

<Figure 1>

Patterns of labor-management relations in Japan (2022)				Corporations and organizations I worked at (1977–2023)		
Requires company-wide membership	Has a union		→	Yes	No	
	Yes	No		Company-wide membership	A. ① Nippon Steel Corporation	C. ① Chiyoda Integre (electronic parts) ② Ricoh (office equipment)
	Ratio	56%			1	2
No	B. Open shop	D. Employees' association (optional) No employees' association	Optional	B. ① Tetra Pak Japan (foreign funded) ② Ministry of Labour (central government)	D. ① RK Consulting (insurance) ② Fureai Group (medicine, welfare) ③ Japan Federation of Economic Organizations (business group)	
	Ratio	44%		2	3	
2022	9,992,000 people	50,488,000 people	60,480,000 people			
	↑ No. unionized	↑ No. non-unionized	↑ No. employed			

<Figure 2> Number of union members in the above organizations and annual number of disputes and people involved in disputes (2022)

	Unionized (thousand people)	Disputes (cases)	In disputes (people)	Main parties supported
Japanese Trade Union Confederation	6,837	5	72	Constitutional Democratic Party of Japan, National Democratic Party
National Confederation of Trade Unions	477	37	6,065	Japanese Communist Party
National Trade Union Council	82	3	40	Social Democratic Party
Other*	2,596	21	289	*e.g., unions that are not part of the above organizations
Total	9,992	66	6,466	

<Figure 3> Ratio of unions using a union shop system (2015)

	Bargaining agreement includes a clause about unions	Breakdown	
		Has union shop clause	Ratio of the total
	A	B	C=AxB
Total	70.2	80.0	56.2
5,000+ employees	78.0	79.1	61.7
1,000–4,999 employees	77.9	87.5	68.2
500–999 employees	70.7	78.7	55.6
300–499 employees	72.7	78.7	57.2
100–299 employees	59.9	76.2	45.6
30–99 employees	51.1	70.5	36.0

*1 Bargaining agreement for Nippon Steel (excerpt)

Article 2	Company employees must be a union member. However, the following individuals are excluded. (e.g., managerial staff like me)
Article 4	The company will fire anyone who leaves or is expelled from the union.