

Table 6. Number of labour disputes by main demands and percentage distributions

(multiple answers within two)

Main demands	Total disputes					
	Number of labour disputes			Percentage distribution		
	2013	Change on previous year	Percentage change on previous year	2012	2013	2012
Cases	Cases	%	Cases	%	%	
Total	507	△ 89	△ 14.9	596	100.0	100.0
Union security and collective agreement	145	△ 30	△ 17.1	175	28.6	29.4
Union security and union activities	133	△ 30	△ 18.4	163	26.2	27.3
Conclusion, revision and effectuation of collective agreement	16	0	0.0	16	3.2	2.7
Wages	228	△ 40	△ 14.9	268	45.0	45.0
Wage system	20	5	33.3	15	3.9	2.5
Revision of wage amount (Basic wage and several allowances)	71	△ 18	△ 20.2	89	14.0	14.9
Revision of wage amount (Bonus and lump sum payment)	60	△ 5	△ 7.7	65	11.8	10.9
Wage amount of individual union member	12	△ 10	△ 45.5	22	2.4	3.7
Retirement allowance (including retirement pension)	8	△ 2	△ 20.0	10	1.6	1.7
Other matters related to wage	81	△ 23	△ 22.1	104	16.0	17.4
Working conditions except wages	44	14	46.7	30	8.7	5.0
Change of prescribed working hours	8	5	166.7	3	1.6	0.5
Overtime work or day-off work	2	0	0.0	2	0.4	0.3
Days off and holidays (include weekly two days off, and consecutive days off)	8	3	60.0	5	1.6	0.8
Other matters related to working hours	5	1	25.0	4	1.0	0.7
Child care leave and family care leave system	1	△ 1	△ 50.0	2	0.2	0.3
Education and training	-	△ 1	△ 100.0	1	-	0.2
Work environment and health management	16	6	60.0	10	3.2	1.7
Welfare benefit	5	2	66.7	3	1.0	0.5
Management, employment, personnel	173	△ 68	△ 28.2	241	34.1	40.4
Suspension, abolishment and rationalization of business	7	△ 5	△ 41.7	12	1.4	2.0
Objection to dismissal and reinstatement of dismissed employee	108	△ 40	△ 27.0	148	21.3	24.8
Personnel plan and recruitment plan	8	3	60.0	5	1.6	0.8
Reallocation and dispatch	20	△ 1	△ 4.8	21	3.9	3.5
Solicitation for voluntary retirement	1	△ 2	△ 66.7	3	0.2	0.5
Mandatory retirement age system (including extension of employment and re-employment)	12	△ 4	△ 25.0	16	2.4	2.7
Effective use of part-time employees, contract employees and dispatched employees	1	△ 1	△ 50.0	2	0.2	0.3
Working conditions of part-time employees and contract employees	10	2	25.0	8	2.0	1.3
Personnel evaluation system (including experimental system)	1	△ 2	△ 66.7	3	0.2	0.5
Other matters related to management and personnel affairs	12	△ 23	△ 65.7	35	2.4	5.9
Others	25	△ 4	△ 13.8	29	4.9	4.9

Note: Sum of the figures may over "Total" due to multiple answers.