

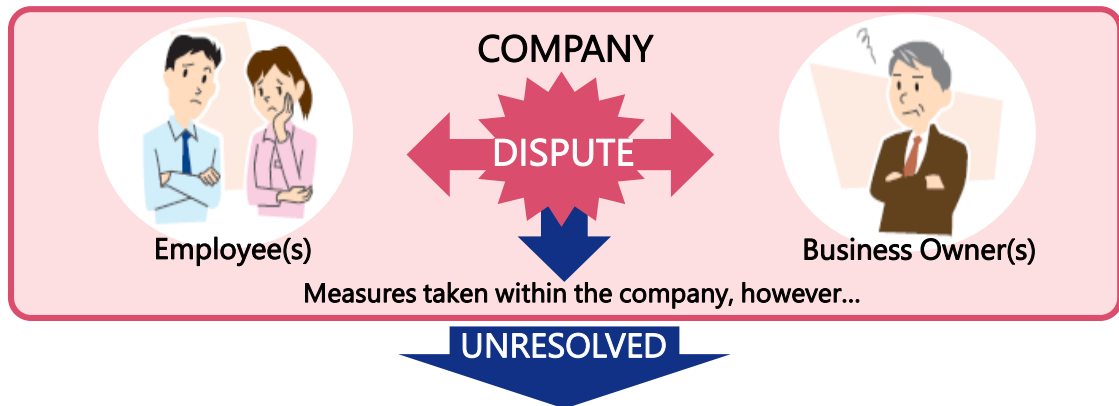
# Conflict Resolution Support System and/or Legal Arbitration

as stipulated by the Equal-Opportunities Employment Act, the Childcare and Caregiver Leave Act, the Part-Time and/or Fixed-Term Employment Act, and the Labor Measures Comprehensive Promotion Act.

The Prefectural Labour Bureau's Work Environment and Equal Opportunities Department provides assistance when either a business owner, an employee, or both request help in finding a solution to one or more of the troubles listed below. Should such troubles arise, one of the two following methods will be employed in order to resolve the issue in question as quickly and smoothly as possible.

- Issues regarding gender equality and/or gender-based discrimination.
- Issues regarding leave for childcare and/or caregiving purposes.
- Issues regarding the discriminatory treatment of part-time/fixed-term workers vis-à-vis company employees.
- Issues regarding power harassment in the workplace.

- ① **Conflict Resolution Support**, to be provided by the head of Prefectural Labour Bureau.
- ② **Legal Arbitration**, such as an Equal-Opportunities Intervention, Work-Life Balance Intervention, Fair Treatment Intervention, or Power Harassment Intervention.



## Prefectural Labour Bureau's Work Environment and Equal Opportunities Department:

- Consultation Available
- Explanations regarding the Conflict Resolution Support System, Legal Arbitration, and Administrative Guidance also Available

Those desiring the smooth and quick resolution of an issue by a government agency:

- ① **Conflict Resolution**, provided by the head of the Prefectural Labour Bureau  
Advice, Guidance, Recommendations.

Upon request of those involved:

Those requesting the assistance of a highly impartial and neutral third party:

- ② **Legal Arbitration: Intervention**  
Preparation for an intervention and promoting its implementation.

Implementation of Administrative Guidance by the Prefectural Labour Bureau.

## Features of the Conflict Resolution Support System and Legal Arbitration:

- 1 Neutrality and fairness are strictly maintained, in order to provide legal support from an objective and trustworthy standpoint.
- 2 Disputes are resolved practically, with the appropriate concessions and/or compromises by all parties involved.
- 3 The overall procedure is both quicker and simpler than resorting to a trial, which would require both more time and money.
- 4 This service is provided for **free**.
- 5 Any support and arbitration provided will not be disclosed to anyone other than those concerned parties, and the privacy of all parties is guaranteed during the dispute.
- 6 Business owners are strictly forbidden to treat their employees detrimentally (e.g. firing them, relocating them, demoting them, reducing their salary et al.) by citing the request of the employee for our support and/or arbitration as reason for their actions.

Please contact your nearest Prefectural Labour Bureau's Work Environment and Equal Opportunities Department for the range of subjects for which consultations are available, and/or for the procedure when using this system.

- List of Locations: <https://www.mhlw.go.jp/kouseiroudoushou/shozaiannai/roudoukyoku/index.html>

