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General Survey

1992 White Paper on the Economy-Economic Assessment Centered on a Steeper Decline in Business Activity

On July 28, the annual economic report for fiscal 1992 (the 1992 White Paper on the Economy) was submitted by Director-General Takeshi Noda of (the Economic Planning Agency (EPA)) at a Cabinet meeting for approval. Subtitled "the Japanese Economy Overcoming the Current Adjustment Period for New Development," the economic paper sees the state of the nation's economy as follows. The domestic economy, which began to expand in December 1986, underwent a further slowdown in the last half of 1991, moving on to an adjustment phase and substantially falling into recession. The sluggish economy will likely recover in the second half of the current fiscal year, which ends next March, but is less likely to move again toward a course of rapid expansion. The recovery will be slow-paced, the paper forecasts.

The economic report blames the current downturn on autonomous adjustment efforts to try to keep an economic balance, not on such external factors that induced the oil-supply crunch and the (*endaka* (rising yen) recession). It thus describes the present downturn as being similar to the slowdown after the Iwato boom (1958-61) as well as the Izanagi boom (1965-70). The report concludes that "clear signs of recovery in overall final demand can be expected in the last half." It cites the following factors as reasons : First, housing starts are beginning to recuperate. Second, personal consumption is firming, supported by growth in the number of employed workers and stable prices. Third, investment in rationalization and streamlining efforts by firms will act to support business activity.

This year's white paper aims to cheer the business community which has lost confidence amid the ailing economy, thus trying to brush aside (the pessimistic talk of recession). The picture painted by a variety of surveys, however, is far from being one of optimism, in contrast to the undertone of the EPA's economic assessment.

The EPA released May's (economic indicators) on the 28th. The three types of economic indicators, include the leading index, which foreshadows business conditions in the months ahead, the coincidence index, showing current economic conditions, and the lagging index, which represents economic activities in recent months. Of the three, the coincidence index, which includes indices of production in the mining industry and of the amount of electric power used were all negative. Thus, the coincidence index was below the "expansion or recession" line of 50 for the 15th consecutive month beginning in March 1991. The leading index, forecasting business activity in the six months ahead, stood at 20.2 percent. It was the

21st month in a row that the index was below 50 percent. EPA officials predict that the coincidence index will continue to remain below 50 percent for the time being, noting that the key indicators continue to show the economy to be sluggish in many sectors.

According to (an EPA survey of consumption trends), the index of consumer attitudes, showing levels of consumption's propensity, was 42.3 in the April-June period, slightly down from the preceding period, suggesting signs of a decline in personal spending. Incidentally, the index, surveyed on consumers' attitudes regarding five items, including living conditions and income growth, is 100 when replies that consumption levels will improve comes from all those surveyed.

Furthermore, according to an interim report on amended private plant and equipment investment plans for 1991, compiled by Nihon Keizai Shimbun (Japan Economic Journal), firms responding to the survey made a 0.3 percent downward revision in their anticipated total volume of domestic investment from that planned earlier, showing a 4.0 percent drop as compared with 1991 actual results. Companies normally make an upward revision in their investment plans despite a weak economy. The downward revision during the fiscal year was made the first one in 10 years.

Moreover, the number of bankruptcies in July reached 1,213, up 38.6 percent from the 1991 level, posting the highest monthly figure this year, the Teikoku Data Bank, a private credit research organ, said in releasing a survey of trends in corporate bankruptcy. By cause of bankruptcy, 608 were ("recession-induced,") accounting for over 50 percent of the total. The recession-related bankruptcies stemmed from languishing sales and difficulties in collection of receivables. Thus, the survey suggests a deeper economic downturn.

Working Conditions and the Labor Market

Economic Slowdown and Trends in Labor Market

The effects of the faltering economy are clearly visible in the labor market. (The active job openings-to-job applicants ratio) for July declined by a seasonally adjusted 0.04 from the previous month to 1.04, Ministry of Labour reported. The ratio, which peaked at 1.47 in March 1991, has continued to dip for 16 months running, representing the lowest figure since September 1988. In business circles (employment adjustment) is becoming vigorous and in the manufacturing sector moves to cut down part-time workers are widespread. Thus, it is strongly predicted that ratio of effective job offers to job seekers will drop below 1.0 as early as August.

According to a survey compiled on July 30 by the Ministry, (recruitment of new school graduates) next spring planned by private firms will decline from a year earlier. Recruitment will drop about 2 percent from the year before for college and university graduates, and for junior college and high school graduates it will also turn negative. Big corporations have continued to recruit a large number of new school graduates for the past several years. However employment of new graduates has slowed notably at larger companies, indicating (a slowing economy).

The Ministry surveyed those 45,000 companies planning to employ new graduates next spring which submitted employee-recruitment plans to public employment security offices by July 1. Recruitment of new university and college graduates will drop 2.3 percent over the year before, falling to a new low, which is negative, and compared to an 8.8 percent rise this spring. Furthermore, it will decline 4.3 percent for junior college graduates, 7.1 percent for high school graduates and 6.6 percent for junior high school graduates. By company size, planned recruitment of university and college graduates will rise 14.6 percent at companies with fewer than 99 employees and 5.4 percent at companies with 100-299 employees, while on the other hand, it will drop 3.9 percent at firms with 500-999 employees and 14.6 percent at firms with more than 1,000 employees. This indicates recruitment of new graduates is slow at bigger corporations. The Ministry notes "Since around 1989, large firms have adopted a 2-3 percent annual rise in the number of new graduates in their recruitment plans, but they are now forced to adjust their plans." Smaller-scale firms continue to face (a labor shortage), and this is why recruitment of new graduates is vigorous.

The Japan Security Dealers Association compiled a survey on the number of employees in securities houses at the end of June. According to the survey, the number of workers dropped 11,000 in the year that began at the end of June 1991. This was due to restraint on recruitment of new employees resulting from stagnant corporate profits and a rise in the number of those who left work, particularly of female workers, because of deteriorating working conditions, such as diminishing wages. The year-on-year rate of decrease in the number of female workers stood at 11.0 percent, far surpassing 3 percent decline for male workers.

Labor-Management Relations

Relations between Labor Unions and Political Parties-Rengo Candidates Suffer Crushing Defeat in the Upper House Election

In the 16th (tri-annual House of Councilors election) held on July 26, the ruling Liberal Democratic Party (LDP) bounced back strongly from the crushing defeat it suffered in the

1989 race. Meanwhile, opposition parties did not fare well with the exception of Komeito which came out a big winner, taking more seats than it had before the election. The Social Democratic Party of Japan (SDPJ) made a lackluster showing, while the Democratic Socialist Party (DSP) and the Japan Communist Party (JCP) suffered setbacks.

(Rengo, the 8-million strong Japanese Trade Union Confederation), fielded its own candidates but suffered a crushing defeat, thus creating serious concerns regarding labor unions' strategies. In the last Upper House contest three years ago, Rengo formed a political arm Rengo no Kai, and fielded its own candidates in the single-seat districts where the SDPJ, the DSP, Komeito and Shaminren did not field their respective candidates. It created a sensation by winning with 11 of its 12 candidates and contributed toward the reversal of party strength between the ruling and opposition parties in the Upper House. In striking contrast, this time Rengo suffered a serious setback in their efforts to remain a political force in the Upper House, with only one of its 23 candidates victorious in a prefectural district.

The pillar of Rengo's political strategies has been creation of a new political force that will enable the organization to take the reins of government from the LDP. It has advocated putting the SDPJ and the DSP together as the nucleus of "a new political force," with the non-LDP and anticommunist line as a major framework. Behind this lies the fact that Rengo is comprised of labor unions which support the SDPJ and those which favor the DSP. Despite this, the SDPJ and the DSP were split over the peacekeeping cooperation law in the last Diet session. Worse yet, confrontation between the parties became even more intensified during the election campaign, leading to the crushing defeat of Rengo candidates who otherwise needed the aid of their major allies.

The defeat of Rengo candidates in the election indicates a *de facto* failure in Rengo's concept of coalescing the power of the SDPJ and the DSP. Within the organization are two different currents regarding its new measures to cope with the postelection issue. First comes from a faction which proposes formation of a new party. This view is expressed particularly by Tekkororen (Japan Federation of Steel Workers' Unions) and Zendentsu (Japan Telecommunications Workers' Union), which note that with a merger of the SDPJ and the DSP now at a stand-still, Rengo should take the lead in calling for foundation of a new party. The second current is centered in a faction which believes that Rengo should either let the concept of taking the leadership reins rest for a little longer or stay away from it entirely. Among these two different currents are voices calling for Rengo's concerted efforts to tackle fundamental issues, such as wage increases and (shorter working hours). This position is based upon criticism that the organization has recently been involved too much in political issues. Also, some have expressed concern that going too far into political issues will likely lead to breakup of the organization.

In any event, Rengo is now pressed for the essential debate over "where labor unions should stand in their relationships with political parties."

Public Policy

Annual Limit on Overtime Hours Lowered to 360 Hours-Guidelines for Labor-Management Agreement Revised

In its guidelines for (an agreement on overtime labor) revised in August, Ministry of Labour has dropped maximum annual overtime hours to 360 from the current 450. The new guidelines will take effect on January 1, 1993. Revision of the guidelines is aimed at furthering (reduction of overall work hours) through strengthened monitoring of overtime work.

Guidelines for an overtime-labor agreement serve as (a yardstick for maximum hours) when labor and management enter into an agreement [an agreement based on Article 36 of the Labour Standards Law (LSL)] on overtime work exceeding statutory work hours (the 8-hour workday and the 44-hour workweek). The Labour Standards Inspection Office offers guidance to both labor and management in order to decrease overtime hours below the limit when it finds agreements exceeding the yardstick.

In its 1989 guidelines, the Ministry had set weekly cap on overtime hours at 15, a monthly limit at 50 hours and an annual limit at 450 hours. The revision made the weekly, monthly and annual limits on overtime hours 15, 45 and 360, respectively.

According to a Ministry of Labour survey, 73.6 percent of establishments reported average annual overtime hours of less than 350 hours, showing a quarter of the establishments polled put in annual overtime hours exceeding the revised limit. They need to review their agreements to lower the limit on overtime hours below the yardstick, the Ministry said.

The government earlier outlined a ("new five-year economic plan") in which it clarified the goal of reducing annual work hours to 1,800 hours by fiscal 1996. In 1991, however, the average Japanese worker at establishments with more than 30 employees clocked 2,008 hours. To achieve the goal, he or she needs to reduce average annual hours by about 200 over the next five years.

The Ministry is presently working on revision of the LSL to set statutory weekly hours at

40 in 1993. At the same time, considering shorter overtime hours essential, it has decided to revise the guidelines for an agreement on overtime hours.

**WELCOME TO THE JAPAN
INSTITUTE OF LABOUR**

Top Labor-related Leader's Invitation Program
Twelve leaders from South-Pacific countries
(July 6~15)

Perspective Trade Union Leader's Invitation Program
Three leaders from International Brotherhood of
Electrical Workers (IBEW) (July 7~24)
Three leaders from Irish Confederation of Trade
Unions (ICTU) (July 20~29)

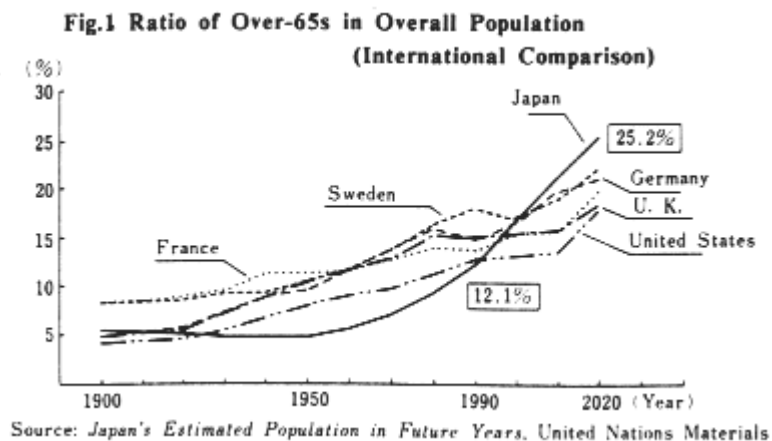
Special Topic

Employment of Older Persons and Need for Support System

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With the 21st century just around the corner, Japanese society is aging rapidly. In 1991 the proportion of those over-65s to the total population reached 12.7 percent, approaching that for other advanced nations (See Fig.1). Statisticians project that by 2020, that proportion will have skyrocketed to 25.2 percent, making the nation's population the oldest in the world, by the early part of the coming century.



The greying of Japanese society is occurring so quickly as to be incomparable with that of other countries. According to estimates by the United Nation's Population Division, Japan's elderly population will reach 10 to 20 percent of the total in only 23 years, while in Canada, Sweden and Britain the same process will take 40 years, 65 years and 80 years, respectively. In the wake of this situation, Japan is facing the challenge of meeting the urgent needs of an aging society in a variety of areas, such as medical care, pensions, social welfare and employment. But because of the remarkable rapidity with which the nation is aging, the government, business community, families and even individuals, it is safe to say, find themselves, baffled, unable to respond properly to the rising tide of societal aging.

This article provides an overview of the present state of and response to employment of elderly people, an urgent task to be tackled by individual older persons and by the Japanese economy alike.

Realities of Employment of Older Persons and Their Desire to Work

According to *Labor Force Survey* conducted by the Management and Coordination Agency, which shows the age-wise composition ratio of employees (See Table 1), the proportion of those over 40 is rising, clearly indicating the greying of Japan's labor force. In particular, the percentage of employed workers over 55 as well as of those over 65 is inching up. Projections for the labor force distribution by age in 1990 as well as 2010 trends show that young people between the ages of 15 and 29 will drop from 23.1 to 18.2 percent and middle-aged persons (40-54) from 56.7 to 54.9 percent, while on the other hand, the elderly over the age of 55 will grow dramatically from 20.2 to 26.9 percent.

Table 1 Composition of Employees by Age

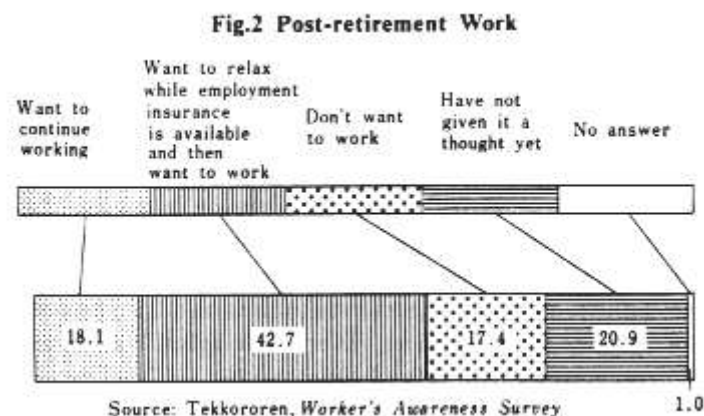
Year	Total	(Unit %)							
		15~19	20~24	25~29	30~34	35~39	40~54	55~64	Over 65
1969	100.0	9.0	19.8	15.0	12.3	11.9	23.5	6.7	1.9
1970	100.0	7.8	20.6	14.5	12.1	11.9	24.2	6.8	2.0
1971	100.0	7.0	21.2	13.6	12.1	11.9	25.0	7.2	2.1
1972	100.0	5.9	20.0	14.1	12.6	12.1	26.0	7.3	2.2
1973	100.0	5.3	18.2	14.7	12.8	12.1	27.1	7.6	2.4
1974	100.0	4.7	16.7	15.6	13.2	12.0	28.0	7.6	2.4
1975	100.0	4.1	15.6	16.5	13.1	12.0	28.9	7.5	2.4
§	§								
1980	100.0	3.2	12.4	13.7	14.7	13.0	32.0	8.4	2.6
§	§								
1985	100.0	3.0	12.1	11.6	12.3	14.6	34.0	10.1	2.3
1986	100.0	3.2	12.1	11.6	11.5	15.3	33.7	10.3	2.3
1987	100.0	3.2	12.2	11.7	11.2	15.0	34.0	10.5	2.3
1988	100.0	3.2	12.3	11.7	10.7	14.0	34.9	10.9	2.4
1989	100.0	3.2	12.4	11.6	10.3	13.0	35.6	11.3	2.5
1990	100.0	3.3	12.3	11.8	10.1	12.0	36.1	11.7	2.7
1991	100.0	3.3	12.7	11.7	9.9	11.2	36.1	12.3	2.9

Source: Statistics Bureau, Management and Coordination Agency, *Labor Force Survey*

Looking at the employment of older persons over 65 based upon the 1990 Census, the rate of employment of elderly people varies widely from region to region; the larger the city, the higher the percentage. Specifically, the rate of employment of older persons was the highest in

Tokyo, where 40.7 percent of males and 21.5 percent of females were working. Even in Nagasaki, with the lowest employment rate of older people, 19.2 percent of men and 10.0 percent of women were in the work force.

What, then, do elderly people think about "working"? The outcome of a *Survey on Attitudes of Workers*, conducted by Tekkororen (Japan Federation of Steel Workers' Unions) and covering 15,000 engineers over 50 in the steel industry, found that those elderly people who replied that they "want to continue working after the age of mandatory retirement," exceeded 60 percent, far surpassing the 17.4 percent who answered that "do not want to work any more" (See Fig.2). Of the respondents who said "want to work," 50 percent wish "to continue until 65 when they receive their pensions," followed by the 20 percent who want to work for 3-4 years after *mandatory retirements* and the 16 percent who wish to work until around 70. Asked about forms of employment, over 40 percent of those who replied "want to work after *mandatory retirements*" consider working five days a week. Concerning daily working hours, 43 percent want to work full time and 37 percent, 5 to 6 hours. The fact that 37 percent want to put in 5 to 6 hours a day indicates that elderly people have a strong desire to work. Also these results are similar to those obtained from surveys of older persons working in other industries.



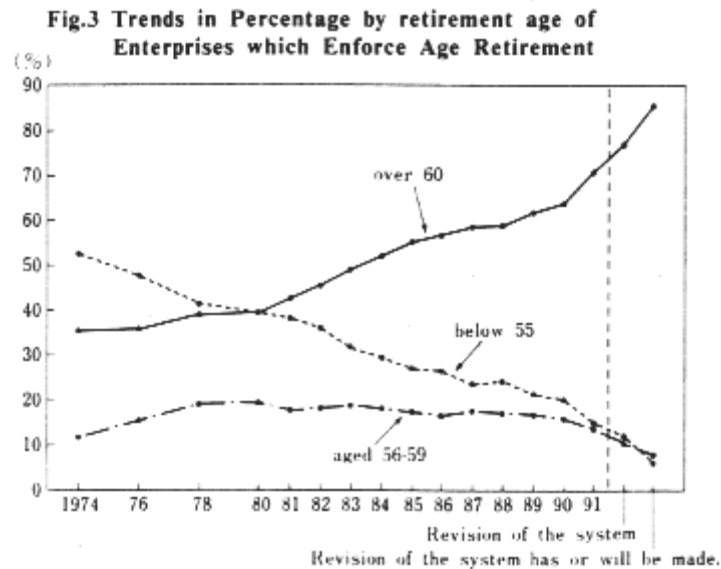
Why do they "wish to work"? The same survey revealed that of older persons wanting to work after *mandatory retirements*, 44 percent said they "need to work to keep something to live for and to keep healthy." Thirty-six percent and 19 percent replied they "need the income to make a living" and "want a comfortable life and free time for hobbies and travel," respectively. The survey is based on predictions on post retirement life made by those who will soon reach *mandatory retirements*. In 1989 the Association of Employment Development for Senior Citizens carried out a survey on the will to work, covering those who had reached *mandatory retirements*. According to the survey results entitled (*Employment and Lives of Those Who have Reached Mandatory Retirements in Their Early 60s* 1989), of the 2,985 respondents, 43 percent were in the work force and 56.0 percent were non-workers, of whom 2.6 percent were "looking for work" and 31.4 percent were "out of the work force." This clearly

shows that of those who retired at the mandatory age, nearly 80 percent were either working or wanted to work. Furthermore, of these, 630 men from 60 to 64 cited the following as reasons for work or wishing to continue (multiple answers). The highest, or 58.7 percent cited "good for health," followed by "need to supplement family income" (32.2%), "will be badly off without work" (31.9%). "want to give full play to my experience and ability" (29.7%), "feel bored with nothing to do" (26.7%) and "enjoy the current job"(22.3%), "want to do something useful in society" (19.1%), "want a friend or someone to talk to" (13.3%), "the company or peer employees need me" (7.1%), "feel humiliated without a job" (6.4%), "almost all of my former co-workers continue to work" (5.8%) and others.

The above two survey results covering the elderly in their 50s and 60s show that many older persons "wish to work even after 60" and that the majority cite as reasons for wanting to work after *mandatory retirements* "wish to have something to live for," "wish to stay healthy" and "want a comfortable living" as well as economic reasons.

Changing Employment Management Surrounding the Elderly

With a shortage of available workers, especially a decline in the number of young people who were considered to compose the core labor force, Japanese industry must depend on middle-aged and older workers. Under the guidance of Ministry of Labour, the 60-year-age limit has taken firm hold, progressively. Furthermore, thanks in part to the 1991 revision of the Law Concerning Older People and Stable Employment, the employment environment for older persons, it is said, is becoming much more favorable. Regarding rooting of the 60-years-of-age limit for retirement. Figure 3 shows the proportion by retirement age of those enterprises which enforce fixed age limits. Following 1989, the diffusion rate of the 60-year-age limit grew rapidly, reaching 71 percent in 1991. Meanwhile, the ratio of job opening to applicants (1992) stood at 4.34 for those from 15 to 29, 2 for those between the ages of 30 and 39 and somewhere around 1 even for those from 40 to 54, while on the other hand, it dropped below 1 for those 55 and older. Especially, the ratio for those from 60 to 64 stood at 0.23, showing the reality that the ratio of job openings to applicants for elderly people remains at low. One reason may be explained as follows. The 60-years-of-age limit has become the norm and progress in continuous employment resulting from extended employment after 55 as well as reemployment plans continues. Therefore, there is now a greater possibility that those elderly people over 60 wanting to continue to work will tend to stay with the same enterprise or corporate group, enabling the company to find a sufficient supply of necessary labor from within. Another reason is this. The employer's biased view of the elderly-his general concept that lower labor efficiency, lack of flexibility and inability to adapt to a new environment are attributed to the elderly-has rendered the age limit an additional condition for job openings and has made him reluctant to utilize older persons.



As mentioned above, there are diversifying reasons for older people to continue working. In addition, there are wide individual differences in physical strength, health and living conditions among the elderly. These affect the need to diversify employment patterns. Smaller-scale enterprises, rather than large ones, are actively tackling the question of how to develop employment plans tailored for older persons. For example, as shown in Table 2, the smaller the company size, the higher the percentage of all those who wish to work, benefiting from extended employment plans as well as reemployment programs.

Table 2 Percentage of Enterprises in which Workers Come under Coverage of Extended Employment or Re-employment Programs (by enterprise size and by percentage of those who come under coverage of the systems)

(Unit %)

	All who wish to work in principle	Limited to those named by the enterprise as necessary personnel
Extended employment program		
Total	38.9	29.6
5,000 and more	4.5	59.1
1,000-4,999	12.1	59.4
300-999	29.2	46.6
100-299	39.5	33.0
30-99	39.6	27.4
Re-employment program		
Total	30.0	35.2
5,000 and more	14.7	54.1
1,000-4,999	19.3	54.1
300-999	29.6	42.4
100-299	29.4	37.5
30-99	30.6	33.0

Source: Ministry of Labour, *Employment Management Survey(1991)*

Cases have been reported that show attempts at a new methods of employment administration in order to meet the diversified needs of elderly people over 60. The majority of these reports are, however, from smaller establishments. For instance, to meet the two problems of: one, the needs of older persons who want "something to live for and comfortable living standards" and second, the shortage of workers, some companies have recently

introduced a system of so called work sharing which enables several persons to share one specific job through flexible employment and working patterns. These include short-time work, working every other day and the home-duty work system. Also, they have been promoting mechanization and automation of operations through the development and introduction of ME equipment, thus trying to expand job fields for the elderly.

Need for Guidance Services for the Elderly

As stated above, elderly people in Japan, on the whole, have a strong desire to work even after reaching the age of 60. However, there are few jobs available for those who have reached the 60-year-age of compulsory retirement, and the unemployment rate for those aged 60 to 64 is high at 4.9 percent. This compares with the average unemployment rate of 2.1 percent in 1991. On the other hand, one cannot ignore the fact that there have emerged corporate moves to try to diversify forms of employment and work in order to create an environment which allows the elderly to work with ease. It is undeniable, however, that corporate approaches are rather stopgap measures aimed at relieving the current labor shortage rather than long-term measures and policies to cope with the aging of society. With the greying labor force and the long-term worker shortage predicted by statisticians, elderly people wish to continue working; yet those over 60 find it difficult to get employment. Why?

Companies, still preoccupied with the traditional view of older persons over 60, strongly feel that they cannot hire elderly persons because "they lose their vocational ability and flexibility as they grow older." Since individual differences in a variety of aspects become wider as one becomes older, it is not appropriate to consider every elderly person "elderly" simply as measured by age. Yet the reality is that one cannot present scientific evidence enough to refute such a biased view. According to Assessment of the Aged by the General Aptitude Test Battery, conducted in 1991 by the Japan Institute of Labour (JIL), those over 40 were given a paper and pencil test and were found to obtain lower scores than those advanced in years. The test also revealed that subjects' scores become lower depending on the kind of their abilities. What is more, it was presumed that there were differences between older persons' abilities due to past vocational experience and their deteriorating abilities. JIL is presently assessing the elderly's vocational ability, the results of which will be presented on another occasion. In its research currently underway, JIL proposes that unlike young people without vocational experience, evaluating vocational interest, values and vocational experience rather than vocational aptitudes in a narrow sense is instrumental in assessing the vocational fitness of the elderly. It also recommends that a comprehensive individual assessment system is badly needed for the elderly. Such a comprehensive assessment system will serve to help corporate managers cast away their biased view toward the elderly.

Corporate managers' traditional concept alone, it appears, does not make it hard for older

persons to find employment. The elderly, too, it is said, are responsible for their difficulty in finding work. Many adhere to their preretirement vocational background and positions, make unrealistic demands or are not well aware of what they can do. Lack of preparation for reemployment on the part of elderly people hampers their reemployment. To meet the problem, it is necessary to establish a comprehensive system of reexamining the elderly's vocational ability and a counseling system for helping them in their reemployment endeavors.

Tokyo's population will include over 20 percent of those over the age of 60 in the early 21st century. In view of this, the Metropolitan Government has been developing a system for assisting those elderly people having the will and ability to work. The focus will be to enable them to continue working in those forms of employment which meet their true needs. To get the system going, Tokyo will inaugurate a Comprehensive Employment Center for the Elderly (tentatively named) in 1995. The soon-to-be established Center will have the following eight functions: Information dissemination to both corporations and elderly people. Counseling services for older persons, assessing the elderly's ability and physical strength. Providing the elderly with vocational training and development. Consulting services for companies and employers. Introduction of job openings to the elderly and that of job applications to enterprises. Follow-up services for both elderly people and corporations. And providing a forum for awareness and learning of aging as well as for heart-to-heart human exchange for metropolitan dwellers, middle-aged and older persons and companies. The center thus aims to extend assistance to the elderly in their efforts to find reemployment by offering aid to both the elderly and the business community. An organ like this will surely be vital in Japanese society which is experiencing dramatic changes in industrial circles and a rapidly aging population, particularly so in big cities where there are many over-65s wanting to work.

New Publications
of the Japan Institute of Labour

**WHITE PAPER ON LABOUR 1992—Labour Shortage, Vigorous
Labour Mobility and Enterprises' Response to Them**
—Outline of the Analysis—
by Ministry of Labour
Size 215mm × 280mm, 65pages, 1992.
Price: ¥2,000 (postage not included)

Statistical Aspects

Recent Labor Economy Indices

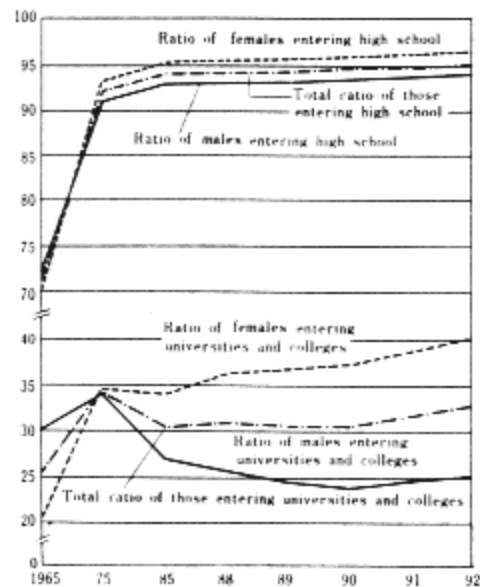
	June 1992	May 1992	Change from previous year
Labor force	6,653 (10 thousand)	6,653 (10 thousand)	43 (10 thousand)
Employed	6,520	6,511	42
Employees	5,139	5,134	77
Unemployed	139	140	1
Unemployment rate	2.1 %	2.1 %	0.0
Active opening rate	1.08	1.14	- 0.33
Total hours worked	173.6 (hours)	159.2 (hours)	- 0.8*
Total wages of regular employees	(¥thousand)	(¥thousand)	2.9*

Source: Management and Coordination Agency, Ministry of Labour.

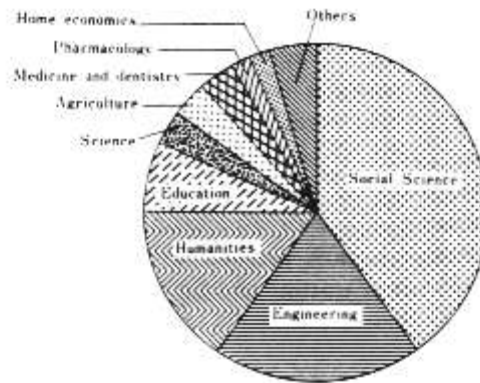
Notes: 1. * denotes annual percent change.

2. From January 1991, data of "Total hours worked" and "Total wages of regular employees" are for firms with from 5 to 30 employees.

Ratio of Those Entering High Schools and Universities and Colleges



1992 Composition Ratio by Major of Undergraduate Students



Source: Ministry of Education, 1992 Basic Statistical Survey on School
Notes 1. The ratio of those entering high school excludes those entering correspondence courses of high schools.
2. The ratio of those entering universities and colleges excludes those entering correspondence courses, including university of the Air, of universities and colleges.