

**Labour relations laws and basic trade union rights
in the Japanese public service**

Categories of employees		Laws applied	Right to organize	Right to bargain collectively	Right to strike	
National public service	General	Clerical and administrative employees	National public service law	○ (Article 108-2) excluding personnel in the police, maritime safety agency, prisons and immigration	× (Article 108-5)	× (Article 98)
		Blue-collar employees	National enterprise labour relations law, National public service law, Trade union law, Labour standards law	○ (Article 4)	○ (Article 4)	× (Article 17)
	Special	Judicial court employees	Judiciary court employees law [National public service law]	○ National public service law Article 108-2	× National public service law Article 108-5	× National public service law Article 98
		Employees in the Diet	Dietary employees law	○ (Article 18-2)	× (Article 18-2)	× (Article 18-2)
		Employees of Defense Agency	Self-defense force law	× (Article 64)	× (Article 64)	× (Article 64)
	Local public service	General	Clerical and administrative employees	Local public service law [Labour standard law]	○ (Article 52) 「excluding police and fire fighters」	× (Article 55) 「written agreement may be concluded with the legal framework」
Employees of local public corporations			Local public corporation labour relations law 「Trade union law, Labour relations adjustment law, Labour standards law」	○ (Article 5)	○ (Article 7)	× (Article 11)
Blue-collar workers			Local public corporation labour relations law 「 Local public service law, Trade union law, Labour relations adjustment law, Labour standards law」	○ (Article 5)	○ (Article 7)	× (Article 11)

Notes: 1. ○ shows that the relevant workers enjoy the right, while × shows that they do not have the right.

2. 「 」 in the section of Laws applied shows the Laws applied together.