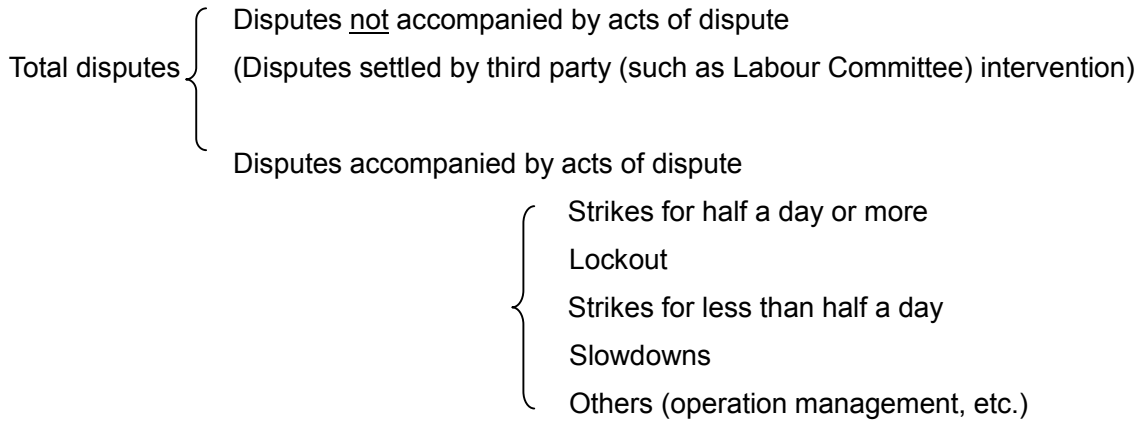


## Definitions

“Type of dispute”

All labour disputes covered in this survey are called total dispute, which are categorized into disputes accompanied by acts of dispute, or disputes not accompanied by acts of disputes (settled by third party, such as Labour Committee intervention).



The acts of dispute are categorized into the following (1)-(5) types.

(1) Strikes for half a day or more

Temporary work stoppage by a workers' organization to obtain an objective with an aggregate duration of one-half or longer of one working day.

(2) Lockout

Stoppage of business activity by employer as a means of dispute, accompanied by employer's announcement to that effect.

(3) Strikes for less than half a day

Temporarily work stoppage by a workers' organization to obtain an objective with an aggregate duration of less than one-half of one working day.

(4) Slowdowns

Reduction in work efficiency by a workers' organization to obtain an objective while continuing to work.

(5) Others (operation management, etc.)

The acts of dispute other than above.

Operation management is that a business establishment is occupied by workers against the will of the employer, and production and operation are conducted according to the workers' policies.

“Total participants”

The maximum number of members for a union or dispute group for the duration of the labour dispute regardless of participation in the act of dispute.

“Active participants”

The actual number of participants in the act of dispute.

“Working days lost”

The normal days of work lost that corresponds to total workers who actually participated in strikes or lockouts in question for half a day or more, during the period of the strikes or lockouts lasting for half a day or more.

“Specific examples for main demands”

Refer to table 1.

Table 1 Specific examples for main demands

Classification	Demand item	Specific example
Union security and Collective Agreement	Union security and union activities	Approval of union, union activities, scope of union members, provisions for collective negotiation
	Conclusion, revision and effectuation of collective agreement	Compliance of Labour Agreement, check-off, shop clause, and others
Wages	Wage system	Establishment and revision of wage system
	Revision of wage amount (Basic wage and several allowances)	Pay raise, increase of starting salary, withdrawal of pay cut, payment of fringe benefits,
	Revision of wage amount (Bonus and lump sum payment)	Bonus, year-end bonus, lump sum payment
	Wage amount of individual union member	
	Retirement allowance (including retirement pension)	Establishment, revision, and operation of such system
Working conditions except wages	Other matters related to wage	Unpaid wages
	Change of prescribed working hours	Hours, shorten hours, shift system, variable working hours system, flextime system, introduction and operation of judged working hours system
	Overtime work or day-off work	Forced work in non-scheduled hours or day-off work
	Days off and holidays (include weekly two days off, and consecutive days off)	

	<p>Other matters related to working hours</p> <p>Child care leave and family care leave system</p> <p>Education and training</p> <p>Work environment and health management</p> <p>Welfare benefit</p>	<p>Establishment and operation of such system</p> <p>Establishment and operation of such system</p> <p>Enhancement and improvement of work environment, review of occupational health measure</p> <p>Discretionary compensation for accommodation facilities, and job-related accidents</p>
Management, employment, personnel	<p>Suspension, abolishment and rationalization of business</p> <p>Objection to dismissal and reinstatement of dismissed employee</p> <p>Personnel plan and recruitment plan</p> <p>Reallocation and dispatch</p> <p>Solicitation for voluntary retirement</p> <p>Mandatory retirement age system (including extension of employment and re-employment)</p> <p>Effective use of part-time employees, contract employees and dispatched employees</p> <p>Working conditions of part-time employees and contract employees</p> <p>Personnel evaluation system (including experimental system)</p> <p>Other matters related to management and personnel affairs</p>	<p>Leave system, protest against personnel reduction, soliciting voluntary retirement, elimination and consolidation of business establishment</p> <p>Withdrawal of unfair lay-off</p> <p>Personnel increase request, securing replacement for a vacant position</p> <p>Withdrawal of personnel relocation</p> <p>Extend retirement to an older age, revision of criteria for continued employment system</p> <p>Protest against cutback on hiring full-time employees</p> <p>Overall labour condition of non-regular fulltime employees</p> <p>Protest against adoption of merit system/pay-for-performance system</p> <p>Labour participation in management (set up consultative body)</p>
Others	Others	<p>Demands without capacity for being a party directly, political demands (sympathetic strike, political strike, and others), protest against deregulation</p>

“Method of resolution of labour dispute”

Method of resolution of labour disputes are divided into three categories, direct negotiation between labour and management, third party intervention, and others.

Direct negotiation between labour and management

No third party involved

(Settled only by direct negotiation between labour and management)

Third party involved

(Third party involved during settlement negotiation)

Third party intervention

Labour Relations Commission

Mediation, conciliation, arbitration

Labour administration staff

Others

Others

Labour disputes submitted to Labour Relations Commission as an unfair labour practice case, and labour disputes which cannot be settled by parties (ex: sympathetic strike, political strike, and others). Also disputes whose settlement circumstances were unclear are categorized into here as “deemed to be resolved”.