an energetic and participatory society which enables people to try hard to attain self-fulfillment:
- attaching the highest importance to "work;"
- based on self-reliance as well as mutual support, with
- anybody being able to participate under fair working conditions and through various ways of working.

RENGO strives for achievements, through the construction of the following 5 "Bridges":

1. "Bridge" between work and education,
2. "Bridge" from unemployment to work,
3. "Bridge" to transform ways of work,
4. "Bridge" between work and the family, and
5. "Bridge" between work and retirement.

The Japanese Trade Union Confederation, or RENGO, is a trade union national center in Japan with the membership of 6.82 million. Since its inception in 1989, RENGO has been struggling to protect jobs and achieve a better life for all workers.
Bringing All Workers into the Circle of “Strength and Policy”

**Action Policy 1** ORGANIZING

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

**Action Policy 2** NON-REGULAR WORKERS

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

**Action Policy 3** POLICIES AND SOCIAL SYSTEMS

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

**Action Policy 4** WORKING CONDITIONS

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

**Action Policy 5** GENDER EQUALITY

Strengthening Efforts to Realize a Gender-Equal Society

**Action Policy 6** POLITICS

Strengthening Political Activities to Realize Policies Advocated by RENGO

**Action Policy 7** INTERNATIONAL

Realizing a Sustainable Society through Fair Globalization

**Conventional Slogan**

“No!” to inequalities
Let us create a secure society by bringing all working people into the RENGO Circle
### Major Events in RENGO’s History

**1989**
- November: Japanese Trade Union Confederation (RENGO) inaugurated.

**1990**
- January: "Labor Consultation Hotline" set up for workers in smaller businesses and part-time workers
- September: "Japanese Archipelago Clearing Campaign" launched as a nationwide unified action.

**1991**
- July: "National Campaign for Working Hour Reduction: Relaxation Caravan"
- September: RENGO Diet Members Council launched with 141 Diet members

**1992**
- May: Official talks with the All-China Federation of Trade Unions (ACFTU) resumed
- December: Hosted ICFTU-APRO 15th Regional Congress in Tokyo

**1993**
- May: Mass action; "Let’s Go to the Diet to Realize Political Reform", human chain around the Diet building

**1994**
- July: "RENGO Forum on Policy and Politics" formed (274 policy makers attended)
- December: "Joint Study Group for the Creation of New Industries and Employment" launched in collaboration with Nipponkai (Japan Federation of Employers’ Associations)

**1995**
- January-March: Support activities and fund-raising for victims of the Hanshin-Awaji Earthquake
- November: RENGO International Cooperation Center launched

**1996**
- February: First overseas showing of "Hiroshima-Nagasaki Atomic Bomb Exhibition" in Paris
- June: Nationwide union action for gender equality legislation

**1997**
- February: "10-day Sit-in in front of the Diet" held to protest the proposed medical reform plan
- July: "Forum on Women’s Participation and Shorter Working Hours" held

**1998**
- January: "Gathering of Smaller Unions - Forum to Rectify Disparities" held
- October: Walk-in by 10 thousand petitioners to block proposed revisions of the Labor Standards Law

**1999**
- October: Ceremony to commemorate RENGO’s 10th Anniversary

**2000**
- January-March: Petition drive of 10 million signatures calling for pension reform, the reduction of healthcare costs and job creation
- November: WORKNET Co. Ltd. established, a RENGO-funded corporation offering job placement and worker-dispatch services

**2001**
- January: "RENGO Declaration for the 21st Century" announced, aiming at the development of a welfare society centered on labor
- April: Burma Office Japan established
- May: Mass action by 10 Million Workers “Breaking through the Crisis of Employment and Workers’ Lives: Change the Administration” staged

**2002**
- April: Mass action; "We Can No Longer Endure—We Won’t be Deceived" staged
- October: "Citizens Congress to Support Part-Time Workers: Fair Treatment for Part-Time Workers" formed

**2003**
- November: Nationwide campaign to eliminate unpaid overtime launched

**2004**
- October: Relief activities and fund-raising for the Mid-Miya County Earthquake in Miyazaki
- December: Hosted ICFTU 18th World Congress in Miyazaki

**2005**
- January-April: Signature-collection campaign aimed at the 2005 Review Conference on the Parties to the Treaty on NPT
- May: "Action calling for Nuclear Disarmament at UN General Assembly Hall" organized
- August: "Campaign to oppose a tax increase targeted at employed workers" launched

**2006**
- January: "Simultaneous nationwide campaign to oppose a tax increase targeted at employed workers" started

**2007**
- January-Feb.: Public Dialogues on correcting disparities held nationwide
- July: The Democratic Party of Japan (DPJ) won the Upper House election
- October: The Department of Non-regular Employment established at the Ministry of Health, Labor and Welfare

**2008**
- October: "World Day for Decent Work" rally organized with 2,000 workers participating in Tokyo
- December: Year-end hotline for laid-off workers

**2009**
- March: "Tripartite Agreement for the Realization of Employment Stability and Job Creation" signed
- May: "Urgent Rally to Free Daw Aung San Suu Kyi and other democratic activists" held
- August: Change of government following the Democratic Party of Japan (DPJ) landslide victory in the general election

**2010**
- September: ITUC-Asia Pacific Labour Network (ITUC/APLN) 18th Conference held in Tokyo; participants met with Prime Minister Naoto KAN, chair of the APEC meeting.

**2011**
- March: The Great East Japan Earthquake hit; RENGO sent volunteer workers to the affected areas.

**2012**
- January: RENGO Town Meetings: for a secure society based on work, held
- May: Plan for "RENGO with 10 million members" endorsed
- September: "RENGO New Energy Strategy" endorsed
- December: Coalition government of LDP and Komeito formed

**2013**
- April: "STOP unequal society! Campaign for a better living" launched
- October: Organizational change at HQ: "Designated team for organizing" and "Publicity/Education Division" introduced

**2014**
- September: Relayed campaign traveling through all prefectures of Japan against deregulation of worker’s protection

**2015**
- April: Institute for Solidarity-based Society of Hosei University(ISS-HU) commonly known as “RENGO Graduate School" launched
- August: Big rally and surround the Diet by chain of 14000 people with the strong voice, “No to current administration”
Organization Chart

Global Union Federations (GUFs)

Global Unions

ITUC

Membership: 181 million
Affiliates: 333
Countries: 163

TUAC

Membership: 66 million
Affiliates: 59
Countries: 31

ITUC-Asia Pacific (ITUC-AP)

Membership: 23 million
Affiliates: 59
Countries/Territories: 34

RENGO

Membership: 6.82 million

Locals

Local councils

Convention

Central Committee

Central Executive Committee

Technical Committees, etc.

Affiliates (Industrial federations)

Enterprise-based unions

Local UNIONS

Enterprise-based unions

Independently affiliated members

Unions

Union members

Trade Union Data

Total employed

RENGO

by gender

Female 43%
Male 57%

Female 32.6%
Male 67.4%

by type of employment

Non-regular 40%
Regular 60%

Non-regular 14%
Regular 86%

by size of company

300 or more 30%
Less than 300 70%

Less than 300 10%
300 or more 90%

Source: MHLW, 2015
Source: MIC, 2015
Source: MHLW, 2014
Source: RENGO, 2015
Source: SME, 2014

MHLW: Ministry of Health, Labour and Welfare
MIC: Ministry of Internal Affairs and Communications
SME: The Small and Medium Enterprise Agency
Rikio KOZU, Mr. President
KIKAN ROREN

Born in 1956 in Tokyo, Japan, Rikio KOZU joined Nippon Steel Corporation in 1979, upon graduating from Tokyo University. He started his trade union career in 1984 when he was elected executive committee member of the Nippon Steel HQ’s Workers’ Union. In 1990, his trade union career was temporarily interrupted when he served as First Secretary to the Japanese Embassy in Thailand for 3 years. Back in trade union work, he shifted his stage to the federation level when elected as General Secretary of the Japan Federation of Basic Industry Workers’ Unions (KIKAN ROREN) in 2006, and as President in 2010. He became General Secretary of RENGO in October 2013 and President in October 2015.

Naoto OHMI, Mr. General Secretary
UA ZENSEN

Naoto OHMI was born in 1954, Hokkaido, Japan. After graduated from Hitotsubashi University in 1976, he joined the Japanese Federation of Textile, Garment, Chemical, Distributive and Allied Industry Workers’ Unions (ZENSEN). He became Central Executive Standing Committee Member in 1988. In 2002, ZENSEN was consolidated into the Japanese Federation of Textile, Chemical, Food, Commercial, Service and General Workers’ Unions (UI ZENSEN) and he became Central Executive Standing Committee Member, and Vice President in 2004. After elected as Assistant General Secretary of RENGO in October 2010, he became Executive Assistant to President at UI ZENSEN in 2011. At the foundation of the Japanese Federation of Textile, Chemical, Food, Commercial, Service and General Workers’ Unions (UA ZENSEN) in 2012, he elected as President. At the 14th Biennial Convention, he became General Secretary of RENGO.
<table>
<thead>
<tr>
<th>No.</th>
<th>Name</th>
<th>Affiliates</th>
<th>Members</th>
</tr>
</thead>
<tbody>
<tr>
<td>01.</td>
<td>UA ZENSEN</td>
<td>The Japanese Federation of Textile, Chemical, Food, Commercial, Service, and General Worker's Unions</td>
<td>1,465,127</td>
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<tr>
<td>02.</td>
<td>JICHIRO</td>
<td>All-Japan Prefectural and Municipal Workers Union</td>
<td>820,168</td>
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<td>03.</td>
<td>JIDOSHA SOREN</td>
<td>Confederation of Japan Automobile Workers' Unions</td>
<td>767,539</td>
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<td>04.</td>
<td>DENKI RENGO</td>
<td>Japanese Electrical &amp; Information Union</td>
<td>571,309</td>
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<td>05.</td>
<td>JAM</td>
<td>Japanese Association of Metal, Machinery and Manufacturing Workers</td>
<td>339,041</td>
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<td>06.</td>
<td>KIKAN ROREN</td>
<td>Japan Federation of Basic Industry Workers' Unions</td>
<td>257,013</td>
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<td>07.</td>
<td>NIKKYOSO</td>
<td>Japan Teachers' Union (JITU)</td>
<td>251,232</td>
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<td>08.</td>
<td>JP ROUSO</td>
<td>Japan Postal Group Union</td>
<td>232,774</td>
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<td>09.</td>
<td>SEIHO ROREN</td>
<td>National Federation of Life Insurance Workers' Unions</td>
<td>229,527</td>
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<td>10.</td>
<td>JOHO-RENRO</td>
<td>The Federation of Information and Communication Technology Service Workers of Japan</td>
<td>217,675</td>
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<td>11.</td>
<td>DENRYOKU SOREN</td>
<td>The Federation of Electric Power Related Industry Workers' Unions of Japan</td>
<td>217,302</td>
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<td>12.</td>
<td>JEC RENGO</td>
<td>Japan Federation of Energy and Chemistry Workers Unions</td>
<td>150,645</td>
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<td>13.</td>
<td>UNYU ROREN</td>
<td>All-Japan Federation of Transport Workers' Unions</td>
<td>120,179</td>
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<td>14.</td>
<td>SHITETSU SOREN</td>
<td>General Federation of Private Railway &amp; Bus Workers' Unions of Japan</td>
<td>112,241</td>
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<td>15.</td>
<td>FOOD RENGO</td>
<td>Federation of All-Japan Foods and Tobacco Workers' Unions (JFU)</td>
<td>104,797</td>
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<td>16.</td>
<td>KOKKO RENGO</td>
<td>Japan Public Sector Union</td>
<td>90,343</td>
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<td>17.</td>
<td>SONPO RENGO</td>
<td>Federation of Non-Life Insurance Workers' Unions of Japan (JNLU)</td>
<td>87,769</td>
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<td>18.</td>
<td>JR RENGO</td>
<td>Japan Railway Trade Unions Confederation (JRTU)</td>
<td>71,899</td>
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<td>19.</td>
<td>JR SOREN</td>
<td>Japan Confederation of Railway Workers' Unions (JRU)</td>
<td>53,251</td>
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<td>20.</td>
<td>KOTSU RENGO</td>
<td>Japan Federation of Transport Workers' Unions (JFT)</td>
<td>47,091</td>
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<td>21.</td>
<td>KAIIN KUMIAI</td>
<td>All-Japan Seamstress' Unions (JSU)</td>
<td>45,000</td>
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<td>22.</td>
<td>GOMU RENGO</td>
<td>Japanese Rubber Workers' Union Confederation</td>
<td>42,405</td>
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<td>23.</td>
<td>SERVICE RENGO</td>
<td>Japan Federation of Service &amp; Tourism Industries Workers' Unions</td>
<td>41,214</td>
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<td>24.</td>
<td>KOKU RENGO</td>
<td>Japan Federation of Aviation Industry Unions (JAIU)</td>
<td>35,401</td>
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<td>25.</td>
<td>KAMIPA RENGO</td>
<td>Japanese Federation of Pulp and Paper Workers' Unions</td>
<td>26,054</td>
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<td>26.</td>
<td>ZENKOKU GAS</td>
<td>The Federation of Gas Workers' Unions of Japan</td>
<td>23,929</td>
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<td>27.</td>
<td>ZEN DENSEN</td>
<td>Japan Federation of Electric Wire Workers' Unions (JEWU)</td>
<td>23,630</td>
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<td>28.</td>
<td>INSATSU ROREN</td>
<td>Federation of Printing Information Media Workers' Unions</td>
<td>21,621</td>
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<td>29.</td>
<td>ZENUKIC ROREN</td>
<td>National Federation of Automobile Transport Workers Unions</td>
<td>18,942</td>
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<td>ZEN SUIDO</td>
<td>All-Japan Water Supply Workers' Union</td>
<td>18,477</td>
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<td>31.</td>
<td>CERAMICS RENGO</td>
<td>All Japan Federation of Ceramics Industry Workers</td>
<td>15,178</td>
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<td>ZENGIN RENGO</td>
<td>All Japan Federative Council of Bank Labour's Unions</td>
<td>14,711</td>
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<td>33.</td>
<td>ZENKOKU NODANRO</td>
<td>National Federation of Agricultural, Forestry and Fishery</td>
<td>13,117</td>
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<td>34.</td>
<td>NHK ROREN</td>
<td>The Federation of All-NHK Labour Unions</td>
<td>10,030</td>
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<td>35.</td>
<td>ZEN ROKIN</td>
<td>Federation of Labour Bank Workers' Unions of Japan</td>
<td>9,532</td>
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<td>36.</td>
<td>HEALTH CARE ROKYO</td>
<td>Japanese Health Care Workers' Union</td>
<td>8,089</td>
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<td>SINRIN ROREN</td>
<td>Japanese Federation of Forest and Wood Workers Unions</td>
<td>6,338</td>
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<td>38.</td>
<td>ZENSHIN ROREN</td>
<td>All Japan Community Bank Labour Union Association</td>
<td>5,098</td>
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<td>39.</td>
<td>ZEN INSATSU</td>
<td>All Printing Bureau Labour Union</td>
<td>4,330</td>
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<td>ROKYO ROREN</td>
<td>Confederation of Labour Supply Trade Unions</td>
<td>4,300</td>
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<td>41.</td>
<td>ROSAI ROREN</td>
<td>Federation of ZENROSAI Trade Unions</td>
<td>3,928</td>
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<td>42.</td>
<td>ZENKOKU KEIBA RENGO</td>
<td>National Federation of Horse-racing Workers' Unions</td>
<td>2,744</td>
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<td>JICHI ROREN</td>
<td>National Federation of Prefectural and Municipal Workers' Unions</td>
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<td>ZENKOKU UNION</td>
<td>Japan Community Workers Union Federation</td>
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<td>JA RENGO</td>
<td>All Japan Agriculture Cooperative Staff Members' Union</td>
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<td>KOUN DOMEI</td>
<td>Japanese Confederation of Port and Transport Workers' Unions</td>
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<td>ZENZEN KIKAI</td>
<td>All-Japan Shipbuilding and Engineering Union</td>
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<td>ZEN ZOEI</td>
<td>All Mint Labour Union</td>
<td>814</td>
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<td>49.</td>
<td>ZEN EIN</td>
<td>National Cinema and Theater Workers' Union</td>
<td>486</td>
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<td>50.</td>
<td>NIKKENKYO</td>
<td>Council of Japan Construction Industry Employee's Unions</td>
<td>30,775</td>
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<tr>
<td>51.</td>
<td>NIKKOKYO</td>
<td>Japan Senior High School Teachers Union (JSTU)</td>
<td>5,000</td>
</tr>
</tbody>
</table>

**Associated Organizations**

- **50. NIKKENKYO**
  - Council of Japan Construction Industry Employee's Unions
  - Members as of April 2015

- **51. NIKKOKYO**
  - Japan Senior High School Teachers Union (JSTU)
RENGO-RIALS
RENGO Research Institute for Advancement of Living Standards, the RENGO think-tank, started in December 1987 as the first full-scale research body for the trade union movement.

JILAF
The Japan International Labour Foundation was established by RENGO in May 1989 as an organization to promote international exchange and cooperation in the field of labour.

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

Japan Labour Culture Foundation
The foundation aims to support and improve workers' welfare activities, to promote activities related to the development of labour culture inside and outside Japan, to support employment and work, and activities related to non-profit social services, so as to contribute to achieving "a secure society based on work."

Taishokusha-RENGO
Japanese Confederation of Retired Persons(JCRP), founded in 1991, is tackling various activities for reforming social systems and building a welfare society together with RENGO so that the retired and pensioners can lead bright, delightful and meaningful lives.

Chuo-Rofukukyo
The Central Council of Worker Welfare Associations is a liaison council composed of worker welfare organizations which is run independently in cooperation with trade union organizations and working people. Its aim is to comprehensively promote worker welfare activities.

Labour Bank
Labour Banks, started in 1950, are financial cooperatives that cultivate the dreams and ideals of our workers. They consider their objectives to be twofold: to promote economic welfare and the environmental and cultural activities of their members, and create, by working together, a society in which all people can live in happiness.

ZENROSAI
The National Federation of Workers and Consumers Insurance Cooperatives provides, based on the cooperative principle, insurance and mutual help for its members. ZENROSAI has been working hand in hand with trade unions for the workers welfare movement, with its service extending to all the workers in the community.

Japanese Trade Union Confederation (RENGO)

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Fax +81(0)3-5295-0548
E-mail jtc-kokusai@sv.rengo-net.or.jp
URL http://www.jtuc-rengo.org/ (English)
http://www.jtuc-rengo.or.jp/ (Japanese)

Access Map
Printed on paper made with wood from forest thinning

Locals
47 Locals in 47 Prefectures (Regions)

To access the related organizations, visit the following URLs:
- RENGO-RIALS: http://renge-soken.or.jp/english/
- JILAF: http://www.jilaf.or.jp/English-jilaf/
- ILEC: http://www.jtuc-rengo.or.jp/English
- Chuo-Rofukukyo: http://all.rokin.or.jp/english/index.html
- Labour Bank: http://www.laborbank.or.jp/english/index.html