

Survey on Labor Union Dues

- Summary of Survey Result -

Summary of Survey Execution

1. Purpose and History

The Survey of Labor Union Dues, focusing on union financing (the very basis for union activities) has the purpose to clarify its reality.

This survey has been conducted around every two years since 1975, and this survey is the 15th. The survey had been conducted by the Asian Social Problems Survey Institute. Following its dissolution, however, the Japanese Trade Union Confederation (JTUC) and the Research Institute for Advancement of Living Standards (RENGO-RIALS) have taken up the task since the 14th survey. This is, therefore, the 2nd survey implemented by JTUC and RENGO-RIALS.

2. Schedule of Distribution and Collection of Survey Questionnaires

Planning	: June, 2005
Distribution and fill-out	: October, 2005
Collection	: from December, 2005, to January, 2006
Compiling Statistics	: February, 2006

3. Organizations and Unions Surveyed

The survey questionnaire for the Survey on Industrial Unions was distributed all the constituent organizations (industrial unions) in JTUC. The Survey on Independent Unions* was distributed to the main unions of JTUC (those selected when JTUC conducts the labor condition survey, etc.), as well as to unions participating with the previous survey other than the above-mentioned.

* 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.

4. Survey Cards Collected

Survey on Industrial Unions	39 organizations	Total membership of 5,838,779
Survey on Independent Unions	590 organizations	Total membership of 2,314,285

5. Period Surveyed

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

Summary of Survey Results

. Survey on Independent Unions

1. Entry Fee System

— **Half of total responses were “yes”; the standard calculated centers on a fixed amount** —

As for whether unions have a initial fee system for new members, the answers are fairly equally divided between “yes” (50.0%) and “no” (48.2%) approximately.

In the unions responding “yes,” “fixed amount” stands out as 85.2% for the basis of entry fees; other answers were in small proportions, such as “an amount proportionate to wage” (10.3%) and “a fixed amount plus a proportional amount (4.8%).

The average entry fee calculated on a “fixed amount” basis, adopted by most unions, is 1,116 yen per member (2003 survey: 1,012 yen).

2. Basis for Collecting Union Dues

— **The answers are divided into “fixed rate” and “fixed rate plus fixed amount”** —

As for the basis for collecting union dues at independent unions, “fixed rate” accounts for 50.3%, which is the most common response; however, “fixed rate plus fixed amount” accounts for 44.3%.

As for the upper limit for monthly union dues, unions that “have set limits” occupy only 28.0%, and unions that “have no set limits” occupy 70.6%. The average amount of dues collected by the unions that “have set limits” is 6,838 yen (2003 survey: 6,958 yen).

3. Collecting Union Dues on Paid Bonuses

— **More than half of all unions have this system, and the average amount of annual dues collected per member is 8,085 yen** —

The unions “having the system and collecting dues” on bonuses other than monthly membership fees account for 47.3% and “having the system but not collecting dues” account for 5.5%; i.e., more than half of all unions have a system to collect union dues on paid bonuses. On the other hand, unions

“not collecting” account for 46.1%.

The annual average amount of dues collected on paid bonuses is 8,085 yen per member (2003 survey: 8,966).

4. Method for Collecting Union Dues

— **95 % of unions have adopted the “check-off method.”** —

As for how union dues are paid, the unions adopting “check-off method” represent the majority, with 94.5%.

5. Change of Union Dues

— **The unions having raised or reduced account for some 20%; the average amount is just over 600 yen.** —

As for whether the union dues have been changed — raised or reduced — over the past two years, the unions “having not changed” account for the majority with 80.7%. In case of those “having changed”, responses of “having raised” account for 4.4%, while those “having reduced” account for 15.3%.

The average monthly amount of union fees that increased is 613 yen (on weighted average). On the other hand, the average monthly amount of union fees that decreased is 623 yen (on weighted average).

As for prospects to change union dues for two years ahead — raising or reducing them — unions “with no specific plan” account for 82.7%, while both those “with a plan to raise union dues” (6.4%) and those “with a plan to reduce them” (9.1%) are less than 10%.

6. Average Union Dues per Regular Worker

— **The average monthly union dues are 5,107 yen, accounting for 1.69% of wages.**—

The average monthly union dues per regular worker (on weighted average) are 5,107 yen, showing a slight decrease of 70 yen in comparison to that of the 2003 survey (5,177 yen). In categorizing by the scale of unions, all the brackets are slightly over 5,000 yen and show no significant differences.

The average monthly amount (on weighted average) of standard wages as the base to calculate union dues is 302,405 yen, which decreased about 4,000 yen when compared to that of the 2003 survey (306,375 yen).

The percentage of union dues versus the average monthly wage (on weighted average) is 1.69%, and is the same as that of the 2003 survey (1.69%).

Average Monthly Union Dues per Member (amount: yen, percentage: %)

	Regular Worker						Union Dues of Part-timers and Temporary Workers
	Average Monthly Union Dues		Average Monthly Wage		Percentage of Union Dues		
	2005 survey	2003 survey	2005 survey	2003 survey	2005 survey	2003 survey	
Total	5,107	5,177	302,405	306,375	1.69	1.69	1,584
299 members and fewer	5,027	5,345	270,296	276,052	1.86	1.94	2,119
300 members and more	5,188	5,321	284,374	282,112	1.82	1.89	1,793
1000 members and more	5,163	5,166	302,345	296,328	1.71	1.74	1,843
5000 members and more	5,229	5,409	308,766	313,355	1.69	1.73	2,097
10000 members and more	5,037	5,091	302,412	310,815	1.67	1.64	1,406

7. Union Dues of Part-timers and Temporary Employees

— **45% versus that of members; average monthly amount is 1,584 yen.** —

The percentage of unions that responded “having” part-timers and temporary employees as members account for 16.3%, increasing slightly in comparison to those so responding in the 2003 survey (13.4%). In relation to the basis for calculating union dues adopted by the unions “having such workers as members,” the most common response was “discounting dues” (64.9%), overwhelming the response “equalizing the dues with those of regulars workers (34.0%).” The average discount rate is 45.1% of the union dues for regular workers.

The average monthly union dues of part-timers and temporary employees per member (on weighted average) is 1,584 yen. That of unions “equalizing dues with those of regular workers” is 1,720 yen, and that of those “discounting dues” is 1,514 yen.

8. Measures to Reduce Union Dues

— **“Temporary transfer or long-term transfer workers” and “long-term overseas dispatched workers” are collected at the same rate and amount and “absentees for long-term medical treatment,” “absentees for maternity leave,” and “absentees for family care leave” are “not collected.”** —

The standard of “the same amount and rate of union dues as ordinary members” is over 70% of “temporary transfer or long-term transfer workers” (namely 72.1%), and over 50% of “the long-term overseas dispatched workers” (namely 53.5%). Conversely, collection rates for “absentees for long-term medical treatment,” “absentees for maternity leave,” and “absentees for family care leave,” are only about 10%, and unions “not collecting dues” are in the majority.

9. Umbrella Organization Fees

— **Half of all unions “formally participate in enterprise union federations”.**—

As regards joining enterprise union federations (the federation of unions in the same enterprise or enterprise group), unions responding “joining with regular membership” account for slightly over half, with 50.3%; while responses of “joining as an observer” account for very small part (0.8%). On the other hand, unions “joining no enterprise union federation” account for 47.8%.

In case of the unions responding with the “joining” of enterprise union confederations, the average monthly amount per member paid to them is 466 yen (on weighted average) and the average monthly amount per member paid to industrial unions is 489 yen (on weighted average).

10. Strike Funds

— **Nearly 60% of unions are “saving a reserve”; the average monthly reserve of strike funds is 542 yen, and the average wage compensation days in case of strikes is 20.0 days.** —

As for strike fund reserve, the unions responding that they are “not saving a reserve” are only 17.8% and the remaining more than 80% of responding unions have strike fund reserves of one type or another. Among those so responding,— 21.1% “have a system, but do not reserve money for this fiscal period.” In case of those actually saving a reserve, the response “collecting it separately from union dues and reserving it” accounts for the largest part, namely 35.7%, followed by the response “reserving a part of union dues,” which totals 15.4%.

The average monthly reserved amount in case of “organizational saving” (on weighted average) is 198 yen per member, and that in case of “personal saving” (on weighted average) is 350 yen. As a result, the average monthly saving total of “organizational saving” and “personal saving” together is 542 yen.

The total sum of strike funds is 760,790,000 yen on average per union, maintaining the level of 2003 survey (namely 756,618,000 yen). Converting the total sum of strike funds to wage compensation days in case of strikes, the average is 20.0 days.

As for saving limitations on the strike funds, the unions responding with “no limit” account for more than three-fourths of respondents (namely 77.3%). In case of where a certain kind of limitation is set up, the response of “an amount of money equal to the wage compensation for a certain number of days in case of strikes” occupies the majority with 53.1%, and the response “an amount of money” accounts for 37.0%.

11. Scale of Finance

— **The total amounts of both general accounts and the carryover of various reserve accounts other than strike funds are 300,000,000 yen or more per union on average.** —

The settled revenue amount of general accounts is 302,380,000 yen on average per union. The carryover of various reserve accounts other than strike funds is 318,860,000 yen on average per union (2000 survey: 382,330,000 yen). This is 16,000,000 yen more than general accounts.

Scale of Finance (unit of amount: 10,000 yen)

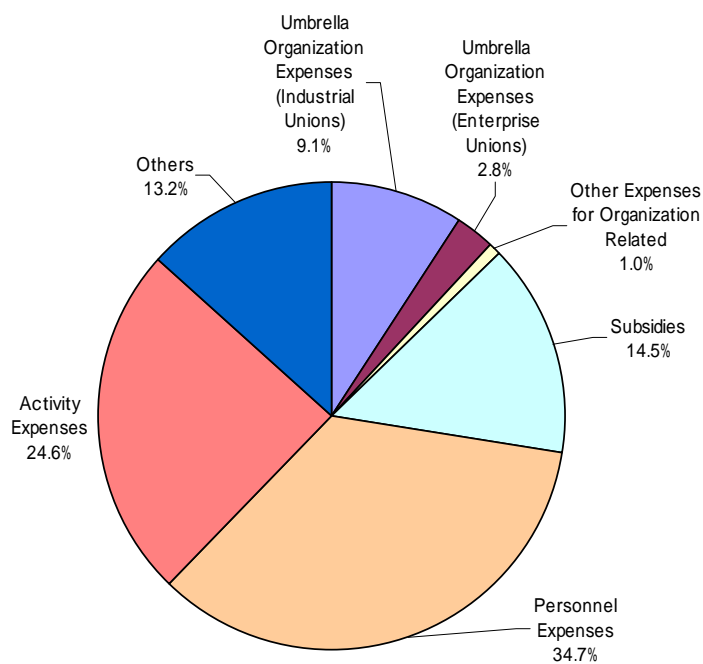
	General Accounts	Carryover of Various Reserves other than Strike Funds
Total	30,238	31,886
299 members and fewer	1,978	3,242
300 members and more	5,048	7,207
1000 members and more	19,205	25,074
5000 members and more	52,547	69,815
10000 members and more	189,849	153,936

12. Summary of Expenditures in General Accounts

— The largest proportion is accounted for by “personnel expenses” — namely 35% —

Among the items of expenditure in union finance, the largest proportion is accounted for by “personnel expenses” (34.7%). This is followed by “activity expenses” (24.6%), “subsidies” (14.5%), and “umbrella organization expenses (industrial unions)” (9.1%), etc.

Summary of Expenditures in General Accounts



13. Full-time Officers/Employees

— Full-time and half-time officers and regular employees tend to be reduced, with an increase of population density of full-time officers in proportion to members. —

The number of full-time officers per independent union is 7.6 (2003 survey: 8.5), for half-time officers, the number is 2.6 (2003 survey: 3.5); regular employees are 4.4 (2003 survey: 5.2); and part-timer and temporary employees are 2.1 (2003 survey: 2.2).

The number of union members per full-time officer is 570.9; per regular employee, it is 957.2.

Full-Time Officers/Employees (unit : number of persons)

	Full/Half-Time Officers		Employees *		Total of Officers and Employees	Union Members per Officer/Employee	
	Full-Time Officers	Half-Time Officers	Regular Employees	Part-timers & Temporary Employees		Full-Time Officers	Regular Employees
2005 survey	7.6	2.6	4.4	2.1	16.6	570.9	957.2
2003 survey	8.5	3.5	5.2	2.2	19.2	534.4	829.6

* In the case of the 2003 survey, the items were “Employees” and “Others”

. Survey on Industrial Unions

1. Dues Collected from Joining Unions

(1) Monthly Dues of Joining Unions per member

—The monthly average amount is 510 yen, showing no significant change when compared to that of the 2003 survey (namely 512 yen). —

The monthly dues collected upon joining unions by industrial unions is 510 yen per member on an average. The distribution pattern is concentrated on “500 yen and more” (10 unions) and “400 yen and more” (6 unions).

There is no significant change in the level of dues compared to that of the former survey (512 yen). This may reflect the organizational circumstances in which the financial situation is severe owing to the decrease of members in joining unions, but it is difficult to raise dues.

Monthly Dues per Member

		Distribution of Dues									Average Dues (unit: yen)	
		Less than 300yen	300yen and more	400yen and more	500yen and more	600yen and more	700yen and more	800yen and more	900yen and more	1000yen and more	2005 survey	2003 survey
Total	Number of unions	5	3	6	10	2	1	2	1	3	510	512
	Percentage	15.1	9.1	18.2	30.3	6.1	3.0	6.1	3.0	9.0		

(2) Percentage of Monthly Dues to Average Wages

— The percentage of monthly dues to average wages is 0.17% —

The proportion of monthly dues per member to the average wages of members is 0.17% (the average wage is 302,405 yen —“Survey on Independent Unions”). It shows no change when compared to that seen in the 2003 survey (512 yen/306.375 yen = 0.17%).

2. Changes in Dues and Forthcoming Plans

(1) Whether there has been a change in dues (increase, decrease, etc.) or not

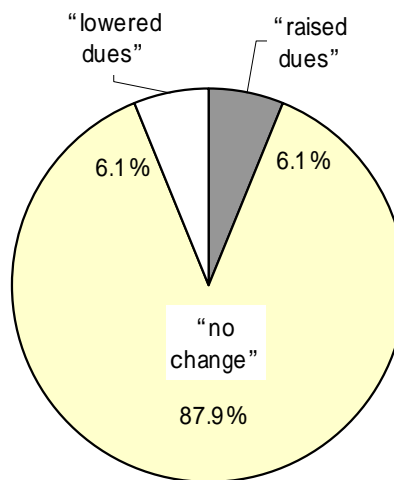
— Four unions mainly composed of organizations with fewer than 100,000 members were forced to change dues. —

Whether there has been a change in dues (such as an increase or decrease, etc.) for the past two years was investigated as in the last survey.

The “no change” response was selected by 29 unions, totalling around 90%. While four unions (12.2%) answered they have changed union dues; specifically, two unions “raised dues” (6.1%) and two unions “lowered dues” (6.1%) dues in the past two years. As the survey two years ago showed, there are unions forced to change dues in the background of organizational circumstances such as a decrease in members and increase of non-typical members such as part-timers and dispatched workers.

Industrial unions with fewer than 100,000 members account for a majority (namely, three out of four unions) in those forced to change dues.

Whether there has been a change in dues for the past two years



(2) Raised or Lowered Dues and Reason for Change

— The average amount of increase in dues is 48 yen (two unions) per month; that of decrease is 11 yen (two unions). —

The amount of increase in dues of industrial unions is 48 yen on average (answered by two unions). The given reasons (filled out in “free opinion”) are such as “maintaining and reinforcing industrial movement, and assuring stable operations in the propensity of decrease in members” against a background of decreasing membership, etc.

On the other hand, as for two unions that lowered dues, the average decrease in dues is 11 yen per month, which means they were forced to minimize the amount of decrease in dues. The given reasons

for the decrease (filled out in “free opinion”) were “reduction in average income of members” and “reviewing organizational form and finances.” At any rate, against a background of having minimized the amount of decrease in dues were stern financial circumstances in the industrial unions themselves.

(3) Plans to Change Dues

— **20 unions (around 60%) have no specific plan to change dues.** —

Questions were asked about intentions to change dues (such as raising or lowering them) and changing the accounting methods for dues over the next two years. Twenty unions accounting for 60.6% of industrial unions answer that they have no specific plan.” In other words, the percentage of unions with no specific plan of change slightly exceeded 60%.

On the other hand, despite in the short period of two years, four unions (12.1%) answer that they are “considering a plan to increase dues,” and four unions (12.1%) are “considering a plan to decrease dues.”

Since they are at the stage of considering a plan, this result does not always mean there is a tendency toward changing dues after two years. However we may anticipate that some unions will change dues according to organizational and financial circumstances in future.

3. Union Dues of Part-timers and Temporary Employees

— **The answers of “have discounted” account for a majority (namely 11 unions, or 33.3%) and the option “the same amount and rate as for regular members” account for only three unions (namely 9.1%).** —

As for whether unions are organizing part-timers and temporary employees as members, industrial unions that “do not have those workers as members” account for 42.4% (14 unions). Those that “have those workers as members” account for 57.3% (19 unions).

As regards the basis for calculating union dues adopted by the 19 industrial unions that “have those workers as members,” the response “equalizing dues with those for regular workers” was given by only three unions; the other 16 unions have adopted the basis that takes into consideration the income level of part-timers and temporary employees. Among these unions, the response “discounting dues,” was given by 11 unions (namely 33.3%) and accounts for the majority; and “paying back a certain amount” was the response of three unions (9.1%). In addition, two unions (6.1%), though in the minority, responded with “not collecting dues.”

Part-Timers and Temporary Employees as Members and a Basis for Calculation of Dues

	(%)						
	The same amount and rate as for regular members	Paying back a certain amount	Discounting dues	Not collecting dues	Not having part-timers or temps	No answer	Number of answers
2005 survey	9.1	9.1	33.3	6.1	42.4	...	33

4. Dues Paid to Rengo, Greater Industrial Organizations and International Organizations

— **The annual dues paid to “Rengo” total 159,020,000 yen on average, a decrease of some 18,000,000 yen when compared to the 2003 survey.** —

The annual dues paid to “Rengo” total 159,020,000 yen on average. In comparison to the 2003 survey (total: 177,210,000 yen), a 18,190,000 yen decrease is indicated; presumably on account of the decrease in membership in industrial unions.

The result indicates that 21 unions “join with regular membership” greater industrial organizations, and 22 unions “join with regular membership” international industrial organizations. As for the amount of annual dues, dues paid to the former are around 39,870,000 yen on average and dues paid to the latter are 22,180,000 yen on average.

5. Dues Paid to Local Confederations of JTUC

— **The annual union dues paid wholly by industrial unions to local confederations is 240,830,000 yen on average, and monthly union dues are 108 yen per member.** —

As for payment of union dues to local confederations, dues are paid by independent unions in only eight unions. In about three-fourths, it is paid by the industrial unions themselves. The annual amount is 240,830,000 yen on average, and “monthly dues per member” are about 108 yen on average.

6. Strike Funds

(1) Strike Fund Reserve System

— **Nearly half of the industrial unions lack a strike fund reserve system; more than 80% of unions are not saving a strike fund reserve.** —

As for the situation of strike fund reserve saved by industrial unions, more than 80% of unions did not save strike fund reserve in the latest accounting year.

Sixteen unions that “have no strike fund reserve system” occupy nearly half of the total (48.5%), and 11 unions (33.3%) “did not save a strike fund reserve in the latest fiscal year” despite having a system to do so. This means that 27 unions (more than 80%) did not save a strike fund reserve in the latest fiscal year.

As a result, only six unions saved a strike fund in the latest fiscal year. Among them, four unions

(12.1%) report they “save a part of union dues” and two unions (6.1%) report they “collect dues independent of industrial union dues to save as a strike fund reserve”.

**Total Amount of Strike Fund Reserves (Including Unity Funds)
and Amount Collected per Member**

	Amount of Strike Fund Reserves: by 10,000 yen		Average Amount Collected per Member (yen)	
	2005 survey (answered by 17 unions)	2003 survey (answered by 17 unions)	2005 survey (answered by 4 unions)	2003 survey (answered by 7 unions)
Total	265,747	160,688	895	1,415

Notice: The 2005 survey treats the “total reserved strike funds including unity funds for strike countermeasures (total reserved amount outstanding)”.
The 2003 survey treated the “total reserved strike funds (total reserved amount outstanding)”.

(2) Amount of Strike Fund Reserve

— **The average reserve amount is 2,657,470,000 yen (answered by 17 unions)—**

The amount reserved by industrial unions with a strike fund reserve system is 2,657,470,000 yen on average (as answered by 17 unions). Additionally, in this survey, the phrase “including unity funds” was inserted into the question. Therefore, the result greatly exceeds the amount reserved as reported in the former survey (1,676,380,000 yen).

7. Revenue Account

(1) General Accounts

— **The settled revenue amount for general accounts is 1,126,530,000 on an average, indicating an increase in some 60,000,000 yen over that of the 2003 survey (a 5.9% increase). —**

The settled revenue amount for general accounts is 1,126,530,000 yen on average. This is an increase of some 60,000,000 yen over that in 2003 survey (namely 1,033,890,000 yen); the percentage increase of the past two years is 5.9%.

In the background of this increase naturally lies the integration of industrial unions. As for the rate by union membership, although the unions with fewer than 200,000 members reduce the settled revenue amount for general accounts, those with 200,000 or more members tend to increase it. (Those with 200,000 or more members: 1,250,000,000 yen in the 2003 survey, and 1,440,000,000 yen in the 2005 survey; and those with 300,000 or more members: 4,450,000,000 yen in the 2003 survey, and 4,730,000,000 yen in the 2005 survey). The largest settled revenue amount is 7,346,050,000 yen, and the smallest is 21,140,000 yen.

Scale of Finance (General Accounts and Total Carryover Amount of Various Reserves)

(by 10,000 yen)

	Settled Revenue Amount of General Accounts		Total Carryover Amount of Various Reserves other than Strike Funds in the Latest Fiscal Year
	2005 survey	2003 survey	
Total	112,653	106,389	100,934

(2) Total Carryover Amount of Various Reserves Other than Strike Funds

— The total reserved amount other than strike funds is 1,093,400,000 yen. —

The year-end total carryover amount of various reserves is 1,093,400,000 yen on average per industrial union (answered by 27 unions).

The total carryover amount is conspicuously high among unions with 300,000 members or more, reaching around 2,900,000,000 yen on average. In contrast, among unions with less than 100,000 members, it reaches only around 200,000,000 yen.

8. Full-time Officer/Employee System

(1) Full-time Officer

— The number of full-time officers is 345 and decreases by 35. The average number of full-time officers per union is 10.5. —

The number of “full-time officers” is 10.5 per union on average. The overwhelming majority is accounted for by males (9.8), with females making up the remaining 0.6; which means that the total number in all the industrial unions is 21.

The aggravation of the financial situation in industrial unions against a background of decreasing membership has had an effect on even the number of “full-time officers.” Their number decreased by 0.7 from 11.2 on an average in 2003 survey. The total number of “full-time officers” decreased by 35 from 380 in the 2003 survey to 345 in this survey.

Such a tendency toward a decrease in “full-time officers” is especially apparent among unions with fewer than 200,000 members. This presumably takes place against a background of shrinkage in the revenue scale of general accounts.

Observing the trend toward a reduction in the number of full-time officers from the viewpoint of “number of union members per full-time officer,” we can see an increase of 532 from 15,397 in the 2003 survey to 15,929 in the 2005 survey. This means that the reduction rate of full-time officers is the same as that of the falling membership.

(2) Regular Employees

— The decrease is seen also in the number of regular employees, which is 18.5 on an average, namely a decrease of 0.4. —

The number of “regular employees” per union on average is 11.3 for males and 7.2 for females, and totals 18.5. The number of “regular employees” has decreased over the past two years as has that of “full-time officers”; the decrease is 0.4 on average (the total number of “regular employees” is 609, and has decreased by 33 over the past two years).

The number of union members per “regular employee” is 6,956, having decreased by 90 when compared to the 7,049 in the 2003 survey.

Additionally the number of “part-timers, temporary employees, and dispatched workers” is 3.0 for females and 0.4 for males per union on an average, and totals 3.4. At present, there is no indication that they will increase to supersede “regular employees,” however we have to pay attention to any future change.

Full-time Officers and Employees

	Full-time Officers						Regular Employees					
	Male	Female	Total of male and female	2003 survey	Number of members per full-time officer	2003 survey	Male	Female	Total of male and female	2003 survey	Number of members per regular employee	2003 survey
Total	9.8	0.6	10.5	11.2	15,929	15,397	11.3	7.2	18.5	18.9	6,956	7,049

Part-timers, Temporary Employees, and Dispatched Workers			
Male	Female	Total of male and female	2003 survey
Total	0.4	3.0	3.4