

## **SUMMARY OF THE 11TH QUESTIONNAIRE SURVEY ON WORK AND LIFE OF WORKERS**

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

**The prospect of wage income has turned to a positive amount for the first time since the beginning of research. Consumption continues to increase.**

**60% or more answered that the individual pay gap “expanded.” Among them, 50% or more thought the primary factor for expanding the pay gap was “the increase of irregular employment such as part-time and dispatched work.”**

**As for the pay gap between regular workers and irregular ones, there was a large discrepancy of responses between the parties concerned:**

**40% of irregular workers thought the gap “should be reduced,” in contrast to the fact that 40% of regular ones thought it “should remain unchanged.”**

**80% supported “increasing income tax levied on large income earners” regarding the income redistribution policy, and “strengthening guarantee of employment for part-time and dispatched workers” as for the employment policy.**

### **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 932.

## [Constituency of Respondents]

						(%、respondents)		
	20s	30s	40s	50s	number of valid respondents	(proportion)	1st half of 60s	(proportion)
amount	24.7	26.5	23.0	25.7	781	( 100.0 )	151	( 100.0 )
male	22.8	28.7	22.2	26.4	478	( 61.2 )	105	( 69.5 )
female	27.7	23.1	24.4	24.8	303	( 38.8 )	46	( 30.5 )

### 3. Period of Survey

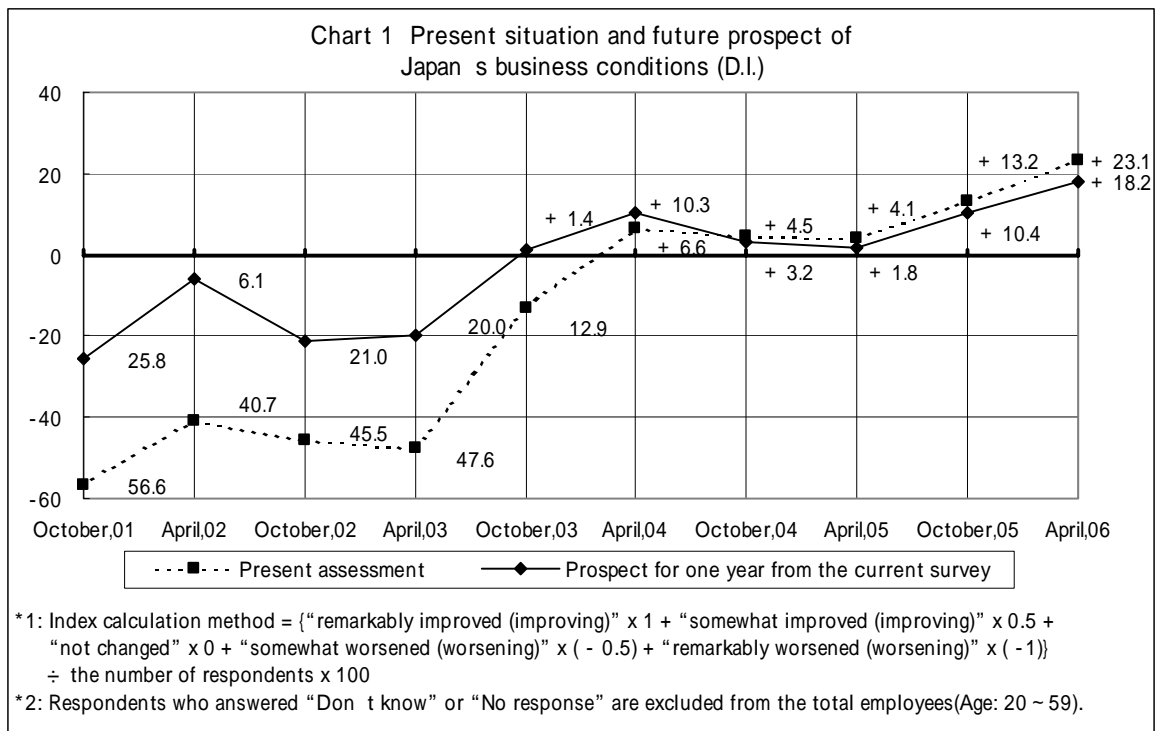
From March 31-April 10, 2006

### Outline of Survey Results

#### 1. Fixed Point Research (Economy, Employment, Daily Life)

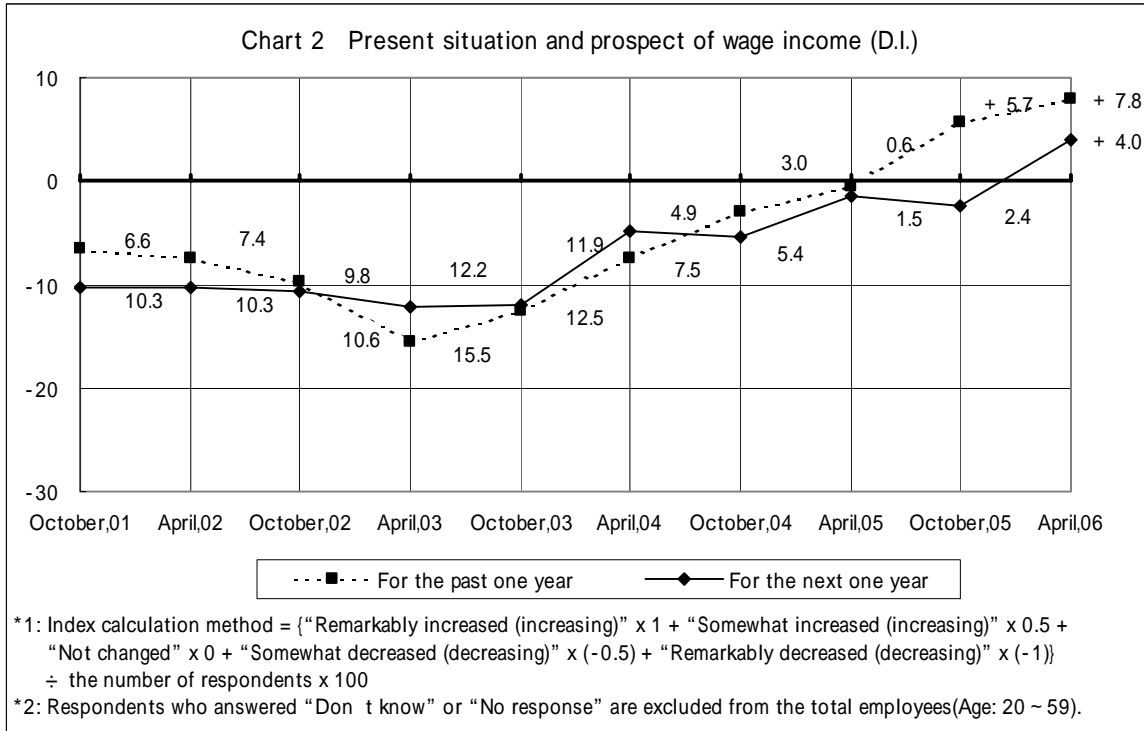
##### [ Present Situation and Future Prospects for Economy ]

The result showed that the *economy* will continue to improve in both the *present* and *future* (*the next year*). The Diffusion Index (D. I) of economic assessment, for both the present situation and future prospects, has improved the positive margin on a large scale to indicate the highest record since the beginning of research with the former survey. (Chart 1)



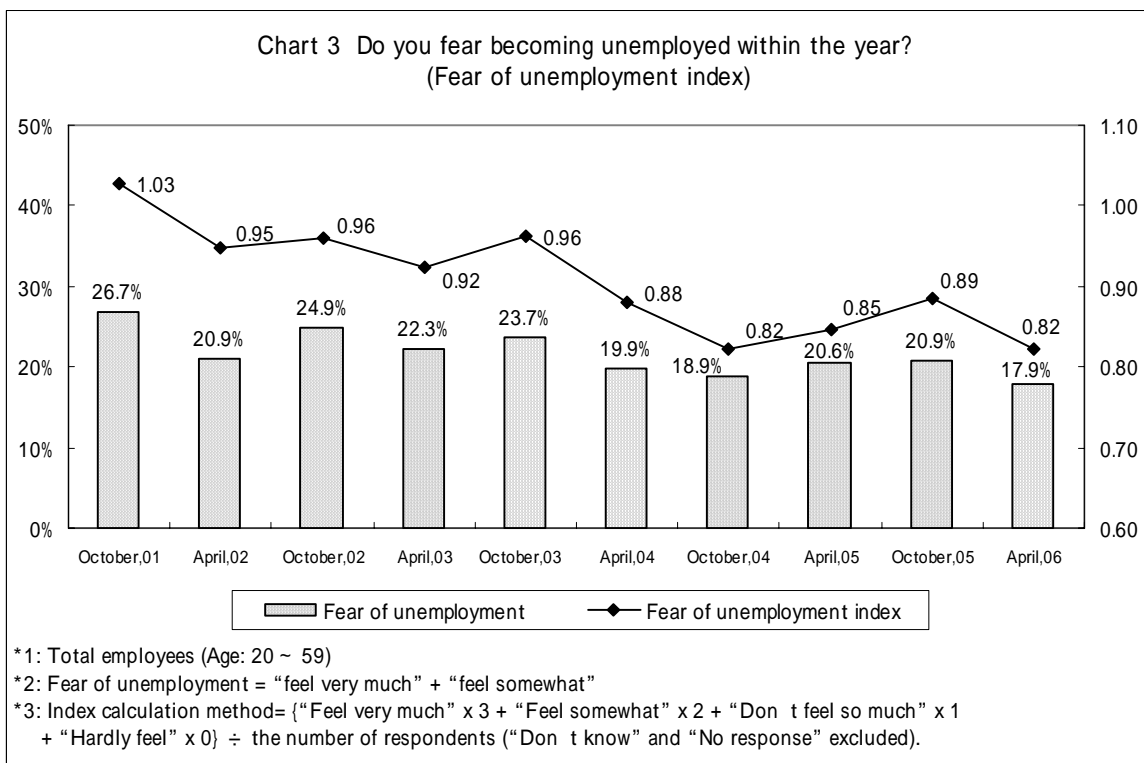
**[ Present Situation and Future Prospects of Wage Income ]**

Both the *present situation* and *future prospects (next year)* of *wage income* show a tendency to increase. As for the future prospects, the Diffusion Index (D. I.) of wage income has become positive for the first time since the beginning of the research. (Chart 2)



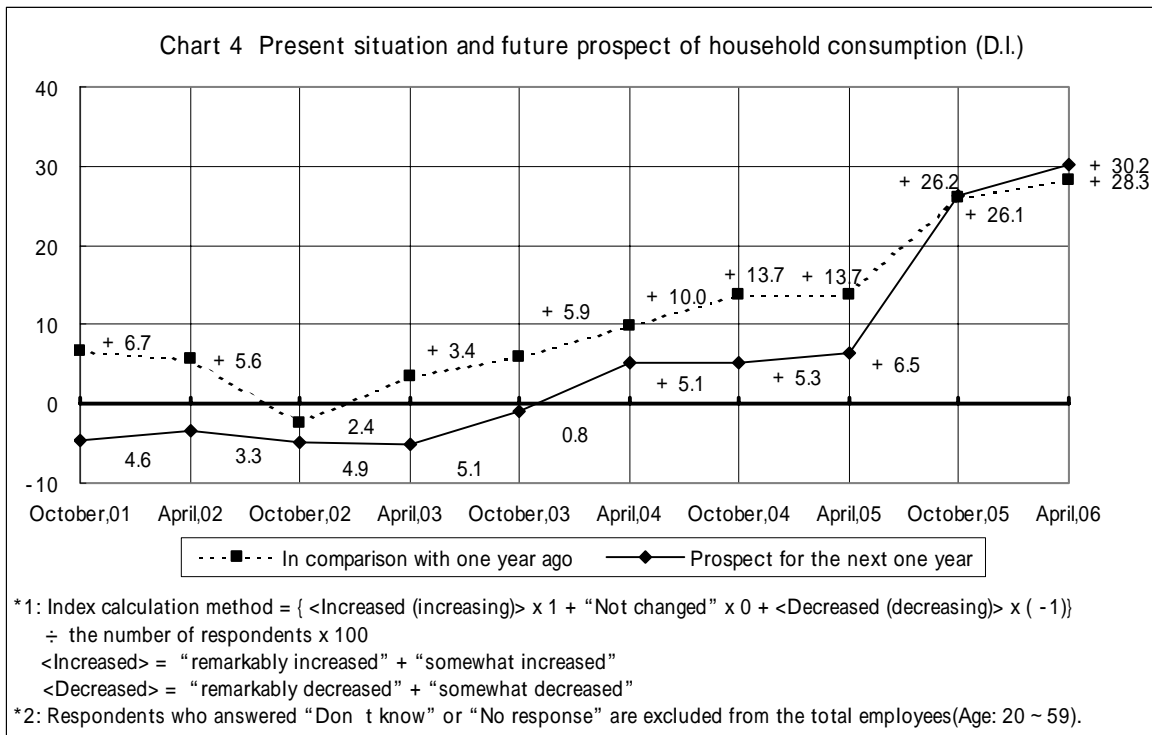
**[ Unemployment Anxiety ]**

The proportion of *employees worrying about unemployment* somewhat reduces; however, 20% or less continue to feel anxiety related to unemployment. (Chart 3)



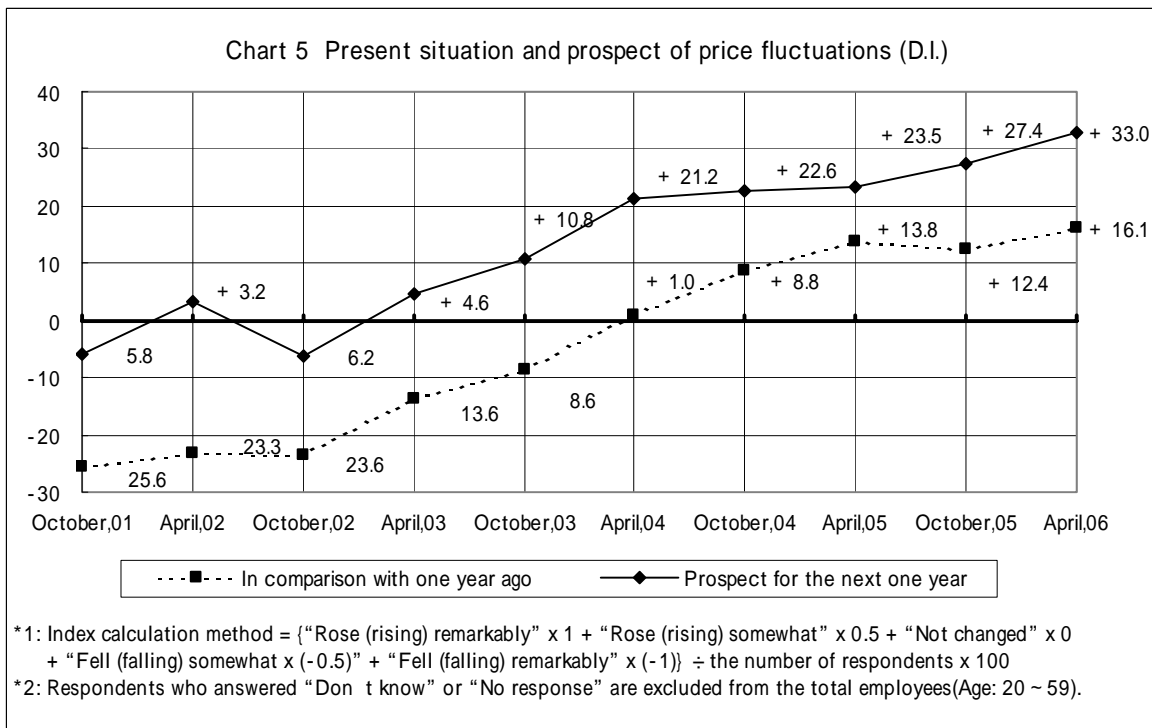
**[ Present Situation and Future Prospects of Household Consumption ]**

*Household consumption* is stable according to the responses. The Diffusion Index (D. I.) for the present situation and future prospects (next year), continues to increase. (Chart 4)



**[ Present Situation and Future Prospects of Commodity Prices ]**

The climate of rising *commodity prices* has become more evident. The Diffusion Index (D. I.) of commodity prices for both the present situation and future prospects shows tendency to rise. (Chart 5)



**2. Topic Survey**

The issues of various social and financial gaps and inequality in Japan have been raised by the Diet and media with hot arguments. The below-mentioned survey treats the responses from workers in the Tokyo Metropolitan area and Kansai district on how they have observed and felt the change in these gaps in Japanese society and their work places during the last five years, and what sort of changes are desired from the viewpoint of those who undergo real life.

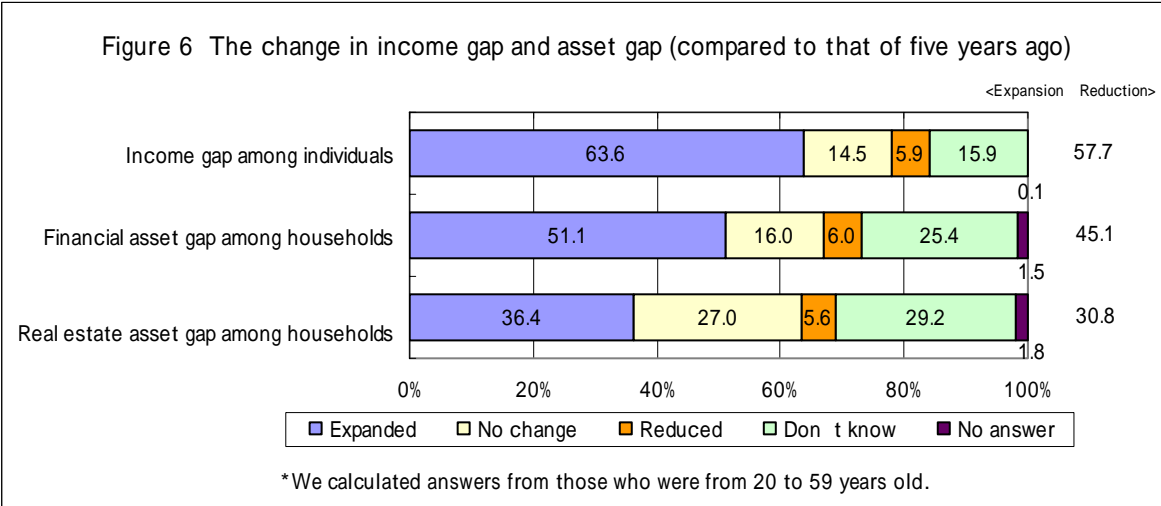
In addition, among the government policies, “income redistribution policy” and “employment and labor policy”— which are closely related to issues about gaps and inequality in Japanese society — were presented and we collected responses on how workers support those policies.

**(1) The income gap among individuals and the asset gap among households all over the Japanese society.**

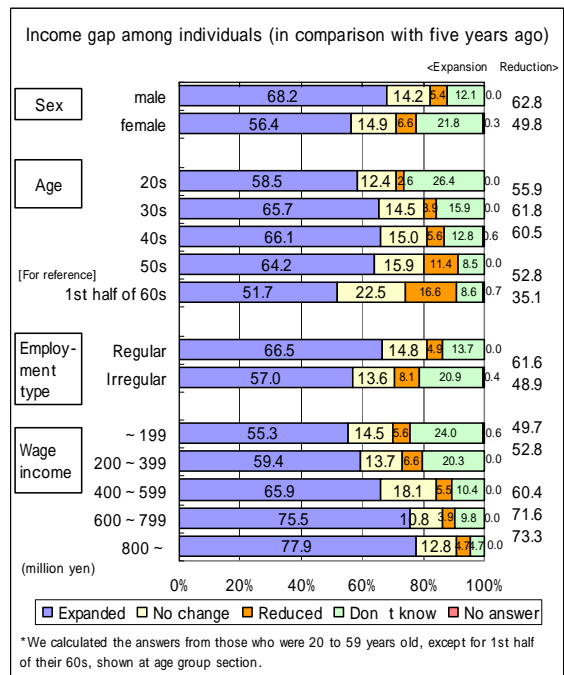
**[ Change in the income gap among individuals and the asset gap among households ( compared to those of five years ago )**

For the question about the change of the *income gap among individual* compared to that of 5 years ago, 60% or more (63.6%) answered, “it expanded.” As for the questions about the change of the *financial asset gap among households* and the *real estate asset gap among households*, the answers “it expanded” took the lead — namely 51.1% and 36.4%, respectively. The rate is higher for the question on the income gap than that on asset gap. (Chart 6)

The answers “it reduced” were the least for both income gap and asset gap — namely 5% or more to 6%.



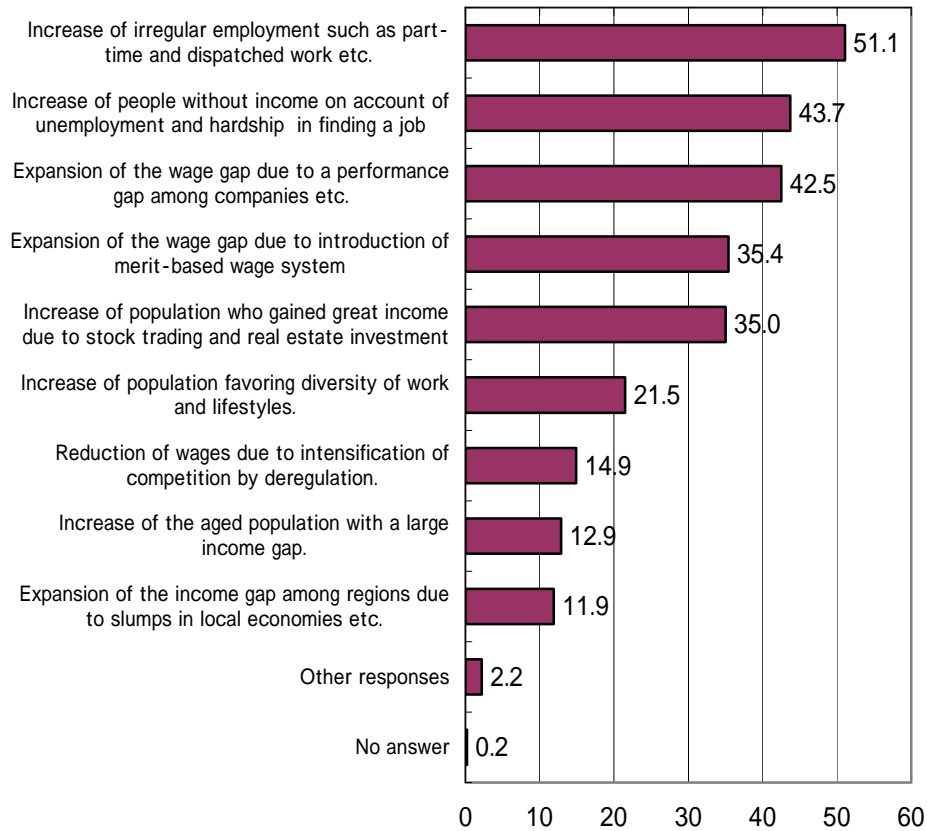
- **By sex:** more men than women felt that the income gap among individuals “expanded.”
- **By age:** 66.1% of those in their 40s thought “expanded,” followed by those in their 65.7% of those in their 30s. The response that it “reduced” is conspicuous in those in the 1st half of their 60s (16.6%) and those in their 50s (11.4%).
- **By employment type:** more regular workers thought that it “expanded” than irregular workers.
- **By wage income:** the higher the wage income, the higher the rate of “expanded” responses is.



[ The main factors for the expansion of the income gap among individuals (multiple answers) ]

*Respondents who felt the income gap among individuals expanded compared to the situation five years ago, thought the main factors causing it* were the change of types of employment and aggravation in the employment situation such as “the increase of irregular employment such as part-time and dispatched work”(51.1%) and “the increase of people without income on account of unemployment and hardship in finding a job”(43.7%). Next to these, the majority were occupied by opinions on the expansion of wage gap among companies and within companies such as “the expansion of the wage gap due to a performance gap among companies, etc.”(42.5%) and “the expansion of the wage gap due to the introduction of merit-based wage systems(35.4%), and “the increase of population who gained great income due to stock trading and real estate investment”(35.0%). (Chart 7)

Figure 7 : Main factors for expanding the income gap among individuals  
(multiple answers up to 3)



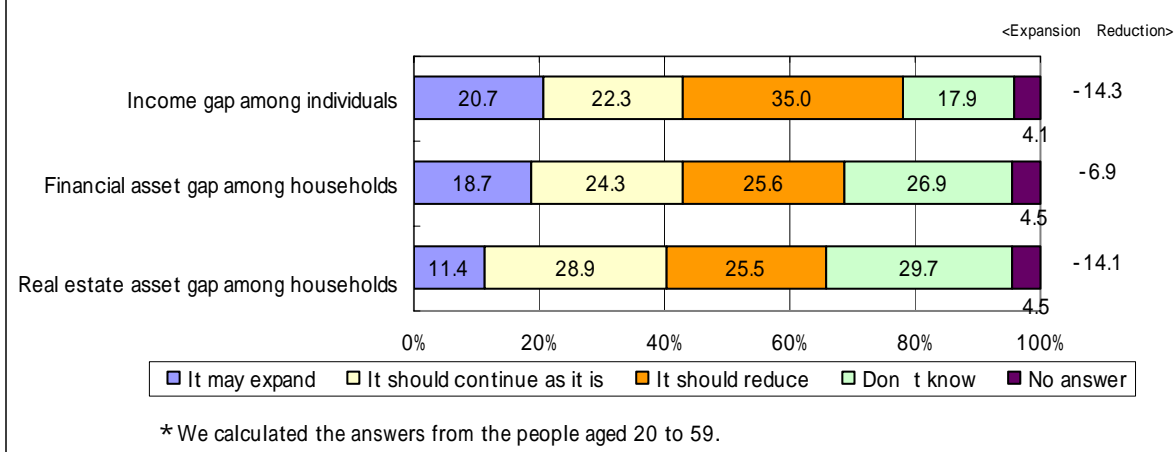
\*We calculated the answers from those who answered “the income gap among individuals expanded compared with five years ago”(age 20 to 59). (%)

**[ What sort of changes in income and asset gaps are favored in the future? ]**

To the question on what sort of changes in income and asset gaps are favorable, 35.0% thought that the *income gap among individuals* “should reduce,” and 22.3% thought “it should continue as it is,” and 20.7% thought “it may expand.” (Chart 8)

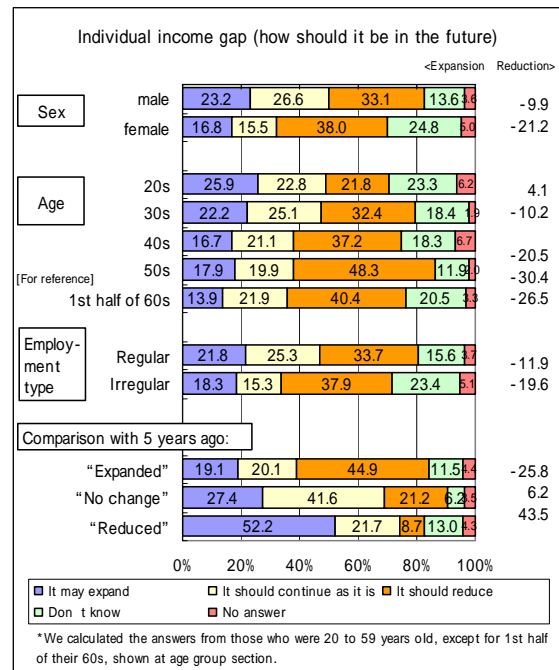
As for the *financial and real estate asset gap among households*, the majority said they“ do not know.” In both cases the answers of “it should reduce” and “it should continue as it is,” outnumbered “it may expand.”

Figure 8: What sort of changes in income and asset gaps are favorable?



○ **By sex:** for the future of individual income gap, responses of “it should reduce” were more conspicuous among women than men, and those of “it may expand” and “it should continue as it is” were in the majority among men.

○ **By age:** the response “it should reduce” was most outstanding among those in their 50s (48.3%). The younger the respondent, the lower the rate became. Among those in their 20s, the response “it may expand” was in the majority (25.9%), outnumbering “it should reduce” and “it should continue as it is”.



○ **As to change in income gap among individuals:** 40% or more (namely 44.9%) of those who answered that the income gap had expanded compared with five years ago (representing 63.6% of the total) thought that “it should reduce,” greatly outnumbering “it may expand” and “it should continue as it is.” 50% or more (namely 52.2%) of those who answered that “it reduced” compared with five years ago (representing 5.6% of the total) thought that “it may expand”— by far outnumbering “it should continue as it is” and “it should reduce.”

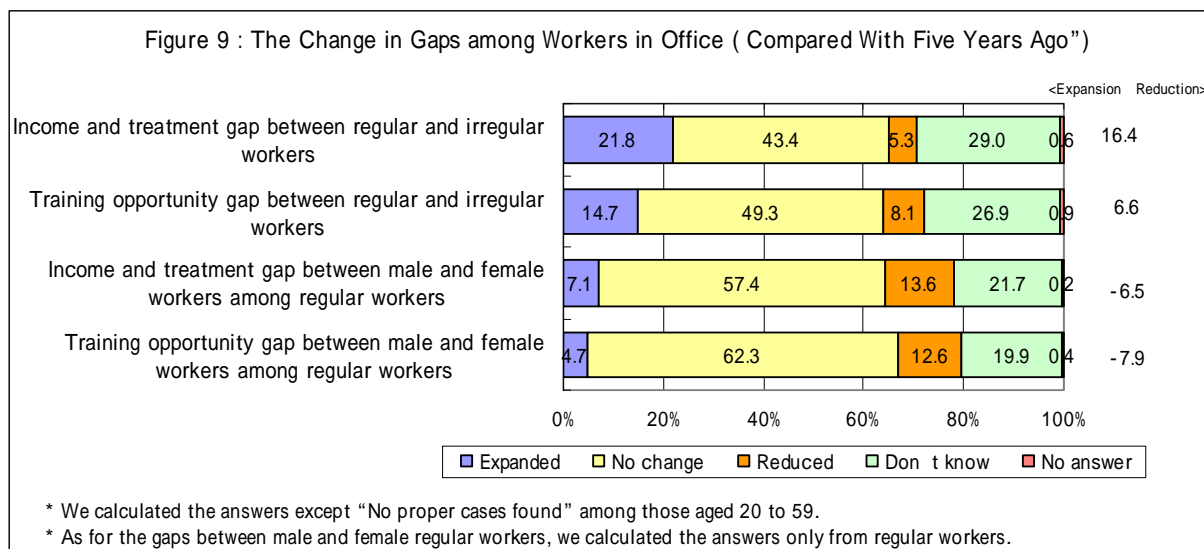
## (2) Gaps among workers in the work place

### [ Changes in gaps between regular and irregular workers and gaps between male and female among regular workers ( compared with five years ago ) ]

Around 40% answered that “*the income and treatment gap*” and “*the training opportunity gap*” between regular and irregular workers “did not change”; however, in each case, “it expanded” outnumbered “it reduced.” (Chart 9)

Around 60% answered that “*the income and treatment gap*” and “*the training opportunity gap*” between male and female workers among regular workers “did not change”; however, in each case, “it reduced” outnumbered “it expanded.”

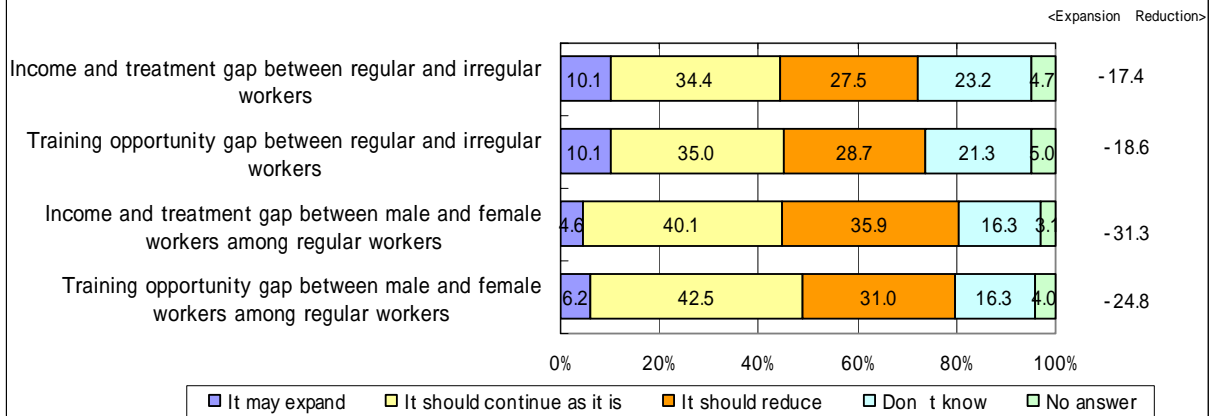
In every item, “it did not change” occupied the majority at 45% to 60% or more. The answers of “it did not change” and “it expanded” combined represent around two-thirds of the total, indicating that the improvement of gap reduction has been retarded.



### [ What sort of changes in the gap between regular and irregular workers and the gap between male and female regular workers are favorable? ]

To the question “*what sort of changes in the present gap among workers are favorable,*” the response “it may continue as it is” occupied majority in each case 35% to 40% or more. The responses “it should reduce” occupied around 30%, outnumbering those of “it may expand”. (Chart 10)

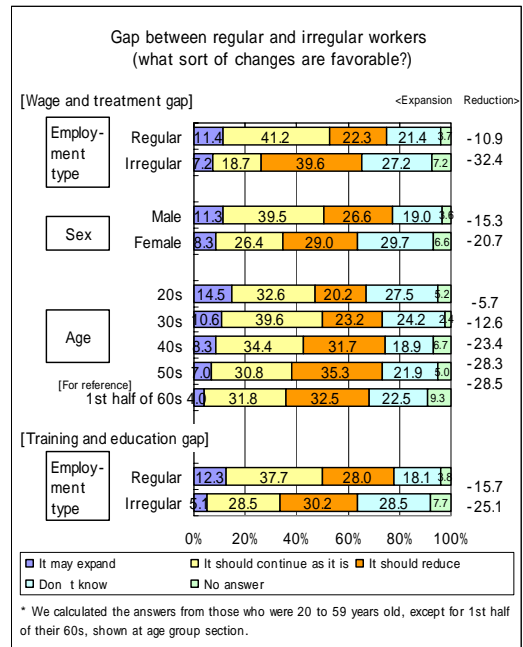
Figure 10: The gap among workers in the work place (what sort of changes are favorable?)



\* We calculated the answers except "No proper cases found" among those aged 20 to 59.

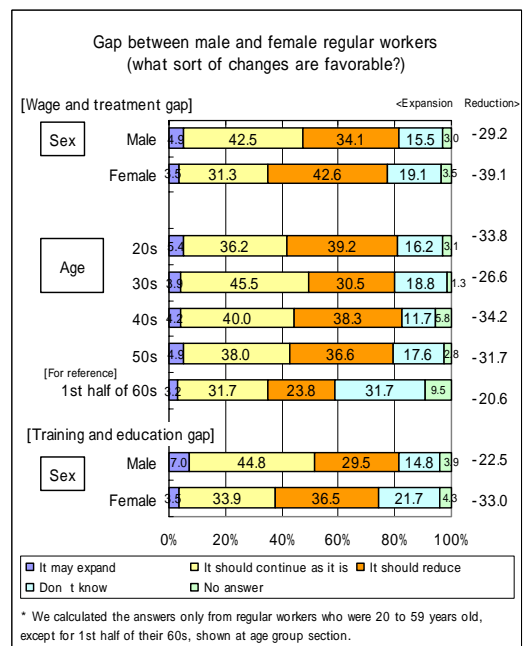
\* As for the gaps between male and female regular workers, we calculated the answers only from regular workers.

○ As for the question of *what sort of changes in gap between regular and irregular workers is favorable*, there was a difference in responses between *regular and irregular workers*. The majority of regular workers were of the opinion "it may continue as it is" for the wage and treatment gap as well as the training opportunity gap. The majority of irregular workers were of the opinion "it should reduce," outnumbering "it should continue as it is."



\* We calculated the answers from those who were 20 to 59 years old, except for 1st half of their 60s, shown at age group section.

○ Analyzing the responses on *the gap between male and female regular workers* from the male and female regular workers, the majority of male regular workers thought that both the wage and treatment gap, as well as the training opportunity gap, "should continue as it is." The majority of female regular workers in both cases thought that "the gap should reduce," outnumbering "it should continue as it is."



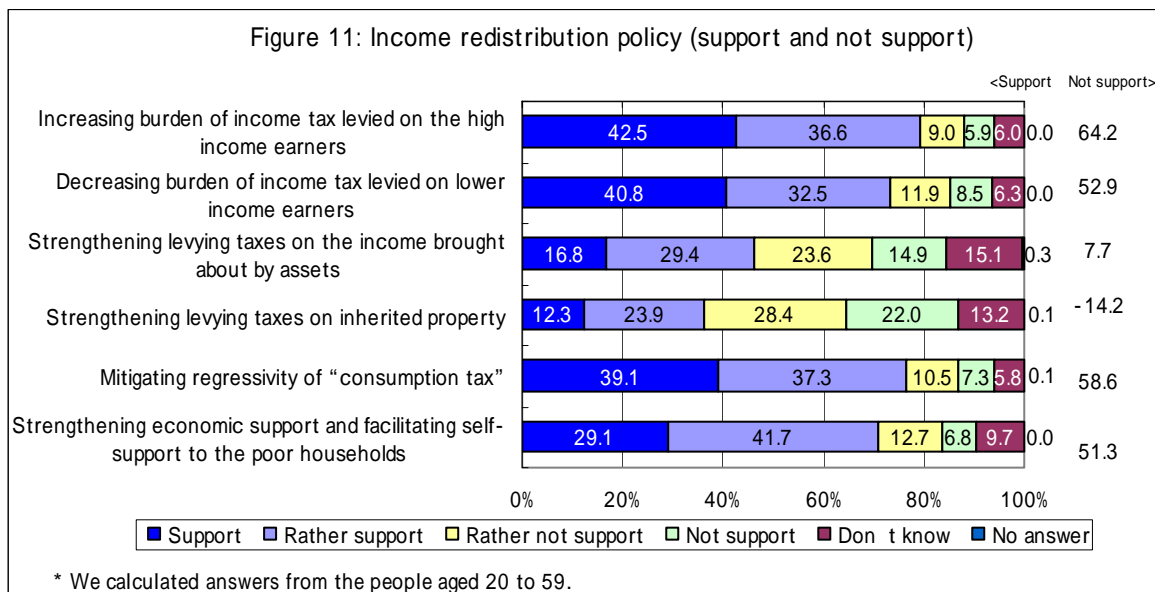
\* We calculated the answers only from regular workers who were 20 to 59 years old, except for 1st half of their 60s, shown at age group section.

### (3) Pro or Con on the Income Redistribution Policy and Employment and Labor Policy

#### [ On the Income Redistribution Policy ]

As for *positive support* (“support” + “rather support”) *for the income redistribution policy* mainly through the tax system, around 80% (79.1%) supported “increasing the burden of income tax levied on high income earners,” followed by “mitigating regressivity of the consumption tax”(76.4%) and “decreasing the burden of income tax levied on lower income earners”(73.3%). (Chart 11)

On *negative support* (“not support”+ “rather not support”) , high responses were for “strengthening the levying of taxes on inherited property”(50.4%) and “strengthening the levying taxes on the income brought about by assets”(38.5%). As to the option of “strengthening levying taxes on succeeded property,” the responses of “not support” outnumbered those of “support.”

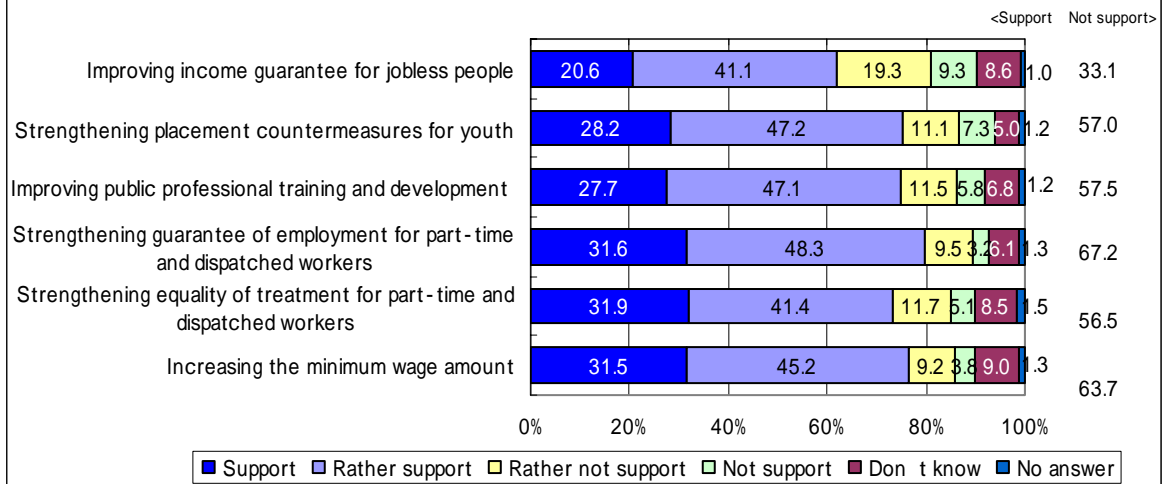


#### [ Employment and Labor Policy ]

As for *positive support* (“support”+ “rather support”) *for the employment and labor policy*, three options obtained 80% or less: namely “strengthening the guarantee of employment for part-time and dispatched workers”(79.9%), “increasing the minimum wage amount”(76.7%), and “strengthening placement countermeasures for youth”(75.4%). (Chart 12)

As for the *negative support* (“not support”+ “rather not support”), “improving income guarantee for jobless people” was the highest (28.6%). Supporters of this policy outnumbered those responding “not support.”

Figure 12: Employment and labor policy (support and not support)



\* We calculated answers from the people aged 20 to 59.