

II. Impact on employment caused by the retirement of the baby boomer generation

(Your business conditions)

Q7: Choose and circle only one number for your business conditions, now (FY2006) and over the next three years (FY2007-09).

Current conditions (FY2006)		Conditions over next three years (FY2007-2009)	
Good	1	Will be better	1
Neither good nor bad	2	Unchanged	2
Bad	3	Will be worse	3
		Not predictable	4

(Trends in sales, current profit, etc.)

Q8: How do you forecast your sales, current profits and labor costs over the next three years (FY2007-2009, on an average annual basis) as compared with those for the current year (FY2006)? Choose and circle only one number.

	Incr. or decr.	Will increase	Unchanged	Will decrease
Accounting item				
Sales		1	2	3
Current profits		1	2	3
Labor costs		1	2	3

Note: Sales and current profit shall be the same as those stated in your income statement.

(Proportion of baby boomers)

Q9: Choose and circle only one number that corresponds to the number of baby boomers (born between 1947 and 1949 and aged 57 to 59 as of the end of 2006) as a proportion of the total number of employees.

Current proportion (as of the end of 2006)	
0% to 5% (not inclusive)	1
5% to 10% (not inclusive)	2
10% to 15% (not inclusive)	3
15% or more	4

(Current Employment Condition)

Q10: Choose and circle only one number that corresponds to your current employment condition(FY2006).

Current situation(FY2006)	
Insufficient	1
Appropriate	2
Excessive	3

(Impact on employment caused by the retirement of baby boomer)

Q11: Choose and circle only one number that corresponds to your forecast of the impact on your employment condition caused by the retirement of baby boomer for the next three years (FY2007-2009).

Next three years(FY2007-2009)	
Insufficiency strengthened	1
Excess resolved	2
No impact	3

(Age brackets for which increase of employment is expected)

Q12: Choose and circle all the numbers that correspond to the age brackets for which you expect increase of regular or nonregular employees over the next three years(FY2007-2009).

Patterns of employment Age bracket	Next three years(FY2007-2009)	
	Regular employee	Nonregular employees
Under 30	1	1
30-39	2	2
40-49	3	3
50-59	4	4
60 and older	5	5
Cannot tell	6	6

(Employment trends by job type and pattern of employment)

Q13: Choose and circle only one number that corresponds to the type of job for which you expect the highest rate of increase of the number of employees over the next three years (FY2007-2009). Also choose and circle only one number that corresponds to the pattern of employment for which you expect the highest rate of increase of the number of employees for each type of job.

Next three years (FY2007-2009)						
Patterns of employment Type of job	※Choose the job type with the highest expected rate of increase of employees.	※Choose the pattern of employment with the highest expected rate of increase of employees for each job type				
		Regular employees (new graduates)	Regular employees (mid-career hired)	Nonregular employees such as contract workers, part time workers	Temporary workers	Outsourcing of work to contractors, etc.
Persons engaged in work requiring expertise (specialists in certain fields such as accounting, legal matters, finance, and R&D)	1	1	2	3	4	5
Persons with high-level skills required in work sites (skilled workers)	2	1	2	3	4	5
Managerial staff	3	1	2	3	4	5
Persons engaged in routine work (office work)	4	1	2	3	4	5
Persons engaged in routine work in work sites (unskilled workers)	5	1	2	3	4	5

(Employment policy for baby boomers under the age to start receiving pension benefits)

Q14: Choose and circle all the numbers that correspond to your employment policy for baby boomers under the age to start receiving pension benefits over the next three years (FY2007-2009). Mark with ◎ (double circle) the number that correspond to the policy applied to the largest number of employees.

Next three years (FY2007-2009)	
Will extend or abolish the retirement age for employees.	1
Will reemploy as regular employees without changing their employment conditions.	2
Will reemploy as regular employees but on changed conditions.	3
Will reemploy applicants as contract employees, part time workers.	4
Will employ at subsidiaries or group companies.	5
Will assist job changing or self-employment.	6
Any other policy, no policy decided yet.	7

☆Thank you for sparing your precious time for answering the questionnaire.

Please return to us the questionnaire filled out by
January 16, 2007 (Tue)