

4 Labor Disputes and Resolution Systems

Decline in Collective Disputes and Increase in Individual Disputes

Due to the impact of the diversification of forms of employment resulting from changes in Japan's socioeconomic structure, the unionization rate is demonstrating a downward trend (standing at an estimated 17.5% as of the end of June 2014, according to the summarized findings of the 2014 Basic Survey on Labor Unions published by the Ministry of Health, Labour and Welfare on December 17, 2014), and the dispute settlement and collective industrial dispute resolution functions of unions (measured in terms of the number of unfair labor practice relief and dispute adjustment cases) are weakening. On the other hand, the number of individual labor disputes is increasing due to the diversification of employment formats and the associated personalization of employment management, together with the economic recession and other social changes in recent years.

After providing an overview of the collective and individual dispute resolution systems in Japan, this section examines the operational status of each and provides an introduction to recent trends in collective and individual disputes.

Collective Labor Disputes

1. Resolution systems

The Trade Union Law (TUL) provides for a system of relief against unfair labor practices, with a view to protecting and promoting labor union activity by providing relief when certain acts have been committed by employers against labor unions and their members (Article 7). It also establishes a system of labour relations commissions designed to provide said relief (Article 19 onwards), among others.

Meanwhile, the Labor Relations Adjustment Act (LRAA) focuses on voluntary adjustments by parties involved in labor relations (Articles 2 and 4), and provides for government assistance in adjusting labor

disputes (Article 3).

(1) Unfair labor practice relief system

The unfair labor practice relief system in the Labor Union Act prohibits prejudicial treatment, refusal of collective bargaining, and dominance and intervention by employers against labor unions and union members, and provides for corrective measures in the event of such acts in order to normalize future relations between labor and management and ensure the functioning of the right to organize, the right of collective bargaining, and right of collective action as guaranteed in Article 28 of the Constitution of Japan.

The bodies involved in providing relief are labour relations commissions (both prefectural and central), which are independent tripartite administrative bodies made up of representatives of the public interest, employees, and employers.

The procedure for examination in cases of unfair labor practices follows the sequence of (i) filing a motion for relief (the motion principle), (ii) investigation (claims of the parties, gathering evidence, organizing issues), (iii) hearings (examining witnesses, etc.), (see Table IV) meeting of public members (fact finding, deciding content of orders), and (v) orders (TUL Article 27 onwards).

In the final stage of the process, labour relations commissions issue administrative dispositions in the form of orders for relief or rejection of the motion. The content of relief orders depends on the circumstances of each individual case, and labour relations commissions are permitted broad discretion on the content of relief orders (Supreme Court Full Bench Decision on the 1977 Dai-Ni Hato Taxi Case).

Parties disagreeing with a judgment by a prefectural labour relations commission after the first examination may further contest the case, either by appealing to the Central Labour Relations Commission for a reexamination (TUL Article 27–15) or by filing an action with a court of law seeking

rescission of the order issued by the labour relations commission (TUL Article 27–19).

Labour relations commissions may recommend settlement to the parties when an opportunity arises for negotiated settlement between the parties during the course of investigation and hearings (TUL Article 27-14 para.1). If a settlement is successfully reached, the case is concluded (para. 2 of the same).

(2) Labor disputes adjustment system

The methods of adjustment of labor disputes stipulated in the Labor Relations Adjustment Act are conciliation, mediation, and arbitration. Labour relations commissions are involved in adjustment. As well as situations where dispute tactics have already taken place, labor disputes subject to adjustment also include situations where there is concern that dispute tactics might take place (Article 6). Moreover, in the Labor Relations Adjustment Act, dispute tactics refer to actions that hinder the normal duties carried out by the parties concerned on both the labor and the management side, such as slowdowns and lockouts, as well as strikes (Article 7). The following provides an outline of the adjustment methods by type.

[Conciliation] Conciliation (Article 10 onwards) commences following an application by one or both parties concerned. Conciliators appointed by the labour relations commission chairperson from among a register of conciliators (often consisting of a mix of representatives of the public interest, employees, and employers) ascertain the assertions of each party and produce a conciliation proposal. However, the decision on whether to accept this proposal or not is left up to the parties themselves.

[Mediation] Mediation (Article 17 onwards) commences following either: (1) an application from both parties, (2) an application based on the provisions of a collective agreement by one or both parties, or (3) in cases involving public services, an application from one interested party, the decision of the labour relations commission, and the request of the Minister of Health, Labour and Welfare or the prefectural governor. Mediation is carried out by a tripartite mediation committee formed of representatives of the public interest, employees, and employers, which is appointed by the labour relations

commission chairperson and on which employees and employers are equally represented. Both parties present their opinions, and the mediation committee drafts a mediation proposal that it advises them to accept. The decision on whether to accept this proposal or not is left up to the parties themselves.

[Arbitration] Arbitration (Article 29 onwards) takes place in the event of an application either by both parties, or by one or both parties in accordance with the provisions of a collective agreement. The chairperson of the labour relations commission appoints three people agreed to by the parties concerned from among public interest members to form an arbitration committee. This committee meets after hearing about the circumstances from the parties concerned, and determines the details of an award by means of a majority vote of the arbitration members. The arbitration award is prepared in writing (Article 33) and has the same force as a collective agreement (Article 34).

In the case of dispute tactics being undertaken by parties involved in public services (Article 8: transportation, postal and telecommunications services, water, electricity and gas supply, or medical and public health services), the labour relations commission and the Minister of Health, Labour and Welfare or prefectural governor must be informed at least 10 days in advance (Article 37, paragraph (1)). Moreover, in the event of dispute tactics relating to any kind of business, the parties must immediately notify the labour relations commission or prefectural governor (Article 9).

2. Operational status and trends relating to cases

(1) Unfair labor practice cases

The number of unfair labor practice cases handled over the past twelve years is shown in Table IV-7 and Table IV-8.

Although pending cases are in a decreasing trend overall for both first examinations and reexaminations, the number has remained more or less level after a repeated succession of slight increases and decreases over the last few years.

Compared to pending cases, concluded cases are

evidently not in a decreasing trend, whether for first examinations or for reexaminations; the total concluded has maintained a steady level despite a repeated succession of fairly large increases and decreases depending on the year. Meanwhile, in first examinations (see Table IV-7), cases concluded by withdrawal and settlement far outnumber those concluded by orders and decisions. In reexaminations (see Table IV-8), there are differences from year to year, but the general trend is that more or less the same number of cases are concluded by withdrawal and settlement as by orders and decisions.

Incidentally, on the system of relief against unfair labor practices, the Trade Union Law was amended in 2004 to increase the speed and accuracy of examination by improving the procedures and system of examinations. The main points of the amendment were (1) planned examination (establishing examination plans, setting a target duration for conclusion), (2) swift and accurate fact-finding (ordering witnesses to appear, submission of articles, etc.; restriction on the submission of evidence in lawsuits for rescission of article submission orders), (3) improvement of the Central Labour Relations Commission's examination system (orders are issued following deliberation by a panel consisting of five public interest members; the Central Labour Relations Commission is to give training and other assistance to prefectural labour relations commissions), and (4) promotion of settlement (commissions may recommend settlement to the parties; execution of a written settlement is regarded as a debt).

Of these system-related trends, the initial target duration for examinations in (1) above was that "newly filed cases shall be concluded as quickly as possible within 18 months". As of December 2013, the target for the three years from 2014 to 2016 is that cases brought to the Central Labour Relations Commission for reexamination shall be concluded as quickly as possible within 15 months.

The conclusion status of 170 cases that were pending in 2014 (i.e. the total of cases carried over from the previous year and newly filed cases) can be found in the "Examination Duration Target Attainment Status (Dec.31, 2014)" published by the Central Labour Relations Commission on its website.

A total of 52 cases were concluded and the average time taken to process them was 468 days. Of the total, 31 cases were concluded within the target duration of 15 months, giving a target attainment rate of 59.6%. Conversely, 21 cases exceeded the target of 15 months.

The Central Labour Relations Commission has proposed a realistic policy for resolving disputes, stating that "When a considerable number of cases between the same parties are pending and it is deemed difficult to proceed with procedures immediately after the cases are filed, and when cases that have been pending since before the effectuation of the 2004 amendment to the Labor Union Act are extremely difficult to process, these cases shall be regarded as outside the target, and individual efforts shall be made according to the circumstances of each respective case".

(2) Labor dispute adjustment cases

Numbers of labor dispute adjustment cases and their conclusion status are shown in Table IV-9.

Pending cases carried over from the previous year have been alternately increasing and decreasing in number. New pending cases and the total of all cases were trending more or less on a par, with the exception of 2009, but have decreased in the last two years.

In terms of different adjustment methods, Conciliations are overwhelmingly in the majority. This is thought to be due to the simplicity of procedures, and the fact that conciliation serves as a means of arbitration, in that, in practice, it brings out problem points between the parties.

Cases concluded are in a decreasing trend overall, in every category. As a result, the resolution rate is also in a declining trend (see Table IV-10).

Regarding the grievances leading to labor dispute adjustment, we can see that, in general, financial grievances have accounted for approximately 35% and non-financial grievances for approximately 65% in all years (see Table IV-11). A breakdown of the financial grievances shows that the proportion accounted for by "lump-sum payments" is somewhat higher than all other categories except "other". The most common non-financial grievance is "pursuit of

collective bargaining”, with just under 30%, followed by “management/personnel”, at around 22%.

Overall, the resolution rate is in a declining trend (see Table IV-12). Until 2008, the figures for the number of cases concluded and the number of cases resolved were both mostly holding steady, but there was a rise in 2009 compared with the previous year, in cases handled by prefectural labour relations commissions, with the number of cases concluded increasing by 200 and the number of cases listed as resolved increasing by 100. It is thought that this might be one of the reasons for the decline in the resolution rate. Since then, however, the resolution rate has remained on a downward trend even though the number of cases has also decreased, suggesting that a deterioration of industrial relations due to the economic downturn may be partly responsible for the decline.

If we look at the average time required for adjustment, we can see that there is considerable variation according to the form of adjustment and the year (see Table IV-13). To pinpoint a specific trend in recent years, although cases concluded through conciliation by all labour relations commissions increased by more than 100 from the previous year to 560 in 2009, the number fell to the 300 level in 2013. However, probably due to the complex nature of cases, the average length of labor dispute adjustment cases has not decreased. The number of cases does not seem proportional to the length of labor dispute adjustment.

Incidentally, according to data published by the Central Labour Relations Commission, joint labor union cases and last-minute cases among cases of collective labor dispute adjustment (excluding Specified Independent Administrative Institutions, etc.) were in an upward trend in the 2000s. In particular, the ratio of these to all cases increased (see Table IV-14).

In 2011, the number of joint union cases was 380, approximately 70% of all cases; among these, 184 were last-minute cases, accounting for approximately 48.4% of the total number of joint union cases, and even as a proportion of all cases, these cases account for approximately 33.9%. The main reasons for this are thought to be the decline in the unionization rate,

the rise in the number of irregular employees, and the increase in the number of non-unionized staff in managerial positions. Since then, the number of cases in itself has decreased, but the ratio of joint labor union cases and last-minute cases to all cases remains at a high level.

On the state of occurrence of labor disputes, the Ministry of Health, Labour and Welfare’s “Summary of the 2012 Survey on Collective Bargaining and Labour Disputes” (published June 18, 2013) shows that only 3.7% of individual labor unions had experienced a strike or other labor dispute in the previous three years as of June 30, 2012 (in 2007, the ratio was 5.4%; 4,891 subjects surveyed, 3,147 valid responses, valid response rate 64.3%).

Individual Labor Disputes

Japan has two systems for resolving individual labor disputes: one administrative and one judicial.

1. Administrative system

(1) Resolution system

The government’s individual labor dispute resolution system is operated in line with the Act on Promoting the Resolution of Individual Labor-Related Disputes. To summarize, the system for resolution based on this Act revolves around voluntary resolution of disputes between the parties (Article 2), and consists of three stages: firstly, the provision of information and counseling to parties in consultation rooms (Article 3); next, advice and guidance from the Director of the Prefectural Labor Bureau when voluntary resolution between the parties cannot be achieved (Article 4); and finally, conciliation by a Dispute Coordinating Committee (Article 5) (see Figure IV-15).

Disputes subject to resolution cover a broad range of situations from the start of employment to extension and termination. They include problems when recruiting staff, withdrawal of provisional job offers, reassignments, secondment, transfers, changes in working conditions, discrimination including sexual harassment in the workplace, and dismissal (including layoffs and termination of employment of fixed-term contract workers) (Article 1 and Concerning the Enforcement of the Act on Promoting

the Resolution of Individual Labor-Related Disputes, September 19, 2001, Ministry of Health, Labour and Welfare Notification No.129, (2) Individual Labor-Related Disputes, 1. Purpose).

(2) Operational status and trends relating to cases

Data on the operation of this dispute resolution system in FY2012 are as follows (Ministry of Health, Labour and Welfare, “Status on the implementation of individual labour dispute resolution in FY2012”, published May 31, 2013).

Consultation In FY2012, there were around 1,067,000 cases of consultation. Of these, consultation on civil individual labor disputes (e.g. dismissal not involving violation of labor laws, worsened working conditions, etc.) accounted for about 255,000 cases (see Figure IV-16).

In the main breakdown of consultation cases related to civil individual labor disputes, bullying and harassment were most numerous with 62,191 cases (21.4% of all cases; same applies below), followed by dismissal with 38,966 cases (13.4%), voluntary termination with 34,626 cases (11.9%), and worsened working conditions with 28,015 cases (9.6%) (see Table IV-17).

In the ratios of workers seeking consultation by employment format, regular employees accounted for 38.2% (91,111 workers), part-timers and *arubaito* workers for 16.2% (38,583), fixed-term contract workers for 10.9% (26,128), and dispatched workers for 4.4% (26,128). This trend among workers seeking consultation is the same for advice and guidance, and for conciliation. To pinpoint a specific feature, the ratio of consultation, applications and requests from fixed-term contract workers has been gradually increasing year by year.

[Advice and guidance] Trends in requests for advice and guidance and applications for conciliation are shown in Figure IV-18. Overall, advice and guidance are in an increasing trend, but conciliation is in a decreasing trend.

There were 9,471 requests for advice and guidance in FY2014, bullying and harassment being the most numerous cause with 1,955 cases (18.9%), followed by dismissal with 1,303 cases (12.6%), voluntary

termination with 947 cases (9.2%), and worsened working conditions with 941 cases (9.1%) (see Table IV-19).

Of these requests for advice and guidance, 9,452 were processed in FY2014, and 9,193 of these (97.3%) were processed within one month (see Table IV-20). Of the total, advice and guidance were actually implemented in 9,104 cases (96.3%), the request was withdrawn in 241 cases (2.5%), and processing was aborted in 81 cases (0.9%).

[Conciliation] There were 5,010 applications for conciliation in FY2014, bullying and harassment being the most numerous cause with 1,473 cases (26.7%), followed by dismissal with 1,392 cases (25.2%), termination of employment with 480 cases (8.7%), and encouragement to retire with 422 cases (7.7%) (see Table IV-21).

In FY2014, 5,045 cases of conciliation were processed (including cases carried over from the previous year). Of these, agreement between the disputing parties was reached in 1,895 cases (37.6%), the request was withdrawn at the applicant's convenience in 277 cases (5.5%), and conciliation was aborted for other reasons (such as non-participation by one of the parties in the procedure) in 1,934 cases (38.3%).

The time taken for processing by conciliation was within one month in 2,458 cases (48.7%), and more than one month but within two months in 2,181 cases (43.2%), meaning that 4,639 cases or 92.0% of all requests were processed within two months (see Table IV-22).

(3) Resolution of individual labor disputes by prefectural labour relations commissions

Since 2003, prefectural labour relations commissions have also been providing consultation or conciliation in connection with individual labor disputes.

According to data published by the Central Labour Relations Commission on its website, in conciliation of individual labor disputes undertaken by 44 prefectures in FY2013, 409 cases were pending and 338 were concluded. Of the latter, 147 cases are thought to have been substantially resolved and 31 were withdrawn.

Meanwhile, cases of consultation and advice undertaken by 28 prefectural commissions are generally in an increasing trend year by year, with 3,242 cases registered in FY2013.

2. Judicial system

(1) Resolution system

Systems of individual labor dispute resolution based on judiciary intervention consist of civil litigation and the labor tribunal system, which has been in operation since April 2006. The former follows the same civil litigation procedure as other civil cases. The labor tribunal system, meanwhile, involves a series of processes targeting individual disputes concerning rights and obligations in labor contract relationships (civil disputes arising from individual labor relations; Labor Tribunal Act, Article 1). Unlike normal civil litigation, dispute resolution procedures are promoted swiftly in district courts through a panel consisting of judges (labor tribunal judges) and labor relations personnel with specialist knowledge and experience of labor relations (labor tribunal members) (Articles 7, 9, 15). If possible during this process, mediation is attempted (Labor Tribunal Regulations, Article 22), and if the mediation is unsuccessful, a decision is made (Article 20; in principle, cases should be concluded by the end of the third session: Article 15 paragraph 2 of the Act). Parties who object to the decision may file a challenge (Article 21 of the Act). In this case, litigation shall be deemed to have been raised from the date when the original petition for labor tribunal proceedings was filed (Article 22 paragraph 1 of the Act), and the process is then transferred to normal litigation procedure (see Figure IV-23). The following first of all provides an overview of civil litigation relating to labor relations and then looks at the labor tribunal system.

(2) Operational status of ordinary civil litigation concerning labor relations and trends relating to cases

New cases of ordinary civil litigation concerning labor relations received by district courts were in a decreasing trend until FY2006, but have generally turned to an increase in the last few years. The

number grew sharply to around 3,200 cases in FY2009 and reached a record high of 3,358 cases in 2012 (see Figure IV-24). As a result, the numbers of disposed and pending cases are also in an increasing trend. In FY2013, pending cases reached a record high of 3,662.

In FY2013, district courts received 3,341 new cases of ordinary civil litigation concerning labor relations (see Table IV-25). Of these, "Plaintiff: Employee Defendant: Employer" cases numbered 3,207, breaking down into 1,918 cases involving wage and other claims (a record high), followed by 926 cases of claims involving confirmation of existence of employment contract, etc., in connection with resignation or dismissal, and 363 other cases, including damages claims.

In all, 3,119 disposed cases were processed by district courts in FY2013 (see Table IV-26). Of these, 1,080 cases were processed by judicial decision, whereas 1,599 were processed by settlement, showing that the latter are more numerous. This trend remains unchanged from past data.

The average time taken for disposed cases in FY2013 was 13.1 months, longer than in the past (see Table IV-27). In the breakdown for FY2013, processing of 736 cases (23.6%) took no more than six months, 878 cases (28.2%) were processed within a year, and 1,161 cases (37.2%) within two years, thus around 90% of all cases were processed within two years. This trend is also virtually unchanged compared to past data.

(3) Operational status of the labor tribunal system and trends in case numbers

For labor tribunals, 3,678 new cases were filed with district courts in FY2013, amid a rising trend in case numbers since the system started operation (see Table IV-28).

Cases filed in FY2013 consisted of 1,720 non-pecuniary and 1,958 pecuniary cases. More specifically, the majority of the former were cases of status confirmation related to labor contracts accompanying resignation, dismissal and personnel reassignment (1,670 cases), and cases involving wages and benefits, etc., were most frequent in the latter (1,456 cases). It should be noted that cases

related to wages and benefits, etc., could include claims pertaining to overtime pay or dismissal notice allowance. Of pecuniary cases, meanwhile, "Others" accounted for 388 cases, but in many cases these are thought to have been damages claims supported by a variety of reasons.

There were 3,612 disposed cases in FY2013, of which 2,528 cases (70.0%) were concluded by successful mediation (see Table IV-29). Trends in reasons for conclusion (including mediation) have remained the same since the system started operation. The second most common reason after mediation is labor tribunal judgments, accounting for 650 cases (18.0%). However, objections were filed in 380 of the cases concluded by labor tribunal judgments (58.5% of the 18.0%).

The average time taken to deliberate on 3,612 disposed cases in FY2013 was 2.6 months (see Table

IV-30). This trend has also changed little since the system started operation, and reveals that cases are resolved far more speedily than the average time taken to deliberate on ordinary civil litigation cases. Around 70% of cases were concluded within 3 months, or more specifically, 2.6% (95 cases) within one month, 29.5% (1,067 cases) within two months, 37.2% (1,342 cases) within three months, and 29.2% (1,056 cases) within six months, among others.

In a breakdown of cases by the number of deliberation sessions in FY2013, around 97% of the 3,612 disposed cases were concluded in three or fewer sessions (see Table IV-31). Specifically, no session accounted for 4.3% (157 cases), 1 session for 24.8% (896 cases), 2 sessions for 39.5% (1,425 cases), and 3 sessions for 28.9% (1,045 cases), among others, showing that the system is being operated in line with the basic principle set down in legislation.

Table IV-7 Number of Unfair Labor Practice Cases (First Examinations)

Year	Cases pending			Cases concluded		
	Carried over from previous year	New cases	Total pending	Withdrawals/settlements	Orders/ decisions	Total concluded
2003	856 (1)	363	1,219 (1)	280	116	396
2004	823 (1)	311	1,134 (1)	240	135	375
2005	759 (1)	294	1,053 (1)	273	135 (1)	408 (1)
2006	645	331 (2)	976 (2)	247	108	357 (2)
2007	619	330 (1)	949 (1)	314 (1)	147	461 (1)
2008	488	355	843	210	98	308
2009	535	395 (1)	930 (1)	273	103	377 (1)
2010	553	381	934	240	111	351
2011	583	376	959	258	134	392
2012	567	354	921	236	117	353
2013	568	365	933	237	121	358
2014	575	371	946	259	111	370

Sources: Central Labour Relations Commission website and Secretariat of the Central Labour Relations Commission, eds. *Annual Report on Labour Relations Commissions* (each year)

Note: Figures in parentheses denote the number of first examinations conducted by the CLRC included in the main figure. The total number of cases concluded in 2006 includes two cases that were transferred. The total number of cases concluded in 2009 includes one case that was transferred.

Table IV-8 Number of Unfair Labor Practice Cases (Reexaminations)

Year	Cases pending			Cases concluded		
	Carried over from previous year	New cases	Total pending	Withdrawals/settlements	Orders/ decisions	Total concluded
2004	270	83	353	47	25	72
2005	281	90	371	57	65	122
2006	249	77	326	79	69	148
2007	178	76	254	37	59	96
2008	158	51	209	38	57	95
2009	114	54	168	19	34	53
2010	115	68	183	26	48	74
2011	109	89	198	35	36	71
2012	127	75	202	56	46	102
2013	100	94	194	40	24	64
2014	130	60	190	24	28	52

Sources: Central Labour Relations Commission website and Secretariat of the Central Labour Relations Commission, eds. *Annual Report on Labour Relations Commissions* (each year)

Table IV-9 Number of Pending and Concluded Adjustment Cases

Year	Cases pending						Cases concluded				Carrying over to next year
	Carried over from previous year	New cases pending				Total	Withdrawal	Settlement	Abandoned	Total	
		Conciliations	Mediations	Arbitrations	Total						
2004	130 (10)	526 (8)	4	1	531 (8)	661 (18)	147	279 (4)	133 (2)	559 (6)	102 (12)
2005	102 (12)	560 (5)	4	0	564 (5)	666 (17)	139	270 (4)	130 (1)	539 (5)	127 (12)
2006	127 (12)	515 (2)	5 (1)	1	521 (3)	648 (15)	108	289 (3)	173 (2)	570 (5)	78 (10)
2007	78 (10)	467 (3)	5 (1)	0	472 (4)	550 (14)	103 (12)	219 (2)	149	471 (14)	79
2008	79	546 (4)	6 (2)	0	552 (6)	631 (6)	85	264 (4)	181 (2)	530 (6)	101
2009	101	707 (1)	26 (2)	0	733 (3)	834 (3)	121	343 (3)	237	701 (3)	133
2010	133	556 (1)	10 (2)	0	566 (3)	699 (3)	110	293 (2)	204 (1)	608 (3)	91
2011	91	535	8	0	543	634	80	240	200	520	114
2012	114	459	4	0	463	577	73	254	176	503	74
2013	74	416	25 (1)	1	442 (1)	516 (1)	85 (1)	188	141	416 (1)	100

Source: Central Labour Relations Commission website and Secretariat of the Central Labour Relations Commission, eds. *68th Annual Report on Labour Relations Commissions 2013* (2014) p.135, Table 18

Notes: 1) Figures in parentheses denote the number of cases relating to specified independent administrative institutions included in the main figure.

2) Figures for withdrawals include cases that did not get underway.

Table IV-10 Adjustment Case Resolution Rate

Year	Number of cases concluded (a)	Number of cases withdrawn (b)	Number of cases resolved (c)	Resolution rate
2004	559 (6)	147	279 (4)	67.70%
2005	539 (5)	139	270 (4)	67.50%
2006	570 (5)	108	289 (3)	62.60%
2007	471(14)	103 (12)	219 (2)	59.50%
2008	530 (6)	85	264	59.30%
2009	701 (3)	121	343 (3)	59.10%
2010	607 (3)	110	293 (2)	58.80%
2011	520	80	240	54.50%
2012	503	73	254	59.10%
2013	416 (1)	85 (1)	188	56.80%

Source: Reorganized by the author based on data from the Central Labour Relations Commission website.

$$\text{Resolution rate} = \frac{\text{Resolution (c)}}{\text{Number of cases concluded (a) - Number of cases withdrawn (b)}} \times 100$$

Notes: 1) Figures in parentheses denote the number of cases relating to specified independent administrative institutions included in the main figure.

2) Figures for withdrawals include cases that did not get underway.

Table IV-11 Grievances Giving Rise to New Pending Labor Dispute Adjustment Cases (All Labour Relations Commission)

(Number of cases and percentage of total)

	2009		2010		2011		2012		2013	
Total	1324(8)	100	1007(13)	100	973(9)	100	796(2)	100	712(19)	100
Financial	451(7)	34.1	390(1)	38.7	347(5)	35.7	253	31.8	258(15)	36.2
Wage increases	41(7)	3.1	21(2)	2.1	20	2.1	19	2.4	18	2.5
Lump-sum payments	76	5.7	56(4)	5.6	47(5)	4.8	33	4.1	35(4)	4.9
Working hours and holiday leave	44	3.3	36	3.6	31	3.2	14	1.8	24	3.4
Other	290	21.9	277(5)	27.5	249	25.6	187	23.5	181(11)	25.4
Non-financial	855	64.6	607(2)	60.3	610(4)	62.7	531	66.7	439(3)	61.7
Management/Personnel	313	23.6	225	22.3	189(2)	19.4	190	23.9	154(1)	21.6
Pursuit of collective bargaining	380(4)	28.7	276(2)	27.4	290(2)	29.8	242(1)	30.4	195(2)	27.4
Union approval/Activities	68	5.1	33	3.3	31	3.2	17(1)	2.1	32	4.5
Other	94	7.1	73	7.2	100	10.3	82	10.3	58	8.1
Conclusion or complete revision of agreement	18	1.4	10	1	16	1.6	12	1.5	15(1)	2.1
Total number of cases	733		566		543		463		442	
Average number of grievances (per case)	1.81		1.78		1.79		1.72		1.61	

Source: Secretariat of the Central Labour Relations Commission, eds. *68th Annual Report on Labour Relations Commissions 2013* (2014) p.148, Table 29-2
 Note: Totals do not match the total number of cases due to the inclusion of multiple grievances per case. Figures in parentheses indicate the number of cases handled by the CLRC, and are included in the totals to their left.

Table IV-12 Labor Dispute Adjustment Cases Resolution Rate (excluding Specified Independent Administrative Institutions) (All Labour Relations Commission)

(Number of cases and percentage of total)

Labour Relations Commission	Case	Year									
		2005	2006	2007	2008	2009	2010	2011	2012	2013	
Prefectural Labour Relations Commission	No. of cases concluded excluding withdrawals and transfers	350	368	316	377	571	388	363	332	269	
	No. of resolutions	237	226	187	222	335	212	191	183	152	
	Resolution rate	67.7	61.4	59.2	58.9	58.7	54.6	52.6	55.1	56.5	
Central Labour Relations Commission	No. of cases concluded excluding withdrawals and transfers	3	2	2	6	6	6	6	1	7	
	No. of resolutions	2	0	2	6	5	5	6	1	6	
	Resolution rate	66.7	0	100	100	83.3	83.3	100	100	85.7	
All Labour Relations Commission	No. of cases concluded excluding withdrawals and transfers	353	370	318	383	577	394	369	333	276	
	No. of resolutions	239	226	189	228	341	217	197	184	158	
	Resolution rate	67.7	61.1	59.4	59.5	59.1	55.1	53.4	55.3	57.2	

Sources: Secretariat of the Central Labour Relations Commission, *64th Annual Report on Labour Relations Commissions 2009*, (2010) p.146, *66th Annual Report on Labour Relations Commissions 2011*, (2012) p.161 Table 34-2, and *68th Annual Report on Labour Relations Commissions 2013*, (2014) p.156 Table 34-2

Note: Resolution rate = number of resolutions / number of cases concluded excluding withdrawals and transfers

**Table IV-13 Average Length of Labor Dispute Adjustment Cases
(All Labour Relations Commission)**

(Number of cases and days)

Year	Conciliations				Mediations				Total			
	All Labour Relations Commission		Central Labour Relations Commission		All Labour Relations Commission		Central Labour Relations Commission		All Labour Relations Commission		Central Labour Relations Commission	
	Cases concluded excluding withdrawals and transfers	Days	Cases concluded excluding withdrawals	Days	Cases concluded excluding withdrawals	Days	Cases concluded excluding withdrawals	Days	Cases concluded excluding withdrawals and transfers	Days	Cases concluded excluding withdrawals and transfers	Days
2005	393	47.9 (34.3)	8	39.8 (32.5)	3	48.0 (30.7)	—	— (—)	396	47.9 (34.3)	8	39.8 (32.5)
2006	452	47.1 (34.2)	7	34.4 (28.0)	4	27.5 (27.5)	1	8.0 (8.0)	456	47.0 (34.2)	8	31.1 (25.5)
2007	361	42.8 (36.6)	4	56.3 (43.5)	4	52.8 (32.5)	—	— (—)	365	42.9 (36.6)	4	56.3 (43.5)
2008	442	43.7 (33.6)	10	28.1 (20.1)	3	19.3 (19.3)	2	9.5 (9.5)	445	43.6 (33.5)	12	25.0 (18.3)
2009	560	51.5 (36.8)	2	117.5 (61.0)	24	12.2 (12.2)	7	33.4 (33.4)	584	49.9 (40.2)	9	52.4 (39.6)
2010	488	55.3 (37.5)	7	13.1 (13.1)	10	34.7 (34.7)	2	9.5 (9.5)	498	54.9 (37.4)	9	12.0 (12.0)
2011	431	50.7 (35.1)	1	19.0 (19.0)	9	46.0 (39.1)	5	28.0 (28.0)	440	50.6 (35.2)	6	26.5 (26.5)
2012	422	54.5 (38.9)	1	23.0 (23.0)	4	20.5 (20.5)	—	— (—)	426	54.2 (38.7)	1	23.0 (23.0)
2013	317	55.4 (39.4)	2	87.0 (61.0)	10	47.4 (34.5)	5	21.0 (20.2)	327	55.2 (39.2)	7	39.9 (31.9)

Sources: Secretariat of the Central Labour Relations Commission, *64th Annual Report on Labour Relations Commissions 2009*, (2010) p.147, *66th Annual Report on Labour Relations Commissions 2011*, (2012) p.162 Table 36-2, and *68th Annual Report on Labour Relations Commissions 2013*, (2014) p.157 Table 36-2

Note: Number of cases concluded, excluding withdrawals and transfers, pending for less than one year. Figures in parentheses indicate the number of days treating periods in excess of two months as 61 days.

Author's note: There are no statistical data for arbitration, so this has been omitted.

Table IV-14 Trends relating to Joint Labor Union Cases and Last-minute Cases among Adjustment Cases (Collective Labor Disputes) (excluding Specified Independent Administrative Institutions)

Year	Cases	All cases	Joint labor union cases	Last-minute cases	
2004		523	300 (57.4%)	134	<44.7%> (25.6%)
2005		559	333 (59.6%)	165	<49.5%> (29.5%)
2006		518	305 (58.9%)	131	<43.0%> (25.3%)
2007		468	305 (65.2%)	143	<46.9%> (30.6%)
2008		546	375 (68.7%)	181	<48.3%> (33.2%)
2009		730	487 (66.7%)	269	<55.2%> (36.8%)
2010		563	393 (69.8%)	207	<52.7%> (36.8%)
2011		543	380 (70.0%)	184	<48.4%> (33.9%)
2012		463	335 (72.4%)	173	<51.6%> (37.4%)
2013		441	301 (68.3%)	157	<52.2%> (35.6%)

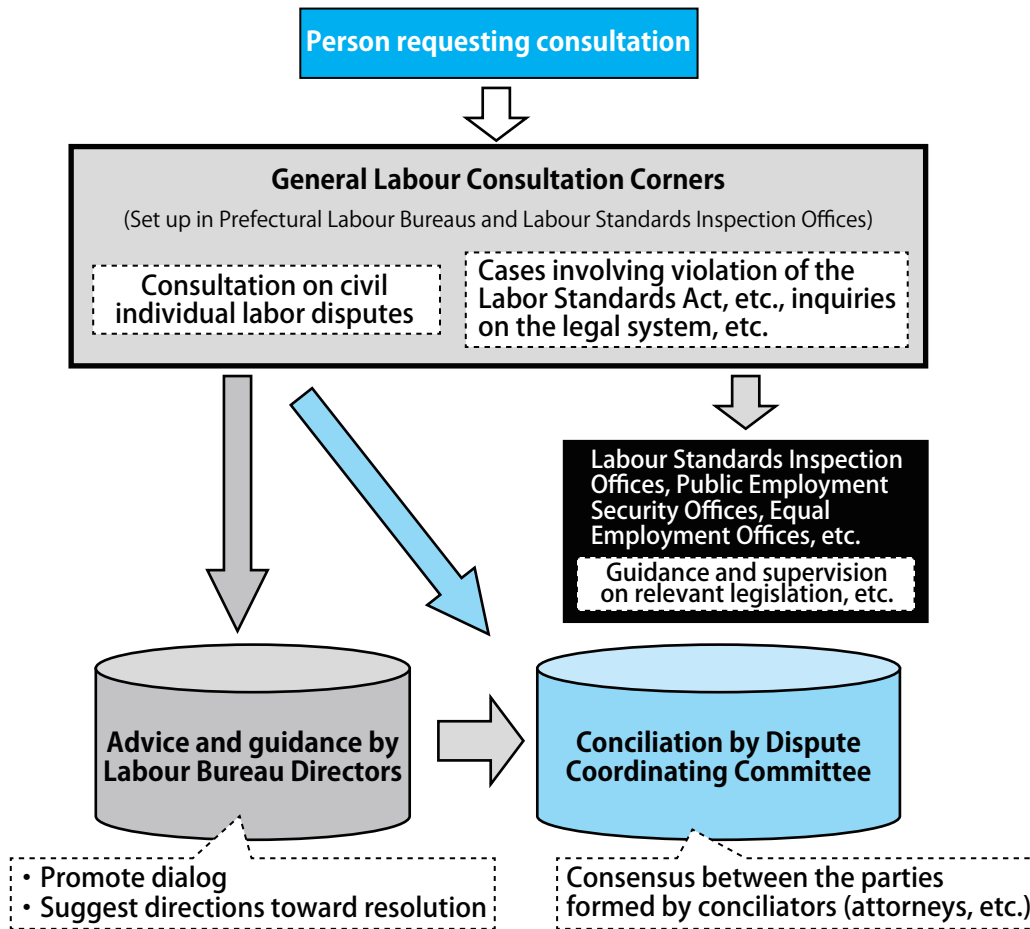
Sources: Central Labour Relations Commission, *2010 Summary of the Total Number of Labor Disputes Handled Nationwide* (released on May 20, 2011), Table 3, and Secretariat of the Central Labour Relations Commission, *66th Annual Report on Labour Relations Commissions 2011*, (2012) p.150 Table 26, and *68th Annual Report on Labour Relations Commissions 2013*, (2014) p.142 Table 26

Notes: Figures in round brackets denote the share of all cases. Figures in angle brackets denote the share of joint labor union cases.

"Joint labor union" refers to labor unions organized by workers as a regional unit that transcend the boundaries of a single company; these are characterized by the fact that their members are mainly individuals who work at small or medium-sized enterprises. More specifically, they are called "joint labor unions," "general unions," or "regional unions".

"Last-minute cases" refers to cases where the worker joins the joint labor union after being dismissed and the union in question applies for conciliation in regard to the dismissal.

Figure IV-15 Framework of the Individual Labor Dispute Resolution System

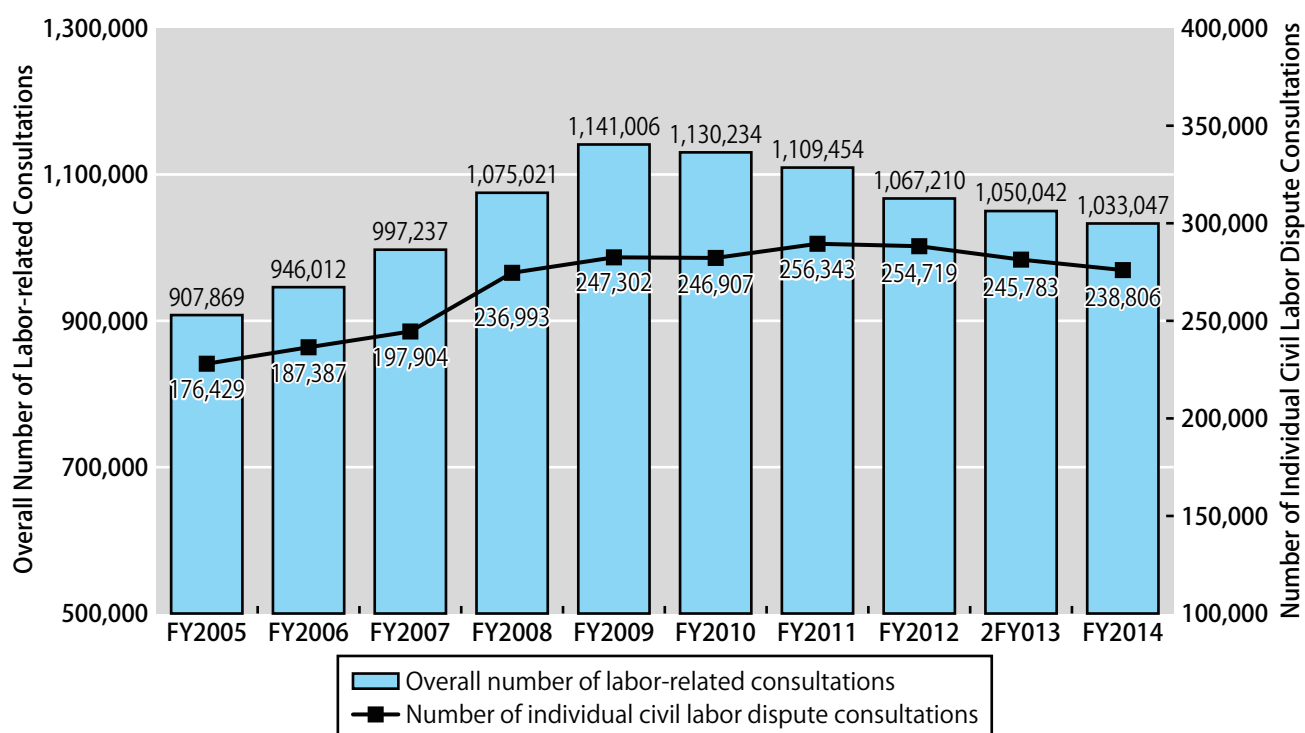


* Examples of disputes

- (i) Disputes concerning dismissal or termination of fixed-term employment, reassignment or secondment, promotion or status elevation, disadvantageous change to working conditions, etc. (except when constituting violation of labor law)
- (ii) Disputes concerning bullying, harassment and other aspects of the workplace environment
- (iii) Disputes concerning recruitment and hiring (*not eligible for conciliation)

Source: Ministry of Health, Labour and Welfare, *Status on the Implementation of Individual Labour Dispute Resolution in FY2012* (released on May 31, 2013)

Figure IV-16 Trends in the Number of Cases of General Labor Consultations (FY2002-2012)



Source: Ministry of Health, Labour and Welfare, *Status on the Implementation of Individual Labour Dispute Resolution in FY2014* (released on June 12, 2015), Fig. 1

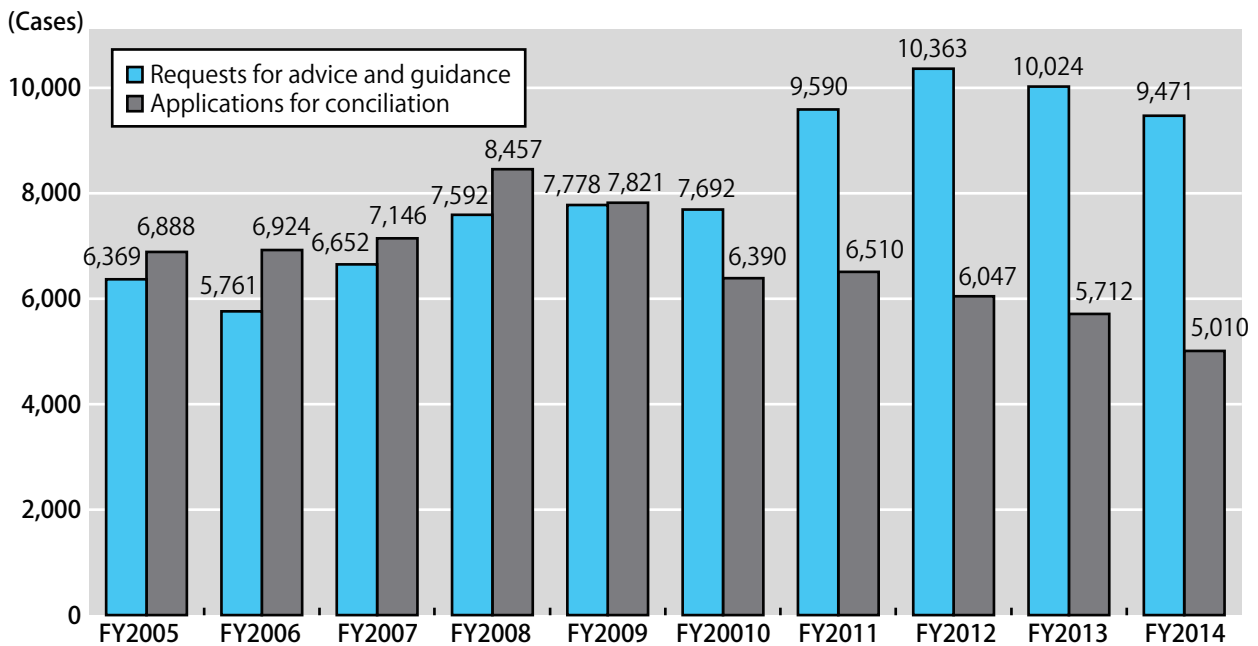
Table IV-17 Trends in Main Disputes over the Last 3 Fiscal Years (Cases of Consultation concerning Civil Individual Labor Disputes)

	2012	2013	2014
Bullying / harassment	51,670 (+12.5%)	59,197 (+14.6%)	62,191 (+5.1%)
Dismissal	51,515 (-10.9%)	43,956 (-14.7%)	38,966 (-11.4%)
Voluntary termination	29,763 (+14.6%)	33,049 (+11.0%)	34,626 (+4.8%)
Worsened working conditions	33,955 (-7.9%)	30,067 (-11.5%)	28,015 (-6.8%)

Source: Ministry of Health, Labour and Welfare, *Status on the Implementation of Individual Labour Dispute Resolution in FY2014* (released on June 12, 2015), Table 1

Note: Figures in parentheses denote the year-on-year change.

Figure IV-18 Trends in Requests for Advice & Guidance and Applications for Conciliation (FY2005-2014)



Source: Ministry of Health, Labour and Welfare, *Status on the Implementation of Individual Labour Dispute Resolution in FY2014* (released on June 12, 2015) Fig.2

Table IV-19 Trends in Main Disputes over the Last 3 Fiscal Years (Applications for Advice and Guidance)

	2012	2013	2014
Bullying / harassment	1,735 (+18.3%)	2,046 (+17.9%)	1,955 (-4.4%)
Dismissal	1,811 (-9.7%)	1,547 (-14.6%)	1,303 (-15.8%)
Voluntary termination	843 (+19.2%)	911 (+8.1%)	947 (+4.0%)
Worsened working conditions	1,084 (+9.7%)	960 (-11.4%)	941 (-2.0%)

Source: Ministry of Health, Labour and Welfare, *Status on the Implementation of Individual Labour Dispute Resolution in FY2014* (released on June 12, 2015) Table 4

Note: Figures in parentheses denote the year-on-year change.

Table IV-20 Trends in Applications for Advice and Guidance Processed within 1 Month

	2003	2004	2005	2006	2007	2008	2009	2010
Cases	3,909	4,957	6,063	5,372	6,295	7,250	7,405	7,490
Ratio to total	(90.1%)	(93.9%)	(95.6%)	(93.4%)	(95.5%)	(96.1%)	(95.6%)	(97.6%)
	2011	2012	2013	2014				
Cases	9,270	10,019	9,677	9,193				
Ratio to total	(96.8%)	(97.4%)	(96.4%)	(97.3%)				

Sources: Ministry of Health, Labour and Welfare, *Status on the Implementation of Individual Labour Dispute Resolution in FY2012* (released on May 31, 2013), *Status on the Implementation of Individual Labour Dispute Resolution in FY2014* (released on June 12, 2015) Table 10

Table IV-21 Trends in Main Disputes over the Last 3 Fiscal Years (Requests for Conciliation)

	2010	2011	2012
Bullying / harassment	1,297 (+15.7%)	1,474 (+13.6%)	1,473 (-0.1%)
Dismissal	1,904 (-21.2%)	1,614 (-15.2%)	1,392 (-13.8%)
Termination of employment	515 (-15.4%)	548 (+6.4%)	480 (-12.4%)
Encouragement to retire	574 (+9.8%)	470 (-18.1%)	422 (-10.2%)
Voluntary termination	174 (-4.4%)	109 (-37.4%)	149 (+36.7%)

Source: Ministry of Health, Labour and Welfare, *Status on the Implementation of Individual Labour Dispute Resolution in FY2014* (released on June 12, 2015) Table 7

Note: Figures in parentheses denote the year-on-year change.

Table IV-22 Trends in Requests for Conciliation Processed within 2 Months

	2003	2004	2005	2006	2007	2008	2009	2010
Cases	4,706	5,462	6,270	6,396	6,484	7,299	7,325	6,005
Ratio to total	(92.3%)	(92.9%)	(91.4%)	(94.2%)	(92.2%)	(92.2%)	(90.5%)	(93.6%)
	2011	2012	2013	2014				
Cases	6,014	5,683	5,229	4,639				
Ratio to total	(94.5%)	(93.8%)	(92.0%)	(94.0%)				

Sources: Ministry of Health, Labour and Welfare, *Status on the Implementation of Individual Labour Dispute Resolution in FY2012* (released on May 31, 2013), *Status on the Implementation of Individual Labour Dispute Resolution in FY2014* (released on June 12, 2015) Table 13

Figure IV-23 Overview of the Labor Tribunal System

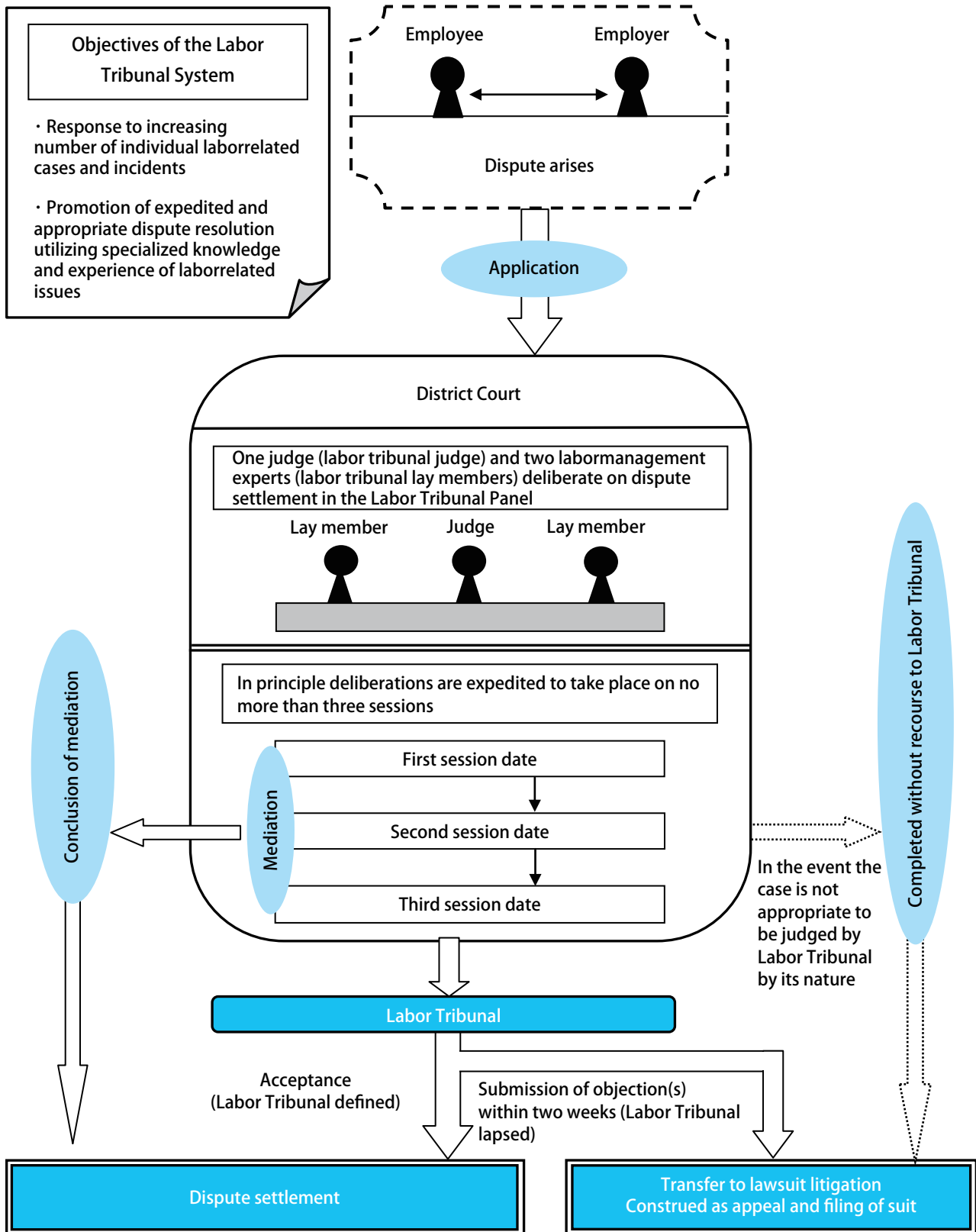
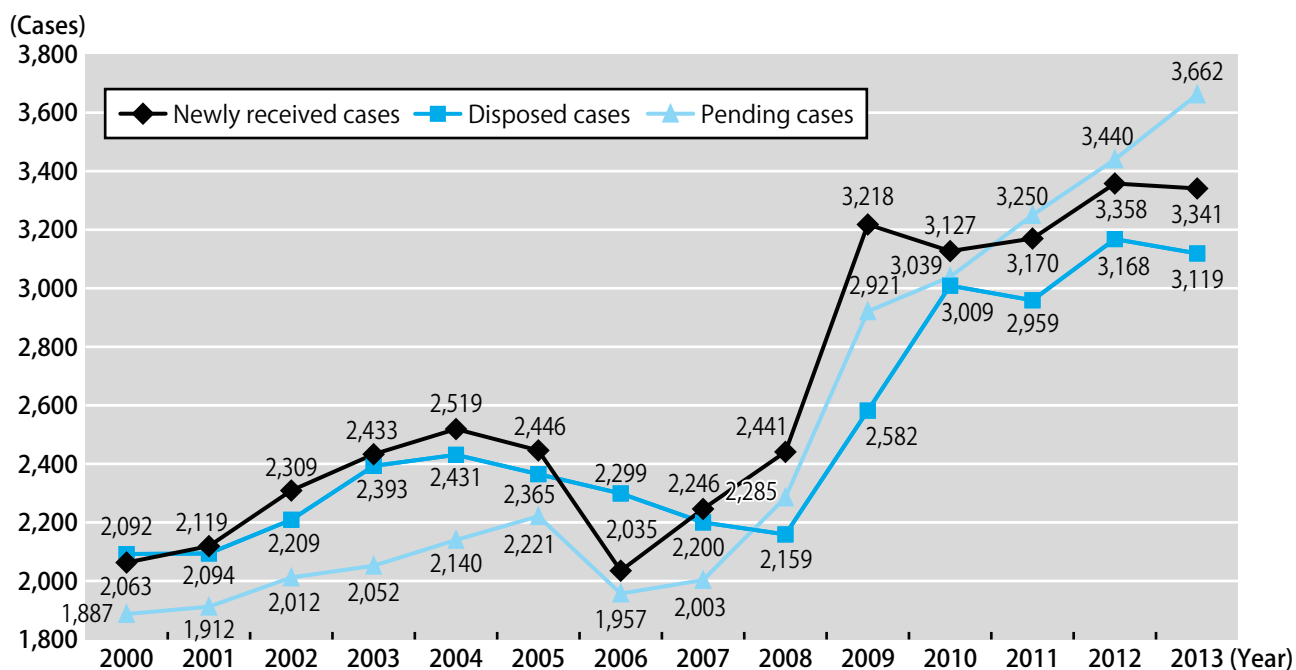


Figure IV-24 Number of Newly Received, Disposed, and Pending Ordinary Civil Litigation Cases concerning Labor Relations (District Courts)



Sources: Compiled by the author from General Secretariat of the Supreme Court, *2009 Overview of Civil and Administrative Labor Relations Cases*, Hosojihō (Lawyers Association Journal), Vol.62, No.8, p.43 (2010), *2011 Overview of Civil and Administrative Labor Relations Cases*, Hosojihō (Lawyers Association Journal), Vol.64, No.8, p.47 (2012), and *2013 Overview of Civil and Administrative Labor Relations Cases*, Hosojihō (Lawyers Association Journal), Vol.66, No.8, p.155 (2014)

Table IV-25 Number of Newly Received Ordinary Civil Litigation Cases concerning Labor Relations by Party and Type of Claim (District Courts)

Year	Newly received	Total	Plaintiff: Employee Defendant: Employer			Plaintiff: Employee Defendant: Employer		Other
			Confirmation of existence of employment contract, etc.	Wage, etc.	Other	Confirmation of absence of employment contract, compensation, etc.	Confirmation of invalidation of resolution of exclusion etc.	
2003	2,433	2,319	530	1,473	316	103	11	
2004	2,519	2,309	573	1,427	309	186	24	
2005	2,446	2,303	507	1,437	359	135	8	
2006	2,035	1,900	456	1,130	314	124	11	
2007	2,246	2,105	537	1,246	322	121	20	
2008	2,441	2,300	638	1,249	413	126	15	
2009	3,218	3,068	956	1,633	479	138	12	
2010	3,127	2,951	951	1,650	350	145	31	
2011	3,170	3,028	893	1,718	417	133	9	
2012	3,358	3,185	937	1,829	419	158	15	
2013	3,341	3,207	926	1,918	363	122	12	

Sources: Compiled by the author from General Secretariat of the Supreme Court, *2007 Overview of Civil and Administrative Labor Relations Cases*, Hosojihō (Lawyers Association Journal) Vol.60 No.8 p.50 (2008), id. *2009 Overview of Civil and Administrative Labor Relations Cases*, Hosojihō (Lawyers Association Journal) Vol.62 No.8 p.49 (2010), id. *2011 Overview of Civil and Administrative Labor Relations Cases*, Hosojihō (Lawyers Association Journal) Vol.64 No.8 p.54 (2012), and id. *2013 Overview of Civil and Administrative Labor Relations Cases*, Hosojihō (Lawyers Association Journal) Vol.66 No.8 p.162 (2014)

**Table IV-26 Ordinary Civil Litigation Cases concerning Labor Relations by Party
– Number of Cases Disposed of and Outstanding (District Courts)**

Year	Plaintiff	Total	Disposed Cases						Outstanding
			Total	Judicial decision		Decision/ order	Settlement	Withdrawal/ other	
				Petition accepted (including partial acceptance)	Petition dismissed with prejudice, petition dismissed without prejudice				
2005	Total	2,365	884	539	345	26	1,185	270	2,221
	Employee	2,170	819	498	321	22	1,090	239	2,104
	Employer	186	59	38	21	4	94	29	96
	Other	9	6	3	3	0	1	2	21
2006	Total	2,299	844	518	326	28	1,139	288	1,957
	Employee	2,168	792	487	305	26	1,089	261	1,836
	Employer	117	44	27	17	2	44	27	103
	Other	14	8	4	4	0	6	0	18
2007	Total	2,200	767	475	292	24	1,092	317	2,003
	Employee	2,044	698	437	261	19	1,043	284	1,897
	Employer	135	57	31	26	5	47	26	89
	Other	21	12	7	5	0	2	7	17
2008	Total	2,159	750	443	307	26	1,115	268	2,285
	Employee	2,025	710	420	290	24	1,061	230	2,172
	Employer	116	32	19	13	2	47	35	99
	Other	18	8	4	4	0	7	3	14
2009	Total	2,582	914	554	360	23	1,314	331	2,921
	Employee	2,430	856	522	334	22	1,248	304	2,810
	Employer	136	46	24	22	1	63	26	101
	Other	16	12	8	4	0	3	1	10
2010	Total	3,009	916	580	336	33	1,668	392	3,039
	Employee	2,856	865	545	320	32	1,602	357	2,905
	Employer	137	45	31	14	1	60	31	109
	Other	16	6	4	2	0	6	4	25
2011	Total	2,959	933	594	339	24	1,599	403	3,250
	Employee	2,823	887	565	322	22	1,542	372	3,110
	Employer	119	37	23	14	2	52	28	123
	Other	17	9	6	3	0	5	3	17
2012	Total	3,168	1,008	619	389	41	1,718	401	3,440
	Employee	3,025	953	590	363	39	1,661	372	3,270
	Employer	131	46	22	24	2	57	26	150
	Other	12	9	7	2	0	0	3	20
2013	Total	3,119	1,080	682	398	47	1,599	393	3,662
	Employee	2,960	1,012	647	365	46	1,552	350	3,517
	Employer	147	58	30	28	1	45	43	125
	Other	12	10	5	5	0	2	0	20

Sources: General Secretariat of the Supreme Court, *2009 Overview of Civil and Administrative Labor Relations Cases*, Hosono Jiho (Lawyers Association Journal) Vol.62 No.8 p.50 (2010), id. *2011 Overview of Civil and Administrative Labor Relations Cases*, Hosono Jiho (Lawyers Association Journal) Vol.64 No.8 p.55 (2012), and id. *2013 Overview of Civil and Administrative Labor Relations Cases*, Hosono Jiho (Lawyers Association Journal) Vol.66 No.8 p.163 (2014)

Notes: 1) Cases in which the plaintiff is the employee refer only to cases where the defendant in the case is the employer; cases in which both the plaintiff and the defendant are employees are included in "Other".

2) In this table, cases where the petition was dismissed with or without prejudice also include the number of cases of judgments for other reasons.

Table IV-27 Ordinary Civil Litigation Cases concerning Labor Relations: Number of Cases Disposed of by Deliberation Period – Average Deliberation Period (District Courts)

Year	Number of cases disposed of	Within 6 months	Within a year	Within 2 years	Within 3 years	Within 5 years	More than 5 years	Average deliberation period (months)
2005	2,365	786 (33.2)	699 (29.6)	708 (29.9)	113 (4.8)	52 (2.2)	7 (0.3)	11.2
2006	2,299	709 (30.8)	685 (29.8)	680 (29.6)	157 (6.8)	55 (2.4)	13 (0.6)	12.0
2007	2,200	701 (31.9)	639 (29.0)	649 (29.5)	156 (7.1)	52 (2.4)	3 (0.1)	11.7
2008	2,159	671 (31.1)	633 (29.3)	673 (31.2)	135 (6.3)	41 (1.9)	6 (0.3)	11.6
2009	2,582	886 (34.3)	763 (29.6)	754 (29.2)	144 (5.6)	33 (1.3)	2 (0.1)	10.8
2008	2,159	671 (31.1)	633 (29.3)	673 (31.2)	135 (6.3)	41 (1.9)	6 (0.3)	11.6
2009	2,582	886 (34.3)	763 (29.6)	754 (29.2)	144 (5.6)	33 (1.3)	2 (0.1)	10.8
2010	3,009	908 (30.2)	918 (30.5)	944 (31.4)	189 (6.3)	46 (1.5)	4 (0.1)	11.5
2011	2,959	831 (28.1)	875 (29.6)	1,016 (34.3)	195 (6.6)	37 (1.3)	5 (0.2)	11.9
2012	3,168	901 (28.4)	882 (27.8)	1,048 (33.1)	274 (8.6)	57 (1.8)	6 (0.2)	12.3
2013	3,119	736 (23.6)	878 (28.2)	1,161 (37.2)	266 (8.5)	77 (2.5)	1 (0.0)	13.1

Sources: General Secretariat of the Supreme Court, *2009 Overview of Civil and Administrative Labor Relations Cases*, Hosono Jiho (Lawyers Association Journal) Vol.62 No.8 p.51 (2010), id. *2011 Overview of Civil and Administrative Labor Relations Cases*, Hosono Jiho Vol.64 No.8 p.56 (2012), and id. *2013 Overview of Civil and Administrative Labor Relations Cases*, Hosono Jiho Vol.66 No.8 p.164 (2014)

Note: Figures in brackets denote percentages of the total, with figures rounded to one decimal place. Consequently, the totals may not necessarily add up to 100 (Same applies to the following tables).

Table IV-28 Number of Newly Received Labor Tribunal Cases by Type of Case (District Courts)

Year	Newly received	Non-pecuniary			Pecuniary			
			Confirmation of status	Other		Wages and benefits	Retirement allowances	Other
2006	877	463	418	45	414	266	66	82
2007	1,494	780	719	61	714	441	126	147
2008	2,052	1,078	1,022	56	974	620	114	240
2009	3,468	1,793	1,701	92	1,675	1,059	205	411
2010	3,375	1,693	1,633	60	1,682	1,100	161	421
2011	3,586	1,814	1,747	67	1,772	1,179	162	431
2012	3,719	1,818	1,735	83	1,901	1,255	170	476
2013	3,678	1,720	1,670	50	1,958	1,456	114	388

Sources: Compiled by the author from General Secretariat of the Supreme Court, *2007 Overview of Civil and Administrative Labor Relations Cases*, Hosono Jiho (Lawyers Association Journal) Vol.60 No.8 p.56 (2008), and id. *2009 Overview of Civil and Administrative Labor Relations Cases*, Hosono Jiho Vol.62 No.8 p.55 (2010), id. *2011 Overview of Civil and Administrative Labor Relations Cases*, Hosono Jiho (Lawyers Association Journal) Vol.64 No.8 p.60 (2012), and id. *2013 Overview of Civil and Administrative Labor Relations Cases*, Hosono Jiho Vol.66 No.8 p.168 (2014)

Note: The figures for 2006 indicate the number of disposed cases from April to December of that year.

Table IV-29 Number of Disposed Labor Tribunal Cases by Reason for Conclusion (District Courts)

(Cases, figures in brackets are %)

Year	Number of cases disposed of	Labor tribunal judgment		Successful mediation	Article 24 conclusion	Withdrawn	Rejected or transferred, etc.
			Objection filed				
2006	606	107 (17.7)	74 [69.2]	427 (70.5)	19 (3.1)	50 (8.3)	3 (0.5)
2007	1,450	306 (21.1)	178 [58.2]	997 (68.8)	47 (3.2)	93 (6.4)	7 (0.5)
2008	1,911	347 (18.2)	228 [65.7]	1,327 (69.4)	59 (3.1)	169 (8.8)	9 (0.5)
2009	3,226	600 (18.6)	388 [64.7]	2,200 (68.2)	107 (3.3)	294 (9.1)	25 (0.8)
2010	3,436	612 (17.8)	364 [59.5]	2,433 (70.8)	121 (3.5)	240 (7.0)	30 (0.9)
2011	3,513	641 (18.2)	391 [61.0]	2,502 (71.2)	119 (3.4)	227 (6.5)	24 (0.7)
2012	3,697	644 (17.4)	382 [59.3]	2,609 (70.6)	163 (4.4)	256 (6.9)	25 (0.7)
2013	3,612	650 (18.0)	380 [58.5]	2,528 (70.0)	159 (4.4)	260 (7.2)	15 (0.4)

Sources: Compiled by the author from General Secretariat of the Supreme Court, *2007 Overview of Civil and Administrative Labor Relations Cases*, Hosono Jiho (Lawyers Association Journal) Vol.60 No.8 p.56 (2008), id. *2009 Overview of Civil and Administrative Labor Relations Cases*, Hosono Jiho Vol.62 No.8 p.55 (2010), id. *2011 Overview of Civil and Administrative Labor Relations Cases*, Hosono Jiho Vol.64 No.8 p.60 (2012), and id. *2013 Overview of Civil and Administrative Labor Relations Cases*, Hosono Jiho Vol.66 No.8 p.168 (2014)

Note: The figures for 2006 indicate the number of disposed cases from April to December of that year. Proportions given in the "objection filed" column indicate the proportion of cases for which objections were filed to the number of cases concluded by labor tribunal.

Author's note: "Article 24 Conclusion" refers to the closure of a case when a labor tribunal "finds that conducting labor tribunal proceedings is unsuitable to the prompt and proper resolution of the dispute due to the nature of the case" (Labor Tribunal Act, Article 24).

Table IV-30 Labor Tribunal Cases: Number of Cases Disposed of by Deliberation Period – Average Deliberation Period (District Courts)

(Cases, figures in brackets are %)

Year	Number of cases disposed of	Within a month	Within 2 months	Within 3 months	Within 6 months	Within 1 year	Average deliberation period (months)
2006	606	36 (5.9)	192 (31.7)	207 (34.2)	171 (28.2)	0	2.4
2007	1,450	59 (4.1)	428 (29.5)	545 (37.6)	408 (28.1)	10 (0.7)	2.5
2008	1,911	64 (3.3)	598 (31.3)	718 (37.6)	517 (27.1)	14 (0.7)	2.5
2009	3,226	119 (3.7)	1,096 (34.0)	1,170 (36.3)	827 (25.6)	14 (0.4)	2.5
2010	3,436	141 (4.1)	1,240 (36.1)	1,237 (36.0)	799 (23.3)	19 (0.6)	2.4
2011	3,513	120 (3.4)	1,325 (37.3)	1,270 (36.2)	772 (22.0)	26 (0.7)	2.4
2012	3,697	107 (2.9)	1,350 (36.5)	1,363 (36.9)	865 (23.4)	12 (0.3)	2.4
2013	3,612	95 (2.6)	1,067 (29.5)	1,342 (37.2)	1,056 (29.2)	52 (1.4)	2.6

Sources: General Secretariat of the Supreme Court, *2009 Overview of Civil and Administrative Labor Relations Cases*, Hosono Jiho (Lawyers Association Journal) Vol.62 No.8 p.56 (2010), id. *2011 Overview of Civil and Administrative Labor Relations Cases*, Hosono Jiho Vol.64 No.8 p.61 (2012), and id. *2013 Overview of Civil and Administrative Labor Relations Cases*, Hosono Jiho Vol.66 No.8 p.169 (2014)

Table IV-31 Labor Tribunal Cases: by Number of Tribunal Sessions – Number of Cases Disposed of (District Courts)

(Cases, figures in brackets are %)

Year	Number of cases disposed of	No session	1 session	2 sessions	3 sessions	4 sessions	More than 5 sessions
2006	606	32 (5.3)	101 (16.7)	215 (35.5)	245 (40.4)	13 (2.1)	0
2007	1,450	67 (4.6)	235 (16.2)	542 (37.4)	563 (38.8)	42 (2.9)	1 (0.1)
2008	1,911	101 (5.3)	370 (19.4)	717 (37.5)	671 (35.1)	49 (2.6)	3 (0.2)
2009	3,226	199 (6.2)	687 (21.3)	1,168 (36.2)	1,079 (33.4)	87 (2.7)	6 (0.2)
2010	3,436	171 (5.0)	910 (26.5)	1,289 (37.5)	996 (29.0)	67 (1.9)	3 (0.1)
2011	3,513	161 (4.6)	917 (26.1)	1,400 (39.9)	933 (26.6)	94 (2.7)	8 (0.2)
2012	3,697	158 (4.3)	987 (26.7)	1,457 (39.4)	1,020 (27.6)	72 (1.9)	3 (0.1)
2013	3,612	157 (4.3)	896 (24.8)	1,425 (39.5)	1,045 (28.9)	79 (2.2)	10 (0.3)

Sources: General Secretariat of the Supreme Court, *2009 Overview of Civil and Administrative Labor Relations Cases*, Hosono Jiho (Lawyers Association Journal) Vol.62 No.8 p.56 (2010), id. *2011 Overview of Civil and Administrative Labor Relations Cases*, Hosono Jiho Vol.64 No.8 p.61 (2012), and id. *2013 Overview of Civil and Administrative Labor Relations Cases*, Hosono Jiho Vol.66 No.8 p.169 (2014)