

RENGO Affiliates

as of 1 December 2009

No.	Name of Organisation	Membership
1	UI ZENSEN The Japanese Federation of Textile, Chemical, Food, Commercial, Service and General Workers' Unions	986,414
2	JICHIRO All-JAPAN Prefectural and Municipal Workers Union	887,174
3	JAW Confederation of Japan Automobile Workers' Unions (JIDOSHA SOREN)	741,747
4	DENKI RENGO Japanese Electrical, Electronic & Information Union	616,571
5	JAM Japanese Association of Metal, Machinery and Manufacturing Workers	370,256
6	JTU Japan Teachers' Union (NIKKYOSO)	290,857
7	JBU Japan Federation of Basic Industry Workers' Unions (KIKAN ROREN)	248,781
8	SEIHO ROREN National Federation of Life Insurance Workers' Unions	241,967
9	JOHO-ROREN Japan Federation of Telecommunications, Electronic Information and Allied Workers	220,730
10	JPGU Japan Postal Group Union	216,186
11	DENRYOKU SOREN The Federation of Electric Power-Related Industry Workers' Unions of Japan	214,019
12	JSD Japan Federation of Service and Distributive Workers Unions	210,234
13	JEC RENGO Japanese Federation of Energy and Chemistry Workers Unions	158,968
14	UNYU ROREN All Japan Federation of Transport Workers' Unions	128,407
15	SHITETSU SOREN General Federation of Private Railway & Bus Workers' Unions of Japan	111,944
16	KOKKO RENGO Japan Public Sector Union	110,766
17	FOOD RENGO Federation of All Japan Foods and Tobacco Workers' Unions (JFU)	97,762
18	SONPO ROREN Federation of Non-Life Insurance Workers' Unions of Japan (FNIU)	68,027
19	JR RENGO Japan Railway Trade Unions Confederation (JRTU)	63,000
20	JR SOREN Japan Confederation of Railway Workers' Unions (JRU)	55,046
21	KOTSU-ROREN Japan Federation of Transport Workers' Unions (JFT)	53,835
22	KAIIN KUMIAI All Japan Seamen's Union (JSU)	45,000
23	SERVICE RENGO Japan Federation of Service & Tourism Industries Workers' Unions	44,029
24	GOMU RENGO Japanese Rubber Workers' Union Confederation	43,481
25	KOKU RENGO Japan Federation of Aviation Industry Unions (JFAIU)	36,183
26	ZENJIKO ROREN National Federation of Automobile Transport Workers Unions	35,285
27	KAMIPA RENGO Japanese Federation of Pulp and Paper Workers' Unions	30,713
28	ZEN DENSEN Japan Federation of Electric Wire Workers' Unions (JEWU)	28,205
29	TOSHIKO The All Japan Municipal Transport Workers' Union	27,864
30	ZEN SUIDO All-Japan Water Supply Workers' Union	25,998
31	ZENKOKU GAS The Federation of Gas Workers' Unions of Japan	25,676
32	INSATSU ROREN Federation of Printing Information Media Workers' Unions	20,667
33	CERAMICS RENGO All Japan Federation of Ceramics Industry Workers	18,900
34	ZENGIN RENGO All Japan Federative Council of Bank Labours' Unions	15,590
35	ZENKOKU-NODANRO National Federation of Agricultural, Forestry and Fishery Corporations' Workers' Unions	15,466
36	NHK ROREN The Federation of All-NHK Labour Unions	11,584
37	SHINRIN ROREN Federation of All Japanese Forest-relating-industries Workers' Unions	8,295
38	HEALTH CARE ROKYO Japanese Health Care Workers Union	7,777
39	ZEN ROKIN Federation of Labour Bank Workers' Unions of Japan	6,397
40	KENSETSU RENGO Japan Construction Trade Union Confederation	6,000
41	ZENSHIN ROREN All Japan Community Bank Labour Union Association	4,906
42	ZEN INSATSU All Printing Bureau Labour Union	4,568
43	ROKYO ROREN	3,860
44	ROSAI ROREN Federation of ZENROSAI Trade Unions	3,378
45	ZENKOKU UNION Japan Community Workers Union Federation	3,350
46	JICHI ROREN National Federation of Prefectural and Municipal Workers' Unions	3,302
47	ZENKOKU KEIBA RENGO National Federation of Horse-racing Workers	3,032
48	ZENZOSEN-KIKAI All Japan Shipbuilding and Engineering Union	1,389
49	JA RENGO All Japan Agriculture Cooperative Staff Members' Union	1,296
50	KOUN-DOMEI Japanese Confederation of Port and Transport Workers' Unions	1,200
51	ZEN ZOHEI All Mint Labour Union	995
52	ZEN-EIEN National Cinema and Theater Workers' Union	300

Observer Affiliate

53	DOKIRO Hokkaido Seasonal Workers' Union	2,660
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Friendly Affiliate

54	NIKKENKYO Council of Japan Construction Industry Employees' Unions	35,624
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Jan 2010

RENGO

Japanese Trade Union Confederation

2010 ▶ 2011

RENGO represents 6.83 million workers in Japan.



The President's Message

Neo-liberalism gained power in the 1980's and overwhelmed the world from the 90's to the 2000's. In Japan, the Koizumi Administration, which took office in 2001, spurred the trend advancing neo-liberalistic reforms that even deregulated what was supposed to be regulated through loud slogans of market fundamentalism.

In this decade, there were many cases of brutal "restructuring" and drastic replacement of 'regular' by 'non-regular' workers in Japan. As a result, Japan's employment structure has been seriously distorted. The middle class, which was the majority supporting the social system, as represented by the phrase "all Japanese belong to the middle class," has now collapsed. Meanwhile, the social security system has not been reviewed in line with the changes in the employment structure, leading to a generational chain of poverty. With the current unemployment rate exceeding 5%, workers in Japan are likely to face an era of high unemployment, an employment crisis that the country has never experienced before.

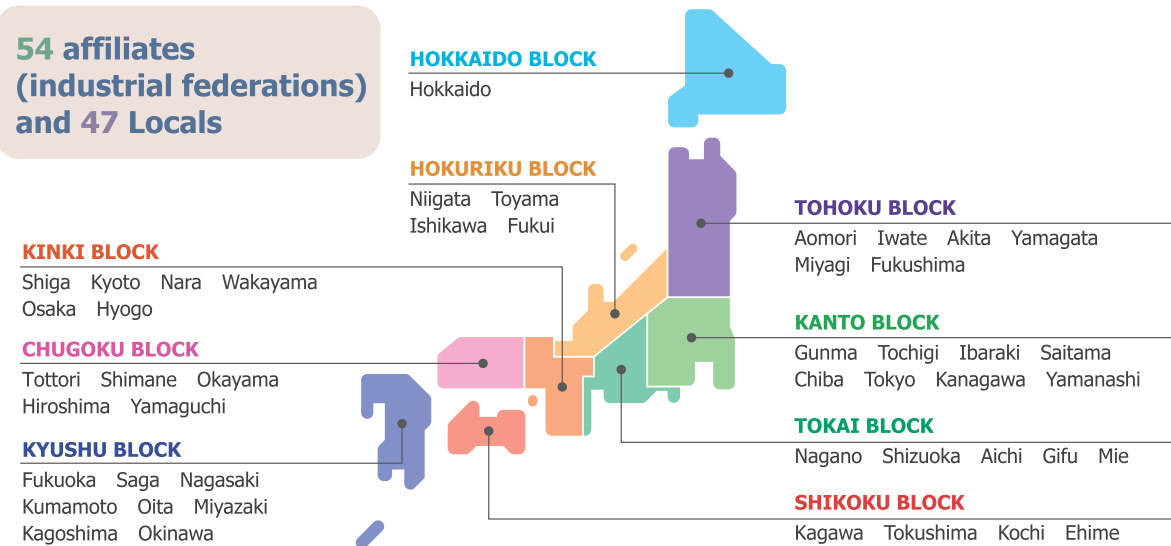
Now is the time for Japan to fundamentally shift toward a "Land of Hope" to build a warm-hearted society in which the principles of cooperation "solidarity and mutual assistance" prevail. A paradigm shift has to be made toward building a society supported by strong domestic demand and based on a robust middle class that is sustainable and enhance the dreams of children.

The Japanese Trade Union Confederation (RENGO) is determined to develop trade union movements for all working people.



Nobuaki Koga
President

54 affiliates (industrial federations) and 47 Locals



Unionisation Facts

● Unionisation Rate: 18.5% (est.)

(Unit: thousand)

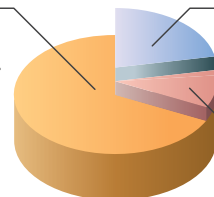
Category	Total	
	Male	Female
Total Employed	54,550	
Total Union Members	10,078	
RENGO	6,832	
Other Confederations	1,023	
Independent / Others	2,223	
Non-Unionised	44,472	

● RENGO 67.8%

Regular workers, Part-timers, Agency workers, etc.

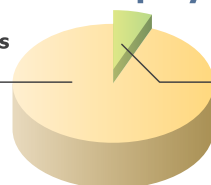
● Independent/Others 22.0%

● Other Confederations 10.2%



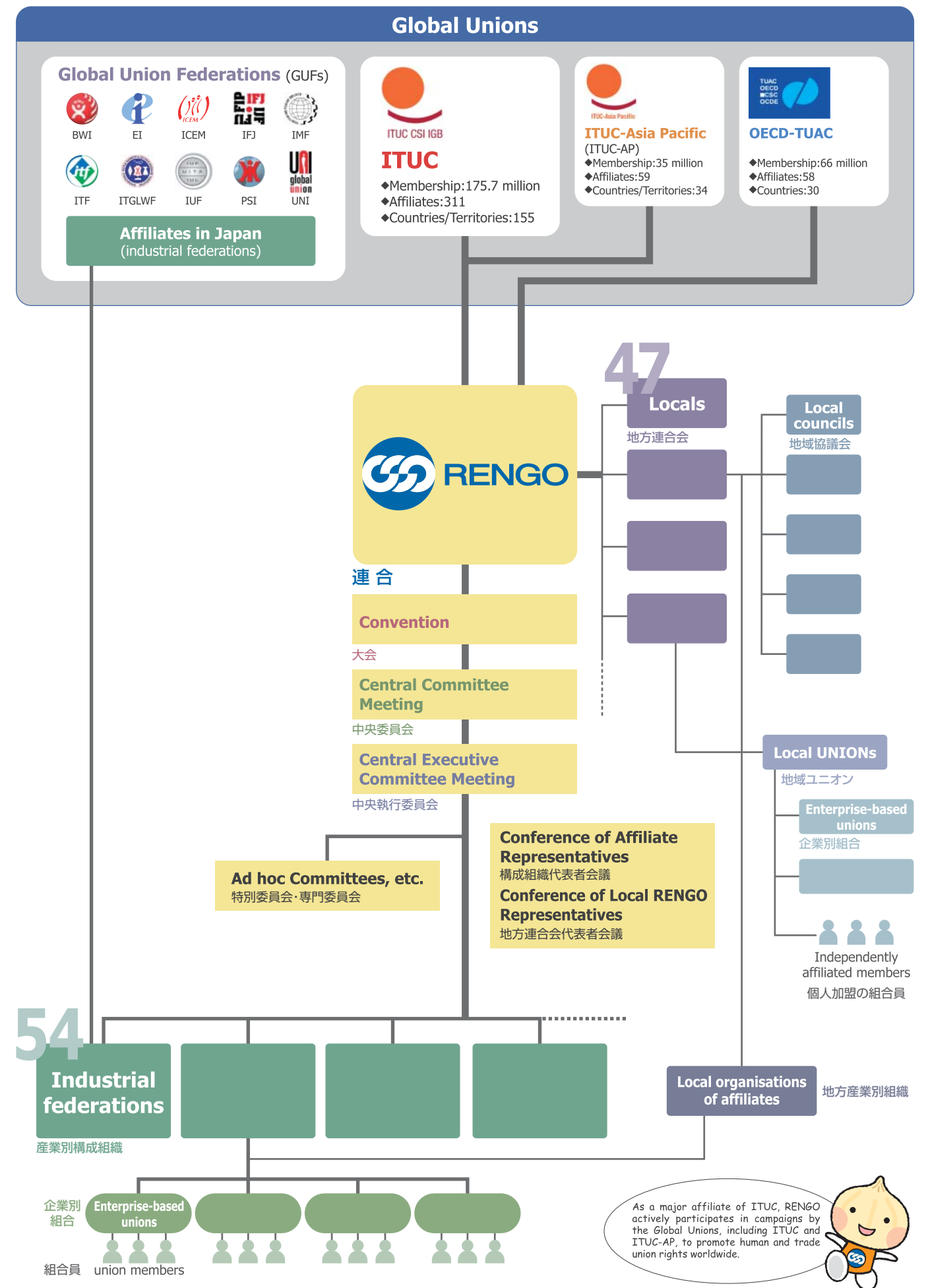
● RENGO Membership by Type of Employment

● Regular Workers 92.2% ● Non-Regular Workers 7.8%



Sources: Ministry of Health, Labour and Welfare, *Basic Survey on Trade Unions*, 2009

Organisation Chart



NOW is the time for a paradigm shift!

Through solidarity with all working people, let us build a society with hope and security!

RENGO, emphasising the 5 principles of "solidarity," "fairness," "discipline," "nurture" and "inclusion", will promote the movement toward building a society that is supported by strong domestic demand and based on a robust middle class, and which is also sustainable and can enhance the dreams of children.

◆ Spring Struggle for a Better Life



The Spring Struggle, the most fundamental action of trade unions, aims to raise overall wage levels and working conditions through negotiations with employers, by enhancing the collective bargaining power through the cooperation of unions within the same industries. To strengthen efforts, RENGO set up the joint-struggle organisation of workers of small and medium-sized enterprises (SMEs), a joint-struggle organisation of part-time workers, and 5 industry-classified union liaison conferences.

◆ Realising the demand for policies and systems to protect employment and life

Working people are now facing many issues: tax reform, administrative reform, an expansion of social safety nets, the establishment of working conditions covering all workers, and the realisation of a low carbon society and international peace. These issues cannot be resolved by collective bargaining alone. On behalf of all workers, RENGO calls for reflecting the opinions of workers in public policies and systems through participation in the policymaking processes in government and administrative institutions.



◆ Improving working conditions and building partnerships

RENGO powerfully promotes the improvement of working conditions and job security for all workers in the workplaces regardless of company size or working styles, while pushing forward the nurturing of SMEs, the enhancement of employment policies and the raising of the minimum wages.

RENGO Action Policies 2010–2011

(adopted by the 11th Biennial Convention in October 2009)

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

1. Deploying a socially influential labor movement through expanding organisations, restructuring collective industrial relations, and promoting solidarity activities
2. Improving working conditions, organising and developing the social movement for non-regular workers
3. Efforts to realise policies and systems toward establishing a reliable society based on fairness and solidarity

4. Promoting social horizontality of working conditions, expanding safety nets, and establishing work rules

5. Promoting equal participation toward the realisation of gender equality and equal treatment for women and men

6. Strengthening political programmes for the realisation of policies advocated by RENGO

7. Enhancement of global activities for realising fair and sustainable globalisation

● Support for Non-Regular Workers

The Department of Non-Regular Employment established in October 2007 works toward improvement of working conditions and network building for non-regular workers, through phone counseling, providing information on the website, seminars/gatherings policy proposals, and other supporting activities.



Donation drive for job security

● Decent Work for Decent Life

ITUC and GUFs designate October 7th as World Day for Decent Work (WDDW). RENGO and 47 Locals run a nationwide campaign jointly with GUFs, calling for decent work for decent life.



WDDW Rally 2009 in Tokyo



WDDW brochure

● Human/Trade Union Rights and Democracy in Burma

In line with ITUC's Burma Campaign, RENGO promotes human and trade union rights and democracy in Burma through the Burma Office Japan.



President KOGA emphasising the urgent need for democracy in Burma



Burma Office Japan supported by RENGO

● RENGO Peace Rallies

To promote world peace, RENGO annually organises peace rallies in Okinawa (June), Hiroshima (August), Nagasaki (August), and Nemuro in Hokkaido (September). Especially, RENGO plays a leading role as the only atom-bombed nation in ITUC's "No to Nuclear Weapons!" campaign, calling for abolition of all nuclear weapons by 2020.



Petition of ITUC's "No to Nuclear Weapons!" campaign for the 2010 NPT Review Conference



Peace rally in Okinawa



Peace rally in Hiroshima



Peace rally in Nagasaki

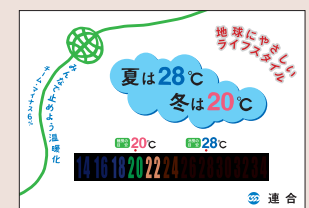


Peace rally in Nemuro

● RENGO Eco-Life 21 Campaign



Launched in 1998, the "RENGO Eco-Life 21" Campaign is an anti-global warming measure that promotes "Eco-Style – no necktie, no jacket attire" while setting room temperatures to 28°C in workplaces and homes during Action Months against Global Warming (June–September), promotes the use of "eco bags" instead of plastic bags, and organises various events to raise public awareness of environmental issues.



● Development Cooperation toward Eradicating Poverty

With the aim of building a sustainable global society, RENGO promotes activities of the NGO-Trade Union Forum for International Collaboration on MDGs.

NGO-Trade Union Forum for International Collaboration on MDGs

Set up in September 2004 to promote mutual understanding and cooperative relationships between NGOs and trade unions in an effort to contribute toward eradicating poverty, protecting human rights, and addressing peace and environment issues raised in the Millennium Development Goals (MDGs).



World Day Against Child Labour 2009 event in Tokyo (Photo by CL-Net)

Related Organisations



JILAF

The Japan International Labour Foundation (JILAF) was founded by RENGO in May 1989 as an organisation for promoting international exchange and cooperation in the field of labour.

(English) <http://www.jilaf.or.jp/english-jilaf/>



RENGO-RIALS

The RENGO Research Institute for Advancement of Living Standards (RENGO-RIALS), RENGO's think tank, was established in December 1987 as the first full-scale think tank in the trade union movement.

(English) <http://www.rengo-soken.or.jp/indexe.htm>



ILEC

The Institute of Labour Education and Culture is an incorporated association established by RENGO in December 1995 to support workers in their life-long educational and cultural activities and contribute to development of an autonomous and democratic trade union movement.

(Japanese only) <http://www.rengo-ilec.or.jp>



WORKNET Co., Ltd.

WORKNET Co., Ltd. is a corporation established and fully-funded by RENGO. Inaugurated in December 2000, it offers job placement and worker-dispatch services.

(Japanese only) <http://www.worknet.co.jp/>

History

<Path to the Birth of RENGO>

1976	A Conference of Trade Unions for the Furtherance of Policies (SEISUI KAIGI) formed. (16 industrial federations with 3 million members)
1981	A private sector-based "Preparatory Committee for the Unification of Labor Fronts" formed. (39 industrial federations with 3.8 million members)
1982	National Council of Trade Unions in the Private Sector (ZENMIN ROKYO) formed, setting the stage for the foundation of RENGO. (41 industrial federations with 4.25 million members)
1987	Japanese Private Sector Trade Union Confederation (JPTUC-RENGO) inaugurated, unifying private sector trade unions of SOHYO, DOMEI, CHURITSU ROREN, SHINSANBETSU and other independent federations. (62 affiliates with 5.55 million members)
1989	Japanese Trade Union Confederation (RENGO) inaugurated, achieving the unification between private and public sector trade unions. (78 affiliates in with 8 million members)

<Major Events in RENGO's History>

1989	November 21	Japanese Trade Union Confederation (RENGO) inaugurated.
1990	January May September	"Labour Consultation Hotline" set up for workers in smaller businesses and part-time workers Local RENGOs formed in all 47 prefectures "Japanese Archipelago Cleaning Campaign" as a nationwide action
*1991	July September	"National Campaign for Working Hour Reduction : Relaxation Caravan" RENGO Diet Members Council launched (141 Diet members)
1992	December	ICFTU-APRO Congress held in Tokyo, where RENGO played as host organisation
*1993	May	Mass action : "Let's Go to the Diet to Realise Political Reform" (human chain tied around the Diet building)
1994	July December	"RENGO Forum on Policy and Politics" formed "Joint Study Group for the Creation of New Industries and Employment" announced to be launched in collaboration with Nikkeiren (Japan Federation of Employers' Associations).
*1995	Jan.-Mar.	Support activities and fund-raising implemented for victims of the Hanshin-Awaji Earthquake
1996	June February	Nationwide united actions to legislate effective equal employment between men and women "Hiroshima-Nagasaki Atomic Bomb Exhibition of RENGO" held in Paris, first time abroad
*1997	February July	"10-day Sit-in in front of the Diet" held to protest the proposed medical reform plan "Forum on Women's Participation and Shorter Working Hours" held
1998	January October	"Gathering of Smaller Unions - Forum to Rectify Disparities" held Walk-in by 10,000 petitioners to block proposed revisions of the Labor Standards Law
*1999	October 14 November	Ceremony to Commemorate RENGO's 10th Anniversary Mass actions by 8 million members against pension system reform
2000	Jan.-Mar.	Petition drive of 10 million signatures calling for pension reform, reduction of healthcare costs, and job creation
*2001	January May	"RENGO's Declaration for the 21st Century" announced, aiming at the development of a welfare society centered on labor Mass Action by 10 Million Workers with themes of "Breaking through the Crisis of Employment and Workers' Lives" and "Change the Government"
2002	April October	Mass action : "We Can No Longer Endure—We Won't be Deceived" "Fair Treatment for Part-Time Workers! Citizens Congress to Support Part-Time Workers" formed
*2003	November	Nationwide campaign to eliminate unpaid overwork launched
2004	October December	Relief activities and fund-raising for the Mid Niigata Prefecture Earthquake implemented The 18th ICFTU World Congress held in Miyazaki, where RENGO played as host organisation
*2005	Jan.-Apr. May August	Signatures to support the 2005 NPT Review Conference collected "Action calling for Nuclear Disarmament at UN General Assembly Hall in NY" taken Campaign to oppose a tax increase targeted at employed workers launched
2006	January June	Simultaneously nationwide campaign to oppose a tax increase targeted at employed workers started Huge TOKYO Rally to correct disparities held (4,600 participants from all over the country)
*2007	Jan.-Feb. July October	Dialogue meetings with the public across Japan held, on the theme of correcting disparities in Japan The Democratic Party of Japan (DPJ) won Japan's Upper House election The Department of Non-Regular Employment established
2008	October December	"World Day of Decent Work Rally" organised (2,000 workers participate in TOKYO) Year-end hotline for laid off workers set up
*2009	March May August	"Tripartite Agreement for the Realisation of Employment Stability and Job Creation" made Urgent rally to free Daw Aung San Suu Kyi and other democratic activists held The DPJ's overwhelming victory in the general election, leading to a change of political power

* RENGO Biennial Convention held