

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		
	2012	Difference from the previous year	Ratio to the previous year	2011	2012	2011
	Cases	Cases	%	Cases	%	%
Total	596	△ 16	△ 2.6	612	100.0	100.0
Union security and labour agreement	175	△ 6	△ 3.3	181	29.4	29.6
Union security and union activities	163	9	5.8	154	27.3	25.2
Conclusion, revision and effectuation of collective agreement	16	△ 12	△ 42.9	28	2.7	4.6
Wages	268	1	0.4	267	45.0	43.6
Wage system	15	△ 1	△ 6.3	16	2.5	2.6
Revision of wage amount (Basic wage and several allowances)	89	24	36.9	65	14.9	10.6
Revision of wage amount (Bonus and lump-sum payment)	65	0	0.0	65	10.9	10.6
Wage amount of individual union member	22	5	29.4	17	3.7	2.8
Retirement allowance (including retirement pension)	10	△ 9	△ 47.4	19	1.7	3.1
Other matters related to wage	104	△ 10	△ 8.8	114	17.4	18.6
Working conditions except the wages	30	△ 32	△ 51.6	62	5.0	10.1
Change of scheduled hours worked	3	△ 7	△ 70.0	10	0.5	1.6
Non-scheduled hours worked or day-off work	2	△ 2	△ 50.0	4	0.3	0.7
Days off and holidays (include weekly two days off, and consecutive days off)	5	△ 7	△ 58.3	12	0.8	2.0
Other matters related to hours worked	4	△ 5	△ 55.6	9	0.7	1.5
Parental leave system and long-term care leave system	2	1	100.0	1	0.3	0.2
Education and training	1	1	...	-	0.2	-
Work environment and health management	10	△ 10	△ 50.0	20	1.7	3.3
Benefit packages	3	△ 5	△ 62.5	8	0.5	1.3
Management, employment, personnel	241	△ 11	△ 4.4	252	40.4	41.2
Suspension, abolishment and rationalization of business	12	△ 4	△ 25.0	16	2.0	2.6
Objection to dismissal and reinstatement of dismissed employee	148	7	5.0	141	24.8	23.0
Personnel plan and recruitment plan	5	0	0.0	5	0.8	0.8
Reallocation and dispatch	21	△ 9	△ 30.0	30	3.5	4.9
Solicitation for voluntary retirement	3	△ 3	△ 50.0	6	0.5	1.0
Age retirement system (including extension of employment and re-employment)	16	1	6.7	15	2.7	2.5
Effective use of part-time employees, contract employees and dispatched employees	2	0	0.0	2	0.3	0.3
Labour conditions of part-time employees and contract employees	8	△ 1	△ 11.1	9	1.3	1.5
Personnel evaluation system (including experimental system)	3	△ 3	△ 50.0	6	0.5	1.0
Other matters related to management and personnel affairs	35	△ 5	△ 12.5	40	5.9	6.5
Others	29	7	31.8	22	4.9	3.6

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