

Table 6. Number of labour disputes by principal demands and percentage distributions

(multiple answers within two)

Principal demands	In effect during the period					
	Number of labour disputes			Percentage distributions		
	2011	Difference from the previous year	Ratio to the previous year	2010	2011	2010
	Cases	Cases	%	Cases	%	%
<b>Total</b>	<b>612</b>	<b>△ 70</b>	<b>△ 10.3</b>	<b>682</b>	<b>100.0</b>	<b>100.0</b>
<b>Union security and labour agreement</b>	<b>181</b>	<b>8</b>	<b>4.6</b>	<b>173</b>	<b>29.6</b>	<b>25.4</b>
Union security and union activities	154	△ 3	△ 1.9	157	25.2	23.0
Conclusion, revision and effectuation of collective agreement	28	10	55.6	18	4.6	2.6
<b>Wages</b>	<b>267</b>	<b>△ 75</b>	<b>△ 21.9</b>	<b>342</b>	<b>43.6</b>	<b>50.1</b>
Wage system	16	△ 10	△ 38.5	26	2.6	3.8
Revision of wage amount (Basic wage and several allowances)	65	△ 26	△ 28.6	91	10.6	13.3
Revision of wage amount (Bonus and lump-sum payment)	65	△ 24	△ 27.0	89	10.6	13.0
Wage amount of individual union member	17	△ 27	△ 61.4	44	2.8	6.5
Retirement allowance (including retirement pension)	19	△ 6	△ 24.0	25	3.1	3.7
Other matters related to wage	114	△ 6	△ 5.0	120	18.6	17.6
<b>Working conditions except the wages</b>	<b>62</b>	<b>17</b>	<b>37.8</b>	<b>45</b>	<b>10.1</b>	<b>6.6</b>
Change of scheduled hours worked	10	△ 1	△ 9.1	11	1.6	1.6
Non-scheduled hours worked or day-off work	4	2	100.0	2	0.7	0.3
Days off and holidays (include weekly two days off, and consecutive days off)	12	6	100.0	6	2.0	0.9
Other matters related to hours worked	9	△ 3	△ 25.0	12	1.5	1.8
Parental leave system and long-term care leave system	1	0	0.0	1	0.2	0
Education and training	-	△ 1	△ 100.0	1	-	0.1
Work environment and health management	20	8	66.7	12	3.3	1.8
Benefit packages	8	6	300.0	2	1.3	0.3
<b>Management, employment, personnel</b>	<b>252</b>	<b>△ 18</b>	<b>△ 6.7</b>	<b>270</b>	<b>41.2</b>	<b>39.6</b>
Suspension, abolishment and rationalization of business	16	△ 8	△ 33.3	24	2.6	3.5
Objection to dismissal and reinstatement of dismissed employee	141	△ 33	△ 19.0	174	23.0	25.5
Personnel plan and recruitment plan	5	2	66.7	3	0.8	0.4
Reallocation and dispatch	30	7	30.4	23	4.9	3.4
Solicitation for voluntary retirement	6	△ 1	△ 14.3	7	1.0	1.0
Age retirement system (including extension of employment and re-employment)	15	5	50.0	10	2.5	1.5
Effective use of part-time employees, contract employees and dispatched employees	2	1	100.0	1	0.3	0.1
Labour conditions of part-time employees and contract employees	9	4	80.0	5	1.5	0.7
Personnel evaluation system (including experimental system)	6	2	50.0	4	1.0	0.6
Other matters related to management and personnel affairs	40	△ 5	△ 11.1	45	6.5	6.6
<b>Others</b>	<b>22</b>	<b>△ 34</b>	<b>△ 60.7</b>	<b>56</b>	<b>3.6</b>	<b>8.2</b>

Note: Figures may not up to the totals due to multiple answers.