

## Japanese Trade Union Confederation(RENGO)

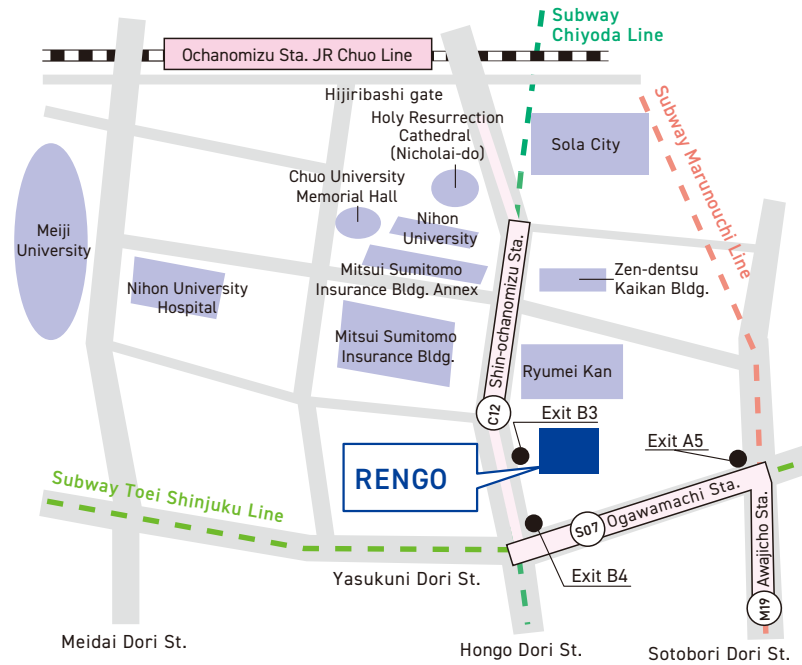
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### Access Map



### Information



#### RENGO Official Website

Japanese: <https://www.jtuc-rengo.or.jp>  
English: <https://www.jtuc-rengo.org>



#### RENGO Official Facebook Account

<https://www.facebook.com/jtuc.rengo/>



#### RENGO Official Twitter Account

<https://twitter.com/unionion>



#### RENGO Official LINE Account

<https://line.me/R/ti/p/l0g8YztQbx>



#### RENGO Official Mascot Character UNIONION

I am UNIONION, RENGO  
PR Ambassador!  
My name "UNIONION" is  
combination of  
"Union" and "Onion" whose  
etymology is  
"unity" in Latin language.



December 2019

# RENGO

## 2020-2021

JAPANESE TRADE UNION CONFEDERATION



The Japanese Trade Union Confederation, RENGO, is a trade union national center in Japan with the membership of 7 million.

Since its inception in 1989, RENGO has been struggling to protect jobs and achieve a better life for all workers.

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## Message from the President

# Towards a society in which all people can work and live safely without anxiety

RENGO marked its 30th anniversary from founding. Since its establishment in 1989, we have been striving to organize, maintain and improve employment and working condition, make policy proposals for secure and safe living in such as medical, pension, education and environment field, and support for recovery from earthquake disaster.

In today's world, in which challenges in workplace are diversified, we need to work to realize "True Diversity" and "Fair Work" based on the principle of "inclusiveness" in which no one left behind. While being aware in these issues, we have developed RENGO Vision "A Secure Society based on Work - Protecting, Connecting, and Creating", based on our resolution "We will change the Future" at the milestone of 30th anniversary. It represents and propose a vision of the society that we should aim towards from the perspective of workers and ordinary citizen. Seeking its realization, we must reinforce our activities, as well as enhance our policy, which will bring social change and be accepted by not only our members but also by general public. We RENGO protect dignity and lives of all working people, connect all workers with trade unions, and create broad and expansive campaigns and activities based on social dialogue and cooperation with multi-stakeholders in order to create social and economic vigor. I am looking forward to working together with you to create better workplace and society.

President

Rikio Kozu



## Our Mission

**1** We have inherited the tradition of free and democratic labour movements. We will support the collective action of workers and the advancement of labour movements according to the principles of this tradition.

**2** We will constantly seek social justice, arm ourselves with power and policy, and realize achievement of full employment, establishment of basic labour rights, improvement work conditions, and better quality of life for citizens.

**3** We will unfalteringly hold hopes for a better future, be leaders of the populace, and build a free, fair, just, and peaceful society.

**4** We will work to maintain the independence of trade unions, eliminate all outside control and intervention, establish a solid democratic framework, and work to strengthen and advance the Japanese Trade Union Confederation.

**5** We are deeply aware of responsibility of the Japanese labour movement to global labour movement. We will strive to achieve world peace and the mutual prosperity of all peoples.

## RENGO Principles

### Article 1

We will maintain high motivation and ethics expected as a leader of the labour movement and act, to realize the society that is the goal of “RENGO’s Path”.

### Article 2

We will advance our activities from the perspective of union members, which will be supported by all workers and citizens.

### Article 3

We will conduct fair and transparent management such as democratic decision-making, appropriate accounting and financial management, modern operation of secretariat, and trusted activities, in accordance with laws and social rules as well as our own rules and regulations.

### Article 4

We will promote activities to make enterprises and employers fulfill their social responsibility without overlooking their impropriety and unfairness.

### Article 5

We will respect human rights and not discriminate based on factors such as race, gender, physical traits, age, beliefs, or lineage, nor allow such discrimination to occur.

### Article 6

We will promote active disclosure of information to union members and the wider community, and we will strive to protect personal information.

### Article 7

We will engage in a wide range of social activities which will contribute to local and international society, such as peace, human rights, welfare, the environment, education and safety related activities, with an awareness of being a member of society.

### Preamble (excerpt)

Trade unions are organizations that play the role of checking the actions of management and pursue social justice. Trade unions must ensure that their actions and management are modern, fair, and transparent, based on laws and social rules, and that they are trusted by members, non-members, and broader society in order to promote these aims.

We aim to build a movement and organization to be able to adequately fulfil our responsibility and role as the Japanese national center in accordance with these RENGO Principles.

(Established during the 9th RENGO Biennial Convention on 6 October 2005)

## Annual Actions



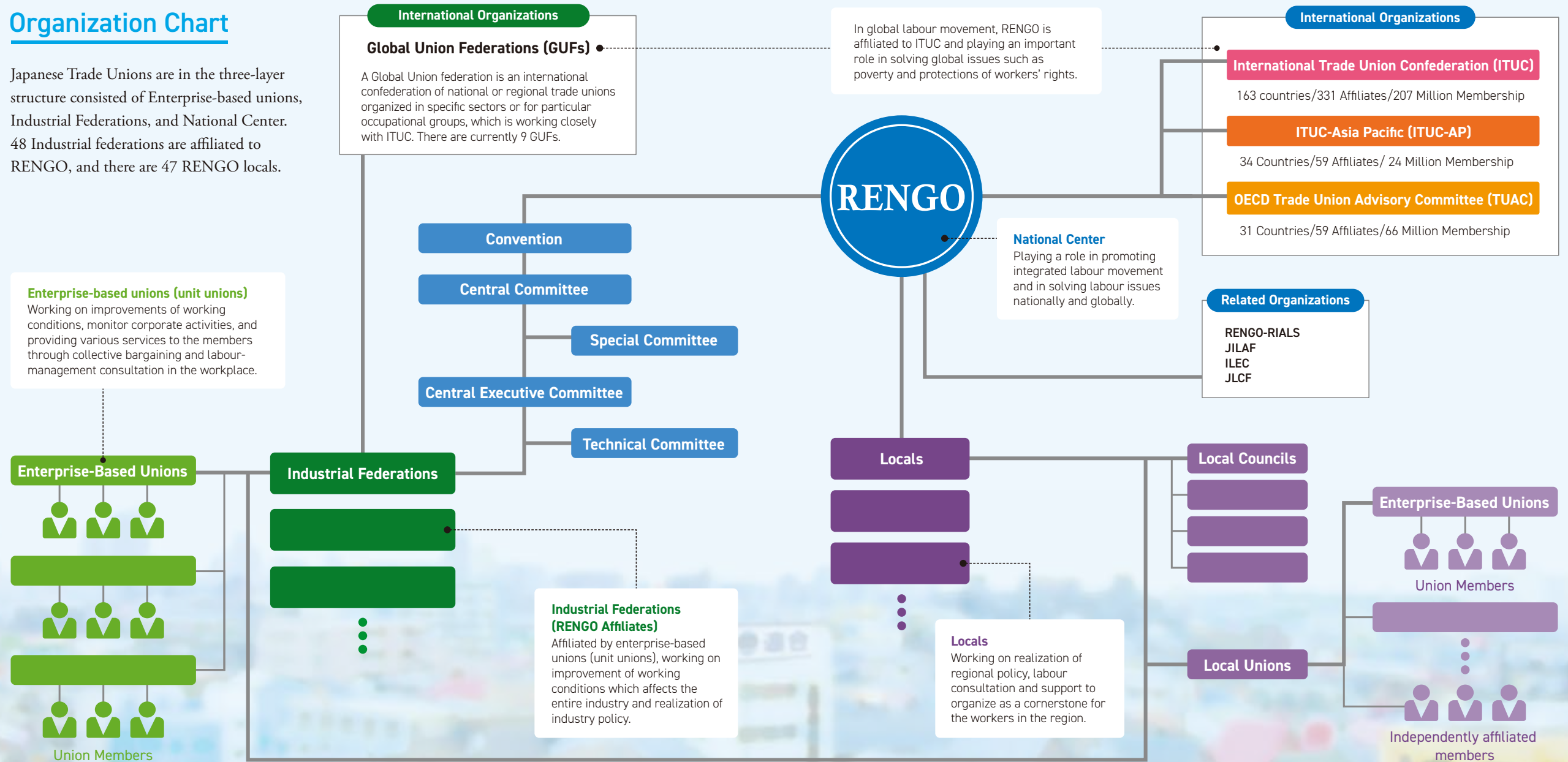
# “Hope-filled” and “Secure” Society

- We Built with All Workers

RENGO (Japanese Trade Union Confederation) is Japanese National Center established in 1989. We promote labour movement to protect employment and lives for all workers, with 7 million memberships.

## Organization Chart

Japanese Trade Unions are in the three-layer structure consisted of Enterprise-based unions, Industrial Federations, and National Center. 48 Industrial federations are affiliated to RENGO, and there are 47 RENGO locals.



# A Secure Society Based on Work

## - Protecting, Connecting, and Creating

### We will change the Future.

The society we RENO aim is a lively participatory society placing utmost value on work, with social participation through diverse work styles under fair working conditions for all, based on mutually-supported social/economic independence and safety nets that permit self-realization. Furthermore, it is a society founded on “sustainability” and “inclusion,” where diversity is accepted regardless of age, gender, nationality or disability, and where there is mutual recognition and support that leaves no one behind. To realise this society, the Five Secure Bridges that connect to “Work” need to be developed.

### Bridge I Connect Education and Work

- Guarantee the opportunity for education to all children
- Free education
- Promote an inclusive education system to all children
- Promote incorporation of Labour Education into curriculum
- Enhance the education developed by solidarity and mutualism
- Improve an environment for smooth transition from education to employment
- Develop an environment where people can keep studying throughout life time



### Bridge II Connect Life and Work

- Develop fair and just work rules, so that people can work for a long term
- Establish society in which people can select the ways of diversified workstyles and lifestyles
- Provide society-wide support system for children, child-care and nursing care
- Reform taxation, welfare and social security system neutral to genders and lifestyles, and ensure housing and health-care security

### Bridge III Change Workstyles

- Enhance quality jobs and realize full employment
- Realize Decent Work
- Diversify workstyles that workers can choose
- Establish a collective labour-management relations system corresponding to diversity
- Promote thorough compliance and develop work rules
- Eliminate gender discrimination, correct wage gap and realize gender equality

### Bridge IV Connect Unemployment to Job Opportunities

- Develop integrates strategies for job training, fair evaluation, and job matching
- Make employment insurance and social insurance available to all workers
- Enhance support for unemployed and less experienced workers
- Establish “Life Security Entitlements” system
- Secure housing and health care



### Bridge V Create Healthy and Longevous Society

- Develop a society that everyone can work throughout life time as they wish
- Ensure choices and access to wide-range of “work” such as social contributions
- Develop and spread secure and reliable income security system
- Promote medical and nursing care security for good health and longevity

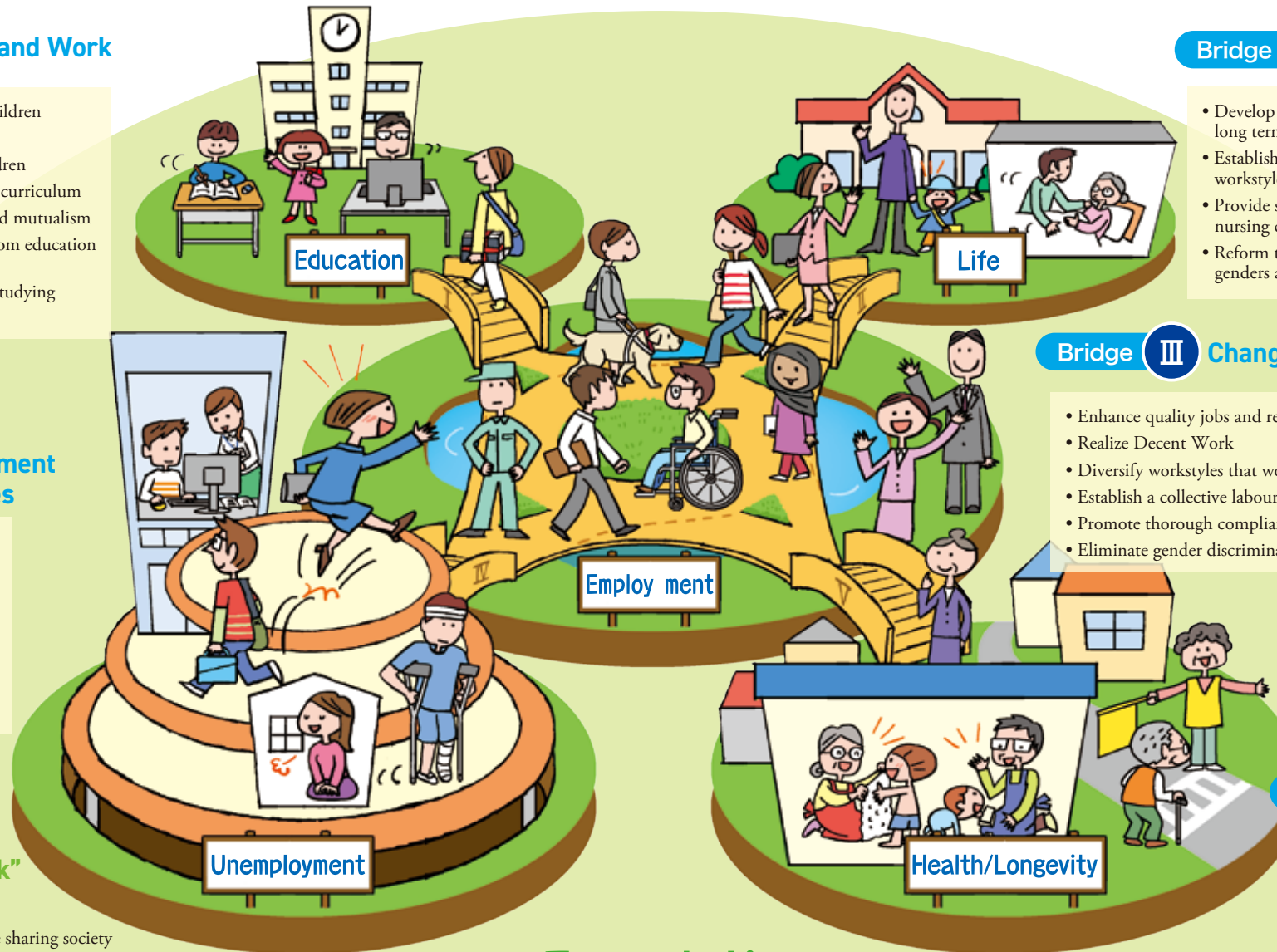


### Foundation

#### Support for “A Secure Society Based on Work”

- Establish a fair and reliable government
- Strengthen income redistribution system and realize sharing society
- Promote CSR to be carried out and deepen the “Productivity Movement”
- Create green and decent industries and jobs, and realize sustainable growth
- Prepare for natural disasters and develop local community for declined, super aging population with low birth rate

## Foundation



# We will change the Future

## — Towards a Secure Society

RENGO aims to build a lively participatory society placing utmost value on work, with social participation through diverse work styles under fair working conditions for all, where diversity is accepted regardless of age, gender, nationality or disability founded on “sustainability” and “inclusion,” and where there is mutual recognition and support that leaves no one behind.

Towards the realization of such a society, RENGU has established new RENGU Vision “A Secure Society based on Work – Protecting, Connecting, and Creating” on the occasion of our 30th Anniversary. We are developing “policy” and “movement” to overcome social issues. At the same time, RENGU will cooperate and collaborate with diverse organizations towards the achievement of the United Nation’s “Sustainable Development Goals (SDGs)” which holds many common beliefs with the society RENGU aims.

## Action Policies 2020-2021

We have restructured our seven movement dominant into three “Priority Areas” and four “Areas for Advancement”. RENGU headquarter, affiliated organizations, RENGU locals, and local councils will work together with a sense of unity. (Full text of the Action Policies are available on our official website. [http://www.jtuc-rengo.org/about/action\\_policies.html](http://www.jtuc-rengo.org/about/action_policies.html))

### Priority Area

#### 1 Pursuit of collective industrial relations in order to protect and connect all workers and advancement of a movement with a broad base in society

1. Promoting initiatives for the legal protection of diverse workers and other initiatives for the developing of work rules to protect workers
2. Advancement of new initiatives to connect and support working people and creation of a system of human resources to support organization
3. System enhancement and strategy creation towards “10 Million-RENGO NEXT”
4. Promotion of a broad-based movement through social dialogue at the central and regional levels

Related Goals of SDGs



#### 2 Advancement of a movement that protects and creates a secure society and decent work

1. Efforts in pursuit of integrated reforms of social security, education and taxation, looking towards 2035
2. Promotion of efforts to realize integrated solutions to economic, social and environmental issues, towards the realization of a sustainable and inclusive society
3. Promotion of employment and labour policies towards the realization of decent work for all working people
4. Improvement of wages and working conditions and strengthening the foundations of SMEs to support regional communities



#### 3 Realization of workplaces and a society in which “True Diversity” that respects every individual and realizes deeply rooted equality between the sexes

1. Realization of workplaces and a broader society in which workers can work with satisfaction irrespective of gender, age, nationality, disability, type of employment, etc.
2. Efforts towards the realization of gender equality, equal treatment, and work-life balance
3. Efforts to promote “Fair Work,” including improvement of ability to respond to consultations from diverse groups



### Areas for Advancement

#### 1 Efforts in the areas of peace, human rights, and contribution to society via social solidarity and succession to the next generation

1. Advancement of a movement whose members mutually support and assist each other
2. Promotion of peace activities
3. Strengthening of human rights- and solidarity-related activities
4. Strengthening of efforts in response to natural disasters and formulation of cooperative business continuity plan (BCP)

Related Goals of SDGs



#### 2 Promotion of political activities towards the realization of a sound parliamentary democracy and the realization of policy

1. Fundamentals of political activities
2. Promotion of political activities
3. Efforts to achieve political reforms towards the realization of a sound parliamentary democracy
4. Revitalization of local politics



#### 3 Advancement of the international labour movement towards the realization of decent work

1. Strengthening of solidarity with international organizations
2. Efforts to prevent labour-management conflict and promotion of solutions
3. Advocacy and establishment of human rights, trade union rights, and democracy



#### 4 Promotion of fostering of human resources and education of workers towards the realization of a synergistic effect between RENGU and related organizations

1. Fostering of human resources to enable the generation of a synergistic effect between RENGU and related organizations
2. Utilization of human resources and knowledge in cooperation with related organizations
3. Advancement of wide-ranging labour-related education both within and outside of the organization
4. Enhancement of collection of archives
5. Overseas dispatch to foster international human resources



<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 with Nikkeiren (Japan Federation of Employers' Associations)
- 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:

- 2002** **April** Mass action "We Can No Longer Endure—We Won't be Deceived" staged  
**October** RENGO held the 7th Biennial Convention
- 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 4,600 participants
- 2007** **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

- 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
- 2018** **June** Nationwide campaign in response to Work Style Reform Laws launched  
**July** Torrential Rain Disaster wreaked havoc in western Japan: RENGO supported volunteer activities and fund-raising  
**November** First labour consulting service through SNS (LINE)
- 2019** **June/August** G20 and L20 were held in Japan for the first time  
**October** "RENGO Vision -Protecting, Connecting, and Creating-" was established  
**October** RENGO held the 16th Biennial Convention

## Leadership



**Rikio KOZU, Mr.**  
President  
KIKAN ROREN



**Naoto OHMI, Mr.**  
Executive Deputy President  
UA ZENSEN



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

## Deputy Presidents

Atsushi KAWAMOTO, Mr. JICHIRO

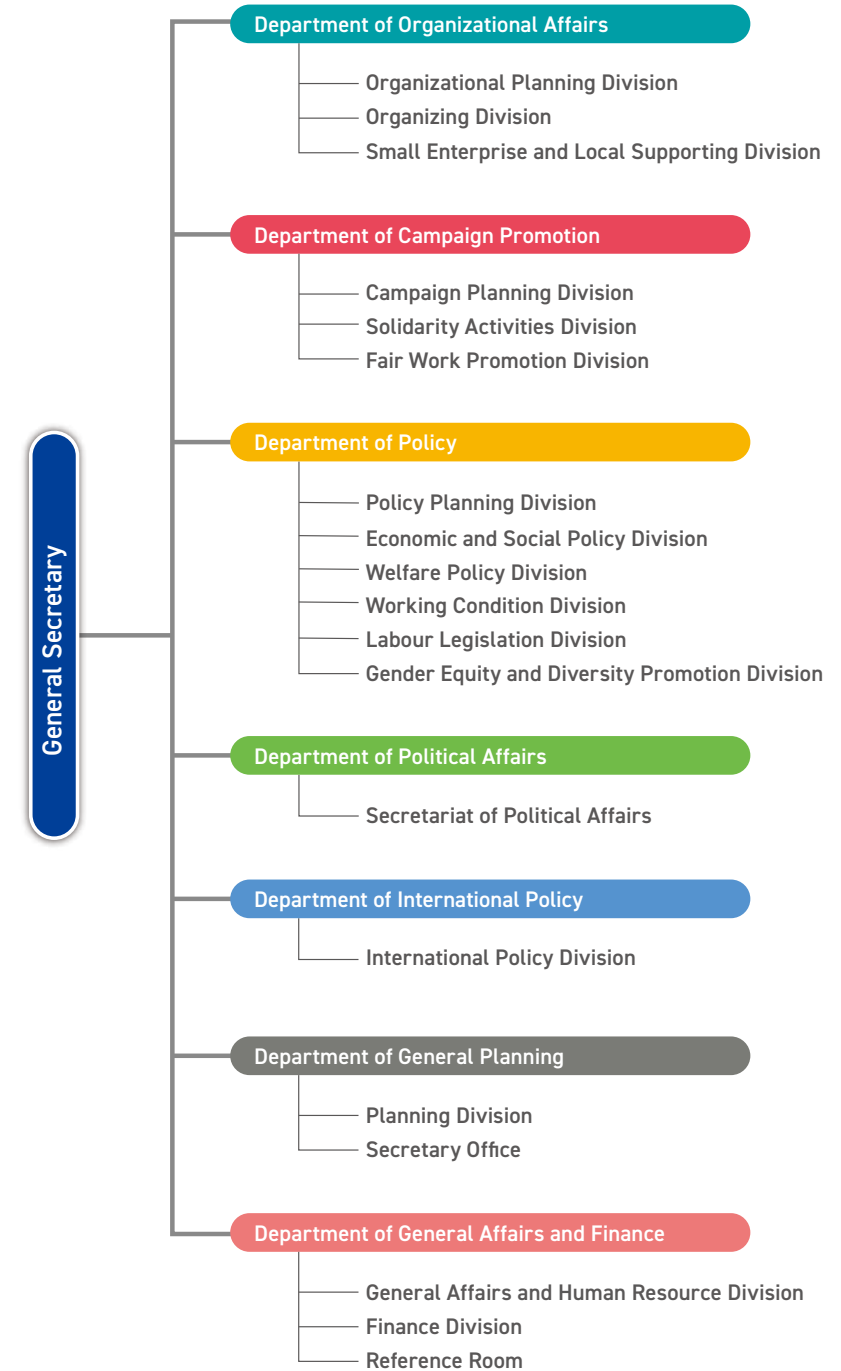
## Vice Presidents

Akihiko MATSUURA, Mr.	UA ZENSEN	Koji SAKATA, Mr.	DENRYOKU SOREN
Akira TAKAKURA, Mr.	JIDOSHA SOREN	Minao NODA, Mr.	JOHO ROREN
Takahiro NONAKA, Mr.	DENKI RENGO	Junsuke NAMBA, Mr.	UNYU ROREN
Katahiro YASUKOUCHI, Mr.	JAM	Toshiyuki ITO, Mr.	FOOD RENGO
Kenichi KANDA, Mr.	KIKAN ROREN	Kiyoshi SAKO, Mr.	JEC RENGO
Mitsugi MASUDA, Mr.	JP ROUSO	Tomoko YOSHINO, Ms.	JAM
Masaki OKAJIMA, Mr.	NIKKYOSO		

## Assistant General Secretaries

Chihiro ISHIGAMI, Mr.	JICHIRO	Akihiro ISHIDA, Mr.	DENRYOKU SOREN
Takayuki YAGI, Mr.	DENKI RENGO	Takao YASUNAGA, Mr.	JOHO ROREN
Kazuyo YAMAMOTO, Ms.	NIKKYOSO		

## Headquarter





## Affiliates



### 01. UA ZENSEN

The Japanese Federation of Textile, Chemical, Food, Commercial, Service, and General Worker's Unions



(Membership)  
1,767,000

### 02. JICHIRO

All-Japan Prefectural and Municipal Workers Union



785,445

### 03. JIDOSHA SOREN

Confederation of Japan Automobile Workers' Unions (JAW)



784,777

### 04. DENKI RENGO

Japanese Electrical Electronic & Information Union



569,285

### 05. JAM

Japanese Association of Metal, Machinery and Manufacturing Workers



341,681

### 06. KIKAN ROREN

Japan Federation of Basic Industry Workers' Unions (JBU)



265,130

### 07. JP ROUSO

Japan Postal Group Union



243,754

### 08. SEIHO ROREN

National Federation of Life Insurance Workers' Unions



233,614

### 09. NIKKYOSO

Japan Teachers' Union (JTU)



230,475

### 10. DENRYOKU SOREN

The Federation of Electric Power Related Industry Workers' Unions of Japan



208,996

### 11. JOHO-ROREN

The Federation of Information and Communication Technology Service Workers of Japan



199,135

### 12. UNYU ROREN

All Japan Federation of Transport Workers' Unions



128,095

### 13. SHITETSU SOREN

General Federation of Private Railway & Bus Workers' Unions of Japan



113,253

### 14. FOOD RENGO

Federation of All Japan Foods and Tobacco Workers' Unions (JFU)



105,909

### 15. JEC RENGO

Japan Federation of Energy and Chemistry Workers Unions



104,038

### 16. SONPO ROREN

Federation of Non-Life Insurance Workers' Unions of Japan (FNIU)



94,696

### 17. KOKKO RENGO

Japan Public Sector Union



79,621

### 18. JR RENGO

Japan Railway Trade Unions Confederation (JRTU)



74,602

### 19. SERVICE RENGO

Japan Federation of Service & Tourism Industries Workers' Unions



47,454

### 20. KOTSU ROREN

Japan Federation of Transport Workers' Unions (JFT)



45,579

### 21. KAIIN KUMIAI

All Japan Seamen's Union (JSU)



45,000

### 22. KOKU RENGO

Japan Federation of Aviation Industry Unions (JFAIU)



41,419

### 23. GOMU RENGO

Japanese Rubber Workers' Union Confederation



41,023

### 24. KAMIPA RENGO

Japanese Federation of Pulp and Paper Workers' Unions



25,453

### 25. ZEN DENSEN

Japan Federation of Electric Wire Workers' Unions (JEWU)



24,757

### 26. ZENKOKU GAS

The Federation of Gas Workers' Unions of Japan



23,248

### 27. JR SOREN

Japan Confederation of Railway Workers' Unions (JRU)



22,561

### 28. INSATSU ROREN

Federation of Printing Information Media Workers' Unions



20,730

### 29. CERAMICS RENGO

All Japan Federation of Ceramics Industry Workers

19,610

### 30. ZEN SUIDO

All-Japan Water Supply Workers' Union



16,281

### 31. ZENGIN RENGO

All Japan Federative Council of Bank Labours' Unions

15,008

### 32. ZENKOKU NODANRO

National Federation of Agricultural, Forestry and Fishery



13,725

### 33. MEDIA ROREN

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



9,577

### 34. ZENJIKO ROREN

National Federation of Automobile Transport Workers Unions



9,515

### 35. ZEN ROKIN

Federation of Labour Bank Workers Unions of Japan



8,871

### 36. HEALTH CARE ROKYO

Japanese Health Care Workers' Union



8,500

### 37. SINRIN ROREN

Japanese Federation of Forest and Wood Workers Union



5,362

### 38. ROSAI ROREN

Federation of ZENROSAI Trade Unions



4,296

### 39. ROKYO ROREN

Confederation of Labour Supply Trade Unions

4,228

### 40. ZEN INSATSU

All Printing Bureau Labour Union



4,060

### 41. JICHI ROREN

National Federation of Prefectural and Municipal Workers' Unions

2,970

### 42. ZENKOKU UNION

Japan Community Workers Union Federation

2,800

### 43. ZENKOKU KEIBA RENGO

National Federation of Horse-racing Workers

2,599

### 44. JA RENGO

All Japan Agriculture Cooperative Staff Members' Union

1,354

### 45. KOUN DOMEI

Japanese Confederation of Port and Transport Workers' Unions

1,200

### 46. ZEN ZOHEI

All Mint Labour Union

766

## Associated Organizations

### 47. NIKKENKYO

Council of Japan Construction Industry Employee's Unions

33,465

### 48. NIKKOKYO

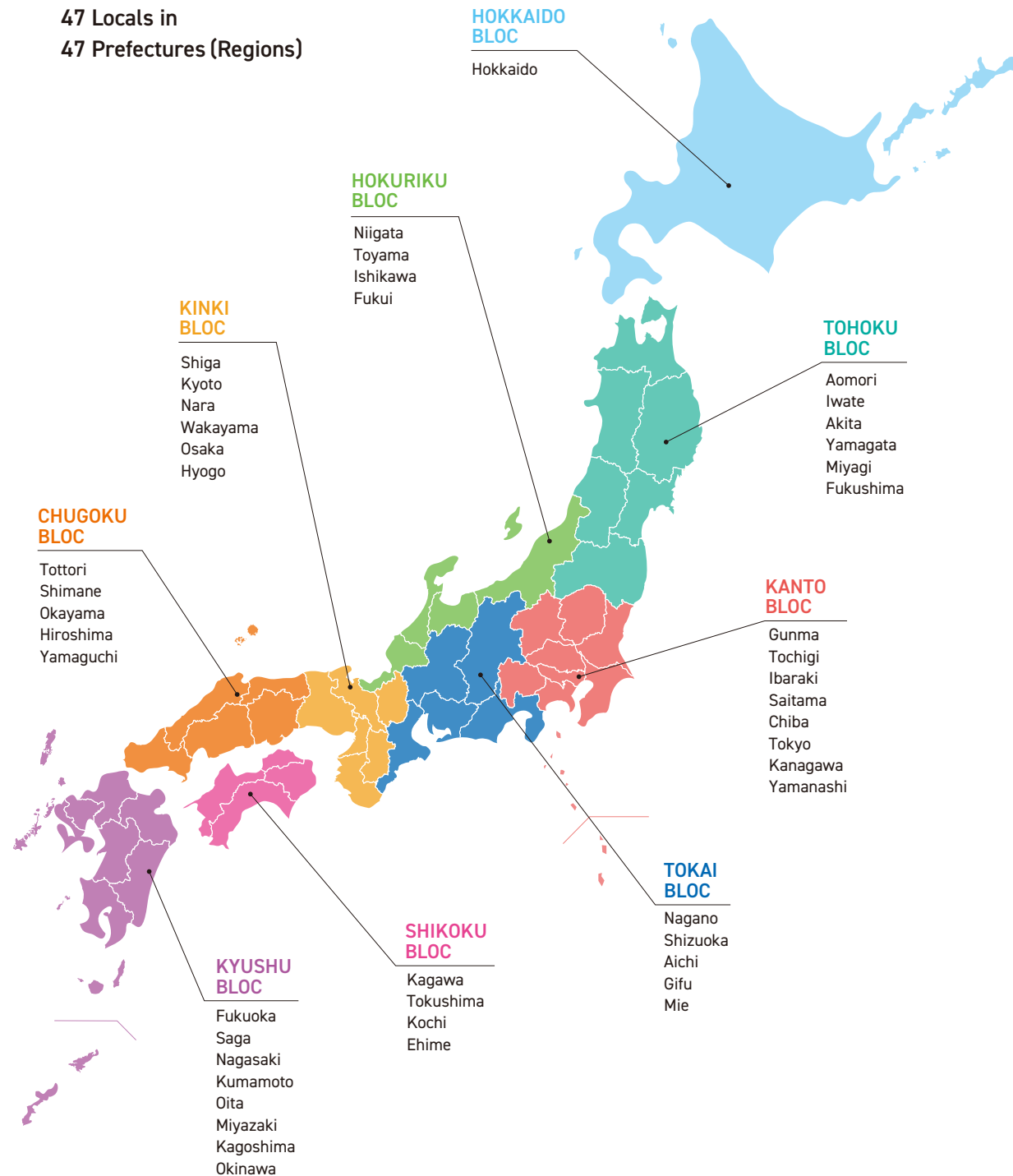
Japan Senior High School Teachers Union (JSTU)

5,815

as of October 2019


## Locals


47 Locals in  
47 Prefectures (Regions)





## Related Organizations


**連合総研 RENGO-RIALS** [<English> http://rengo-socket.or.jp/english/](http://rengo-socket.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/](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](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.

 **Kokumin Kyosai co-op** [<English> https://www.zenosai.coop/english/english.html](https://www.zenosai.coop/english/english.html)  
Kokumin Kyosai co-op stands for the National Federation of Workers and Consumers Kyosai Cooperatives, rebranded from Zenosai. Based on the cooperative principle, Kokumin Kyosai co-op provides insurance and mutual help for its members. It 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.