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Chronological Table on Labour Relations Commissions

Year	Historical backdrops, government actions, etc.	Facts related to the Ministry of Health, Labour and Welfare (former Ministry of Health and Welfare, and former Ministry of Labour) and Labour Relations Commissions
1945	Aug. 15: The imperial rescript of surrender promulgated Oct.: GHQ directed the Japanese government to implement five major reforms, intending to democratize Japan.	Oct. 27: The Ministry of Health and Welfare setting up Labour Policy Bureau Dec. 22: Trade Union Law promulgated (enforced on March 1, 1946)
1946	Nov. 3: The Constitution of Japan promulgated (enforced on May 3, 1947)	Mar. 1: Central Labour Relations Commission (CLRC) and prefectural labour relations commissions established Sept. 1: The first annual meeting of the National Labour Relations Commissions Liaison Council held Sept. 27: Labour Relations Adjustment Law promulgated (enforced on October 13)
1947	Jan. 18: "2-1 General Strike" announced by All Public Sector Joint Struggle Committee Jan. 31: GHQ notified Douglas MacArthur's statement to call off "2-1 General Strike." All Public Sector Joint Struggle Committee decided to call off "2-1 General Strike." Oct. 23: National Public Service Law promulgated (becoming partially enforced on Nov. 1 and fully enforced on July 1, 1948)	Sept. 1: Ministry of Labour established (spun off from the Ministry of Health and Welfare)
1948	Mar. 18: Rolling blackouts strike by All Japan Electric Workers Union (AJEWU) Apr. 12: Japan Federation of Employers' Associations (Nikkeiren) established Dec. 3: The amended National Public Service Law promulgated and enforced (prohibiting strike of national civil servants)	July 22: MacArthur's Letter (prohibiting public servants' strikes, amending National Public Service Law, and setting up state-run enterprises on national railways and state monopoly) July 31: Government Ordinance #201 promulgated and enforced (prohibiting labour dispute actions by public servants) Dec. 20: Public Corporation Labour Relations Law promulgated (enforced on June 1, 1949)
1949	June 1: Japan National Railways and Japan Monopoly Corporation established	June 1: Full amendment to Trade Union Law (remedy for unfair labour practices through administrative order; enforced on June 10) June 1: Five labour relations commissions, including Public Corporation Arbitration Committee, established to address labour disputes at Japan National Railways and Japan Monopoly Corporation, in accordance with the amended Public Corporation Labour Relations Law Aug. 4: Labour Relations Commission Regulations by Central Labour Relations Commission (CLRC) enforced
1950	June 25: Korean War breaks out July 11: General Council of Trade Unions of Japan (GCTUJ) established July: The Red Purge commences	* LRCs received many complaints on unfair labour practices related to the Red Purge.
1951	Sept. 8: Treaty of Peace with Japan signed	

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1952	<p>July 19: Some trade unions withdrew from GCTUJ to form the Congress of Industrial Unions of Japan (CIU, or Shinsanbetsu)</p> <p>Sept. 24 - December 18: Long strike by AJEWU</p> <p>Oct. 13 - December 26: Long strike by Japan Coal Miners' Union (JCMU)</p> <p>Nov.: JCMU strike leading to serious shortage of coal, posing significant negative impacts on the daily life of Japanese citizens because of Japan National Railways' limited transport operations and power cuts.</p>	<p>July 31: Law for Amending Labour Relations Adjustment Law and Public Corporation Labour Relations Law promulgated (creating the emergency adjustment scheme, and applying Public Corporation Labour Relations Law to five industrial civil services, such as Nippon Telegraph and Telephone Public Corporation, and national forest services; enforced on Aug. 1).</p> <p>Dec. 16: Emergency adjustment scheme applied to the JCMU strike. The strike was over as CLRC acted as a conciliator (Dec. 27).</p>
1953	July 27: Truce of Korean War	Aug. 7: Law on Regulating Strikes in Electric Utility and Coal Mining Industries promulgated and enforced
1954	<p>Apr. 22: Congress of Labour Unions of Japan (CLUJ, the predecessor of the Japanese Confederation of Labour (JCL)) established</p> <p>May 25 - September 26: Omi Kinuito Dispute</p>	July 17 - Sept. 16: CLRC ex officio acted as a conciliator to intervene in the Omi Kenshi Strike. The strike was over because CLRC found the employer's behaviors to be unfair labour practice at its first hearing.
1955	<p>Jan. 28: GCTUJ held the Spring Wage Hike Joint Struggle Conference (leading to the annual spring labour offensive on later days)</p> <p>Nov. 15: Liberal Democratic Party established</p>	
1956	<p>Apr. 11: Liaison Council of Independent Unions established (renamed as the "Federation of Independent Unions" (FIU) in September 1956)</p> <p>* Since then, Japan had four major trade unions (GCTUJ, JCL, CIU, and FIU) until JTUC-RENGO was established.</p>	Aug. 1: Due to amendment to the Public Corporation Labour Relations Law, the Public Corporation Mediation Committee (PCMC) and the Public Corporation Arbitration Committee (PCAC) merged with each other to form the Public Corporation and Government Enterprise Labour Relations Commission (PCGELRC).
1959	Aug. 28: Mitsui Mining proposed the 2nd personnel cutback plan to its trade union, leading to the Mitsui Miike Coal Miners' Strike.	
1960	<p>July 19: The 1st Ikeda Cabinet started. At the cabinet meeting, ministers agreed to cool down the Mitsui Miike Coal Miners' Strike.</p> <p>Nov. 1: Economic Council submitted its report on the income-doubling plan.</p> <p>Nov. 1: Mitsui Miike agreed to a life lockout, while the trade union agreed to call off the strike. (Mitsui Miike Coal Miners' Strike terminated)</p>	Nov. 25: Mitsui Miike Coal Miners' Strike over as CLRC proposed its 5th conciliation plan.
1962		Sept. 18: In relation to the LRC order concerning unfair labour practices, the Supreme Court judged that intermediate income should be deducted from back pay.
1964	<p>Apr. 4: Liaison Council of Public Corporation Trade Unions decided to come out on a half-day strike on April 17, requesting a wage hike in line with the private sector's wage hike level.</p> <p>Apr. 16: Prime Minister Ikeda and Chairman Ohta (General Council of Trade Unions of Japan) engaged in summit talks (the Ikeda-Ohta Summit) and confirmed the principle to raise the wage level in accordance with the private sector's wage hike. The April 17 strike was avoided.</p>	
1965		June 14: Japan ratified the ILO Treaty #87.
1966		Dec. 23: Labour Relations Law Study Group submitted its report (Ishii Report) to the Labour Minister.

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1968	* Japan's GNP ranked 2nd in the world.	
1970	Jan. 20: Japan Federation of Employers' Associations proposed the productivity standard principle.	
1971	Aug. 15: The United States stopped converting between US dollars and gold (the Nixon Shock).	
1973	Feb. 14: The Japanese yen joined the floating exchange rate regime.	
1974	* The Oil Shock led to Japan's negative economic growth for the first time in the post-war era as well as rampant price confusion	
1975	Nov. 26 - Dec. 3: "Strike seeking the right to strike" (Demanding the right to strike, Japan National Railways workers stopped almost all railway transport.)	
1976		May 6: The Supreme Court judged that a company accepting dispatch workers would fall under "employer" as stated in Trade Union Law
1977	Apr. 6: Private railways independently settled their wage hike negotiations. (After that, they stopped requesting CLRC intervention.)	Feb. 23: The Supreme Court acknowledged the LRC's discretion to determine how to correct unfair labour practice, and modified the judicial precedent in terms of deducting intermediate income from back pay.
1979	* The 2nd Oil Shock	* The National Labour Relations Commissions Liaison Council (NLRCLC) set up the ad hoc committee to discuss the "Basic Framework for Examination Process." (The committee submitted its report to the NLRCLC annual meeting in 1980.)
1982	July 30: Ad Hoc Commission on Administrative Reform submitted its report on administrative reform to split up and privatize the three public corporations, such as JNR. Sept. 24: The cabinet decided to freeze the recommendation of the National Personnel Authority.	May 22: Labour Relations Law Study Group released its report (Ishikawa Report). Oct. 1: Amended Public Corporation Labour Relations Law promulgated, in line with the privatization of the alcohol state-monopoly.
1983	* Trade union membership ratio fell down below 30%.	
1985	Apr. 1: Nippon Telegraph and Telephone Public Corporation, and Japan Monopoly Corporation privatized Sept. 22: The Plaza Accord Oct. 11: "Basic Policy on Splitting up and Privatizing Japan National Railways" approved at the cabinet meeting	June 1: Equal Employment Opportunity Law promulgated (enforced on April 1, 1986) July 5: Worker Dispatch Law promulgated (enforced on July 1, 1986)
1986	Apr. 7: "Maekawa Report" (expanding domestic demand) Nov. 28: The Diet passed the eight legislations on JNR reforms.	
1987	Apr. 1: JNR split up and privatized. New JR firms established. Nov. 20: Private sector's "RENGO" established. JCL and FIU dissolved. * "Bubble Boom" (until the early 1990s)	Mar. 13: Former JNR workers filed a complaint to Tokyo LRC, seeking remedies for JR's refusal to hire former JNR employees. (Subsequently, many former JNR workers filed JR-related complaints to prefectural LRCs one after another) Apr. 1: The Public Corporation and Government Enterprise Labour Relations Commission renamed itself the "Government Enterprise Labour Relations Commission (GELRC)." * Many former JNR workers filed applications to prefectural LRCs, requesting LRCs to adjust JR-related labour disputes.

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1988		Mar. 11: JR filed an application for administrative appeal regarding the relief order (Tokyo LRC order on March 3, 1988). (Subsequently, JR filed similar applications one after another regarding relief orders delivered by prefectural LRCs.) Oct. 1: CLRC merged with GELRC.
1989	Nov. 21: New "JTUC-RENGO" established. National Confederation of Trade Unions established. GCTUJ dissolved.	
1992		May 28: CLRC offered employers and employees its proposal to settle JR-related labour disputes. (Employers and employees both refused this proposal.)
1993	Nov. 12: "Hiraiwa Report" (deregulation)	Dec. 24: CLRC delivered its reexamination orders on JR-related labour disputes. (E.g., CLRC ordered JR West to hire former JNR workers. Since then, CLRC has delivered 19 orders on JR-related labour disputes until 1996.)
1995		Nov. 14: 50th Anniversary Ceremony of the Labour Relations Commission Scheme
1996		Mar. 1: 50th Anniversary of the Labour Relations Commission Scheme (commemorative stamps issued, etc.)
1998	Oct. 22: JNR Settlement Corporation abolished. Japan Railway Construction Public Corporation took over the duties of JNR Settlement Corporation.	May 28: Tokyo District Court delivered a judgment on JR Hokkaido's refusal to hire former JNR workers (revoking CLRC's order).
1999	July 27: The cabinet set up the Judicial Reform Council (until July 26, 2001).	July 9: National Labour Relations Commissions Liaison Council (NLRCLC) set up "Taskforce on LRC Framework for Future." (Since then, NLRCLC experts examined possible approaches to accelerate the ULP procedure in unfair labour practice cases.) Nov. 8: Tokyo High Court delivered its judgment on JR Honshu's refusal to hire former JNR workers (revoking CLRC's order). (Since then, High Courts rejected appeals filed by CLRC)
2000	May 30: Liberal Democratic Party, etc. proposed a "Four-Party Agreement" on JR's refusal to hire former JNR employees.	
2001	Jan. 6: The central government reorganized ministries and established new ministries such as the Cabinet Office. Jan. 27: At its national convention, the National Railway Workers' Union decided to accept the "Four-Party Agreement." June 12: Judicial Reform Council submitted the "Judicial Reform Council's Opinion Paper" to the cabinet. Dec. 1: The cabinet set up Judicial Reform Headquarters, Labour Affairs Taskforce and some other taskforces established.	Jan. 6: Ministry of Health, Labour and Welfare established (by reorganizing the Ministry of Health and Welfare and Ministry of Labour) July 11: Law on Encouraging Resolution of Individual Labour Disputes promulgated (enforced on October 1) Oct. 19: Ministry of Health, Labour and Welfare (MHLW) set up a taskforce to review the ULP procedure on unfair labour practice cases.
2002	May 28: Nippon Keidanren established (merger of Keidanren (Japan Federation of Economic Organizations) and Nikkeiren (Japan Federation of Employers' Associations)).	

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2003	Apr. 1: Japan Post established Aug. 8: Judicial Reform Headquarters submitted "Interim Report on Comprehensively Enhancing Capabilities to Handle Labour Relation-related Dispute." * Trade union membership ratio fell down below 20%	July 25: MHLW's taskforce prepared its opinion paper on the examination process on unfair labour practices (this opinion paper was released on July 31). Dec. 22: The Supreme Court delivered its judgment on JR's refusal to hire former JNR employees (rejecting the final appeal filed by CLRC).
2004	May 12: Industrial Tribunal Law promulgated (enforced on April 1, 2006)	Nov. 17: Trade Union Law amended (enforced on January 1, 2005) to accelerate the examination process and deliver better orders Dec. 22: Labour Relations Commission Regulations amended (enforced on January 1, 2005)

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