Consent Negotiation Hearing Prior report Post report Other Issues with high level of involvement (total of consent, negotiation and hearing) Promotion 3.8 (general union 17.1 20.9 52.8(11.0) 2011 5.6 6.2 19.7 19.2 57.6(15.4) 2006 33 3.6~-Dismissal (general union members) 4.6 73.0(45.7) 24.9 15.7 11.2 2011 5.3 78.8(52.7) `ġ.9 10.5 32.3 13.7 2006 Disciplinary action (general union 22.0 4.6 71.0(43.4) 9.4 14.0 9.0 2011 5.7 77.1(48.8) 12.4 8.0 28.4 8.5 2006 (general union 16.5 4.7 65.1 (20.4) 5.0 9.4 6.0 23.5 2011 67.1(26.0) 2006 Temporary transfer 3.1 (general union 11.9 4.6 24.4 10.4 61.4(23.4) 6.9 2011 4.0 66.8(30.8) 7.9 2006 Overseas assignment (general union members) 4.7 8.1 17.2 8.2 44.3(15.5) 2011 51.3(20.0) 5.8 9.6 2006 2.1 Regular staff 5.7 54.1(15.2) 7.7 5.4 20.2 13.0 2011 9.6 23.7 5.3 59.2(19.4) 2006 3.4 Non-regular staff recruits 1.7 7.4 44.5(11.0) 5.3 4.0 12.9 13.1 2011 13.0 6.3 49.4(16.8) 5.1 13.3 2006 10 20 30 40 90

Figure 2. Percentage distribution of labour unions by level of involvement of labour union in personnel affairs (total = 100)

Notes: 1) Figures without brackets () are proportions taking all objects including "Unknown" as 100.

2) Figures in brackets () are proportions of issues with a high level of union involvement (total of consent, negotiation and hearing), taking all observations including "Unknown" as 100.

(%)