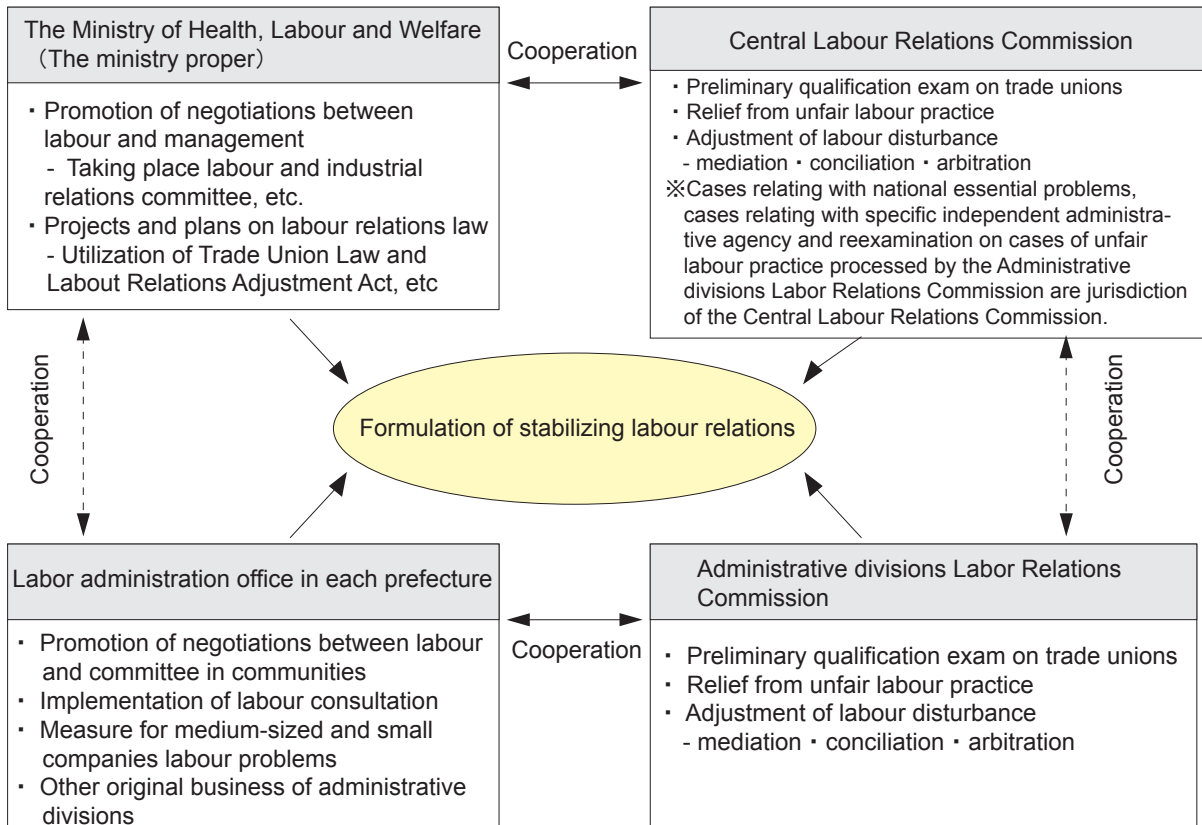


Overview

The system of the labour relations plan



Detailed Information 1 The Adjustment of the Labour Committee system and labour disturbance

○ What is the Adjustment of the Labour Committee?

The Adjustment of the Labour Committee is one of administrative organ's committees described in paragraph 2 of Article 3 of the Adjustment of the Labour Committee established in 1946 on the basis of the Trade Union Law, and it is the center organ to deal with labour-management dispute. The Central Labor Relations Commission is composed of total 45 members (15 members from each committee), such as those who are representative of the public interests (public members), those who are representative of labour (the labour members) and those who are representative of employers (Employer members).

Also, for labour-management dispute handling organs in local areas, Administrative divisions Labor Relations Commission of 47 exists in the same constitution composed of three members of public labour-management like the Central Labor Relations Commission as administrative committees in each prefecture.

The Central Labour Relations Commission shall have the right to handle following matters in chief like labour-management dispute and others in accordance with the law on labour relations, such as The Trade Union Law, the Administrative divisions Labor Relations Commission and specific independent administrative agencies.

① Examination into cases of unfair labour practice

Procedure of the unfair labour practice examination applies two-tiered system in principle and the Central Labour Relations Committee reexamines into objections raised by parties against judgment of the first hearing of administrative divisions Labor Relations Commission's (relief order). Besides, it provides the first trial (in this case, it refers to the first trial system) on national important cases and the cases of unfair labour practice relating to the specific independent administrative agency and the State Performing National Forestry Projects.

Further, parties can bring withdrawal against the order of the Labour Relations Commission.

② Mediation, conciliation and arbitration of labour disturbance

According to the Labour Relations Adjustment Law, in case labour disturbance has happened between parties relating to labour matters, it plans to resolve that.

Administrative divisions Labor Relations Commission handle cases relating to only a single prefecture. However, the Central Labour Relations Commission handle cases relating to 2 prefectures or more, cases included in national important problems and cases relating to the specific independent administrative agency and the State Performing National Forestry Projects.