

FY2022–FY2023 Action Policy

New Challenge for a Secure Society

– “Always at your side,” with all working colleagues –

I. Current location of RENGO movements

1. Facing up to pre-COVID-19 issues

In the fall of 2019, as RENGO celebrated its 30th anniversary, we put forth “RENGO Vision – A Secure Society based on Work – Protecting, Connecting, and Creating.” Inheriting and deepening the sense of values that RENGO has set as the basis for its movements, we drew up this vision for society with a view towards the year 2035.

The background to our proposal was the expansion of an unstable employment situation in Japan, the contraction of the middle class, and the widening of poverty and the inequality gap, at a time when market fundamentalism was sweeping the world. Behind this lay a strong awareness of issues involving socioeconomic sustainability, including Japan’s accelerating population decline, ultra-low birthrate, and aging population, the barely advancing reinforcement of social safety net functions, the shift to an industrial structure that transcends individual companies’ efforts to secure competitiveness, the advance of the gig economy, and the deterioration of the communities that foster regions.

While the labour force is an indispensable element for the growth and development of the socio-economy, Japan’s population is on the decline, and further innovation in information technology has found relatively positive acceptance. Amid expectations for dramatic improvement in convenience for consumers, there is also anxiety over negative aspects that this may bring to the future of labour. A vision for human-centric technological innovation and its pursuit is of increasing importance.

At the same time, increasingly frequent and intense natural disasters associated with climate change, conflicts and terrorism, suppression of citizens, the spread of racial discrimination, and other extremely serious situations are emerging around the world. Cooperation and action by the international community are essential for solving these issues. At the same time, we cannot afford to look away from the reality behind these issues, which has arguably been invited by the international community itself, including indifference towards the natural environment, the rise of populist political forces based on short-term perspectives, and conflicts and divisions among nations, ethnic groups and races.

Amid these circumstances, there are growing expectations towards movements aimed at realizing inclusive growth and peace worldwide, such as promotion of the Sustainable Development Goals (SDGs) and the expansion of ESG investment. Within these movements, what contributions can our labour movement make in solving social issues? Our role should be to drive a sound democracy by utilizing the social resources of labour movements to build a society in which all can live in safety and security, with a basis in diversity.

2. Facing up to issues that have come into relief

The COVID-19 pandemic has transformed society. Even in Japan, the effects of the prolonged pandemic have hit many working people and their families hard. Employment, wages, and working conditions remain under threat. At the same time, the vulnerability of social safety nets has been thrown into sharp relief. In particular, many of our colleagues, including part-time workers, fixed-term contract workers, temporary contract workers, freelancers, women, foreigners, and students, find themselves in difficult situations. Telework has spread

rapidly as a way of working that offers a greater degree of freedom. To take root, however, this work must address a number of issues including structuring personnel systems to evaluate individuals, shouldering the costs of introducing equipment, dealing with lack of daily communication, assurance of physical and mental health, and human resource development under online environments, as well as apprehensions over telework as a hotbed for domestic violence. In “Fair Work,” the human rights of all people are respected, and all are able to work fairly and equitably with recognition of each other’s diversity, on equal footing regardless of gender, age, nationality, presence of disabilities, form of work, and other differences. The time for the societal transformation needed to achieve this is now.

The pandemic has uncovered a decisive issue in the inability to deliver necessary benefits and support at the right time, due to lagging digital infrastructure. The development of social infrastructure that allows access to the benefits of digitalization while properly protecting personal information should be seen as the foundation for a society in which no one is left behind, as well as for dealing with pandemics and disasters.

On top of this, we now face a giant wave of change. Accelerating digital transformation (DX) and the “carbon neutrality in 2050” movement to cut emissions of greenhouse gases to zero by 2050, declared by the government as a global warming countermeasure, are expected to drastically change the nature of industry, employment, and society.

We must promote “fair transition”¹ that minimizes negative impacts generated by these changes, and must take transformation as an opportunity to achieve ways of employment and work that are better for working people.

To pave the way towards that, it is urgent that we bring to concrete fruition safety nets for employment and living packaged with appropriate benefits, vocational training, and employment support, and labour mobility without unemployment.

Economic and administrative issues brought about by the concentration of population in major urban areas, regional impoverishment, and disparities among regions have also come sharply into view. At a time when initiatives for local revitalization to build sustainable and attractive regions are of high importance, the division of roles between national and local government, and the importance of and visions for the public sector in local regions, are coming under question anew.

In the face of a pandemic that arouses unease in the citizenry, the words and deeds of national leaders have drawn attention. This can be seen as a testament to the importance of trust in the government in breaking through crises, as a foundation for integrating society while respecting the dignity and diversity of individuals, and in fostering a mindset that seeks to overcome varied problems while working to harmonize progress with stability. Here in Japan, the establishment and development of political forces that share a philosophy with RENGO on the basis of protecting the lives and livelihoods of individuals can be considered vital for overcoming the problems highlighted by the COVID-19 pandemic.

Sharing this recognition with many colleagues and further advancing the restructuring of our movement, with the achievement of the RENGO Vision founded on sustainability and inclusion kept in mind, is the task imposed on those of us gathered under the banner of RENGO.

II. The foundations of 17th term RENGO movements

¹ Fair transition: The concept of minimizing the negative impacts associated with periods of economic and social transition, such as response to climate change and the advance of DX. Advocated by the International Trade Union Confederation (ITUC) and the International Labour Organisation (ILO), it is also incorporated into the Paris Agreement on the prevention of global warming, the Japanese government’s “Long-Term Strategy under the Paris Agreement as Growth Strategy,” joint statements by the G7 and G20, and policy documents of United Nations-related bodies. Ensuring fair transition requires predicting the negative impacts of changes in industrial structure, etc. on regional economies and employment, and enacting necessary measures based on social dialogues.

1. Building a new style of movements

Many working colleagues have been facing severe circumstances under the COVID-19 pandemic. Facing up to this situation, we will make every effort for the maintenance and creation of employment, improvement of wages and working conditions, and establishment of social safety nets. To that end, our style of movements itself must evolve.

Amid the pandemic, our 16th term was a two-year period in which we explored various means of communication while reaffirming the importance of face-to-face dialogue. It provided a key opportunity to consider the future of the labour movement and our daily activities. We must take advantage of this overhaul to explore whether communication among union members, local labour unions, constituent organizations, regional RENGO organizations, and RENGO headquarters conveys mutual enthusiasm whether offline or online, and whether it connects to the collective power of movements and their activities, as well as whether the transmission of our daily efforts reaches individuals in the field and leads to understanding, empathy, and participation. Many organizations have pointed out issues with the foundation for activities, such as fading awareness of participation in the labour movement among union members, the difficulty in securing human resources to serve as officers, and lagging gender equality. However, great expectations have been placed on labour unions and the RENGO movement during the COVID-19 pandemic. Building relationships with working colleagues who have been estranged from trade union activities or who could not know of the existence of RENGO is of great significance in pioneering new fields in RENGO movements. Accordingly, we will appropriately fuse aspects of both offline and online and, during the 17th term, will discuss and establish a style of labour movements adapted to changes that include “loose connections.” We will further raise the position of movements to be “always at your side” together with all working colleagues, whether in the workplace or in the community.

The collective labour relations that Japan’s labour movement has built up over the years are becoming all the more important. We must play the roles of a core presence that represents the voices of working colleagues, a driving force for change in the workplace, industry, society, and the world, and a base for communicating the appeal of the labour movement backed by a sound productivity movement. We wish to reaffirm that further participation by union members in activities, and the widening of collective labour relations through organizational expansion, are extremely important elements not only for the sustainability of the labour movement but also for a new economy and society built on solidarity and security for all working colleagues.

As we long for a new style of movements for RENGO, we ourselves must embrace a mindset of challenge and enhance the value of movements. At the same time, to achieve the society that we seek, it is vital that we engage in three-way social dialogues among government, labour, and management, as well as active dialogues with a wide range of members of society. This calls for the enhancement of a RENGO Platform rooted in communities, and the strengthening of collaboration with the Rengo Research Institute for Advancement of Living Standards (RENGO-RIALS), the Japan International Labour Foundation (JILAF), the Institute of Labour Education and Culture (ILEC), Taishokusha-RENGO, as well as with workers’ voluntary welfare business organizations such as the National Council of Workers’ Welfare, the National Association of Labour Banks, and Kokumin Kyosai co-op, as well as NPOs and opinion leaders possessing diverse knowledge. What is needed of our 17th term movements is a virtuous cycle that takes a serious view of Japan’s labour movement from the viewpoint of society, and communicates the functions, policies, and movements shouldered by RENGO to as many people as possible, and connects this to agreement, participation, and action. RENGO will protect the workplace, connect communities, and create a society enriched by gender equality and diversity.

2. Further promotion of our Reform Packages during the 3-term, 6-year period

In order to achieve the society that RENGO seeks, in our 16th term Movement Policy we put forth four Reform Packages ((1) Areas of movement and prioritization; (2) Organizational structure/operation; (3) Securing and development of human resources; and (4) Finances) to rebuild RENGO movements and reinforce the foundations for their practice.

In the subsequent two years of efforts, we have worked to efficiently manage limited movement resources by means including linking the structure of RENGO headquarters with prioritized areas for movements. We have made steady progress, including initiatives involving freelancing and other ambiguous forms of employment, strengthening of systems related to labour consultation and organization, studies aimed at development of human resources to lead the next generation of movements, and transitioning to organizational discussions on financial issues in response to the Working Group on Transitioning to a New Structure.

III. Specific action policies for the two years of the current term

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

The National Center bears a responsibility to pursue the expansion and strengthening of collective industrial relations to meet changes in the environment of working colleagues, and, coordinating with RENGO headquarters, affiliates, and RENGO locals, to strengthen human resources, structures, and other foundations to achieve further penetration of the roles of trade unions in society and workplaces. We will also create movements with reach through active social dialogue and communication, with the aim of achieving a sustainable society.

1. Building and strengthening of collective industrial relations that encompass diverse workers

- (1) We will work on the tightening of regulations, the assurance of proper operation of majority representation systems, and other matters in workplaces, with a view towards the future introduction of worker representation legislation and towards organizing and organizational strengthening that will lead to the reinforcement of foundations for building collective labour-management relations at all workplaces.
- (2) To extend the fruits of collective labour-management relations to more working colleagues, in collaboration with our constituent organizations and regional RENGO organizations, we will organize issues and undertake the expanded application of collective agreements.
- (3) We will work towards the strengthening of social safety nets based on RENGO's approach to legal protections for workers working under "ambiguous employment," towards the rethinking and enhancement of the concept of "workers," etc.

2. Promotion of initiatives to connect and support working colleagues, and approach to new issues

- (1) While enhancing the "RENGO Support Q for All Who Work" site (a.k.a. "Wor-Q"), and widely publicizing and expanding the site both inside and outside the organization, we will deepen RENGO's connections with people working in varied jobs and forms of work and will build new mechanisms for movements that can be linked to policymaking.
- (2) While promoting the constituent organization transition to local direct affiliates, special participating organizations, and regional unions (local labor unions), we will work to shape the ideal for Regional General RENGO (tentative name) with an awareness of new organizational issues associated with the diversification of work styles.

3. Achievement of expansion targets and strengthening of foundations for the realization of "RENGO Organizational Expansion Plan 2030"

- (1) RENGO headquarters, constituent organizations, and regional RENGO organizations will thoroughly commit to organizational expansion. Towards that end, constituent organizations and regional RENGO organizations will make utmost efforts for the organization of part-time workers, fixed-term contract workers, re-employed workers, subsidiaries/affiliated companies, SMEs/local companies, etc., to achieve their own organizational expansion goals.
- (2) We will advance initiatives to halt the decline in union membership through organizational strengthening. Towards that end, constituent organizations will strengthen communication, etc. within their organizations to check the decline of union membership, while RENGO headquarters provides support including collecting and sharing case studies of initiatives.

- (3) Focusing on central organizers and based on the circumstances of constituent organizations, we will strengthen cooperation with organizations for which structural reinforcement is particularly difficult. We will also collaborate with managers' groups, industry groups, and other parties and will work toward the improvement of environments for building labor-management relations, the organizing of major unorganized companies, etc.
- (4) We will promote the assignment of local block/regional RENGO organizers and union-building counselors, and, in collaboration with local constituent organizations and regional councils, will work on organizing and relationship building with SMEs/local companies. Constituent organizations will work toward structural reinforcement, including the assignment of organizers, and RENGO headquarters will promote human resource development including enhancement of training sessions.

4. Initiatives for the revitalization of SMEs and regions using the RENGO Platform ("smiles and energy platform")

- (1) In collaboration with managers' organizations and local governments, we will further promote initiatives that utilize the RENGO Platform ("smiles and energy platform") for the sustainable development of SMEs that create regional employment and for the revitalization of regions where working people can live with peace of mind.
- (2) We will collaborate daily with managers' organizations that support SMEs, share information, and undertake measures to address issues shared by labor and management.

5. Formation of public opinion and realization of policy by exploring new social movements, and building of movements that are "always at your side" with all working colleagues

- (1) In "RENGO Action," we will build social movements from perspective of citizens, centered on approaches to persons who we hope will take part in social movements, and will work to form public opinion through a virtuous cycle of communication, empathy, participation/action, and visualization/sharing of outcomes. We will connect with all working colleagues and consumers to develop open, participatory movements.
- (2) Constituent organizations, regional RENGO organizations, and RENGO headquarters will coordinate to firmly establish "05 (Rengo) Day Action," and will extend and deepen this activity inside and outside the organization.
- (3) We will strengthen capabilities for communicating information inside and outside the organization through All RENGO, while promoting the strengthening of online-based communication and proliferation capabilities through constituent organizations and regional RENGO organizations.

Priority Area 2:

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

The COVID-19 pandemic has further accelerated digital transformation (DX), while at the same time exposing vulnerabilities in social safety nets. Amid growing concerns over the sustainability of society combined with intensifying natural disasters, we will take “Realization of policies through cooperation with RENGO Forum, and efforts to work on national and local government bodies and political parties,” “Promotion of employment and labour policies based on the principle of tripartism,” and “Society-wide extension and improvement of wages and working conditions against a background of the labour-management relations base” as the bases of our movements. For the sake of all working colleagues, we will continue working to improve working conditions and to achieve our priority policies and our three policy concepts of “Social security concept,” “Educational system concept,” and “Tax reform concept.”

1. Efforts in pursuit of integrated reforms of social security, education and taxation, looking towards 2035

- (1) To put an end to placing burdens on future generations and to achieve a taxation system of “fairness, solidarity, and consent” from the standpoint of working colleagues and consumers, we will organize necessary measures on the basis of securing stable financial resources needed for building a sustainable and inclusive social security system, strengthening of income redistribution functions, and other issues that Japan faces, and will promote initiatives for drastic reform.
- (2) We will promote initiatives for the enhancement of convenience for citizens at all levels through the digitalization of government and society, and for the realization of a sustainable and inclusive society through means such as the construction of a social safety net utilizing the “My Number” ID system.
- (3) We will call for drastic reform of Japan’s system for medical care provision, a key component of social infrastructure, while promoting initiatives to secure human resources for medicine. To enable people to continue living free from worry anywhere in the nation, we will promote initiatives for the establishment of a level of income security against risks resulting from old age and disabilities, for the reform of service provision systems to enable continued use of services for long-term care, child-rearing, etc., and for the securing of human resources.
- (4) We will promote the building of a harmonious society in which everyone can live free from worry, along with initiatives aimed at the development of structures that support the lives of people and households facing diverse and complex issues including children and child-rearing, long-term care, social isolation, economic distress, employment difficulties, securing of housing, and constraints on mobility.
- (5) We will undertake the promotion of recurrent education and education to develop the qualities and capabilities needed for addressing issues as a member of society, including citizenship education, labor education, and consumer education. We will also support children’s learning across society and will promote initiatives to improve the quality of education.

2. Promotion of efforts to realize integrated solutions to economic, social and environmental issues, towards the realization of a sustainable and inclusive society

- (1) Toward structural reforms of the economy and industry, we will promote initiatives to improve digital infrastructure for the economy and society overall, including further utilization of AI and the IoT, will consider various types of support needed for human resource development, vocational capability development, etc., and will strengthen the

handling of ethics issues.

- (2) With the aim of addressing climate change, building a cyclical society, and otherwise resolving issues in the environmental field, we will conduct awareness campaigns including the development of RENGO Eco-Life. To realize achieve carbon neutrality, we will examine issues and impacts on citizens' lives, industry/employment, resources/energy, etc., along with countermeasures for these impacts.

3. Promotion of employment and labour policies towards the realization of decent work for all working colleagues

- (1) Under the COVID-19 pandemic, we will promote initiatives that lead to utilization of the leave system of employment adjustment subsidies and utilization of registered assignment under industrial employment stability subsidies, to enable work with peace of mind. We also call for the restoration, in principle, of the treasury-borne share of special accounts for unemployment insurance, and, from the perspective of maintaining regional industry and employment, for the strengthening of job creation projects and job matching.
- (2) We will work to address legal revisions as follows, based on our priority policies.
 - We will undertake revision of the rule for conversion to permanent employment to solve issues related to the protection of fixed-term contract workers, taking into account the actual state of operation.
 - We will not recognize easy expansion of the work subject to the Discretionary Working System for Management-related Work, as this may result in long working hours.
 - To achieve a society in which people facing difficulties in working can work continuously with peace of mind, we will promote reasonable accommodation for people with disabilities while enhancing support for balancing work with medical treatment.
 - For foreign workers, we will call for strict operation of a system based on the Act on Proper Technical Intern Training and Protection of Technical Intern Trainees. With regards to review of the Specified Skilled Worker system, we will assess circumstances such as conditions for acceptance, and will not allow easy expansion of areas of acceptance.
- (3) Towards the establishment of legislation related to work-style reform, through the “Action! 36” initiative we will promote proper assessment and management of working hours, enforcement of the normalization of 36 Agreements, and business practice review that leads to improved work styles. We will also promote initiatives for the improvement of working conditions aimed at correcting unreasonable treatment differentiating part-time workers, fixed-term contract workers, and temporary workers from regular hired workers.
- (4) From the standpoint of reducing occupational accidents, we will undertake improvement of physical workplace environments along with mental health measures. We will also promote initiatives enabling all workers to receive appropriate occupational health and safety education, regardless of form of employment.
- (5) Constituent organizations and regional RENGO organizations will coordinate to obstruct the introduction of a monetary settlement system for layoffs that could induce unjustified layoffs.

4. Improvement of wages and working conditions and strengthening the foundations of SMEs to support regional communities

- (1) Through the spring labour offensive and year-round labour-management discussions, we will work towards the realization of wage increases and working styles from the standpoint of all workers and towards the correction of all manners of disparities (company size, form

of employment, gender, and region), and will promote society-wide extension of working conditions.

- (2) To strengthen the management base of SMEs and to revitalize local communities, towards the achievement of appropriate distribution of added value created throughout the supply chain (with working styles included as well) we will undertake promotion of the establishment of a basic act on public contracts, ordinances on public contracts, and basic regulations on support for SMEs, along with promotion of the Declaration of Partnership Building. Through the Regional Revitalization Forum and other means, we will work to revitalize venues for the industry, government, academia, financial, labour, and press groups that support regions in order to collaborate on solving regional issues.
- (3) With the aim to realize a society in which all working colleagues can work prosperously with purpose and motivation, we will strive to secure time for prosperous living and to realize ideal working hours.
- (4) We will strive to raise the minimum wage to a level suitable as consideration for labour and to correct disparities among regions, and will strengthen related social safety net functions.

Priority Area 3:

Realization of workplaces and a society in which “True Diversity” that respects every individual and realize deeply rooted gender equality

We will strive to achieve workplaces and a society in which everyone recognizes the diversity of others regardless of gender, age, nationality, presence of disabilities, form of employment, or other differences, and supports each other. Towards this, we will promote equal participation by men and women², and will develop initiatives, including legislation and improvement of work environments, for gender equality³ and true diversity⁴. Towards the achievement of Fair Work, we will ready a system to serve as a base for all working colleagues in response to increasing diversification of the difficulties faced in working.

1. Realization of workplaces and a broader society in which workers can work with satisfaction irrespective of gender, nationality, disability, type of employment, etc.

- (1) To eradicate all forms of harassment, including not only power harassment and other forms subject to obligatory preventive measures but also customer harassment and harassment in job searching, we will work to further improve domestic laws, including the establishment of provisions for prohibition, and will promote efforts aimed at ratification of ILO Conventions.
- (2) Following promotion of awareness of unconscious bias, from the standpoint of eliminating gender bias and a mindset of fixed gender-based roles and of respecting sexual orientation and gender identity (SOGI), we will work to foster a social culture of mutual respect for diversity without discrimination.
- (3) Towards a society that recognizes diverse forms of family and lifestyle and the creation of systems suited to this society, we will promote the development of civil law, etc., including the introduction of a system for selection of separate surnames after marriage, the review of legislation involving parents, children, and families, and the securing of rights for same-sex partners.
- (4) We will address job, living, human rights, and other issues faced by foreign workers and international students in Japan, and will promote the development of an environment aimed at coexistence and mutual recognition of others.

2. Efforts towards the promotion of equal participation by men and women, realization of gender equality, equal treatment, and work–life balance

- (1) To raise the percentage of women in leadership positions in all fields, including labour unions, politics, and the economy, we will strengthen positive actions including the introduction of quota systems, while maintaining awareness of international standards.
- (2) We will promote participation by women in decision-making processes, and will promote “gender mainstreaming”⁵ that reflects this in policies while conducting assessments of its impact.
- (3) Constituent organizations, regional RENGO organizations, and RENGO headquarters will

² Equal participation by men and women: Promoting women’s participation in labour unions to correct disparities and unreasonableness surrounding work by women.

³ Gender equality: Eliminating bias and discrimination based on socially and culturally created gender distinctions, respecting sexual orientation and gender identity (SOGI), and recognizing diversity in others.

⁴ True diversity: Respecting the human rights of all people and recognizing diversity with equal footing for all regardless of gender, age, nationality, presence of disabilities, form of work, and other differences. (16th term RENGO Policy)

⁵ Gender mainstreaming: Encouraging participation by women in decision-making processes in all areas, and reflecting this in policies while conducting assessments of its impact.

coordinate to achieve Phase 1 of the “RENGO Gender Equality Promotion Plan,” with the plan period through September 2024.

- (4) Aiming for revision of the Equal Employment Opportunity Law and the prohibition of gender discrimination in the field of employment, we will assess the state of disparities among employment management categories and will work to correct the wage gender gap.
- (5) We will strengthen support for women facing hardships due to employment/income instability, domestic violence, or other factors, while further expanding support systems for balancing childcare and long-term care leaves with the aim of harmony between jobs and lifestyles for all workers.

3. Initiatives to promote “Fair Work”

- (1) We will promote the “Start from the Workplace” movement, and, while advancing steady initiatives within the organization for non-regular labour issues and issues involving diverse working colleagues, will enhance social communication capabilities and broadly develop movements inside and outside the organization aimed at the achievement of true diversity.
- (2) We will connect with diverse working colleagues, including those in non-regular or ambiguous employment and young or foreign workers, and will promote initiatives in collaboration with government, NGOs, NPOs, and other related bodies in order to solve problems including organization, improvement of working conditions, and incorporation into policies, with the aim of strengthening societal ripple effects.

4. Initiatives to strengthen handling of RENGO labour consultation

- (1) Through review of our labour consultation structure (by consolidating labour consultation hotlines, etc.), we will work towards improvement of our capabilities to address varied consultations (improvement of labour counselor skills, etc.), the development of union building through collaboration inside and outside the organization with central, bloc, and regional RENGO organizers and other parties, and strengthening of labour counseling support at the RENGO Labour Consultation Center.
- (2) We will strengthen initiatives to utilize labour consultation and other databases in RENGO policies and movements.
- (3) We will begin the operation of chatbots for labour counseling, and refine them based on results.

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

We will exert the ideas and capabilities of like-minded colleagues to address wide-ranging issues facing citizens and regions, while communicating the reality of wars, major disasters, and so on to keep these experiences from fading away. We will also collect the thoughts of colleagues through experiences participating in social contribution activities, to enhance the power of movements.

1. Promotion of mutual support and aid movements

- (1) We will promote the penetration, expansion, and communication of the Unifan Movement to increase participation in social contribution activities. While deepening ties with organizations including union members, citizens, communities, NPOs, and NGOs, we will promote initiatives that serve as nodes in movements leading to the resolution of social issues.
- (2) We will undertake the strengthening of collaboration with constituent organizations and regional RENGO organizations to enhance the content of support for the “RENGO/Love Campaign” campaign and the follow-up activities of supporting groups, and will work towards organic collaboration with Unifan.
- (3) We will examine new methods for fund-raising.

2. Promotion of peace movements

- (1) While promoting initiatives to communicate the reality of war to future generations, we will take advantage of the characteristics of local participation and online participation in the 4 Peace Actions, and will work to expand the number of experiencers and foster a sense of participation.
- (2) We will strengthen initiatives in collaboration with related organizations to achieve steady progress towards the policy issues of the RENGO 4 Peace Actions: (1) Organization/reduction of US military bases in Japan and fundamental review of the Japan–US Status of Forces Agreement, (2) Abolition of nuclear weapons and support for atomic bombing survivors, and (3) Return of the Northern Territories and conclusion of a Japan–Russia peace treaty.

3. Approach to diversifying human rights issues

- (1) Through the development of collaborative movements by relevant bureaus, we will work to address diversifying current issues related to human rights by raising awareness of issues, development of legislation, etc.
- (2) We will promote initiatives in collaboration with related organizations to address ongoing issues such as the enactment of the Act on Relief from Human Rights Infringements (tentative name), elimination of employment discrimination, and the abduction of Japanese nationals by North Korea.

4. Strengthening of initiatives for natural disasters and formulation of a business continuity plan (BCP)

- (1) We will continue initiatives for recovery and reconstruction following natural disasters.
- (2) While examining ideals for volunteer activities and other means of support in response to changes in the environment, we will undertake strengthening and enhancement of measures for regional disaster readiness and mitigation and measures for people requiring assistance following disasters.

- (3) We will put into practice a cycle of formulation, updating, and operation (education/training, etc.) for the RENG0 headquarters Business Continuity Plan (BCP) and engage in further cooperation with local regional RENG0 organizations, sharing know-how with constituent organizations as needed.

Areas for Advancement 2:

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

To achieve stability in employment and life, the fundamental purpose of labour unions, it is indispensable that we undertake political activities aimed at the improvement and reform of national and local policies and structures, while all working persons and consumers, including union members, raise their awareness of politics and personally participate in political activities. Towards the achievement of policy for sound parliamentary democracy and for working people and consumers, we will promote political activities for all working people, including both union members and unorganized workers.

1. Fundamentals of political activity

- (1) Toward the realization of a “A Secure Society based on Work – Protecting, Connecting, and Creating,” we will emphasize cooperative relations with political parties and politicians who share our objectives and policies, and will actively promote political activities.
- (2) Taking heed of the growing political distrust among voters under the COVID-19 pandemic, RENGO will further strengthen its communication capabilities and will strive to promote understanding of politics and elections by union members and voters to increase voter turnout.
- (3) RENGO organizations will coordinate in politics and election campaigns on the basis of the politics sought by RENGO in the RENGO Political Policy, including “Eliminate left/right totalitarianism and seek the establishment of party politics under which sound parliamentary democracy functions,” “Seek the realization of politics and policies that prioritize workers and consumers,” and “Aim for a two-party structure that makes transition of power possible, to establish a political structure under which ruling and opposition parties engage in policy under friendly rivalry.”

2. Promotion of political activities

- (1) Looking ahead to the implementation of national elections (49th House of Representatives general election and 26th House of Councilors regular election) and local elections, in order to direct full efforts at each of these we will focus on improving the environment on the basis of summary review of the three national elections (confirmed at the 21st Central Executive Committee, 17 June 2021).
- (2) We will work toward the further strengthening of collaboration with members of the RENGO Forum and creation of a system for close collaboration with constituent organization supporting members.
- (3) We will strive to collect information through relationship-building with political parties, politicians, and other related organizations.
- (4) Taking into account the COVID-19 pandemic situation, we will encourage union members to actively participate in politics through means such as the creation and deployment of materials for political education and the use of online meetings, social media, video sharing, and other web services. We will also work to enforce legal compliance based on the Public Offices Election Act and the Political Funds Control Act. Together with this, we will actively address the prevention of abstention and the promotion of voting, including early voting, as social responsibilities of labour unions, while making refinements in terms of movements.

3. Initiatives for political reform to achieve sound parliamentary democracy

- (1) Towards the realization of sound parliamentary democracy, we call for reform of the

electoral system from the standpoint of citizens in a fair and impartial manner, including improvement of the voting environment and elimination of the House of Councilors combined constituencies, enhancement of deliberations and improvement of operational efficiency, reform of the Diet to achieve further strengthening of administrative monitoring functions, expansion of participation by men and women to reflect diverse public opinion in politics, and other truly needed political reforms, with knowledge from the COVID-19 pandemic considered as well.

- (2) Towards the promotion of political participation by citizens and the maturation of democracy in Japan, we will call for the promotion and enhancement of citizenship education.

4. Revitalization of local politics

- (1) Participation in politics by residents and the fulfillment of public will through local councils selected and composed on that basis are indispensable elements of regional revitalization. Towards the realization of this, we will actively work towards the revitalization of local politics.
- (2) Through the revitalization of Diet member get-togethers in regional RENGO organizations, we will closely collaborate with Diet members and local assembly members with the aim of achieving policy while holding regular discussions with leaders, parties, and factions. Together with this, we will call for the establishment of basic regulations on the Diet aimed at the development of local government, improvement of residents' welfare, and development of an environment for enhancing the functions of the dual representation system in local assemblies.
- (3) Based on the report "PT for the Study of Measures for Strengthening Capabilities for Policy Realization in Local Regions" and on the "Manual for Expanding Assembly Members in Organizations," we will undertake the expansion of political power from the standpoint of working people.

Areas for Advancement 3:

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

To cope with the infringements of human rights and trade union rights occurring worldwide under the COVID-19 pandemic, based on RENGO's "International Labour Strategy" and in collaboration with various organizations, we will promote an international labour movement grounded in constructive industrial relations. We will also work to prevent labour disputes that are occurring frequently under advancing globalization, and to promote their resolution.

1. Establishment and defense of human rights, trade union rights, and democracy

- (1) We will 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, we will work towards the restoration of civilian rule and normalization of trade union activities through dual organizational support with Confederation of Trade Unions Myanmar (CTUM) and by playing an active role in collaborative relationships with international organizations (ITUC, ITUC-AP, ILO).
- (2) Regarding the unratified Convention No. 105 for the abolition of forced labour, one of the eight fundamental conventions of the ILO, we will call for urgent ratification procedures based on the enactment of the preparatory law for ratification. We will continue to work on Convention No. 111 for the prohibition of discriminatory treatment in employment and occupation, with the goal of achieving ratification as quickly as possible. We will also continue initiatives that utilise the system for regular reporting to the ILO, in order to restore the basic labour rights of civil servants.
- (3) We will call for the steady implementation of Japan's National Action Plan on Business and Human Rights (2020–2025), formulated in October 2020, and will work towards respect for human rights in corporate activities.

2. Strengthening of collaboration with international organizations

- (1) In cooperation with domestic and overseas Global Unions consisting of ITUC, the Organisation for Economic Co-operation and the Development Trade Union Advisory Committee (OECD-TUAC), and global union federations (GUFs), we will work to achieve better reconstruction from the COVID-19 pandemic ("build back better"), overcome international common issues, and promote constructive industrial relations.
- (2) While assessing the impacts of the COVID-19 pandemic, we will engage in bilateral discussions with ITUC member organizations and nearby major national centers as necessary in order to share information on both countries' labour movements and the challenges facing each and to strengthen solidarity.
- (3) Towards the realisation of Decent Work for all workers, at G20, G7, and other intergovernmental conferences we will establish and enhance social dialogues that include trade unions, employers, the ILO, the OECD, and other international organizations, and will work to reflect the opinions of workers in policy.
- (4) To contribute to the realization of Decent Work through the building of constructive industrial relations in the Asia-Pacific region, we will actively participate in and support the activities of the ITUC Regional Organization for Asia and Pacific (ITUC-AP).
- (5) With ITUC-AP and JILAF, we will examine the implementation of practical initiatives for constructive discussions between labour and management in the Asia-Pacific region.
- (6) To support the protection of basic workers' rights for foreign workers before coming to Japan, we will seek dialogues with labour unions in the sending countries regarding the roles of both parties.

- (7) We will collect information from the European labour unions that lead the activities of Global Unions and global labour movements, for utilization in domestic initiatives.
- (8) 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 the strengthening of initiatives to enhance organizations' understanding of international rules for corporate behavior, including the ILO's Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy, the OECD Guidelines for Multinational Enterprises, and the OECD Due Diligence Guidance for Responsible Business Conduct.
- (2) We will call on the government to improve the operation of National Contact Point (NCP) and to promptly resolve labour disputes based on the National Action Plan on Business and Human Rights, to strengthen the effectiveness and operational structure of the OECD Guidelines for Multinational Enterprises.
- (3) We will work to avoid labour disputes in Japanese multinational corporations in Asia by holding bilateral seminars in collaboration with JILAF.
- (4) We will promote problem solving in collaboration with GUFs and constituent organizations for the resolution of labour disputes overseas.

Areas for Advancement 4:

Promotion of securing and fostering human resources and education of workers towards the realization of a synergistic effect between RENGO and related organizations

We view the securing, training, and education of human resources as pressing issues in supporting the succession and development of the labour movement. We will aggregate diverse knowledge and build a system enabling people to demonstrate synergies with RENGO and related organizations. We will also enhance opportunities inside and outside organizations to broadly learn about labour education, rules related to labour, and the rights of working colleagues.

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, constituent organizations, regional RENGO organizations, related organizations, etc. and will transition to steady action regarding our five countermeasures under consideration ((1) Creation and operation of a Human Resources Bank (tentative name), (2) Initiatives to secure future leaders, (3) Formulation of career models, (4) Enhancement of education and training and promotion of their utilization, and (5) Promotion of human resources exchanges).
- (2) We will promote human resource development aimed at next-generation leaders and female leaders in central and local areas, by means including launching and using RENGO Youth-Star College to develop union leaders who will shoulder the labour movement.

2. Utilization of human resources and knowledge in collaboration with organizations related to RENGO

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

3. Promotion of wide-ranging labour education inside and outside organizations

- (1) To acquire knowledge of the work rules that are essential for both workers and employers, we will actively be involved in and cooperate with the implementation and establishment of “work rule testing” and enhancement of the social standing of the testing system.
- (2) In collaboration with ILEC and regional RENGO organizations, we will undertake enhancement and expansion of labour education for the younger generation that will shoulder the future, through means including RENGO university/graduate school endowed chairs and university/high school visiting lectures.

4. Enhancement of archive collection

- (1) We will enhance the functions of the archive collection attached to the documents room, while strengthening collaboration with other labour archive centers.

5. 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, etc., and will examine new dispatch destinations including OECD-TUAC. We will also strengthen information sharing through means including online training programs, and will strengthen efforts to encourage active participation.

Strengthening of foundations that support areas of action policies:

Towards the promotion of sustainable RENGO movements, we will continue to undertake solutions to issues of the development and strengthening of the foundations for movements, including organisation and finances, and will enhance communication within organizations.

1. Initiatives for the establishment of sustainable finances

- (1) To enable a transition to a new RENGO membership fee structure with the consent of all constituent organizations and regional RENGO organizations, we will engage in careful consensus building and, through the organizational discussion period and introduction preparatory period, will engage in dialogues, collaboration, and cooperation to resolve remaining issues.
- (2) We will strive for efficient and effective financial management and, to prevent the recurrence of accounting improprieties, will continuously undertake improvement of transparency and strengthening of the accounting management systems (internal control) of RENGO headquarters, regional RENGO organizations, and regional councils.
- (3) We will continue policy funding activity initiatives for the time being, and will discuss year-by-year handling primarily through the Planning Committee.
- (4) We will perform alignment and integrated releases of accounting periods and account items for the finances of RENGO headquarters, RENGO locals, and regional councils. We will also move ahead with examination of the future of grants to RENGO locals.

2. Revitalization of local/regional RENGO movements and strengthening of collaboration with affiliates

- (1) In regional council activities, we will make the reorganized “two core activities to tackle in unison nationwide” ((1) Activities to strengthen collaboration within RENGO organizations, and (2) Activities to support all colleagues working in local regions) and the “activities leveraging regional characteristics” coordinated initiatives at the national level.
- (2) Based on the “Management Guidelines for Local Block Liaison Committees,” we will encourage active participation in RENGO movements in local and regional areas, while engaging in collaboration on organizational expansion, promotion of gender equality, exchanges among young leaders, etc.
- (3) We will continue collaboration by four related organizations (Labour Banks, Kokumin Kyosai co-op (Zenrosai), Chuo-Rofukukyo, and RENGO). To promote “community-based, face-to-face movements,” we will organize issues concerning the functions borne by the Life Support Center and will consider its future.

3. Strengthening of the organizational capabilities of RENGO as a whole and enhancement of communication

- (1) With consideration of the advancement of DX and changes in the environment including the COVID-19 pandemic, together with related parties we will study future roles and styles of activity of trade unions and ideal ways of encouraging participation in movements, and will communicate the results as appropriate.
- (2) RENGO headquarters will enhance its everyday communications with affiliates and RENGO locals through contact desks. When engaging in organizational dialogue activities with affiliates and RENGO locals, we will utilize web-based conference systems and other means to diversify opportunities for holdings dialogues and means of participation.
- (3) Regarding industry-specific and departmental liaison meetings, we will postpone consolidation of these for the time being. While respecting existing frameworks and past initiatives, we will review the management structure as a venue for enhancing and

deepening initiatives related to industries and industry categories.

- (4) Primarily through the Planning Committee, we will examine the effective use of movement resources, the effective execution of activities, and other matters.
- (5) RENGO headquarters will devise means for strengthening and centrally managing the coordination functions of bureaus, means for holding meetings, etc., and will connect these efforts to a reduction in the workload of affiliates and RENGO locals.

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