

The matter of interest for this paper is the issue of how collective labor-management communication, which has the functions of "exclusive power in improving working conditions" and "collective proposals that represent workers," addresses diversity of workers.

~~Regarding the function "exclusive power in raising working conditions," diversity has a challenge from the aspect of organization into groups. That is, While addressing employee diversity with its "exclusive powers of improving employees' working conditions," collective labor-market communication could encounter a particular challenge, i.e.,~~ diverse minorities that do not share interests with the majority in a group cannot become members of the group, or even if they were to become members, there is a possibility that they cannot mix well. As a result, the exclusive power will become only partially ~~little~~ functional, leading to reduced bargaining power.

Even in regard to the function of "collective proposals that represent workers," diversity has a challenge from the aspect of unity of purpose. Specifically, a consequence of diversity is the possibility of difficulty in coordinating opinions, such as the opinions of the diverse minority not being taken on board or being buried. Perhaps the more diverse the workforce was, the more important it becomes to have labor communication prior to labor-management communication ~~talks~~, and to have understanding of the respective backgrounds or circumstances as a preliminary step to coordination of opinions in the first place.

**Comment [Checker1]:** Level 2

[Clarity and Readability]

[Language]

Word choice was improved to better convey intended meaning of the source.

**Comment [Checker2]:** Level 2

[Clarity and Readability]

[Language]

Sentence was rephrased and reworded for better clarity and readability.

**Comment [Checker3]:** Level 2

[Mistranslation]

Mistranslation issue rectified.

**Comment [Checker4]:** Level 2

[Omission]

Omission issue rectified.

**Comment [Checker5]:** Level 2

[Technical Word Choice] [SME]

Accurate technical word choice was used.