

Year	Historical backdrops, government actions, etc.	Facts related to the Ministry of Health, Labour and Welfare (former Ministry of Health and Welfare, and former Ministry of Labour) and Labour Relations Commissions
2003	Apr. 1: Japan Post established Aug. 8: Judicial Reform Headquarters submitted "Interim Report on Comprehensively Enhancing Capabilities to Handle Labour Relation-related Dispute." * Trade union membership ratio fell down below 20%	July 25: MHLW's taskforce prepared its opinion paper on the examination process on unfair labour practices (this opinion paper was released on July 31). Dec. 22: The Supreme Court delivered its judgment on JR's refusal to hire former JNR employees (rejecting the final appeal filed by CLRC).
2004	May 12: Industrial Tribunal Law promulgated (enforced on April 1, 2006)	Nov. 17: Trade Union Law amended (enforced on January 1, 2005) to accelerate the examination process and deliver better orders Dec. 22: Labour Relations Commission Regulations amended (enforced on January 1, 2005)

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