

Table 6: Distribution of labour unions by revision of wage and retirement pension plan system within the past 3 years by type of revision, involvement of labour unions

Categories	Total	Revision was "implemented"	Labour union was "involved"	Multiple responses							Revision was "implemented"
				Negotiated with labour management consultation organization	Multiple responses				Collective bargaining conducted	Other	
					As a matter for consent	As a matter for negotiation	As a matter for hearing	As a matter for report			
<Regular worker>											
Enhancement of means of determining wages based on assessment of difficulty or importance of duties ⁶⁾	100.0	20.6	(86.2)	<59.0>	《 39.6 》	《 46.5 》	《 7.2 》	《 6.7 》	<45.2>	<7.5>	79.4
Review of means of determining wages based on assessment of difficulty or importance of duties ⁶⁾	100.0	26.0	(88.2)	<66.1>	《 37.0 》	《 48.8 》	《 4.9 》	《 9.3 》	<39.6>	<6.6>	74.0
Enhancement of means of determining wages based on ability of employee to perform duties ⁷⁾	100.0	21.8	(87.7)	<62.6>	《 38.9 》	《 47.4 》	《 6.2 》	《 7.4 》	<44.1>	<7.5>	78.2
Review of means of determining wages based on ability of employee to perform duties ⁷⁾	100.0	28.6	(89.3)	<66.3>	《 39.2 》	《 48.7 》	《 4.0 》	《 8.0 》	<39.0>	<6.3>	71.4
Enhancement of means of determining wages based on performance or results ⁸⁾	100.0	22.8	(86.2)	<61.2>	《 32.5 》	《 49.4 》	《 12.8 》	《 5.3 》	<40.7>	<7.3>	77.2
Review of means of determining wages based on performance or results ⁸⁾	100.0	28.5	(89.7)	<67.1>	《 37.2 》	《 46.0 》	《 9.2 》	《 7.6 》	<35.2>	<6.0>	71.5
Other revision to wages system	100.0	28.0	(88.6)	<58.4>	《 41.1 》	《 51.1 》	《 2.5 》	《 5.3 》	<45.2>	<4.5>	72.0
Review of method for calculation of retirement benefits	100.0	23.2	(90.3)	<65.9>	《 46.6 》	《 40.1 》	《 4.9 》	《 8.4 》	<39.8>	<5.8>	76.8
Migration from lump sum pension to annuity	100.0	15.0	(84.0)	<66.7>	《 53.7 》	《 35.2 》	《 5.2 》	《 5.9 》	<30.4>	<11.1>	85.0
Introduction of or migration to defined contribution or other retirement pension plan	100.0	29.9	(91.0)	<79.2>	《 50.1 》	《 39.5 》	《 3.4 》	《 6.9 》	<25.4>	<5.1>	70.1
Retirement benefit prepayment system involving reduction or repeal of retirement benefits and distribution according to wage	100.0	9.0	(76.2)	<55.4>	《 30.5 》	《 55.2 》	《 3.2 》	《 11.2 》	<41.7>	<12.4>	91.0
Other revision to retirement benefits	100.0	13.7	(82.9)	<64.9>	《 36.7 》	《 53.2 》	《 3.2 》	《 6.9 》	<35.1>	<7.2>	86.3
<Regular worker> Total	100.0	61.6	(94.5)	<73.0>	《 46.6 》	《 48.9 》	《 6.9 》	《 9.9 》	<41.0>	<6.6>	38.4
<Non-regular worker>											
Enhancement of means of determining wages based on ability of employee to perform duties ⁷⁾	100.0	14.4	(38.3)	<63.8>	《 23.1 》	《 53.2 》	《 1.7 》	《 22.1 》	<37.3>	<8.4>	85.6
Enhancement of means of determining wages based on performance or results ⁸⁾	100.0	13.7	(36.0)	<65.7>	《 31.0 》	《 47.0 》	《 2.4 》	《 19.5 》	<35.1>	<9.5>	86.3
Introduction of wage increment system	100.0	14.1	(38.7)	<57.4>	《 36.9 》	《 42.3 》	《 3.6 》	《 17.2 》	<34.7>	<12.5>	85.9
Other revision to wages system	100.0	13.8	(36.9)	<59.3>	《 53.7 》	《 37.7 》	《 3.2 》	《 5.4 》	<33.8>	<10.9>	86.2
Introduction of retirement benefit system	100.0	11.7	(27.2)	<75.5>	《 44.6 》	《 39.4 》	《 1.2 》	《 14.8 》	<16.6>	<10.6>	88.3
<Non-regular worker> Total	100.0	20.3	(52.2)	<64.3>	《 40.2 》	《 37.0 》	《 3.2 》	《 23.8 》	<36.8>	<9.7>	79.7
Total	100.0	63.2	(93.5)	<74.1>	《 46.2 》	《 49.7 》	《 7.1 》	《 11.3 》	<41.8>	<7.2>	36.8
2005 total	100.0	62.9	(96.0)	<88.3>	《 46.6 》	《 67.5 》	《 14.9 》	《 15.5 》	<43.5>	<3.3>	37.1

Note : 1) Figures without round brackets () take all objects excluding "unknowns" as 100.

2) Figures in round brackets () take cases of revision "implemented" as 100.

3) Figures in < > symbols take cases of revision "implemented" where the labour union "was involved" as 100.

4) Figures in 《 》 symbols take cases of revision "implemented" where the labour union "was involved" and negotiation was undertaken with a "labour management consultation organization" as 100.

5) Totals given in the table, the total for "regular worker" and the total for "non-regular worker" were tabulated based on items where a response was received for any revision.

6) e.g. service allowance

7) e.g. ability-based pay

8) e.g. performance-based pay

9) Excluding dispatched workers.

10) The method of tabulating totals in the table for this survey differs from the 2005 survey as the 2005 survey did not breakdown by type of revision, meaning care is required when making time comparisons.