Scheme of the System for Resolution of Individual Labor Disputes

**Employee** ← Dispute ←**Employer**

Independent Resolution Within the Enterprise

**General Labor Consultation Section**

One-Stop Service for Consultations Regarding Labor Problems, Supply of Information

**Matters Eligible for the Dispute Resolution Assistance System**

- Matters regarding equal treatment of the sexes
- All other matters

**Prefectural Labor Bureau**

- Counsel, guidance and recommendation by the Chief of the Prefectural Labor Bureau
- Consultation Window at the Prefectural government (labor administration management office, labor relations commission, etc.) or labor and management organizations

**Dispute Adjustment Committee**

(Equal Opportunity Mediation Commission)

Drafting of, and recommendation to accept, a mediation proposal by a commissioner (person of learning and experience)

Conciliation, and presentation of a conciliation proposal by a conciliator (person of learning and experience)


Guidance, supervision, etc. against violation of the Law