

○ **What is adjustment of labour disturbance**

In adjustment of labour disturbance handled by the Labour Relations Commission, there are mediation, conciliation and arbitration. Among of them, "mediation" is the adjustment measure used most. These adjustments shall be begun by applications of parties in principle.

The basis of adjustment conducted by the Labour Relations Commission shall plan to resolve it by giving advice as a fair third party and voluntary promoting compromise between labour and management.

Although there might be cases that solutions are presented to parties of labour and management while the Labour Relations Commission is advancing its adjustment, they shall not compel to accept it.

However, for intercession, once rulings have been fixed, the parties are regarded to conclude labour contract including the intercession's content. Therefore, they shall be bound by the intercession.

Feature list of mediation, conciliation and arbitration

	Mediation	Conciliation	Arbitration
Grounds for beginning	<ul style="list-style-type: none"> • One-way application • Mutual application • Authority 	<ul style="list-style-type: none"> • Mutual application • One-way application in accordance with labour contract • All of following items relate to public utilities • One-way application • Authority • Request from ministers and governors 	<ul style="list-style-type: none"> • Mutual application • One-way application in accordance with labour contract <p style="text-align: center;">※</p>
Adjustment subjects of the Labour Relations Commission	Mediation members	Conciliation Commission (Composed of 3 parties from public, labour and management)	Arbitration committee (Composed of 3 public members)
Presentation of solution	There are cases presenting them.	Presentation in principle	Presentation in principle
Acceptance of solution	Voluntary	Voluntary	To bind parties by the same effect with labour contract

※ For the labour disturbance caused by the specific independent administrative agency, the State-run National Forestry Projects and municipal enterprises, there is commencement provision for arbitration by one-way application, authority and request from competent ministers 2 months after a beginning of conciliation.