

Table 12 Percentage of establishments, per type of external bodies, etc. used (during 1 year of 2008)

(Unit: %)

Classification	Type of external bodies, etc. (Multiple answers permitted)						
	External bodies, etc. "Used" total		4) Prefectural labour bureau	5) Prefectural organization	6) Court	External bodies and specialist (such as counselor and attorney)	Others
Total	[6.9]	100.0	44.0	9.9	17.3	59.1	2.9
<Company size>							
5,000 or more	[13.1]	100.0	42.5	13.0	25.1	71.6	-
1,000 ~ 4,999 persons	[10.0]	100.0	49.6	2.7	11.7	46.8	-
300 ~ 999 persons	[6.0]	100.0	36.9	8.2	18.8	63.3	2.1
100 ~ 299 persons	[7.6]	100.0	30.5	16.8	18.0	70.7	0.3
50 ~ 99 persons	[4.8]	100.0	33.2	3.3	15.8	64.8	-
30 ~ 49 persons	[4.3]	100.0	69.1	10.5	11.2	32.8	15.3
"With" labour union	[9.8]	100.0	42.8	6.2	17.5	63.3	0.2
"Without" labour union	[5.6]	100.0	45.0	12.8	17.1	55.8	5.0
<Recognition on labour- management communications>							
Important	[7.2]	100.0	43.5	9.0	17.9	59.4	3.1
Good and bad	[4.2]	100.0	40.6	23.1	12.7	66.1	1.2
Not important	[23.5]	100.0 *	99.1 *	- *	- *	0.9 *	- *
<Evaluation on labour- management communications>							
Good	[7.4]	100.0	45.1	9.6	18.2	59.7	4.0
Good and bad	[5.0]	100.0	45.1	14.8	18.8	58.0	-
Bad	[9.8]	100.0	21.6	-	6.3	64.7	1.2

- Note: 1) The figures in [] indicate the percentage of establishments which "used" external bodies, etc.
 2) The total of the establishment which "used" external bodies, etc. in the upper line includes "Unknown" type of external bodies, etc.
 3) The total in the left line includes "Unknown" in recognition on labour-management communications and "Unknown" in evaluation on labour-management communications.
 4) "Prefectural Labour Bureaus" includes the cases where the General Labour Consultation Center, Equal Employment Office, Labour Standards Inspection Office, Public Employment Security Office, etc. of Prefectural Labour Bureaus are used.
 5) "Prefectural organization" includes the Labour Consultation Center, Labour Policy Office, Prefectural Labour Committee, etc. of prefecture.
 6) "Court" includes the cases where the labour tribunal system is used.