

FY2024-FY2025 Action Policies

**Let's walk together and change together, taking society on to a new stage
Expand the circle of colleagues, aiming for a secure society**

I. The Current Situation and Challenges

1. The Social and Economic Situation

- The COVID-19 continued to have an enormous impact on our daily lives for about three-and-a-half years. Despite the fact that it has still not come to an end, its legal status as an infectious disease was altered in May 2023, and while each particular industry is still facing a variety of situations, our society and economy are beginning to move beyond the COVID-19 pandemic. We believe that this was the result of efforts by the whole society, including our working colleagues throughout the country, to protect employment and support society in the midst of the severe environment during this time.
- At the same time, and coupled with the impact of the COVID-19 pandemic, the historic rises in the prices of energy and raw materials brought about by the weak yen rate and the invasion of Ukraine by Russia have led to a further setback in our daily lives. The more vulnerable people are the more they have been placed in harsh circumstances by the malfunction of safety nets, precarious employment, and the expansion of poverty and disparities.
- Internationally, as there are impacts such as the unstable economic and political situation and differences between Western and Japanese financial policies, future prospects for the Japanese economy still remain uncertain. In addition, lack of clarity about how the government is managing the accumulating national debt is also a matter of concern for the future. Just as society and the economy are approaching a fork in the road, we must consolidate the flow toward wage rises created thus far through the Spring Labour Offensive for a Better Life and have this lead on to self-sustaining economic growth and a virtuous cycle of distribution. At the same time, it is necessary to realize policies and systems where everybody, including people who are in difficult situations, can feel hope for the future.
- We also have no further time to postpone the resolution of the structural issues that have continued since before the COVID-19 pandemic. Japan's structural issues pointed out in the RENGO Vision "A Secure Society based on Work – Protecting, Connecting, and Creating," such as the expansion of precarious employment and contraction of the middle class; poverty and disparity; accelerating population decline and labour shortage, as seen in the lowest ever level of the number of births; social security and the sustainability of local areas; the accumulating financial deficit; and global climate change, have still not been resolved, and, coupled with the COVID-19 pandemic and the international situation, are becoming increasingly grave. Once again, RENGO demands that efforts be made for policy realization toward a sustainable and inclusive society upheld in the RENGO Vision. In the solution of these issues, it is indispensable that the perspective of "gender

mainstreaming,” which promotes women’s participation in decision-making processes in all sectors and reflects this in policies, is taken with accompanying impact assessments.

- The realization of a Just Transition that will lead to growth in regional economies and the creation of decent work is essential in GX (the green transformation) and DX (the digital transformation), which will bring about changes in the economy and employment in the mid to long term. The idea of a Just Transition, based on RENGO’s demands, was incorporated into the GX Promotion Act passed in a regular Diet session this year. From now onwards, it will be crucial to push forward with efforts toward actualization of the Act, such as uncovering policy issues through “social dialog” among stakeholders, including trade unions, at the national, local, and industry levels, and building multilayered safety nets.
- While generative AI technology such as ChatGPT is achieving spectacular advances, it has issues such as the authenticity of data and information, the protection of fundamental human rights and intellectual property rights, and future impacts on the world of work. We must watch carefully to see whether or not this will be a technological development that will result in safety, security and harmony in society.
- As supply chains extend around the world, international society is paying more attention to business and human rights. However, while it became a big issue that foreign workers have their human rights violated and are harassed in our society, the responses to these have been halfhearted. It is our duty as trade unions to realize workplaces where human rights are fully respected, and it is thus necessary, even more now than in the past, to push forward with responses such as campaigning and advocating toward companies.
- Globalization is causing issues such as climate change, conflict and terrorism to spread on a global scale. Contributions are required from the labour movement to resolve issues in the move toward the realization of global inclusive growth and peace, such as by promotion of the SDGs (the UN Sustainable Development Goals).

2. The Political Situation

- The “New Form of Capitalism” put forward by the Kishida Cabinet, refers to the harmful effects of neoliberalism, upholds such notions as “a virtuous cycle of growth and distribution” and “the revival of a thick middle class,” but we are yet to see such actions as tax reform that moves toward a redistribution of income. At the same time, as a “Trinity Reform of the Labour Market,” the Cabinet has come up with reskilling, the introduction of a job-based personnel management system that corresponds to the realities of individual companies, and the facilitation of the labour shift to growing sectors. It is necessary to discern carefully, from the perspective of worker protection, whether this will fall into facile job mobility and widening inequalities, or whether it will lead to the construction of effective employment safety nets that will include their colleagues in non-regular employment and in small and medium-sized enterprises. It goes without saying,

considering individual policies and measures, social dialog is the premise.

Additionally, although “unprecedented countermeasures for the declining birthrate” have been put forward, not only is the securing of their effectiveness being questioned, but even the inadequate discussions on how to secure the fiscal resources have been postponed. With greatly increased expenditures and the issuing of government bonds due to the COVID-19 pandemic, the stance of achieving fiscal soundness as a duty toward future generations is becoming ambiguous.

- Regarding the government’s fundamental policies, at the end of 2022 the Cabinet gave cabinet approval to “three security documents” which set forth, among others, a clear statement on the acquisition of a “counterstrike capability” and an increase in the defense budget to 2% of GDP in FY2027. Since that time, however, it cannot be said that even in Diet deliberations have full discussions been held on the necessity or justification for the strengthening of defense capabilities, and with the postponement of a concrete proposal for securing fiscal resources, the government’s accountability is being called into question. Since changes in the security environment surrounding Japan have impacts on such matters as the stable securing of supplies of food, resources and energy, as well as economic security, diplomatic efforts are of primary and extreme importance in regional peace and stability, and the safety of the Japanese people. In “RENGO’s Political Policy,” we state that a national consensus is crucial regarding the government’s fundamental policies, and RENGO will continue to observe trends closely on this basis.
- The “G7 Leaders’ Hiroshima Vision on Nuclear Disarmament” was announced at the G7 Hiroshima Summit amidst continuing moves to reverse peace and nuclear disarmament in the world, with, for example, the North Korean development of nuclear and missile capabilities and threats of the use of nuclear weapons by Russia, whose invasion of Ukraine still continues. However, a concrete path toward the realization of “a world free of nuclear weapons” was not indicated. The horrors of nuclear weapons must not happen twice. We strongly demand that the leaders of the countries who touched upon that reality at the site bombed in the war display their responsibility and role in moving forward to the realization of the abolition of nuclear weapons and toward world peace.
- While political and policy issues accumulate, the decline in the voter turnout in both national and local elections and the lack of prospective legislators is increasing in severity to the extent that it is no exaggeration to say that democracy is in crisis. To protect the rights and improve the daily lives of all working people, it is imperative to send to the Diet and local councils colleagues, as representatives, who have a close familiarity with workplaces, including legislators within RENGO’s organizations. To achieve this, it is vital to strengthen exactly the kinds of activities in which trade unions excel to enable the understanding with true feeling in day-to-day life that issues in the workplace and daily life are directly linked to politics.

One cause of low voter turnouts is that political forces that clearly put forward to society a sustainable and inclusive social vision and political system that is

responsive to the feelings of working colleagues and consumers and acts as a rallying point for opposition to the ruling parties is not easily apparent. It is therefore necessary to aim to gather around and expand a political force that takes the position of working colleagues and consumers, centring on legislators belonging to the Constitutional Democratic Party and Democratic Party For the People, who share the RENGO Vision and the policies toward its realization to the greatest extent.

3. Issues Surrounding the RENGO Movement

- In the midst of great changes in the socioeconomic situation, RENGO has made efforts to maintain and create employment, improve wages and working conditions, and strengthen social safety nets. In the Spring Labour Offensive for a Better Life, while upholding the flag of “Spring Labour Offensive to Create the Future” and linking this to the “RENGO Emergency Action,” as a result of taking actions to arouse social opportunities, such as the development of efforts in affiliates, enterprise-based unions, and local RENGO organizations; realization of exchanges of views among the government, labour, and employers; and dialogs with business groups, we are gradually bringing about a huge shift in Japan’s wage trends. Further, positive outcomes are beginning to appear in the spread in society of the value of collective industrial relations through efforts for the expanded coverage of collective agreements. Network-building with colleagues who work as freelancers has also taken a step forward through “Wor-Q.”
- At the same time, we must also take another look to ensure that the notion that trade unions and the RENGO movement are “always at your side” is true for all working colleagues. While there were restrictions during the COVID-19 pandemic and despite efforts by affiliates and local RENGO organizations, RENGO’s registered members have once again fallen below seven million. It is the duty of trade unions to communicate the significance of collective industrial relations and to broaden that circle so that all working colleagues can continue to work with satisfaction and peace of mind, and it is necessary to share a sense of crisis about the current situation throughout RENGO with an all-out insistence on expanding and strengthening the organization.

While passing through the COVID-19 pandemic, the spread of utilization of online technologies brought about an expansion of participatory opportunities, but there are also voices saying that the distance between themselves and the union members grew due to restrictions placed on communication. It has been pointed out that in the face of the traditional issue of the shortage of trade union leaders, how to secure and develop human resources and how to accelerate gender equality and diversity in the movement, including in decision-making processes, are also urgent issues related to the very basis of the promotion of the movement. Now, as we push forward the movement to regain our day-to-day routine after the COVID-19 pandemic, it is vital that we grasp every opportunity to put together a movement in which the whole of RENGO will strive with all its strength, based on the voices of working colleagues gathered from workplaces and communities, and

spread the ideas of understanding of, empathy for, and participation in trade unions and the RENGO movement in revitalizing the movement, and by extension, in securing and developing future leaders of the movement.

This year 2023 marks 20 years since the RENGO Evaluation Committee Report. We should take to heart the point made in the report that “Trade unions do not work only in solidarity for their own benefit but to face up to irrationality in society and to struggle together with people who are in a weaker position than themselves,” and be aware that RENGO is required to be a movement that responds to the expectations of all working colleagues.

II. The Foundations of the 18th Term RENGO Movements

1. Toward a Shift in the Socioeconomic Stage

- Based on the recent COVID-19 pandemic and increased cost of living, along with mid- and long-term international and domestic structural issues, we will go forward for the upcoming two years to ensure a shift in the socioeconomic stage toward “a Secure Society based on Work.” In the medium term, therefore, we will vigorously promote “investment in people” and continuous increases in monthly wages. Further, while making efforts to enhance and strengthen employment and livelihood safety nets with the advances in GX and DX in mind, we will work to strengthen the base of small and medium-sized enterprises, including appropriate price pass-through; revitalize local areas; and pursue gender mainstreaming in all policies.
- To protect and connect all working colleagues and to strengthen policy realization toward the society RENGO is aiming for, we will push forward with expansion and strengthening of our organization. Toward a reversal and expansion of the reduced organization members, we will firmly insist on the attainment of the goals we have set ourselves and take every opportunity to strive for an expansion of the organization. We will simultaneously pursue a strengthening of cooperation among affiliates, local RENGO organizations, and RENGO Headquarters toward the creation of unions through labour consultations and other means, and to expand collective industrial relations as well as connections with diverse working colleagues, including those on part-time and fixed-term contracts. In addition, we will also work on expanding our cooperation with colleagues such as freelancers through, for example, further development of “Wor-Q.”
- To communicate broadly to society the value of the RENGO movement as one that is “always at your side,” we will develop the “RENGO Action” in which affiliates, local RENGO organizations, and RENGO Headquarters will act together in unison and connect all working colleagues and consumers. We will positively develop various types of movement, including “05 (RENGO) Day Action,” based on the recent “Efforts to Improve the Image of RENGO” and “Participatory Movement Pushed Forward with Youth,” and work to widen and deepen these both inside and outside the organization.
- Toward the realization of gender equality and diversity in trade unions and in the RENGO movement itself, we will proceed with practical steps toward attainment of

- phase one of the “Gender Equality Promotion Plan.”
- The utilization of online technologies during the spread of the COVID-19 pandemic led to more opportunities to participate in the movement. At the same time, there was also a rediscovery of the importance of gained experiences through sharing the ambience of real face-to-face events. We will therefore continue to work for more active communication while making appropriate use of online technologies suited to the goal of the activity in addition to face-to-face events.
 - We will work to strengthen cooperation with diverse actors at both the central and local levels, including social dialogue among government, workers and employers, as well as workers' voluntary welfare organizations such as the National Council of Workers' Welfare, Labour Banks, and the Kokumin Kyosai Co-op, and various types of organizations with which we share issues, such as NPOs, and experts.
 - As great changes continue to occur in society and the economy, we must respond to the expectations of all working colleagues while also ceaselessly striving to reform our movement. The achievements of the recent Spring Labour Offensive for a Better Life indicate that we are capable of moving society and the economy in a new direction if we who gather around the RENGO flag combine our strength together. We at RENGO, as an organization that is “always at your side,” will make broad appeals for the social value inherent in trade unions and, while gaining understanding and empathy, will push forward the movement toward a shift in the social and economic stage.

2. Toward a Verification and Review of the RENGO Vision and Reform Packages

- To rebuild the movement toward the realization of the society upheld in the RENGO Vision and to strengthen the base for this, in the 16th Action Policy RENGO confirmed that it will implement and carry out verification and improvement in the timeframe of three terms, six years, of the four reform packages (1. Movement Areas and Prioritization. 2. Organizational Structure and Operation, 3. Securing and Development of Human Resources, and 4. Finances) based on the Report of the Committee to Strengthen the RENGO Movement (June 2019). Since that time, during the four years of the 16th and 17th terms, as well as pushing forward with such matters as movement areas and prioritization, consideration of the founding of a “Regional General RENGO,” cooperation with colleagues working as freelancers, including “Wor-Q,” strengthening of the labour consultation system, and discussions on securing and developing human resources who will lead the movement in the future, we have examined, based on the “Implementation Plan for the Central Membership Fee System,” organizational registration and the nature of grants to assure the fairness of burdens on affiliates and to heighten the sustainability of local movements.
- The 18th term is the final period for the implementation of the four Reform Packages. In the first year, having finalized the rebuilding of the movement for “Protecting Every Working Colleague,” “Connecting Working Colleagues and Local Communities,” and “Creating New Vitality in Society and the Economy,” upheld in the RENGO Vision, in the second year, we will discern the situation in such matters

as the accelerating population decrease and technological innovations, and progress in the realization of policies and systems. We will also work on necessary improvements, such as conducting a verification of the reform packages alongside a review of the content of the RENGO Vision and a review of the selection of the priority areas. In addition, we will also conduct an examination of policy concepts for social security, education, and tax system based on changes in the social and economic circumstances.

III. Concrete Action Policies for the Two Years of this Action Policy Term

Priority Area – 1

Pursuit of Collective Industrial Relations that will Protect and Connect All Working Colleagues

As a duty of the national center, as well as pursuing an amplification and strengthening of collective industrial relations that respond to changes in the environment of working people, and in order to have RENGO Headquarters, affiliates, and local RENGO organizations work together in unison and have the role of trade unions permeate even deeper into society and workplaces, we will push forward with a strengthening of base such as in human resources and organizational structure. In addition, toward the realization of a sustainable society, we will build up a broad movement through positive social dialog and proactive communication.

1. Construction and Strengthening of Collective Industrial Relations that Include Diverse Types of Workers

- (1) Toward building collective industrial relations in all workplaces, we will act to strengthen organizing and the organization in a way that leads to a strengthening of the base, and to ensure that the majority representation system is appropriately and thoroughly implemented, and the rules tightened in workplaces, with a view to the future introduction of legislation for worker representation.
- (2) To have the achievements of collective industrial relations extend to larger numbers of working colleagues, we will organize the issues and make efforts for expanded local coverage of collective agreements with the cooperation of affiliates and local RENGO organizations.
- (3) While compliance with the Act on ensuring fair transactions involving freelance contractors (the New Freelance Act) goes without saying, we will act, for example, to strengthen social safety nets and review and broaden the concept of “worker” based on “RENGO’s Views on Legal Protection for Employees who Work in ‘Ambiguous Employment’” and the New Freelance Act.
- (4) We will promote efforts that lead to a strengthening of collective industrial relations, such as establishing a portal site that integrates actions related to the normalization of the majority representation system, the expanded coverage of collective agreements, and strengthening of organizing and the organization.

2. Promotion of Efforts that Connect and Support Working Colleagues and Responses to New Issues

- (1) We will push forward with connecting with and making new colleagues through efforts for freelancers and Wor-Q. We will also gather their views and have these lead on to issue resolution through “Wor-Q Advisory Board” and a “Freelance Summit.” Firstly, we will cooperate with relevant organizations toward improvements in the labour environment of freelancers who work in the cultural and performing arts sector. We will push forward with efforts toward strengthening

the functions of Wor-Q to have it become a true receptacle for freelancers who need to resolve issues, including the necessity for safety nets.

- (2) We will establish a Founding Preparatory Meeting to work toward the startup of the “Regional General RENGO” that will consist of (new) local unions, and proceed with concrete preparations under the coordination and cooperation of local RENGO organizations. Furthermore, based on fact-finding surveys on organizations directly affiliated to local RENGO organizations, special participating organizations, and organizations affiliated to local unions, we will strengthen our efforts toward a transformation to RENGO affiliates.

3. Attainment of the Organizational Expansion Goal and Strengthening of the Base toward Realization of the “Organizational Expansion Plan 2030”

- (1) We will absolutely insist on the necessity to achieve the organizational expansion goals that the RENGO Headquarters, affiliates, and local RENGO organizations have set forth for themselves. Based on the “Organizational Expansion Plan 2030,” affiliates will go all out to organize part-time workers, workers on fixed contracts, reemployed workers, and also subsidiaries and affiliated companies. Local RENGO organizations will also go all out to organize small and medium-sized enterprises and local companies that are not yet organized. In addition, we will strengthen cooperation and support among the three parts of the organization, RENGO Headquarters, affiliates, and local RENGO organizations, to develop an integrated movement.
- (2) We will continue to promote efforts to stem the decline in union members through a strengthening of the organization. To achieve this, affiliates will strengthen elements such as intra-organization communication, and, while preventing decline in union members in advance, RENGO Headquarters will provide support such as grasping factors causing the decline as well as summarizing and sharing case studies.
- (3) To strengthen the human resources for phase 1 of the “Organizational Expansion Plan 2030” (up to September 2025), RENGO Headquarters, affiliates, and local RENGO organizations, as well as pushing steadily forward with the positioning of organizers, will also, while considering the gender balance, make efforts to secure and develop human resources that will work on organizing. For systematic human resources development and network construction, the Headquarters will strengthen support centring on central and bloc organizers.
- (4) Taking every opportunity to communicate broadly to society the importance of organizing and collective industrial relations, increase points of contact with central and local employers’ organizations and sectoral organizations, and further, having connections with diverse non-organized workers, we will push forward the promotion of understanding trade unions and the upgrading of the environment for building industrial relations, and have this lead on to organizing.

4. Efforts toward the Rejuvenation Small and Medium-sized Enterprises (SMEs) Making Use of the RENGO Platform (Smiles and Energy Platform)

- (1) In cooperation with various employers' organizations and the administration, and toward the sustained development of SMEs and the rejuvenation of communities where the people who work in SMEs can live without any worries, we will further work using the "Smiles and Energy Platform."
- (2) As well as strengthening cooperation with the various employers' organizations, educational institutions and others that support SMEs and sharing information with them on a daily basis, we will work on the issues and other matters commonly held by both labour and management of SMEs.

5. Public Opinion Formation and Policy Realization through a New Movement Style; Development of a Movement Expressing the Idea of "Always by Your Side" with All Working Colleagues

- (1) By having RENGO Headquarters, affiliates, and local RENGO organizations work closely on building a social movement through a virtuous cycle of "understanding, empathy, and participation," we will develop "RENGO Actions" that will connect with all working colleagues and consumers.
- (2) Toward further understanding of the labour movement, we will proactively develop every type of movement, including "05 (RENGO) Day," based on efforts to improve the image of RENGO and the participatory movement pushed forward with youth, and will work to widen and deepen these both inside and outside the organization.
- (3) We will strive to strengthen the overall RENGO communication capabilities from wide-ranging viewpoints, including improvements in public relations skills in the affiliates, local RENGO organizations, and RENGO Headquarters

Priority Area – 2:

Promote the Movement to Protect and Create the Secure Society and Decent Work

Amidst advances in GX and DX, we will make efforts to realize decent work for all working colleagues, such as amplifying “investment in people” and the maintenance and strengthening of safety nets. In addition, to work on responses to Japan’s structural issues, a low birthrate and aging society, population decline, and the widening of income disparities, we will inspect and review social security, education and the comprehensive tax reform. In combination with this, to strengthen efforts toward the realization of policy making, we will work to review the policy planning process, such as with priority policies, strengthen the capabilities for the dissemination of information, and strengthen cooperation with RENGO Forum lawmakers.

1. Efforts for Joint Reform in Social Security, Education and the Comprehensive Tax

- (1) Through a thoroughgoing review of expenditures and revenues, we will put the brakes on the passing on of burdens to future generations and make efforts to realize budgets and a tax system that take the position of working colleagues and consumers. In particular, we will examine RENGO's "Tax Reform Initiative" as well as advancing efforts toward fundamental reform by organizing the necessary measures based on the challenges facing Japan, such as securing the stable financial resources necessary to build a sustainable and inclusive social security system and strengthening the income redistribution function.
- (2) We will push forward the digitization of the administration and society, such as constructing a social safety net that makes use of the My Number system and promote efforts toward the realization of a sustainable and inclusive society. At that time, we will demand a further strengthening of the personal data securing system, such as thoroughgoing checks and operational reviews of the system, in order to promote digitization based on the trust in the Japanese people.
- (3) To enable all people to live in peace, we will make efforts to encourage policies and measures that will contribute to the enrichment of social security, such as support for children and child-rearing, support for the independence of people in need, healthcare, long-term nursing care, welfare for people with disabilities, and pensions, and improvements in wages and working conditions toward securing human resources for those who bear the work of social security services.
- (4) We will examine and review the “Social Security Initiative” based on “RENGO’s Direction of Thinking on the Nature of a Social Insurance System, etc. that is Neutral to Work Style.”
- (5) As well as supporting education for children in the whole society, we will promote a work style reform in schools aimed at improving the quality of education. We will also make efforts to promote education for nurturing the necessary predisposition and ability to respond to various issues as a working adult, such as education about

citizenship, work and labour, and consumer affairs, while also promoting recurrent training.

2. Promotion of Efforts toward Integrated Solutions to Economic, Social, and Environmental Issues to Realize a Sustainable and Inclusive Society

- (1) As well as demanding that economic security is pushed forward comprehensively, as we move toward structural change in the economy and industry, we will promote efforts to demand responses to the upgrading of and changes to the digital infrastructure of the economy and society as a whole due to DX. Moreover, we will also examine responses to issues included in all kinds of support, deliberations, and ethical aspects in the moves toward the utilization of AI.
- (2) We will promote efforts for decarbonising activities such as RENGU Eco Life in the workplaces, communities and at homes toward the resolution of issues in the environmental sector, such as responses to climate change and the building of a circulatory society, including carbon neutral. Further, as well as making efforts for the realization of an embodiment of a Just Transition in the government's "GX Promotion Strategy," in accordance with progress, we will also demand a necessary review of the promotion strategy while cooperating with affiliates and local RENGU organizations.

3. Promotion of Employment and Labour Policies toward Realization of Decent Work for all Working Colleagues

- (1) Amidst changes in the circumstances surrounding the economy and society, we will promote the strengthening of employment policies, such as the maintenance and securing of employment, in cooperation with industrial policy, educational policy, and children's and child-rearing policy, that will contribute to the employment of workers and the stability of daily life. In addition, from the viewpoint of the maintenance and amplification of employment safety nets, we will demand such matters as the expanded application of employment insurance, fiscal stabilization of the labour insurance special account, community employment creation projects, and strengthening of the worker-job matching function.
- (2) For improving worker skills and career enhancements, we will demand an amplification of fiscal support for "investment in people," such as reskilling and competence development in order to secure career formation opportunities for everyone, including people working in non-regular employment and people with disabilities, as well as a strengthening of knowhow provision to SMEs, etc. and the consultation and support function.
- (3) Regarding legal amendments, we will respond as follows based on the priority policies.
 - With regard to foreign workers, as well as demanding a "new system" that drastically reviews the foreign technical intern training system and strict operation and strengthening of the management system based on the specified skill system, we will make efforts for legal amendments from the viewpoint of human rights protection. Regarding the acceptance of foreign workers, we will

conduct comprehensive discussions with stakeholders, including workers and employers, in public forums, and while taking necessary steps to from the viewpoint of human rights, will grasp the realities of the acceptance situation, etc., and will not allow an implementation of a facile expansion of visa statuses under which employment is possible.

- In the review of the collateral legislation, based on the gist of the ILO Convention No.173, we will create a system that prioritises labour bonds rather than security interest. Additionally, for all kinds of business restructuring, such as transfers and mergers of businesses, we will implement legislation for the protection of workers, such as the mandating of advance information provision to and consultation with trade unions and others.
- (4) Toward firmer adherence to the “work style reform related laws” through Action!36 and others, as well as promoting thoroughgoing optimization of working hour management and the article 36 agreements and a revision of business practices that will lead to improvements in work style, we will also promote efforts toward rectification of irrational differences in working conditions between regular employees and part-time workers, fixed contract workers, and dispatched workers. Further, based on verification regulations in the supplementary provisions of the “work style reform related laws,” we will make efforts to verify the amended law and grasp the issues involved.
 - (5) Toward eradication of work-related injuries and deaths, we will push forward efforts, for example, to improve the physical environment of workplaces and measures for mental health based on the Sixth RENGO Industrial and Safety and Health Action Guidelines. In addition, with regard to sole proprietors, we will demand the implementation of necessary measures, etc. to enable them to enjoy the same level of safety and health as workers engaged in similar work.
 - (6) We will make efforts in unison with affiliates and local RENGO organizations to prevent the introduction of the financial settlement system for dismissal, which could lead to the triggering of unfair dismissals.

4. Improvements in Wages and Working Conditions and Strengthening the Base of SMEs, which Support Local Society

- (1) Based on the summary of the 2023 Spring Labour Offensive for a Better Life and the surrounding circumstances, we will make efforts for a comprehensive life improvement offensive such as sustained improvements in monthly wages. We will work for the rectification of disparities such as those between companies of different sizes, different styles of employment, and between men and women, and promote working conditions that are common all across the whole of society.
- (2) To work for a strengthening of the management base of SMEs and a rejuvenation of local society, as well as making efforts for an appropriate price pass-through toward the realization of “a fair distribution of value added created along the entire supply chain,” including work style, and strengthening the expansion and effectiveness of the “Declaration of Partnership Building,” we will push forward with cooperation with various management organizations and further strengthen efforts

toward the enactment of a public contract basic act, public contract ordinances, and SME promotion basic ordinances through all kinds of forums, etc.

- (3) As well as increasing the minimum wage to a level that provides appropriate compensation for work, we will work to rectify local differentials and strengthen its function as a social safety net.
- (4) Aiming for a society where all working colleagues can enjoy fulfilling work through a sense of a life worth living and a job worth doing, we will work to “secure abundant time for life and the realization of the true nature of working hours.”

Priority Area – 3

Realization of Workplaces and a Society where “True Diversity” in which Each and Every Person is Respected has Taken Root

We will aim for the realization of fair workplaces and society in which everyone recognizes diversity and mutual support regardless of sex, age, nationality, disabilities, employment type, etc. To realize this, as well as promoting equal participation by men and women¹, we will also develop actions for legal upgrading aimed at gender equality² and “true diversity³,” and improvements to workplace environments, etc. In addition, toward the realization of “fair work,” we will create a system that will become a refuge for all working colleagues as a response to the current situation where the difficulties inherent in working are becoming more diversified.

1. The Realization of Workplaces and Society in which People can Find a Sense of Worth in Work Regardless of Sex, Age, Nationality, the Existence of Disabilities, Employment Type, etc.

- (1) While working for further upgrades in domestic law, including the establishment of prohibitive provisions, we will make efforts toward the ratification of ILO conventions in moves to eradicate all forms of harassment including customer harassment and harassment against job-seeking students and others, not simply those which are the subjects of the obligation to take preventative measures, such as power harassment, etc.
- (2) As well as encouraging the self-awareness of unconscious bias, we will sweep away gender bias and stereotypical gender role perceptions. From the viewpoint of respect for sexual orientation and gender identity (SOGI), we will also make efforts to enact laws to prohibit discrimination and to bring about a social climate in which diversity is respected.
- (3) Toward a society where diverse forms of the family and lifestyle are recognized and the construction of appropriate systems for this, we will promote developments in civil law, such as the introduction of an optional dual-surname system and a review of the family law system, and the securing of rights for same-sex partners.
- (4) We will promote environmental upgrading toward a “coexistence” of mutual recognition and face up squarely to the various issues, such as human rights, and the work and life experienced by foreign workers and overseas students working in Japan.

¹ Equal participation by men and women: Implementing women’s participation in trade unions to rectify the disparities and irrationality of women in work and to realize equality and fairness in workplaces.

² Gender equality: Treating everyone equally and fairly, as well as eliminating prejudice and discrimination based on socially and culturally created sexual differences, respecting sexual orientation and gender identity (SOGI), and recognizing diversity.

³ True diversity: Respecting the human rights of all people and recognizing diversity with equal footing for all regardless of gender, age, nationality, the existence of disabilities, employment type, and other differences (16th term RENGO Policy).

2. Promotion of Equal Participation by Men and Women and Gender Equality, and Efforts toward Parity of Working Conditions and a Work-Life Balance

- (1) To raise the percentage of women in leading positions in all fields, such as trade unions, politics and the economy while being aware of international levels, we will strengthen positive action, including the introduction of a quota system.
- (2) We will encourage women's participation in decision-making processes and promote the reflection of "gender mainstreaming"⁴ in policies, etc. while conducting assessments of its impact.
- (3) Not only RENGO Headquarters but also affiliates and local RENGO organizations will work together in unison toward attainment of the goals (change: goals that must absolutely be attained) of the RENGO "Gender Equality Promotion Plan" phase 1, the term of the plan being up to September 2024. We will also make efforts toward the next step by verifying the performance and issues remaining from phase 1.
- (4) We will make efforts to realize a Gender Employment Equality Act with the aim of effective prohibition of discrimination based on gender in the field of employment. In addition, we will make efforts to rectify disparities by grasping disparities in wages between men and women; the realities of differences in regular and non-regular employees, including the differences in various types of regular employees with, for example, limited work locations and disparities in employment management categories, such as those with conversions to indefinite-term work contracts; and the realities related to the operation of work-life balance support systems.
- (5) As well as pushing forward steadily with the rectification of long working hours and the promotion of the gaining of childcare leave for men and workers working in part-time work, on fixed-term contracts, and as dispatched workers, to enable a work-life balance for both men and women, we will make efforts toward amendments to the Act on Childcare Leave, Caregiver Leave, and Other Measures for the Welfare of Workers Caring for Children or Other Family Members.
- (6) To strengthen support for women in difficult circumstances due, for example, to the destabilization of employment and income, and DV, we will steadily implement the "Act on Support for Women Facing Difficult Problems."

3. Efforts for the Promotion of "Fair Work"

- (1) As well as further promoting the "Movement to Start from the Workplaces" toward the resolution of diverse issues of working colleagues, including the problems of non-regular workers, we will strive to strengthen our social communication capabilities as we move toward the realization of "true diversity."
- (2) We will push forward with efforts in cooperation with all types of related organizations, such as the administration, NGOs and NPOs, (i) to expand the connections with diverse working colleagues, such as non-regular workers, those

⁴ Gender mainstreaming: Encouraging participation by women in decision-making processes in all areas and reflecting this in policies while conducting assessments of its impact.

in ambiguous employment, young workers, and foreign workers; (ii) to form trade unions and improve working conditions; and (iii) toward reflection in policy and the strengthening of social influence.

4. Efforts toward Strengthening of Responses to RENGO's Labour Consultations

- (1) Toward maintenance and improvement of response capabilities to diversifying labour consultations, we will work to enhance the provision of workshop opportunities and various types of equipment and materials.
- (2) Toward the strengthening of the formation of trade unions from labour consultations, we will work to strengthen cooperation among the RENGO Labour Consultation Center, the center and blocs, and the local RENGO organization organizers, etc.
- (3) We will strengthen efforts for RENGO policy realization through labour consultations and the use of different types of databases.
- (4) To enable stable operation of the "Unibo" chatbot, we will conduct timely maintenance based on performance.

Areas for Advancement 1:

Efforts in the Areas of Peace, Human Rights and Contribution to Society by Social Solidarity and Succession to the Next Generation

As we demonstrate the ideas and capabilities of like-minded colleagues in addressing a wide range of issues facing citizens and regions, we will communicate the realities of war, major disasters and so on to keep these experiences from fading away. Also, through participatory experience in activities that contribute to society we will bring together the thoughts of our colleagues and enhance the power of movements.

1. Promoting Mutual-Support and Mutual-Aid Movements

- (1) While looking back on and evaluating the Unifan Movement, we will deepen our ties with union members, local residents, CSOs and other organizations for further penetration and expansion.
- (2) Regarding the “RENGO/Love Campaign,” we will work closely with our affiliates and local RENGO organizations, make efforts to examine the supporting groups closely, and work on follow-up activities of the supporting groups through efforts such as collaborating organically with Unifan.

2. Promoting Peace Movements

- (1) We will press forward with initiatives to communicate the reality of war to future generations, striving to foster a sense of participation and to increase the number of people with experience in local participation in 4 Peace Actions.
- (2) We will strengthen initiatives in collaboration with related organizations to achieve steady progress on the policy issues of the 4 Peace Actions: 1) Reorganizing and reducing US military bases in Japan and conducting a fundamental review of the US-Japan Status of Forces Agreement, 2) Abolishing nuclear weapons and aiding the atomic bombing survivors, and 3) Concluding a Japan-Russia peace treaty and securing the return of Japan's Northern Territories from Russia.
- (3) We will develop the peace movement by collaborating with the International Trade Union Confederation (ITUC), Mayors for Peace and other organizations seeking world peace.
- (4) We will collaborate with the Japan Council against Atomic and Hydrogen Bombs and Japan National Conference on Peacebuilding and Abolition of Nuclear Weapons in preparation for the next Nuclear Non-Proliferation Treaty (NPT) review conference to promote efforts toward abolition of nuclear weapons.

3. Approach to Diversified Human Rights Issues

- (1) We will work to address the diversified current human rights issues through efforts such as raising awareness and developing legislation by developing collaborative movements with relevant bureaus.
- (2) To address ongoing issues such as enacting the Act on Relief from Human Rights Infringements (tentative name), eliminating discrimination in employment and resolving the issue of North Korea's abduction of Japanese nationals, we will

promote efforts in collaboration with related organizations.

4. Strengthening Initiatives for Natural Disasters and Formulating a Business Continuity Plan (BCP)

- (1) We will continue initiatives for recovery and reconstruction following natural disasters.
- (2) We will undertake to strengthen and enhance local disaster readiness and mitigation measures, as well as measures to protect vulnerable groups such as women, children, foreigners and people needing assistance following disasters. We will also proceed with examining the state of volunteer activities and other means of support in response to changes in the environment.
- (3) We will formulate and update a BCP for RENGO Headquarters, implement operation cycles (education, training, etc.), collaborate further with the local RENGO organizations, and aim to share our knowhow with our affiliates as needed.

Area for Advancement 2:

Promotion of Political Activities towards the Realization of a Sound Parliamentary Democracy and the Realization of policy

Revisiting one of the “Fundamental Goals” of “RENGO’s Path” again now, which is “We will cooperate in the shaping of new political forces that can assume administrative power, and realize a sound parliamentary democracy that enables political change,” we will promote political activities for the benefit of all working people and consumers.

1. Fundamental Principles of Political Activity

- (1) Based upon the politics RENGO seeks in the RENGO Political Policy, including “seeking to realize politics and policies that prioritise workers and consumers,” and “aiming for a two-party political system that can facilitate transition of power, to establish a political system in which the ruling and opposition parties engage in policy-making under mutually friendly rivalry,” we will unite with our affiliates, local RENGO organizations and RENGO Headquarters to conduct political activities toward realization of a “Secure Society Based on Work –Protecting, Connecting and Creating.”

2. Substantial Promotion of Political Activities

- (1) We will make efforts in national elections and all manner of local elections, doing everything we can to help RENGO’s endorsed candidates win.
- (2) We will strive for realization of policies by teaming up with RENGO Forum members, with a focus on collaboration with the Diet Members Council of RENGO.”
- (3) While seeking collaboration with members of political parties we work with in particular, but also with a wide range of politicians on the condition that they share RENGO’s objectives and basic policies, we aim to assemble and expand political forces that can see from the standpoint of working people and consumers, who play their own role in a two-party system.
- (4) We will deepen our research for full-scale development of political activities and election campaigns making use of SNS and the Internet, and by creating and deploying educational material that includes these means, we will encourage our union members to take an interest in and participate in politics.
- (5) We will ensure thorough legal compliance in elections, and in concert with other organizations, as a social responsibility of trade unions, we will call widely on society to promote voting, including early voting, and prevent abstentions.
- (6) In view of low voting turnouts among young people in particular, we will promote political education under the theme of citizenship education, and in collaboration with relevant ministries and agencies, we will strive to disseminate this information as an issue affecting voters overall.

3. Initiatives for Political Reform to Achieve Sound Parliamentary Democracy

- (1) We will call for reform and operation of an electoral system in a fair and impartial manner from the standpoint of citizens, including updating the system in line with

the digital age, eliminating combined constituencies in House of Councilors elections, and improving the voting environment so that it contributes to protection of citizens' rights.

- (2) We will call for reform of the Diet to make it suitable as the highest authority of state power in Japan, such as strengthening its administrative monitoring and legislative functions while at the same time ensuring transparency of information, enhancing deliberations and improving operational efficiency.
- (3) We will call for political reform for appropriately reflecting diverse public opinion, such as gender equality in the field of politics.

4. Revitalization of Local Politics

- (1) In view of the decreasing numbers of local assembly members backed by trade unions, we will aim for common knowledge of the "Guidebook for Expanding Assembly Members in Organizations—Let's Promote Local Assembly Members!" and look into more effective measures while striving to foster the awareness that it is a social responsibility of both labour and management to recruit candidates within the organization. In addition, to promote gender equality, we will strengthen initiatives such as reviewing how local assemblies operate and improving work environments to make it easy for candidates to work while concurrently running for office.
- (2) We will enhance, to begin with, the ability of local areas to realize policies by exchanging views at venues such as round table discussions with assembly members who belong to our affiliates or local RENGO organizations. We will also consider policies effective in revitalising local politics, including eliminating candidate shortages.

Area for Advancement 3:

Advancement of the International Labour Movement towards the Realization of Decent Work

To deal resolutely with the erosion of human rights and trade union rights that, along with undesirable revisions in labour laws, occur as democracy wanes, we will collaborate with a variety of organizations on the basis of RENGO's "International Labour Strategy" to promote an international labour movement founded in constructive industrial relations. We will also strive to prevent and promote resolution of labour-management disputes, which are occurring frequently around the world, as the international situation grows more uncertain due to factors such as Russia's protracted military aggression against Ukraine, life and poverty crises brought on by inflation, and the occurrence of human rights violations.

1. Establishment and Defense of Human Rights, Trade Union Rights and Democracy

- (1) We support democratic labour movements in countries where human rights, trade union rights and democracy are vulnerable, especially in the Asia-Pacific region. In Myanmar, in particular, by playing a proactive role in concert with the Confederation of Trade Unions Myanmar (CTUM) and in collaboration with organizations such as ITUC, ITUC-AP and ILO, we will continue to work toward restoration of civilian rule and revival and normalization of trade union activities.
- (2) We will make efforts toward the ratification of all 10 of ILO's Fundamental Conventions. In particular, to have Convention 111 (Discrimination (Employment and Occupation) Convention, 1958) ratified as quickly as possible, we will continue and strengthen our initiatives to seize every opportunity, including in the international arena. We will also continue initiatives that utilize the system for periodic reporting to the ILO to have basic labour rights restored to civil servants.
- (3) We will strengthen RENGO's efforts as a whole based on "RENGO's Views on Business and Human Rights." We will also seek effective and steady implementation and revisions of the "National Action Plans on Business and Human Rights" and "Guidelines for Respecting Human Rights in Responsible Supply Chains," as needed.

2. Strengthening of Collaboration with International Organizations

- (1) We will cooperate with the Global Unions both in Japan and abroad that comprise the Global Union Federations (GUFs), including ITUC and the Organization for Economic Development and Cooperation and the Development Trade Union Advisory Committee (OECD-TUAC), aiming to overcome common international issues, including the promotion of gender equality and diversity, and to promulgate constructive industrial relations.
- (2) We will engage in bilateral discussions with ITUC affiliated organizations and nearby major national centers, sharing both countries' labour movements and the challenges facing each, and enhancing solidarity.

- (3) At intergovernmental conferences such as G7 and G20, we will establish and enhance social dialogues that include trade unions, employers, the ILO, the OECD and other international organizations and strive to reflect workers' views in policies towards the realization of Decent Work for all workers.
- (4) We will proactively participate in and support the activities of the ITUC Asia and Pacific (ITUC-AP) to contribute to the realization of Decent Work through the building of constructive industrial relations in the Asia-Pacific region.
- (5) Through the NGOs-Labour Unions International Collaboration Forum and the Child Labour Network (CL-Net), we will cooperate and collaborate with NGOs to solve international issues.

3. Initiatives for the Prevention of Labour Disputes and Promotion of Solutions

- (1) We will promote better corporate behavior through stronger initiatives to enhance organizations' understanding of international rules for corporate behavior, including the ILO's Tripartite Declaration of Principles on Multinational Enterprises, the OECD Guidelines for Multinational Enterprises and the OECD Due Diligence Guidance for Responsible Business Conduct."
- (2) To enhance the effectiveness and operational structure of the OECD Guidelines for Multinational Enterprises, we will seek improvements in the operation of National Contact Point (NCP) and the prompt resolution of labour disputes by the government, based on the National Action Plan on Business and Human Rights.
- (3) By holding bilateral seminars in collaboration with JILAF, we will strive to build constructive industrial relations and avoid labour disputes at Japanese multinational enterprises in Asia.
- (4) We will promote problem-solving for the resolution of labour disputes overseas in collaboration with the GUFs and our affiliates.

Area for Advancement 4:

Promoting Workers' Education and the Securing and Fostering of Human Resources towards Manifestation of Synergistic Effects between RENGO and Related Organizations

Given our view that securing, developing and educating human resources is a pressing issue in supporting the development and future succession of the labour movement, we will draw together diverse insights and build a system enabling people to demonstrate synergistic effects between RENGO and related organizations. We will also enhance opportunities for gaining broad knowledge, including on labour-related rules and the rights of working colleagues, and an education on labour both inside and outside organizations.

1. Securing and Development of Human Resources that Support RENGO Movements

- (1) In response to the recommendations of the "Comprehensive Human Resources Strategy Program," we will collaborate with RENGO Headquarters, affiliates, local RENGO organizations, related organizations and others and transition to steady implementation of the five countermeasures that we have discussed, 1) Establishing and operating "Human Resources Bank (provisional name), 2) Initiatives toward securing future leaders, 3) Formulation of career models, 4) Enhancement of education and training and promotion of their utilization, and 5) Promotion of human resource exchanges.
- (2) In particular, we will discuss mechanisms for securing human resources to support RENGO movements at RENGO Headquarters and the local RENGO organizations (including the local councils) in concrete terms from a wide range of perspectives, based on the recommendations of the "Comprehensive Human Resources Strategy Program," considering the current situation and looking ahead to the future, and proceed with their implementation.
- (3) We will enhance the Rengo Youth Star College as a training program for union leaders who will shoulder the labour movement and, utilizing the Rengo Academy and RENGO Graduate School, we will promote human resource development for the next generation of leaders, on the basis of gender balance in central and local areas.

2. Utilization of Human Resources and Knowledge Associated with in Collaboration with Organizations Related to RENGO

- (1) To make better use of human resources turned out by various educational institutions, we will collaborate with related organizations involved (RENGO-RIALS, JILAF, ILEC, National Council of Workers' Welfare, Roi-Rokyo, Taishokusha-RENGO, etc.) and, based on the knowledge of these organizations, will strengthen and enhance RENGO in terms of policies and movements.

3. Promotion of Wide-Ranging Labour Education Inside and Outside

Organizations

- (1) For the stable operation and further development of “work rule testing,” we will make proactive efforts for the smooth introduction and expansion of on-line testing and enhancement of the social standing of the testing system.
- (2) In collaboration with ILEC and the local RENGO organizations, we will strive for the enhancement and expansion of labour education for the younger generation, who will shoulder the future, through means such as RENGO university/graduate school endowed chairs and guest lectures at universities and high schools.

4. Initiatives for the Development of International Human Resources

- (1) To develop international human resources, we will continue dispatches of human resources to overseas diplomatic missions and to ITUC, ITUC-AP and JILAF, and will perform follow-up while continuing and strengthening our efforts to encourage active participation and information sharing in each kind of training program.

Strengthening of Foundations that Support Areas of Action Policies:

Towards the promotion of sustainable RENGO movements, we will continue striving to resolve the issues of developing and strengthening the foundations for movements, including organizing and financing, and we will enhance communication within organizations.

1. Initiatives for Establishing Sustainable Finances

- (1) Based on the “Central Membership Fee System and Action Plan” (confirmed on 1 June 2022 at the 87th Central Committee Meeting), we will continue to promote and consider various preparations for the system transition to take place from January 2026, in collaboration with our affiliates and the local RENGO organizations. Note that a proposal based on the results of the working group discussion was drawn up for the Executive Committee regarding specific efforts such as registering organizations for the central membership fee system and providing grants to the local RENGO organizations, and the Central Committee will make organizational decisions in December 2023 based on the organizational discussions.
- (2) We will verify how membership fee prices are to be set under the central membership fee system at the Financial and Internal Control Verification Committee meeting (scheduled for April 2024) from the perspective of RENGO movement sustainability, and then make organizational decisions at organizational meetings in October 2024.
- (3) We will strive, to begin with, for efficient and effective financial management and, to prevent the recurrence of accounting improprieties, will continuously undertake improvement of transparency (by means such as comprehensive financial reporting) and strengthening of the accounting management systems (internal control) of RENGO Headquarters, the local RENGO organizations and the local councils.
- (4) Based on the “Central Membership Fee System and Action Plan,” policy activity funding efforts will continue until 2025, and how they are to be treated until then will be discussed primarily by the Planning Committee. The total amount of funds to be transferred to the central membership fee system will be considered for finalization by April 2024.

2. Revitalization of Local and Regional RENGO Movements and Strengthening of Collaboration with Affiliates

- (1) In local council activities, we will continue our efforts to make the reorganized “two core activities to tackle in unison nationwide” (which are 1) activities to strengthen collaboration within RENGO organizations and 2) activities to support all colleagues working in the local community) and “activities leveraging regional characteristics” into initiatives coordinated at the national level, and will aim to share examples.
- (2) Based on the “Management Guidelines for Local Block Liaison Committees,” we

will encourage proactive participation in local and regional RENGO movements, while engaging in collaboration on organizational expansion, promotion of gender equality, exchanges among young leaders and other efforts, with an aim to revitalize all activities.

- (3) We will continue collaboration through four related organizations (Labour Banks, Kokumin Kyosai Co-op, the National Council of Workers' Welfare and RENGO). To promote "community-based face-to-face movements," we will discuss concrete measures regarding the functions borne by the Live Support Center based on the direction it is to take in the future.

3. Strengthening the Organizational Capabilities of RENGO as a Whole and Enhancing its Communication

- (1) RENGO Headquarters will enhance its everyday communications with affiliates and local RENGO organizations via the contact desks, aiming to revitalize organizational communicative activities with the affiliates and local RENGO organizations.
- (2) Issues facing corporate activities, such as the SDGs, which need to be addressed beyond the industrial framework, are becoming more advanced and complex. In addition, to respond to the increasing numbers of cross-industry policy issues, we will consider ways of collaboration between RENGO and its affiliates that are involved in policy and institutional initiatives.
- (3) Regarding "industry-specific and departmental liaison meetings," we will use them as a venue for enhancing and deepening initiatives related to industries and industry categories by sharing good examples and reports on the status of events, while aiming for further revitalization.
- (4) Primarily through the Planning Committee, we will examine matters such as the effective use of movement resources and effective execution of activities.
- (5) RENGO Headquarters will devise means for strengthening and centrally managing matters such as the coordination functions of bureaus and means for holding meetings in light of the current situation, connecting these efforts to a reduction in the workload of affiliates and local RENGO organizations.
- (6) Regarding matters such as ways of encouraging participation in movements, styles of activities and roles of trade unions in the future, we will continue our joint research initiative on "the future of trade unions in promoting understanding, empathy and participation" with RENGO-RIALS, communicating the results as appropriate.