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Working Conditions and the Labor Market

Unemployment Rate for Males Hits All-Time High in January

According to an announcement by the Management and Coordination Agency on February 27, Japan's seasonally adjusted unemployment rate stood at 3.5 percent for the fourth consecutive month. As the economy falters, corporations are downsizing further. Banks and securities houses in financial difficulty dismissed more employees. Thus, 2.38 million persons were registered as unemployed in January 1998, an increase of 160,000 over the year before. Of the 2.38 million unemployed, 660,000 had left work involuntarily, an increase of 130,000. Those who quit voluntarily in order to find another job numbered 890,000, a drop of 60,000.

By gender, the number of unemployed males grew by 160,000 to 1.48 million. The number of unemployed women held firm at 900,000. As a result, the unemployment rate for female workers stood at 3.2 percent, down 0.3 of a percentage point from December; that for males was at its highest-ever level (3.7%) up 0.3 of a percentage point.

By age, the unemployment rate for male workers aged from 55 to 64 reached 5.8 percent, mirroring the fact that middle-aged and older people have a hard time finding re-employment. The number of short-time workers, who are mainly part-timers, is surging as the worker-dispatch industry (which employs primarily women) is booming. This is a common pattern during a recession as firms seek to control their labor costs.

The number of employed persons in manufacturing fell by 450,000 to 13.94 million over the year to January 1998. This brought employment below the 14-million mark for the first time in 14 years. In construction employment decreased by 50,000 to 6.81 million; in transportation and telecommunications employment fell by 110,000 to 4.09 million. On the other hand, those employed in the services increased by 710,000 to 16.80 million. The increase was particularly noticeable in areas where outsourcing occurs, such as the cleaning of corporate premises.

Yamaichi Personnel Being Promised Re-employment

In 1997 the nation's top brokerage firm, Yamaichi Securities, decided to discontinue its business after experiencing a severe financial crisis. All of its employees were to have been

dismissed by the end of March 1998. The question of how many of them have being promised other jobs is attracting media attention. To help its employees find re-employment, Yamaichi set up an in-house working party to explore ways of promoting employment opportunities for its employees. It had obtained 28,000 job offers from about 4,000 companies by the end of February and has made those offers available to all of its employees. In December 1997 the Ministry of Labour designated Yamaichi "a large-scale failed company" eligible for employment adjustment subsidies. With the Ministry of Finance it established a "Liaison Council for the Employment of Yamaichi Employees."

Yamaichi has 7,694 employees (a figure which excludes persons working as sales consultants outside the company). Of the 7,694, 3,167 (41 %) were promised other jobs by the end of February 1998. Media reports suggest that securities firms, banks, life insurance companies and worker-dispatch firms have offered them employment. Merrill Lynch, the large American Securities firm, began recruiting Yamaichi staff in February in preparation for starting full-fledged operations in Japan.

Of the 3,167 Yamaichi employees who had been promised new positions by the end of February, 47 percent were from the company's head office, while 38 percent came from branch offices. By age, 46 percent of those less than 40 had secured new positions, while only 35 percent of those aged between 40 and 50, and 25 percent of those 50 or older have found new jobs. Although the percentage of those finding new jobs is over time increasing across all age groupings, middle-aged and older employees seem to be facing particular difficulties. Yamaichi employs over 1,000 employees aged 50 or older, and their re-employment has become a major challenge.

At the other end of the age continuum, Yamaichi has found 3,400 job openings at roughly 800 firms for the 279 university graduates (and the 211 other graduates) who were to join Yamaichi this past April. Information on these positions had been sent to the prospective graduates, and by the end of February, 241 had been promised positions at other companies.

Human Resources Management

Twenty-One Banks Plan to Restructure

On March 4, a total of 21 city and regional banks announced their intention to restructure so they could apply for public funds which have been made available to assist in stabilizing the financial system. To acquire such funds, bank must submit a management plan which incorporates a reduction in the number of executives and of personnel costs to a

screening panel established by the Deposit Insurance Corporation.

The restructuring plans must in the first instance consider the level at which annual salaries are set. The levels as they currently stand have been criticized as being excessively generous. Accordingly, the majority of the 21 banks will shave annual salaries. Yasuda Trust Bank will cut its salaries by an average of 16 percent. The Long-Term Credit Bank of Japan will propose an average cut of about 15 percent. The Industrial Bank of Japan will reduce employee's annual pay by around 10 percent in the form of bonus cuts. The Daiichi Kangyo Bank will propose a reduction averaging about 10 percent for managers and branch managers, and a little over three percent for ordinary employees.

Many other banks are also studying ways to cut the annual remuneration paid to their employees. The Bank of Tokyo-Mitsubishi, Sanwa Bank, Daiwa Bank, Sumitomo Trust Bank, Mitsui Trust Bank and Central Trust Bank plan to reduce employees' annual pay by around 10 percent by reducing the amount of their bonus payments. The Daiichi Kangyo Bank and Tokai Bank will approach the task by increasing the weight given to ability and work performance in calculating the pay package for their employees. Of the local banks, Hokuriku Bank will cut bonuses to rank-and-file staffers by 50 percent for the two consecutive periods, and Yokohama Bank plans to cut bonuses for rank-and-file employees by more than 10 percent. The Bank of Tokyo-Mitsubishi Bank has decided to slash the salaries of executives by up to 30 percent in the fiscal 1998. It will then offer no increase in bonuses to its executives for two years.

Some banks have decided to reduce the number of directors by 20-30 percent. This is in line with the general perception that the number of bank directors is quite large compared with the number found in other firms. Tokai Bank, the Long-Term Credit Bank of Japan and the Nippon Credit Bank have each introduced a new system of executive management which will enable them to slash the number of directors.

Labor-Management Relations

The 1998 Spring Offensive

On March 18, firms in four major pace-setting industries - automobiles, electronics, shipbuilding and heavy machinery - had all replied to wage demands made by each of their labor unions. By March 19, the public utility companies - such as electric power firms, Nippon Telegraph and Telephone (NTT) and the major private railway companies - had also responded to the demands of their respective labor unions.

Reflecting the sharp drop in performance due to the nation's stagnant economy, firms in the automobile, electronics, shipbuilding and heavy machinery industries (though not in the metals industries) offered wage hikes below those given last year.

The Toyota Motor Corporation, which acts as a key pace-setter in the wage talks, offered a wage hike ¥500 smaller than that of a year ago. The remaining ten auto manufacturers followed suit and offered increases which were ¥500-800 smaller than the increase offered a year earlier. The 17 major electronics makers settled on wage increases which on the average were ¥1,200 smaller than the average increase awarded the year before. Unions of the seven major shipbuilding and heavy machinery firms agreed to accept wage hikes which were down an average of ¥100 from the year before. This was the first time in three years that all unions in that sector obtained similar outcomes.

Unions at the steel makers accepted a rise of ¥1,500 in the monthly wage base for this year and next year, up ¥500 from the ¥1,000 accepted last year. For the first time, the unions and management agreed to negotiate the annual pay raise on a biennial basis, instead of each year as in the past. Unions in the public utilities settled on an increase which is ¥600-800 smaller than that given in the previous year. This is expected to greatly affect wage talks which will follow at smaller-scale firms. It thus seems certain that the average pay hike achieved in percentage terms by the spring offensive in 1998 will be even lower than the all-time low of 2.83 percent registered in 1995.

Many speculated that the economic slowdown since 1997 and the sharp decline in corporate performance following the increase in the consumption tax would make it difficult for unions to realize their demands. Labor's consistent aim so far has been, at the very least, the regular pay hike plus the percentage rise in the consumer price index for the previous year. The goal for this year was a wage hike of four percent: two percent for the automatic pay boost plus two percent to cover inflation. Arguing that 1.5 percent of the price increase came from the increase in the consumption tax, management took the position that private companies could not be expected to cover the effects from changes to the tax system for which the government is responsible. Moreover, in the final stage of the negotiations the government announced its economic forecast which was that the economy would register a negative growth rate in the fiscal 1997, the first negative rate in 23 years. This added to the push for wage restraint.

To turn to other kinds of demands which were made during this year's spring offensive, Denki-Rengo (the Japan Confederation of Electrical Electronic and Information Unions)

demanded that the mandatory retirement age be extended until 65. Jidosha-Soren (the Confederation of Japan Automobile Workers' Unions), Tekko-Roren (the Japan Federation of Steel Workers' Unions), and Zosen-Juki-Roren (the Japan Confederation of Shipbuilding and Engineering Workers' Unions) asked for shorter hours of work. With the extension scheduled for 2001, of the age at which employees are eligible for a pension, job security until that age 65 became a matter of concern at all companies. Shorter hours of work were seen as being essential to the creation of jobs. However, only unions of the five major companies affiliated with Tekko-Roren and some of those in the auto industry were able to go beyond a general agreement in principle for the reduction of work hours so that some concrete steps could be announced.

International Relations

Asian Regional Conference on Industrial Relations

The Japan Institute of Labour (JIL) sponsored the two-day Asian Regional Conference on Industrial Relations together with the Japan Industrial Relations Research Association (JIRRA) at its LINC hall in Tokyo on March 17-18. This year's theme was multinational enterprises and labor in Asia. The conference fostered vigorous discussion of that theme. There seemed to be wide recognition in the fact that increases of direct investment and the involvement of multinational enterprises in Asia have ushered in a new age as investment in the region has increased since the 1980s.

In the first session of the conference, Professor Twu Jaw-Yann (Nagoya University) gave a comprehensive report on changes in direct investment and in the international division of labor and employment in Asia. In view of the recent financial crisis in Asia, he argued that the shift from trade to direct investment in the Asian economies has made it impossible for those in the field of labor issues to neglect research on currency policy. Professor Koichi Shimokawa (Hosei University) reported on the direct investments of Japan's auto makers and the international division of labor in Asia. Mr. Mamoru Kitajima (Vice Chief Researcher, Economic Research Institute, Japan Society for the Promotion of the Machine Industry) gave a detailed report on how the Japanese way of "making things" has been transferred internationally and how the wide-ranging, full-set industrial structure is being established in Asia.

The second session was an open session. It featured reports by six young researchers on the theme of multinational enterprises and labor in Asia.

Participants in the third session discussed management strategies of multinational

enterprises which reinforce the linkage within groups of multinational enterprises and the impact of those strategies on international human resources management. Mr. Yoshinobu Nakamura (Manager of the International Personnel Center at Matsushita Electric Industrial Company) reported on his company's approach to international human resources development. Mr. Michel Byungnam Lee (Deputy President of the LG Academy) reported on the LG groups' experience in South Korea, and Professor Sheng-Ying Lii (Da-Yeh University) reported on the situation in Taiwan, where a survey of 60 large companies suggested there was a shortage of overseas personnel.

The fourth session focused on the changes in industrial relations which were accompanying the expanded presence of multinational enterprises and the concomitant responses of labor unions. Professor Sarosh Kuruvilla (Cornell University) reported on multinational enterprises, and industrial relations in Asia. Mr. Fujikazu Suzuki (Senior Researcher at JTUC Research Institute for the Advancement of Living Standards) reported on labor union activities in Asia, based on a questionnaire survey of union leaders in Asian countries. Mr. Takashi Izumi (General Secretary of the International Confederation of Free Trade Unions-Asian and Pacific Regional Organization) spoke about his organization's activities in Asia and the Pacific region.

Special Topic

The Quota System for Hiring the Disabled

Nobuo Matsui
Senior Researcher
The National Institute of
Vocational Rehabilitation

1.0 Who are the Employable Disabled Persons?

According to a 1991 survey of the Ministry of Health and Welfare,¹⁾ it was estimated that there were 2,722,000 physically disabled persons over 18 years of age in Japan. Only 34.4 percent of those persons were employed. This compares with an employment rate of 62.0 percent for non-disabled persons of working age (those aged over 15). The total number of mentally retarded persons over 18 years of age was estimated to be 300,500, of whom 129,500 were employed.²⁾

It has not been possible to estimate accurately the number of mentally disabled persons in Japan because no adequate national survey has been carried out. Data released in 1996 from the Ministry of Health and Welfare³⁾ on patients receiving care at psychiatric hospitals

provide information on mentally disabled persons but exclude the mentally retarded. According to those data, about 360,600 persons were receiving inpatient care in recent years. Also, about 1,240,000 persons were receiving outpatient care at psychiatric hospitals cumulatively per year.

2.0 The Employment of the Disabled in the Competitive Labor Market

According to the Ministry of Labor survey in 1993,⁴⁾ 404,000 disabled persons (consisting of 344,000 physically disabled persons and 60,000 mentally retarded persons) were regularly employed at business establishments with five or more employees. There are no data for the mentally disabled in this regard.

Over the decade from 1983 to 1993, the number of physically disabled in the work force increased 9.5 percent. The number of the mentally retarded in full-time employment jumped 68.8 percent. In other words, the mentally retarded have become more active in the competitive labor market.

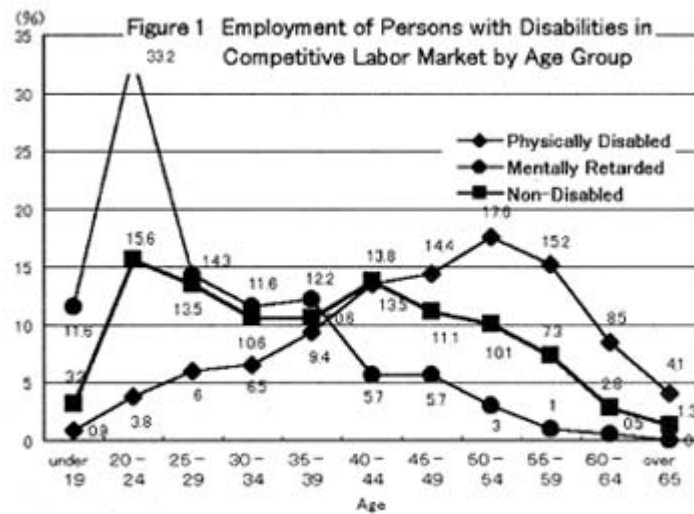
2.1 The Physically Disabled

When we look at a breakdown of the physically disabled, those with orthopedic disabilities formed the largest group (202,000) and account for about 58.7 percent of 344 thousand employees who are physically disabled, followed by those with hearing and speaking impairments (16.8%), those with internal disorders (15.1%), and those with visual impairments (6.7%), in that order. About half of the orthopedic disability involved a functional disability of one or both of the lower limbs.

In terms of age, 59.8 percent of the physically disabled who were regularly employed were over 45 years of age (Figure 1). Compared with the non-disabled work force, this is concentrated at upper end of the age continuum. By size of business establishment, 34.9 percent of the physically disabled were employed by small business with less than thirty employees (Figure 2). In 1983, 45.9 percent of the disabled were employed by those firms. Accordingly, there has been some shift in their employment to larger firms with over thirty employees.

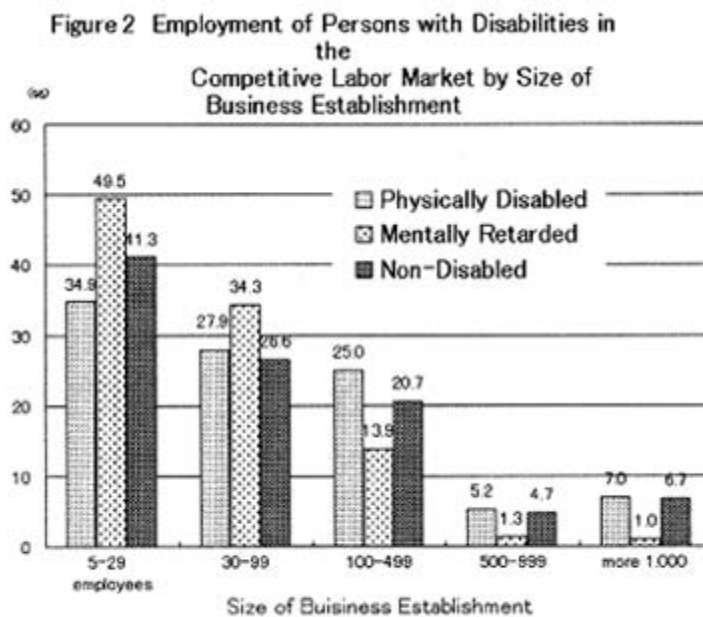
2.2 The Mentally Retarded

Of the mentally retarded persons who work regularly at business establishments, 59.1 percent were under 29 years of age (Figure 1);



Source: Ministry of Labor, *The Survey on the Actual Employment Situation of Physically Disabled Persons (Shintai Shougaisha Tou Koyou Jittai Chosa)*, 1993.

49.5 percent were employed by small firms with less than thirty employees; and only 1.0 percent were employed by firms with more than 1,000 employees (Figure 2).



Source: Ministry of Labor, *The Survey on the Actual Employment Situation of Physically Disabled Persons (Shintai Shougaisha Tou Koyou Jittai Chosa)*, 1993.

The rates are in striking contrast to those for the physically disabled.

3.0 Vocational Rehabilitation System

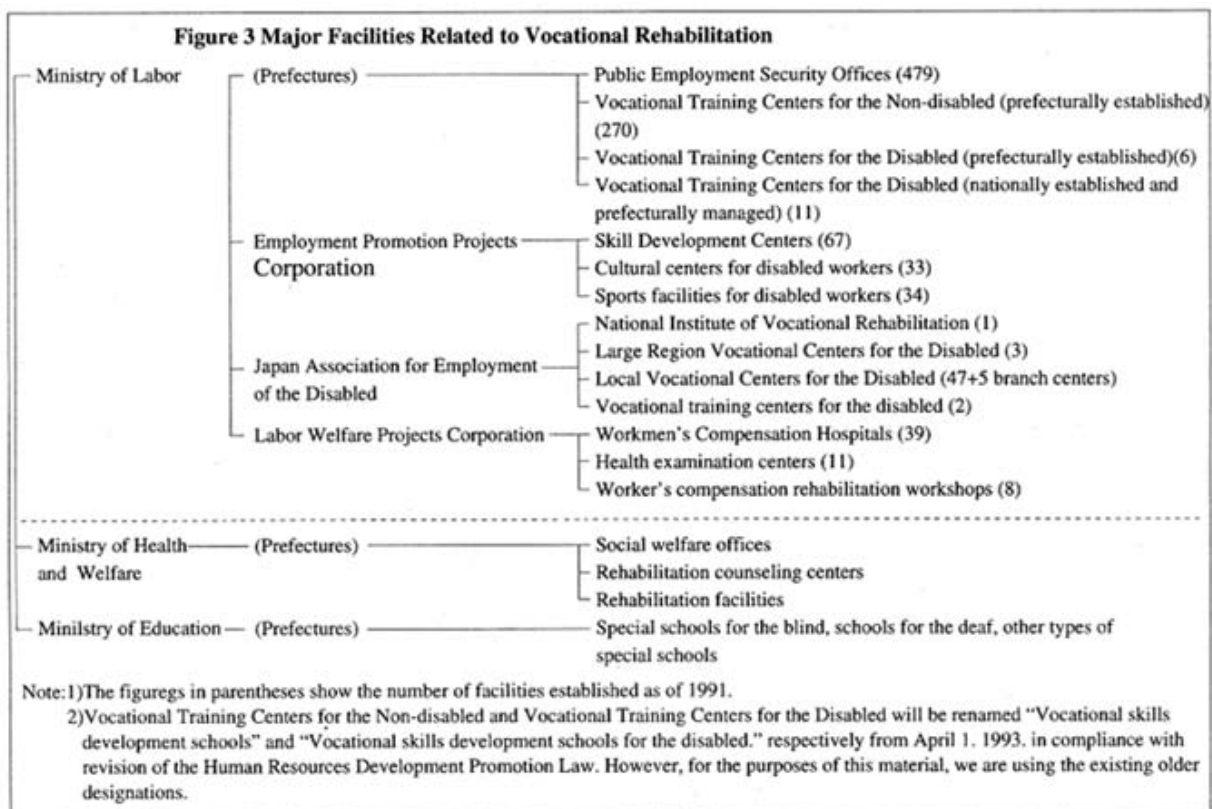
3.1 Overview

In Japan a very large number of laws relate to rehabilitation in a complex fashion. For this reason, it is difficult to describe all the related laws in a short article. However, the Minister of Labor is generally designated to look after these matters by the Law for the

Promotion of Employment Among the Disabled (referred to below simply as "the Law").

The Law establishes a quota system which requires the government and private business to employ a certain number of disabled workers. These requirements are supplemented by a levy-and-grant system, which is designed to subsidize employers who provide job opportunities for the disabled by collecting a levy from those who do not fill their employment quota.

Agencies and facilities for vocational rehabilitation are established and operated in Japan by the national government, by local governments and by special organizations founded under the relevant laws (such as the Employment Promotion Corporation and the Japan Association for the Employment of the Disabled). There are also facilities established and run by organizations and business enterprises in the private sector. Figure 3 shows the major types of agencies and facilities for rehabilitation.



3.2 Vocational Centers for the Disabled

The Law establishes the Japan Association for the Employment of the Disabled and mandates that body to establish and operate vocational rehabilitation centers for the disabled: a National Institute of Vocational Rehabilitation (NIVR); the Large Region Vocational Centers for the Disabled; and Local Vocational Centers for the Disabled.

3.3 Public Employment Security Offices

These offices are established by the national government to provide job referrals and placements for all job seekers. One of their top priorities is the promotion of hiring for disabled persons who find it relatively more difficult to obtain employment. Each office has special staff for the disabled and offers a broad range of related services from finding employers willing to hire the handicapped, vocational guidance employment referrals, employer guidance, and guidance on achieving hiring quotas for the disabled.

3.4 Referral and Placement Registration System

Public employment security offices have established a referral and placement registration system for disabled job seekers. Based upon the information on a registration card, careful counseling and selective placement services are provided.

In 1996, 295,946 physically disabled persons were eligible for services under the quota system established by law (type 1 registrant).⁵⁾ Type 2 registrants were other disabled persons (118,789 persons), most of whom were mentally retarded (110,062 persons). A total of 414,735 persons were registered in one category or another, and most found employment (305,239 persons). The number of active job seekers listed was 88,030.

3.5 Vocational Training and Skills Development

Training for disabled persons is provided mainly by the vocational training centers for the disabled established by the national and prefectural governments. However, some training is provided by the vocational training centers for the non-disabled. Most of the trainees are physically disabled, but some efforts are being made to establish and to upgrade the provisions for the mentally retarded.

Various other programs for upgrading vocational abilities include (i) the work place adaptation training offered by private businesses on consignment for prefectures, and (ii) the skills development maintaining programs provided by private organizations with subsidies from a public grant system.

In addition to the programs just described, many welfare and protective facilities, hospitals and rehabilitation facilities under the supervision of the Ministry of Health and Welfare provide different kinds of training that influence vocational ability directly and indirectly. Education and guidance related to vocational pursuit are also offered by school education system under the name of "special education."

4.0 Employment Quota System for the Physically Disabled

4.1 Legal Quotas

National and local government agencies depending upon the type of agency are required by law to employ enough physically disabled persons to constitute 1.9-2.0 percent of the labor force. Private business enterprises are obligated to employ enough disabled persons to constitute 1.6 percent of their labor force (in other words, at private firms at least one disabled person should be hired for each 63 employees hired).

4.2 Special Provisions for the Severely Disabled

Special provisions are provided to promote the employment of severely disabled persons. When a business enterprise employs a physically disabled person whose disability is more severe than the criteria set by law, it can count such an employee as two disabled persons when computing its employment of the disabled. The same applies when a severely mentally retarded person is employed. Because some severely disabled persons cannot work a full schedule, the Law allows such persons working a short week (i.e., between 22 and 33 hours per week) to be counted in the employer's number of disabled whom it fully employs.

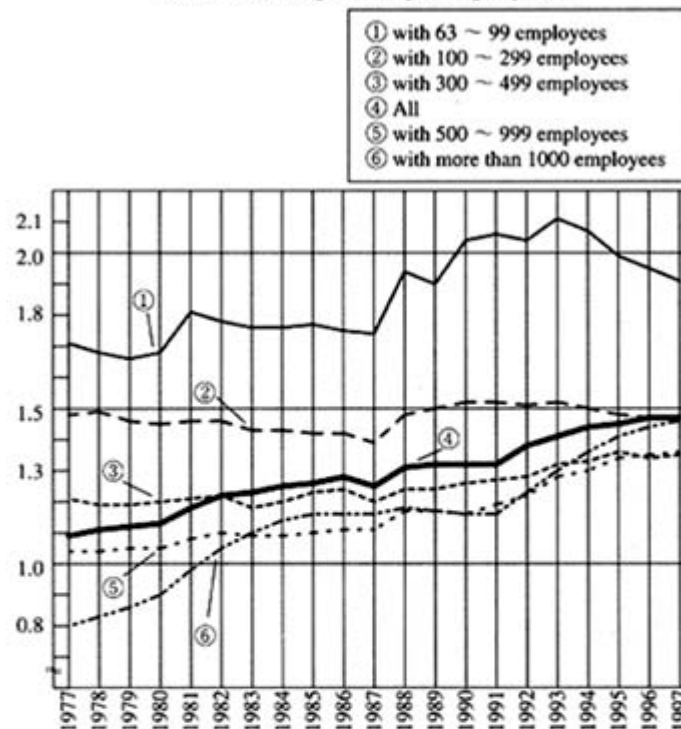
4.3 Special Provisions for the Mentally Retarded

Special provisions also applied to the mentally retarded. When mentally retarded persons are employed, they are to be counted by an employer in the same way as physically disabled persons in meeting their obligation to hire the disabled. When employed, mentally retarded persons are treated in the same way as physically disabled persons in calculating an employer's liability under the levy and grant system. Persons who are severely retarded mentally will be counted double, in the same way as severely physically disabled persons.

4.4 Special Provisions for the Mentally Disabled

At the present time, the employment quota system is not applied to mentally ill persons. However, workplace adaptation training and subsidies are given to mentally ill persons who suffer from schizophrenia, manic depressive psychosis, and epilepsy (who are included as persons recovering from mental illness).

Figure 4 Trends in Actual Employment Rates of the Disabled at Private Companies, by Company Size



Note: The number of disabled persons was calculated from the total number of those listed below.

- ~ 1982 Physically disabled persons (heavily physically disabled persons are double-counted)
- 1983 ~ 1992 Physically disabled persons (heavily physically disabled persons are double-counted)
- 1993 ~ Mentally retarded persons
- 1993 ~ Physically disabled persons (heavily physically disabled persons are double-counted)
- 1993 ~ Mentally retarded persons (heavily mentally retarded persons are double-counted)
- 1993 ~ Heavily physically disabled persons who work short hours
- 1993 ~ Heavily mentally retarded persons who work short hours

Source: Ministry of Labor, (*Shintai Shogaisha oyobi Seishin Hakujakusha no Koyou no Genjo*), 1997.

4.5 The Present Employment Rate

Figure 4 shows that disabled persons accounted for 1.09 percent of all employees in private firms in 1977 when the employment quota system was introduced. The percentage has gradually climbed since then, rising to 1.32 percent in 1989, to 1.36 percent in 1992, and to 1.47 percent in 1997.

By firm size, the proportion of disabled employees has always been highest in firms with 63-99 employees. However after reaching 2.11 percent in 1993, the proportion declined gradually and stood at 1.91 percent in 1997. For large firms with more than 1,000 employees the proportion has increased gradually over time and stood at 1.46 percent in 1997.

5.0 The Contribution of Public Policy to the Employment of Disabled Persons

Japanese firms are steadily coming to employ persons with disabilities. This is due to the vocational rehabilitation system. The system of employment quotas as stipulated by the law is obviously playing a significant role in promoting employment of the disabled.

One reason for this is the further accumulation of know-how involving employment management. Japanese enterprises, when obliged to employ disabled persons, do not do so only on the basis of their individual abilities to do jobs. When employing disabled persons, Japanese enterprises do not base this only on an individual's ability to do jobs. Characteristically, they seek to flexibly manage employment by re-planning jobs in response to the specific needs of the disabled. They create new jobs and also have long-term in-house training programs. The system of employment quotas functions to further encourage firms in their efforts.

The fact that a high employment rate is maintained particularly at enterprises with 300 or fewer employees clearly shows that lack of young labor has encouraged them to hire the disabled and also that being small in size has enabled them to implement employment management with sufficient care for the characteristics of disabled individuals. The recent rising employment rate for large enterprises also reflects accumulated know-how involving employment management in which they take into consideration individuals' characteristics.

The Law was revised in 1997 to further promote the employment of the disabled. There were several major revisions. One was to include the mentally retarded in calculating the employment rate. Accordingly public employers and private companies must now attain employment rates of 2.1 and 1.8 percent respectively without any distinction being made between the physically disabled and the mentally retarded. The second change was to make the mentally retarded employed persons who work short hours eligible for subsidies.

In the future, employment policy for the disabled will focus on substantiating the support systems in order to shift such persons from welfare employment to general employment and vice versa as necessary. While encouraging employment of disabled persons at large companies, plans are to remove the exclusions in a phased manner. In order to assist mentally disabled persons to work in a manner equivalent to other disabled persons, it is vital (i) to have a better understanding of the actual numbers likely to be involved and (ii) to accumulate know-how regarding the kinds of education, training programs and in-house employment practices which will best facilitate their employment.

Reference:

- 1) Ministry of Health and Welfare, *Survey of Actual Situation of Physically Disabled Persons (Shintai Shougaiisha Jittai Chosa)*, 1993.
- 2) Ministry of Health and Welfare, *Basic Survey of Adults and Children with Mental Retardation (Seishin Hakujakusha Fukushitaisaku Kiso Chosa)*, 1995.
- 3) Ministry of Health and Welfare, *Patient Survey (Kanja Chosa)*, 1993.
- 4) Ministry of Labor, *The Survey on the Actual Employment Situation of Physically Disabled Persons (Shintai Shougaiisha Tou Koyou Jittai Chosa)*, 1993.
- 5) Ministry of Labor, *Shintai Shougaiisha oyobi Seishin Hakujakusha no Koyou no Genjo*, 1997.

Statistics Aspects

Recent Labor Economy Indices

	February 1998	January 1998	Change from previous year
Labor force	6,657 (10thousand)	6,693 (10thousand)	10 (10thousand)
Employed	6,411	6,455	7
Employees	5,355	5,385	4
Unemployed	246	238	16
Unemployment rate	3.7%	3.6%	0.2
Active opening rate	0.61	0.64	0.03
Total hours worked	154.8 (hours)	142.3 (hours)	2.3*
Total wages of regular employees	(¥ thousand) 268.9	(¥ thousand) 266.2	0.4*

Notes: 1.*denotes annual percent change.

2.From February 1991 the data for "total hours worked" and "total wages of regular employees" are for firms with 5 to 30 employees.

Source: Management and Coordination Agency, Ministry of Labour.

Ratio of Active Job Openings to Active Job Applicants by Age Group

Year	All ages	-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-
1988	1.16	2.77	1.23	1.39	2.11	1.72	1.66	1.2	0.78	0.31	0.16	0.39
1989	1.39	3.62	1.45	1.56	2.46	2.24	1.95	1.5	1.08	0.44	0.21	0.57
1990	1.51	4.32	1.58	1.55	2.59	2.56	2.01	1.71	1.27	0.55	0.25	0.67
1991	1.41	4.34	1.4	1.42	2.34	2.51	1.77	1.73	1.28	0.56	0.23	0.6
1992	1.02	3.18	1	1.03	1.69	1.92	1.33	1.22	0.9	0.41	0.16	0.4
1993	0.7	2.13	0.7	0.75	1.18	1.39	0.97	0.78	0.59	0.27	0.1	0.24
1994	0.66	2.03	0.68	0.75	1.15	1.35	0.99	0.68	0.51	0.24	0.08	0.2
1995	0.63	2.14	0.68	0.74	1.09	1.29	0.98	0.58	0.46	0.22	0.08	0.19
1996	0.74	2.6	0.83	0.86	1.31	1.54	1.22	0.64	0.55	0.27	0.08	0.25
1997	0.71	2.64	0.84	0.8	1.22	1.47	1.23	0.63	0.52	0.26	0.07	0.26

Source: Employment Security Bureau, Ministry of Labour, *Statistics on Employment Services (Shokugyō Antei Gyōmu Tōkei)*

Note: (1) The ratio of active job openings to active job applicants = $\frac{\text{Number of active job offers}}{\text{Number of active job seekers}}$

(2) New school graduates are excluded from these figures.

(3) The figures given above are for October in each year.