

Table 6. Number of labour disputes by principal demands and percentage distributions

(multiple answers within two)

Principal demands	In effect during the period					
	Number of labour disputes			Percentage distributions		
	2009	Difference from the previous year	Ratio to the previous year	2008	2009	2008
Cases	Cases	%	Cases	%	%	
<b>Total</b>	<b>780</b>	<b>123</b>	<b>18.7</b>	<b>657</b>	<b>100.0</b>	<b>100.0</b>
<b>Union security and labour agreement</b>	<b>237</b>	<b>84</b>	<b>54.9</b>	<b>153</b>	<b>30.4</b>	<b>23.3</b>
Union security and union activities	222	84	60.9	138	28.5	21.0
Conclusion, revision and effectuation of collective agreement	16	△ 5	△ 23.8	21	2.1	3.2
<b>Wages</b>	<b>331</b>	<b>0</b>	<b>0.0</b>	<b>331</b>	<b>42.4</b>	<b>50.4</b>
Wage system	26	2	8.3	24	3.3	3.7
Revision of wage amount (Basic wage and several allowances)	109	△ 2	△ 1.8	111	14.0	16.9
Revision of wage amount (Bonus and lump-sum payment)	93	△ 6	△ 6.1	99	11.9	15.1
Wage amount of individual union member	37	17	85.0	20	4.7	3.0
Retirement allowance (including retirement pension)	23	△ 1	△ 4.2	24	2.9	3.7
Other matters related to wage	86	△ 18	△ 17.3	104	11.0	15.8
<b>Working conditions except the wages</b>	<b>59</b>	<b>12</b>	<b>25.5</b>	<b>47</b>	<b>7.6</b>	<b>7.2</b>
Change of scheduled hours worked	10	2	25.0	8	1.3	1.2
Non-scheduled hours worked or day-off work	5	2	66.7	3	0.6	0.5
Days off and holidays (include weekly two days off, and consecutive days off)	5	△ 2	△ 28.6	7	0.6	1.1
Other matters related to hours worked	14	7	100.0	7	1.8	1.1
Parental leave system and long-term care leave system	-	△ 1	△ 100.0	1	-	0.2
Education and training	2	1	100.0	1	0.3	0.2
Work environment and health management	19	1	5.6	18	2.4	2.7
Benefit packages	4	1	33.3	3	0.5	0.5
<b>Management, employment, personnel</b>	<b>338</b>	<b>62</b>	<b>22.5</b>	<b>276</b>	<b>43.3</b>	<b>42.0</b>
Suspension, abolishment and rationalization of business	10	2	25.0	8	1.3	1.2
Objection to dismissal and reinstatement of dismissed employee	213	40	23.1	173	27.3	26.3
Personnel plan and recruitment plan	4	△ 2	△ 33.3	6	0.5	0.9
Reallocation and dispatch	29	5	20.8	24	3.7	3.7
Solicitation for voluntary retirement	15	12	400.0	3	1.9	0.5
Age retirement system (including extension of employment and re-employment)	23	4	21.1	19	2.9	2.9
Effective use of part-time employees, contract employees and dispatched employees	2	1	100.0	1	0.3	0.2
Labour conditions of part-time employees and contract employees	7	△ 5	△ 41.7	12	0.9	1.8
Personnel evaluation system (including experimental system)	6	△ 1	△ 14.3	7	0.8	1.1
Other matters related to management and personnel affairs	45	8	21.6	37	5.8	5.6
<b>Others</b>	<b>51</b>	<b>14</b>	<b>37.8</b>	<b>37</b>	<b>6.5</b>	<b>5.6</b>

Note: Figures may not up to the totals due to multiple answers.