

10 261 209) in 1975. The figure dramatically decreased to 1136 (1 321 087 in terms of people participating) in 1994. The number of disputes with industrial action (e.g. strikes, lockouts and sabotage) was recorded at a peak of 7574 (4 613 962 in terms of people participating) in 1975. This figure also decreased, to 628 (263 035 in terms of people participating) in 1994 (Rodosho 1995).

- 2 The current unemployment ratio by definition does not include those who retired from the labour market early because they were discouraged by the unfavourable economic climate. Women workers, particularly, tend to take this option when unemployed. Many of those 'discouraged' workers are ready to return to the labour force quickly if jobs become available.
- 3 In 1995, 184 240 part-time workers were unionised, a figure that represents 0.01 per cent of the total union members. They belonged to 111 330 unit unions (*tan-i sosiki kumiai*) (Rododaijin Kambo Seisaku Chousabu 1996).
- 4 Another major employers' organisation, *Keidanren*, the Japan Federation of Economic Organisations, was established in 1946. It is the major employers' organisation, which exerts great influence on policy setting in various fields, including responses to international trade disputes.
- 5 The ratio of female workers among 'short-hour' workers differs by definition. Among those who work less than 35 hours a week as employees, the female ratio was 73 per cent in 1995. Among those who are usually called part-timers, 95 per cent were female in 1995 (Somucho 1995).

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- 1 Except in cases where the usage has long been otherwise, for example 'Syngman Rhee', Korean names are represented according to Korean convention, that is family name first followed by two hyphenated given names, the second with a lower case initial. In the references and where necessary in the text the second initial is retained unhyphenated (and in upper case) for consistency in this volume and to facilitate the distinction of authors with common family names.
- 2 A helpful account of Korea's labour legislation, which includes a tabular summary, is provided by Park & Lee (1996).
- 3 For a more detailed account of labour-dispute settlement machinery in Korea, see Park (1993:153-7).

Chapter 12 Conclusions

- 1 See Appendix (Table A.22); in addition this section draws on Visser (1989); also his work as summarised in OECD (1991).

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