

General Survey on Working Conditions (2011)

Outline of Survey

Objective

This survey aims to study and clarify in a comprehensive manner the wage systems, working hour systems, labour costs, welfare facilities and systems, retirement allowance systems, and compulsory retirement systems of Japan's enterprises.

The 2011 survey focuses on working hours systems, retirement age systems, wage system, labour costs and costs related to dispatched workers.

History

This Survey has been carried out as the “General Survey on Wages and Working Hours System” since 1984. It combines the “Wage system Survey,” the “Wage Composition Survey” and the “Working Hours System Survey” and the “Survey on Welfare Facilities System for Employees,” which had been conducted separately from the “General Survey on Wages and Working Hours System” since October 1966. From the Survey for the fiscal year 2000, the title year has been changed from the fiscal year to the year in which the Survey has been conducted, and the title of the Survey has been changed to the “General Survey on Working Conditions-2001”.

To give a brief history of the various surveys mentioned above, the “Wage System Survey” had been conducted occasionally. The “Special Survey on Wage System” of 1957 and the “Wage System Survey” of 1963 corresponded to this survey.

The “Wage Composition Survey” had been conducted yearly since 1948. In 1963, wage classification standards were revised, but the survey continued to be conducted until 1965. The “Working Hours System Survey,” conducted yearly since 1953 (except in 1954 and 1956), had consistently surveyed working hours systems in principal industries, although some survey items were revised.

Labor costs had been surveyed by the “Survey on Labor Cost,” conducted from 1965 to 1971 and by the “Survey on Welfare Facilities System for Employees” from 1972 to 1983.

Welfare facilities system had been surveyed by the “Survey on Welfare Facilities Systems for Employees” from 1972 to 1983.

From 2005, a part of retirement age system of Survey on Employment Management was transferred by this Survey.

Coverage

1. Area

Nationwide

2. Industries

The following industries, based on the Standard Industrial Classification for Japan :

- (1) Mining and quarrying of stone and gravel
- (2) Construction
- (3) Manufacturing
- (4) Electricity, gas, heat supply and water
- (5) Information and communications
- (6) Transport and postal activities
- (7) Wholesale and retail trade
- (8) Finance and insurance
- (9) Real estate and goods rental and leasing
- (10) Scientific research, professional and technical services
- (11) Accommodations, eating and drinking services
- (12) Living-related and personal services and amusement services(In miscellaneous living related and personal service, Domestic services are excluded.)
- (13) Education, learning support
- (14) Medical, health care and welfare
- (15) Services, N.E.C(Political, business and cultural organizations, Religion, Foreign governments and international agencies in Japan, are excluded.)

3. Enterprises

Approximately 6,100 enterprises were selected according to a random sampling method from among private enterprises belonging to the above industries whose employed more than 30 regular employees.

Survey Period

As a rule, this survey was conducted between December 1, 2010 and January 31, 2011, based on conditions applying as of January 1, 2011. However, yearly data covered the one-year of 2010 or fiscal year 2009.

Survey Items

1. Items on characteristics of enterprises

- (1) Enterprises name
 - (2) Address
 - (3) Name of main product manufactured or principal activity
 - (4) Total number of regular employees in the enterprises
 - (5) Presence/absence of trade union
 - (6) Enterprise's operations
2. Items on working hours system
 - (1) Regular working hours
 - (2) System of weekly days off
 - (3) Total yearly days off
 - (4) Annual vacation with pay
 - (5) Variable working hours system
 - (6) Judged working hours system
3. Items on retirement age system and so forth
 - (1) Retirement age system
 - (2) Measures after mandatory retirement
 - (3) Framework allowing people aged 65 or older to work
4. Items on wage system
 - (1) Ratio of compensation premium for overtime (hours)
5. Items on labour costs
 - (1) Number of people to whom salary payment is deferred
 - (2) Cash earning
 - (3) Payment in kind costs
 - (4) Retirement allowance costs (lump sum / pension)
 - (5) Legal welfare expenses
 - (6) Non-Legal welfare expenses
 - (7) Education and training expenses
 - (8) Recruitment expenses
 - (9) Other labour costs
6. Items on costs related to dispatched workers and so forth
 - (1) Costs related to dispatched workers
 - (2) Changes in number of dispatched workers
 - (3) Status of replacement of dispatched or contract workers, etc.
 - (4) Future plans for the works that dispatched workers are currently in charge of

Survey Method

Survey conducted through outsourcing to the private sector.