

# Japanese Trade Union Confederation (RENGO)

## Action Policies 2016-2017

SLOGAN :

***"No!" to inequalities  
Let us create a secure society  
by bringing all working people into the RENGO Circle***

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# INTRODUCTION

The position of different workers is indeed varied. However, all workers share the desire to engage in meaningful work and to strike a balance between work and a comfortable, secure life.

Presently, however, the number of individuals for whom such circumstances are nothing more than a pipe dream is steadily increasing.

RENGO's role as Japan's only national center is to fly the flag of social justice under which workers can form a united front and to plan and carry out mass action.

RENGO strives to engage in such activities to its fullest capacity while remaining keenly aware of its role and responsibility as a representative of all working people. At the same time, RENGO endeavors to develop a variety of actions that each worker can engage in as "their own personal action."

## I. Self-reflection. What Kind of Organization has RENGO Become?

### 1. RENGO's evolution & track record since establishment and current challenges

Up to this point, RENGO has carried out numerous actions combining "power and policies" with the welfare of all working people in mind. In addition to presenting a vision for "a secure society based on work" and systematically organizing efforts to realize policies to achieve this ideal, RENGO has made steady progress by supporting mutual-help efforts, discussions, and dialogues initiated by member trade unions and by mobilizing mass movements and information dissemination to increase public awareness.

In retrospect, it can be seen that the calls "to oppose social injustice and to engage in joint struggle with individuals in more vulnerable positions than one's self" and "to become an organization that individuals who work in various workplaces and communities rely on" made in the *RENGO Evaluation Committee Report* (2003) and *Recommendations for the 20<sup>th</sup> Anniversary of RENGO's Foundation* (2009) along with the division of roles among organization at different levels as well as proposals to select/concentrate actions and funding in certain areas presented in reports of the Committee on the Establishment of Organization and Finances (1<sup>st</sup> report: 2002, 2<sup>nd</sup> report: 2004, 3<sup>rd</sup> report: 2011) have been reflected in various RENGO actions.

Efforts to develop human resources—including the implementation of "a community-based face-to-face movement" through the creation of 260 local councils and the establishment of a Center for Non-regular Workers, a Publicity and Education Division, a Designated Team for Organizing, and the RENGO graduate school—are

based on these proposals.

Meanwhile, numerous organizational challenges remain that must be overcome from the standpoint of the ability of RENGO Headquarters, affiliates, and RENGO local organizations to jointly carry out socially-influential actions, including the long-term decline in organizational members, inconsistent participation in activities such as signature collection that are considered “simple.”

## **2. Is RENGO viewed as an organization that can be relied upon?**

What do union members and officers in the workplace currently think of RENGO’s activities?

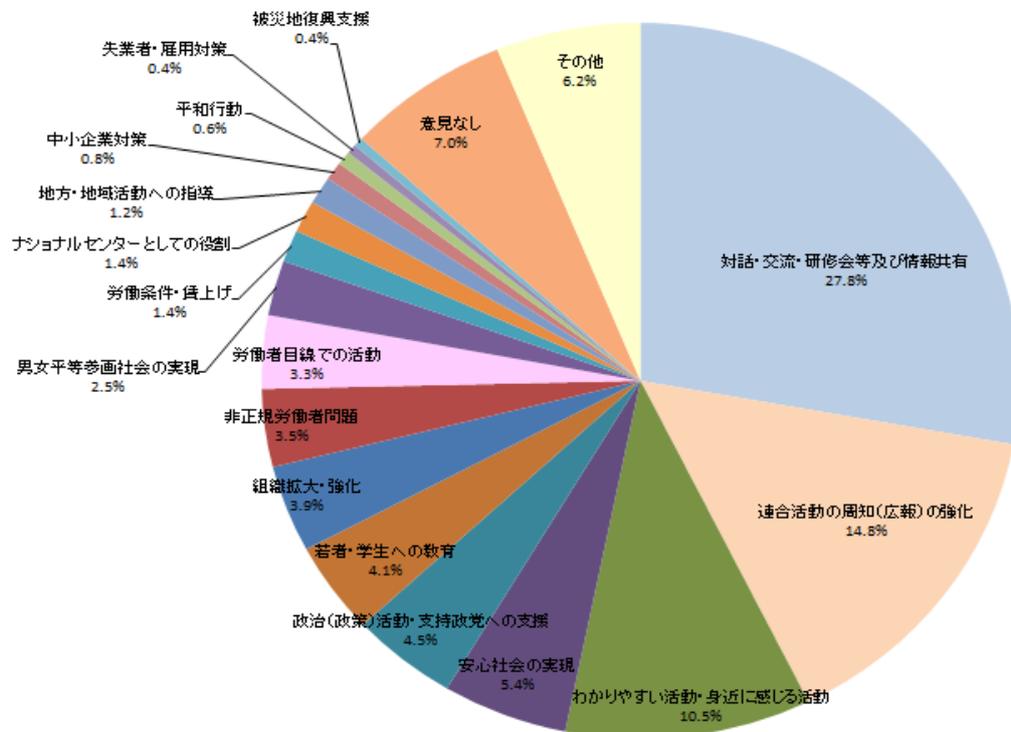
As part of its overall activities to promote dialogue between union leadership and members, RENGO organized discussion forums between President Koga and young (New) union leaders (2 out of 3 have less than 5 years’ experience as a union official) in each of the 47 prefectures (KNT47), during which a questionnaire survey was also conducted. Among others, the survey revealed that there is a strong desire among union leaders to hear about successful actions and experiences of other trade unions and that there is a dearth of activities in which young leaders feel that they can play an active role. At the same time, many forum participants praised volunteer efforts for post-earthquake recovery and other actions that capitalize on RENGO’s organizational strengths. The survey also revealed that information regarding RENGO’s daily activities is not sufficiently disseminated to individual unions and workplace levels. For example, despite the fact that RENGO has been conducting a national campaign titled “Let us say ‘No’ to inequalities for a Better Living” since 2013, many forum participants reported learning about “preventing erosion of rules to protect workers,” which is one of the pillars of the campaign, for the first time.

The fact that “actions that only RENGO can carry out” and “activities that should be carried out because it is RENGO” have not been adequately communicated to union leadership in workplaces is one of the reasons that union members feel a distance between themselves and the RENGO movement.

Meanwhile, turning our attention to society, there are many individuals who are feeling insecure about their employment and their future. To eliminate such feelings of insecurity, it is essential that RENGO engages in activities beyond the confines of industry and business enterprise to reform work rules, social welfare, and the tax system. There is substantial latent need to “oppose social injustice and to become an organization that individuals who work in various workplaces and communities rely on.” The biggest problem, however, is the fact that RENGO’s message has not reached the hearts of such workers and that RENGO is not perceived as a choice for overcoming the challenges they are currently facing.

<Questionnaire survey of young union leaders (KNT47)>  
**Expectations toward RENGO**

～ 連合の今後に期待すること ～



- Dialogue, exchange, workshops, etc. & information sharing: 27.8%
- Raising awareness of RENGO activities: 14.8%
- Easy-to-understand activities, familiar activities: 10.5%
- Realizing a secure society: 5.4%
- Political (policymaking) activities, supporting endorsed political parties: 4.5%
- Educating young people and students: 4.1%
- Expanding and strengthening the organization: 3.9%
- Problems related to non-regular workers: 3.5%
- Activities at the workers' eye level: 3.3%
- Realizing a gender-equal society: 2.5%
- Improving working conditions and wages: 1.4%
- Duties as Japan's National Center: 1.4%
- Guidance on regional and local activities: 1.2%
- Measures targeting small and medium-sized enterprises: 0.8%
- Peace activities: 0.6%
- Measures related to unemployment and hiring: 0.4%
- Supporting disaster-affected areas: 0.4%
- No opinion: 7.0%
- Other: 6.2%

**What is the KNT47?**

It is a forum for direct discussion between RENGO President Koga and young regional union leaders who are expected to assume leadership of the labor movement in the future, held as part of RENGO's strategy to promote dialogue between union leadership and members. KNT47 has served as an opportunity for young regional union leaders to directly voice their opinions regarding RENGO activities and their own labor activities and to discuss the challenges they face and their thoughts on the labor movement. KNT47 forums were held in various locations throughout the country between January 26, 2014 and April 4, 2015. A total of 792 individuals (529 men and 263 women) participated in the forums.

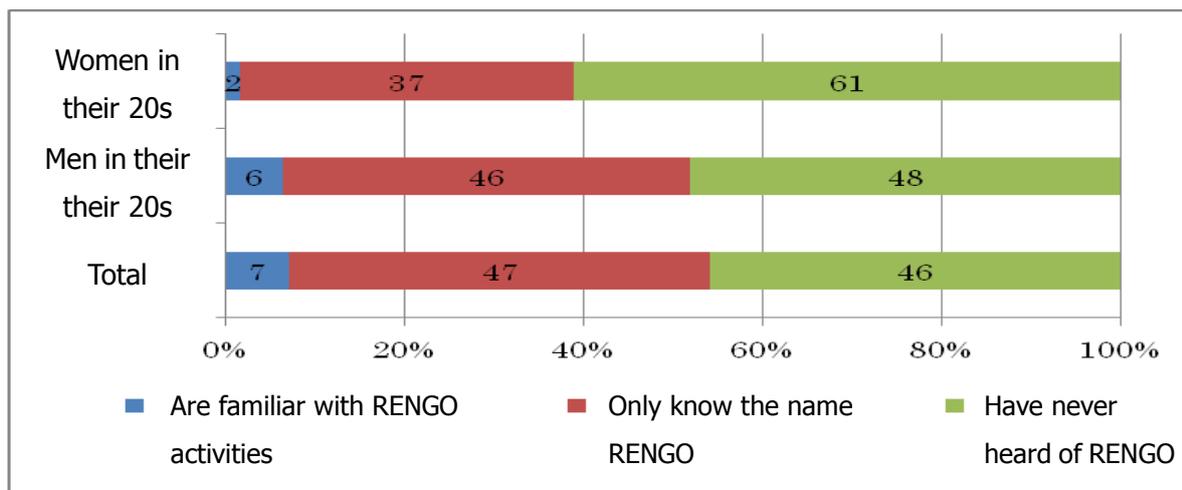
**3. What kind of organization does RENGO represent to the next generation of workers?**

In a survey of a wide swath of the public conducted by RENGO, approximately half of the respondents reported that "I have heard the name before but don't know about their activities." More than half of individuals in their 20s had not even heard of RENGO.

When asked about their perceptions towards trade unions, the most common answer was "unions work on behalf of workers," and the second-most response was "it is difficult to know what trade unions do." Especially among young people, an extremely large proportion of individuals have the image that "it is difficult to know what trade unions do" and "trade unions don't feel like something familiar."

The fact that the next generation of individuals who will bear the future of workforce are not sufficiently aware of RENGO activities indicates that there is already a substantial shortage in the power base that should serve as the foundation for achieving "a secure society based on work."

<Level of Familiarity with RENGO>



RENGO "Results of a Public Survey on RENGO" (2015)

<Top 7 Responses Regarding Perceptions of Trade Unions (multiple answers allowed)>

	Work on behalf of workers	Difficult to know what kinds of activities are being carried out	Essential for improving own employment conditions	Are not reliable, but are necessary	Old-fashioned	Don't feel like something familiar	Are reliable when they are needed
Women in their 20s	30%	49%	19%	20%	21%	24%	13%
Men in their 20s	30%	26%	19%	15%	15%	14%	15%
Total	31%	28%	23%	19%	17%	16%	15%

Source: RENGO "Results of a Public Survey on RENGO" (2015)

## II. Awareness of Concrete and Practical Issues

### 1. Becoming "a familiar presence" in workplaces and communities that workers perceive and turn to as their "own" union

There is extremely high latent need for trade unions capable of creating workplaces that protect workers and facilitate work.

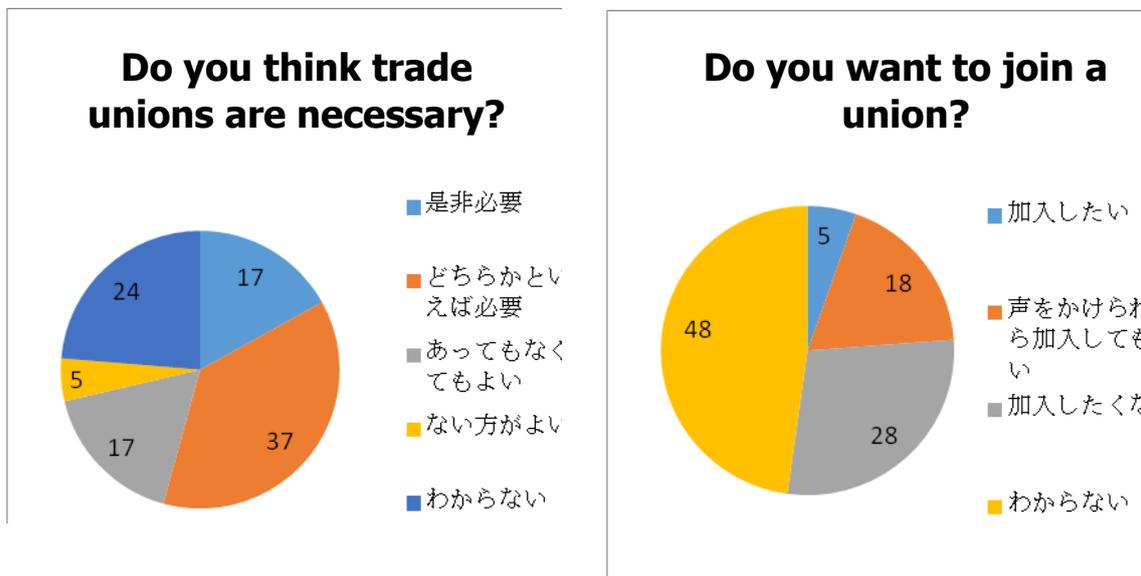
In November 2014, the Ministry of Health, Labour, and Welfare (MHLW) conducted a supervised inspection focusing on companies against which claims of work-related injuries including deaths from overwork (*karoshi*) had been filed or that were suspected of treating young workers as disposable workers. More than 80% of the 4,561 workplaces investigated were found to be in violation of the Labour Standards

Act and other laws. Along these same lines, in a questionnaire survey of “Sweatshop-type businesses [referred to as “black companies” in Japanese]” conducted by RENGO in November 2014, one in four respondents reported “I think my employer is a sweatshop business.” Of these respondents, nearly half also reported that “they had not consulted with anyone” regarding their employment conditions.

When asked, “Do you think trade unions are necessary?,” more than half of the respondents who did not belong to a union responded “Yes” (sum of “they are absolutely necessary” and “they are probably necessary”). However, the percentage of individuals who actually responded, “Yes, I want to join (a union)” was only 5%, while the majority gave less proactive responses, “Not sure” or “I might join if I am asked.” Trade unions must become a “familiar presence” in workplaces and communities by increasing their ability to communicate and their ability to engage workers in dialogue and by proactively approaching individual workers.

In addition to expanding the “Let’s Start with the Workplace” campaign and increasing awareness of regional unions that individuals can join, it is also necessary to consciously create opportunities for interaction with students and employers who have not considered trade unions up to this point and/or individuals who have made judgments about trade unions based only on image and not fact.

Let us extend collective labor and management relationships to all corners of society and create a society in which all workers are compensated justly.



They are absolutely necessary: 17%  
 They are probably necessary: 37%  
 It does not matter if they exist or not: 17%  
 It would be better if they did not exist: 5%  
 Not sure: 24%

Yes, I want to join: 5%  
 I might join if I am asked: 18%  
 No, I don't want to join: 28%  
 Not sure: 48%

Source: Research Institute for Advancement of Living Standards (RENGO-RIALS): “29<sup>th</sup> Survey on the Employment and Living Conditions of Workers” (2015)

## **2. Creating a circle of trust by suffering together, discussing together, and acting together**

Workers experience numerous problems, worries, and disappointing circumstances in their working life. Facing such raw realities of life, worrying together, discussing together, and taking action together to solve problems is the basis of union activities. We need to check whether or not we have fallen into a situation in which services are provided by union leaders and unilaterally received by union members. We need to make sure that trade unions are a place where lively communication occurs on a daily basis, a place where people are not "brought together" but, rather, "get together," to make sure that union officials have not become "alienated" from union members, and we need to become self-reflective and to create trade unions that can be relied upon and that the union members feel belongs to them.

This sense of ownership in which each individual is involved in "creating their own union" is what is desperately needed today. Bringing members into the circle of union activities through honest, open communication is the source of unions' power. Let us take the establishment of a RENGO Day (the 5<sup>th</sup> of every month) and the activities carried out on RENGO Day as an opportunity for invigorating union activities and to expand the circle of activity and the circle of trust.

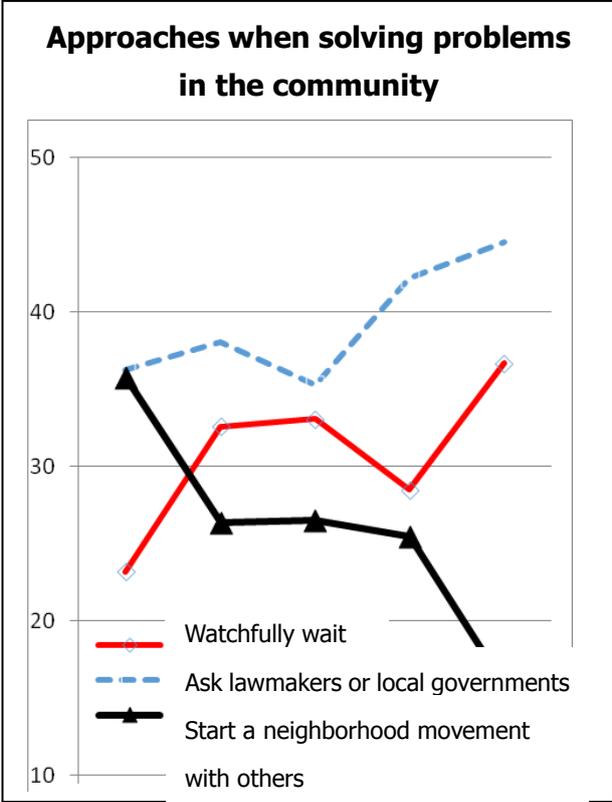
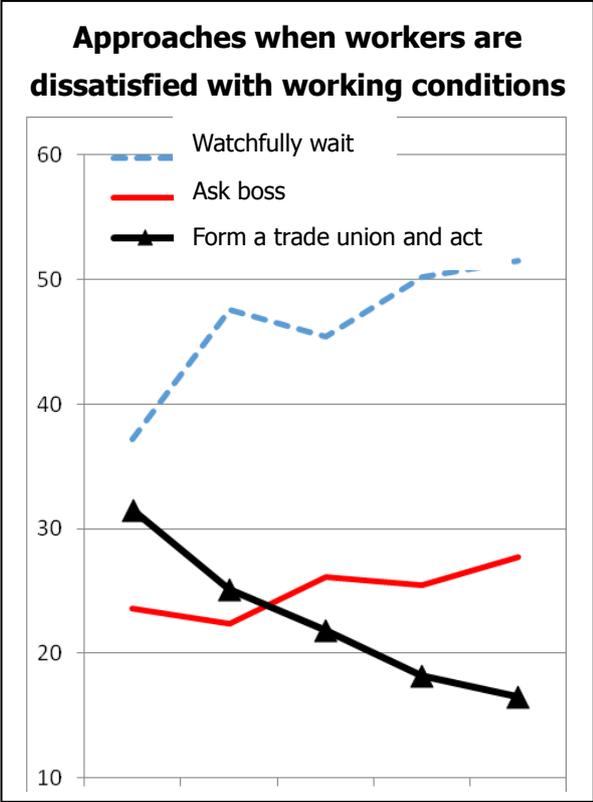
## **3. A proactive attitude towards the future: empowering the group by combining the strengths of each member**

Society will not change if we do not take action ourselves. The low voter turnout in recent elections lays bare the current crisis in democracy. Deepening workers' awareness of issues, changing the pattern of thinking from "it's my problem" to "it's our problem," and sharing the burden of social movements are important roles of the labor movement.

Because workers are in an extremely vulnerable position as individuals, we need to join forces to create a strong movement capable of opposing social injustice. If workers are concerned only with individual, disconnected advantages and disadvantages, they cannot become a driving force for changing an already divided society. Along with deepening labor-management relations at the industry and business levels, it is also necessary to broaden the scope of social actions to include the nature of policies, the economy, and society, which are the source of workers' problems, worries, and dissatisfaction.

Meanwhile, there is a political effort aimed at stoking conflict between regular and non-regular workers, between public and private employees, and between young and middle-aged workers. RENGO must recognize anew the significance of presenting a unified front in the struggle over labor and must, under the banner of trade unionism

presented in *RENGO's Way Forward*, become a stronghold for activities aimed at ensuring the happiness of all workers. Let us increase each union member's sense of ownership, carry out thoughtful but bold discussion, and thereby clear the path to a "secure society based on work."



Source: NHK "Consciousness of Japanese People"

**What is a secure society based on work?**

An energetic and participatory society in which the highest importance is attached to work, in which all individuals are able to participate in society through various ways of working under fair working conditions, in which social and economic self-reliance is promoted through mutual support, and in which there is a social safety net that allows members to strive for self-fulfillment. These ideals were established by RENGO as a part of policy package in 2010.

RENGO has set a goal for achieving this "secure society based on work" in large part by the year 2020, and has been engaged in efforts to enact policies based on a comprehensive set of policies and systems (i.e. "policy package") to construct five "bridges of security" with the goal of eliminating various difficulties related to work and connecting people with work.

# OVERVIEW

## Bringing All Workers into the Circle of “Strength and Policy”

### 1. Current state of the economy and society and the Role of RENGO

(1) In this transition period, the foundation of workers’ livelihoods is being shaken

The Japanese government’s *Annual Report on the Japanese Economy and Public Finance 2015* expressed the view that “For the first time in a quarter century, signs of healthy economic conditions are being observed in a wide range of areas including business activities and employment” and that “the economy has solidly entered a virtuous cycle.”

However, the restoration of the damaged employment and working conditions has been put on the back burner and workers continue to face stark life circumstances. The distribution of wealth to workers (total remuneration to employees) is more than 20 trillion JPY lower than in the period prior to the deflationary economy (in FY1998), the proportion of non-regular employment has increased substantially, and gap in income and other measures is increasing. The economic growth observed in the second quarter (April to June) has reversed direction. In terms of the behavior of companies, while the trend towards prioritizing short-term profits continues to strengthen, “investments in people” has been neglected, and so-called sweatshop-type “black companies” have become a social issue. With the advancement of economic globalization, an increasing number of cases are observed in which corporate restructuring or the actions of multinational enterprises have altered industrial relations.

Amid such circumstances, the rules for protecting workers are being eroded further. Furthermore, while taxes and social insurance premiums are increasing, functional enhancement of the social security system stipulated in the Comprehensive Reform of Tax and Social Security has been postponed. True recovery of Japan cannot be achieved without eliminating insecurity regarding employment and the future and without “raising and supporting the minimum standard” and “correcting inequalities” for our brothers and sisters working in SMEs, who account for 70% of employed workers, and the approximately 20 million non-regular workers.

We must not forget that we are standing on the cusp of a major turning point. We are faced with the task of making a paradigm shift to adapt to an array of structural changes including globalization, declining population, low-birth-rate-aging society, and diversification of values. The preconditions for a so-called Japanese-style welfare society that relies on family and companies have changed dramatically. The perspectives of a gender equal society and a society that enables work-life balance

have gained importance. We are at a point where we need to re-examine which elements of the socio-economic system created after the war should be kept and which elements should be improved by classifying our challenges from a mid- to long-term perspective in order to make a conscious decision about what kind of society we want in the next age.

(2) It is essential that we create an axis for social opposition centered on people's daily lives

As a result of the general election in 2014, the ruling party gained more than two thirds of the seats in the House of Representatives. Under a political system consisting of one strong party and many weak parties, in violation of the ILO's principle of tripartism, important policies and guidelines related to work and daily life are decided in a forum in which representatives of workers are not able to participate. The erosion of rules for protecting workers is an example of such decisions. The Basic Policy on Economic and Fiscal Management and Reform 2015 sets forth a growth strategy that relies on the general mobilization of people, things, and money for strengthening Japan's "earning ability" and that prioritizes economic growth even at the cost of sacrificing of workers. Such thinking runs counter to the global trend of inclusive growth, which seeks to balance economic growth with social stability and sustainability.

It is not at all clear what kind of society the Abe administration envisions at the end of such growth. The administration has failed to clarify its vision for the future and, instead, uses the mass media to create talking points for "today." Its whole approach begins and ends with the attitude that "politicians only need to get citizens to comply [with a policy], not to understand." There is no indication of any desire to have a dialogue with workers, who constitute an important segment of the citizenry, and to create a consensus. Furthermore, with regard to security bills, an issue that is inextricably tied to the Japanese Constitution and fundamental policies, the administration has ignored claims of constitutionalism and has insisted on taking a heavy-handed approach, coercively pushing bills through.

Meanwhile, the awareness of issues among workers is scattered, and it would be difficult to say that there is a firm core for mounting social opposition. The problems exemplified by the historically low voter turnout are deep-rooted and weighty. A previous report by the RENGO Evaluation Committee pointed out the importance of "thinking for oneself and discussing with others about 'where we are' and 'where we will end up if we simply go with the flow'" and warned that "if we continue to let ourselves be carried down this path, (i) it will be each worker for him- or herself, and workers will only be able to think about their own problems; (ii) workers will only

consider ad hoc solutions to problems that are immediately in front of them; and (iii) trade unions will become organizations run by a handful of activists, and activities will stagnate." We must face and overcome the massive challenges that tower before us and create a core for social opposition.

(3) RENGO will do its utmost to cope with this crisis and create a groundswell of support for social change.

First, we must do our utmost to deal with the crisis that stands before us.

It is particularly important at this point in time for workers to share a common awareness of the problems and to create a movement that is broadly based in society.

As representatives of all workers, RENGO Headquarters, RENGO local organizations, and local councils must focus their efforts to an even greater extent on communicating with the public, participating in the policy-making process, and developing actions to create a groundswell of support for social change.

Furthermore, in order to correct the inconsistencies that have come to light in the past several years, it is necessary to create a surge in political action. To this end as well, shared awareness of issues must be expanded and deepened both within and outside RENGO. We must do our utmost to address the various challenges that stand before us.

(4) Clearing a path to a "secure society based on work" by supporting a movement for all workers

In RENGO's 2014-2015 Action Policy, top priority was given to strengthening RENGO's organizational foundation and improving RENGO's capabilities as an activist organization. New possibilities are emerging through nation-wide implementation of the "RENGO with 10 Million Members" project and the "Let us say 'No' to inequalities!" campaign for a Better Living, the Spring Labor Offensive, and activities to promote dialogue between union leadership and members, etc. At the same time, we must ask whether or not these efforts have reached each and every union member and whether or not they have penetrated every corner of every workplace. We must also question the extent to which we have managed to create shared awareness among fellow workers in workplaces without unions and among the general public. Various challenges remain.

Those responsible for carrying out RENGO activities include members of RENGO Headquarters, affiliates, individual unions, RENGO local organizations, local councils and all individuals who come together under RENGO's banner. Powerful action can be undertaken only when each individual proactively fulfills their designated role. In addition, the power to change society can be created by spreading awareness of

RENGO activities among workers in workplaces without unions and, thereby, shaping public opinion.

In addition to supporting their members, affiliates and individual unions must work to broaden understanding of and participation in RENG0 activities in their respective workplaces. We must be creative and imaginative in adapting to changing circumstances, while still standing on basic principles, and create a powerful movement that clears the path to the next age.

## **2. Basic direction of actions in the next two-year period (2016-2017)**

The next two years is designated to be a period for strengthening RENG0's organizational base as an activist organization and proactively disseminating RENG0's way of thinking while nurturing possibilities for action in order to realize a "secure society based on work."

Specifically, in addition to engaging in efforts to change the current course of society by "raising and supporting minimum standards," promoting "decent work" and "mutual support and mutual aid," RENG0 will adopt a long-term perspective towards the future. In addition, RENG0 will make an effort to further improve its "ability to organize," "ability to communicate," "ability to create policy," and its "ability to enact policy," and to increase solidarity around RENG0 actions. The RENG0 movement will be advanced in conjunction with various activities with the following serving as keystones of the movement. Based on the principles presented here, energy and resources will be focused on essential actions and activities will be carried out together with affiliated organization and like-minded groups and individuals.

### **Concentrated efforts to realize a "secure society based on work"**

- (1) Engaging in concentrated efforts that are open in terms of participation to realize the goal of raising and supporting minimum standards
  - Let's create a sustainable virtuous economic cycle, starting with the raising of minimum living standards for workers—
  - RENG0 will work to expand the collective labor-management relationship, which functions as a safety net for workers, to the society at large.
  - RENG0 will expand the content of the 2014-2015 Spring Labor Offensives into something with greater impact and put forth its utmost effort to raise and support the minimum standards and to correct inequalities for all workers.
  - RENG0 will develop activities such as local forums and participation in local development that are open to the community to promote the sharing of problem awareness and the formation of networks with the goal of invigorating local economies and raising minimum standards.

- RENGO will work to ensure that reforms of the social security system are implemented to make it an “all-generation support” system that covers all forms of work styles. RENGO will also work to change the vector of public policy from one that enables the strong to get stronger and casts the weak by the wayside to one that emphasizes correction of disparities through income redistribution and equality of opportunities.
- (2) Developing a campaign to reverse trends based on employers’ interest that steal workers’ private time and erode the quality of employment
- Ensuring decent work for all workers—
- RENGO will develop a Zero Deaths due to Overwork campaign to eliminate or substantially reduce the amount of overtime work, with the goal of realizing a society that enables work-life balance.
  - RENGO will work to create a gender equal society by reexamining work arrangements that presume long working hours, eliminating stereotyped perception for gender roles, and changing customary practices.
  - RENGO will work together with the international labor movement to develop global rules for labor.
  - RENGO will draft and work towards enactment of a Basic Law on Employment (provisional) with the goal of realizing decent work for all workers.
- (3) Joining forces with like-minded organization and individuals and acting on one’s own to create a better society
- Changing the tendency toward market-centricity and prioritization of short term profits through mutual support and aid activities—
- RENGO will create a groundswell at the community level for realizing a “secure society based on work” by strengthening implementation of the “community-based face-to-face movement.” To this end, RENGO will work to identify the needs of workers and residents through consultations and by cooperation with local assembly members as well as like-minded organizations and will address these needs in order to fulfill their role as an organization that is relied upon by communities.
  - RENGO will work with Council of Worker Welfare Associations (Rofukukyo), the Labour Banks, and the National Federation of Workers and Consumers Insurance Cooperatives to implement “mutual aid and support” activities.
  - RENGO will explore various means, such as the establishment of a *Shuro Sasaei Kikin* [Workers Mutual Aid Fund] (tentative name), to raise awareness of the “mutual aid and support” activities and to provide opportunities for each

and every union member to participate.

- (4) Identifying issues that the labor movement needs to tackle based on a long-term perspective of Japan's declining population and low-birth-rate, aging society.
- RENGO will enlist the help of experts in various fields to study the potential impact of Japan's increasingly low-birth-rate aging society on various areas of society. Based on this research, RENGO will develop short-, mid-, and long-term plans to deal with each of the issues identified.

### **Efforts to boost the power of the labor movement**

#### (1) Strengthening RENGO's ability to organize

- RENGO will further accelerate efforts to achieve the goal of 10 million members by 2020. In addition to asking affiliates and RENGO local organizations to establish persons in charge of organizational expansion, RENGO will create opportunities to expand membership as part of its overall activities. In addition, the possibility of introducing new types of membership will be explored.
- RENGO will implement measures to cultivate union leaders to take charge of the labor movement and will carry out integrated action to inform RENGO members of important issues discussed in RENGO meetings, etc.
- RENGO, taking the opinions raised as part of overall efforts to promote dialogue into consideration, will work to further energize activities for youth members and increase the participation of youth members in RENGO activities.
- RENGO will work to ensure that the government implements the 4<sup>th</sup> Basic Plan for Gender Equality.
- RENGO will work to further development and entrench its campaign, "Let's Start with the Workplace".

#### (2) Improving RENGO's ability to communicate both internally and externally

- RENGO will improve its ability to communicate internally by further extending the existing system for directly delivering information on issues being tackled by RENGO as a whole from RENGO Headquarters to local organizations and chapters of affiliates.
- RENGO will work to improve its ability to communicate externally by examining how press conferences and panel discussions can be successful, developing ways to utilize external reporting and mass media including the dissemination of information from local organizations, and explore other means of communication such as SNS and online publishing.
- RENGO will develop strategies for further increasing participation in mass

actions based on lessons from previous mass actions and rallies. RENGO will also explore new methods such as “community organizing” (a method used primarily in the United States to coordinate participatory efforts by local residents aimed at resolving problems in the community or social problems) in order to identify new approaches that are suited to RENGO.

(3) Enhancing RENGO’s ability to create policy

- RENGO will work to cultivate individuals capable of designing policy.
- RENGO will strengthen its network of experts in various fields.
- RENGO will strengthen its cooperation with related organizations such as the Research Institute for Advancement of Living Standards (RENGO-RIALS), the Japan International Labour Foundation (JILAF), the Institute of Labor Education and Culture, and the Japan Labour and Culture Foundation.

(4) Enhancing RENGO’s ability to enact policy

- RENGO will fully engage in political activity as part of its social responsibility as a trade union in order to realize a “secure society based on work,” which is the goal of RENGO’s policy package for all workers.
- RENGO will work to create an axis for social opposition from the standpoint of “citizens and workers” while striving to realize a two-party system in which the tension resulting from friendly competition between parties raises the level of both.

## **Action Policy 1**

### **Steady Progress in Expanding and Strengthening Organization to Realize the Goal of “RENGO with 10 Million Members” and Reinforcing a Socially Influential Labor Movement through Joint Action**

#### **Developing human resources and systems to implement and organize action towards establishment of collective labor-management relationships**

1. RENGO Headquarters, affiliates, and local organizations will put forth their utmost effort and place their top priority on expansion of their respective organizations and strengthening efforts to develop human resources and systems to, first, stop the decline in unionization rates and to achieve RENGO with 10 Million Members with the ultimate goal of establishing collective labor-management relationships in each workplace as a means of eliminating disparities, discrimination, and poverty from society.
  - (1) JTUC-RENGO will pursue the creation of a broad base of staff and members capable of organizing activities, which is essential for achieving a RENGO with 10 Million Members. As well as holding regular “organizer workshops,” etc., RENGO will provide opportunities for staff and members to interact and accumulate organizing experience across industry and regional boundaries with the goal of cultivating organizers at the top level of the organization capable of organizing RENGO as a whole. In addition, RENGO Headquarters will begin reviewing possible deployment of full-time staff responsible for organizational expansion to RENGO local organizations and establishment of an advisory system in the future. Affiliates will engage in efforts to cultivate and deploy full-time organizers and to strengthen regional organizations. Affiliates and RENGO local organizations will focus their efforts, in particular, on dealing with unfair labor practices through the use of Labour Relations Commissions, etc. and on cultivating officials who will help stabilize labor-management relations.
  - (2) RENGO Headquarters will develop and implement a strategy for organizing non-unionized industries and industry sectors and nation-wide businesses and carry out organizing activities in coordination with affiliates and RENGO local organizations. Through such organizing efforts, solidarity between the RENGO’s central union and regional unions, among regional unions, and between RENGO and affiliates will be strengthened. Furthermore, in addition to augmenting efforts to interact with and organize unorganized workers through labor consultations,

RENGO Headquarters and RENGO local organizations will develop activities aimed at outreach by encouraging affiliates to participate in labor consultations and by developing connections with relevant agencies and organizations.

- (3) Affiliates will redouble their efforts related to the “Let’s Start with the Workplace” campaign and direct member unions to proactively engage in efforts to newly organize non-regular workers, including part-time and fixed-term workers, with the goal of organizing and improving the treatment of non-regular workers. Affiliates will also work with member unions to promote union creation, including non-unionized subsidiaries, associated companies, and trade partners as targets, and to organize non-unionized workers and companies in the same industry.

### **Cultivating union leaders to lead the labor movement and strengthening the framework of individual organizations**

2. RENGO Headquarters, affiliates and individual union, RENGO local organizations and local councils will put forth their utmost effort to reinforce systems for cultivating leaders in each organization, which is the most urgent challenge for advancing the RENGO movement, and, at the same time, will work to strengthen solidarity among the various organizations.
  - (1) RENGO Headquarters will begin reviewing and identifying areas for concentrated action in the future and work to improve the organizing ability of RENGO as a whole through its support of efforts to overcome the various challenges faced by affiliates.
  - (2) Affiliates will reinforce efforts to cultivate officials of member unions and branches who support unions in the workplace and expand opportunities for training and interaction among officials with the goal of cultivating the next generation of labor movement leaders. According to the newly adopted “RENGO guidelines to promote educational activities and labor education,” RENGO Headquarters will create new training workshops targeting individuals responsible for designing, managing, publicizing, providing instruction, and creating training materials for new training programs, specifically in organizations that are not capable of carrying out educational activities on their own. In addition, RENGO Headquarters will provide lists of programs and instructors, share examples of successful programs, create a system that allows those involved to cross-participate in various training programs, and strengthen its support function.

- (3) JTUC-RENGO will expand the scale/length of the Youth Forums that are held each year and hold a RENGO Youth Rally (every 5 years) and develop new activities to increase opportunities for interaction among young people, with the ultimate goal of raising awareness of the RENGO movement among young union members (both male and female) and increasing participation in trade unions. With regard to issues that deeply affect young workers, the Youth Activity Committee within RENGO Headquarters will examine and discuss such issues while taking the opinions expressed by new leaders through KNT47 into consideration and ensure that the voices of young workers is reflected in the RENGO movement. Furthermore, in addition to highlighting the activities of youth committees of RENGO local organizations and youth organizations among affiliated organizations as venues for human resource development and discovery of new talent, such activities will be carried with the goal of increasing participation by women.
- (4) RENGO Headquarters will create a system for delivering all types of information to union officials in individual unions and branches as a means of promoting further penetration of the RENGO way of thinking within the organization itself. In addition, RENGO Headquarters will reinforce the direct-delivery system, including email magazine for delivering information on issues being tackled by RENGO as a whole from RENGO Headquarters to affiliates' individual unions.
- (5) RENGO Headquarters will continue its examination of important issues, which includes dealing with affiliates that are not registered with RENGO local organizations, creating a system for RENGO union members to participate in RENGO local organization and local council activities in the locations in which they work, updating (finalizing) lists of registered RENGO members, moving forward with the issues identified by the Third Committee for Examining Methods for Securing Organization and Finances such as to how RENGO should enhance its industrial function, dealing with affiliates with observer status, membership fees for part-time workers along with the allocation of subsidies and funds for strengthening local council fusing headquarter and RENGO local organization fees, industry-specific informational meetings, and the possibility of new membership types.

**Further entrenching the “Face-to-face Movement Rooted in the Community”**

3. In this era of increasing importance of local organizations in the RENGO movement, RENGO Headquarters, RENGO local organizations, and local councils will

demonstrate their leadership and create a system that will enable the organizations to carry out unified action by not only working towards further entrenchment of the “face-to-face movement rooted in the community” but, also, by carrying out actions to build communities and protect livelihoods.

- (1) To enable RENGU local organizations and local councils to fulfill their roles at their full capacity, in addition to prioritizing local activities and creating an environment conducive to such activities, RENGU Headquarters will decide on a list of activities to be carried out by local councils. RENGU Headquarters will also explore creation of a new system to connect with non-unionized workers.
- (2) In addition to strengthening their ties with RENGU Headquarters, RENGU local organizations will clarify the division of roles between RENGU local organizations and local councils and advance the RENGU movement in the region/community as a whole. In addition RENGU Headquarters will increase efforts to create an environment in which affiliated organization and member unions can take part in local activities.
- (3) Affiliates will increase efforts to create an environment in which local organizations and member unions can participate in their local RENGU movements.
- (4) As organizations that are the closest to the members of RENGU-affiliated unions and local residents, local councils will implement and prioritize the “face-to-face movement rooted in the community” through activities that link RENGU with like-minded organizations or that support the local activities of organizations.
- (5) Because the creation of a foundation for mutually support and aid for lives and livelihoods in communities is one of the RENGU’s most important goals, in addition to further deepening its associations with the Council of Worker Welfare Associations (Rofukukyo), Labour Banks, and the National Federation of Workers and Consumers Insurance Cooperatives, RENGU will work to establish connections with cooperative associations, NPOs, and retired workers and to create activities that are trusted by the community.

#### **Publicizing the activities and existence of RENGU and trade unions and labor education**

4. Given the importance of raising the social value of trade unions, in addition to efforts to obtain the trust of union members, JUTC-RENGU will engage in efforts to

deepen the general public's understanding of trade unions.

- (1) Strengthening ties with employers' associations and industry organizations, RENGO will work to promote understanding and penetration of the "labor-management relations based on mutual trust" sought by RENGO and reinforce efforts to expand understanding among the general public regarding the importance of collective labor-management relations. In addition, efforts will be made to more effectively utilize the list of RENGO member unions to widely publicize the existence of RENGO and its numerous member unions.
- (2) As means to promote labor education in society at large in accordance with the newly adopted "RENGO guidelines to promote educational activities and labor education," RENGO Headquarters will explore the possibility of promoting the establishment of a work rule certification exam, promoting the establishment of lectureships supported by donations from RENGO, and developing educational materials and learning tools geared towards elementary and middle-school students.
- (3) As part of an effort to strengthen its ability to disseminate information to society at large through the internet, RENGO will explore the possibility of using new media (opinion magazine, web magazine, etc.) to publicize RENGO's ideology and activities to a wide audience. In addition to updating its webpage, creating a RENGO digest/newspaper, and utilizing Facebook and Twitter, an effort will be made to improve the communication ability of RENGO as a whole by promoting the use of SNS to communicate with affiliates and RENGO local organizations.
- (4) RENGO Headquarters will explore implementation schemes and develop concrete activities for putting "mutual support and aid" into practice, in order to raise awareness of the social value of the RENGO movement by getting each and every RENGO member to participate in "mutual support and aid" activities and to elevate the presence of RENGO for all workers and communities. In addition, efforts will be made to connect with the Japanese Confederation of Retired Persons and to encourage retirees and pensioners to participate in the RENGO movement and to interact with RENGO.

### **Promotion of the peace movement**

5. RENGO will engage in efforts together with relevant organizations to promote world peace by (1) calling for consolidation and reduction of US military bases in Japan

and fundamental re-examination of the Japan-US Status of Forces Agreement, (2) calling for the abolition of nuclear weapons and realization of support measures for atomic bomb victims based on state reparations, and (3) working towards resolution of territorial issues including the movement calling for the return of the Northern Territories. RENGO will continue discussing security-related issues including the nature of US military bases in Japan.

6. The NPT Review Conference (of the Parties to the Treaty on the Non-Proliferation of Nuclear Weapons) held in April and May of 2015 ended without adoption of a final statement. In addition to calling on the government of Japan, as the only country to have been a victim of nuclear bombing, to exert diplomatic effort to develop agreement by 2020 on the abolition of nuclear weapons, RENGO will reinforce its integrated efforts with the Japan Congress Against A- and H-Bombs (Gensuikin) and the National Council for Peace Against Nuclear Weapons (KAKKIN), and work with the International Trade Union Confederation (ITUC) and Mayors for Peace to expand the list of signatories to the NPT and to propel a joint movement by the government and people.

#### **Enhancement of human rights and solidarity activities**

7. RENGO will host informational meetings and engage in various actions together with the Unified Central Congress for Buraku Liberation with the goal of adoption of the Human Rights Abuse Remedies Act (provisional title). Regarding the elimination of employment discrimination, RENGO will work together with affiliates and RENGO local organizations to provide guidance to employers through individual enterprise-based union. In addition, RENGO will conduct a survey to get a handle on the state of employment selection. Concerning the abduction of Japanese persons by North Korea, RENGO will cooperate with relevant organization to call for the prompt liberation of kidnapping victims and the extradition of those responsible and work to raise public aware of the issue through informational meetings, etc.
8. RENGO will continue efforts to ensure that support activities related to the RENGO Heartfelt Fund are implemented effectively. In addition, as a follow up to projects carried out by NGOs and NPOs, RENGO will conduct field surveys and work to strengthen its ties to affiliates and RENGO local organizations.
9. RENGO will join forces and collaborate with like-minded organizations and groups such as the Council of Worker Welfare Associations (Rofukukyo), Labour Banks, and ZENROSAI to achieve policies and schemes advocated by RENGO, and

especially those affecting all Japanese citizens, by encouraging and proactively engaging in social movements.

10. RENGO Headquarters and RENGO-Tokyo will jointly begin exploring schemes for cooperation for realizing a mutually beneficial society in which everyone is able to participate ahead of the Tokyo Olympics-Paralympics scheduled to be held in 2020.

### **Efforts to support areas affected by the Great East Japan Earthquake**

11. Based on a system for regular communication between RENGO and RENGO local organizations in disaster-affected areas, RENGO will develop activities aimed at the reconstruction and revitalization of areas affected by the Great East Japan Earthquake in which affiliates and RENGO local organizations can participate on a continual basis.

### **Countermeasures against natural disaster**

12. RENGO will increase efforts to ensure that RENGO local organizations form networks with community action groups and local volunteer groups in order to be able to resume operations as an organization immediately following a natural disaster.

## **ACTION POLICY 2**

### **Supporting and Promoting Participation by Non-regular Workers, Non-unionized Workers, and Young Workers**

#### **Further developing the “Let’s Start with the Workplace” campaign**

1. RENGO will further develop and entrench the “Let’s Start with the Workplace” campaign in order to unionize and improve treatment of non-regular workers in both the private and public sectors.
  - (1) RENGO Headquarters will collect accounts of actions and encourage the sharing and dissemination of successful examples by providing opportunities for members to exchange experiences and by publishing a collection of case studies, etc.
  - (2) Affiliates will encourage member trade unions to gather information regarding the current status of directly and indirectly employed non-regular workers, create opportunities to interact with non-regular workers, and engage in efforts to organize, encourage participation by, and improve the working conditions of non-regular workers.
  - (3) RENGO local organizations will establish Centers for Non-regular Workers to gather information about the current status of non-regular workers and will develop various activities such as informational meetings and exchange meetings related to non-regular workers.

#### **Strengthening the foundation for “Anything Labor Phone Consultation Service” in communities**

2. RENGO Headquarters will effectively publicize and work to create an environment/scheme in which the “Anything Labor Phone Consultation Service” is perceived and utilized as a familiar source of support for non-regular and non-unionized workers.
  - (1) In addition to collecting, analyzing, and publishing examples of consultations, planning and advertising mass-consultation events, and improve the aggregation system, RENGO Headquarters will propose policies and mount campaigns as needed based on the specific circumstances of individual workplaces.
  - (2) To improve the consultation function of RENGO local organizations, RENGO

Headquarters will encourage daily exchange of information and hold informational sessions as needed.

- (3) RENGO local organizations and local councils will engage in labor consultation activities with the goal of increasing their organizing ability by encouraging affiliates to participate in mass-consultation events and developing ties with relevant, local organizations.

**Promoting efforts to improve the hiring and working environment of young people**

3. To support the job-seeking activities and hiring of university students and to work towards improvement of working conditions for young workers, RENGO will engage in efforts to educate young people about the value of work, the rules of work, and the role of trade unions and will also create opportunities to hear the voices of young people.
4. RENGO Headquarters will compile accounts of support for young people provided by affiliates and RENGO local organizations, and develop schemes for sharing successful examples.

**Disseminating information, raising public awareness, and creating networks to deal with problems associated with non-regular employment**

5. To raise public awareness of problems associated with non-regular employment and the hiring and working conditions of young workers, RENGO will work with various organizations, including those that are not union-related, to disseminate information and conducted surveys.
6. RENGO will continue to explore the appropriate format for collective labor-management relations for non-regular workers.

## **ACTION POLICY 3**

### **Developing Policies and Systems Aimed at Creating a Secure Society Based on Work**

#### **Strengthening efforts to realize policies advocated by RENGO**

1. While incorporating policies aimed at realizing a “secure society based on work” sequentially in “demands and recommendations” and “priority policy” sections of RENGO’s policy package, RENGO will pursue realization of these policies by calling on the central government, local governments, and political parties to take action. In addition, RENGO will promote the penetration of RENGO’s ideology in society at large by advancing social movement through dialogue and joint action with various organizations including the Japanese Confederation of Retired Persons and labor welfare organizations, and NPOs.
2. Every year, RENGO identifies “priority areas” and publishes “guidelines for efforts to realize policies and systems” with respect to regular and special sessions of the Diet and carry out activities toward the realization of policies advocated by RENGO.
3. In order to improve its ability to formulate policy, RENGO will strengthen efforts to cultivate individuals capable of creating policy as well as its network of experts in various fields.

#### **Continuing efforts aimed at reconstruction and revitalization after the Great East Japan Earthquake**

4. Even in 2016 and beyond, RENGO will continue to call on the government to provide steadfast state backing for full-fledged reconstruction and recovery from the Great East Japan Earthquake, including personnel support for local governments in disaster-affected areas, continued support for employment and industry, support to secure nurses and caregivers, and support for reinforcing the education environment.
5. RENGO will call on the government to act steadfastly and promptly to bring a conclusion to the Fukushima Dai-ichi nuclear power plant disaster and clean up the radioactive materials released by the accident, ensure food safety and alleviate fears regarding food safety, and to prevent damage to certain regions and industries resulting from negative public opinion related to the nuclear disaster.

6. RENGO will work with RENGO local organizations in disaster-affected areas to gather information through field surveys and interviews regarding actual circumstances on the ground and call on the central and local governments to respond to the needs that are identified.

### **Promoting sustainable and healthy economic growth**

7. RENGO will assemble approaches for promoting economic/industrial policy and employment policy in an integrated manner, such as concentrating policies in areas that are expected to have a substantial impact on employment growth or focusing on policies for developing human resources and securing decent work in high growth areas.
8. With respect to negotiations regarding the TPP and other trade agreements, RENGO will coordinate with the ITUC and trade unions in negotiating countries and call on the Japanese government to conduct appropriate negotiations with regard to issues related to labor, environment, safety and security. In addition, RENGO will call on the government to provide the public with appropriate information and to work conscientiously to build a consensus among the people.
9. RENGO will engage in efforts to encourage businesses to create and hold labor-management discussion regarding internal regulations for dealing with employee inventions.

### **Efforts related to community revitalization and rural development**

10. With regard to activities related to the Vitalization of Towns, People, and Jobs (rural development), RENGO will participate, as a general rule, in the implementing organizations established by local governments, and work to realize policies advocated by RENGO and to advance the “face-to-face movement rooted in the community.” To do so, RENGO local organizations, local councils, affiliates, and RENGO Headquarters must work closely together and perform their respective roles to the fullest.

### **Realizing RENGO’s energy policies and promoting countermeasures to global warming**

11. Taking the securing of alternatives to nuclear energy and proactive promotion of renewable energy sources and energy conservation as a given, RENGO will work to reduce dependence on nuclear energy in the mid to long terms, with the ultimate goal of creating a society that does not depend on nuclear energy.

12. RENGO will work diligently to ensure that the Japanese government supports the realization of a “new fair and effective framework for dealing with climate change in which all signatory nations participate” that will come into effect in 2020 and that the Japanese government argues for inclusion of the idea of “just transition” to minimize the negative effects of climate change countermeasures on employment in the final document adopted by the UN.

13. Based on the understanding and cooperation of the Japanese people, RENGO will work to promote productive social dialogue in order to reduce domestic greenhouse gas emissions while balancing environmental protection and economic growth and call on the government to strengthen and promote measures to reduce emission in the civilian and other sectors.

14. RENGO will continue and augment its RENGO Eco-life 21 campaign. In addition, RENGO will strengthen its international ties and publicize actions by trade unions related to global environmental issues.

#### **Campaigning for tax reform based on “fairness, solidarity, and agreement”**

15. RENGO will work to strengthen the income redistribution function of the tax system, with the ultimate goal of promoting comprehensive reform of social security and taxation. RENGO will work towards introduction of tax credit combined with a benefit payout for low-income earners given the continued administration of a flat sales tax.

16. In addition to improving the public’s understanding of taxes and raising taxpayers’ awareness by hosting forums on the tax system and utilizing the RENGO website, RENGO will continue to provide assistance in filing income tax returns/returns for refunds.

17. RENGO will urge the government to take steps to allay the public’s concerns regarding the My Number system including those related to the strict protection of personal information and will call on the government to correct unfairness in the tax system and to reform the system to ensure that social security benefits are reliably paid out.

18. RENGO will review and verify the “fundamental principles of the third tax reform.”

## **Realizing a social security system that supports all generations**

19. RENGO will engage in efforts to promote transformation of the social security system into one that supports all generations and to reinforce the foundation of the social security system. In particular, RENGO will work to promote coverage by social insurance by further expanding eligibility to part-time workers and eliminating business offices that are not covered. In addition, RENGO will call on the government to implement measures to prevent companies from evading their obligation to cover employees.
20. RENGO will engage in efforts to improve treatment of medical, welfare, and care workers by ensuring broader application of the system for care degree-adjusted compensation for care workers and establishing limits on night shift work by nurses. RENGO will also work toward securing funding sources for a new child and childcare support system and improving the treatment of childcare workers, etc.
21. In addition to working towards the creation of an efficient health care system, with the ultimate goal of establishment of a community-based comprehensive care system, RENGO will continue its campaign to “check your medical treatment by reviewing your detailed medical receipt.” With regard to the medical insurance system, RENGO will call for fundamental reexamination of the health care system for the elderly.
22. RENGO will undertake a review of the governance structure of (Japan’s) Government Pension Investment Fund (GPIF).
23. RENGO will call for establishment of an implementation scheme for the Self-reliance Support System for the Poor and strengthening of measures for supporting needy children. In addition, RENGO will urge the government not to raise the requirements for receiving livelihood protection (i.e. public assistance).
24. RENGO will work to ensure that the Disability Discrimination Act and other related laws are effectively implemented. RENGO will engage in efforts to create systems and environments in which individuals caring for children or persons with disabilities can continue working.
25. RENGO will review and verify the RENGO Vision for Social Security in the 21<sup>st</sup> Century.

### **Working towards creation of a fair and sustainable society**

26. In order to promote the establishment of a basic law and ordinances on public contracts, RENGO will call on the central government, local governments, and political parties, exchange opinions with employers' organizations, reinforce the sharing of issues and information with RENGO affiliates and local organizations, and instruct local organizations to host informational sessions on the issue with members of the Diet in attendance.
27. RENGO will call on companies to work with stakeholders other than shareholders, to address environmental, social and governance (ESG) issues, and to further develop corporate social responsibility (CSR). RENGO will also work to expand and deepen understanding of the corporate governance code among affiliates and enterprise-based unions and work to strengthen the check function through labor-management consultations, etc.
28. RENGO will work to promote responsible investment of workers' capital in the form of corporate pension funds, etc.

### **Continuing efforts to realize democratic civil service reform and decentralization of administrative power**

29. RENGO will call on the central and local governments to enact democratic civil service reform in a manner that protects labor rights, to implement measures to improve the treatment of temporary and part-time civil government workers, and to take steps to advance decentralization of administrative power.

### **Ensuring safe and secure food and good quality life, improving the social infrastructure**

30. RENGO will urge the central and local governments to enact measures to secure and cultivate human resources engaged in agriculture, forestry, and fisheries, to strengthen the financial base and competitiveness of these sectors, to promote sixth-order industrialization, to strengthen the multiple functions of agricultural and forest areas, to expand the consumption and use of domestic food and wood products, and to improve Japan's self-sufficiency.
31. RENGO will call on the central and local governments to strengthen policies aimed at protecting consumers by implementing an appropriate and easily-understood food labeling system, expanding and effectively using the consumer consultation system, and providing opportunities for consumer education.

32. With respect to extending the service life of and counteracting deterioration of the existing social infrastructure, RENGO will call on the central government to implement labor-saving measures such as automated infrastructure inspections and to identify funding sources for local governments.
33. With respect to social capital related to disaster prevention, livelihoods, safety, transportation, sightseeing, etc., RENGO will call on the central government to implement public-works projects based on the specific circumstances of a given region.
34. With respect to the basic plan for transportation policies, RENGO will call on the central government to ensure transparency/visibility and perform a “follow-up” of projects that are carried out, and to provide advice to local governments during the plan development stage.
35. RENGO will call on the central and local governments to reform water-related laws and to develop plans and regulations for water use based on the Basic Act on the Water Cycle.

### **Strengthening disaster prevention and disaster reduction measures**

36. RENGO will call on the central and local governments to increase the disaster prevention capability of the country as a whole, to strengthen countermeasures for individuals who are most vulnerable in disasters, to cultivate and secure essential disaster prevention and disaster reduction personnel, to strengthen educational efforts to raise the public’s disaster awareness, and to prepare and inspect hazard maps that account for all types of disasters.

### **Reducing disparities and ensuring equality of opportunity in education, promoting labor education and citizenship education**

37. To break the “cycle of poverty,” RENGO will call on the central government to provide free early childhood education and to expand the scholarship system for higher education to ensure that disparities in household financial circumstances do not result in disparities in education.
38. To deepen and effectively utilize knowledge related to work rules that are necessary when one works, RENGO will engage in efforts to ensure that these work rules are included in an effective manner in the government’s curriculum guidelines

and that labor education is formalized into a curriculum.

39. RENGO will work to ensure that citizenship education related politics and enfranchisement (the right to vote) is incorporated into school education as a means of instilling the basic knowledge and awareness needed to function as an independent, full-fledged member of society.

## **ACTION POLICY 4**

### **Raising and Promoting Horizontal Expansion of Minimum Working Conditions, Realizing Decent Work**

#### **Linking job creation to industrial policy and improving safety net**

1. In order to foster new industries and promote the creation of high-quality jobs, RENGO will call on the government to enact employment policies linked to industrial policies and campaign to improve safety nets.
  - (1) In order to promote decent work, RENGO will continue to explore ways to implement RENGO's vision regarding employment and work, including forms of employment, worker treatment, and capacity development, compile these into a policy package (Basic Act on Employment (provisional title)), and work towards realization of RENGO's vision.
  - (2) In addition to strengthening job creation measures linked to industrial policy, RENGO will promote "integrated implementation" of job seeking support and livelihood support in coordination with the central and local governments and call on labor and management to participate in the operation of such support schemes.
  - (3) RENGO will call for review of the unemployment insurance system, which is the primary safety net with the goal of more effectively utilizing and augmenting the system. With regard to the secondary safety net, the support system for job seekers, which is in its fourth year since establishment, RENGO will call on the government to review the system after gathering information regarding its current state of implementation.
  - (4) RENGO will engage in efforts to create an employment maintenance system, etc. financed through the government's general budget as a means of dealing with employment issues resulting from circumstances such as natural disasters or evacuation orders from the central government that cannot be handled within the traditional unemployment insurance framework.

#### **Raising and supporting wages and working conditions, promoting horizontal expansion of working conditions**

2. Through the annual Spring Labor Offensive, RENGO will strive to raise and support minimum working conditions for all workers and to eliminate disparities and

promote equal treatment of companies of different scales, different types of employment, and men and women. To this end, in addition to establishing a multi-layered system for joint-struggle in collaboration with RENGO affiliates and local organizations, RENGO will promote horizontal expansion of working conditions through effective internal and external dissemination of information.

3. RENGO will strengthen joint struggles on behalf of workers in small- and medium-sized enterprises (SMEs) and non-regular workers to eliminate disparities, raise minimum standards, and improve treatment.
  - (1) While considering the need to cultivate and secure necessary human resources in SMEs, RENGO will campaign to correct disparities and prevent bipolarization primarily by improving working conditions.
  - (2) RENGO will strengthen joint struggles to realize improvements in treatment of non-regular workers. To achieve this goal, even more proactive participation by all affiliates is needed. RENGO will commit to more effective exchanges of information and opinions among leaders of the joint struggle for non-regular workers. In addition RENGO will work on improving and expanding local initiatives.
  - (3) RENGO will host a forum to ensure that the Spring Labor Offensive is executed in a manner that is open to all members of society.
4. With the goal of realizing a society which guarantees work-life balance, RENGO will engage in efforts to reform “the way we work” and “the way we rest” through labor-management consultations and call for the reduction of working hours and greater utilization of paid vacation days. For this reason, RENGO will work out a position regarding working hours and wages, etc., and review Guideline for Comprehensive Improvement of Working Conditions (provisional title) aimed at realization of a “secure society based on work.”
5. RENGO will enhance its efforts to raise minimum wages to the level of a living wage.
  - (1) RENGO will strive to raise minimum wages by encouraging companies to conclude in-house minimum wage agreements with their workers and by working to raise pay levels.

- (2) RENGO will strive to significantly increase legal minimum wages in respective locations to levels that can effectively serve effectively as a safety-net.
- (3) With regard to legally defined special (industry-specific) minimum wages, JTUC will endeavor to raise minimum wages through the initiative of labor and management in the industry in question to a level that can correct disparities and will strive to establish new special minimum wages in industries/sectors in which such wage standards did not previously exist.

### **Promoting appropriate business transactions**

6. To improve the working conditions of workers in SMEs, RENGO will call on employers' associations and relevant agencies to reform business-to-business transactions based on the results of the Survey on Business Relations in SMEs that will be conducted in 2015.
7. In order to promote fair trade on a global scale and decent work for all workers in the supply chain, RENGO will gather information, including information on circumstances overseas, and use this information to resolve transaction-related issues in Japan and improve working conditions.

### **Establishing work rules with the goal of realizing decent work**

8. In addition to joining together with affiliates and RENGO local organizations to prevent the erosion of rules to protect workers and to oppose the government's stance of relaxing regulations regarding the dismissal of workers and working hours and otherwise setting back worker protections, RENGO will participate in Labour Policy Council deliberations to ensure that further erosion of worker protections does not occur.
9. RENGO will mount a "From Agreement to Law" campaign. The campaign will encourage each affiliate to set a maximum number of overtime hours per year with respect to companies with Article 36 agreements with a special provision (max. 750 hours, with the goal of lowering this to as close to 360 hours possible), introducing standards for minimum time between shifts (as a rule, 11 hours), and efforts to promote the conclusion of labor-management agreements and labor collective agreements to redress long working hours.
10. As a trade union, RENGO will play an active role in addressing the issue of *karoshi* [death from overwork] and so-called black companies (sweatshop-type companies)

by carrying out a *Karoshi* Zero campaign to “prevent the occurrence of death or illness from overwork in one’s own workplace” and a “Rest Well, Work Well!” campaign to encourage workers to proactively use annual paid vacations. In addition, RENGO will work to increase the efficacy of and strengthen labor administration by calling on the central government to increase the number of labor inspectors and by urging local governments to strengthen the function of local labor administrations.

11. RENGO will work to legislate the principle of equal treatment of workers regardless of employment arrangement (fixed-term, part-time, dispatched, or contract).

12. With regard to the Worker Dispatching Act, in addition to gathering and analyzing information regarding trends in the employment and treatment of dispatched workers based on surveys of dispatched workers and trade unions in receiving companies, with the view of organizing dispatched workers, RENGO will, from the standpoint of worker protection, commit to revision of the Act to guarantee stable employment and fair treatment for dispatched workers.

13. With regard to the Labor Standards Act, in addition to gathering and analyzing information on the actual state of working hours, etc., RENGO will strive to enact legal reform with the goal of reducing long working hours and promoting work-life balance.

(1) RENGO will work to elevate the status of the notification on “limits for overtime work” to a law and will engage in efforts to codify maximum limits for overtime when companies conclude Article 36 agreements with workers. In addition, RENGO will work to expand application of Article 36 to enterprises and businesses that are currently exempt.

(2) RENGO will work to introduce a “minimum rest period between shifts” for all workers.

14. RENGO will verify the current state of countermeasures implemented by the government to prevent *karoshi* [death from overwork] based on the Law on the Promotion of Countermeasure to Prevent Death from Overwork and will call on the government to implement more effective measures.

15. With regard to the Labour Contract Act, RENGO will strive to enact legal reform to

resolve problems related to the withdrawal of unofficial job offers and protection of fixed-term contract workers. As for the conversion of fixed-term contracts to indefinite contracts, in addition to working throughout the year to enact legal reform to shorten the length of employment required for conversion to an indefinite contract from five years, RENGO will endeavor to raise awareness regarding content of the Labour Contract Act to prevent workers from being dismissed just prior to conversion to indefinite contracts., Furthermore, RENGO will work to ensure that the employment of individuals covered by the Act on Special Measures Concerning Fixed-term Employees with Expert Knowledge is managed appropriately.

16. RENGO will work to codify the protection of workers' rights with regard to succession of employment contracts, maintenance of employment and working conditions, and obligating consultation with trade unions in the event that a business is transferred or split as a result of corporate restructuring.
17. RENGO will explore legal measures to ensure all workers receive their pension after retirement without a delay, even in the case of fixed-term workers who are not covered by the employment guarantee measures stipulated by the Act on the Stability of Employment of the Elderly Persons.
18. In addition to working to adjust the majority representative system by enforcing stricter selection of representatives of the majority with the goal of building collective labor-management relations, RENGO will explore the possibility of codifying the worker representative system into law.

### **Reconstruction after the earthquake disaster and responding to the Fukushima Dai-ichi nuclear power plant accident**

19. RENGO will call on the government to eliminate mismatches in employment in disaster-affected areas. It will also call for promotion of job creation measures and occupational development that are linked to industrial policy and that will support the regions in question into the future.
20. The decommissioning of the Fukushima Dai-ichi power plant is estimated to take 30 to 40 years and will require a broad range of workers from engineers to workers on the ground. RENGO will press the government to enact measures for securing workers in the medium and long terms while strengthening protection of safety and health of workers in terms of managing dose exposure, etc.

### **Strengthening measures related to occupational safety and health**

21. RENGO will continue to engage in efforts, including expanding the scope of the Stress Check System, which is scheduled to begin in December of 2015, and the Chemical Substances Risk Assessment, which will be launched in June of 2016, based on the "RENGO actions related to the 'Revised Industrial Safety and Health Act.'"
22. Towards successful implementation of the 12<sup>th</sup> industrial accident prevention plan, which will end in 2017, RENGO will enhance efforts to prevent industrial accidents by encouraging affiliates to report accurate information on their industrial accidents to RENGO Headquarters.

### **Strengthening measure for young people, persons with disabilities, and foreign workers**

23. With the enforcement of Employment Strategy for Young People in October 2015, in addition to calling for proactive dissemination of job-related information to enable young people to choose appropriate occupations and providing job-seeking support for unemployed young people, RENGO will, through workplace inspections, ensure work environments in which young people can continue working.
24. RENGO will work to promote the employment of persons with disabilities, including persons with mental disabilities, based on RENGO principles and enactment of the Law to Promote Employment of Persons with Disabilities, and will work to realize workplaces that comply with provisions in the Law obligating reasonable accommodation.
25. RENGO will call on the government to adjust the Foreign Technical Intern Training Program so that is managed in accordance with the program's main objective, which is to provide international assistance to developing countries.
26. With regard to foreign workers, RENGO will urge the government not to relax eligibility requirements and to easily provide residential status and work qualification to foreign workers.

### **Promoting human resource development and capacity building**

27. RENGO will establish a Research Group on Human Resource Development for Increasing Japanese Competitiveness and will synthesize its thinking on the

cultivation and skill development of workers, who are the source of Japan's industrial competitiveness.

28. With regard to formulation of the 10<sup>th</sup> Basic Plan for Human Resource Development for the period of 2016 to 2020, RENGO will call on the government to formulate a plan after evaluating the policies of "aggressive" and "defensive" human resource development proposed in the 9<sup>th</sup> Basic Plan for Human Resource Development.

29. With regard to vocational capacity development promoted by the Japanese government, RENGO will request the government to provide comprehensive career development support in the form of support for expansion of internal training by companies, which is jointly planned by companies, industrial organizations, and trade unions and in the form of increased public occupational training opportunities as part of the employment safety net.

### **Improving the labor dispute resolution system**

30. Given that the labor tribunal system is entering the 10<sup>th</sup> year since it was established, in addition to calling for improvement of the system based on the evaluation of actual circumstances and requests of labor tribunal members endorsed by RENGO, RENGO will call for review of the division of roles and functions of each system related to the settlement of individual labor disputes.

31. RENGO will engage in various efforts to promote use of and to invigorate Labour Relations Commission, including reviewing their structure/function.

32. RENGO will work with RENGO local organizations to expand the function of local labor administrations (provide labor education to workers) with the goal of strengthening education regarding labor (law) and protecting the rights of workers.

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

33. RENGO will examine the impacts of the Civil Code revision on labor and work to ensure that worker protections are not eroded.

## **ACTION POLICY 5**

### **Strengthening Efforts to Realize a Gender-Equal Society**

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

1. By carrying out its 4<sup>th</sup> Action Plan for Gender Equality (October, 2013 to September, 2020), RENGO will create a society in which women and men are treated as equals, in which the rights of women and men are respected, and in which women and men participate equally and share duties and responsibility equally.
  - (1) RENGO will work to achieve the “three goals” (realization of decent work and opportunities for women to fulfill their abilities, work-life balance, and inclusion and revitalization of a diverse working population).
  - (2) The target is for 100% of organizations to have elected female officers by 2017. In addition, RENGO will work towards introduction of the quota system as a means of ensuring that more female officials are selected, with the goal for 30% of RENGO officials and members in organizational meetings to be women by 2020.
  - (3) RENGO will oversee the progress and provide follow-up support through the Committee for Promoting Gender Equality and enhance the structure of the Project Team to Promote the 4<sup>th</sup> Action Plan for Gender Equality with the overall goal of helping each organization to reach its targets.
2. In addition to ensuring implementation of the 3<sup>rd</sup> Basic Plan for a Gender Equal Society and the 4<sup>th</sup> Basic Plan for a Gender Equal Society (provisional title) based on the Basic Law for a Gender Equal Society, RENGO will proactively call for resolution of issues identified by the UN Committee on the Elimination of Discrimination Against Women and prompt ratification of the Optional Protocol to the Convention of the Elimination of All Forms of Discrimination against Women.
3. RENGO will review social systems and customary practices from the standpoint of gender equality.
  - (1) RENGO will consider the introduction of an optional system for husbands and wives to retain separate family names, unification of the age of consent for marriage for men and women, elimination of the prohibition on remarriage for a fixed period, which applies only to women, and re-examination of the inheritance law from the

standpoint of gender equality, with the ultimate goal of revising the Civil Code related primarily to family law.

- (2) RENGO will work to eliminate commodification of sex that desecrates human rights and all manner of violence against women and engage in efforts to spread awareness regarding these issues to all parts of society by promoting awareness education and disseminating information.
- (3) RENGO will work towards realization of proactive participation by women in politics by calling on the political parties to take affirmative action including the introduction of the quota system.
- (4) RENGO will work to remove disincentives to work from the tax and social security systems and to reform these system be neutral in terms of gender or lifestyle.
- (5) To promote participation by women in the planning of earthquake reconstruction policy and disaster prevention policy, RENGO will engage in activities based on "guidelines for disaster prevention and reconstruction planning from the standpoint of equal participation by women."

#### **Realizing gender equality in employment, expanding support for work-life balance, and achieving equal treatment**

4. RENGO will work to create a social environment in which work-life balance is possible for both working men and women. RENGO will place priority on having its views reflected in meetings of the Labour Policy Council and the Diet towards the ultimate goal of reforming of the Child Care and Family Care Leave Act. In particular, RENGO will work for reform of policies targeting non-regular workers.
5. In addition to working for expansion of support systems to enable workers to balance work and pregnancy/childbirth, work and child care/family care, RENGO will engage in efforts to eliminate maternity harassment in the workplace and to ensure complete prohibition of prejudicial treatment.
6. To ensure that women further participate and work at their fullest capacity in society and economy, RENGO will proactively work to encourage companies to adopt affirmative action policies targeting all women, including non-regular workers, through the use of the Act to Advance Women's Success in their Working Life.

7. In addition to conducting workplace surveys to assess the state of differential tracking into career-track positions (*sogoshoku*) and general office positions (*ippanshoku*) by gender, sexual harassment, and speech and conduct based on a mindset of gender-based division of labor, based on results of these surveys, RENGO will work to enact reform of the Equal Employment Opportunity Act.
8. RENGO will work to rectify wage gaps between women and men by employing the wage plot method to analyze the causes of such disparities and make these disparities "visible." In addition, RENGO will work to abolish the "head-of-household requirement" for receiving a living allowance, which constitutes indirect discrimination.
9. RENGO will work to raise awareness and promote application of the following laws in the workplace: the Child Care and Family Care Leave Act, the Act to Advance Women's Success in their Working Life, the Equal Employment Opportunity Act, the Part-Time Workers Act, the Act on Advancement of Measures to Support Raising Next-Generation Children, and provisions for protecting women in the Labour Standards Act.

**Cultivating female union leaders, and campaigns inside and outside RENGO**

10. To cultivate female union activists, female leaders, and young male leaders, RENGO will encourage women to share challenges and take initiative through the Central Rally for Women and training courses for female leaders.
11. RENGO will work toward resolving gender disparities and issues such as the need to re-examine work patterns that are common to both men and women through local bloc meetings for women.
12. In order to raise awareness regarding gender equality issues, RENGO will designate June to be a "month of gender equality," during which various campaigns will be waged targeting audiences within and outside RENGO.

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

13. RENGO will cooperate with and participate in gender equality-related activities of the International Trade Union Confederation (ITUC) and the ITUC-Asia Pacific's Women's Committee as well as other campaigns to promote gender-equality such

as the International Women's Day (March 8, 2015), the International Day for the Elimination of Violence against Women (November 25, 2015), the Count Us In! campaign to promote women's participation in trade unions, and the 12 by 12 Campaign<sup>\*1</sup> aimed at promoting ratification of ILO Convention 189.

14. RENG0 will pay close attention and act in accordance with 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).

15. RENG0 will interact and cooperate with NGOs, NPOs, and other women's organizations with goals that are consistent those of RENG0.

<sup>\*1</sup> "12 by 12" is a campaign whose initial goal was to get 12 countries to ratify ILO Convention 189 (Domestic Workers Convention) by 2012 to ensure its prompt entry into force. At present, 18 countries have ratified the convention and pressure is still being applied through the campaign to convince the governments of other countries to ratify the convention.

## **ACTION POLICY 6**

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

#### **Basics of political activities**

1. RENGO will proactively engage in political activities while emphasizing cooperative relationships with political parties and politicians whose objectives are consistent with those of RENGO with the goal of realizing true “comfort and affluence” through improvements in living environment and realizing a hope-inspiring and secure society through the creation of a “secure society based on work.”
2. RENGO will carry out political and election campaign activities based on RENGO’s Vision for Politics set out in the political policy whose goals include the establishment of party politics in which a healthy parliamentary democracy can function, realization of politics and policies that prioritize workers and citizens, and realization of a two-party system in which regime change is a real possibility as a first step towards creation of a political system in which political parties mutually elevate their policies through competition. For the time being, taking the current political situation into account, RENGO will strengthen efforts to deepen understanding regarding the need for RENGO’s political activities and RENGO’s support of political parties and politicians.

#### **Strengthening efforts to enact policies**

3. In addition to strengthening political activities aimed at promoting a healthy political system with an appropriate air of tension, RENGO will strive for creation of a “secure society based on work.”
4. RENGO will work to realize policies by cooperating with and strengthening support for the Democratic Party of Japan (DPJ) with which RENGO shares numerous policy objectives.
5. RENGO will lobby all opposition parties to deepen their understanding of the policies and systems advocated by RENGO.
6. RENGO will continue to lobby the current administration and party in power to deepen their understanding of policies advocated by RENGO.
7. RENGO will work to invigorate internal meetings with members of parliament such

as the Monthly Meeting intended to promote the formation of ties among members of parliament and to strengthen efforts to realize various policies and to promote the exchange of information between RENGO Headquarters and individual affiliates.

### **Strengthening political activities**

8. As a part of the overall effort to strengthen political activities, RENGO will work to promote understanding of the importance of political activities and proactive participation by union members in political activities by holding political training and study sessions. RENGO will also encourage participation in the political activities at all levels of the organization from RENGO Headquarters to individual workplaces. RENGO will continue work to raise the political awareness of union members, especially by “talking to and calling on” the large group of young voters resulting from the downward adjustment of the voter age to 18 years of age based on revision of the Public Offices Election Act, women, and non-regular workers.
9. RENGO Headquarters and the political divisions of local organizations will host forums for exchanging opinions and workshops with the goal of getting RENGO-endorsed candidates to gain a deeper understanding of policies advocated by RENGO.

### **Promoting election campaign activities**

10. With regard to the 24<sup>th</sup> House of Councilors election (scheduled to be held in July of 2016), affiliates and local RENGOs will proactively join together and will work towards the election of endorsed candidates through the synergistic effects in the election of proportional representatives and election of ward representatives. In addition, RENGO will take steps to prepare for the possible dissolution of the House of Representatives.
11. RENGO will engage with all its power in activities related to special elections and local elections.
12. Taking the result of regional elections up to this into account, in addition to obtaining a report on the Project Team for Exploring Measures for Enhancing the Ability to Enact Policies in Rural Areas, RENGO will develop concrete actions based on the content of report into account.
13. While keeping an eye on national and regional elections, RENGO will work to make

sure that election campaigns comply with various laws including the Public Office Elections Law and the Political Funds Control Law. At the same time, as part of its social obligations as a union, RENGO will proactively engage in efforts to keep voters from abstaining from voting and efforts to promote voting in all forms, including early voting.

14. RENGO will increase its efforts to use the internet as a more effective tool for election campaigns.

### **Promoting political reform**

15. RENGO will continue to call for radical reform of the electoral system so that disparities in the value of votes in different constituencies are eliminated and so that it becomes a system that seeks to expand the rights of voters and a system that is fair and impartial and appropriately reflects the will of the people. In addition, RENGO will promote the establishment of a bicameral system in which both the lower and upper houses function effectively and work towards reform of the National Diet with the goal of encouraging productive policy debate in the Diet.

16. To encourage citizens to participate in politics and in the healthy activities of political parties, RENGO will promote political reform and engage in efforts to revise the Public Offices Election Act and the Political Funds Control Act with the goal of liberalizing election campaigns and ensuring that regulations regarding political funding are effectively enforced.

### **Revitalizing local politics**

17. Bearing in mind that the state of local assemblies in which the importance of a healthy dual representative system has been growing in recent years, RENGO local organizations will call for the establishment of “basic regulations for legislative assemblies” and invigoration of proposals from representatives based on such “basic regulations for legislative assemblies.”

18. RENGO local organizations will work to strengthen coordination between endorsed members of the National Diet and local assembly members by holding “colloquia with endorsed Diet members” and, taking the report on Project Team for Exploring Measures for Enhancing the Ability to Enact Policies in Rural Areas into account, will work to expand the number of policies enacted and political influence. In addition RENGO will work to enhance its ability to influence society by holding regular discussions with each party head and each faction of each party.

## **ACTION POLICY 7**

### **Realizing a Sustainable Society through Fair Globalization**

#### **Promoting decent work**

1. With the ultimate goal of realizing decent work for all, RENGO will actively engage itself, together with its local organizations/affiliates and Global Union Federations (GUFs), in the preparations for the World Day for Decent Work (October 7) set out by the International Trade Union Confederation (ITUC) as a means to further expand penetration of the concept of “decent work” as proposed by the International Labour Organization (ILO).
2. RENGO will proactively participate in and support activities of ITUC-Asia Pacific (ITUC-AP), while cooperating with the ILO, with the goal of contributing to the realization of decent work in the Asia-Pacific region.
3. RENGO will strengthen efforts aimed at ratification of “ILO Conventions whose ratification is prioritized by RENGO.” Specifically, RENGO will call for prompt ratification of the two as-yet-unratified core conventions, namely, the Abolition of Forced Labour Convention, 1957 (No. 105) and the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), and full application of the six conventions that have already been ratified. In addition, RENGO will strengthen efforts to urge the ILO and other organizations to take up the issue of restoring basic labor rights for public service workers.
4. RENGO will work together with trade unions in relevant countries and strongly urge appropriate governmental agencies to ensure that regional trade agreements (RTAs) such as the Trans-Pacific Partnership (TPP) and bilateral free trade agreements/economic partnership agreements (FTAs/EPAs) including the Japan-EU EPA comply with core labor standards and will promote sustainable economic growth and raise the real income and standard of living of Japanese citizens.
5. RENGO will work together with Global Unions<sup>\*1</sup> such as the ITUC and the Trade Union Advisory Committee to the OECD (TUAC) to strengthen efforts to present policy recommendations to international organizations and at intergovernmental meetings such as the G20, G8/G7 summits, ILO, the Organisation for Economic Co-operation 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) Forum, and the Asia-Europe Meeting (ASEM). When doing so, RENGO will pay due attention to linking such advocacy to policies and systems advocated by RENGO itself. In addition, with regard to the 2016 G7 Summit, which will be chaired by Japan, RENGO will work to realize a meeting between G7 leaders and trade unions.

### **Promoting responsible business conduct by multinational enterprises**

6. RENGO will work to raise awareness and penetration of international rules for business conduct such as the OECD Guidelines for Multinational Enterprises, the ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy, the UN Guiding Principles on Business and Human Rights, and the ISO 26000 (Guidance on Social Responsibility).
7. RENGO will work with the ITUC and other organizations to ensure that enterprises sponsoring the 2020 Tokyo Olympics-Paralympics and their associated supply chains comply with core labor standards and will work to raise awareness of corporate social responsibility in the society at large.
8. RENGO will work with affiliates and GUFs to ensure that healthy labor-management relations are established throughout the supply chains of Japanese enterprises. In addition, RENGO will strengthen efforts to ensure that sound labor-management relations are established by Japanese multinational enterprises based in Asia and that labor disputes are resolved through dialogue between labor and management by organizing bilateral seminars, etc.
9. To strengthen the effectiveness and implementation scheme for the OECD Guidelines for Multinational Enterprises, RENGO will strengthen its appeals to the National Contact Point<sup>\*2</sup> and work to realize prompt resolution of issues by utilizing its network of trade unions to its fullest capacity. In addition, RENGO will work to improve the practical function of the Japanese NCP Committee and to promote tripartite cooperation with the goal of establishing healthy labor-management relations in Japanese multinational enterprises.
10. RENGO will work together with affiliates and GUFs to encourage the conclusion of global/international framework agreements (GFAs/IFAs).

### **Promoting development cooperation for poverty eradication**

11. RENG0 will work together with NGOs and other organizations to improve the efficacy of and raise awareness of the activities of the Forum for NGO-Trade Unions in International Cooperation and the Child Labor Network aimed at resolving the challenges listed as UN Sustainable Development Goals (SDGs) <sup>\*3</sup>. In addition, RENG0 will call on the government and the international financial institutions to effectively implement development.
  
12. RENG0 will cooperate with the Japan International Labour Foundation (JILAF) in calling on the government to promote development cooperation through the Official Development Assistance (ODA) focused on labor and, more specifically, human resources development.

### **Protecting and establishing human rights, trade union rights and democracy**

13. RENG0 will proactively participate in campaigns by the ITUC and Global Unions to protect human rights and trade union rights in countries around the world. In particular, RENG0 will endeavor to fulfill its regional obligation to resolve issues in the Asia-Pacific region by working together with the ITUC-AP and national centers in each country. With regard to democratization in Myanmar, which has been a RENG0 priority, RENG0 will continue to work towards creation of a democratic labor movement.

### **Joint actions with Global Unions and overseas trade unions**

14. RENG0 will strengthen its cooperation with overseas trade unions as well as domestic and foreign Global Union member organizations to respond to various circumstances and overcome shared challenges that cut across national boundaries. When necessary, RENG0 will hold bilateral meetings with trade union national centers of relevant countries including neighbors.
  
15. RENG0 will formulate an International Labor Strategy (provisional title) to strengthen organic linkages among its participation in relevant activities of Global Unions, its cooperation with foreign national centers, and JILAF development cooperation activities, with the goal of creating a system that enables trade unions to be appropriately involved in addressing labor-related issues at all levels (enterprise, industry, region, country), i.e., the "global labor governance."

\*1 Global Unions refers to the nine GUFs plus the ITUC and TUAC.

\*2 National Contact Point (NCP) refers to the organization/point of contact in each country

that is responsible for answering questions and resolving issues related to and promoting the application of the OECD Guidelines for Multinational Enterprises. In Japan, the NCP is jointly administered by the Ministry of Foreign Affairs, the Ministry of Health, Labour and Welfare, and the Ministry of Economy, Trade and Industry.

- \*3 UN Sustainable Development Goals (SDGs) refers to the development goals for 2016 to 2030 that were adopted at the September 2015 UN Summit. The SDGs comprise 17 goals including “Promoting sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all” (Goal 8) and “Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation” (Goal 9).