



# I N D E X

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The Japanese Trade Union Confederation, or RENGO, is a trade union national center in Japan with the membership of 6.86 million. Since its inception in 1989, RENGO has been struggling to protect jobs and achieve a better life for all workers.

## Message of the President

### *For the sake of all working people*

**Rikio KOZU**  
President



Since its establishment in 1989, RENGO has been striving to maintain and improve working conditions, work on policy, organize, and, last but not least, assist in the recovery from the disastrous Great East Japan Earthquake.

Against the rapidly changing socio-economic environment, we have seen a sharp increase in non-regular workers, leading to widening income disparity and increasing poverty. RENGO regards such a society as unsustainable.

RENGO is expected, as the biggest workers' organization in Japan, to play a role in challenging and overcoming all injustice in society.

We are determined to stop widening disparities and create a society with a sense of reliance and solidarity in which people, the younger generations in particular, can live and work vibrantly and comfortably.

RENGO aspires to bring about **"a secure society based on work,"** and is determined to devote ourselves to achieve this goal.

**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 15th RENG0 Biennial Convention, 4-5 October 2017, Tokyo

Convention Slogan

“A Significant Step  
toward the Next Stage”

## “A Significant Step toward the Next Stage”

Action  
Policy

### 1 ORGANIZING

Make the Next 2 Years a Period to Take a Step toward the Next-generation Movement by Promoting “Organizational Reinforcement,” Uniting the Entire RENG0 Organization to Foster Social Solidarity so that the Goal of “RENG0 with 10 Million Members” is Achieved in the Next 3 Years

Action  
Policy

### 2 NON-REGULAR WORKERS

Support for Non-regular Workers, Non-unionized Workers, and Young Workers, and Enhancement of Approaches through Establishment of Labor Consultation Center

Action  
Policy

### 3 POLICIES AND SOCIAL SYSTEMS

Efforts to Realize Policies and Systems Aimed at a Secure Society based on Work

Action  
Policy

### 4 WORKING CONDITIONS

Raising and Promotion of Horizontal Expansion of Minimum Working Conditions, and Realization of Decent Work

Action  
Policy

### 5 GENDER EQUALITY

Efforts to Realize Gender-Equal Society

Action  
Policy

### 6 POLITICS

Enhancement of Political Activities to Realize Policies Advocated by RENG0

Action  
Policy

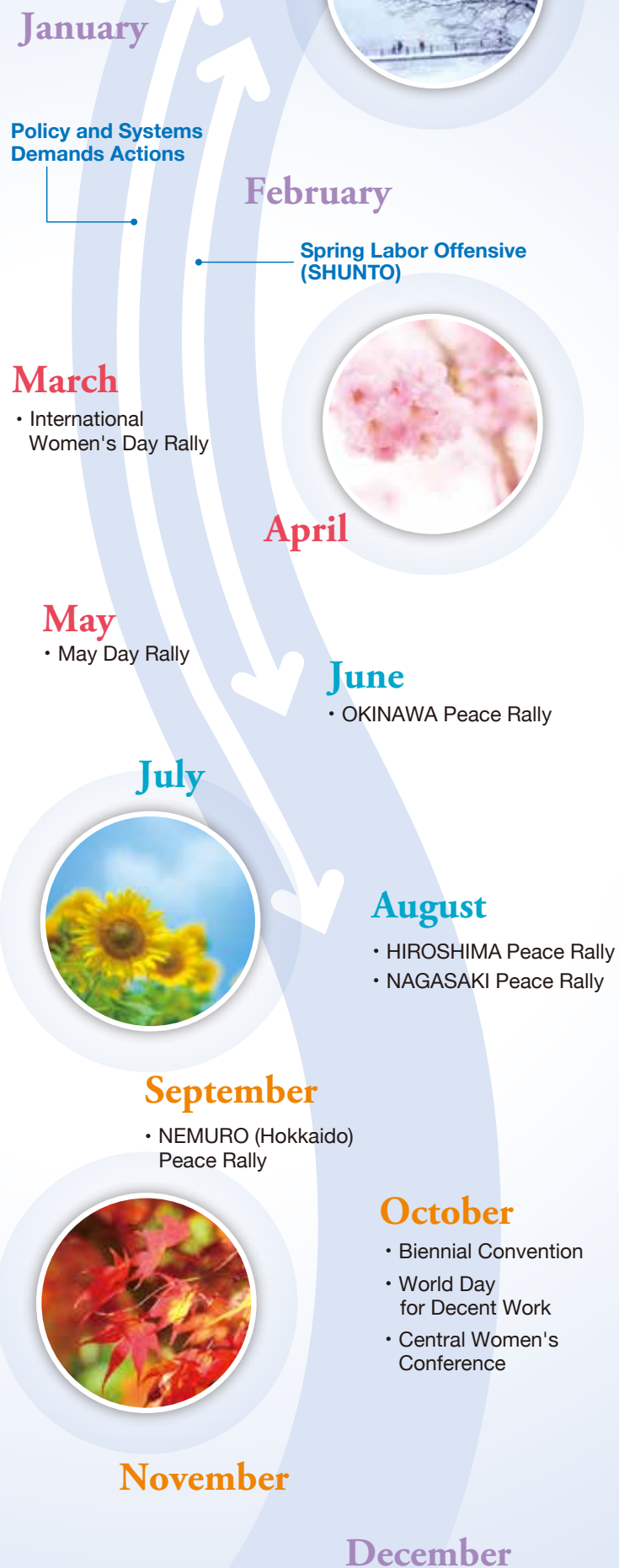
### 7 INTERNATIONAL

Realization of Decent Work toward a Sustainable Society





## Annual Actions



## History

### <Path to the Birth of RENGO>

- 1976** A Conference of Trade Unions for the Furtherance of Policies (SEISUI KAIGI) formed by 16 industrial federations with 3 million members
- 1981** A private sector-based "Preparatory Committee for the Unification of Laborers" formed by 39 industrial federations with 3.8 million members
- 1982** National Council of Trade Unions in the Private Sector (ZENMIN ROKYO) formed by 41 industrial federations with 4.25 million members, setting the stage for the foundation of RENGO
- 1987** Japanese Private Sector Trade Union Confederation (JPTUC-RENGO) inaugurated, unifying private sector trade unions of SOHYO, DOMEI, CHURITSU ROREN, SHIN-SANBETSU 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 with 8 million members)

### <Major Events in RENGO's History>

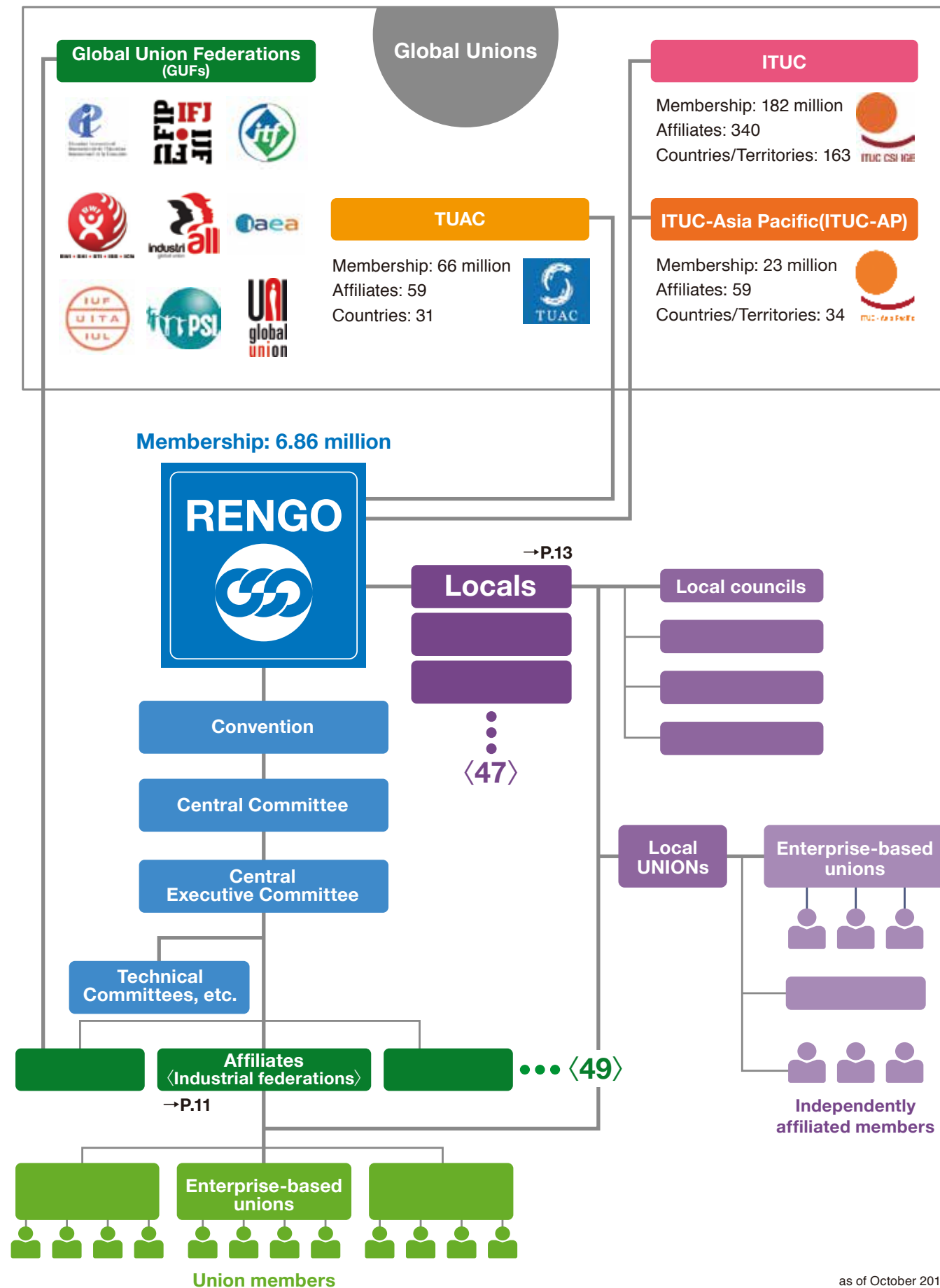
- 1989** **November** Japanese Trade Union Confederation (RENGO) inaugurated
- 1990** **January** "Labor Consultation Hotline" set up for workers in smaller businesses and part-time workers  
**May** Local RENGOs formed in all 47 prefectures  
**September** "Japanese Archipelago Cleaning Campaign" launched as a nationwide united action
- 1991** **July** "National Campaign for Working Hour Reduction: Relaxation Caravan"  
**September** RENGO Diet Members Council launched with 141 Diet members  
**November** RENGO held the 2nd Biennial Convention
- 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  
**October** RENGO held the 3rd Biennial Convention
- 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



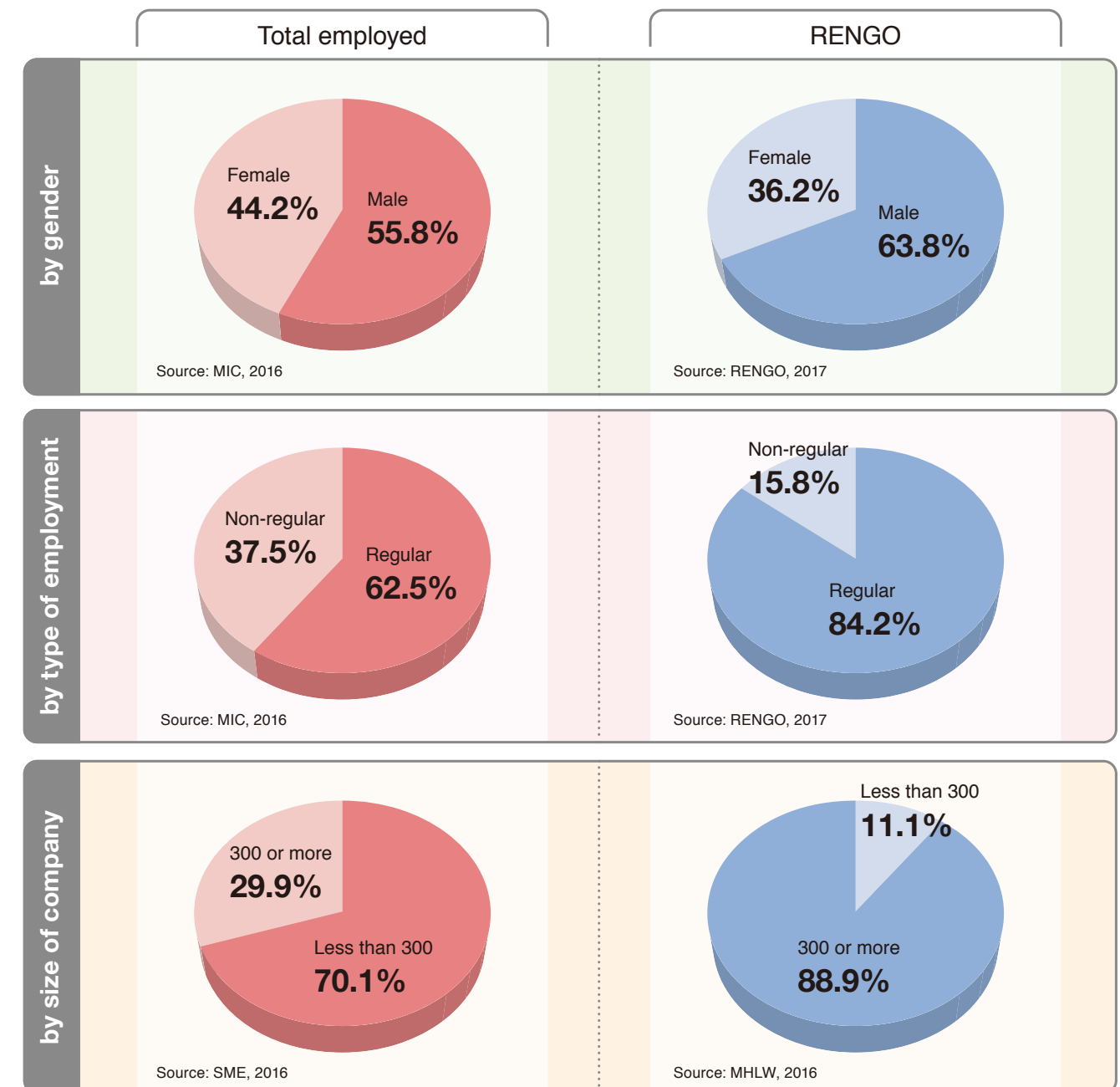
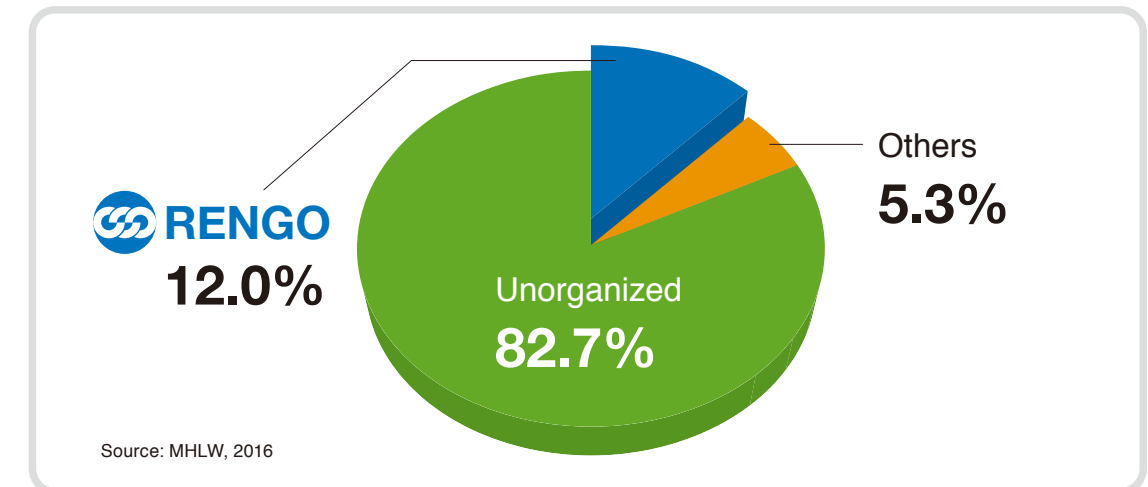
- 1995** **Jan.-Mar.** Support activities and fund-raising for victims of the Hanshin-Awaji Earthquake  
**October** RENGO held the 4th Biennial Convention  
**November** "RENGO International Cooperation Center" launched
- 1996** **February** First overseas showing of "Hiroshima-Nagasaki Atomic Bomb Exhibition" in Paris  
**June** Nationwide united 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  
**October** RENGO held the 5th Biennial Convention
- 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** RENGO held the 6th Biennial Convention, and ceremony to commemorate 10th Anniversary
- 2000** **Jan.-Mar.** 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  
**October** RENGO held the 7th Biennial Convention
- 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** **October** RENGO held the 8th Biennial Convention  
**November** Nationwide campaign to eliminate unpaid overtime launched
- 2004** **October** Relief activities and fund-raising for the Mid-Niigata Prefecture Earthquake implemented  
**December** Hosted ICFTU 18th World Congress in Miyazaki
- 2005** **Jan.-Apr.** 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  
**October** RENGO held the 9th Biennial Convention
- 2006** **January** "Simultaneous nationwide campaign to oppose a tax increase targeted at employed workers" started  
**June** "TOKYO Rally to correct disparities" held with

- 2007** 4,600 participants  
**Jan.-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 HQ  
RENGO held the 10th Biennial Convention
- 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  
**October** RENGO held the 11th Biennial Convention
- 2010** **September** ITUC-Asia Pacific Labour Network (ITUC/APLN) 16th 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.  
**October** RENGO held the 12th Biennial Convention
- 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** RENGO held the 13th Biennial Convention
- 2014** **Sep.-Dec.** 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"  
**October** RENGO held the 14th Biennial Convention
- 2016** **Apr.-May** The Kumamoto Earthquake hit; Rengo supported volunteer activities and fund-raising.  
**August** First survey in Japan for "LGBT in workplace"
- 2017** **September** "Labour-Management Symposium for Work Style Reforms" was co-hosted by RENGO and major 4 economic organizations  
**October** RENGO held the 15th Biennial Convention

## Organization Chart



## Trade Union Data



MHLW : Ministry of Health, Labour and Welfare  
 MIC : Ministry of Internal Affairs and Communications  
 SME : The Small and Medium Enterprise Agency



Leadership



**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. At the 15th Biennial convention, he was re-elected as President of RENGO in 2017.



**Naoto OHMI, Mr.**  
**Executive Deputy President**  
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. He Became General Secretary of RENGO in 2015, and Executive Deputy President in 2017.



**Yasunobu AIHARA, Mr.**  
**General Secretary**  
JIDOSHA SOREN

Yasunobu AIHARA was born in 1960, Tokyo, Japan. After graduated Hosei University in 1983, he joined Toyota Motor Corporation. He started his trade union career in 1990 when he was elected as executive committee member of Toyota Motor Workers' Union. After elected as Vice President in 1998, and as General Secretary of Federation of All Toyota Workers' Unions in 2002, he shifted his career to federation level. He was elected as General Secretary of Confederation of Japan Automobile Workers' Unions (JIDOSHA SOREN) in 2008, and as President in 2012. At the 15th Biennial Convention, he became General Secretary of RENGO in 2017.

Deputy Presidents

**Atsushi KAWAMOTO, Mr.** JICHIRO

Vice Presidents

<b>Akihiko MATSUURA, Mr.</b>	UA ZENSEN
<b>Takahiro NONAKA, Mr.</b>	DENKI RENG0
<b>Kenichi KANDA, Mr.</b>	KIKAN ROREN
<b>Mitsugi MASUDA, Mr.</b>	JP ROUSO
<b>Minao NODA, Mr.</b>	JOHO-ROREN
<b>Junji HIRAKAWA, Mr.</b>	JEC RENG0
<b>Tomoko YOSHINO, Ms.</b>	JAM

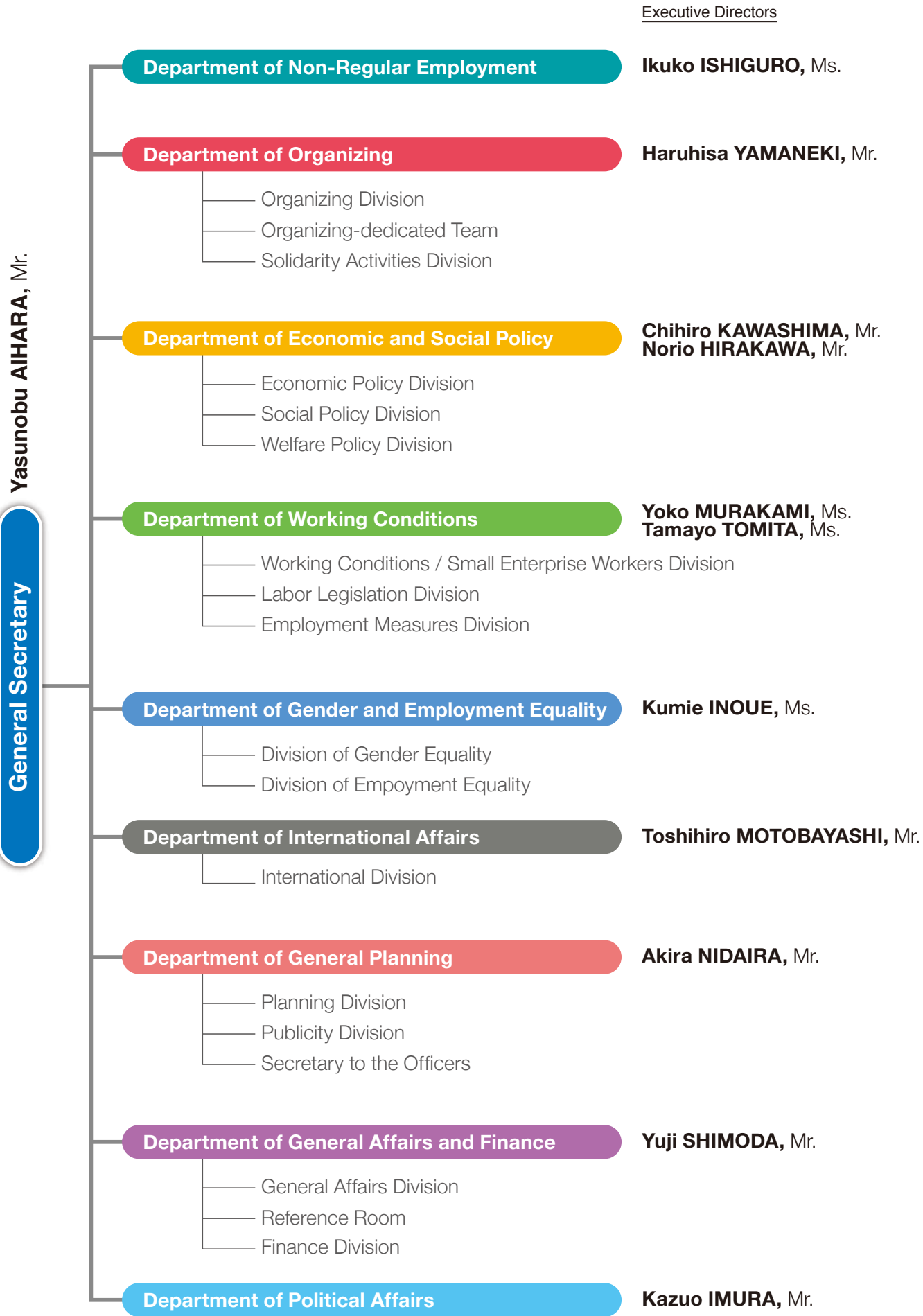
<b>Akira TAKAKURA, Mr.</b>	JIDOSHA SOREN
<b>Katahiro YASUKOCHI, Mr.</b>	JAM
<b>Yuichiro IZUMI, Mr.</b>	NIKKYOSO
<b>Kaoru KISHIMOTO, Mr.</b>	DENRYOKU SOREN
<b>Junsuke NAMBA, Mr.</b>	UNYU ROREN
<b>Kazushige MATSUTANI, Mr.</b>	FOOD RENG0

Assistant General Secretaries

<b>Michiyo NAMBU, Ms.</b>	JICHIRO
<b>Kazuyo YAMAMOTO, Ms.</b>	NIKKYOSO
<b>Takao YASUNAGA, Mr.</b>	JOHO-ROREN

<b>Takayuki YAGI, Mr.</b>	DENKI RENG0
<b>Atsushi UCHIDA, Mr.</b>	DENRYOKU SOREN

Headquarter





01. UA ZENSEN

The Japanese Federation of Textile, Chemical, Food, Commercial, Service, and General Worker's Unions (Membership) **1,605,511**



02. JICHIRO

All-Japan Prefectural and Municipal Workers Union **801,723**



03. JIDOSHA SOREN

Confederation of Japan Automobile Workers' Unions (JAW) **766,903**



04. DENKI RENGU

Japanese Electrical Electronic & Information Union **565,232**



05. JAM

Japanese Association of Metal, Machinery and Manufacturing Workers **335,434**



06. KIKAN ROREN

Japan Federation of Basic Industry Workers' Unions (JBU) **259,115**



07. NIKKYOSO

Japan Teachers' Union (JTU) **241,331**



08. JP ROUSO

Japan Postal Group Union **240,478**



09. SEIHO ROREN

National Federation of Life Insurance Workers' Unions **223,664**



10. DENRYOKU SOREN

The Federation of Electric Power Related Industry Workers' Unions of Japan **210,339**



11. JOHO-ROREN

The Federation of Information and Communication Technology Service Workers of Japan **208,326**



12. UNYU ROREN

All Japan Federation of Transport Workers' Unions **124,481**



13. SHITETSU SOREN

General Federation of Private Railway & Bus Workers' Unions of Japan **112,595**



14. JEC RENGU

Japan Federation of Energy and Chemistry Workers Unions **103,050**



15. FOOD RENGU

Federation of All Japan Foods and Tobacco Workers' Unions (JFU) **102,874**



16. SONPO ROREN

Federation of Non-Life Insurance Workers' Unions of Japan (FNIU) **91,642**



17. KOKKO RENGU

Japan Public Sector Union **82,262**



18. JR RENGU

Japan Railway Trade Unions Confederation (JRTU) **73,753**



19. JR SOREN

Japan Confederation of Railway Workers' Unions (JRU) **53,181**



20. KOTSU ROREN

Japan Federation of Transport Workers' Unions (JFT) **45,590**



21. KAIIN KUMIAI

All Japan Seamen's Union (JSU) **45,000**



22. SERVICE RENGU

Japan Federation of Service & Tourism Industries Workers' Unions **42,633**



23. GOMU RENGU

Japanese Rubber Workers' Union Confederation **41,870**



24. KOKU RENGU

Japan Federation of Aviation Industry Unions (JFAIU) **37,134**



25. KAMIPA RENGU

Japanese Federation of Pulp and Paper Workers' Unions **25,283**



26. ZENKOKU GAS

The Federation of Gas Workers' Unions of Japan **23,276**



27. ZEN DENSEN

Japan Federation of Electric Wire Workers' Unions (JEWU) **22,822**



28. INSATSU ROREN

Federation of Printing Information Media Workers' Unions **21,434**



29. ZEN SUIDO

All-Japan Water Supply Workers' Union **17,179**



30. CERAMICS RENGU

All Japan Federation of Ceramics Industry Workers **16,239**



31. ZENGIN RENGU

All Japan Federative Council of Bank Labours' Unions **14,917**



32. ZENKOKU NODANRO

National Federation of Agricultural, Forestry and Fishery **13,713**



33. ZENJIKO ROREN

National Federation of Automobile Transport Workers Unions **10,622**



34. MEDIA ROREN

Japan Federation of Media, Advertising, Motion picture, and Theater Labor Unions **9,705**



35. ZEN ROKIN

Federation of Labour Bank Workers' Unions of Japan **8,902**



36. HEALTH CARE ROKYO

Japanese Health Care Workers' Union **8,500**



37. SINRIN ROREN

Japanese Federation of Forest and Wood Workers Union **5,702**



38. ZENSHIN ROREN

All Japan Community Bank Labour Union Association **4,835**



39. ROKYO ROREN

Confederation of Labour Supply Trade Unions **4,334**



40. ZEN INSATSU

All Printing Bureau Labour Union **4,209**



41. ROSAI ROREN

Federation of ZENROSAI Trade Unions **4,079**



42. ZENKOKU UNION

Japan Community Workers Union Federation **2,800**



43. ZENKOKU KEIBA RENGU

National Federation of Horse-racing Workers **2,728**

44. JICHI ROREN

National Federation of Prefectural and Municipal Workers' Unions **2,629**

45. JA RENGU

All Japan Agriculture Cooperative Staff Members' Union **1,301**

46. KOUN DOMEI

Japanese Confederation of Port and Transport Workers' Unions **1,200**

47. ZEN ZOHEI

All Mint Labour Union **778**

48. NIKKENKYO

Council of Japan Construction Industry Employee's Unions **31,565**



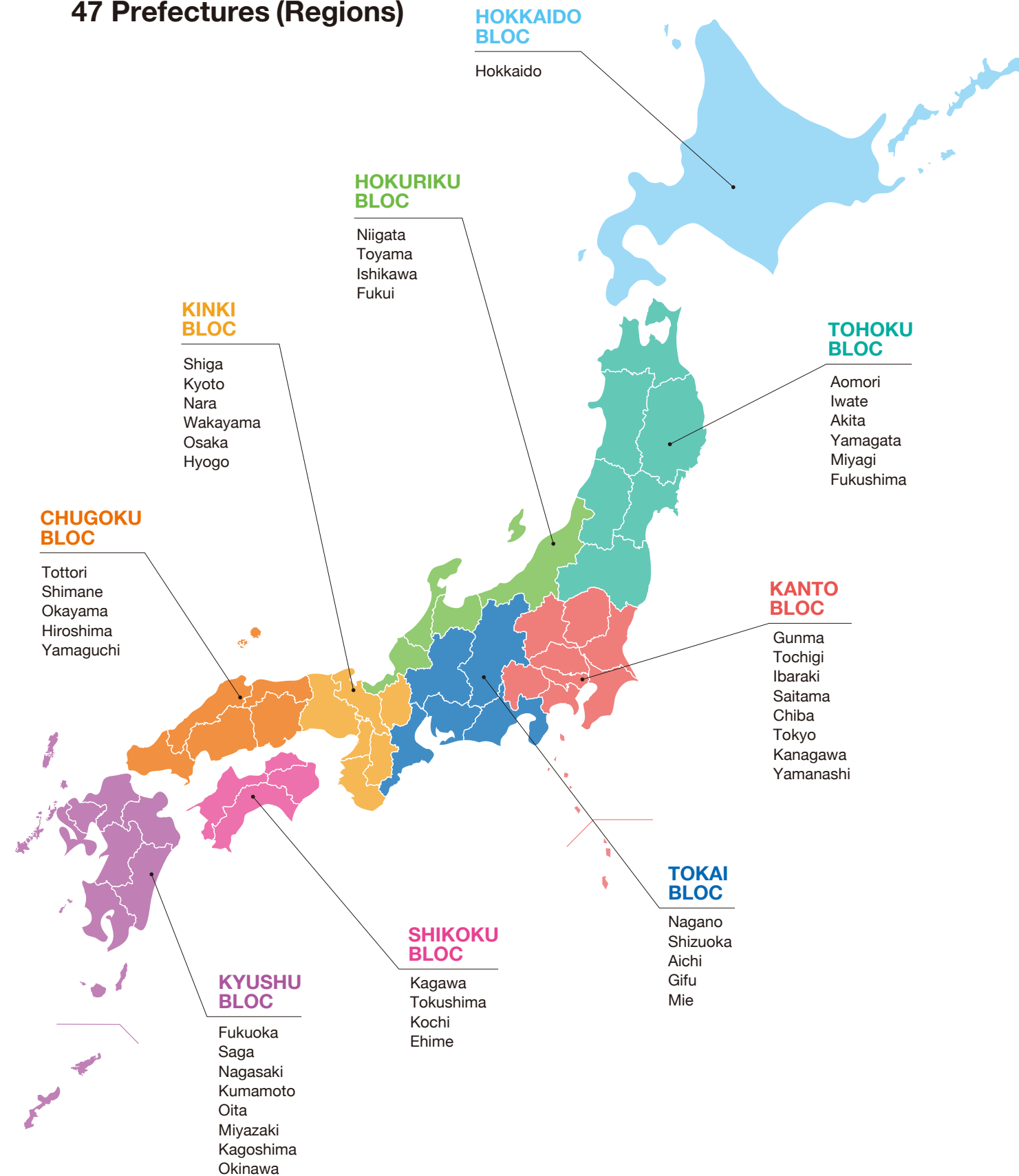
49. NIKKOKYO

Japan Senior High School Teachers Union (JSTU) **5,363**

as of October 2017

Associated Organizations

## 47 Locals in 47 Prefectures (Regions)



## Related Organizations

### 連合総研

#### RENGO-RIALS

<English> <http://rengo-soken.or.jp/english/>

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

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

<English> <http://all.rokin.or.jp/english/index.html>

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.

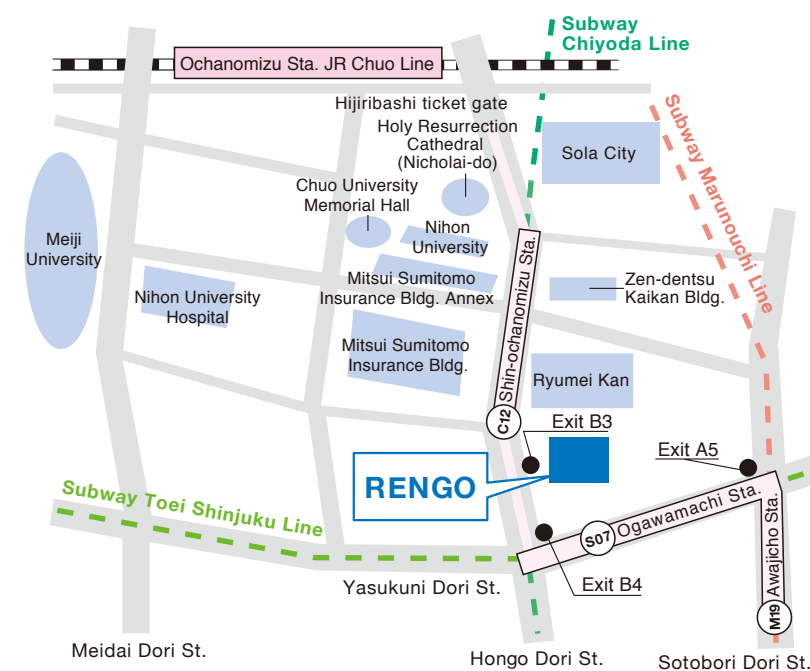


#### ZENROSAI

<English> <http://www.zenrosai.coop/english/index.php>

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.

## Access Map



Printed on paper  
made with wood  
from forest thinning

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