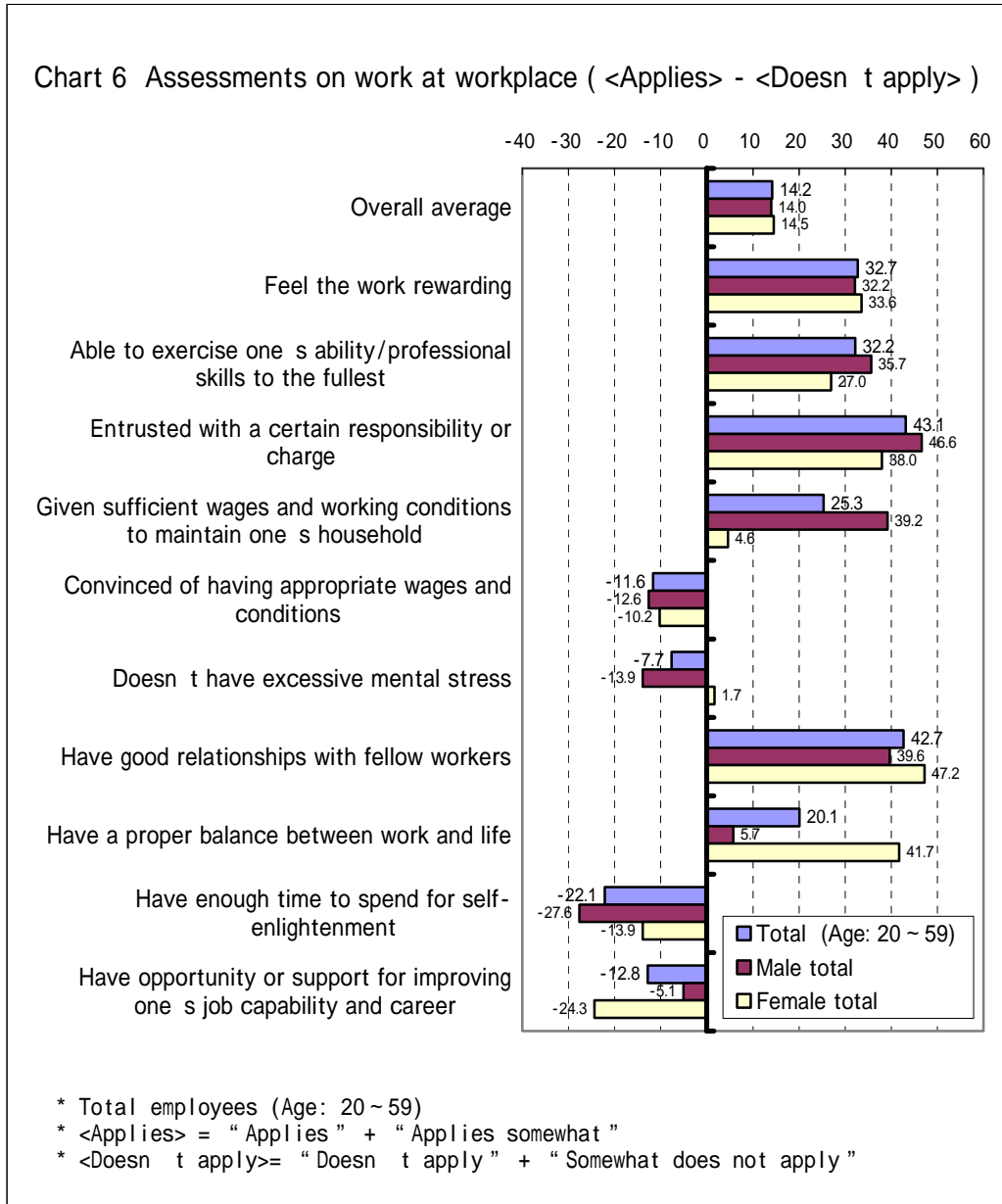


Chart 7 Assessments on work at workplace and degree of satisfaction obtained from work and life (Index)

		Assessments on work at workplace (Index) * 2						
		Overall average	Feel the work rewarding	Able to exercise one's ability/professional skills to the fullest	Entrusted with a certain responsibility or charge	Given sufficient wages and working conditions to maintain one's household	Convinced of having appropriate wages and conditions	Doesn't have excessive mental stress
By age group	Total	7.0	20.3	19.5	28.9	14.8	-10.0	-8.7
	20s	7.4	20.2	9.3	25.4	7.7	-13.7	-2.2
	30s	5.9	17.2	21.7	25.5	21.2	-10.9	-14.6
	40s	5.8	20.0	18.6	29.4	16.3	-4.0	-16.6
	50s	8.9	23.8	27.2	34.9	13.9	-11.0	-1.7
	early 60s (excluded number)	9.6	33.8	28.4	27.9	-14.9	-13.7	10.4
Employment status	permanent employees	7.8	19.9	21.3	36.0	26.6	-10.2	-15.1
	non-permanent	5.2	21.7	14.5	11.1	-14.3	-9.5	7.4
By age group	Male total	6.9	20.2	21.9	32.6	24.3	-10.6	-12.4
	20s	5.8	21.4	9.9	25.3	7.3	-14.6	-0.5
	30s	3.6	19.8	23.4	28.6	21.4	-16.7	-17.9
	40s	5.8	18.2	18.7	36.0	30.4	-5.6	-24.3
	50s	12.1	21.2	32.4	39.2	35.2	-5.6	-5.6
	early 60s (excluded number)	6.8	26.9	26.7	22.6	-13.0	-19.7	5.8
By age group	Female total	7.2	20.6	15.8	23.4	0.7	-9.1	-3.1
	20s	9.3	19.0	8.6	25.6	8.0	-12.6	-4.0
	30s	9.9	12.5	18.8	20.1	20.8	-0.7	-9.0
	40s	5.7	22.8	18.4	19.1	-5.9	-1.5	-4.4
	50s	3.6	27.9	18.8	27.9	-20.8	-19.7	4.6
	early 60s (excluded number)	15.3	48.0	32.0	39.0	-19.0	-1.0	20.0

		Assessments on work at workplace (Index) * 2				Degree of * 3 satisfaction(Index)		Number of responses
		Have good relationships with fellow workers	Have a proper balance between work and life	Have enough time to spend for self-enlightenment	Have opportunity or support for improving one's job capability and career	Satisfaction from current work	Satisfaction from living in general	
By age group	Total	27.4	9.7	-18.5	-13.3	7.3	9.5	762
	20s	36.3	10.1	-9.3	-9.0	3.3	7.2	183
	30s	24.0	0.0	-19.7	-5.8	6.1	3.3	198
	40s	24.0	11.2	-26.4	-14.9	2.9	7.5	177
	50s	25.7	17.7	-18.8	-23.4	16.0	19.2	204
	early 60s (excluded number)	23.5	34.0	4.5	-38.2	25.6	22.7	158
Employment status	permanent employees	23.1	1.3	-20.6	-4.7	2.9	11.7	541
	non-permanent	37.6	31.0	-13.3	-34.1	18.5	3.9	219
By age group	Male total	24.0	-1.1	-22.7	-7.1	2.3	6.7	457
	20s	32.8	1.0	-16.7	-7.8	-1.6	-6.8	96
	30s	21.0	-15.9	-27.0	-1.2	0.0	2.0	126
	40s	18.2	0.9	-27.4	-7.5	-0.9	5.6	108
	50s	25.2	10.4	-19.2	-12.1	10.5	22.6	127
	early 60s (excluded number)	21.8	33.0	0.0	-35.9	21.0	17.1	107
By age group	Female total	32.5	26.0	-12.1	-22.7	14.8	13.6	305
	20s	40.1	20.1	-1.1	-10.3	8.7	22.7	87
	30s	29.2	27.8	-6.9	-13.9	16.7	5.6	72
	40s	33.1	27.6	-25.0	-26.5	9.1	10.4	69
	50s	26.6	29.6	-18.0	-41.6	25.0	13.6	77
	early 60s (excluded number)	27.0	36.0	13.7	-43.0	35.7	34.7	51

*1: Total employees (Ages: 20 ~ 59 and early 60s). The early 60s group was excluded from the total, permanent and non-permanent employee groups, male total and female total.

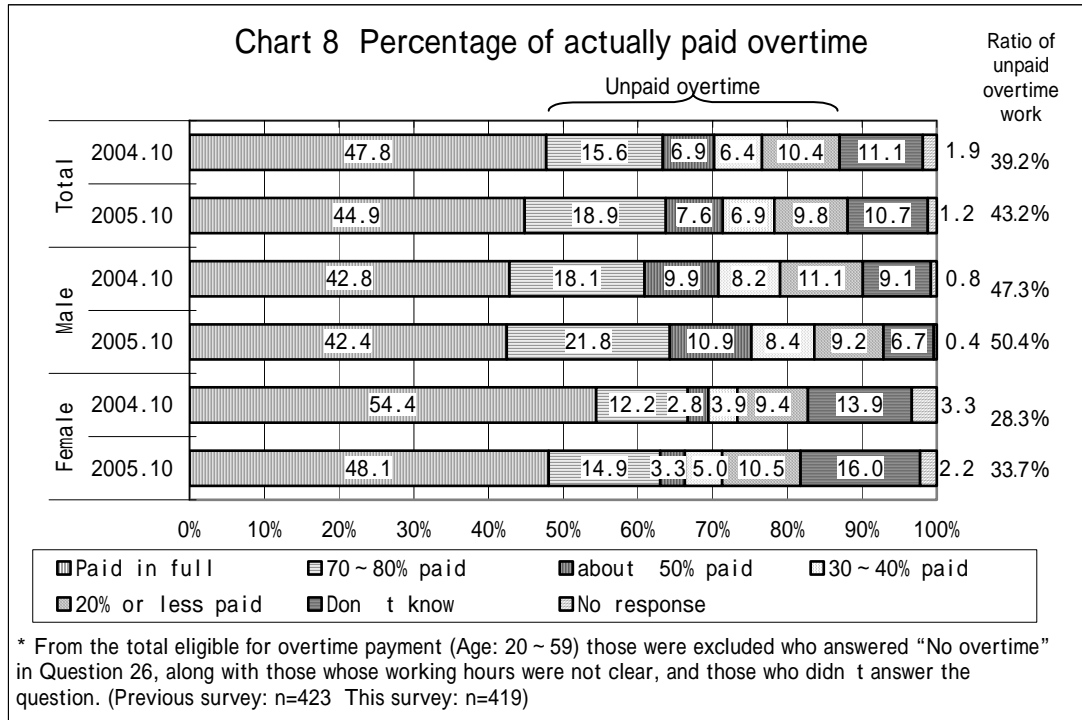
*2: Index calculation method = {"Applies" x 1 + "Applies somewhat" x 0.5 + "Somewhat does not apply" x (-0.5) + "Doesn't apply" x (-1)} ÷ the number of respondents ("No response" excluded) x 100

*3: Index calculation method = {"Very satisfied" x 1 + "Fairly satisfied" x 0.5 + "A little dissatisfied" x (-0.5) + "Very dissatisfied" x (-1)} ÷ the number of respondents ("No response" excluded) x 100

2. The 10th Survey - Special survey items: Working Hours

The number of those who performed <Unpaid overtime work> reached 43.2%*, an increase over the previous year's survey result. (Chart 8)

*The percentage of respondents, excluding those who answered "Paid in full," "Don't know" and "No response" from the total



The "Ratio of unpaid overtime work" increased as actual working hours got longer. In order to reduce unpaid overtime work, it is important to shorten the prevailing long working hours with measures such as improving work efficiency and increasing the number of workers. (Chart 9)

Compared with the previous survey, in deciding paid overtime hours, the choice of categories "According to the amount of compensation set beforehand" and "As recorded on time card or by other electronic devices" increased. Particularly, the latter became one of the factors causing the overall increase in the "Ratio of unpaid overtime work."

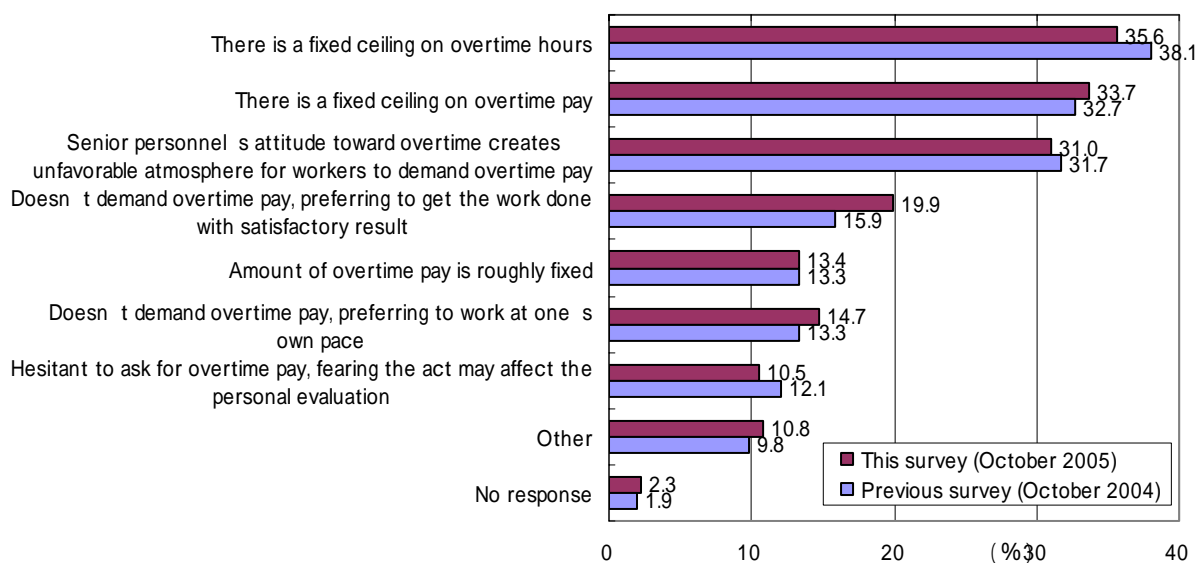
Chart 9 Ratio of paid overtime work

										(% respondents) (October 2004)		
		Paid in full	70 ~ 80% paid	about 50% paid	30 ~ 40% paid	20% or less paid	Don't know	No response	Number of responses	Ratio of unpaid overtime work		This survey - previous survey
Total employees (Ages: 20 ~ 59)		44.9	18.9	7.6	6.9	9.8	10.7	1.2	419	43.2	39.2	4.0
Sex	Male	42.4	21.8	10.9	8.4	9.2	6.7	0.4	238	50.4	47.3	3.1
	Female	48.1	14.9	3.3	5.0	10.5	16.0	2.2	181	33.7	28.3	5.4
Weekly actual hours worked	Less than 40 hours	57.4	13.1	1.6	2.5	7.4	16.4	1.6	122	24.6	25.4	-0.8
	40 hours or more, less than 50 hours	43.9	23.5	8.2	7.7	7.1	8.7	1.0	196	46.4	32.7	13.7
	50 hours or more, less than 60 hours	37.9	21.2	9.1	12.1	13.6	6.1	0.0	66	56.1	56.8	-0.8
	60 hours or more	20.0	8.6	22.9	8.6	25.7	11.4	2.9	35	65.7	60.7	5.0
How to decide paid overtime hours	Exactly according to self-declared hours	57.4	14.8	8.0	5.7	6.3	6.8	1.1	176	34.7	35.4	-0.7
	Exactly as recorded on time cards or by other electronic devices	53.8	23.6	4.7	1.9	3.8	11.3	0.9	106	34.0	12.4	21.6
	Senior personnel make adjustments on the basis of employee-declared hours or time card	36.7	28.3	6.7	10.0	10.0	8.3	0.0	60	55.0	58.8	-3.8
	According to the amount of compensation set beforehand	14.3	14.3	10.7	35.7	17.9	7.1	0.0	28	78.6	50.0	28.6
	According to the maximum hours set beforehand	13.6	31.8	13.6	0.0	18.2	22.7	0.0	22	63.6	75.0	-11.4
Other	5.6	0.0	11.1	0.0	50.0	27.8	5.6	18	61.1	72.7	-11.6	
Employment status	permanent employees total	40.1	21.5	9.8	7.4	11.8	8.8	0.7	297	50.5	45.6	4.9
	non-permanent employees total	57.0	12.4	1.7	5.8	5.0	15.7	2.5	121	24.8	25.0	-0.2
With or without labor unions	with a labor union	46.7	20.4	10.8	7.2	8.4	6.6	0.0	167	46.7	38.3	8.4
	without a labor union	43.6	21.0	5.5	6.1	9.9	11.6	2.2	181	42.5	42.9	-0.3

* From the total eligible for overtime payment (Age: 20 ~ 59) those were excluded who answered "No overtime" in Question 26, along with those whose working hours were not clear, and those who didn't answer the question. (Previous survey: n=423 This survey: n=419)

The main reasons **why workers performed unpaid overtime work** were "There is a ceiling on overtime hours," "There is a ceiling on overtime payment," and "Senior personnel's attitude toward overtime creates unfavorable atmosphere for workers to demand overtime pay." The results were about the same as in the previous survey. (Chart 10)

Chart 10 Why workers perform unpaid overtime work (multiple responses)



* From the total eligible for overtime payment (Age: 20 ~ 59) those were excluded who answered "No overtime" in Question 26, along with those whose working hours were not clear, and those who didn't answer the question. Those who answered "No unpaid overtime" to this question were also excluded from the total. (Previous survey: n=315 This survey: n=306)

In the past one year, **efforts to reduce unpaid overtime** are on the larger part “ not progressing ” (32.7%). (Chart 11)

