

## Definitions

### **Enterprise reorganization or department downsizing**

A corporate merger, transfer of operations or assets, takeover of a company, merger with another company, demolition of facilities, abandonment of facilities, sale or liquidation of a subsidiary, or closure or downsizing of a department.

### **Labour-management consultation organization**

A permanent organization for consultation between labour and management on matters such as administration, production, working conditions, benefits, etc., and usually applicable to organizations with titles such as labour-management committee, management council, etc.

### **Matters for consent**

Matters which may not be decided without the mutual consent of labour and management.

### **Matters for negotiation**

Matters on which opinions are exchanged so as to come to a consensus between labour and management, but where a manager has the final decision.

### **Matters for hearing**

Matters on which a hearing of opinions is carried out after a briefing to the employees.

### **Matters for report**

Matters on which only a report to the employees is made, with no hearing from the employee perspective.

### **Means of determining wages based on performance or results (e.g. performance-based pay)**

A method of determining wages based on the performance or results of an individual employee, a group such as a section, team, project team, etc., or the company as a whole.

### **Migration from lump sum pension to annuity**

The migration of all or part of retirement lump sums to annuities (corporate type defined contribution pension, defined benefit corporate pension, employees' pension fund, etc.)

### **Introduction of or migration to defined contribution or other retirement pension plan**

Introduction or migration to a corporate type defined contribution pension, defined benefit corporate pension (contract type, fund type), employees' pension fund or smaller enterprise retirement allowance mutual aid.

### **Part-time worker**

A person who has fewer scheduled hours worked per day or fewer scheduled days worked per week than ordinary regular workers.

### **Full-time non-regular worker**

A non-regular worker who is not a part-time worker, excluding dispatched worker.

### **Dispatched worker**

A person employed by a dispatching business (another company) under Article 2 of the Worker Dispatching Act (Note), who receives orders from the client (company in question) under an employment contract with the dispatching business operator.

(Note) Official name is the "Act for Securing the Proper Operation of Worker Dispatching Undertakings and Improved Working Conditions for Dispatched Workers".

### **Assembly or study session for part-time workers Assembly or study session for full-time non-regular workers Assembly or study session for dispatched workers**

Assemblies or study sessions held for union members and the above types of employees to raise awareness of the systems and employment methods for part-time workers, full-time non-regular workers and dispatched workers.