

**Regarding the Implementation of Counsel and Guidance
by the Chief of the Prefectural Labor Bureau**

Tokyo Labor Bureau, Administration Division, Planning Office

Part 1 Issues for which applications were accepted, during the period from October 1, 2001 to December 31, 2001, for counsel and guidance by the Chief of the Prefectural Labor Bureau

1 Matters Concerning the Substance of Application Issues

(1)	Number of applications accepted		①Employees	②Employers	
	91 Items		91 Items	0 Items	
(2)	Substance of Disputes	1.General Dismissal	34 Items	2.Dismissal due to business reorganization	6 Items
		3.Disciplinary dismissal	4 Items	4.Reduction in working conditions (wages)	2 Items
		5.Reduction in working conditions (severance pay)	0 Items	6.Reduction in working conditions (others)	0 Items
		7.Temporary Transfer	0 Items	8.Reassignment	3 Items
		9.Encouragement to resign	6 Items	10.Disciplinary action	1 Item
		11.Cancellation of promise of employment	0 Items	12.Non-renewal of temporary work contract	2 Items
		13.Pay raise, promotion	0 Items	14.Other working conditions	12 Items
		15.Sexual harassment	11 Items	16.Leave for child care, home care, etc.	1 Item
		17.Maternity health care	0 Items	18.Part time status	0 Items
		19.Recruiting	0 Items	20.Hiring	1 Item
		21.Dispatch of workers	0 Items	22.Retirement age, etc.	0 Items
		23.Age discrimination	0 Items	24.Discrimination against the disabled	0 Items
		25.Improvement of employment management, others	0 Items	26.Succession of labor contracts	0 Items
		27.Teasing, harassment	6 Items	28.Education and training	0 Items
29.Personnel evaluations	0 Items	30.All others	2 Items		

2 Matters Concerning Labor and Management

(3)	Employment Status of Workers	① Regular employees	69 Items	② Part-time, temporary worker	10 Items		
		③ Dispatched workers	1 Item	④ Employees with temporary contracts	10 Items		
		⑤ All others	1 Item	⑥ Unknown or unconfirmed	0 Items		
(4)	Size of Workplace	① Fewer than 10 employees	13 Items	② 10 – 49 employees	20 Items		
		③ 50 – 99 employees	20 Items	④ 100 – 299 employees	14 Items		
		⑤ 300 or more employees	22 Items	⑥ Unknown	2 Items		
(5)	Labor Union	① Yes	8 Items	② No	60 Items	③ Unknown	23 Items

Part 2 Issues for which procedures were concluded, during the period from October 1, 2001 to December 31, 2001, regarding counsel and guidance by the Chief of the Prefectural Labor Bureau

(6)	Number of Items for which Procedures were Concluded 68 Items	<table> <tr> <td>① Counsel (oral) (of which resolution was confirmed for 13 Items)</td> <td>14 Items</td> </tr> <tr> <td>② Counsel (in writing) (of which resolution was confirmed for 0 Items)</td> <td>1 Item</td> </tr> <tr> <td>③ Guidance</td> <td>0 Items</td> </tr> <tr> <td>④ Withdrawal</td> <td>7 Items</td> </tr> <tr> <td>⑤ Discontinuation</td> <td>34 Items</td> </tr> <tr> <td>⑥ Death of employee or disappearance of enterprise</td> <td>0 Items</td> </tr> <tr> <td>⑦ Issue not suitable for the system</td> <td>0 Items</td> </tr> <tr> <td>⑧ Letter sent stating that counsel/guidance will not be conducted</td> <td>0 Items</td> </tr> <tr> <td>⑨ All others</td> <td>12 Items</td> </tr> </table>	① Counsel (oral) (of which resolution was confirmed for 13 Items)	14 Items	② Counsel (in writing) (of which resolution was confirmed for 0 Items)	1 Item	③ Guidance	0 Items	④ Withdrawal	7 Items	⑤ Discontinuation	34 Items	⑥ Death of employee or disappearance of enterprise	0 Items	⑦ Issue not suitable for the system	0 Items	⑧ Letter sent stating that counsel/guidance will not be conducted	0 Items	⑨ All others	12 Items
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⑧ Letter sent stating that counsel/guidance will not be conducted	0 Items																			
⑨ All others	12 Items																			
(7)	Handling Period	<table> <tr> <td>① Within 1 month 51 Items</td> <td>② Within 2 months 14 Items</td> </tr> <tr> <td>③ Within 3 months 1 Item</td> <td>④ Exceeding 3 months 2 Items</td> </tr> </table>	① Within 1 month 51 Items	② Within 2 months 14 Items	③ Within 3 months 1 Item	④ Exceeding 3 months 2 Items														
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③ Within 3 months 1 Item	④ Exceeding 3 months 2 Items																			
(8)	Transference to Conciliation	11 Items																		

**Regarding the Implementation of Conciliation
by the Dispute Adjustment Committee**

Tokyo Labor Bureau, Administration Division, Planning Office

Part 1 Issues for which petitions were accepted, during the period from October 1, 2001 to December 31, 2001, for conciliation by the Dispute Adjustment Committee

1 Matters Concerning the Number of Petitions

(1)	Number of Petitions accepted 54 Items of which conciliation was entrusted for (51 Items)	① From Employees 54 Items (51 Items)	② From Employers 0 Items (0 Items)	③ From Both Labor and Management 0 Items (0 Items)
(2)	Substance of Disputes	1. General Dismissal 27 Items 3. Disciplinary dismissal 2 Items 5. Reduction in working conditions (severance pay) 0 Items 7. Temporary Transfer 1 Item 9. Encouragement to resign 4 Items 11. Cancellation of promise of employment 1 Item 13. Pay raise, promotion 0 Items 15. Sexual harassment 1 Item 17. Maternity health care 0 Items 19. Recruiting 0 Items 21. Dispatch of workers 0 Items 23. Age discrimination 0 Items 25. Improvement of employment management, others 0 Items 27. Teasing, harassment 0 Items 29. Personnel evaluations 0 Items	2. Dismissal due to business reorganization 3 Items 4. Reduction in working conditions (wages) 1 Item 6. Reduction in working conditions (others) 0 Items 8. Reassignment 2 Items 10. Disciplinary action 1 Item 12. Non-renewal of temporary work contract 1 Item 14. Other working conditions 9 Items 16. Leave for child care, home care, etc. 0 Items 18. Part time status 0 Items 20. Hiring 0 Items 22. Retirement age, etc. 0 Items 24. Discrimination against the disabled 0 Items 26. Succession of labor contracts 0 Items 28. Education and training 0 Items 30. All others 1 Item	

2 Matters Concerning the Disputing Parties

(3)	Employment Status of Workers	① Regular employees 46 Items ③ Dispatched workers 1 Item ⑤ All others 1 Item	② Part-time, temporary worker 1 Item ④ Employees with temporary contracts 4 Items ⑥ Unknown or unconfirmed 1 Item
(4)	Size of Workplace	① Fewer than 10 employees 4 Items ③ 50 – 99 employees 3 Items ⑤ 300 or more employees 11 Items	② 10 – 49 employees 11 Items ④ 100 – 299 employees 4 Items ⑥ Unknown 21 Items
(5)	Labor Union	① Yes 2 Items ② No 22 Items ③ Unknown 30 Items	

Part 2 Issues for which procedures were concluded, during the period from October 1, 2001 to December 31, 2001, for conciliation by the Dispute Adjustment Committee

(6)	Number of Items for which Procedures were Concluded 23 Items	① Consent to Conciliation, or other Agreement reached between the disputing parties 8 Items ② Withdrawal of Petition 6 Items ③ Discontinuation 9 Items ④ Death of employee or disappearance, etc. of enterprise 0 Items ⑤ Issue not suitable for the system 0 Items ⑥ All others 0 Items
(7)	Handling Period	① Within 1 month 15 Items ② Within 2 months 7 Items ③ Within 3 months 1 Item ④ Exceeding 3 Months 0 Items