

The Status of Consultations at the General Labor Consultation Section (October - December 2001)

Tokyo Labor Bureau, Administration Division, Planning Office

1 - Number of General Labor Consultations

Item	Division	Number	Percentage
Kind of Consultees	Employees	11,601	54.4%
	Employers	8,229	38.6%
	Others	1,488	7.0%
	Total	21,318	100.0%
Sex of Consultees	Male	14,074	66.0%
	Female	7,239	34.0%
	Unknown	5	0.0%
	Total	21,318	100.0%
Form of Consultation	Visit in person	7,363	34.5%
	Telephone	13,924	65.3%
	FAX, mail, etc.	31	0.1%
	Total	21,318	100.0%
Classification of Consultation (M. A.)	Individual Labor-Management Disputes	2,221	10.0%
	Inquiries regarding the Law or the System	12,498	56.2%
	Enforcement of the Law (exercising supervisory authority, carrying out administrative advice)	4,642	20.9%
	All Others	2,871	12.9%
	Total	22,232	100.0%
Substance of Consultation (M. A.)	Matters relating to working conditions	24,343	93.0%
	Matters relating to problems of women, etc.	278	1.1%
	Matters relating to recruiting, hiring, etc.	375	1.4%
	All Others (harassment at the workplace, etc.)	1,169	4.5%
	Total	26,165	100.0%

2 - Number of Consultations Relating to Individual Labor-Management Disputes

Item	Division	Number	Percentage
Method of Consultation	Visit in person	1,081	54.2%
	Telephone	907	45.5%
	FAX, mail, etc.	6	0.3%
	Total	1,994	100.0%
Kind of Consultees	Employees (job hunters)	1,670	83.8%
	Employers	247	12.4%
	Others	77	3.9%
	Total	1,994	100.0%
Employment Status of Worker	Permanent employees	1,180	59.2%
	Part-time, temporary worker	237	11.9%
	Dispatched workers	66	3.3%
	Employees with temporary contracts	110	5.5%
	All Others	105	5.3%
	Unknown or unconfirmed	296	14.8%
	Total	1,994	100.0%
Presence of a Labor Union	Yes	206	10.3%
	No	885	44.4%
	Unknown	903	45.3%
	Total	1,994	100.0%
Substance of Consultation (M. A.)	General dismissal	532	23.6%
	Dismissal due to business reorganization	183	8.1%
	Disciplinary dismissal	104	4.6%
	Reduction in working conditions (wages)	297	13.2%
	Reduction in working conditions (severance pay)	87	3.9%
	Reduction in working conditions (all others)	95	4.2%
	Temporary transfer	23	1.0%
	Reassignment	95	4.2%
	Encouragement to resign	139	6.2%
	Disciplinary action	35	1.6%
	Cancellation of promise of employment	22	1.0%
	Non-renewal of temporary work contract	45	2.0%
	Pay raise, promotion	12	0.5%
	Other working conditions	108	4.8%
	Sexual harassment	47	2.1%
	Leave for child care, home care, etc.	16	0.7%
	Maternity health care	6	0.3%
	Part-time status	18	0.8%
	Recruiting	10	0.4%
	Hiring	17	0.8%
	Dispatch of workers	30	1.3%
	Retirement age, etc.	8	0.4%
	Age discrimination	0	0.0%
	Discrimination against	1	0.0%
	Improvement of employment management	26	1.2%
	Succession of labor	29	1.3%
	Teasing, harassment	121	5.4%
Education and training	6	0.3%	
Personnel evaluations	5	0.2%	
All Others	135	6.0%	
Total	2,252	100.0%	

Note) The total of 1,994 items in "2 - Number of Consultations Relating to Individual Labor-Management Disputes" is fewer than the 2,221 Individual Labor-Management Disputes appearing in "1 - Number of General Labor Consultations" because the former were compiled only from cases recorded in