

General Survey on Labour Relations

Background

Surveys on labor unions had been conducted prewar first by the Police Bureau and the Social Affairs Bureau of the Ministry of Home Affairs, and then by the Labor Bureau and the Labor Policy Bureau of the Ministry of Health and Welfare, which continued conducting the survey until 1944. Survey results were published until 1941.

Immediately after World War II, the Labor Policy Bureau of the Ministry of Health and Welfare began keeping statistics on labor unions, and gathering monthly figures on the formation, dissolution and number of labor unions at the end of each month. In September 1948, the survey was transferred to the jurisdiction of the Labor Statistics and Research Bureau of the Ministry of Labor. Survey results continued to be published until June 1949, when the revised Trade Union Law abolished the requirement to report the formation or dissolution of labor unions.

Separate from the above survey, the Labor Policy Bureau of the Ministry of Health and Welfare began conducting an exhaustive, nationwide Labor Union Survey in 1947 based on conditions as of June 30 and December 31. From 1948, this survey was transferred to the Labor Statistics and Research Bureau (known today as the Statistics and Information Department of the Ministry of Health, Labour and Welfare). This survey, known as the "Basic Survey on Labor Unions," was carried out at the end of June every year.

In 1983, the "Comprehensive Survey on Labor Relations" was begun, to acquire an overall view of labor-management relations. This survey is the same as the former "Basic Survey on Labor Unions," to which a "General Survey" on a different subject every year has been added.

"Survey on Status of Labour Unions" was the subject for 2008 "General Survey".

- Basic Survey on Labor Unions

Aim of Survey

The aim of this survey is to investigate the number of the labor unions, labor union number, the situation such as a participation organization system, and distribution according to industry distinction, area distinction, participation upper part association of an association and a member of an association clarify the reality of a labor union organization.

Scope of Survey

This survey covers all labour unions existing throughout the country at the time of the survey. For seamen's unions, results of a survey conducted by Maritime Human Resources Policy Division, Maritime Bureau, Ministry of Land, Infrastructure, Transport and Tourism, are used.

Survey Items

1. Enterprise-based or establishment-based unions

Name of union, name of enterprise, main activity or main product manufactured by the establishment members work in, type of union, number of members, affiliation with higher organizations

2. Federations of enterprise-based or establishment-based unions

Name of federation, type of federation, number of members, affiliation with higher organization, names of affiliated unions

Period of Survey

As of June 30 2008

Method of Survey

On-the-spot surveys (including mail partly), filled in by union representatives under supervision by staff from prefectural Labor Policy Divisions and Labor Policy Offices. For seamen's unions, results of a survey conducted by Maritime Human Resources Policy Division, Maritime Bureau, Ministry of Land, Infrastructure, Transport and Tourism, are used.

Definitions

1. Unit labor union (One union per company) : refers to a union that takes the formation, under the convention, in which members of the organization in question participate as an individual worker and that has no subordinate

organization (branch offices) which can engage in independent activity.

2. Labor union have substructures (independent labor union) : refers to a union that takes the formation, under the convention, in which members of the organization in question participate as an individual worker and that has, within the organization, subordinate organization (branch offices) which can engage in independent activity.
3. Federation of enterprise-based : a body incorporating two or more enterprise-based or establishment-based labor unions. In this survey, permanent consultative bodies (councils) consisting of two or more labor unions are also considered federations.

- Survey on Status of Labour Unions (2008)

Aim of survey

This survey was conducted to clarify the current condition of the organization of labour union, officers of union, finance of the union and important issues in union activities, intended for labour unions.

Scope of Survey

1. Area

Nationwide

2. Industry

The following 14 industries in accordance with Japan Standard Industrial Classification.

- (1) Mining
- (2) Construction
- (3) Manufacturing
- (4) Electricity, gas, heat supply and water
- (5) Information and communications
- (6) Transport
- (7) Wholesale and retail trade
- (8) Finance and insurance
- (9) Real estate
- (10) Eating and drinking places, accommodations
- (11) Medical, health care and welfare
- (12) Education, learning support
- (13) Compound services
- (14) Services (not elsewhere classified)

3. Labour union

The survey was conducted for about 3,900 labour unions (excluding joint union) sampled in certain method from labour unions with not less than 30 union members (union as a one unit organization, union considered as a unit such as a branch of the union, and head office union) in the enterprises belonging to the above item 2 industry.

Items of Survey

1. Items regarding labour union
2. Items related to the organizational situation of labour unions
3. Items related to labour union officers
4. Items related to labour union finance
5. Items related to labour union activities
6. Recognitions about the labor-management relations

Reference Period and Period Survey

This survey was conducted as of June 30 2008, and this survey cover from July 1 and July 22.

Method of Survey

The survey was conducted by each staff of Prefectural Labour Policy Sections and Labour Policy Offices and enumerators through field interview.

Method of Compilation

Compilation was conducted at the Statistics and information Department at the Minister's Secretariat of the Ministry of Health, Labour and Welfare.

- Survey on Collective Bargaining and Labour Disputes (2007)

Aim of survey

With labour unions as subject, to make clear the actual situation of as collective bargaining by labour unions and the situation of procedure for labour dispute under the circumstance in which labour environment is changing.

Scope of Survey

1. Area

Nationwide

2. Industry

The following 14 major industries that are based on the Japan Standard Industrial Classification (revised in March 2002):

- (1) Mining
- (2) Construction
- (3) Manufacturing
- (4) Electricity, gas, heat supply and water
- (5) Information and communications
- (6) Transport
- (7) Wholesale and retail trade
- (8) Finance and insurance
- (9) Real estate
- (10) Eating and drinking places, accomodations
- (11) Medical, health care and welfare
- (12) Education, learning support
- (13) Compound services
- (14) Services(not elsewhere classified)

3. Labour union

Approximately 3,700 union were selected from among unit unions with 30 or more union namembers, of provate enterprises belonging to one of the industries above, by a uniform sampling method.

Main Items of Survey

1. Items regarding labour union

- (1) Name of union

- (2) Existence of a higher organization within enterprise
- (3) Existence of a higher organization outside enterprise(organisation by industry)
- (4) Existence of a higher organization outside enterprise(organisation by region)
- (5) Percentage of employees belonging to a labour union
- (6) Existence of different unions
- (7) Existence of a labour-management consultation organization
- (8) Existence of a grievance handling system

2. Items regarding collective bargaining

- (1) Existence of collective bargaining, frequency of bargaining in average, duration of bargaining, in average and form of bargaining in these three years and its method
- (2) Reason why there was no collective bargaining in these three years
- (3) Kinds of negotiation by subjects in the past 3 years and kinds of negotiation on which emphasis was placed
 - a) Items related to wage
 - b) Items related to working hours
 - c) Items related to employment and perdonnel affairs
 - d) Items related to health and safety
 - e) Items related to management policy
 - f) Training
 - g) Welfare
 - h) Child-care leave system, care leave system
 - i) Working condition of part-time worker and contract worker
 - j) Making use of part-time worker and contract worker
 - k) Making use of dispatched workers
 - l) Equal treatment of male employee and female employee
 - m) Interpretation and cricism of collective agreement
- (4) Timing of the first negotiation relating to the restructuring of corporate organization and downsizing of business divisions and the evaluation of such timing
- (5) Evaluation for degree of provision of information and data relating to the restructuring of corporate organization and downsizing of buisness divisions
- (6) Recognition of negotiation for restructuring of corporate organization and

downsizing of business divisions

- (7) Degree by which opinion on the side of labour unions is reflected through negotiation relating to restructuring of corporate organization and downsizing of business divisions

3. Items regarding labour dispute

- (1) Presence or absence of labour dispute in these three years.
- (2) Details of labour disputes over the past three years
- (3) Reason why there was no dispute tactics in these three years
- (4) Reason why there was no labour dispute in these three years
- (5) Existence of agreements to provide notice when dispute tactics are to begin, method used for such notice, notice period, and content of notice

4. Items regarding measure to settle various problems between labour and management

- (1) Evaluation about the present conditions of collective bargaining
- (2) Evaluation of the negotiation in organization for consultation between labour and management
- (3) Most important measure to settle various problems between labour and management in the future

5. Awareness regarding labour-management relations

Period of Survey and Implementation Period

This survey was conducted on June 30 2007 (But as to some items, the survey had been conducted for the past three year). This survey was conducted among July 1 and July 20.

Method of Survey

Survey was conducted by the method of field survey and self measurement by each staffs of the chief section and the chief office of prefectual labour administrations and statistics Survey staffs.

Method of Compilation

Compilation was conducted at the Statistics and information Department at the Minister's Secretariat of the Ministry of Health, Labour and Welfare.

Definition of Principal Terms

“Collective bargaining” refers to negotiations that occur between a labour union and an employer or an employers' organisation; it does not include independent negotiation by a union confederation and an employer.

“Labour dispute” refers to a dispute that occurs between a labour union and an employer in which dispute tactics actually occur or a third-party organisation becomes involved in order to bring a settlement (e.g., mediation, arbitration, or intervention by a labour-relations board; advice provided by the prefectural government's labour administration division or an office in charge of labour administration; etc.). However, labour disputes solely between a union confederation and an employer were not included in this survey.

“Dispute tactics” refers to action taken by either or both parties to attain an objective which disrupts normal business operation, causes slowdowns, leads to production takeovers, etc. (However, dispute tactics solely between a union confederation and an employer are excluded from this survey.) So-called “political strikes” and “sympathy strikes” are not included.

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- Survey on Collective Agreements (2006)

Aim of survey

This survey has been executed for the aims of making clear actual situation of labour agreement, etc. that are concluded between trade unions and employers (or groups of employers) under a changing labour environment.

Scope of Survey

1. Area

All areas of Japan

2. Industry

The following 14 industries based on the Standard Industrial Classification for Japan.

- (1) Mining
- (2) Construction
- (3) Manufacturing
- (4) Electricity, gas, heat supply and water
- (5) Information and communications
- (6) Transport
- (7) Wholesale and retail trade
- (8) Finance and insurance
- (9) Real estate
- (10) Eating and drinking places, accommodations
- (11) Medical, health care and welfare
- (12) Education, learning support
- (13) Compound services
- (14) Services (not elsewhere classified)

3. Subject of Survey

Approximately 3,700 labour unions extracted by a predetermined method from unit trade unions (excluding joint trade unions) with the size of more than 30 trade union members in private-owned establishments that belong to industries under above mentioned 2

Items of Survey

1. Items related to attributes of labour unions
2. Situation of conclusion of labour agreements
3. Situation of management of labour agreements,etc.

Date of Survey and Execution Period

Date of the survey was as of June 30, 2006 and the survey execution period was from July 1 until July 20, 2006.

Method of Survey

The survey was conducted by staff of Prefectural Labour Policy Sections and Labour Policy Offices and enumerators through field interview.

Method of Compilation

Compilation was conducted at the Statistics and information Department at the Minister's Secretariat of the Ministry of Health, Labour and Welfare.

·Survey on Labour Union Activities (2005)

Aim of survey

This survey is to investigate the state of labour union activities under changes in working environment

Scope of Survey

1. Area

Nationwide

2. Industry

The following 14 industries based on the Standard Industrial Classification for Japan.

- (1) Mining
- (2) Construction
- (3) Manufacturing
- (4) Electricity, gas, heat supply and water
- (5) Information and communications
- (6) Transport
- (7) Wholesale and retail trade
- (8) Finance and insurance
- (9) Real estate
- (10) Eating and drinking places, accommodations
- (11) Medical, health care and welfare
- (12) Education, learning support
- (13) Compound services
- (14) Services (not elsewhere classified)

3. Labour unions

Approximately 3,400 labour unions selected by a random sampling method out of unit labour unions which have more than 100 union members in private establishments belonging to the above industries.

Items of Survey

1. Items related to attributes of labour unions

2. Items related to restructuring and measures taken by labour union
3. Items related to amendment to wage and retirement allowance (lump sum / pension) system and unions' response
4. Items related to diversified types of employment and unions' response

Date of Survey and Execution Period

Date of the survey was as of June 30, 2005 and the survey execution period was from July 1 until July 20, 2005.

Method of Survey

The survey was conducted by staff of Prefectural Labour Policy Sections and Labour Policy Offices and enumerators through field interview.

Method of Compilation

Compilation was conducted at the Statistics and information Department at the Minister's Secretariat of the Ministry of Health, Labour and Welfare.

·Survey on Labour-Management Communications (2004)

Aim of survey

This survey was conducted to understand the method of communication between workers and management, its actual condition, and worker's attitude towards the communication, intended for establishments and workers

Scope of Survey

1. Area

Nationwide

2. Industry

The following 14 industries based on the Standard Industrial Classification for Japan.

- (1) Mining
- (2) Construction
- (3) Manufacturing
- (4) Electricity, gas, heat supply and water
- (5) Information and communications
- (6) Transport
- (7) Wholesale and retail trade
- (8) Finance and insurance
- (9) Real estate
- (10) Eating and drinking places, accommodations
- (11) Medical, health care and welfare
- (12) Education, learning support
- (13) Compound services
- (14) Services (not elsewhere classified)

3. Establishments

Approximately 4,000 establishments are selected according to some sampling method from private establishments which belong to the item 2 of the above industrial classification, and which have 30 or more regular employees.

4. Workers

Approximately 7,000 workers are selected according to some sampling method from above establishments.

Items of Survey

[Establishments]

1. Character of establishments
2. General condition of labour-management communication
3. Items on labour-management negotiation body
4. Items on workplace meetings
5. Items on resolution of grievance
6. Items on other labour-management communication measure

[Workers]

1. Character of workers
2. General condition of labour-management communication
3. Attitude toward labour union
4. Items on labour-management negotiation body
5. Method to resolve grievances in connection with personal treatment
6. Communication measure that is thought much of in the future

Reference Period and Period Survey

This survey was conducted as of June 30 2004, and this survey covered from July 1 and July 20.

Method of Survey

The survey was conducted by staff of Prefectural Labour Policy Sections and Labour Policy Offices and enumerators through field interview.

Method of Compilation

Compilation was conducted at the Statistics and information Department at the Minister's Secretariat of the Ministry of Health, Labour and Welfare.