

## **Definitions of Major Terms**

### **“Individual decision of labour conditions”**

Meaning the method by which employees and employer directly discuss with each other about target management, etc. and determine labour conditions such as wage.

### **“Labour-management negotiation body”**

Meaning the permanent organization, in which representatives of the both employer and employees discuss with each other in order to reflect the will of workers and the labour union to several problems relating to production and management in establishments or company. Usually, such organization is called a “labour-management consultation meeting”, “management council”, etc.

### **“Workplace meeting”**

Meaning the meeting in which supervisors and employees of a division or group discuss with each other about certain business operations, work environment, etc.

### **“Grievance-handling body”**

Meaning the permanent organization such as complaint resolution committee, which is comprised of representatives of the both labour and management and in which complaints from individual employees including complaints related to wage, job transfer and daily work conditions are resolved. Such organization may be established on a company-by-company basis.

### **“General worker”**

Meaning the workers who work full-time under an indefinite employment period.

### **“Part-time worker”**

Meaning the workers whose daily normal hours of work are less than general workers or the worker whose daily normal hours of work are the same as general workers but weekly prescribed working days are less than general workers.

### **“Contract worker”**

Meaning the workers who work full-time under a definite employment period. Contract workers include those who re-employed after age-limit retirement.

**“Dispatched worker”**

Meaning the workers who are employed by a dispatching company and are dispatched to a client, as prescribed in Article 2 of the Worker Dispatch Act (Note).

(Note) The official title is “the Act for Securing the Proper Operation of Worker Dispatching Undertakings and Improved Working Conditions for Dispatched Workers”.

**“Position equivalent to director or above”**

Meaning the persons who engage in management of one organization or who engage in duties that are equally important.

**“Position equivalent to section chief”**

Meaning the persons who engage in works to give instructions to and supervise staff or who engage in duties that are equally important.