

## **Action Policies 2014-2015**

### **SLOGAN:**

*Let us say 'No' to inequality and create a "secure society" through solidarity with all working people!*

### **OVERVIEW**

#### **Introduction**

JTUC-RENGO will soon celebrate the 25<sup>th</sup> anniversary of its foundation. The unification of labour fronts, which had been a long-cherished goal of the post-war Japanese labour movement, was realized so as to gather forces for the benefit of all working people and to advance the labour movement.

Meanwhile, the political, economic and social situation we work and live in has been changing rapidly. Since its foundation, JTUC-RENGO has worked with working people to promote the labour movement in response to such changes. Now the labour movement is under difficult circumstances. That's why we must return to our starting point, fly the flag of social justice, create a movement together with union members and working people, as well as in partnership with like-minded organizations, and speak for many workers who cannot raise their voices in the darkness. JTUC-RENGO will advance our movement, propose mass actions, create a social wave, and gain its ability to disseminate clear messages to society.

#### **1. Current Situation: Why Are We Now in Crisis?**

##### **(1) We live at a major turning point in time**

The world has changed significantly. Reviewing the Keynesian welfare state, countries moved to a style of neo-liberal administrative management that was based on small government, deregulation and competitive policies. As a result, financial capitalism ran away with itself and brought disparities and poverty to the world. This led to a global financial economic crisis as grave as the Great Depression. Paradoxically, this has given us an opportunity to seek a paradigm shift, or a social change in value systems, from neo-liberalism to a sustainable economic and social system in which decent work is put at the center of our recovery efforts. What lies behind this change in attitude is the movement of trade unions and citizens in various parts of the world, which has fought against both the absurdities that impose unfair income distribution and the cost for people of a runaway financial system.

Backed by the ICT revolution, however, capital still flows beyond national borders to emerging high-growth countries. Moreover, it moves globally again as speculative money. Governance must be strengthened in response to economic globalization. International

organizations and frameworks, such as the United Nations, the ILO and G20, must play their part.

Aside from this global trend, Japan faces more complicated problems, including reconstruction and recovery from the Great East Japan Earthquake, the control of the deflationary economy, and the world's fastest aging society resulting, in part, from its falling birthrate. It is necessary to clarify issues, to create and share a comprehensive vision of a sustainable economic society and find a path to that end, and overcome this critical period in time through the solidarity of the entire society.

Among other issues, the most important for Japan is to achieve reconstruction and recovery from the Great East Japan Earthquake. The highest priority must be given to restoring victims' livelihoods and achieve industrial revival and job creation in the affected areas. Recovery activities, the proper handling/disposal of radioactive materials, and safe and secure community building in Fukushima must be urgently promoted.

Turning our eyes to the reality in our society, we find that working people are worse off because they are tied down by individual or short-term interests and cannot gain a perspective on the future. Employment in itself can support individual people's well-being and social systems, but the deterioration in the employment situation, including the increase in non-regular employment, the growing number of poor (including the working poor), the existence of many long-term unemployed people, an increasing number of welfare recipients, falling wage levels, and the dysfunction in collective industrial relations, has undermined society and jeopardized social sustainability. Reform to a sustainable economic and social system is not possible without serious efforts being made to return the worsening employment situation to normal.

## **(2) Awareness of the need to change value systems is weakened, a return to neo-liberalism is seen, and disparities are expanding again**

The change of government in 2009 generated momentum for a shift from neo-liberal policies to policies for ensuring people's safe and secure lives and building a sustainable society. Policies designed from the standpoint of workers and citizens were promoted, including the improvement of child-rearing measures, the virtual elimination of high school tuition fees, the strengthening of legislation to protect non-regular workers, the expansion of the employment safety net, the enhancement of support for small and medium-sized enterprises, and gender-equal participation. In other words, these policies sowed the seeds of a paradigm shift.

However, the Democratic Party of Japan (DPJ) suffered a crushing defeat in the general election in December 2012 because it could not help to build a national consensus on an ideal society to be attained by reform, and because it lacked experience in political administration and had poor party management. The DPJ also faced a devastating defeat in the Upper House election in July 2013. Due to people's distrust of politics, the voter turnout in the 2012 general

election was the lowest in history.

Neoliberalism, which had at one time seemed to be fading into the background, is gradually returning after the change of power at the end of 2012.

The Abe administration has developed a policy called *Abenomics*, with a core aim of reversing deflation. High stock prices and the depreciation of the yen have followed and business performance has partially recovered on the basis of some large companies' results as well as people's expectations of the new government. Side-effects, however, include increases in the prices of imported goods. Redressing the deteriorating employment situation has been left on the back-burner. Also a review of the Worker Dispatching Act may lead to a deterioration of the employment situation. In addition, some problems that set aside the safety and security of our daily lives are getting bigger. These include the increase in income gaps, stagnation in social security reform, and social exclusion. The paradigm shift referred to above is being reversed, but JTUC-RENGO will challenge this situation with its full strength.

During the Upper House election in July 2013, interpretations of Japan's constitution including Article 9 which raises questions around the right of collective self-defense surfaced as core issues. Depending on future trends, the pacifism of the Constitution and the very foundation of democracy might be threatened. Moreover, a movement to sever regular workers from non-regular workers and workers in the public sector from those in the private sector is very apparent. We have to face these trends in a determined manner by strengthening our solidarity.

Enterprises are more inclined to pursue short-term profits and neglect "investment in human resources." Though employers' organizations and executive managers stress the importance of corporate social responsibility, some so-called 'black companies' treat workers as disposable. Enterprises and industries should not be allowed to pursue their profits at the expense of working people, without fulfilling their social responsibilities.

### **(3) The labour movement needs to share the sense of crisis and be restructured so as to change the trade unions themselves and society**

Has the labour movement properly responded to these changes and circumstances?

Ten years ago, the JTUC-RENGO Evaluation Committee, which consisted of seven intellectuals headed by Kohei Nakabo, submitted a report on the social significance of trade unions. The report warned that without closely looking at the current society from the standpoint of working people, awareness would be diffused, "individual working people will think about only their own affairs," and "trade unions can do nothing but take stopgap actions." In order to restructure the labour movement, the report called on trade unions to "recall that concrete action and commitment to fighting against injustice and absurdity are necessary" and that "absurdity cannot be combated unless vulnerable people act together in solidarity." Moreover, the report pointed out the necessity of developing "an organizational strategy for breaking away from enterprise-based unionism and enabling the mobilization of all working

people.”

In response to this report, JTUC-RENGO has continued to strive to put its recommendations into action. They were not only discussed at the first, second and third sessions of the committee for establishing organizational finance and other expert committees but were also incorporated into the Action Policies, and progress on their implementation was reviewed by the 20<sup>th</sup> Anniversary Project Team with a view to creating a social movement that benefits all working people. Specifically, JTUC-RENGO presented “Recommendations for the 20<sup>th</sup> Anniversary of RENGO’s Foundation” at the 11<sup>th</sup> Biennial Convention in 2009, and a vision of society that Japan should pursue, “a secure society built around work as its core,” in December in 2010.

In addition, JTUC-RENGO restructured local councils as a part of the face-to-face movement rooted in the community. As a result, the organization’s ability to conduct national campaigns, including the “Say ‘No’ to the unequal society and raise the level of living” campaign, is being established. At the same time, JTUC-RENGO has carried out policies for all working people and promoted a movement with a focus on the problem of non-regular employment by setting up an internal non-regular employment division in 2007. JTUC-RENGO has also encouraged joint struggles with non-regular workers during the *Shunki Seikatsu Toso* (Spring Labour Offensive for a Better Life) and conducted a campaign for ensuring the proper revision of the Worker Dispatching and Labor Contract Acts to enhance the protection of non-regular workers. JTUC-RENGO has also assigned importance to organizing non-regular workers, who now account for more than 10% of the JTUC-RENGO membership.

However, disparities remain unresolved, and the unionization rate is estimated to be facing a further decline from that of ten years ago to less than 18%. The number of union members in regular employment continues to decrease as the industrial structure undergoes a transition from manufacturing to service industries. The industrial structure is changing and business mergers and restructuring are on the increase at a higher speed than ever before in the midst of the ICT revolution and globalization. There remain many unorganized regular and non-regular workers in the workplace and corporate groups. The purpose of trade unions’ existence is being questioned.

It is true that the JTUC-RENGO movement has achieved many results in the realization of “a welfare society with the focus on work” and “a secure society built around work as its core,” but it could not successfully appeal to the public. Moreover, it cannot be said that the sense of crisis, which was signified by the Evaluation Committee report, has been shared among union members and officials enough for them to seek to change the movement. There are still voices pointing out that the trade union movement tends to be inward-looking and invisible to the public. In general, trade unions’ centripetal force has also been reduced for many reasons, including a decrease in full-time union staff, and changes in the work environment and workers’ awareness. We continue to face the same crisis as ten years ago.

Trade unions must confront absurdities in society, including hard work without reward, injustice, unfair disparities, poverty, and a distorted and corrupt capitalism that has been reduced to a money game. Trade unions need to put forward a clear alternative vision for earnestly working people, build a face-to-face relationship with union members, change an atmosphere in which people believe “individuals cannot change society” or “I can make it through by myself,” and act as the hub of networks to overcome these issues at this major turning point. To this end, the labour movement must transform itself, too.

## **2. The Society We Pursue and the Role of the JTUC-RENGO Movement**

### **(1) We pursue “a secure society built around work as its core”**

Facing this major turning point in the world, JTUC-RENGO was quick to start to consider what society we should pursue, and put forward the idea of “a secure society built around work as its core,” with the creation of a sustainable, fair society in mind.

“A secure society built around work as its core” is a society where work is of the greatest value and all people can live together. In such a society, anyone can participate in society through his/her working life under fair working conditions; Social and economic independence is encouraged, while a safety net for supporting such independence and self-realization is also provided. This also means reviewing current ways of life and working as a whole and reforming the social mechanism supporting work and life, taking into account the rapid aging of the population and the falling birth rate.

In the present Japanese society, disparities and poverty are expanding and the social security infrastructure is being undermined. These problems are largely attributed to the deterioration in the employment situation and the lack of fair distribution. Fair distribution primarily depends on the formation of collective industrial relations, so a trade union needs to be established at every workplace. Workers are more severely affected than ever by accelerated globalization and the changing industrial structure. Workers cannot receive sufficient protection and it is difficult for them to attain fair distribution unless they form and join a trade union.

As concrete policies to realize “a secure society built around work as its core,” JTUC-RENGO drew up its New Vision for Social Security in the 21<sup>st</sup> Century and the Third Basic Outline of Tax Reform in 2011. In 2013, JTUC-RENGO decided on “policy packages” to be implemented by 2020 as the second part of its 2012-2013 Demands and Recommendations. JTUC-RENGO also decided to achieve its membership goal of 10 million by 2020 by promoting the organization of regular and non-regular workers as well as employees in business relationships.

The goals are clear. The challenge is how to attain these goals and further spread the idea of “a secure society built around work as its core.”

## **(2) The point is to create a movement with which a broad range of people has sympathy**

To create a movement with which a broad range of people has sympathy is important for achieving the policies advocated by JTUC-RENGO. It is necessary, among other things, to have a deeper understanding of the issues that cause working people to worry about their future and to raise awareness of the need to pursue “a secure society built around work as its core.” Face-to-face dialogue with working people is essential in this process. Within the organization, we must encourage each union member to share a common understanding. Then we must promote a movement that can gain the sympathy and participation of many outside people. Moreover, JTUC-RENGO needs to strengthen cooperation with labour welfare organizations, various citizens’ networks, including NPOs and NGOs, and other like-minded bodies. It is also necessary to foster cooperation with associations for retired persons. Dialogue is more important than ever as so many information flows and values are diversified. So a greater amount of effort must be put into labour education and public relations activities using ICT.

It is also critical for JTUC-RENGO, as a representative of all working people, to actively express its views on social reform, propose mass actions and lead social movements. In addition, our movement must be promoted in line with trends in the international community and the international trade union movement. As one of the unions leading the international labour movement, JTUC-RENGO must pay close attention to international trends and develop activity that can make an international contribution.

## **(3) Problems must be clarified and shared before taking action**

To create an effective movement, we need to recall the problems pointed out earlier on various occasions, clarify what to do now, and raise common awareness among the JTUC-RENGO Headquarters, affiliates, enterprise-based unions and local RENGOs. The following challenges should be shared:

- Organizing non-regular workers remains a major challenge, though it has shown some progress. Legislation for protecting workers, which was attained through the revisions of the Worker Dispatching and Labor Contract Acts under the Democratic Party of Japan administration, must not be undermined. Working conditions of non-regular workers should be urgently improved, too. The problem of non-regular work continues to demand a strong commitment. We need to make further efforts to address it.
- To redress inequalities, JTUC-RENGO published concrete guidelines for the “comprehensive reform of social security and taxation,” conducted the Spring Labour Offensive, and organized campaigns. JTUC-RENGO also made efforts to realize a “secure society built around work as its core,” including formulating policy packages. However, the enhancement of the income redistribution function through the social security and tax systems is still only halfway to achievement, and its future is increasingly uncertain under the current administration. Deteriorating employment and working conditions have yet to

be corrected, so we urgently need to restore the spillover effects from macro-income determination and to strengthen our ability to improve working conditions in the Spring Labour Offensive.

- Some say JTUC-RENGO is inclined to act mainly for “male regular workers in large enterprises and the public sector.” Regrettably, the reality of the JTUC-RENGO movement does not do enough to dispel this view. Rather, it allows some forces to weaken workers’ solidarity or cooperative relations between workers in the private and public sectors, between workers at large and smaller enterprises, between regular and non-regular workers, and between men and women. Given this situation, JTUC-RENGO needs to run its organization so as to embrace all working people so that we can make progress as a whole, and lead a movement that can gain sympathy from the entire society. It is critical for this purpose to change JTUC-RENGO’s attitudes and promote cooperation among its organizations at various levels.
- In order to further strengthen a community-based face-to-face labour movement, JTUC-RENGO needs not only to organize joint actions, but also to put an effort into addressing local issues.

### **3. Towards a Labour Movement Broadly Recognized in Society**

#### **(1) Basic ideas for activities in 2014-2015**

Towards the goal of realizing “a secure society built around work as its core” by 2020, JTUC-RENGO will put its utmost effort into strengthening the power of the labour movement over the next two years. In particular, JTUC-RENGO will pursue the creation of a labour movement that is broadly recognized in society. To this end, JTUC-RENGO will expand its activities by organizing mass actions and other campaigns in society, and ensure that the JTUC-RENGO movement gains the sympathy and participation of non-regular workers, workers in SMEs, women and young workers. Specifically, JTUC-RENGO will strengthen its activities from the following standpoints:

- (i) To create a fair society, JTUC-RENGO will promote activities through which each union member can share the JTUC-RENGO movement, and, moreover, pursue the creation of a labour movement that is broadly recognized in society. For this purpose, JTUC-RENGO will build its ability to convey its views and recommendations to the outside world, and establish a social position as an organization that fights against social absurdities for the benefit of all working people.
- (ii) JTUC-RENGO will strengthen its social influence by organizing more workers, creating a network of the vulnerable, encouraging their participation in its activities, and cooperating with other organizations. To this end, JTUC-RENGO will strive to achieve “JTUC-RENGO with 10 million members” as its foundation by organizing not only employees of subsidiaries and/or business partners but non-regular workers and SME employees. Moreover, JTUC-RENGO will take the initiative in realizing gender equality

to create a society without discrimination based on gender.

- (iii) JTUC-RENGO will broadly spread the idea of “a secure society built around work as its core” so that this can become the common demand of working people, as well as promote activities to realize JTUC-RENGO policies by strengthening its “power and policies” as an organization representing workers. Moreover, JTUC-RENGO will promote political activities to realize its policies, and strive to expand political forces that act for working people.
- (iv) JTUC-RENGO will strengthen cooperation among its Headquarters, affiliates, enterprise-based unions and local RENGOS so that the JTUC-RENGO movement can fulfill its roles and functions to the maximum extent. In addition, to ensure that players in the labour movement act and produce results, JTUC-RENGO will promote campaign themes that are attractive to many activists, and advance the JTUC-RENGO movement as a whole in conjunction with an engagement in activities at various levels.

## **(2) Focal points of actions**

Given the above-mentioned current situation, the challenges to be addressed, and these basic ideas, JTUC-RENGO will boldly conduct its campaigns in 2014-2015 with a focus on the following points:

- (i) JTUC-RENGO will strengthen its organizational basis both qualitatively and quantitatively. Specifically, it will strive to create a supportive work environment through workplace activities and rebuild collective labour-management relations on the basis of actions that are directed towards the goals of JTUC-RENGO with its 10 million members. To promote unionization, JTUC-RENGO will also consider legal issues, including the extension of collective agreements and the use of the employee representative system, if appropriate. Moreover, JTUC-RENGO will promote the participation of women and young people in its activities by implementing its Action Plan for Gender Equality 2013-2020, and create a community-based face-to-face movement by building its ability to disseminate messages.
- (ii) JTUC-RENGO will make the utmost effort to reduce disparities and improve working conditions. Specifically, it will take action, focusing on (a) redressing the distribution gap at the macro-level and paving the way for bringing the deflationary economy back to normal through the Spring Labour Offensive, (b) fighting against any negative change in worker protection rules and improving work rules, (c) enhancing income redistribution functions through the social security and tax systems, and (d) further addressing non-regular work problems through both improving the treatment of and organizing non-regular workers.
- (iii) JTUC-RENGO will enhance its ability to realize its policies towards “a secure society built around work as its core.” Specifically, it will continue its activities of contributing to recovery from the Great East Japan Earthquake, including restoring victims’ livelihoods,



industrial revival and job creation in the affected areas. At the same time, JTUC-RENGO will continue to broadly spread the idea of “a secure society built around work as its core,” and endeavor to ensure that its recommendations, mainly its policy packages towards 2020, are reflected in the policies of the government, political parties, and administrative authorities. In addition, JTUC-RENGO will make efforts to expand and strengthen political forces which stand up for working people. Moreover, JTUC-RENGO will strengthen its social influence through international solidarity in order to respond to globalization, and through expanding its range of mutual assistance in cooperation with labour welfare organizations.

### **(3) To build the ability to achieve campaign goals**

The above-mentioned campaign goals cannot be achieved without concerted efforts by the JTUC-RENGO Headquarters, affiliates, enterprise-based unions and local RENGOs. Particularly at the enterprise-based union and branch levels, organizing non-regular workers, improving their working conditions, and encouraging their active participation in the labour movement are important tasks, so the following approaches should be adopted to enhance the ability to achieve our goals. Moreover, JTUC-RENGO Headquarters should strive for selection and concentration to ensure the steady progress of the JTUC-RENGO movement and make effective use of resources. It should also propose a cross-cutting campaign or other action that will create a social wave:

- (i) To clarify common challenges and arrange joint action schedules, the annual activity plans of JTUC-RENGO Headquarters, affiliates, enterprise-based unions and local RENGOs should be correlated with one another. At the same time, it is necessary to establish a cycle of JTUC-RENGO actions focusing on the membership goal of 10 million to promote the participation of enterprise-based unions and branches.
- (ii) A mechanism for effective communication should be developed through the use of various tools that ensure that important information, including JTUC-RENGO’s common campaign themes, are quickly conveyed to enterprise-based unions and branches. Through such a mechanism, the JTUC-RENGO movement will become visible to union members: They can feel that they are connected with each other through the JTUC-RENGO movement. Information provision at the level of local RENGOs and local councils should also be considered. Moreover, dialogue at the level of our affiliates should be strengthened to raise awareness of enterprise-based unions and branches. To this end, JTUC-RENGO Headquarters should strengthen its public relations program.
- (iii) There is also an urgent need to develop human resources actively involved in JTUC-RENGO actions. Opportunities for staff exchanges and training workshops with enterprise-based unions, affiliates, JTUC-RENGO Headquarters and local RENGOs, as well as associated bodies and outside organizations, should be utilized. Moreover, the RENGO Academy masters course provided by the Institute of Labour Education and

Culture and the RENGO Graduate School to be set up at Hosei University in April 2015 should be used effectively, and cooperation between the two should be explored. JTUC-RENGO Headquarters, affiliates and local RENGOs will strengthen their education system to promote human resources development in consideration of the needs of organizations at various levels. It is particularly important to strengthen JTUC-RENGO Headquarters' response capabilities.

## **ACTION POLICY 1**

### **Steady Implementation of Activities to Achieve the Goal of “RENGO with 10 Million Members” towards Expanding Collective Industrial Relations, and Reinforcing a Socially Influential Labour Movement through Promoting Solidarity Activities**

#### **<Structuring collective industrial relations in all workplaces and communities through activities to achieve the goal of “JTUC-RENGO with 10 million members”>**

1. Steady practices to achieve the goal of “JTUC-RENGO with 10 million members”
  - (1) As the first year of the plan to establish “RENGO with 10 million members” designated to be completed by 2020, JTUC-RENGO Headquarters, affiliates, enterprise-based unions, local RENGOs and local councils will fulfill their own functions and roles, while consistently undertaking concrete actions to expanding the organizations. To carry out these actions, more effective implementation policies will be developed through discussions conducted mainly in the promotion project team, the subcommittee for organizational expansion and strengthening and the organizing committee. In particular, based on “Action Plan to Achieve RENGO with 10 million members,” JTUC-RENGO will clarify its intended projects and address concrete actions, which includes identifying prioritized targets to unionize and the core corresponding organizations, allocating the following targets: 1) JTUC-RENGO Headquarters working for new industry and other groups, 2) Integrated tripartite action for large unaffiliated unions and nonunionized workers in large companies, 3) cooperative actions by affiliates and JTUC-RENGO Headquarters to encourage diversifying enterprise management, and 4) affiliates for the diversification of employment types.
  - (2) Affiliates will also take concrete actions towards sharing the “organizing targets” by September 2015, (which includes names of target organizations and target numbers for new unionization) and will fully engage in a 100% achievement of the organizational goal. In addition, as a continuous project running until 2020, the organizing targets, which each affiliate formulated with the assumed period up to September, will be shared. These targets include non-unionized workers in companies (non-regular workers, post-retirement re-employees/re-appointment, etc), unorganized workers in subsidiaries and associated companies, and unaffiliated companies in associated industries. Furthermore, concerning the manageable cases, arrangements will be made among JTUC-RENGO Headquarters, affiliates, and local RENGOs and the relevant actions for organization will be undertaken within FY2013.
  - (3) Local RENGOs will work to strengthen their cooperation with JTUC-RENGO Headquarters and affiliates, and seek to organize the main non-unionized corporations in a community, in accordance with the formulated organizing targets which have outlined the goals to complete by 2015. In addition, JTUC-RENGO will reinforce the function of

labour consultations, and proactively organize trade unions in local enterprises/small and medium-sized enterprises (SMEs) as well as bringing currently unaffiliated trade unions under JTUC-RENGO's umbrella. In this way, with the goal of fully achieving the "target numbers for organizing at a local level," JTUC-RENGO, with local RENGOs serving as the core, will undertake diligent actions to expand the organization. Furthermore, for the development of successors, advisors' meetings and seminars in each block will be held, and JTUC-RENGO will strengthen its activities to recruit and develop the human resources of those who can take an important role in local movements in the future.

**<Efforts to support the achieving the goal of "RENGO with 10 million members" >**

2. Efforts for reinforcing JTUC-RENGO Headquarters system

(1) With an aim of supporting organizing activities, JTUC-RENGO Headquarters will strengthen its framework of the Local Organizing Promotion Division. In concrete terms, JTUC-RENGO will establish a new "Special Team for Organizing" (provisional title) which will be committed to organization activities, and will undertake concrete activities to encourage organization, in alliance with affiliates and local RENGOs.

3. Efforts towards the promotion of unionization

(1) JTUC-RENGO will cooperate with labour welfare organizations and strive to support local unions by solidifying the support policies for workers employed in small-tiny enterprises and non-regular workers.

(2) JTUC-RENGO will endeavor to make progress in information sharing with affiliates and local RENGOs, through the creation of an information database containing the data of companies and trade unions and through strengthening union-search function.

(3) In regard to the importance of trade unions and their social value, JTUC-RENGO will strive to promote greater understanding, through councils conducted with employers' associations and industry associations.

(4) JTUC-RENGO will continuously deploy social campaigns to promote the significance of trade unions and collective industrial relations.

(5) JTUC-RENGO will support the activities of affiliates and local RENGOs in regards to establishing industrial relations after their unionization. In addition, JTUC-RENGO will share the information on relevant issues and seek to strengthen the alliances. Relevant issues addressed include: the maintenance/continuation of unions and improvement/reinforcement of organizational power that affiliates and local RENGOs currently face.

4. Efforts for human resource development/reinforcement to support organization

(1) JTUC-RENGO will be fully engaged in the development of "organizers," who play a

crucial role in forming trade unions and establishing industrial relationships. Accordingly, JTUC-RENGO Headquarters will promote mutual collaborations combining the experiences and knowledge that each organization and its human resources have obtained. This includes implementing seminars for organizers targeting the human resources in affiliates and local RENGOs and creating opportunities for practical experience in the actual field of unionization. In particular, the development of young organizers who will be responsible for the next generation, and women organizers will be reinforced, and thus greater synergy will be brought about through the continuation of actual practices, alliances, and seminars in affiliates and local RENGOs. Furthermore, JTUC-RENGO will also engage in research on advanced cases from other countries to develop relevant insights/knowledge concerning measures related to globalization.

5. Monitoring and speeding up the efforts for organization by deployment of intensive actions
  - (1) With an aim to further spread understanding about the importance of collective industrial relations in enterprise-based unions/workplaces and communities as well as to share its value, JTUC-RENGO will set the period for nation-wide intensive campaigns for expanding organizations and work intensively in a fully integrated manner with Headquarters, affiliates, enterprise-based unions and local RENGOs.

**<Strengthening the activities of 260 local councils and developing face-to face labour movement rooted in the community” >**

6. JTUC-RENGO Headquarters, in order to reinforce the activities of the 260 local councils, will collect and analyze the information on actual labour conditions through various surveys and fieldwork (making visits) in order to gain an appreciation of the reality of local councils activities. In regards to pressing issues, necessary measures will be undertaken. JTUC-RENGO will also make a progress in the consolidated accounting of local RENGOs and local councils.
7. In order to entrench the activities of 260 local councils, affiliates will strive, more than ever before, to share recognitions and to strengthen their structure, with the aim of increasing active participation in local activities.
8. Local RENGOs determined that the two years of 2013 and 2014 would be the period for entrenching the foundations of the 260 local council activities and accordingly, set the following five objectives as their priorities to promote the activities of local councils: 1)

organizing, 2) support for trade unions of local industries/SMEs, 3) negotiation function, 4) policy recommendations, and 5) political activities. In order to expand solidarity and promote participation in the activities of the affiliates of local councils, these priorities are designated as the foundation, required to ensure the smooth initiation of the activities of local councils. This was set to be part of the local council's functions with other first-step-activities and was outlined in the 3rd study group for organization and financial soundness.

In addition, together with entrenching the activities of local councils, local RENGOS will enhance the intensification and labour-saving activities of local RENGOS.

9. With the aim of promoting fairness among affiliates and creating a unified movement involving JTUC-RENGO Headquarters, affiliates and local RENGOS, JTUC-RENGO will strive to eliminate the gap existing between the registered members at the Headquarters and local RENGOS. In order to achieve the mid-term objectives (to reach 100% registration by 2017), as indicated in the 3rd study group for organization and financial soundness, specific meetings will be conducted, and in order to provide basic information to these meetings, surveys on a number of JTUC-RENGO members will be continuously implemented.
  
10. In order to strengthen the support for working people and citizens who live and work in a community and to extend the mutual assistance system, JTUC-RENGO will seek to reinforce the activities conducted in alliance with the voluntary labour welfare organizations, including labour welfare councils, worker's credit unions banks, the National Federation of Workers and Consumers Cooperatives (OSAI), co-operatives and NPOs. In cooperation with the associations for retired persons, JTUC-RENGO will also encourage retired individuals and pensioners to join JTUC-RENGO movement and expand their friendship with JTUC-RENGO.

**<Effort to boost the power of labour movement>**

11. JTUC-RENGO will improve the framework for sharing information to help develop the labour movement as a unified JTUC-RENGO movement. To this end, JTUC-RENGO will construct a system to directly deliver the information, which will include information about the various general issues that JTUC-RENGO is tackling, to enterprise-based unions of affiliates and branches from JTUC-RENGO Headquarters.

12. With human resource development for the labour movement in mind, JTUC-RENGO Headquarters, affiliates and local RENGOs will seek to enhance the education system. In addition, JTUC-RENGO Headquarters will launch a project to develop educational materials (readers, etc). Furthermore, personnel exchanges will be initiated among JTUC-RENGO Headquarters, affiliates, local RENGOs, local councils, JTUC-RENGO-related associations and outside organizations. The preparation to establish a “RENGO Graduate Institute” will also continue to be carried out with the aim of developing highly-skilled human resources who will be intended to support labour and social movements. The institute concerned will be open in April 2015. Accordingly, affiliates and enterprise-based unions will recruit and nurture human resources at their workplaces, as well as work for the establishment of robust trade unions.
  
13. JTUC-RENGO will promote labour education targeting the whole of society with a focus on emphasizing the importance of trade unions, which are supposed to serve as the foundations for collective industrial relations. As one aspect of these efforts, endowed chairs will be also enhanced both in central and local universities. In addition, JTUC-RENGO will also proactively carry out activities to produce the readers targeting all students including elementary to high school students and unorganized workers, and will make efforts to enhance other activities utilizing the “work rules exam” system, etc.

**<Promotion of youth (female and male) activities>**

14. The “RENGO Youth Forum,” which is designed to raise the awareness of young members (both female and male) in regards to joining the JTUC-RENGO movement for the enhancement of the organization, will be held continuously by each local block in a rotation, and in turn will conduct exchange activities which focus on encouraging participation in trade unions.
  
15. With regard to issues having a deep connection with the youth, JTUC-RENGO will reflect their opinions in its movement through discussions and councils in the “Youth Activity Committee” established in the JTUC-RENGO Headquarters. JTUC-RENGO will also strive to enhance the youth committees of local RENGOs and the youth groups of affiliates as opportunities to recruit and nurture human resources. Further, JTUC-RENGO will promote women’s participation in youth activities.

**<Promotion of the peace movement>**

16. JTUC-RENGO will be committed to world peace in cooperation with related organizations, focusing 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) the abolition of nuclear weapons and realization of support measures for *Hibakushas*, A-bomb survivors, based on state reparations, (3) territorial issues such as the movement to demand the return of the Northern Territories. Concerning security issues including the shape of US military bases in Japan, JTUC-RENGO will also carry out discussions continuously.
  
17. A document calling for “A World without Nuclear Weapons” was unanimously adopted at the Review Conference of the Parties to the Treaty on the Non-Proliferation of Nuclear Weapons (NPT) held in May of 2010. In order to ensure steady progress on the agreed-upon items leading up to the 2015 conference, JTUC-RENGO will strengthen its cooperation with a wide-range of associations/groups that call for abolition of nuclear weapons, including the integrated efforts of three associations involving the Japan Congress Against A- and H-Bombs (GENSUIKIN) and the National Council for Peace and Against Nuclear Weapons (KAKKIN). At the same time, JTUC-RENGO will also work together with the International Trade Union Confederation (ITUC) and the Mayors for Peace to increase the number of parties to the NPT.

**<Enhancement of human rights and solidarity activities>**

18. JTUC-RENGO will work with the Unified Central Congress for Buraku Liberation on various actions and study sessions aimed at the enactment of the Human Rights Abuse Remedies Act (provisional title). As for the elimination of employment discrimination, JTUC-RENGO will collaborate with affiliates and local RENGOs to provide guidance to management through respective enterprise-based unions. Concerning the abduction of Japanese persons by North Korea, JTUC-RENGO will, in partnership with relevant organizations, call for the prompt liberation of victims and extradition of those responsible, and work to raise public awareness of the issue through study sessions, etc.
  
19. JTUC-RENGO will work for the “RENGO Heartfelt Fund” and conduct follow-up field surveys on the activities of volunteers, and NPOs, fundraising members including



fundraisers of affiliates and local RENGOs, in order to provide feedbacks to trade union members. Furthermore, countermeasure support in the event of a disaster will be promoted, such as providing an emergency response and support for afflicted people.

20. JTUC-RENGO will proactively collaborate in solidarity with like-minded organizations, including labour welfare councils, worker's credit unions banks and ZENROSAI to energize a social movement to realize JTUC-RENGO policies and systems, particularly those related to national issues.

**<Efforts for supporting the afflicted area of the Great East Japan Earthquake>**

21. For the reconstruction and revitalization of the areas afflicted by the Great East Japan Earthquake, JTUC-RENGO will utilize the regular contact system with local RENGOs in the afflicted areas, and will be continuously engaged in proactive efforts, including purchasing products from the afflicted areas.

**<Countermeasures against natural disaster>**

22. Concerning the response in any future great disaster event, JTUC-RENGO will continue to make effective and useful improvements of organizations in local RENGOs through volunteer projects, etc.

## **ACTION POLICY 2**

### **Advancing the Social Movement to Organize and Improve the Treatments of Non-regular Workers**

#### **<Further developing the “Let’s start in the workplace” campaign>**

1. JTUC-RENGO will further develop and entrench its “Let’s start in the workplace” campaign in order to encourage the organization of non-regular workers and the improvement of their working treatments, in all workplaces of both private and public sectors.
  - (1) Meeting with relevant affiliates and local RENG0 representatives, JTUC-RENGO Headquarters will gather information regarding the actual implementation of the initiatives in order to share and entrench the good practices through exchanging experiences and publishing case studies.
  - (2) In regard to the *Shunki Seikatsu Tōsō* (Spring Labour Offensive), JTUC-RENGO will cooperate with the Council for Joint Struggle with Non-Regular Workers to carry out initiatives to improve the treatment and labour environment of non-regular workers ,for the purpose of correcting disparities and raising the level of daily lives.
  - (3) Affiliates will be committed to encourage affiliated trade unions to promote the organization of non-regular workers and encourage their participation in existing trade unions to improve their workplace treatment. To this end, affiliates will utilize “Case studies of let’s start in the workplace” and make contact with directly or indirectly employed non-regular workers in order to fully understand their actual situations.
  - (4) Local RENG0s will establish a Center for Non-regular Workers to understand the actual situations of non-regular workers, and will promote further actions, such as holding study sessions and networking events, concerning non-regular employment.

#### **<Strengthening the foundation of “Dial for All Labour Consultation” in a community >**

2. JTUC-RENGO Headquarters will improve the environment and system for further awareness and utilization of the “Dial for All Labour Consultations” as an accessible anchorage for non-regular workers and currently non-unionized workers, as well as a means to provide them with appropriate information.
  - (1) JTUC-RENGO Headquarters will conduct the collection/analysis/announcement of the consultation contents, carry out the planning/publicity of intensive consultations and make improvements to the aggregation system. At the same time, JTUC-RENGO will also make policy recommendations and deploy campaigns in accordance with the needs of actual workplaces.

- (2) In order to reinforce the function of consultation in meetings, JTUC-RENGO will promote everyday information sharing, and will hold, if needed, regular study sessions and exchange meetings at local unions.
- (3) Local RENGOs and local councils will be committed to advancing labour consultation activities with a focus on strengthening organizational power, including promoting the involvement of affiliates in the events of intensive consultation and enhancing the alliance with related associations/organizations in a community.

**<Promoting efforts to improve the employment and working environment of young people>**

3. To improve students' job hunting and the employment/working environment of young people, JTUC-RENGO will carry out activities to inform them of the significance and rules of work and roles of trade unions. JTUC-RENGO Headquarters will also aggregate the efforts related to youth employment conducted by affiliates, local RENGOs, and share good practices.

**<Transmitting information and raising public awareness of problems associated with non-regular work as well as promoting the formation of worker networks>**

4. With the aim to improve the treatment of non-regular workers and to encourage non-regular workers to form or join trade unions, JTUC-RENGO will transmit information, conduct surveys over the internet and make efforts to raise public awareness.

## **ACTION POLICY 3**

### **Developing Policies and Systems Aimed at Creating a Secure Society Built around Work as its Core**

#### **<Continuing efforts towards reconstruction and recovery from the Great East Japan Earthquake>**

1. To promote reconstruction and recovery from the Great East Japan Earthquake, JTUC-RENGO will work with local RENGOs in affected areas to investigate conditions and call on the government to take action to steadily promote the revitalization of local economies and job creation, to resolve the Fukushima Daiichi nuclear disaster and solve the problem of the decontamination of land affected by radiation, to engage in “people-centered community building,” respond properly to radioactive materials released in the nuclear accident, secure food safety and security, provide enhanced protection for consumers, and improve the educational environment.
2. JTUC-RENGO will press the government to ensure that necessary human resources, such as nurses, caregivers and nursery teachers, are available in the affected areas.

#### **<Continuing efforts towards the recovery of Japan and the revival of a thick layer of the middle class>**

3. To develop a sustainable and healthy economy, JTUC-RENGO will urge the government, political parties, relevant ministries and agencies, and build parliamentary alliances to promote economic and industrial policies along with employment policies in ways that include concentrating policy on welfare, education, the environment and other areas that are directly linked to people’s lives in order to be able to create many jobs, develop human resources and realize decent work in growth areas.
4. As for Japan’s participation in Trans-Pacific Partnership (TPP) negotiations, JTUC-RENGO will call on the government to take appropriate measures to address concerns, such as the effects on domestic industries, to disclose information to the public, and to strive to build a national consensus. At the same time, JTUC-RENGO will encourage participation in a campaign proposed by the ITUC and cooperate with national centers in TPP participating countries.

#### **<Realizing JTUC-RENGO’s new energy policies, promoting global warming countermeasures>**

5. On the premises of securing energy sources that provide alternatives to nuclear energy and of actively promoting renewable energy and energy saving, JTUC-RENGO will work to

reduce dependence on nuclear energy in the medium and long terms, and ultimately aim for a society that does not depend on nuclear power. To do so, JTUC-RENGO will urge the government to offer political support for realizing the safe, secure and stable supply of resources and energy, including actively promoting renewable energy and ensuring the long-term stability of resources and energy. JTUC-RENGO will also call on the government to strictly apply the new regulatory requirements set by the Nuclear Regulation Authority.

6. JTUC-RENGO will strongly press the Japanese government to realize a “new legal framework for fair and effective measures against global warming in which all state parties participate,” to start in 2020.
7. JTUC-RENGO will work to facilitate social dialogue to reduce domestic greenhouse gas emissions based on the understanding and cooperation of Japanese citizens, and especially to strengthen and advance measures to reduce carbon emissions in the civilian sector.
8. JTUC-RENGO will continue to augment its Eco-Life 21 Campaign, and promote campaign activities in the workplace and local communities. In particular, JTUC-RENGO will promote energy conservation through the Peak Cut Action 21 initiative to check energy use in the summer and winter. JTUC-RENGO will also work with relevant organizations to hold an Environment Forum to disseminate information on trade unions’ efforts to address global environmental problems.

**<Expanding a campaign for tax reform based on “fairness, solidarity and agreement” >**

9. JTUC-RENGO will raise union members’ awareness of taxation and their responsibility as taxpayers through study sessions at the workplace and community levels to realize its Third Basic Outline of Tax Reform and pave the way for burden sharing in a secure society. It will also undertake a national campaign for developing public awareness of tax reform. Moreover, JTUC-RENGO will continue to provide assistance in filing final income tax returns, both in the workplace and in local communities.
10. JTUC-RENGO will work to strengthen the tax system’s income redistribution function to ensure that the government’s “comprehensive reform of social security and taxation” is steadily promoted. Moreover, JTUC-RENGO will work towards the introduction of a benefit system for low-income earners in the event of an increase in the consumption tax as a single tariff.
11. JTUC-RENGO will urge the government to take measures to remove public concerns about the My Number system, including with regard to the strict protection of personal

information, under which an identification number is given to each person for social security and taxation purposes.

**<Realizing a secure society by enhancing the social safety net>**

12. To establish decent work for healthcare, welfare and nursing care workers and secure their assignment and retention, JTUC-RENGO will, in cooperation with workplaces and communities, draw up its “guidelines for nurses’ night work,” set up and engage in local conferences for children and child-rearing, conduct a survey with a view to maintaining and expanding nursing care services, and participate in prefectural platforms for securing welfare and care staff.
13. JTUC-RENGO will work to maintain the universal healthcare system, thoroughly review the employees’ health insurance and medical systems for the elderly, and create a fair and sustainable medical insurance system based on solidarity.
14. JTUC-RENGO will work to realize a genuine universal pension system through drastic reforms, including the solution of the problem of no or low pension benefits and the unification of pension plans.
15. JTUC-RENGO will encourage a review of the social insurance system so that it can be applied to all employees, including short-time workers, taking advantage of the Spring Labour Offensive and unionization activities.
16. JTUC-RENGO will work to establish a national system for implementing a program for supporting poor people’s independence and to stop the lowering or control of livelihood assistance with a deeper understanding within and outside the organization.
17. JTUC-RENGO will work towards the ratification of the UN Convention on the Rights of Persons with Disabilities and the expansion of support that helps disabled people establish their rights and independence, with a deeper understanding within and outside the organization.
18. JTUC-RENGO will continue to conduct a campaign to “check your medical treatment by reviewing your detailed medical receipt,” and undertake a campaign to “reconsider your lifestyle.”

**<Continuing efforts to realize administrative reform, decentralization, and democratic civil service reform>**

19. To strengthen the foundation of democracy and guarantee citizens' rights, JTUC-RENGO will call on the central and local governments to establish a "new public," advance democratic civil service reform that guarantees basic labour rights, improve the treatment of temporary or part-time government workers, and promote decentralization, as well as study and consider new issues with regard to the local government system, including the introduction of a regional system.

**<Ensuring safe and secure food and a good quality of life, improving the social infrastructure>**

20. To improve Japan's food and wood self-sufficiency, JTUC-RENGO will call on the central and local governments to secure and cultivate human resources engaged in agriculture, forestry and fisheries, to strengthen these industries' management base and competitiveness, to promote sixth-order industrialization, and to expand the consumption of domestic food and wood products.

21. To ensure consumer safety and security, JTUC-RENGO will call on the central and local governments to strengthen policies to protect consumers, including the proper transition to new standards according to the Food Labeling Act, the improvement of consumer consultation services, and the promotion of consumer education. JTUC-RENGO will also work towards the passage of a bill designed to remedy damage to consumers.

22. JTUC-RENGO will call on the government to prioritize and implement public works projects according to the importance and urgency of disaster prevention measures, including rebuilding aging infrastructure and lifelines.

23. JTUC-RENGO will work for the enactment of the Basic Transportation Act to promote a comprehensive transportation policy and secure fair working conditions for transportation workers.

24. JTUC-RENGO will continue to call on the government to strengthen measures for the safety of bus transportation, including ensuring compliance with standards regarding the assignment of shift drivers, and the proper operation of the new highway bus business.

25. JTUC-RENGO will work to realize the enactment of a "basic water circulation law" that specifies basic principles concerning water, establishes a comprehensive water administration system, and aims to maintain and restore a sound water cycle.

**<Reducing disparities and ensuring equal opportunity in education, reviewing the education system>**

26. To break the “cycle of poverty,” JTUC-RENGO will work to increase public spending on education to reduce the burden on individual households. JTUC-RENGO will call on the government to maintain free high-school education and to further increase subsidies for school expenses and improve public scholarship systems for low-income individuals and families.
  
27. Given the Education Rebuilding Implementation Council that deliberates on matters concerning the foundation of the education system, JTUC-RENGO will set up a “project team for education policy consideration,” which will formulate JTUC-RENGO’s opinion and recommendations to be submitted to the Central Council for Education and the Diet.

**<Continuing efforts to establish fair and equitable market rules>**

28. JTUC-RENGO will call on the central and local governments and political parties to enact a basic public contract law and public contract ordinances. As part of this effort, local RENGOS will hold study sessions with the participation of lawmakers and promote efforts to realize this.
  
29. JTUC-RENGO will work with affiliates to promote the socially responsible investment of worker’s capital, primarily pension funds, in accordance with JTUC-RENGO’s “Guidelines on Responsible Investment of Workers’ Capital.”

**<Enhancing efforts to realize the policy package>**

30. To realize its policy package to create “a secure society built around work as its core,” JTUC-RENGO will incorporate more concrete policies into its “Demands and Recommendations” and “Policy Priorities,” which are drawn up every other year and every year, respectively, and urge the central and local governments and political parties to adopt these policies. Moreover, JTUC-RENGO will disseminate its views to the broader society through dialogue and joint action with associations for retired persons, labour welfare organizations, NPOs, etc.



## **ACTION POLICY 4**

### **Improving the Level of Working Conditions and Promoting Social Horizontality, to Realize Decent Work**

#### **<Linking job creation with industrial policy and improving safety nets>**

1. In order to foster new industries and promote the creation of high-quality jobs, JTUC-RENGO will call for employment policies linked to industrial policies and campaign to improve safety nets.
  - (1) In order to promote decent work, JTUC-RENGO will pursue the enactment of a “basic employment law (provisional title),” which lays out principles of employment and labour to serve as a basis for government policy.
  - (2) Deepening the involvement of trade unions in the communities, JTUC-RENGO will enhance efforts with the aim of job creation linked to industrial policy and participate in integrated management, including with the job and life support provided by the joint cooperation of national and local government.
  - (3) JTUC-RENGO will commit to revise the Employment Insurance Act, making efforts to improve the duration and benefit level of employment insurance, and supporting capability development as a safety net of employment as well as striving to return the government share of contributions to 25%.
  - (4) In regard to the support system for job seekers, JTUC-RENGO will call for improvements to the system, including restructuring of the system using funds from the general-account budget, ensuring the compliance of the system with the employment insurance, and the relaxing of benefit requirements.
  - (5) To address employment issues resulting from incidents, such as natural disasters and government-enforced evacuations, which are beyond the scope of the existing employment insurance framework, JTUC-RENGO will strive to develop a system for maintaining employment, financed through the general-account budget.

#### **<Improving wage and working conditions and promoting the social horizontality of working conditions>**

2. Through the annual Spring Labour Offensive, JTUC-RENGO will strive to raise and support working conditions for all workers. To this end, JTUC-RENGO will establish a multi-layered joint-struggle system in collaboration with affiliates and local RENGOs and will also make efforts to promote the social horizontality of working conditions by improving internal and external information promotion.

3. JTUC-RENGO will campaign to redress wage disparities, raise wage levels, and improve working conditions by enhancing joint struggles between small and medium-sized enterprises (SMEs) and non-regular workers.
  - (1) While also considering the need to cultivate and secure the human resources necessary for SMEs, JTUC-RENGO will campaign to improve working conditions by redressing fundamental wage disparities and preventing wage polarization.
  - (2) JTUC-RENGO will strengthen joint struggles to improve the treatment of non-regular workers. To do so, JTUC-RENGO will call on affiliates to engage in more proactive participation. Furthermore, JTUC-RENGO will commit to the enhancement of information/opinion exchanges among those who are responsible for the joint struggles of non-regular workers and the improving and expanding of local initiatives.
  - (3) JTUC-RENGO will host a “forum” on perspectives to address disparities and realize balanced and equal treatment.
  
4. JTUC-RENGO will endeavor to comprehensively improve working styles including the shortening of working hours. To this end, JTUC-RENGO will reconsider the existing views on issues, such as on working hours and wages, and thus will conduct discussions on the “guideline for the comprehensive improvement of working conditions (provisional title)” to achieve a “secure society built around work as its core.”
  
5. JTUC-RENGO will strengthen efforts to raise minimum wages to appropriate levels that reflect the actual value of work.
  - (1) JTUC-RENGO will strive for higher wages by encouraging companies to conclude in-house minimum wage agreements and raise pay levels.
  - (2) JTUC-RENGO will strive to significantly increase legal minimum wages in respective locations to certain levels that support the raise of pay levels and serve effectively as a safety-net.
  - (3) With respect to legal special (industrial) minimum wages, JTUC-RENGO will strive to achieve levels which raise payments and redress disparities through the demonstration of industrial labour-management initiatives, as well as attempting to establish new wage standards in the sectors where no rule existed.

**<Promoting appropriate business transactions>**

6. To improve the working conditions of workers at SMEs, JTUC-RENGO will call on employers’ associations and relevant ministries and agencies to make improvements to their business transactions based on the results of the “Survey on Business Relations in SMEs” which was conducted in 2012.

7. JTUC-RENGO will conduct research on initiatives on the issues of SMEs performed by foreign governments and employers' associations and dispatch an overseas research team in order to utilize the cases from other countries to resolve the SMEs issues experienced in Japan.

**<Establishing work rules with a view to promote decent work>**

8. Against the government which aims to retrograde the protection systems for workers, by taking actions including relaxing regulations concerning dismissal and working hours and easing limitations on the terms of dispatching contracts, JTUC-RENGO will, in cooperation with affiliates and local RENGOs, commit to prevent the government from damaging worker protection rules. Additionally, JTUC-RENGO will also participate in discussions in Labour Policy Councils to inhibit the retreatment of labour protection.
9. In regard to raising the rate of premium wages for extra working hours performed over 60 hours monthly, which is stipulated in Article 37-1 by the Labor Standards Act revised in 2010, JTUC-RENGO will strive to call on the government for the early abolishment of the grace measure's application to SMEs. In addition, JTUC-RENGO will take actions to prevent the government from rolling back from worker protection with regard to revisions to the registration of working hours, including the Discretionary Working System of Management-related Work and Flextime System.
10. JTUC-RENGO will work on revising the Labor Standards Act to enforce workers protection with the aim of establishing a legal system for working hours which gives more consideration to work life balance and health, such as the legislation of "Standards for Improvement of Working Hours, etc. for Drivers of Automobiles" (announcement) and the introduction of interval regulation (interspaces of working hours).
11. Concerning the amendment of the Worker Dispatching Act, JTUC-RENGO will, in the Labour Policy Council, address legal reforms towards the stabilizing of employment and ensuring the fair treatment of dispatched workers, in accordance with the legislative intent of the Worker Dispatching Act.
12. In regard to the revised Labor Contract Act enacted in 2012, throughout the year including during the annual Spring Labour Offensive, JTUC-RENGO will raise awareness to entrench the Act and take further concrete actions beyond legislative reform, such as shortening the duration for conversion to a contract without a definite period (from fixed-term contract).

13. In order to enable everyone who desires so to continue to work up to the age of 65 years old, JTUC-RENGO will strive to steadily implement measures to ensure the employment of elderly persons stipulated by the revised Act on Stabilization of Employment of Elderly Persons, and will commit to preventing the termination of employment of those under the age of 65 years old, in the event of the conversion to a fixed-term contract, due to the application of the continued employment system.
14. JTUC-RENGO will address legislation for the protection of workers' rights, including laws on the continuation of labour contracts, maintenance of working conditions, and obligating consultation with trade unions in the event of corporate restructuring, such as the transferring of a business to new owners.
15. With a focus on establishing collective industrial relationships, JTUC-RENGO will strive for the legislation of the worker representative system.

**<Earthquake disaster reconstruction and resolution of the Fukushima Daiichi Nuclear Power Plant accidents>**

16. To restore industries and reconstruct livelihood in areas affected by the Great East Japan Earthquake disaster, JTUC-RENGO will urge the promotion of stable recovery programs, and strengthen activities, such as vocational training, providing support for human resources, ensuring industrial safety and health and encouraging employment creation, linked with industrial polices as the core for regional development.
17. JTUC-RENGO will call for industrial safety and health education and strict disaster prevention measures in the work conducted for the decommissioning of the Fukushima Daiichi Nuclear Power Plant and its decontamination work.

**<Promoting measures for occupational safety and health>**

18. JTUC-RENGO will work towards the early revision of the Industrial Safety and Health Act to incorporate measures related to mental health and the prevention of passive smoking in the workplace, and will call for the provision of safety information for machinery, and tighter, more effective regulations regarding the management of chemical substances.
19. JTUC-RENGO will address the need for prevention of overwork and death from over work, including the promoting of risk assessments, mental health care at the workplace and the reduction of long working hours.

20. JTUC-RENGO will make efforts to ensure the steady implementation of the 12<sup>th</sup> Occupational Safety and Health Program, including announcing the names of corporations which have caused serious industrial accidents but have failed to implement any improvements.
21. Based on the "RENGO Occupational Safety and Health Guideline," JTUC-RENGO will proactively promote trade unions' initiatives for industrial accident prevention, such as recognizing and recording the situations in which industrial accidents occurred and developing appropriate human resources.

**<Strengthening measures for young people, persons with disabilities and foreign workers>**

22. In order to ensure good employment opportunities are available to all young people, JTUC-RENGO will call on the government to properly enforce the policies included in the "Employment Strategy for the Young People. At the same time, JTUC-RENGO will also actively work for local employment creation as a trade union, through participating in the "Council for Supporting Local Career Education," etc.
23. In order to smoothly enact the revised Act on Employment Promotion, etc. of the Persons with Disabilities, JTUC-RENGO will produce an effective guideline regarding anti-discrimination and the provision of reasonable accommodation in Labour Policy Councils. In addition, JTUC-RENGO will encourage labour and management to work together in a unified manner in order to make improvements to the workplace environment, which enables disabled people to work positively.
24. In regard to the Technical Intern Training Program, JTUC-RENGO will request the government to conduct necessary reform based on sufficient monitoring and validations. In addition, concerning the liberalization of the movement of persons and accepting highly skilled human resource associated with the Trans-Pacific Strategic Economic Partnership (TPP) negotiation, JTUC-RENGO will take actions against the easy provision of residential status and the easily giving the work qualification.

**<Promoting human resource development and capacity building>**

25. In regard to developing human resources who can act globally and obtain advanced technical skill aimed at achieving a "nation built on skilled human resources," JTUC-RENGO will call for the establishment of a system in which the administration, companies and higher educational institutes will cooperate from a perspective to maintain and improve Japan's competitiveness (aggressive approach).

26. Concerning non-regular workers, job seekers and young people, with the goal of enabling them to return quickly and smoothly to the labour market, JTUC-RENGO will call for the enhancement of public vocational training and capacity building with the Job-Card system serving as an employment safety net, which includes revisions to the Employment Insurance System (defensive approach).
27. To promote vocational capacity development, JTUC-RENGO will work to ensure that policies to support career development, including education and training services provided by public vocational training facilities and the use of the “career qualification system,” will be formulated with the participation of corporations, industry groups, and trade unions, in addition to the consideration paid to the importance of the inheritance of skills and techniques.

**<Improving the labour dispute resolution system>**

28. In regard to the systems for settling individual labour disputes, bullying and power harassment at the workplace became the top cause of disputes with cases showing a dramatic increase. As such, JTUC-RENGO will review the roles and functions of each system and consider how these can be better coordinated. In addition, JTUC-RENGO will encourage workers to join trade unions and make efforts to organically utilize the systems for settling individual labour disputes, in collaboration with labour consultations.
29. JTUC-RENGO will consider ways to promote the use of labour committees and examine their use in addressing labour disputes involving public servants.
30. JTUC-RENGO will call for the improvement of the industrial tribunal system introduced in 2006, including the expansion of the number of courts which accept appeals from the industrial tribunal and the recognition of the proxy representation of trade union officials who meet specific conditions.
31. JTUC-RENGO, in cooperation with local RENGOs, will commit to enhancing the functions of local labour administration (labour seminars targeting workers, etc.) in order to raise awareness regarding the protection of workers’ rights as part of the enforced labour (legal) education.

**<Responding to the revision of the Civil Code (the law of obligations)>**

32. In regard to the Civil Code (the law of obligations) which will be revised for the first time in 120 years, JTUC-RENGO will strive for the protection of workers in a manner which prevents workers’ rights from being weakened and provides a sufficient examination of the possible influences on securing labour credits.

## **ACTION POLICY 5**

### **Promoting Equal Participation towards the Realization of a Gender-equal Society**

#### **<Promoting equal participation by women and men in all areas>**

1. JTUC-RENGO will start its Action Plan for Gender Equality 2013-2020 (October 2013-September 2020) and promote comprehensive activities for gender-equal participation.
  - (1) JTUC-RENGO will strive to keep all of its organizations and members informed about the Action Plan for Gender Equality 2013-2020 and encourage each organization to include the “three goals” (realization of decent work and opportunities for women to fulfill their abilities, a work-life balance, and inclusion and revitalization of a diverse working population) in its policies, and set target figures.
  - (2) JTUC-RENGO will establish a system for progress management and follow-up under the Committee for Promoting Gender Equality to ensure that all organizations attain their goals.
  - (3) JTUC-RENGO will consider the active promotion of positive action and the introduction of a quota system.
  
2. JTUC-RENGO will work to ensure that the government implements the national plan to create a gender-equal society.
  - (1) JTUC-RENGO will work to ensure that the government implements the 3rd Basic Plan for Gender Equality (2011-2016), and will actively engage in discussions with the Council for Gender Equality in the Cabinet Office and other bodies in order that JTUC-RENGO’s views are reflected in the 4th Basic Plan for Gender Equality (provisional).
  - (2) JTUC-RENGO will work towards the early ratification of the Optional Protocol to the Convention on the Elimination of All Forms of Discrimination against Women, as well as promote activities to resolve issues pointed out by the UN Committee on the Elimination of Discrimination against Women (CEDAW).
  
3. JTUC-RENGO will promote a review of social systems and practices from the perspective of gender equality.
  - (1) JTUC-RENGO will work to change the current tax and social security systems to ones that are neutral to gender and lifestyle, including the elimination of factors that discourage women from working.
  - (2) Concerning the revision of the Civil Code, particularly the sections related to family law, JTUC-RENGO will work to introduce the selective dual-surname system, to close the gap in the legal marriage age between men and women, and review the current practice of property division at the time of divorce or for children born outside of marriage.

- (3) JTUC-RENGO will undertake a campaign to stop the commercialization of sex, which constitutes a violation of human rights, and to eliminate all forms of violence against women, thereby raising public awareness of and providing information on these issues.
- (4) To ensure that women further participate and fulfill their abilities in society and the economy, JTUC-RENGO will encourage the active use of measures for positive action to promote women to higher positions and expand job categories for women.
- (5) To ensure a work-life balance for both men and women and women's continuing to work, JTUC-RENGO will work to further promote measures for supporting a work-life balance in the workplace and expand the capacity of nursery schools to solve the waiting list problem.
- (6) JTUC-RENGO will employ the Guidelines for Disaster Prevention and Reconstruction from the Perspective of Gender Equality to promote women's participation in reconstruction and disaster prevention efforts.
- (7) JTUC-RENGO will call on the government to take positive action measures, including a quota system, to promote women's active participation in politics.

**<Realizing gender equality in employment, expanding support for a work-life balance, improving working conditions for part-time workers>**

4. To eliminate direct discrimination and realize gender equality at all stages of employment, JTUC-RENGO will work to revise the Equal Employment Opportunity Act and ensure the effective implementation of the revised law. JTUC-RENGO will also strive to address the actual situation regarding sexual harassment and indirect discrimination in the workplace, and make use of laws to address these problems.
5. To comprehensively improve the working conditions of part-time workers, JTUC-RENGO will work towards the early revision of the Part-Time Workers Act in line with the Labour Policy Council's report on "future policies for part-time work (proposal)."
6. To rectify wage gaps between women and men, JTUC-RENGO will employ the wage plot method to analyze the causes of such disparities and make these disparities "visible," and work to raise wages and eliminate the "head-of-household requirement" for getting a living allowance, which constitutes indirect discrimination.
7. To enable women to play a more active role and continue working, JTUC-RENGO will work to stop maternity harassment, to improve support for balancing work with pregnancy and childbirth, and work on child-rearing and nursing care, and prohibit unfair treatment.
8. JTUC-RENGO will work to realize a work-life balance that leads to an increase in men's participation in child-rearing, as well as review the working styles of men and women.



9. JTUC-RENGO will raise workers' awareness of the Child Care and Family Care Leave Act and work to expand its application to all non-regular workers, including fixed-term and part-time workers.
10. JTUC-RENGO will work to extend the valid period of the Act on Advancement of Measures to Support Raising Next-Generation Children, which is due to terminate in 2015.
11. JTUC-RENGO will further strive to develop awareness of the following laws in the workplace: the Labor Standards Act (particularly the provisions for protecting women), the Equal Employment Opportunity Act, the Part-Time Workers Act, the Child Care and Family Care Leave Act, and the Act on Advancement of Measures to Support Raising Next-Generation Children.

**<Cultivating female union leaders, undertaking a campaign>**

12. To cultivate female union activists and leaders, JTUC-RENGO will encourage women to share problems and take initiatives through a central rally for women in October, a local bloc meeting, a seminar for female union leaders, etc.
13. In line with the Action Plan for Gender Equality 2013-2020, JTUC-RENGO will promote prompt information provision for the women's representatives of each organization, share problems on women's issues, and engage in joint action by effectively restructuring and vitalizing the Committee for Promoting Gender Equality and the women's committee, and by holding a meeting of women's representatives from affiliates and local RENGOs.
14. JTUC-RENGO will designate June as the "month of gender equality," during which a campaign will be waged to increase awareness of gender equality issues within and outside the organization.

**<Promoting international solidarity activities and partnerships with various organizations in Japan>**

15. JTUC-RENGO will actively participate in and cooperate with the ITUC World Women's Conference, the ITUC-AP Women's Committee and other gender-related activities.
16. JTUC-RENGO will actively participate in campaigns to promote gender equality, including International Women's Day (March 8), the World Day for Decent Work (October 7), and the International Day for the Elimination of Violence against Women (November 25), which are all supported by the ITUC.

17. JTUC-RENGO will pay close attention and respond to developments in relevant international organizations, including CEDAW, the Commission on the Status of Women (CSW), the ILO Committee of Experts on the Application of Conventions and Recommendations, and the Trade Union Advisory Committee to the OECD (TUAC).
  
18. JTUC-RENGO will deepen exchanges and partnerships with NGOs, NPOs and other women's organizations, including the International Women's Year Liaison Group, which comprises 38 women's groups in Japan whose objectives are consistent with those of JTUC-RENGO.

## **ACTION POLICY 6**

### **Strengthening Political Activities to Realize Policies Advocated by JTUC-RENGO**

#### **<Basics of political activities>**

1. To bring hope and security to people's lives by creating "a secure society built around work as its core" and ensure genuine "comfort and affluence" by improving the living environment according to JTUC-RENGO's Political Program, which is to be revised at this Regular Convention. JTUC-RENGO will actively promote political activities, putting the emphasis on cooperation with political parties and politicians whose objectives and policies are consistent with those of JTUC-RENGO.
2. JTUC-RENGO will promote political activities and election campaigns based on the "politics JTUC-RENGO demands," which is set out in the Political Program, including establishing party politics in which sound parliamentary democracy works, realizing politics and policies with a central focus on workers and citizens, and pursuing a two-party system enabling a change of regime, under which ruling and opposition parties work hard together to realize their policies. In the meantime, JTUC-RENGO will improve its efforts to deepen understanding of the need for JTUC-RENGO's political activities and JTUC-RENGO's support for political parties and politicians, taking into account the current political situation.
3. JTUC-RENGO will have talks on policies with both the ruling and opposition parties, if appropriate, to realize "a secure society built around work as its core." In particular, JTUC-RENGO will enhance consultations with the DPJ, with which JTUC-RENGO shares many policies, to realize JTUC-RENGO's policies in the Diet. JTUC-RENGO will also strengthen its ties with the caucus of JTUC-RENGO-endorsed Diet members.

#### **<Strengthening political activities>**

4. As a first step towards strengthening its political activities, JTUC-RENGO will hold training and study sessions, and encourage union members to recognize the importance of and participate voluntarily in political activities. JTUC-RENGO will also enhance political education at all levels from the JTUC-RENGO Headquarters to the workplace, cultivate future leaders, who will be responsible for political activities, and increase union members' political awareness.
5. Under the leadership of local RENGOS, the political centers of the JTUC-RENGO Headquarters and each local RENGOS will host discussion meetings and training

workshops so that endorsed candidates can deepen their understanding of JTUC-RENGO's policies.

**<Supporting election campaigns>**

6. JTUC-RENGO will strive to understand voters' political awareness and behavior and analyze problems with future elections based on the results of the 46th Lower House election held in December 2012 and the 23rd Upper House election held in July 2013, and improve political training workshops and other sessions to strengthen political activities and election campaigns.
7. To realize its policies at the regional and local levels, JTUC-RENGO will be involved in local elections, including the 18th nationwide local election to be held in 2015, with a view to expanding its power base in local communities. Affiliates will enhance their ties with local RENGOs, and proactively endorse and back their own candidates in various elections. In mayoral elections, in particular, JTUC-RENGO will request each candidate to prepare a manifesto, and determine whether to support him/her based on its contents.
8. JTUC-RENGO will call on union members to diligently comply with all laws regarding elections, including the Public Offices Election Act and the Political Funds Control Act, in both national and local elections. In addition, JTUC-RENGO will actively campaign to discourage abstention and encourage voting (including early voting) as the trade union's social responsibility.
9. JTUC-RENGO will enhance its efforts to use the Internet as a more effective tool for election campaigns.

**<Advancing political reform>**

10. JTUC-RENGO will call for a drastic reform of the electoral system with a view to expanding voters' rights so that the gap in vote-values can be reduced and public opinion will be reflected fairly and accurately. JTUC-RENGO will also work to reform the Diet so that both the Upper and Lower Houses can work well and productive policy discussions will take place.
11. To encourage voters' participation in politics and political parties' healthy activities, JTUC-RENGO will work towards the revision of the Public Offices Election Act and the Political Funds Control Act with a view to ensuring the liberalization of election campaigns and the effective management of political funds in order to promote political reform.

**<Revitalizing local politics>**

12. To revitalize and reactivate local communities, local RENGOS will actively work to realize a politics that promotes decentralization in ways that include fostering the ability of local assembly members to make policy and improving institutions for promoting “legislation by assembly members.” Local RENGOS will also examine how authority should be distributed between the head of a local government and the assembly to ensure the effective functioning of a local administration.
  
13. Local RENGOS will set up a caucus of JTUC-RENGO-endorsed Diet and local assembly members, or a similar forum, to strengthen cooperation with them and thereby work to realize JTUC-RENGO's policies and expand JTUC-RENGO's political influence. In addition, local RENGOS will seek to broaden their social influence through regular consultations with the heads of local government and the representatives of political parties or groups.

## **ACTION POLICY 7**

### **Strengthening International Activities for Realizing Sustainable Societies through Fair Globalization**

#### **<Promoting core labour standards and decent work>**

1. To build a society where anyone can live with hope and a sense of security and realize decent work for everyone, JTUC-RENGO will promote and enhance the concept of ‘decent work,’ as advocated by the ILO.
2. As a part of international solidarity activities to promote decent work, JTUC-RENGO Headquarters and local RENGOs will cooperate with Global Union Federations (GUFs) to participate in the ITUC’s World Day for Decent Work (October 7).
3. In order to contribute to the realization of decent work in Asia and the Pacific, JTUC-RENGO will cooperate with the ILO and actively participate in and support the activities of ITUC-Asia Pacific (ITUC-AP).
4. JTUC-RENGO will call on the government to immediately ratify ILO Conventions, Abolition of Forced Labour Convention, 1957 (No. 105) and Discrimination (Employment and Occupation) Convention, 1958 (No. 111) which Japan has not yet ratified, and strive for the full-fledged application of the six ILO Conventions which Japan has already ratified. In addition, JTUC-RENGO will strengthen its efforts for the ratification of “Conventions designated by JTUC-RENGO as high priority.” JTUC-RENGO will strive to realize civil service reform in line with the recommendations of the ILO Committee on the Freedom of Association.
5. JTUC-RENGO will strongly urge the relevant ministries and agencies and work with the trade unions of respective countries to ensure that regional trade agreements, including the Trans-Pacific Partnership (TPP) negotiation, the ASEAN Plus Three (Japan, China and South Korea), and bilateral free trade agreements/economic partnership agreements (FTAs/EPAs) not only comply with core labour standards for workers but also contribute to sustainable economic growth, improve people’s lives and employment, protect the environment, and promote safety and health.
6. To construct a fair and sustainable economy and society, JTUC-RENGO will pursue the establishment of global governance whose central policies include compliance with core labour standards and promotion of decent work. To this end, JTUC-RENGO will work with Global Unions<sup>\*1</sup> such as the ITUC and the Trade Union Advisory Committee to the

OECD (TUAC) and bolster activities to present policy recommendations at intergovernmental meetings, including G20/G8 summits and to related institutions, such as the ILO, the Organization for Economic Cooperation and Development (OECD), the World Trade Organization (WTO), the International Monetary Fund (IMF), the World Bank, the Asian Development Bank (ADB), the Asia-Pacific Economic Cooperation (APEC) and the Asia-Europe Meeting (ASEM). In doing so, JTUC-RENGO will pay due attention to linking such advocacy to JTUC-RENGO's own vision for policies and systems.

**<Encouraging the social responsibility of multinational enterprises>**

7. JTUC-RENGO will work for the familiarization of guidelines for multinational enterprises, including the OECD Guidelines for Multinational Enterprises<sup>\*2</sup> (2011) which covers the official rules determined by international organizations, the ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy and The United Nations Global Compact, as well as the ISO 26000 (Guidance on Social Responsibility), through strengthening the cooperation with GUFs and related stakeholder associations. In addition, JTUC-RENGO and affiliates will endeavor to construct sound industrial relationships in multinational enterprises as part of their own initiatives.
8. To improve the efficacy and facilitate the implementation of the OECD Guidelines for Multinational Enterprises, JTUC-RENGO will work to enhance the function of the Japanese National Contact Point (NCP) Committee, by lobbying the NCP<sup>\*3</sup> in Japan and consulting with employers' organizations. Furthermore, JTUC-RENGO will proactively participate in the commemoration events of the 50<sup>th</sup> anniversary of Japan's accession to the OECD, which the Japanese government will host and promote the establishment of an alliance among the government, labour, and management aimed at creating sound industrial relationships in Japanese multinational enterprises.
9. JTUC-RENGO and affiliates will work with GUFs to encourage the conclusion of Global/International Framework Agreements (GFA/IFA) between multinational enterprises and GUFs.
10. With the aim to establish sound industrial relations in Japanese multinational enterprises in Asia, JTUC-RENGO will engage in promotional activities, utilizing its brochure on "Responsible Business Conduct: International Standards for Multinational Enterprises." In addition, JTUC-RENGO will hold bilateral seminars on labour-management relations in MNEs the primary content of which will be based on prior practices, including concrete case studies.

**<Promoting development cooperation for the eradication of poverty>**

11. JTUC-RENGO will display commitment to the eradication of poverty in the world. Specifically, JTUC-RENGO will strive to strengthen and develop a shared understanding of the activities of the Forum for NGO-Trade Unions in International Cooperation with the goal of resolving the various issues referred to in the Millennium Development Goals (MDGs)<sup>\*4</sup> and to create an environment in which each and every union member can readily participate. Regarding Post-MDGs, JTUC-RENGO will recommend viewpoints to the government to be included in the goals and guidelines which will contribute to the creation of employment and the realization of inclusive economic growth. In addition, JTUC-RENGO will conduct joint campaigns with NGOs to raise public awareness of progress towards achievement of the MDGs, including the Global Call to Action against Poverty (GCAP). In addition, JTUC-RENGO will call on the government and financial institutions involved in international development (the World Bank, the ADB, etc.) to improve cooperation in development efforts, such as with Japan's ODA (official development assistance).
12. JTUC-RENGO will cooperate with the activities of the Japan International Labour Foundation (JILAF) and enhance development cooperation in the labour sphere with a special focus on human resources.

**<Protecting and establishing human rights, trade union rights and democracy>**

13. JTUC-RENGO will proactively participate in campaigns organized by the Global Union Federations, including the ITUC, to protect human rights and trade union rights in every country of the world. In particular, in order to fulfill the responsibility to resolve the issues experienced in the Asia-Pacific region, such as in Fiji where trade union rights are infringed by the military junta, JTUC-RENGO will cooperate with ITUC-AP and other national centers to take action. In regards to democratization in Myanmar, with careful observation of the progress towards democratization, JTUC-RENGO will work with the ITUC Myanmar Office opened in December 2012 to enhance the effort for establishing democratic labour movements.

**<Joint actions with international trade union organizations, regular consultations and exchanges with overseas trade unions>**

14. To deal with various affairs beyond national borders and overcome common issues, JTUC-RENGO will strengthen cooperation with trade unions across the world and global unions within the country and overseas. In addition, JTUC-RENGO will, in order to better share information, if appropriate, conduct bilateral discussions with the main countries in each area and trade unions in neighbouring countries.



- \*1 Global Unions: A framework for cooperation between the International Confederation of Free Trade Unions (ICFTU), individual Global Union Federations (GUFs) and the Trade Union Advisory Committee to the OECD (TUAC) was adopted at the World Congress of the ICFTU held in Durban, South Africa in 2000, with the objective of dealing effectively with rapid expanding globalization. The framework was further strengthened at the ICFTU World Congress held in Miyazaki, Japan in 2004, and was incorporated into the ICFTU constitution. Following the Founding Congress of the International Trade Union Confederation (ITUC) in 2006, the ITUC, individual GUFs and the TUAC formed the Council of Global Unions to conduct a variety of campaigns.
  
- \*2 The OECD Guidelines for Multinational Enterprises was updated, for the first time since 2000, at the OECD Ministerial Council Meeting held in May 2011, at which time the subtitle “Recommendations for Responsible Business Conduct in a Global Context” was added. Key updates this time include the insertion of a new chapter on “Human Rights,” adoption of a new approach to human right due diligence and the supply chain, and clarification and strengthening of Procedural Guidance.
  
- \*3 National Contact Points promote the OECD Guidelines for Multinational Enterprises, respond to inquiries and solve problems related to the Guidelines. The National Contact Points in Japan are formed by the Ministry of Foreign Affairs, the Ministry of Health, Labour and Welfare, and the Ministry of Economy, Trade and Industry.
  
- \* 4 The Millennium Development Goals (MDGs) were established in 2001, setting eight development goals including the eradication of extreme poverty and hunger, achieving of universal primary education, reducing child mortality, and 21 other targets, as well as 60 indexes, to be achieved by 2015. Currently, some progress towards the goals is being made, with successes such as halving extreme poverty and ensuring access to safe drinking water being met. However, the goals in the fields of education, maternal and child health, and hygiene issues, etc. still remained unachieved and great challenges still exist for the future.