Justice concern, perceived procedural justice, and subjective validity of the results in the labor tribunal system in Japan: A comparison of parties between labors and employers

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The labor tribunal system, which is a form of alternative dispute resolution rather than a type of lawsuit requires both parties’ agreements to settle disputes and maintains a high settlement rate. As most of parties involved in the system is said to expect that labor problems to be settled fairly, it is assumed that they will readily accept the results of fair procedures. However, it seems that laborers who submit claims for compensation have a different concept of justice than employers or company employees in charge of settlements and this determines the attitudes toward the results. We conducted a survey of participants in the labor tribunal system, and suggest that laborers attribute the validity of this system’s results directly to judges, while company representatives attribute it to the procedure conducted by the judges.

Keywords: labor tribunal system, procedural justice, authority.

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