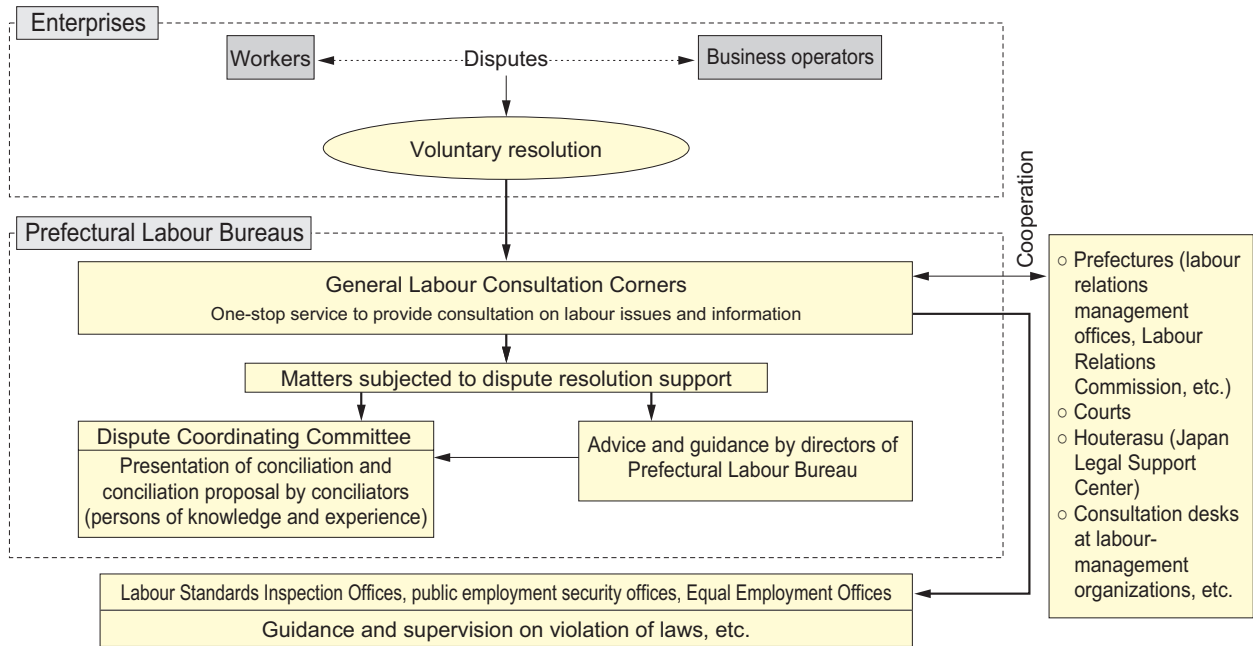


Individual Labour Dispute Resolution System

Overview Individual Labour Dispute Resolution System






Detailed Data

Operation Status of Individual Labour Dispute Resolution System

(April 1, 2010 - March 31, 2011)

* The figures in parentheses indicate the figures for FY2009

1. Number of cases of consultation delivered to General Labour Consultation Corner: 1,130,234 (1,141,006)					
Type of those requested for consultation					
Workers	665,945 (689,779)	Business operators	348,985 (339,859)	Others	115,304 (111,368)
2. Number of cases of consultation on civil individual labour dispute: 246,907 (247,302)					
[1] Type of those requested for consultation					
Workers	200,490 (200,651)	Business operators	28,129 (29,035)	Others	18,288 (17,616)
[2] Employment status of workers					
Regular workers	108,622 (115,670)	(Temporary) part-timers	43,559 (42,792)	Dispatched workers	9,917 (12,126)
Fixed-term contract workers	25,203 (22,651)	Others	59,606 (54,063)		
[3] Details of disputes (* some cases are included in multiple categories, thus the breakdown figures add up to 283,141 cases)					
Ordinary dismissal	45,813 (49,522)	Layoff	8,320 (13,202)	Punitive dismissal	5,985 (6,397)
Worsened working conditions	37,210 (38,131)	Encouragement to retire	25,902 (26,514)	Temporary transfer/reshuffling	9,051 (9,790)
Informal job offer cancellation	1,861 (1,933)	End of employment	13,892 (13,610)	Other working conditions	49,753 (42,489)
Child/family care leave	 (1,908)	Recruitment/adoption	3,108 (3,139)	Employment management, etc.	4,834 (3,877)
Bullying/harassment	39,405 (35,759)	Others	38,007 (35,630)		
3. Number of cases of advice/guidance provided by the directors of Prefectural Labour Bureaus					
(1) Number of cases of advice/guidance accepted: 7,692 (7,778)					
[1] Employment status of workers					
Regular workers	3,715 (4,006)	(Temporary) part-timers	1,823 (1,796)	Dispatched workers	356 (348)
Fixed-term contract workers	1,297 (1,080)	Others	501 (548)		
[2] Details of disputes (* some cases are included in multiple categories, thus the breakdown figures add up to 8,084 cases)					
Ordinary dismissal	1,384 (1,506)	Layoff	208 (336)	Punitive dismissal	118 (144)
Worsened working conditions	840 (918)	Encouragement to retire	696 (719)	Temporary transfer/reshuffling	353 (408)
Informal job offer cancellation	104 (102)	End of employment	504 (472)	Other working conditions	1,518 (1,160)
Child/family care leave	 (7)	Recruitment/adoption	86 (80)	Employment management, etc.	177 (204)
Bullying/harassment	1,072 (1,000)	Others	1,024 (1,093)		
(2) Number of cases of advice/guidance completed: 7,673 (7,743)					
Completion status					
Advice given	7,486 (7,537)	Guidance given	0 (0)		
Withdrawn	106 (154)	Discontinued	60 (33)	Others	21 (19)
4. Number of cases of conciliation by the Dispute Coordinating Committee					
(1) Number of cases of conciliation accepted: 6,390 (7,821)					
[1] Employment status of workers					
Regular workers	3,159 (4,256)	(Temporary) part-timers	1,291 (1,470)	Dispatched workers	350 (458)
Fixed-term contract workers	1,044 (1,095)	Others	546 (542)		
[2] Details of disputes (* some cases are included in multiple categories, thus the breakdown figures add up to 6,691 cases)					
Ordinary dismissal	1,950 (2,410)	Layoff	441 (837)	Punitive dismissal	119 (157)
Worsened working conditions	554 (709)	Encouragement to retire	507 (607)	Temporary transfer/reshuffling	177 (190)
Informal job offer cancellation	154 (202)	End of employment	533 (603)	Other working conditions	634 (602)
Child/family care leave	 (7)			Employment management, etc.	69 (56)
Bullying/harassment	965 (1,045)	Others	588 (707)		
(2) Number of cases of conciliation completed: 6,416 (8,096)					
Completion status					
Agreement reached	2,362 (2,837)	Withdrawn	394 (517)		
Discontinued	3,629 (4,705)	Others	31 (37)		