

Order for the Enforcement of the Labor Union Act

(Cabinet Order No. 231, June 29, 1949)

PROVISIONAL TRANSLATION

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Amendments:

Cabinet Order No. 98 of Apr.	27, 1950	Cabinet Order No. 383 of Dec.	18, 2002
Cabinet Order No. 185 of June	10, 1950	Cabinet Order No. 385 of Dec.	18, 2002
Cabinet Order No. 236 of July	27, 1950	Cabinet Order No. 373 of Dec.	1, 2004
Cabinet Order No. 322 of July	31, 1952	Cabinet Order No. 404 of Dec.	22, 2004
Cabinet Order No. 393 of Aug.	30, 1952	Cabinet Order No. 24 of Feb.	18, 2005
Cabinet Order No. 202 of Aug.	18, 1953	Cabinet Order No. 14 of Feb.	1, 2006
Cabinet Order No. 11 of Jan.	27, 1955		
Cabinet Order No. 172 of July	1, 1957		
Cabinet Order No. 303 of Aug.	12, 1963		
Cabinet Order No. 30 of Mar.	23, 1964		
Cabinet Order No. 54 of Mar.	29, 1965		
Cabinet Order No. 140 of Apr.	30, 1966		
Cabinet Order No. 113 of Apr.	28, 1972		
Cabinet Order No. 157 of May	1, 1972		
Cabinet Order No. 155 of May	2, 1978		
Cabinet Order No. 42 of Mar.	27, 1981		
Cabinet Order No. 176 of June	6, 1984		
Cabinet Order No. 317 of Dec.	21, 1985		
Cabinet Order No. 263 of Sep.	6, 1988		
Cabinet Order No. 119 of Apr.	28, 1989		
Cabinet Order No. 20 of Feb.	27, 1990		
Cabinet Order No. 285 of Sep.	27, 1990		
Cabinet Order No. 251 of July	27, 1994		
Cabinet Order No. 408 of Dec.	22, 1999		
Cabinet Order No. 309 of June	7, 2000		
Cabinet Order No. 326 of June	7, 2000		
Cabinet Order No. 333 of June	7, 2000		
Cabinet Order No. 432 of Sep.	22, 2000		
Cabinet Order No. 70 of Mar.	27, 2002		
Cabinet Order No. 200 of June	7, 2002		

Order for the Enforcement of the Labor Union Act

(Cabinet Order No. 231, June 29, 1949)

The Order for Enforcement of the Labor Union Act is hereby promulgated.

The Order for Enforcement of the Labor Union Act

The Cabinet shall establish this Cabinet Order in order to enforce the Labor Union Act (Act No. 174 of 1949), and pursuant to the provisions of Articles 11, 13 and 19 of the same Act.

(Jurisdiction Prescribed in Article 5 of the Act)

Article 1. The Labor Relations Commission prescribed in Article 5, paragraph 1 of the Labor Union Act (hereinafter referred to as the “Act”) shall have jurisdiction pursuant to the provisions of the Act and this Cabinet Order with respect to procedures in which the labor union concerned intends to participate.

(Jurisdiction Prescribed in Article 11 of the Act)

Article 2. Except in cases where the Central Labor Relations Commission has exclusive jurisdiction under Article 25, paragraph 1 of the Act, the Labor Relations Commission prescribed in Article 11, paragraph 1 of the Act shall be the Prefectural Labor Relations Commission that exercises jurisdiction over the locations of the labor union's principal office or the Central Labor Relations Commission.

(2) In a case where there has been an application for the certification prescribed in Article 11, paragraph 1 of the Act, the Labor Relations Commission shall, when it finds the labor union conforms to the provisions of the Act, deliver a certificate to that effect without delay.

(Registration of a Labor Union That is a Juridical Person)

Article 3. The following matters shall be listed in the registration under the provisions of Article 11, paragraph 1 of the Act:

- (i) the name;
- (ii) the location of its principal office;
- (iii) the purpose and business;
- (iv) the name and address of the representative; and
- (v) when reasons for dissolution are prescribed, the reasons.

Article 4. When a labor union that is a juridical person has relocated its principal office, within two weeks of the move, the relocation shall be registered at the former location and the matters listed in the preceding Article shall be registered at the new location.

(2) When the principal office has been relocated within the jurisdictional district of the same registration office, it shall be sufficient to register the relocation only.

Article 5. In addition to the case referred to in the preceding Article, when a change has occurred in any registered item, such change shall be registered within two weeks.

Article 5-2. When the execution of the duty of the representative of a labor union that is a juridical person has been suspended or a provisional disposition of appointing a person to execute the duty on behalf of the representative or a change or rescission of such provisional disposition has been made, that effect shall be registered.

Article 6. When the liquidation of a labor union that is a juridical person has been completed, the completion of liquidation shall be registered within two weeks from the completion of liquidation.

Article 7. Affairs relating to the registration of a labor union

that is a juridical person shall be taken charge of by the Legal Affairs Bureau or the District Legal Affairs Bureau or the Branch District Legal Affairs Bureau or Branch Office thereof that exercises jurisdiction over the location of its principal office as the jurisdictional registration office.

(2) A labor union registry shall be provided at each registration office.

Article 8. The constitution, the certificate under Article 2, paragraph 2 of this Order and a document certifying the qualification of the representative shall be attached to the written registration application prescribed in the provisions of Article 11, paragraph 1 of the Act.

Article 9. To a written application of registration of a relocation of the principal office of a labor union that is a juridical person or of any other change in a registered matter shall be attached a document certifying the change in the registered matter; provided, however, that this shall not apply to registration of a change in the surname, given name or address of the representative.

Article 10. A document certifying the reason for liquidation and, when the representative does not become the liquidator, a document certifying the qualification of the liquidator shall be attached to a written application of registration of dissolution of a labor union that is a juridical person.

Article 11. The provisions of Articles 2 to 5, Articles 7 to 15, Article 17, paragraphs 1, 2 and 4, Article 18, Article 19-2, Article 20, paragraphs 1 and 2, Articles 21 to 23-2, Article 24, items 1 to 14, Article 26, Article 27, Articles 51 to 53, Articles 132 to 137, Articles 139 to 148 of the Commercial Registration Act (Act No.125 of 1963) shall apply mutatis mutandis to the registration of a labor union that is a juridical person. In this case, the term “matters or

matters which shall be entered in a written application pursuant to the provisions of the preceding paragraph” and “the preceding two paragraphs” in Article 17, paragraph 4 of the same Act shall be deemed to be replaced with “matters” and “the same paragraph,” respectively.

Article 12. Deleted.

Article 13. Deleted.

Article 14. Deleted.

(Procedures for Expanded Application of Collective Agreements)

Article 15. The resolutions and decisions prescribed in Article 18 of the Act shall be made by the Prefectural Labor Relations Commission and the prefectural governor when the locality is only within the area of one prefecture; and by the Central Labor Relations Commission and the Minister of Health, Labor and Welfare when the region spans two or more prefectures or when the Central Labor Relations Commission finds that the case presents issues of national importance.

(Exercise of Authority of Labor Relations Commission)

Article 16. The Labor Relations Commission shall independently exercise the authority provided for in the Act and the Labor Relations Adjustment Act (Act No. 25 of 1946).

Article 17. Deleted.

Article 18. Deleted.

Article 19. Deleted.

(Procedures for Appointment of Members)

Article 20. The Prime Minister, when appointing persons representing employers (hereinafter referred to as “employer members”) or persons representing workers (hereinafter referred to as “labor members”) pursuant to the provisions of Article 19-3,

paragraph 2, of the Act, shall request employers' organizations (limited to those with an organization covering more than one prefecture) or Specified Incorporated Administrative Agencies (this shall mean Specified Incorporated Administrative Agencies prescribed in the same paragraph; the same shall apply in Article 23-2, paragraph 1.) or national enterprises engaged in National Forestry Businesses (this shall mean national forestry businesses as prescribed in Article 19-3, paragraph 2 of the Act) or Japan Post, or labor unions (limited to those with an organization covering more than one prefecture with respect to members other than those six members referred to in said paragraph who are appointed in accordance with a recommendation by labor unions that are formed or joined by employees of Specified Incorporated Administrative Agencies (this shall mean Specified Incorporated Administrative Agencies prescribed in the same paragraph; hereinafter, the same shall apply), employees of National Forestry Businesses (this shall mean employees of National Forestry Businesses prescribed in the same paragraph; hereinafter, the same shall apply), or employees of Japan Post (this shall mean employees of Japan Post prescribed in the same paragraph; hereinafter, the same shall apply)) for their recommendation of candidates and appoint members from among those recommended.

(2) The Prime Minister, when requesting recommendation of candidates pursuant to the provisions of the preceding paragraph, shall give public notice to that effect, as well as the procedures concerning recommendations or other necessary matters in the Official Gazette.

(3) Labor unions, when recommending candidates pursuant to the provisions of paragraph 1, shall attach a certificate of the Central Labor Relations Commission that they are in conformity

with the provisions of Article 2 and Article 5, paragraph 2, of the Act.

Article 21. The prefectural governor, when appointing employer members or labor members pursuant to the provisions of Article 19-12, paragraph 3 of the Act, shall request employers' organizations or labor unions which have an organization only in the area of the prefecture for their recommendation of candidates and appoint members from among those recommended.

(2) The prefectural governor, when appointing persons representing the public interest (hereinafter referred to as "public members") pursuant to the provisions of Article 19-12, paragraph 3 of the Act, shall present the list of candidates for members whom he/she intends to appoint to employer members and labor members and ask for the consent, and appoint members from among the persons to the appointment of whom such consent has been obtained.

(3) The labor union, when recommending a candidate pursuant to the provisions of paragraph 1, shall attach a certificate of the Prefectural Labor Relations Commission pertaining to the recommendation of such candidate to the effect that labor union is in conformity with the provisions of Article 2 and Article 5, paragraph 2 of the Act.

(Obligation of Notice of Public Members)

Article 22. A public member, when he/she has joined, withdrawn from or been expelled from a political party or has changed the political party to which he/she belongs, shall immediately notify the Prime Minister, when he/she is a public member of the Central Labor Relations Commission, or the prefectural governor, when he/she is a public member of a Prefectural Labor Relations Commission, to that effect.

(Compensation for Expenses of Members of the Central

Labor Relations Commission)

Article 23. The kind and amount of the expenses for which a member of the Central Labor Relations Commission is compensated pursuant to the provisions of Article 19-8 of the Act shall be the same as the kind and amount of the travel expenses received pursuant to the provisions of the Act Concerning Travel Expenses of National Public Officers, Etc. (Act No. 114 of 1950; hereinafter referred to as the “Travel Expenses Act”) by an employee listed in Article 1, items 5 through 41 of the Act Concerning Remuneration for Employees in Special Service (Act No. 252 of 1949), in respect of the member who is Chairperson and full-time public members; by an employee to whom the salary schedule for the designated service prescribed in Article 6, paragraph 1, item 10 of the Act Concerning Remuneration for Employees in Regular Service (Act No. 95 of 1950) is applicable, in respect of the other public members; or by a person who is at the duty of Class 11 of the administrative service salary schedule (i) prescribed in (a) of item 1 of the same paragraph (hereinafter referred to as the “administrative service salary schedule (i)”), in respect of the employer members and labor members.

(2) In addition to the provisions of the preceding paragraph, matters pertaining to the payment of the expenses referred to in said paragraph shall be governed by the provisions of the Travel Expenses Act.

(Local Members for Adjustment)

Article 23-2. The cases specified by Cabinet Order prescribed in Article 19-10, paragraph 1 of the Act shall be pertaining to only one area prescribed in Appended Table 1 in relation to disputes prescribed in the same paragraph arising between Specified Incorporated Administrative Agencies and the employees thereof, disputes arising between national enterprises engaged in

National Forestry Businesses and the employees thereof and disputes arising between Japan Post and the employees thereof and other cases.

(2) The area specified by Cabinet Order prescribed in Article 19-10, paragraph 2 of the Act shall be as set forth in Appended Table 1.

(3) The number of Local Members for Adjustment representing employers and Local Members for Adjustment representing workers shall be three members each in respect of the area of Kanto, Chubu and Kinki specified in Appended Table 1 and two members each in respect of the other area specified in the same Appended Table, and the number of Local Members for Adjustment representing the public interest shall be three members each for each area specified in the same Appended Table.

(4) The provisions of Article 20 shall apply mutatis mutandis to cases in which the Minister of Health, Labor and Welfare intends to appoint Local Members for Adjustment representing employers or workers based on the provisions of Article 19-10, paragraph 2 of the Act. In this case, the term “with respect to members other than those six members referred to in said paragraph who are appointed in accordance with a recommendation by labor unions” in Article 20, paragraph 1 shall be deemed to be replaced with “in respect of labor unions other than labor unions.”

(5) The kind and amount of the expenses for which Local Members for Adjustment receive compensation pursuant to the provisions of Article 19-8 of the Act as applied mutatis mutandis pursuant to Article 19-10, paragraph 3 of the Act shall be the same as the kind and amount of the travel expenses received by a person who is at the duty of Class 10 of the administrative service salary schedule pursuant to the provisions of the Travel Expenses Act.

(6) In addition to the provisions of the preceding paragraph, matters pertaining to the payment of the expenses referred to in said paragraph shall be governed by the provisions of the Travel Expenses Act.

(Local Office)

Article 23-3. The name of a local office of the secretariat of the Central Labor Relations Commission shall be as prescribed respectively in the left column of Appended Table 2, its location in the middle column of said Appended Table and its jurisdictional district in the right column of said Appended Table.

(Compensation for Expenses of Members of the Local Labor Relations Commission)

Article 24. The kind, amount and payment method of the expenses for which a member of a Prefectural Labor Relations Commission is compensated pursuant to the provisions of Article 19-8 of the Act as applied mutatis mutandis pursuant to Article 19-12, paragraph 6, shall be governed by the provisions of the Prefectural Ordinance of said prefecture.

(Organization of Secretariat of Prefectural Labor Relations Commission)

Article 25. The internal organization of secretariat of a Prefectural Labor Relations Commission shall be decided by the prefectural governor with the consent of the Chairperson.

(2) The director-general of the secretariat of the Prefectural Labor Relations Commission shall be appointed from among administrative public officers, and other employees of the secretariat shall be appointed from among officials of the prefecture including administrative public officers.

(Number of Members of Prefectural Labor Relations Commissions)

Article 25-2. The number of employer members, labor members and public members of the Prefectural Labor Relations Commissions prescribed in the Cabinet Order set forth in Article 19-12, paragraph 2 of the Act shall be as prescribed in Appended Table 3.

(Meetings Conducted Only by Public Members)

Article 26. With respect to the disposition of cases prescribed in Article 24, paragraph 1 of the Act, the Labor Relations Commission may not open a meeting and make a decision unless a majority of the public members (public members comprising the council prescribed in Article 24-2, paragraph 1, the proviso to paragraph 3 and the proviso to paragraph 4 of the Act when said council conducts examinations etc. (this shall mean examinations, etc. prescribed in the same Article. The same shall apply in the following paragraph)) are present.

(2) The decision of the meeting for the disposition of cases referred to in the previous paragraph shall be made by a majority of the public members.

(Disposition Specified by Cabinet Order Set forth in Article 25, Paragraph 1 of the Act)

Article 26-2. The disposition specified by the Cabinet Order set forth in Article 25, paragraph 1 of the Act shall be disposition under the provisions of Article 5, paragraph 1, or Article 11, paragraph 1 of the Act executed with respect to the following matters:

- (i) the procedures for the recommendation of six members prescribed in Article 19-3, paragraph 2 of the Act who are appointed based on the recommendation by the labor unions which are formed or joined by employees of Specified Incorporated Administrative Agencies, employees of National

- Forestry Businesses, or employees of Japan Post;
- (ii) the procedure and relief prescribed in Chapter IV, Sections 2 and Section 3 of the Act; or
 - (iii) the procedures prescribed in Article 11, paragraph 1 of the Act concerning the labor unions listed below:
 - (a) the labor union that is a local union (this shall mean a labor union other than a labor union that is a federation; hereinafter the same shall apply in this item) and the majority of whose members are employees of Specified Incorporated Administrative Agencies, employees of National Forestry Businesses, or employees of Japan Post; or
 - (b) the labor union that is a federation and the majority of the total members of local union of which are employees of Specified Incorporated Administrative Agencies, employees of National Forestry Businesses, or employees of Japan Post.

(Matters Specified by the Cabinet Order Set forth in Article 26, paragraph 2 of the Act)

Article 26-3. The matters specified by the Cabinet Order set forth in Article 26, paragraph 2 of the Act shall be the following matters:

- (i) matters concerning the convocation of meetings of the Prefectural Labor Relations Commissions;
- (ii) matters concerning publication of targets for the period of examinations and states of implementation of the examination by the Prefectural Labor Relations Commissions pursuant to the provisions of Article 27-18 of the Act;
- (iii) matters concerning general affairs of the Prefectural Labor Relations Commissions.

(Jurisdiction of Motion Set forth in Article 27, Paragraph 1 of the Act)

Article 27. The Labor Relations Commission prescribed in Article 27, paragraph 1 of the Act shall be the Prefectural Labor Relations Commission that assume jurisdiction over the domicile or location of the principal office of business of the workers, labor unions, other workers' organizations or employers that are parties to an unfair labor practice; or the Prefectural Labor Relations Commission that assume jurisdiction over the place where the unfair labor practice was committed; provided, however, that with respect to the unfair labor practices listed in Article 7, item 4 of the Act, the Labor Relations Commission prescribed in the same item that is involved in the unfair labor practice shall be the Labor Relations Commission prescribed in Article 27, paragraph 1 of the Act.

(2) When cases are pending before two or more Labor Relations Commissions with respect to the same unfair labor practice, said cases shall be disposed of by the Labor Relations Commission that initially received a motion pertaining thereto.

(3) In a case where, with respect to an unfair labor practice, a case is pending before one Labor Relations Commission, or in a case where the Labor Relations Commission that initially received a motion shall dispose of the cases pursuant to the provisions of the preceding paragraph, when the Central Labor Relations Commission finds it necessary and designates another Labor Relations Commission with jurisdiction, the cases shall be disposed of by said designated Labor Relations Commission.

(4) In a case where, with respect to mutually related two or more unfair labor practices, cases are independently pending before two or more Labor Relations Commissions, when the Central Labor Relations Commission finds it necessary and designates one Labor

Relations Commission with jurisdiction over one of said cases, the cases shall be completely disposed of by said designated Labor Relations Commission.

(5) With respect to cases that the Central Labor Relations Commission finds that the case presents issues of national importance, notwithstanding the provisions of the preceding four paragraphs, the Labor Relations Commission prescribed in Article 27, paragraph 1 shall be the Central Labor Relations Commission.

(Designation of Jurisdiction)

Article 27-2. With respect to the disposal of a specific case belonging to the jurisdiction of the Central Labor Relations Commission pursuant to the provisions of Article 1, Article 15 and the preceding Article, when the Central Labor Relations Commission finds it necessary and designates one of the Prefectural Labor Relations Commissions, that Prefectural Labor Relations Commission shall dispose of the case.

(Handling of Cases relating to the Labor Relations of Employees of Specified Incorporated Administrative Agencies, Employees of National Forestry Business, and Employees of Japan Post)

Article 28. The provisions of the preceding two articles shall not apply to dispositions over which the Central Labor Relations Commission assumes exclusive jurisdiction pursuant to the provisions of Article 25, paragraph 1.

(Service, etc. of Original, etc. of the Written Statement for Settlement)

Article 28-2. The original of written statement for settlement prescribed in Article 27-14, paragraph 4 of the Act shall be served to the parties who have made motions pursuant to the provisions of the paragraph.

(2) The provisions of Article 98, paragraph 2, Articles 99 to 103, Article 105, Article 106, Article 107, paragraphs 1 (excluding items 2 and 3) and paragraph 3, and Article 109 of the Code of Civil Procedure (Act No. 109 of 1996) shall apply mutatis mutandis to service of original, etc. of written statement for settlement (this shall mean the original of written statement for settlement set forth in the preceding paragraph, and the performative sentence and a transcript of the documents prescribed in the second sentence of Article 27-14, paragraph 6 of the Act; hereinafter, the same shall apply). In this case, “court clerks” in Article 98, paragraph 2, and Article 100 of the Code of Civil Procedure shall be deemed to be replaced with “staff of Labor Relations Commissions;” “mail or court enforcement officers” in Article 99, paragraph 1 of the same act with “mail” “a person without capacity to litigate” in Article 102, paragraph 1 of the same act with “minor (except for those who are independently capable of conducting juristic acts) or adult ward;” “court clerks” in Article 107, paragraph 1 of the same act with “staff of Labor Relations Commission” and “by the Supreme Court Rules” with “the Minister of Health, Labor and Welfare (the Minister of Land, Infrastructure and Transport for documents sent by the staff of Central Labor Relations Commission for Mariners or of the Local Labor Relations Commission for Mariners).”

Article 28-3. Labor Relations Commissions may, when they do not know the address of persons who should receive the service, domicile or other places to which the service should be made, or when unable to make the service due to the reasons referred to in the provisions of Article 107, paragraph 1 (excluding items 2 and 3) of the Code of Civil Procedure, which shall apply mutatis mutandis to the preceding article, paragraph 2, execute the service by public notification.

(2) The service by public notification shall be executed through posting on the notice boards of Labor Relations Commissions and publishing in Official Gazette or prefectural bulletins that original, etc. of written statement for settlement will be serviced at any time to persons entitled to receive.

(3) When Labor Relations Commissions have made the notification or publication set forth in the provisions of the preceding paragraph, the service shall be deemed to have been executed when two weeks have passed since the day following the date of the notification.

Article 28-4. The parties and third parties showing a prima facie interest may request Labor Relations Commissions to deliver the original of the written statement for settlement.

(Compensation for the Expenses of the Person, etc. Who Has Been Required to Appear)

Article 28-5. The kind and amount of the expenses for which a person who has been required to appear pursuant to the provisions of Article 27-24 of the Act in relation to the Central Labor Relations Commission or witnesses are compensated shall be the same as the kind and amount of the travel expenses received by a person who is at the duty of the class designated by the Minister of Health, Labor and Welfare from among Class 1 to 3 of the administrative service salary schedule pursuant to the provisions of the Travel Expenses Act.

(2) In addition to the provisions of the preceding paragraph, matters pertaining to the payment of the expenses referred to in said paragraph shall be governed by the provisions of the Travel Expenses Act.

Article 28-6. The kind, amount and method of payment of the expenses for which a person has been required to appear pursuant to

the provisions of Article 27-24 of the Act in relation to the Prefectural Labor Relations Commission or witnesses are compensated shall be governed by the provisions of the Prefectural Ordinance of said prefecture.

(Treatment of Mariners)

Article 29. The names of the Local Labor Relations Commissions for Mariners whose jurisdictional district are the areas listed in the left column of the following table shall be the names listed respectively in the right column of said table:

Jurisdictional District	Name
Jurisdictional district of Hokkaido Transport Bureau	Hokkaido Local Labor Relations Commission for Mariners
Jurisdictional District of Tohoku Transport Bureau	Tohoku Local Labor Relations Commission for Mariners
Jurisdictional District of Kanto Transport Bureau	Kanto Local Labor Relations Commission for Mariners
Jurisdictional District of Hokuriku Shin'etsu Transport Bureau	Hokuriku Shin'etsu Local Labor Relations Commission for Mariners
Jurisdictional District of Chubu Transport Bureau	Chubu Local Labor Relations Commission for Mariners
Jurisdictional District of Kinki Transport Bureau (excluding the area of Hyogo Prefecture)	Kinki Local Labor Relations Commission for Mariners
Area of Hyogo Prefecture	Kobe Local Labor Relations Commission for Mariners
Jurisdictional District of Chugoku Transport Bureau	Chugoku Local Labor Relations Commission for Mariners

Jurisdictional District of Chugoku Transport Bureau	Chugoku Local Labor Relations Commission for Mariners
Jurisdictional District of Shikoku Transport Bureau	Shikoku Local Labor Relations Commission for Mariners
Jurisdictional District of Kyushu Transport Bureau	Kyushu Local Labor Relations Commission for Mariners
Area of Okinawa Prefecture	Okinawa Local Labor Relations Commission for Mariners

(2) The Minister of Land, Infrastructure and Transport, when appointing employer members or labor members pursuant to the provisions of Article 19-13, paragraph 3, of the Act, shall ask employers' organizations or labor unions which are organized over jurisdictional districts of more than one Local Labor Relations Commissions for Mariners, in respect of members of the Central Labor Relations Commission, and employers' organizations or labor unions (including other employers' organizations or labor unions having an office in the jurisdictional district of said Local Labor Relations Commission) which are organized only in the jurisdictional district of the Local Labor Relations Commission for Mariners, in respect of members of a Local Labor Relations Commission, for their recommendation of candidates and appoint members from among the persons thus recommended.

(3) The Minister of Land, Infrastructure and Transport, when appointing public members pursuant to the provisions of Article 19-13, paragraph 3 of the Act, shall present the list of candidates to be appointed and request consent from employer members and labor members and appoint members from among the persons to the appointment of whom such consent has been obtained.

(4) In the application of the provisions of Article 15 to the mariners (excepting employees of Specified Incorporated Administrative Agencies, employees of National Forestry Businesses and employees of Japan Post) covered by the Mariners Act (Act No. 100 of 1947), in the same Article, “area of a prefecture” shall be deemed to be replaced with “jurisdictional district of a Local Labor Relations Commission for Mariners”; “Prefectural Labor Relations Commission” with “Local Labor Relations Commission for Mariners”; “prefectural governor” with “Minister of Land, Infrastructure and Transport”; “prefectures” with “jurisdictional district of a Local Labor Relations Commission for Mariners”; “Central Labor Relations Commission” with “Central Labor Relations Commission for Mariners”; and “Minister of Health, Labor and Welfare” with “Minister of Land, Infrastructure and Transport.”

(5) The provisions concerning the Central Labor Relations Commission and Prefectural Labor Relations Commissions (excepting the provisions of Article 20, paragraph 1, Article 21, paragraphs 1 and 2, Articles 23 to 25-2, Article 26-2, Article 26-3, Article 28 and the preceding Article) shall apply mutatis mutandis to the Central Labor Relations Commission for Mariners and Local Labor Relations Commissions for Mariners. In this case, in Article 20, paragraph 2, “Prime Minister” shall be deemed to be replaced with “Minister of Land, Infrastructure and Transport” and “the preceding paragraph” with “Article 29, paragraph 2”; in the same Article, paragraph 3, “paragraph 1” with “Article 29, paragraph 2”; in Article 21, paragraph 3, “paragraph 1” with “Article 29, paragraph 2,” and “Prefectural Labor Relations Commission” with “Local Labor Relations Commission for Mariners (the Central Labor Relations Commission for Mariners when the labor union is

organized over two or more jurisdictional district of Local Labor Relations Commissions for Mariners)”); in Article 22, “Prime Minister” and “prefectural governor” with “Minister of Land, Infrastructure and Transport”; and in Article 28-5, “Minister of Health, Labor and Welfare” with “Minister of Land, Infrastructure and Transport.”

(6) The kind and amount of the expenses for which members are compensated pursuant to the provisions of Article 19-8 of the Act as applied mutatis mutandis pursuant to Article 19-13, paragraph 4 shall be the same as the kind and amount of the travel expenses which are received by an employee referred to in Article 1, items 5 through 41 of the Act Concerning Remuneration for Employees in Special Service, in respect of the member who is the Chairperson of the Central Labor Relations Commission for Mariners; by a person who is at the duty of Class 10 of the administrative service salary schedule (i), in respect of members of the Central Labor Relations Commission for Mariners (except the member who is the Chairperson) and the member who is the Chairperson of a Local Labor Relations Commission for Mariners; or by a person who is at the duty of Class 8 of the administrative service salary schedule (i), in respect of members of a Local Labor Relations Commission for Mariners (except the member who is the Chairperson).

(7) In addition to the provisions of the preceding paragraph, matters pertaining to the payment of the expenses referred to in said paragraph shall be governed by the provisions of the Travel Expenses Act.

(8) The provisions of Article 28-5 shall apply mutatis mutandis to Local Labor Relations Commission for Mariners. In this case, “Minister of Health, Labor and Welfare” in said Article shall be deemed to be replaced with “Minister of Land, Infrastructure and

Transport.”

Supplementary Provisions

(1) This Cabinet Order shall come into force as from the day of promulgation and apply from June 10, 1949.

(2) The Order for the Enforcement of the Labor Union Act (Imperial Ordinance No. 108 of 1946) shall be abolished.

(3) The labor union registry prepared pursuant to the provisions then shall be deemed as the labor union registry prepared pursuant to the provisions of this Cabinet Order.

(4) The matters registered pursuant to the provisions then concerning a labor union shall be deemed to be registered pursuant to the provisions of this Cabinet Order.

(5) Concerning the changes to registration or registration of dissolution in the case where changes to the matters registered related to the labor union have occurred, or where the labor union have been dissolved prior to the enforcement of this Cabinet Order, provision then in force shall remain applicable after its enforcement.

(6) The provisions of Article 2 shall apply mutatis mutandis to the certification set forth in the proviso to paragraph 2 of the Supplementary Provisions.

(7) Where a labor union set forth in paragraph 2 of the Supplementary Provision applies for registration for the first time after enforcement of this Cabinet Order, certificate pursuant to the provisions of said paragraph shall be attached to the application.

Supplementary Provisions (Cabinet Order No. 98 of April 27, 1950)

This Cabinet Order shall come into force as from the day of promulgation.

Supplementary Provisions (Cabinet Order No. 185 of June 10, 1950)

This Cabinet Order shall come into force as from the day of promulgation.

Supplementary Provisions (Cabinet Order No. 236 of July 27, 1950)

This Cabinet Order shall come into force as from the day of promulgation.

Supplementary Provisions (Cabinet Order No. 322 of July 31, 1952) (Excerpts)

(1) This Cabinet Order shall come into force as from August 1, 1952.

Supplementary Provisions (Cabinet Order No. 393 of August 30, 1952) (Excerpts)

(1) This Cabinet Order shall come into force as from September 1, 1952.

Supplementary Provisions (Cabinet Order No. 202 of August 18, 1953) (Excerpts)

(1) This Cabinet Order shall come into force as from the day of promulgation.

Supplementary Provisions (Cabinet Order No. 11 of January 27, 1955)

This Cabinet Order shall come into force as from March 1, 1955.

Supplementary Provisions (Cabinet Order No. 172 of July 1,

1957)

(1) This Cabinet Order shall come into force as from the day of promulgation.

(2) The provisions of Article 23 (including the cases where it is applied mutatis mutandis pursuant to Article 29, paragraph 1), Article 28-2 (including the cases where it is applied mutatis mutandis pursuant to Article 29, paragraphs 1 and paragraph 5) and Article 29, paragraphs 3 and 4, after revision shall apply to trips starting on or after the day of the enforcement of this Cabinet Order; concerning trips that started prior to its enforcement the provisions then in force shall remain applicable.

Supplementary Provisions (Cabinet Order No. 303 of August 12, 1963) (Excerpts)

(1) This Cabinet Order shall come into force as from the day of promulgation.

Supplementary Provisions (Cabinet Order No. 30 of March 23, 1964)

(Effective Date)

(1) This Cabinet Order shall come into force as from the day of the enforcement of the Commercial Registration Act (April 1, 1964).

(Transitional Measures)

(2) This Cabinet Order shall apply to matters arising prior to the enforcement of this Cabinet Order, unless otherwise stipulated; provided, however, that this shall not preclude effect taken by the provisions of Cabinet Orders or Imperial Ordinances (hereinafter referred to as “Old Orders”) prior to the revision by this Cabinet Order.

(3) In the application of the provisions of Cabinet Orders or Imperial Ordinances after revision by this Cabinet Order (hereinafter referred to as “New Orders”), the dispositions, procedures and other acts pursuant to the provisions of Old Orders prior to the enforcement of this Cabinet Order shall be deemed to be executed pursuant to the corresponding provisions of New Orders.

(4) When an application is made prior to enforcement of this Cabinet Order to register part of registrations which shall be made simultaneously pursuant to Article 57, paragraph 2 of the Commercial Registration Act as applied mutatis mutandis pursuant to the provisions of New Order, the provisions then in force shall remain applicable with regard to the procedures and period of those registrations.

(5) In addition to what is provided in these Supplementary Provisions, transitional measures becoming necessary upon enforcement of this Cabinet Order shall be prescribed by Ordinance of the Ministry of Justice.

Supplementary Provisions (Cabinet Order No. 54 of March 29, 1965)

This Cabinet Order shall come into force as from the day of promulgation; the provisions of the Order for the Enforcement of the Labor Relations Adjustment Act, the Order for the Enforcement of the Labor Union Act and the Order for the Enforcement of the Public Corporation and National Enterprise Labor Relations Act after revision by this Cabinet Order shall apply from December 17, 1964.

Supplementary Provisions (Cabinet Order No. 140 of April 30, 1966)

This Cabinet Order shall come into force as from the day of

promulgation.

Supplementary Provisions (Cabinet Order No. 113 of April 28, 1972)

This Cabinet Order shall come into force as from the day of coming into effect of the Agreement concerning the Ryukyu Islands and the Daito Islands between Japan and the United States of America (May 15, 1972).

Supplementary Provisions (Cabinet Order No. 157 of May 1, 1972)

This Cabinet Order shall come into force as from the date of enforcement of the Act Concerning Revision or Repeal of Related Laws and Regulations Following the Return of Okinawa (May 15, 1972); provided, however, that the provisions of Article 3 shall come into force as from the date of appointment of members of the Prefectural Labor Relations Commission pursuant to the provisions of Article 6, paragraph 1 of the Act on Special Measures Following the Return of Okinawa (Act No. 129 of 1971).

Supplementary Provisions (Cabinet Order No. 155 of May 2, 1978)

This Cabinet Order shall come into force as from the day of enforcement of the Act for Partial Revision of the Labor Union Act (Act No. 39 of 1978) (May 2, 1978).

Supplementary Provisions (Cabinet Order No. 42 of March 27, 1981) (Excerpts)

(Effective Date)

(1) This Cabinet Order shall come into force as from the day

of enforcement of the Act for Partial Revision of the Administrative Management Agency Establishment Act, Etc., for the Reorganization of Local Branch Offices (hereinafter referred to as the “Revision Act”) (April 1, 1981).

Supplementary Provisions (Cabinet Order No. 176 of June 6, 1984) (Excerpts)

(Effective Date)

Article 1. This Cabinet Order shall come into force as from July 1, 1984. (Transitional Measures Following Partial Revision of the Order for the Enforcement of the Labor Union Act)

Article 3. The dispositions, etc., executed by Local Labor Relations Commissions for Mariners listed in the left column of the following table prior to the enforcement of this Cabinet Order pursuant to an act or an order based thereon shall be deemed as dispositions, etc., made by Local Labor Relations Commissions for Mariners listed in the right column of said table; and motions, notifications and other acts (hereinafter referred to as “motions, etc.,”) performed to Local Labor Relations Commissions for Mariners listed in the left column of said table prior to the enforcement of this Cabinet Order shall be deemed as motions, etc., performed to Local Labor Relations Commissions for Mariners listed in the right column of said table:

Hokkai Local Labor Relations Commission for Mariners	Hokkaido Local Labor Relations Commission for Mariners
Tohoku Local Labor Relations Commission for Mariners (limited to dispositions, etc., or motions, etc., concerning the areas of Yamagata Prefecture or Akita Prefecture)	Niigata Local Labor Relations Commission for Mariners
Tokai Local Labor Relations Commission for Mariners	Chubu Local Labor Relations Commission for Mariners

(2) The then Hokkai Local Labor Relations Commission for Mariners and then Tokai Local Labor Relations Commission for Mariners and their Chairpersons, members and other employees and Mariners' Employment Security Committees established in the Hokkai Local Labor Relations Commission for Mariners and the Tokai Local Labor Relations Commission for Mariners shall respectively become the Hokkaido Local Labor Relations Commission for Mariners and the Chubu Local Labor Relations Commission for Mariners; and their Chairpersons, members and other employees and Mariners' Employment Security Committees, and shall continue the identity.

Supplementary Provisions (Cabinet Order No. 317 of December 21, 1985) (Excerpts)

(Effective Date, etc.)

(1) This Cabinet Order shall come into force as from the day of promulgation; provided, however, that the provisions of Article 42 shall come into force as from January 1, 1986.

Supplementary Provisions (Cabinet Order No. 263 of September 6, 1988)

(Effective Date)

Article 1. This Cabinet Order shall come into force as from October 1, 1988; provided, however, that the provisions of Article 3 of the Supplementary Provisions shall come into force as from the day of promulgation.

(Transitional Measures concerning the Recommendation of Candidates for Members of the Central Labor Relations Commission)

Article 2. The provisions of Article 20, paragraph 3, of the Order for the Enforcement of the Labor Union Act after the revision pursuant to the provisions of Article 1 shall not apply to the members of the Central Labor Relations Commission to be appointed for the first time after the enforcement of this Cabinet Order.

(Transitional Measures Concerning the Appointment of Local Members for Adjustment)

Article 3. The actions necessary for the appointment of Local Members for Adjustment pursuant to the provisions of Article 20, paragraphs 1 and 2 of the Order for the Enforcement of the Labor Union Act as applied mutatis mutandis pursuant to Article 23-2, paragraph 4 of said Order after the revision by the provisions of Article 1 may be performed even prior to the enforcement of this Cabinet Order, pursuant to application of those provisions.

(2) When a labor union recommends a candidate for a Local Member for Adjustment representing workers pursuant to the provisions of the preceding paragraph, a certificate of the Central Labor Relations Commission or the National Enterprise Labor Relations Commission to the effect that said labor union is in conformity with the provisions of Article 2 and Article 5, paragraph

2, of the Labor Union Act shall be attached.

Supplementary Provisions (Cabinet Order No. 119 of April 28, 1989)

This Cabinet Order shall come into force as from the day of enforcement of the provisions set forth in item 1 of Article 1 of Supplementary Provisions of the Act for Partial Revision of the Act concerning the Registration of Immovables and the Commercial Registration Act (May 1, 1989).

Supplementary Provisions (Cabinet Order No. 20 of February 27, 1990)

This Cabinet Order shall come into force as from the day of enforcement of the provisions set forth in item 2 of Article 1 of Supplementary Provisions of the Act for Partial Revision of the Act concerning the Registration of Immovables and the Commercial Registration Act (April 1, 1990).

Supplementary Provisions (Cabinet Order No. 285 of September 27, 1990)

This Cabinet Order shall come into force as from the day of enforcement of the Civil Preservation Act (January 1, 1991).

Supplementary Provisions (Cabinet Order No. 251 of July 27, 1994)

This Cabinet Order shall come into force as from the day of enforcement of Act concerning Working Hours, Leave, Etc., of Employees in the Regular Service (September 1, 1994).

Supplementary Provisions (Cabinet Order No. 408 of December

22, 1999)

This Cabinet Order shall come into force as from January 1, 2000.

Supplementary Provisions (Cabinet Order No. 309 of June 7, 2000) (Excerpts)

(Effective Date)

(1) This Cabinet Order shall come into force as from the day of the enforcement of the Act Partially Revising the Cabinet Act (Act No. 88 of 1999) (January 6, 2001); provided, however, that the provisions of Paragraph 3 of Supplementary Provisions shall come into force as from the day of promulgation.

Supplementary Provisions (Cabinet Order No. 326 of June 7, 2000)

This Cabinet Order shall come into force as from January 6, 2001.

Supplementary Provisions (Cabinet Order No. 333 of June 7, 2000) (Excerpts)

(Effective Date)

(1) This Cabinet Order (excluding Article 1) shall come into force as from April 1, 2001.

Supplementary Provisions (Cabinet Order No. 432 of September 22, 2000)

This Cabinet Order shall come into force as from October 1, 2000.

Supplementary Provisions (Cabinet Order No. 70 of Marc 27,

2002)

This Cabinet Order shall come into force as from April 1, 2002.

Supplementary Provisions (Cabinet Order No. 200 of June 7, 2002)

(Effective Date)

Article 1. This Cabinet Order shall come into force as from July 1, 2002.

(Transitional Measures Following Partial Revision of the Order for the Enforcement of the Labor Union Act)

Article 6. The dispositions, etc., executed by Local Labor Relations Commissions for Mariners listed in the left column of the following table prior to the enforcement of this Cabinet Orders shall be deemed as dispositions, etc., made by Local Labor Relations Commissions for Mariners listed in the right column of said table; and motions, notifications and other acts (hereinafter referred to as “motions, etc.”) performed to Local Labor Relations Commissions for Mariners listed in the left column of said table prior to the enforcement of this Cabinet Order shall be deemed as motions, etc., performed pursuant to the provisions of laws and regulations to Local Labor Relations Commissions for Mariners listed in the right column of said table.

Niigata Local Labor Relations Commission for Mariners (limited to dispositions, etc., or motions, etc., concerning the area of Akita Prefecture or Yamagata Prefecture)	Tohoku Local Labor Relations Commission for Mariners
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<p>Niigata Local Labor Relations Commission for Mariners (except dispositions, etc., or motions, etc., concerning the area of Akita Prefecture or Yamagata Prefecture) and Chubu Local Labor Relations Commission for Mariners (limited to dispositions, etc., or motions, etc., concerning the area of Toyama Prefecture or Ishikawa Prefecture)</p>	<p>Hokuriku Shin'etsu Local Labor Relations Commission for Mariners</p>
<p>Kinki Local Labor Relations Commission for Mariners (limited to dispositions, etc., or motions, etc., concerning the area of Fukui Prefecture)</p>	<p>Chubu Local Labor Relations Commission for Mariners</p>

(2) The then Niigata Local Labor Relations Commission for Mariners and its Chairperson, members and other employees and Mariners' Employment Security Committees established in the Niigata Local Labor Relations Commission for Mariners shall respectively become the Hokuriku Shin'etsu Local Labor Relations Commission for Mariners, its Chairperson, members and other employees, and Mariners' Employment Security Committee established in the Hokuriku Shin'etsu Local Labor Relations Commissions for Mariners, and shall continue the identity.

Supplementary Provisions (Cabinet Order No. 383 of December 18, 2002) (Excerpts)

This Cabinet Order shall come into force as from April 1, 2003.

Supplementary Provisions (Cabinet Order No. 385 of December 18, 2002) (Excerpts)

(Effective Date)

Article 1. This Cabinet Order shall come into force as from April 1, 2003.

Supplementary Provisions (Cabinet Order No. 373 of December 1, 2004) (Excerpts)

(Effective Date)

Article 1. This Cabinet Order shall come into force as from the day of the enforcement of the Act for Partial Revision of the Labor Union Act (hereinafter referred to as the “Revision Act”) (January 1, 2005).

(Transitional Measures)

Article 2. Regarding the number of members of the Prefectural Labor Relations Commissions, the provision then in force shall remain applicable until the day before the date of the first appointment of new members after the enforcement of this Cabinet Order following the expiration of members’ term, notwithstanding the provisions of Article 19-12, paragraph 2 of the Labor Union Act after revision by the Revision Act.

Supplementary Provisions (Cabinet Order No. 404 of December 22, 2004) (Excerpts)

(Effective Date)

(1) This Cabinet Order shall come into force as from April 1, 2005.

* The Cabinet Order concerning Establishment, etc. of Cabinet Orders related to the Enforcement of the Act Concerning the Registration of Immovables and the Act Concerning Establishment, etc. of Acts related to the Enforcement of the Act concerning the Registration of Immovables (Cabinet Order No. 24 of 2005) (Excerpts)

(Transitional Measures Following Partial Revision of the Order for the Enforcement of the Labor Union Act)

Article 9. The provisions of Article 53 of the Act Concerning Establishment, etc. of Acts related to the Enforcement of the Act Concerning the Registration of Immovables shall apply mutatis mutandis to the transitional measures following partial revision of the Order for the Enforcement of the Labor Union Act pursuant to the provisions of the preceding Article. In this case, the necessary technical replacement of words shall be prescribed by Ordinance of the Ministry of Justice.

Supplementary Provisions (Cabinet Order No. 24 of February 18, 2005) (Excerpts)

(Effective Date)

Article 1. This Cabinet Order shall come into force as from the enforcement day of the Act Concerning the Registration of Immovables (March 7, 2005).

Supplementary Provisions (Cabinet Order No. 14 of February 1, 2006) (Excerpts)

(Enforcement date)

Article 1. This Cabinet Order shall come into force from April 1, 2006.

Appended Table 1 (Re : Art. 23-2)

Area name	Prefectures included in said areas
Hokkaido	Hokkaido
Tohoku	Aomori Prefecture, Iwate Prefecture, Miyagi Prefecture, Akita Prefecture, Yamagata Prefecture, Fukushima Prefecture
Kanto	Ibaraki Prefecture, Tochigi Prefecture, Gunma Prefecture, Saitama Prefecture, Chiba Prefecture, Tokyo, Kanagawa Prefecture, Yamanashi Prefecture
Chubu	Niigata Prefecture, Toyama Prefecture, Ishikawa Prefecture, Fukui Prefecture, Nagano Prefecture, Gifu Prefecture, Shizuoka Prefecture, Aichi Prefecture, Mie Prefecture
Kinki	Shiga Prefecture, Kyoto Prefecture, Osaka Prefecture, Hyogo Prefecture, Nara Prefecture, Wakayama Prefecture
Chugoku	Tottori Prefecture, Shimane Prefecture, Okayama Prefecture, Hiroshima Prefecture, Yamaguchi Prefecture
Shikoku	Tokushima Prefecture, Kagawa Prefecture, Ehime Prefecture, Kochi Prefecture
Kyushu	Fukuoka Prefecture, Saga Prefecture, Nagasaki Prefecture, Kumamoto Prefecture, Oita Prefecture, Miyazaki Prefecture, Kagoshima Prefecture, Okinawa Prefecture

Notes:

1. In the cases concerning enterprises engaged in business prescribed in Article 2, item 2 of the Act Concerning Labor Relations of Specified Incorporated Administrative Agencies, etc. (Act No. 257 of 1948), the areas of Fukushima Prefecture, Niigata Prefecture and Shizuoka Prefecture shall be included within the Kanto area; and the areas of Ishikawa Prefecture, Fukui Prefecture, Mie Prefecture, Tottori Prefecture, Shimane Prefecture, Okayama Prefecture, Hiroshima Prefecture and Yamaguchi Prefecture shall be included in the Kinki area.
2. In the cases concerning the Incorporated Administrative Agency, National Printing Bureau, the area of Shizuoka Prefecture shall be included in the Kanto area.

Appended Table 2 (Re: Art. 23-3)

Name	Location	Jurisdictional district
Hokkaido Local Office	Sapporo City	Hokkaido
Tohoku Local Office	Sendai City	Aomori Prefecture, Iwate Prefecture, Miyagi Prefecture, Akita Prefecture, Yamagata Prefecture, Fukushima Prefecture
Chubu Local Office	Nagoya City	Niigata Prefecture, Toyama Prefecture, Ishikawa Prefecture, Fukui Prefecture, Nagano Prefecture, Gifu Prefecture, Shizuoka Prefecture, Aichi Prefecture, Mie Prefecture

Kinki Local Office	Osaka City	Shiga Prefecture, Kyoto Prefecture, Osaka Prefecture, Hyogo Prefecture, Nara Prefecture, Wakayama Prefecture
Chugoku Local Office	Hiroshima City	Tottori Prefecture, Shimane Prefecture, Okayama Prefecture, Hiroshima Prefecture, Yamaguchi Prefecture
Shikoku Local Office	Takamatsu City	Tokushima Prefecture, Kagawa Prefecture, Ehime Prefecture, Kochi Prefecture
Kyushu Local Office	Fukuoka City	Fukuoka Prefecture, Saga Prefecture, Nagasaki Prefecture, Kumamoto Prefecture, Oita Prefecture, Miyazaki Prefecture
		Kagoshima Prefecture, Okinawa Prefecture

Notes:

1. With respect to the affairs concerning enterprises engaged in business prescribed in Article 2, item 2 of the Act Concerning the Labor Relations of Specified Incorporated Administrative Agencies, etc., the area of Fukushima Prefecture shall be excluded from the jurisdictional district of the Tohoku Local Office; the

areas of Niigata Prefecture and Shizuoka Prefecture shall be excluded from the jurisdictional district of the Chubu Local Office; and the areas of Ishikawa Prefecture, Fukui Prefecture and Mie Prefecture and the areas over which the Chugoku Local Office is to exercise jurisdiction shall be under the jurisdiction of the Kinki Local Office.

2. With respect to the affairs concerning the Incorporated Administrative Agency, National Printing Bureau, the area of Shizuoka Prefecture shall be excluded from the jurisdictional district of the Chubu Local Office.

Appended Table 3 (Re: Art. 25-2)

	Prefectural Labor Relations Commissions	Number of members
1	Prefectural Labor Relations Commissions to be located in Tokyo	Thirteen each of employer members, labor members and public members
2	Prefectural Labor Relations Commissions to be located in Osaka Prefecture	Eleven each of employer members, labor members and public members
3	Prefectural Labor Relations Commissions to be located in Hokkaido, Kanagawa Prefecture, Aichi Prefecture, Hyogo Prefecture and Fukuoka Prefecture	Seven each of employer members, labor members and public members

4	<p>Prefectural Labor Relations Commissions to be located in Aomori Prefecture, Iwate Prefecture, Miyagi Prefecture, Akita Prefecture, Yamagata Prefecture, Fukushima Prefecture, Ibaraki Prefecture, Tochigi Prefecture, Gunma Prefecture, Saitama Prefecture, Chiba Prefecture, Niigata Prefecture, Toyama Prefecture, Ishikawa Prefecture, Fukui Prefecture, Yamanashi Prefecture, Nagano Prefecture, Gifu Prefecture, Shizuoka Prefecture, Mie Prefecture, Shiga Prefecture, Kyoto Prefecture, Nara Prefecture, Wakayama Prefecture, Tottori Prefecture, Shimane Prefecture, Okayama Prefecture, Hiroshima Prefecture, Yamaguchi Prefecture, Tokushima Prefecture,</p>	<p>Five each of employer members, labor members and public members</p>
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	Kagawa Prefecture, Ehime Prefecture, Kochi Prefecture, Saga Prefecture, Nagasaki Prefecture, Kumamoto Prefecture, Oita Prefecture, Miyazaki Prefecture, Kagoshima Prefecture, and Okinawa Prefecture	
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