

# **Action Policies 2010 – 2011**

## **Let Us Build a Society with Hope and Security Through Solidarity with All Working People!**

### **1. The Social Situation in which We Work and Live**

#### **(1) The Coming of the Global Financial Crisis and the Collapse of Neo-liberalism**

In 2008, triggered by the subprime loan crisis in the US, the world plunged into a simultaneous financial crisis.

Blows not only to the financial system but also to the real economy and employment have spread around the world, and the drop in GDP (gross domestic product) and the rise in unemployment have become a serious problem. Countries around the world have struggled to take emergency measures including injecting public funds into financial institutions, employment measures and tax cuts.

Market fundamentalism, promoted by the US and the UK through neo-liberalistic policies and ideas symbolized by Ronald Reagan and Margaret Thatcher during the 1980s, rapidly penetrated into the world as if it were the global standard. Under the idea that the market is almighty, society lost control, and companies focused only on their own profits and shareholders' interests, committing themselves to cutthroat competition without morality by ignoring other stakeholders. As a result, the basis of society, such as fairness, safety or security, has been damaged.

However, the economy controlled by the neo-liberalistic ideas that never bring sustainability to society has collapsed due to the financial crisis after having spun out of control. In the US, public funds have been injected into financial giants since the Lehman Brothers shock, and the bankruptcy of the financial services firm has caused unprecedented events even in the manufacturing sector, such as the bankruptcies and nationalizations of GM (General Motors) and Chrysler. The shock has run through the world, rapidly raising concerns over the economy and employment.

#### **(2) An Economic Recovery That Does Not Seem Real, and Damage Caused by Neo-liberalistic Reforms**

As neo-liberalism gained power in the 1980's and overwhelmed the world from the 90's to the 2000's, the Koizumi Administration in Japan spurred the trend advancing neo-liberalistic reforms that even deregulated what was supposed to be regulated through loud market neo-liberalistic slogans as "From the public to the private sector," "Small government" and "Self-responsibility." The reality of the recent economic boom, which was said to have been the biggest ever, was that workers were not able to enjoy the fruits of the record high profits mainly earned by large corporations. The "boom" was really a "jobless recovery" based on the sacrifices of working people, as seen in many cases of "restructuring" and rapid replacement of

regular by non-regular workers. As a result of the decrease in regular workers by about 3.7 million and the increase in non-regular ones by 6.8 million in this decade, the percentage of the latter has risen to 40% of all jobs and Japan's employment structure has been seriously distorted. The number of the working poor, whose annual income is two million yen or less, has exceeded ten million, composing 20% of all employed workers. The number of families receiving public assistance reached one million in 2002 and even rose to 1.2 million in April 2009. The middle class, which previously was the majority supporting the social system, as represented by the phrase "all Japanese belong to the middle class," has now collapsed. The social security system has not been reviewed in order for it to respond to the changes in the employment structure. Poverty has seriously affected children's education, leading to the "generational chain of poverty." On the other hand, regular workers have been obliged to sacrifice their lives and health, as symbolized by long working hours and mental health problems. In addition, they are more concerned about the unprecedented employment crisis and high unemployment rate, currently reaching 6%, the worst level ever. In such a society, where neither regular nor non-regular workers can have hopes for tomorrow, the number of suicides has exceeded 30,000 annually for eleven years in a row, and murders within families and other atrocious crimes are taking place increasingly more frequently, making people more and more anxious.

### **(3) Deterioration of Japanese Society**

As the Japanese Government's lack of policy continues despite poverty and widening income gaps, the global economic crisis following the Lehman Brothers shock in the fall of 2008 was a serious blow to the employment market in Japan. Japanese society truly "bottomed out."

Conventionally, the employment and wage systems, which had been centered on regular male employees and established through rapid economic growth, were the standard model in Japan. Therefore, non-regular work was positioned as being supplementary to household income and carried out by women. The social security system corresponded to this basic structure. However, due to the increase in the numbers youths unable to find full-time jobs in the employment ice age following the burst of the bubble economy, and in workers reemployed in a non-regular status after corporate bankruptcy and restructuring, new graduates and breadwinners have had to become non-regular workers without sufficient safety nets. Thus, the number of unstably-employed and low-income workers has dramatically increased. It is extremely difficult in a "bottomed out" society to bounce up once one sinks to the bottom. It has long been said that the morality of both companies and individuals has been corrupted by the spread of greed and the kind of behavior that puts self-interest first. Japan's unemployment rate is among the lowest in the world, but everyone in this country now strongly feels that stability of employment leads to the stability of society.

### **(4) Signs of Change in the World, International Solidarity Required, Asia Becoming More Important**

In the US, the Obama Administration began with emphases on such values as fairness, equity

and solidarity, based on reflections on market fundamentalism. The new president of the US has strengthened regulations on hedge funds so as to monitor global finance, while calling for the Green New Deal Program, totally focusing on employment and the environment. In addition, the administration has started to support trade unions under the recognition that the enhancement of trade union functions is essential for the revival of a strong middle class. The ILO (International Labor Organization) General Assembly held in June 2009 adopted the “Global Jobs Pact” to engage in measures for economic recovery with joint efforts between the government, labor and management, focusing on employment measures to tackle the global economic meltdown. The world is surely changing in search of a new order that replaces the conventional framework under the new values. Global cooperation is needed to cope with global-scale problems, such as global warming, resource and energy issues, the food crisis and poverty, in order to realize a sustainable economic society. In particular, it is important to work for and build a global framework for realizing a low-carbon society, and campaigns based on the “Green Job Strategies” are becoming crucial.

In addition, there are ongoing serious situations threatening world peace, such as nuclear tests and the development of nuclear weapons. Efforts to build an international consensus on the abolition of nuclear weapons and a ban on nuclear tests are a mission of Japan as the only nation that has suffered atomic bombing.

As global solidarity is becoming more and more important, Japan is required to strengthen ties especially with Asian countries. “Demand within Asia” is being emphasized in terms of economy. In particular, China and India have a big impact on the world economy. It is imperative for the international labor movement to play an important role in the building of a new global economic order, and the RENGO movement is expected to play a leading role in the labor movement in Asia.

## **(5) Paradigm Shift also in Japan Now!**

Now is time for Japan to fundamentally shift toward becoming a country of hope to build a warm-hearted society in which the principle of cooperation “solidarity and mutual assistance” prevails. A paradigm shift has to be made toward building a society supported by strong domestic demand and based on a robust middle class, with an emphasis on “solidarity,” “fairness,” “discipline,” “nurture” and “inclusion,” and which is sustainable and can enhance the dreams of children. It was expectations of the people such as these that led to the recent change of power.

## **2. Circumstances Surrounding RENGO: Looking Back on Activities during the Past Two Years**

### **(1) Activities Focusing on Small- and Middle-sized Enterprises and Non-regular Workers, and the Establishment of Work Rules during the Past Two Years**

RENGO set up the Department of Non-regular Employment in October 2007, soon after the 10th Regular Convention and clarified its stance in addressing the issue of non-regular work. During the two years since that time, in order to improve the working environment and conditions for workers in small- and middle-sized enterprises (SMEs) and non-regular workers RENGO has carried out a “Stop the Unequal Society Campaign” and worked for the enactment of the Labor Contract Law (December 2007), the revised Labor Standards Law (December 2008), the revised Law for Employment Promotion, etc. of the Disabled (December 2008), the revised Employment Insurance Law (March 2009) and the revised Child-Care and Family-Care Leave Law (June 2009). RENGO has succeeded in raising the minimum wage by 30 yen in terms of nationwide weighted average during the recent two years based on the enactment of the revised Minimum Wage Law (November 2007) and the roundtable agreement (June 2008).

At the end of 2008 when employment instability became more serious, RENGO positioned December 2008 as the “month for emergency employment measures” and focused its movement on the strengthening of lobbying effort toward the Japanese Government and the business community. In this context, RENGO issued the “Labor-Management Joint Declaration toward Stabilization and Creation of Employment” (January 2009) together with Keidanren (Japan Federation of Economic Organizations) and reached the “Agreement between the Government, Labor and Management toward the Realization of Stabilization and Creation of Employment” (March 2009), involving the Japanese Government. Thus, RENGO succeeded in realizing the “Benefits to Support Work and Life” advocated by RENGO as the second safety net, even if only for a limited period of time, as a result of its efforts for sharing a concept of prioritizing the employment issue among the government, labor and management.

In the Spring Struggle for a Better Life, RENGO strengthened the joint struggle with the SME Joint Struggle Center and the Joint Struggle Congress of Part-time Workers toward rectifying disparities in distribution and for recovery in the labor distribution rate. In particular, RENGO has initiated five joint struggle liaison committees and advanced fundamental reforms for institutional frameworks toward enhancing the ripple effect of wages since the Spring Struggle for a Better Life in 2009.

RENGO was far behind the target of the 4th Action Plan with regard to the expansion of organizations, but the total number of trade union members increased for the first time in 13 years, according to the 2007 Basic Survey on Trade Unions, and the drop in the unionization rate has been halted.

## **(2) Community Activities Solidify with a Focus on Labor Consultations**

RENGO worked for the solution of individual labor disputes in communities with labor consultation activities taking root in their efforts to strengthen activities mainly in 106 model local councils. In addition, RENGO locals and the RENGO Headquarters together succeeded in having various issues revealed through the employment consultations reflected in government measures. The accumulation of such persistent efforts encouraged the shift from the focus only on deregulation policies to those emphasizing the viewpoint of worker protection.

### **(3) A Certain Degree of Progress Attempted for Support to Workers and Cooperation with Other Groups**

Under the slogan “Let Us Build a Society in which We Can Live and Work Together Through Solidarity with All Working People,” donations exceeding 300 million yen have been collected as of the middle of September, 2009 as a result of RENGO’s appeal to working people both inside and outside the organization for support to workers who have lost their jobs and homes due to dismissals. In addition to support to various groups, there have been new efforts where RENGO locals develop their own activities to support the employment, work, and lives of people by utilizing the donations and cooperating with NPOs (non-profit organizations). RENGO has also sought to expand solidarity with various groups and NPOs in a mass movement to galvanize public opinion and realize the policies and systems advocated by RENGO.

### **(4) Victory of the Opposition in the Upper House Election and the “Twisted Diet,” and the Long-Cherished Change of Power Realized!**

The Democratic Party of Japan (DPJ) became the dominant political force over the ruling coalition in the Upper House election of July 2007. In the “twisted Diet,” the provisional gasoline tax was abolished, the Basic Law on the Civil Service Reform was passed, and a checking function was enhanced in Diet-approved personnel affairs while lawmaker-initiated bills were filed by the opposition parties and measures were discussed for revisions among both the ruling and opposition parties, thus dramatically changing Diet management. In addition, such problems as “hidden pension records” were exposed as a result of the enhancement of disclosure of information and monitoring functions on the government and administration, and the collusive political structure between politicians of the major Liberal Democratic Party and bureaucrats became under fire. The major party encountered trouble in handling the government, and after Mr. Koizumi the leadership of the coalition was taken over by Mr. Abe and subsequently by Mr. Fukuda without any Lower House election being held. However, both Mr. Abe and Mr. Fukuda abandoned the premiership before their terms ended, and Mr. Aso, who took over the position for the general election in an extremely unusual situation, saw his approval rate drop continuously. He was obliged to disband the Lower House on July 21, 2009 and set a general election date for August 30 amid chaos in the ruling coalition after continuous defeats in major local elections and in the election of the Tokyo Metropolitan Assembly. The opposition parties, mainly the DPJ, advocated “a change of power” and carried out their election campaigns on the basis of a shift from politics centered on bureaucrats and lawmakers with vested interests to politics centered on people’s lives and the sovereignty of the people. In the general election, the DPJ won 308 seats alone and 318 (of a total of 480) as a new coalition with the Social Democratic Party and the People’s New Party, thus realizing the change of power. RENGO carried out the “Stop the Unequal Society Campaign” for the Upper House election in July 2007 and the recent Lower House election. The change of power had been a

long-cherished wish of RENGO since its foundation, and its roles and responsibilities toward the solidifying of democracy and the realization of politics focusing on the people have now become much greater.

**(5) 20 Years since the Foundation of RENGO: Paradigm Shift also Required for the Labor Movement as the Remaining Issue!**

RENGO formulated the “Vision for the 21<sup>st</sup> Century” and hammered out a vision of a “welfare society based on labor” on its tenth anniversary. In addition, the RENGO Evaluation Committee, consisting of outside intellectuals, urged RENGO to overcome the limitations of in-house trade unions so that working people can fight the absurdities of society through solidarity. RENGO has put up the slogan “RENGO Changes Itself and Changes Society” since its 8th regular Convention and has reflected suggestions made in the reports of the Evaluation Committee in its campaign policies. At the 10th Regular Convention, RENGO raised the slogan “Let Us Build a Society in which We Can Live and Work Together through Solidarity with All Working People,” and clarified its stance concerning how RENGO would change itself and change society. During this time, RENGO strove to play the social role of the labor movement, including the promotion of a “face-to-face movement rooted in the community,” and the establishment of model local councils in RENGO locals, the establishment of the Department of Non-regular Employment, and efforts for improving the working conditions of non-regular workers. Expectations for RENGO from society are mounting as unrest over unemployment prevails. RENGO must respond to such expectations and make efforts to play its role more effectively.

RENGO has failed to have the participation of women reflected effectively in an increase in the number of union officials. RENGO is required to strive to realize gender equality and promote women to union executive positions from the viewpoint of building sustainable society.

Market economy without properly functioning trade unions becomes uncontrollable. It is necessary for RENGO to share the perception that trade unions are an indispensable infrastructure element for the security and stability of society and to play the role and take the responsibilities expected of the labor movement.

Twenty years have passed since the foundation of RENGO. In October 2008, RENGO set up the 20th Anniversary Project Team to formulate a plan to reform its movement. The project team prepared the “Recommendations for the 20<sup>th</sup> Anniversary” (provisional title) based on discussions at all affiliates and RENGO locals. RENGO needs to start over again and seek to firmly share perceptions and advance its movement according to the agenda “What do trade unions exist for?” on its 20th anniversary. In the midst of intensifying global competition, while some suggest that trade unions tend to be closed-minded in protecting employment and the various working conditions of their members, it is essential for RENGO to improve the social role required of the labor movement for protecting the employment and lives of union members, and RENGO will share among all affiliates the perception of aiming its policies in that essential direction.

## Focal Points of Activities

RENGO will adopt the following focal points for carrying out its campaigns powerfully for the first two years following its 20th anniversary.

### < Focal Points of Future Activities >

- RENG0 will halt the deterioration of society. To this end, RENG0 will commit itself entirely to securing and creating employment and realizing its policies and systems. It will seek to review and raise the level of distribution to restore a powerful middle class, and strive to improve and promote the equal treatment of SME workers and non-regular workers. RENG0 will make all-out efforts to reform working patterns in order to realize a work-life balance for both improvement in job satisfaction and an affluent life.
- RENG0 will further advance the “face-to-face movement rooted in the community” so as to strengthen readiness against various problems faced by workers who live and/or work in a community. RENG0 will develop movements to expand social solidarity widely while enhancing cooperation with other groups.
- RENG0 will expand the organizations of trade unions based on the recognition that they are an essential infrastructure element for the security and stability of society. RENG0 will seek enactment of legislation for a shop steward system and a review of the Corporate Law, and rebuild collective industrial relations throughout Japanese society.

### < Basic ideas >

- RENG0 will strive to restore a powerful middle class for realizing policies toward building systems to support society, such as the promotion of a work-life balance and the social horizontality of working conditions, the securing of high quality employment, the perpetuation of the “Benefits to Support Work and Life” plan as the second safety net, the building of a new safety net through a combination of active employment policies and social security, the promotion of equal treatment, the revitalization of the local economy and securing of employment in communities, and the nurture of the next generation. The overall unemployment rate rose to a record high 5.7% in July 2009, and the job offers-to-seekers ratio was a record low at 0.42, having worsened each month. There are growing concerns about the employment situation becoming unprecedentedly severe. Toward securing employment, sufficient alertness and measures are necessary to avoid another employment ice age following the downturn in the economy, in addition to the realization of an economy driven primarily by domestic demand, the expansion of measures to support the creation of new industries and jobs, and the Employment Adjustment Subsidy system, as well as the securing of new

graduates and the steady promotion of mid-career recruitment for those who were unable to find a full-time job during the employment ice age. Further, RENGO will commit itself entirely to the improvement in rules and systems toward the protection of workers' rights and various employment and working conditions while recognizing as inevitable the transfer of employment according to the transformation of industries and businesses caused by the creation of new industries. In this case, RENGO will strive to enhance the global labor movement in conjunction with relevant policies for strengthening international solidarity and clarifying rules of finance, economy and employment on a global level under the common perception that it is no longer possible to achieve improvements in rules and systems only in a single country.

- Community-based activities are equal to efforts to improve awareness of and the credibility of RENGO and the image of the labor movement. In addition, RENGO is requested to strengthen cooperation and solidarity with various groups that have the same goals, and expand opportunities for, and become the core and stand at the forefront of, shaping opinion among a wide range of working people from the position as a national center responsible for the rights of all workers and the improvement in various employment and working conditions. The change of power has now been realized, and RENGO will pursue the formation of social solidarity and leadership in expanding the power base of working people, and the improvement of its capabilities to realize policies while strengthening relationships with the government and the ruling coalition.
- Major premises to the realization of policies and the encouragement of corporate management focusing on workers are to strive to fundamentally review policies that emphasize only arbitrary cost reduction and deregulation, promotion of investments from overseas and shareholder-centered management promoted by the government and managements. To this end, it is essential to restructure collective industrial relations and enhance the bargaining power of trade unions as the opposing force. RENGO, affiliates and RENGO locals will need to carry out campaigns with concerted efforts in order to strengthen the power of each organization to face its counterpart, such as the government, political parties or management. In particular, with regard to corporate management, RENGO will strongly encourage the shift from shareholder-centered management to multi-stakeholder management with a good balance between employees, consumers and communities.
- The new administration led by the DPJ is requested to shift from the current politics to those focusing on community members through a stable handling of the government. RENGO supports the new administration and it is our mission and responsibility to hold candid dialogues with the new administration and ensure that the voices of working people are reflected in decision-making for solving the increasingly serious employment problem, and for building a society in which people can live without fear. Besides this, a victory in the Upper House election in 2010 is crucial for political parties supported by RENGO to establish a decisive political foundation. RENGO, with its affiliates and RENGO locals, are determined to make concerted efforts with this consciousness in mind.



## **Action Policy 1**

### **Deploying a socially influential labor movement through expanding organizations, restructuring collective industrial relations, and promoting solidarity activities**

#### **[A trade union in every workplace for the solidarity of working people]**

1. Toward realizing “work with dignity” and establishing work rules, RENGO will address as the top priority issue the establishment of collective industrial relations through organizational expansion. To this end, RENGO, together with its affiliates and RENGO locals, will campaign for unionization at workplaces in solidarity with part-timers, temporary workers, contract workers, dispatched workers, workers of small and medium-sized enterprises (SMEs) and employees in local enterprises.
2. The affiliates will proactively campaign for unionization at subsidiaries and affiliated companies, as well as strengthening the systems for expansion of their organizations and organization of nonunionized corporations in the same industry and unaffiliated unions. Further, the affiliates will assist enterprise-based unions organize directly-employed non-regular workers and expand their organizations through the revision of labor contracts setting the scope of union members.
3. RENGO locals will campaign to organize workers of SMEs and employees in local enterprises in cooperation with the affiliates. In particular, in view of the increase in work dispute consultations, RENGO locals will provide consulting services to such workers to organize them through the enhancement of consulting functions and systems of community and community council unions belonging to each RENGO locals.
4. RENGO will draw up an “Organizing Unions: Action Plan 21 (2010 – 2011)” for carrying out its all-out campaign to achieve organizational expansion and unionization based on targets for the expansion of affiliates and RENGO locals, and will confirm the plan at the 56th Central Committee Meeting. The targets are set to aim at a net increase in the number of current union members with concrete targets of organizing (potential new members) being clarified for each affiliate and RENGO locals.
5. RENGO will carry out an integral campaign for expanding affiliates and RENGO locals as well as proclaiming a nationwide intensive month for organizational expansion and the shaping of public opinion, and for developing a nationwide campaign for union organizing.

#### **[Deploying a community-based face-to-face labor movement]**

6. In order to promote a community-based face-to-face labor movement, RENGO will further strengthen the systems of RENGO locals and community council unions based on the confirmation of the 9th Regular Convention (2005) and the “Final Report of the Special Committee on the Follow-up of Local Activities” (2008). In particular, based on the reorganization and integration plans, the RENGO locals will reorganize and integrate into new local councils while selecting their full-time staff members and office locations.
7. New local councils that have been already formed will cooperate with labor welfare groups to

enhance consulting functions on labor and livelihood issues, support unionization and improve their capabilities as places of solidarity for employees in local enterprises and SMEs. In addition, the councils will provide one-stop services by collaborating with local non-profit organizations. Thus, the councils will create opportunities for information exchange and interactions with various activities in the communities.

8. Regarding the Lifelong Union Membership initiative, RENGO locals and councils will provide various opportunities for activities, cooperate with voluntary welfare projects and work towards the networking of social contribution activities for “lifelong assistance,” targeting citizens and workers (including pensioners) who have lived and worked in their communities all their lives.

#### **[Efforts for enhancing organizations]**

9. Affiliates will strive to enhance industrial unions by establishing and achieving industrial policies and solidifying local organizations. RENGO will work to improve the environment for the restructuring and integration of industrial unions in order to strengthen the labor movement and systems for organizational expansion.
10. Affiliates will lead the enhancement of functions of the Industrial Liaison Council to (1) establish and achieve industrial policies and (2) encourage unaffiliated unions to join RENGO and nonunionized workers to join its affiliated unions.

#### **[Enhancement of human resource development and labor education]**

11. RENGO will proactively carry out labor education through all available educational channels as well as continuously cooperating with universities through donated courses with a view to spreading the value of work and workers’ rights to school education.
12. RENGO will continue to nurture organizers, essential to expanding organizations, by holding (basic and intermediate) training sessions. In particular, RENGO will increase the number of especially needed young and female participants in the sessions.
13. RENGO will cultivate labor consultants in RENGO locals and councils to respond to the increase in trade union formations deriving from labor consultations. To this end, RENGO will hold training sessions for beginners to assist them in carrying out initial measures at the time of a labor consultation, as well as preparing opportunities for them to network and exchange experiences as labor consultants.

#### **[Promotion of youth (female and male) activities]**

14. RENGO will hold a “RENGO Youth Rally” in the fall of 2010 on the occasion of RENGO’s 20th anniversary in order to raise the awareness of young members (both female and male) concerning the RENGO movement for organizational enhancement. At the same time, RENGO will request affiliates and RENGO locals to build up exchange activities on the theme of encouraging participation in trade unions.
15. With regard to issues having a deep connection with the youth, RENGO will reflect their opinions in its movement using every opportunity, mainly through the “Youth Activity

Committee” established in the RENGO Headquarters. RENGO will also attempt to enhance the youth committees of RENGO locals and the youth groups of affiliates as opportunities to recruit and nurture human resources. Further, RENGO will promote women’s participation in youth activities, which are to be managed by young women and men.

**[Promotion of the peace movement]**

16. RENGO is committed to peace action with foci on (1) the consolidation and reduction of US military bases in Japan and a fundamental review of the Japan-US Status of Forces Agreement, (2) support measures for Hibakushas, A-bomb survivors, such as the abolition of nuclear weapons and the drastic review of the system to recognize Hibakushas, and (3) the movement to demand the return of the Northern Territories, and aims at the achievement of relevant demands in terms of policies and institutions. To this end, RENGO has designated the period between June and September as the peace action months to work on “Peace Action in Okinawa” (June), “Peace Actions in Hiroshima and Nagasaki” (August) and “Peace Action in Nemuro” (September).
17. In addition, RENGO will cooperate with Japanese and international non-governmental organizations (NGOs) and arouse public opinion for such activities as the ten million signatures campaign to demand the abolition of nuclear weapons, support for relevant resolutions at local assemblies and the international signature campaign by the International Trade Union Confederation (ITUC) for realizing the “2020 Vision” to eliminate all nuclear weapons by 2020 as advocated by the Mayors for Peace, as well as building a consensus for a viable agreement to be reached at the Nuclear Nonproliferation Treaty (NPT) Review Conference to be held in 2010. Further, RENGO is committed to “Nuclear Abolition 2010: Peace Action in New York” (May 2010) as an NGO activity, which includes the presentation of signatures to the United Nations and the holding of an international peace conference.

**[Enhancement of human rights and solidarity activities]**

18. Seven years have passed since publication of Japan’s Human Rights Council report, which demanded the establishment of an organization to monitor human rights, and the UN has also issued a similar recommendation. RENGO cannot accept the failure to pass legislation, and will work for the enactment of a Human Rights Abuse Remedies Act (provisional title). RENGO will strengthen its efforts for the elimination of employment discrimination. Further, as the abductions by North Korea are a human rights issue, RENGO will strive for a complete settlement of the issue as well as the problems of North Korea’s nuclear weapons and missiles.
19. RENGO will carry out the “RENGO Fund-raising Campaign with Love”, and conduct follow-up field surveys on activities held by volunteers and NPOs, together with donation coordinators in affiliates and RENGO locals, feeding results back to union members. RENGO will also support disaster countermeasures, such as disaster emergency response and rescue efforts for victims.

## **Action Policy 2**

### **Improving working conditions, organizing and developing the social movement for non-regular workers**

#### **[Enhancement of functions of the Department of Non-regular Employment and relevant nationwide efforts]**

1. RENGO considers the issue of non-regular work to be the central challenge of the labor movement and will enhance functions and efforts of the Department of Non-regular Employment for expanding the campaign as a social movement rather than treating the issue as an internal one.
  - (1) A council of affiliate coordinators and a council of local RENGO non-regular employment departments will be set up in the RENGO Headquarters.
  - (2) A department of non-regular employment will be set up in every RENGO locals.

#### **[Enhancement of activities at workplaces and in communities, focusing on organizing]**

2. The Department of Non-regular Employment will further enhance efforts at workplaces and in communities with a focus on the following points.
  - (1) To expose and classify issues concerning non-regular work, and take action to solve them in cooperation with the relevant committees.
  - (2) To exchange information and experiences on cases addressed as well as to assess the progress of efforts focused on the organization of non-regular workers in each affiliate and local RENGO.
  - (3) RENGO locals and councils are to consider enhancing mutual aid and job assistance activities for non-regular workers, as well as providing face-to-face opportunities for consultation on work and livelihoods.

#### **[Promotion of campaigns and networking]**

3. RENGO will promote social campaigns and extensive networking in order to shed light on the issue of non-regular employment as a social issue.
  - (1) RENGO Headquarters will carry out wide-ranging social campaigns through meetings, symposia and nationwide labor consultation, and send out information using “Networking for Fair Work” (a website created by the Department of Non-regular Employment).
  - (2) Affiliates and enterprise-based unions will proactively join campaigns held by RENGO and local RENGOs, and will also encourage non-regular workers in workplaces and families to participate.
  - (3) Local RENGOs and councils will also carry out their unique social campaigns in addition to those conducted by RENGO as a whole, and strengthen cooperation with relevant NPOs.

## **Action Policy 3**

### **Efforts for policies and systems toward establishing a reliable society based on fairness and solidarity**

#### **[Enhancement of economic measures to contribute to an increase in domestic demand and the realization of a sustainable society through job creation and employment maintenance]**

1. RENGO will help to achieve economic growth led by a recovery of consumption and domestic demand through the shift in economic and fiscal policies represented by the promotion of the Japanese Version of the Green New Deal Program that realizes both environmental protection and economic growth, the elimination of anxiety concerning employment, livelihoods and the future, the rectification of disparities, and the revitalization of the local economy.
2. RENGO will promote its “Plan to Create 1.8 Million Jobs” and “Green Job Strategy,”<sup>i</sup> to realize the creation of new employment through maintaining and stabilizing employment, and will prioritize measures and budgets in such fields as the environment, healthcare, nursing care, welfare, education and agriculture, forestry and fisheries.

#### **[Promotion of social inclusion by enhancing safety net functions such as a social security program]**

3. RENGO will ensure that all employed workers are eligible for social insurance, and that new social safety nets, such as the institutionalization of the job assistance and livelihood support benefits, are established in conjunction with active employment measures through the expansion of vocational training programs, housing guarantees, and the reform of the welfare benefit system.
4. RENGO will address reforms of the pension system toward financing the basic pension from tax revenues and unifying pension plans, as represented by the unification of employee pensions.
5. RENGO will address comprehensive institutional reforms, such as revisions of medical service fees and nursing care benefits, for the improvement of the treatment and working conditions of workers, and the review of staff assignment standards, while striving for improving and expanding systems to provide healthcare, nursing care and welfare services.
6. RENGO will strengthen efforts for the enactment of the comprehensive “Law to Ban Discrimination on the Grounds of Disabilities” (provisional title) in order to guarantee the independence and full participation of persons with disabilities in every field.
7. RENGO will verify, supplement and review its 21st Century Social Security Vision.

#### **[Achievement of tax reforms for enhancing redistribution functions and establishment of finance for supporting decentralization from tax revenues]**

8. RENGO will strive for the achievement of tax reforms for enhancing income redistribution functions and the rectification of inequitable taxation systems, such as income tax cuts for middle- and low-income earners, stronger progressive taxation of incomes, strengthening of taxation on assets, comprehensive taxation on incomes, an introduction of a taxpayer number identification system, and consideration of tax deduction with benefits.
9. RENGO will strive for the establishment of finance from tax revenues for supporting

decentralization through a shift from the national to the local level and a review of local tax allocation methods.

10. RENG0 will verify its “2<sup>nd</sup> Tax Reform Outline” and formulate a “3<sup>rd</sup> Tax Reform Outline.”
11. RENG0 will continuously assist in the filing of final tax returns in communities and workplaces.

**[Enhanced support for nurturing the next generation, the realization of rectification of disparities and equal opportunity in education]**

12. RENG0 will realize a unified system to nurture the next generation through the creation of a Child Rearing Foundation that will generalize financial support and child-care services in order to achieve a zero-waiting list for nursery schools, reductions in child-care fees, and a larger child-care allowance.
13. RENG0 will strive for increasing school expense subsidies and improving public scholarship systems for low-income earners as well as sharply increasing public defrayments for education expenses in order to rectify disparities and promote equal opportunity in education.
14. RENG0 will promote systematic labor education for thoroughly teaching the dignity of labor and cultivating a meaningful view of work and a career, and social education for teaching knowledge necessary for social participation as an independent person.

**[Realization of a low-carbon society and promotion of the RENG0 Eco Life 21 Campaign]**

15. RENG0 will take necessary measures in each of the governmental, industrial and civilian sectors toward the achievement of the current targets of the Kyoto Protocol (reduction of greenhouse effect gas emissions by 6% compared with the level of 1990), such as the improvement of various relevant internal systems and policies, and credit for forests and other carbon sinks.
16. RENG0 will request that the Japanese Government play a role in building a fair and equitable global framework (for the participation of all major emitters, and money and technology transfer from developed to developing nations) that works toward the realization of a medium-to long-term low-carbon society.
17. RENG0 will continuously strengthen its RENG0 Eco Life 21 campaign that focuses on “use of your own shopping bag” and “setting air conditioners at 28°C and heaters at 20°C” as steps towards a reconsideration of lifestyles.

**[Realization of democratic civil service reforms, such as establishment of basic labor rights, and the establishment of new public services]**

18. RENG0 will establish a democratic civil service system, banning *amakudari* (golden parachuting – moving to comfortable positions in industry or independent organizations after retirement from the civil service) while establishing basic labor rights for public servants through fundamental reforms of industrial relations in the civil service.
19. RENG0 will work to realize the provision of high-quality public services supported by diverse providers and administrative reforms that truly focus on people and residents through such means as thorough disclosures of administrative information.

**[Nurture of and support for SMEs and local industries, and revitalization of the local economy]**

20. RENGO will utilize job creation funds from prefectural governments to enhance the nurture of and support for SMEs and local industries, as well as creating local employment under the integrated efforts of the industrial, governmental, academic, financial and labor sectors.
21. RENGO will utilize the Corporate Revitalization Support Platform for maintaining and stabilizing employment and will support the revitalization of SMEs and local industries based on discussions with trade unions.

**[Securement of safety and reliability of food and life]**

22. RENGO will promote and create jobs in agriculture, forestry and fisheries, increases in consumption of domestic farm and marine products in order to improve food self-sufficiency, and will strive for a reduction in disposal and loss of food, as well as working toward the enactment of relevant laws and systems necessary for securing food safety.
23. RENGO will work to increase the supply of public rented accommodation and build a safety net concerning housing. RENGO will also promote natural disaster prevention measures, such as the expansion of support for reinforcing public facilities and houses against earthquakes. At the same time, RENGO will work to maintain and secure the public transportation necessary for citizens to move about, and will promote safe and reliable housing and town management.
24. RENGO will strive for the integration of consumer administration so that the Consumer Affairs Agency and the Consumer Commission, both inaugurated in September 2009, can play their necessary roles. In addition, RENGO will enhance remedies for victims, including compensation for assets and consumer education, and expand and strengthen the functions of consumer advice centers and administration toward consumers in the respective regions.
25. RENGO will request that countermeasures against the new influenza be verified and that cooperation with national and local governments, corporations and medical institutions be strengthened. It will address issues of improving systems to develop and produce vaccines at an early stage.

**[Establishment of fair and equitable market rules, improvement of legislation on corporations, and promotion of CSR]**

26. RENGO will strive for the strict administration of the Anti-Monopoly Act and the Subcontracting Act as steps toward maintaining and improving working conditions in SMEs and subcontractors. RENGO will strive for realizing the basic law on public contracts and relevant bylaws in order to secure fair working conditions and the quality of services in the public contracts.
27. RENGO will work to realize improvements in legislation on corporations with the interests of diverse stakeholders and protection of workers being incorporated.
28. RENGO will work to realize the development of legislation on corporate acquisition rules, such as the formation of a Japanese version of the City Code (ex-ante regulations for corporate takeovers).<sup>ii</sup>
29. RENGO will strive for cooperation with and promotion of international labor movements and realization of the development and reinforcement of domestic legislation toward the enhancement of global regulations and supervision focusing on the disclosure of information

on investment funds, the protection of workers in investment destinations, and appropriate taxation.

30. RENG0 will strengthen the influence of trade unions on the operation of workers' capital (reserves contributed by workers),<sup>iii</sup> such as pension funds, and will avoid investment in anti-social and anti-labor funds. To this end, RENG0 will formulate a "Guideline for the Operation of Social Pension Reserves" (provisional title) based on the Principles for Responsible Investment of the United Nations.<sup>iv</sup>
31. RENG0 will proactively address such social issues as the promotion of CSR while cooperating with diverse stakeholders by use of the Multistakeholder Forum on Social Responsibility for a Sustainable Future.

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<sup>i</sup> The Green Job Strategy: A new concept on the environment, employment and labor advocated by the ILO in June 2007, and based on the idea that the enhancement and promotion of environmental measures lead to industrial and economic development and the creation and expansion of job opportunities.

<sup>ii</sup> City Code: Voluntary regulations in the private sector on corporate acquisition in the UK. The Code obligates those who intend to acquire 30% or more of a company's shares to purchase all shares with cash and describe business plans and programs for the hiring of employees after acquisition.

<sup>iii</sup> Workers' capital: Assets such as pension reserves which are contributed to by both workers and management.

<sup>iv</sup> UN Principles for Responsible Investment: Advocated by the UN in 2006, the Principles are a universal guideline reflecting issues of "environment, society and corporate governance" (ESG) in the decision-making processes of institutional investors. The principles consist of six principles, such as requesting pension funds, investors, and the financial industry to incorporate the ESG standards into their operational policies and to disclose their ESG to investment destinations.



## **Action Policy 4**

### **Promoting social horizontality of working conditions, expanding safety nets, and establishing work rules**

#### **[Realization of employment stability and work-life balance]**

1. RENGO will strive to maintain and secure employment and create jobs. Specifically, RENGO will:
  - (1) Be committed entirely to maintaining and securing employment and creating jobs in order to halt the free-fall of Japanese society;
  - (2) Recognize that employment stability is a corporate social responsibility, and promote joint efforts to be made for employment stability between the government, labor, and management by utilization of the Employment Adjustment Subsidy;
  - (3) Expand and enhance industrial consultations on employment and working conditions, including personnel management and human resources development for maintaining and securing high-quality employment;
  - (4) Enhance employment safety nets through expansion of the unemployment insurance system and the foundation of a “Benefit Plan to Support Work and Life” (provisional title); and
  - (5) Promote the “Plan to Create 1.8 Million Jobs” and the “Japanese Version of the Green New Deal.”
2. RENGO will strive to reduce total annual working hours to ensure a work-life balance.
  - (1) Since the employment society is now undergoing change, based on an examination of the achievement status of the minimum goal of the midterm policy, RENGO will revise its midterm policy for reductions in working hours, including the viewpoint of establishing “ways of working which strike a balance between work and life,” and review the status of regulations on working hours.
  - (2) Based on this policy, RENGO will promote its movement for reducing working hours as a crucial joint effort, taking the results of workplace inspections in each industry into consideration.
  - (3) At the same time, RENGO will promote efforts for raising the premium rate for overtime based on its policies to respond to the revised Labor Standards Law (dealing with the modification of labor contracts according to the revision) that is a part of measures to reduce total working hours.

#### **[Improving wage and working conditions and promoting social horizontality of working conditions]**

3. RENGO will strive to enhance the functions of the joint-struggle liaison committees for correcting disparities in distribution, raising and supporting wage levels and setting up social pay rates.
4. RENGO will carry out campaigns for enhancing joint struggle toward social horizontality of working conditions that can respond to the changes in the labor market, including a consideration of affixing a name to each joint-struggle liaison committee.
5. RENGO will strengthen campaigns for rectifying disparities, raising wage levels and improving working conditions through the enhancement of the movements of the SME (small- and medium-sized enterprise) Joint Struggle Center and the Joint Struggle Congress for Part-time Workers.
  - (1) The SME Joint Struggle Center will strengthen its efforts for redressing disparities in terms of wage level by grasping pay realities and curbing wage polarization.
  - (2) The Joint Struggle Congress for Part-time Workers will hold “Meetings of Part-time Workers” and symposiums at the community level to encourage the participation of industrial and enterprise-based unions

and the establishment and expansion of opportunities for information exchange while promoting efforts for equal/balanced treatment regarding the working conditions.

6. RENGO will strive to establish a livable minimum wage. Specifically, RENGO will:

- (1) Strengthen the movement to prop up wages by encouraging companies to conclude in-house minimum wage agreements and raise their pay levels;
- (2) Strive to sharply increase legal minimum wages in the respective regions, focusing on wage standards for general workers, initial wages for high school graduates, and the RENGO Living Wage; and
- (3) Strive to set up new standards and raise the existing standards of legal industrial minimum wages in the tertiary industrial sector, including the field of care and the service industry.

**[Promoting campaigns for realizing equal/balanced treatment]**

7. RENGO will call on companies to conclude in-house minimum wage agreements and deal with various equal/balanced treatment issues, such as wage levels, from the viewpoint of balancing the wages of regular workers and non-regular workers.

8. RENGO will hold a disparity adjustment forum to deal with not only adjustments, but also equal/balanced treatment.

**[Promoting appropriate business transactions and the public contract campaign]**

9. RENGO will promote appropriate corporate transactions by cooperating with employers' associations and relevant ministries and agencies, as well as advancing efforts at workplaces in cooperation with the affiliates and RENGO locals for improving working conditions for workers of SMEs and subsidiaries.

10. To guarantee fair labor standards for those working under public contracts, RENGO will strengthen its campaign for the enactment of a basic law and local ordinances concerning public contracts.

**[Establishment of work rules]**

11. RENGO will seek the revision of the Worker Dispatch Law from the viewpoint of protecting workers, including the prohibition of the "dispatch of day laborers," the introduction of a "provision on deemed direct employment" and the establishment of the equal treatment principle.

12. RENGO will campaign for legal provisions concerning fixed-term contracts from the viewpoint of protecting workers, including the conclusion of such contracts permitted only under "reasonable circumstances" and limitations on the number of renewals and periods for such contracts.

13. RENGO will work for the legislation on the continuation of labor contracts, maintenance of working conditions and discussions with trade unions from the viewpoint of protecting workers during the restructuring processes of any company or business organization, including the transfer of a business to a new owner.

14. RENGO will strive for the early abolition of the grace period for SMEs with regard to an increase in the premium rate stipulated in Article 37 of the revised Labor Standards Law.

15. RENGO will strive for the expansion of the Employment Contract Law in order to protect workers from a withdrawal of a job offer, or for worker protection in the case of a fixed-term contract.

16. RENGO will strive for an early ratification by the Japanese government of the "UN Convention on the Rights of Persons with Disabilities" and the enactment of an effective "Law to Prohibit Discrimination in Employment

Based on Disability” (provisional title) in order to ban discrimination at every stage of employment.

17. RENGO will strive for fundamental reforms of the “Industrial Training and Technical Internship Program,” including its abolition, as well as addressing such issues as respect for human rights and the protection of migrant workers.
18. RENGO will strive for the enactment of legislation on a workers’ representation system.
19. RENGO will discuss and formulate employment and labor policies from the medium- and long-term view, in addition to its “Demands and Recommendations on Policies and Systems.”

#### **[Expansion of employment safety nets]**

20. RENGO will strive to increase daily benefits and extend the period of benefits, as well as expand the scope of unemployment benefits to every worker. In addition, RENGO will call for the foundation of a “minimum benefit” (provisional title) with respect to the basic allowance of unemployment benefits.
21. RENGO will strive to ensure the permanent institutionalization of the Japanese Government’s “Benefits for Training and Livelihood Support,” targeted for the long-term unemployed who face difficulties in finding jobs, as the RENGO-proposed “Benefit Plan to Support Work and Life” (provisional title). In addition, RENGO will work on reviewing housing, medical and care support in welfare benefits toward support for the self-sustainability of low-income earners, and on establishing a housing subsidies system, and a system to subsidize healthcare and nursing care.

#### **[Improving measures for occupational safety and health, and expanding workers’ compensation]**

22. Based on the “RENGO Occupational Safety and Health Guideline (2008 - 2012),” trade unions will strive to set up and activate a safety and health committee at every workplace to work on the introduction of risk assessment, taking measures to prevent overwork, mental health problems, deaths and suicides from overwork, and enhancing measures to prevent major accidents.
23. RENGO will seek to establish a safety and health management system by means of thoroughgoing education on safety and health and the provision of information by workplace regardless of employment forms, and to realize a work environment that can alleviate anxiety for all working people.
24. RENGO will work on expanding the range of work-related injuries and diseases, reviewing standards to certify industrial accidents, and increasing the amount of compensation for injury and illness.
25. RENGO will work toward the enhancement of preventive measures against exposure to asbestos and for improvements in compensation for health problems.

#### **[Promoting human resources development and capacity building]**

26. RENGO will call on companies to enhance their vocational capacity development and strive to expand official support for training at corporations in order to strengthen efforts to foster core human resources, including the inheritance of skills and techniques.
27. RENGO will encourage companies to strengthen support for employee acquisition of official certification, as well as calling for the expansion of capacity building measures for youths, single mothers and non-regular workers, who have few opportunities for capacity building.
28. To promote vocational capacity development, RENGO will call on public occupational training facilities to

formulate education and training plans and measures to support career improvement under the participation of corporations, industry groups, and trade unions.

**[Improvement of the labor dispute resolution system, the Labor Union Law, and the system to promote the settlement of individual industrial disputes]**

29. RENGO will call for legislation to improve the labor dispute resolution system, including the recognition of carrying out procedures for a labor union official by proxy.
30. RENGO will call on dispute settlement committees of prefectural bureaus of labor affairs to strengthen their authority and structures so that they can solve individual industrial disputes effectively.
31. RENGO will promote the utilization of the “individual labor-related dispute mediation” carried out by prefectural labor relations commissions for the solution of such disputes.
32. RENGO will continuously strive for reform and revitalization of labor relations commissions while examining the revised Labor Union Law.

**[Improvement in the jury system]**

33. RENGO will call for improvements in the environment of the jury system (citizen judge system), such as the introduction of paid jury leave, and improvements in the mental health care system and support for the disabled, while further promoting people’s understanding of the system.

## **Action Policy 5**

### **Promoting equal participation toward the realization of gender equality and equal treatment for women and men**

#### **[Promoting integrated efforts for promoting gender equality]**

1. RENGO will achieve the targets of its third phase of the Action Plan to Promote Equal Participation by Women and Men (2006 – 2012) that aims at an increase in the number of female executives, which is the biggest issue of promoting equal participation of women and men in trade unions. Specifically, RENGO will implement the following unified targets at affiliates, enterprise-based unions and RENGO locals.

Target for action: Clearly mention the promotion of equal participation by women and men in action policies.

Numerical target: There must be at least one female executive.

2. Affiliates and RENGO locals will implement a gender audit to ascertain progress in equal participation by women and men.
3. RENGO will work proactively to have its opinions reflected in discussions at the Council for Gender Equality in the Cabinet Office toward the revision of the “2nd Basic Plan for Gender Equality.”
4. RENGO will call for revisions to the Civil Law, which focus on Family Law. To this end, the RENGO Headquarters will hold study sessions to facilitate understanding of the revisions and to disseminate the contents.

#### **[Ascertaining and rectifying the current wage gap between women and men]**

5. RENGO will ascertain and examine the current wage gap between women and men, and define and strive to realize specific measures toward rectification of the gap, while promoting the following efforts.
  - (1) Affiliates and RENGO locals will ascertain the current situation on wages for women and men at workplaces and examine cases of indirect discrimination that has caused pay differentials.
  - (2) RENGO will utilize the achievements of the “Committee on Changing Wage and Employment Systems and Wage Gap between Men and Women” of the Ministry of Health, Labour and Welfare to work for concrete correction of disparities in view of the current situation at workplaces.
  - (3) RENGO will examine the recommendations for redressing the wage gap between women and men issued by international institutions such as the ILO Expert Committee on the Application of Conventions and Recommendations, and utilize these for demanding the establishment of the relevant policies and systems.

#### **[Follow-up after revision of the labor laws concerning gender equality]**

6. RENGO will strive to disseminate the details of the revised Child-Care and Family-Care

Leave Law.

7. RENGO will examine the revised Equal Employment Opportunities Law and promote its penetration with reference to specific cases in individual labor consultations.
8. RENGO will grasp changes that have taken place since the revision of the Part-time Labor Law in 2008 and strive for legislation on equal treatment.
9. RENGO will promote the above-mentioned efforts and seek to realize the “Equal Employment Opportunity Law” and the “Law for Supporting a Work-Life Balance,” recommended by RENGO.

**[Encouraging development of human resources and provision of information]**

10. RENGO will initiate a new applied course of “training seminars for female union leaders” together with the Institute of Labor Education and Culture.
11. RENGO will seek to add and improve information on its website for female union leaders and members. In addition, RENGO will enhance the equipment for providing information for efficient use at study sessions

**[Partnership with women’s movements in Japan and abroad]**

12. RENGO will strengthen its cooperation with the Women’s Committees of the ITUC and the ITUC-AP.
13. RENGO will deepen exchanges with NGOs, NPOs and women’s groups, including the “International Women’s Year Liaison Group,” whose campaign purposes correspond with those of RENGO.

## **Action Policy 6**

### **Strengthening political programs for the realization of policies advocated by RENGO**

#### **[Relationships with the new administration]**

1. By defeating the former long-lasting administration consisting of the Liberal Democratic Party and New Komeito, a coalition government led by the Democratic Party of Japan (DPJ) has been formed promising a shift to new politics and the establishment of politics which allow changes of power.

RENGO will cooperate in the establishment and development of the new administration, looking forward to its stable control of the government. In addition, RENGO will hold policy consultations periodically and as needed.

#### **[Relationships with political parties]**

2. As for the relationships with political parties toward the realization of policies and systems advocated by RENGO, it will have closer policy discussions with the DPJ, which has been its main partner. In addition, RENGO will hold policy consultations with both the ruling coalition and opposition parties as needed.

#### **[Efforts for the realization of politics envisioned by RENGO]**

3. RENGO will actively make efforts focusing on cooperation with the new administration and new ruling party in order to realize the politics envisioned by RENGO, through a political shift to a society that places priority on livelihoods, politics valuing employment and the livelihoods of workers and community members, and a transformation to a decentralized society with wide participation of community members. In order to do so, RENGO will enhance its structure and functions.

#### **[Revitalization of local politics]**

4. RENGO will promote fundamental reforms for decentralization to revitalize and reactivate local communities. To this end, RENGO will call for the revitalization of local politics, especially reforms of local assemblies.

Local RENGOs will provide support and cooperate for the expansion of political forces that focus on the interests of workers and community members in mayoral, gubernatorial and local assembly elections, as well as proactively calling for the improvement in systems to foster the policy-making abilities of local assembly members and promote “assemblyperson-initiated bills” at local assemblies.

#### **[Strengthening the functions of the political center]**

5. To strengthen the political activities of trade unions, RENGO will strive to strengthen the functions of the Political Center, such as the hosting of a national Political Center conference.

6. RENGO will hold training sessions based on the “Implementation Plan for Education on Political Activities” that was decided upon in fiscal year 2009. In addition, RENGO will continue to hold education sessions on the Public Offices Election Law to seek strict compliance with rules on election campaigns.
7. In order to ascertain the degree of political awareness of RENGO members, RENGO will conduct a survey on political awareness trends and reflect the survey results in the next Upper House election campaign.
8. RENGO will consider establishing a “political forum” (provisional title) as an open-house opportunity for political parties, politicians and intellectuals to exchange views. Also, RENGO will review its political programs, giving consideration to the new developments in the political situation.

#### **[Upper house election]**

9. In the 22nd Upper House election scheduled for July 2010, RENGO will continue to strive for the victory of the DPJ in order to seek the stability of its administration. RENGO will work to boost the name recognition of endorsed candidates to ensure that they can win the top spots in the proportional representation sections. RENGO will also consider how to support proportional representation candidates, in whose election campaigns all affiliates are involved.
10. In order to generate a synergistic effect between the constituency districts of the Upper House election and the proportional representation election under the leadership of local RENGOs, RENGO will stand poised to mobilize all local affiliates to work toward the election of all endorsed candidates.
11. RENGO will be committed to election campaigns, upholding key policies. To this end, RENGO will call on the DPJ to make their policies consistent with those advocated by RENGO and to adopt policies centered on working people. RENGO will hold sessions for exchanging opinions and training workshops for RENGO-endorsed lawmakers to deepen understanding of RENGO policies mainly at the Political Centers located in the Headquarters and local RENGOs.

#### **[Lower house election]**

12. While maintaining vigilance over the political situation after the 45th Lower House election, RENGO will support the DPJ and start to prepare for the next election flexibly whenever the Lower House is disbanded.

#### **[Efforts for local elections]**

13. RENGO will be involved in local elections, including the 17th nationwide local elections scheduled for 2011, to realize RENGO policies at the prefectural level as well as in cities, towns and villages. Under the basic policy of being involved in local elections in partnership with the DPJ, local affiliates will proactively select and endorse their own candidates. RENGO will make efforts to have these candidates endorsed by the DPJ.



14. RENGO will encourage manifesto-based campaigning in local elections. In elections for the heads of local governments in particular, RENGO will, with the aim of improving the governance capacity of local governments and further facilitating decentralization reform, request that all candidates draw up manifestos and base decisions on their contents.

**[Promoting political reform]**

15. RENGO, in cooperation with political parties and the Ad Hoc Committee on Administrative Reform toward the 21st Century, will work to revise the Public Offices Election Law with a view to revitalizing politics in Japan and increasing voter turnout, including a review of various regulations concerning the utilization of the Internet and election campaigns. In addition, RENGO will seek to revise the Political Funds Control Law in terms of trade union participation in politics and commitment to political activities.

**[Closer cooperation with endorsed Diet members]**

16. RENGO will make efforts to further strengthen cooperation with endorsed Diet members for the realization of RENGO's policies through closer ties with the forum of RENGO-endorsed Diet members, as well as strengthening the activities of the RENGO Diet Members Council.

17. RENGO locals will strengthen cooperation with RENGO-endorsed Diet members and local assembly members by establishing a Caucus of Diet Members Endorsed by RENGO or a similar forum, thereby promoting the realization of RENGO policies and expanding the base of favorable political forces. In addition, RENGO locals will seek to broaden their social influence through regular consultations with local government heads.

## **Action Policy 7**

### **Enhancement of global activities for realizing fair and sustainable globalization**

#### **[Promotion of core labor standards and decent work]**

1. RENGO will promote decent work (meaningful and human work) advocated by the ILO as a step toward overcoming negative aspects of globalization. To this end, RENGO will strive for the realization of decent work in cooperation with Global Unions<sup>i</sup> as well as participating in the formulation of the Decent Work National Plan of Action<sup>ii</sup> by government, labor and management. In addition, RENGO will promote the implementation of the Global Jobs Pact<sup>iii</sup> (adopted in the ILO General Assembly in 2009) that confirms the efforts of the government, labor and management for coping with the global employment crisis.
2. RENGO will strive for the full application of six of the eight ILO Core Conventions, which have been already ratified, as well as striving for an early ratification of Conventions 105 (abolition of forced labor) and 111 (prohibition of discrimination in respect of employment and occupation) that have not yet been ratified. In addition, RENGO will strengthen its efforts for the ratification of “treaties RENGO preferentially demands to be ratified.” RENGO will continue its efforts for the realization of reforms of the civil service system according to the recommendations of ILO’s Freedom of Association Committee.
3. RENGO will strengthen its lobbying of relevant ministries and agencies and will cooperate with trade unions in relevant countries in such frameworks as the ASEAN Plus Three (Japan, China and South Korea) and bilateral FTAs/EPAs (free trade agreements/economic partnership agreements) so that not only core labor standards for workers in the countries are maintained, but also sustainable economic growth, improvement in people’s lives and employment situations, environmental protection, and improvement in safety and health are encouraged.
4. RENGO will pursue the construction of a new global governance for fair and sustainable economic growth to achieve the realization of a paradigm shift in the global economy with the maintenance of core labor standards and the promotion of decent work as policy pillars. To this end, RENGO will strengthen its lobbying of relevant authorities in Japan and abroad in cooperation with Global Unions.

#### **[Enhancement of policy recommendations to intergovernmental conferences and international organizations]**

5. RENGO will work for the incorporation of the claims of the international labor movement into the agenda and concluding statement of the APEC Summit to be held in 2010 in Japan, and work for incorporation of considerations for social aspects into economic cooperation in the Asia-Pacific region. To realize these, RENGO will strengthen its lobbying of the relevant authorities in Japan and abroad.

6. RENGO will promote policy recommendations to G8 Summits, G14 Summits, G20 Summits, the ILO, the OECD (Organization for Economic Cooperation and Development), the WTO (World Trade Organization), the IMF (International Monetary Fund), the World Bank, the Asian Development Bank, the APEC and the ASEM (Asia-Europe Meeting), and strive for the realization of fair and sustainable globalization together with Global Unions, such as the ITUC and the OECD-TUAC (Trade Union Advisory Committee). In this case, RENGO will take into careful consideration consistency within the policies and systems it demands, such as the enhancement of international regulations and supervision of investment funds.

**[Promotion of measures on multinational enterprises]**

7. RENGO will disseminate the OECD Guidelines for Multinational Enterprises and ILO's Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy. In addition, RENGO will lobby the OECD in cooperation with Global Unions for the enhancement of functions toward preventing and settling labor disputes in transnational corporations (TNC) in view of the scheduled revision of the guidelines.
8. RENGO will cooperate with affiliates and the GUF (Global Union Federation) for encouraging the conclusion of Global Framework Agreements (GFA/IFA) between TNCs and the GUF.
9. RENGO will lobby the National Contact Points (NCP)<sup>iv</sup> in Japan as well as strive for the expansion of the Japan NCP Committee so as to strengthen the effectiveness and operation systems of the OECD Guidelines for Multinational Enterprises.
10. RENGO will hold bilateral seminars on multinational enterprises as a step toward building healthy industrial relations in Japan-affiliated TNCs and disseminating the OECD Guidelines for Multinational Enterprises in the Asian region.

**[Promotion of the global movement under international labor groups]**

11. RENGO will proactively promote campaigns carried out by the ITUC and the ITUC-AP (Asia-Pacific) toward overcoming the negative aspects of globalization. In particular, RENGO will address such issues handled by the ITUC in Japan as a change in globalization, the spread of decent work, countermeasures against climate change, measures for a green new deal, and the eradication of poverty and child labor. In addition, RENGO will contribute to further advancement of the campaigns through proactive participation in the ITUC 2nd World Congress (June 2010) and will work to have nuclear disarmament continuously positioned as a part of the agenda of the whole ITUC.
12. Since labor organizations in the world are required to strengthen their cooperation due to the advance of globalization, RENGO will enhance ties with respective GUF organizations in Japan for cooperative efforts for information sharing and common agendas (conclusion of the framework agreements between TNCs and the GUF).

**[Efforts for eradication of poverty in terms of development cooperation]**

13. RENGO will address such issues as the eradication of poverty in the world as a step toward building a fair and sustainable global society. Specifically, RENGO strives for improving and disseminating activities of the Forum for NGO-Trade Unions in International Cooperation toward the settlement of various issues that are referred to in the Millennium Development Goals (MDGs) to make it easier for each union member to participate. At the same time, RENGO will consider cooperation with various sectors, together with NGOs, to arouse public opinion for achieving the MDGs. In addition, RENGO cooperates with the development cooperation and education activities of the Japan International Labour Foundation (JILAF) while lobbying the Japanese Government for improving the quantity and quality of ODA (official development assistance).

**[Protection and establishment of human rights, trade union rights and democracy]**

14. RENGO will proactively participate in campaigns of Global Unions, such as the ITUC, toward the protection of human rights and trade union rights in every country of the world. In particular, RENGO will cooperate with the ITUC-AP and each national center to protect human rights and trade union rights in the Asia-Pacific region. For the democratization of Burma, RENGO will strengthen its pressure on the military regime in Burma and its lobbying of the Japanese Government and international organizations by cooperating with groups that support Burmese democratization. In addition, RENGO will further galvanize public opinion for an early realization of Burma's democratization as well as being continuously committed to the ITUC Burma Campaign to demand that Japanese companies cease economic activities in Burma.

**[Implementation of regular consultation and exchange with trade unions in each country]**

15. RENGO will hold bilateral discussions aimed at the enhancement of cooperation, sharing of information, and exchanges of experiences for overcoming common challenges to the realization of fair and sustainable globalization. RENGO will discuss such agendas as world economic crises, climate change, financial regulations, nuclear disarmament and peace in a timely manner with the DGB (Confederation of German Trade Unions), the TUC (Trades Union Congress) in the UK, and the AFL-CIO (American Federation of Labor – Congress of Industrial Organizations), respectively. In addition, RENGO will interact and discuss issues with trade unions in South Korea and China as steps toward protecting workers' rights and overcoming common problems.

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<sup>i</sup> Global Unions: Formed as a framework of cooperation between the ICFTU, each GUF and the OECD-TUAC at the World Congress of the ICFTU (International Confederation of Free Trade Unions) held in Durban, South Africa in 2000 with the objective of dealing effectively

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with rapid globalization. The framework was further strengthened at the ICFTU World Congress held in Miyazaki, Japan in 2004 and was incorporated into its constitution. At present, the ITUC, each GUF and the OECD-TUAC have formed the Council of Global Unions for various campaigns since the ITUC founding congress in 2006.

ii Decent Work National Plan of Action: The Plan specifies an action plan to be taken by each national government in its own country for realizing decent work. The government will determine the contents after discussing the current situation and problems in the country with labor and management organizations.

iii Global Jobs Pact: A document unanimously adopted by the government, labor and management representatives at the 98th ILO General Assembly held in June 2009. The significance of this document, with the title “Recovering from the crisis: A Global Jobs Pact,” is that governments and organizations representing workers and employers are committed to cooperation for measures to realize decent work in order to overcome the world economic crises.

The basic ideas that are proposed are “The world must do better” and “The world should look different after the crisis,” and reflect awareness of shifting the conventional policy paradigm in order to realize a fair globalization. In addition, “eleven principles for promoting recovery and development” are listed, and policy options that can be adopted in each country to realize decent work are displayed.

Background of the adoption: The ILO was requested to tackle social aspects of the crises at the G20 Summit in London and the G8 plus Six Labor Ministers’ Meeting (Rome Social Summit) at which discussions were held on how to overcome the world economic crises. In response to the request, the ILO partially changed the agenda for its 2009 General Assembly, and the Global Jobs Pact was adopted.

iv National Contact Points: These Contact Points coordinate the promotion of and reference to the OECD Guidelines for Multinational Enterprises and the settlement of problems. The National Contact Points in Japan are the Ministry of Foreign Affairs, the Ministry of Health, Labour and Welfare, and the Ministry of Economy, Trade and Industry.