

別紙 1

本調査及び本報告書の作成は、TMI 総合法律事務所の以下の弁護士及び外国法弁護士により行われたものである。

【リーダー】

- ・大井哲也
- ・戸田謙太郎

【アメリカ担当】

- ・海住幸生
- ・植野公介
- ・合田顕宏
- ・白泰成
- ・磯井里衣

【イギリス担当】

- ・絹川健一
- ・大村健
- ・鶴田桂子
- ・佐藤貴史
- ・上村香織
- ・三輪幸寛
- ・岡田奈々

【フランス担当】

- ・今野ブデン泰子
- ・千田多美
- ・Davey Le Doussal
- ・Daniel Lawder

【EU 担当】

- ・大村健
- ・杉浦翔太
- ・永津隆子
- ・富井湧

別紙 2

本調査において、当職らは、以下の公的機関及び法律事務所に対して、ヒアリングを行った。

【アメリカ】

ヒアリング先の名称	ヒアリング日	担当者
① Covington & Burling LLP	2019 年 12 月 3 日（日本時間）	Gerald Hodgkins
② Phillips & Cohen LLP	2019 年 12 月 18 日（日本時間）	Sean X. McKessy

【イギリス】

ヒアリング先の名称	ヒアリング日	担当者
① Department for Business, Energy & Industrial Strategy	2019 年 12 月 3 日（日本時間）	—
② Bird & Bird	2019 年 12 月 6 日（日本時間）	Stephanie Creed

【フランス】

ヒアリング先の名称	ヒアリング日時	担当者
① CNIL (Commission Nationale de l'Informatique et des Libertés)	2019 年 11 月 28 日 (日本時間)	—
② DEFENSEUR DES DROITS	2019 年 12 月 4 日 (日本時間)	—

【EU】

ヒアリング先の名称	ヒアリング日	担当者
① 欧州委員会	2019 年 12 月 13 日 (日本時間)	—
② Bird & Bird	2019 年 12 月 6 日 (日本時間)	Stephanie Creed

別紙 3

Table ET_3 Employment Tribunal - Percentage of disposals by outcome and jurisdiction, 2007/08 to 2018/19

Financial Year	Quarter	Outcome	All	Public Interest Disclosure
2007/08	Annual Total		157,493	1,297
		Acas Conciliated Settlements	29%	36%
		Withdrawn	33%	37%
		Successful at hearing	13%	5%
		Unsuccessful at hearing	7%	14%
		Struck Out (not at a hearing)	11%	4%
		Default judgement	4%	1%
		Dismissed at a preliminary hearing	2%	3%
2008/09 ¹	Annual Total		172,944	1,493
		Acas Conciliated Settlements	32%	40%
		Withdrawn	33%	33%
		Successful at hearing	13%	5%
		Unsuccessful at hearing	8%	15%
		Struck Out (not at a hearing)	7%	4%
		Default judgement	4%	0%
		Dismissed at a preliminary hearing	2%	3%
2009/10	Annual Total		226,968	1,606
		Acas Conciliated Settlements	31%	43%
		Withdrawn	32%	32%
		Successful at hearing	13%	5%
		Unsuccessful at hearing	6%	12%
		Struck Out (not at a hearing)	9%	5%
		Default judgement	7%	1%
		Dismissed at a preliminary hearing	2%	2%
2010/11	Annual Total		243,952	1,945
		Acas Conciliated Settlements	29%	40%
		Withdrawn	32%	32%
		Successful at hearing	12%	4%
		Unsuccessful at hearing	9%	14%
		Struck Out (not at a hearing)	10%	6%
		Default judgement	6%	0%
		Dismissed at a preliminary hearing	2%	2%
2011/12	Annual Total		229,968	2,231
		Acas Conciliated Settlements	33%	42%
		Withdrawn	27%	29%
		Successful at hearing	12%	4%
		Unsuccessful at hearing	7%	15%
		Struck Out (not at a hearing)	13%	6%
		Default judgement	6%	1%
		Dismissed at a preliminary hearing	2%	3%
2012/13	Annual Total		225,896	2,520
		Acas Conciliated Settlements	33%	41%
		Withdrawn	28%	29%
		Successful at hearing	11%	3%
		Unsuccessful at hearing	7%	13%
		Struck Out (not at a hearing)	12%	7%
		Default judgement	6%	0%
		Dismissed at a preliminary hearing	3%	7%
2013/14	Annual Total		275,561	2,658
		Acas Conciliated Settlements	21%	40%
		Withdrawn	48%	24%
		Successful at hearing	7%	3%
		Unsuccessful at hearing	5%	14%
		Dismissed at a preliminary hearing	2%	3%
		Struck Out (not at a hearing)	9%	8%
		Default judgement	3%	1%
		Dismissed Rule 27	0%	0%
		Dismissed Upon Withdrawal	5%	7%
		Case Discontinued	0%	0%

Notes

1) 2008/09 excludes a small proportion of cases due to a change of computer system during the year.

r = figures have been revised as part of an annual reconciliation exercise

Financial Year	Quarter	Outcome	All	Public Interest Disclosure
2014/15	Annual Total		386,465	1,676
		Acas Conciliated Settlements	8%	35%
		Withdrawn	16%	24%
		Successful at hearing	3%	5%
		Unsuccessful at hearing	2%	18%
		Dismissed at a preliminary hearing	0%	2%
		Struck Out (not at a hearing)	67%	8%
		Default judgement	1%	0%
		Dismissed Rule 27	0%	0%
		Dismissed Upon Withdrawal	4%	8%
		Case Discontinued	0%	0%
2015/16	Annual Total		102,551	1,338
		Acas Conciliated Settlements	31%	34%
		Withdrawn	24%	24%
		Successful at hearing	6%	5%
		Unsuccessful at hearing	6%	18%
		Dismissed at a preliminary hearing	1%	3%
		Struck Out (not at a hearing)	14%	6%
		Default judgement	3%	0%
		Dismissed Rule 27	0%	0%
		Dismissed Upon Withdrawal	14%	10%
		Case Discontinued	0%	0%
2016/17	Annual Total		88,922	1,315
		Acas Conciliated Settlements	27%	37%
		Withdrawn	20%	21%
		Successful at hearing	6%	4%
		Unsuccessful at hearing	6%	14%
		Dismissed at a preliminary hearing	1%	2%
		Struck Out (not at a hearing)	11%	6%
		Default judgement	4%	1%
		Dismissed Rule 27	0%	0%
		Dismissed Upon Withdrawal	24%	15%
		Case Discontinued	0%	0%
2017/18	Annual Total		86,664	1,369
		Acas Conciliated Settlements	24%	35%
		Withdrawn	12%	19%
		Successful at hearing	10%	3%
		Unsuccessful at hearing	1%	2%
		Dismissed at a preliminary hearing	6%	15%
		Struck Out (not at a hearing)	18%	7%
		Default judgement	4%	1%
		Dismissed Rule 27	0%	0%
		Dismissed Upon Withdrawal	24%	17%
		Case Discontinued	1%	0%
2018/19 ^r	Annual Total		94,332	1,882
		Acas Conciliated Settlements	25%	31%
		Withdrawn	24%	23%
		Successful at hearing	9%	3%
		Unsuccessful at hearing	1%	3%
		Dismissed at a preliminary hearing	6%	13%
		Struck Out (not at a hearing)	12%	9%
		Default judgement	5%	0%
		Dismissed Rule 27	0%	0%
		Dismissed Upon Withdrawal	16%	16%
		Case Discontinued	2%	1%