

FY2026-FY2027 Action Policies

Taking Bold Action for a Secure Society!

Expanding the circle of “Understanding, Empathy, and Participation”

I. The Current Situation and Challenges

1. The Social and Economic Situation

- As social and economic circumstances surrounding us now approach a major turning point, the situation is becoming more uncertain and more complex than ever before.
- Looking at the world, the multi-layered intertwining of rising geopolitical tensions, such as wars and conflicts that continue in many regions, nationalistic policy trends in many countries, and the retreat of democracy, is bringing about division and instability. The moves by the US Trump administration to reject the rules that have been built up through cooperation in the international community, such as tariff policies and diversity, are causing division and confusion in the international community, including in trade. These moves are also having impacts on Japan, creating uncertainty about the future of the economy and social unrest. Not only are timely policy responses required to changes in the economic and employment situations, as supply risks for energy, raw materials, and food become apparent it is also necessary to take measures to stabilize the lives of the Japanese people, such as ensuring economic and food security.
- At the same time, turning to daily life, while the trend of rising wages has been spreading steadily, it has not been able to keep pace with price increases, and this continues to place severe pressure on household finances. In particular, this has had serious impacts on people suffering from poverty and non-regular workers. In labour consultations, we have heard the desperate voices of people who are “struggling to make ends meet”. We are precisely now standing at the crossroads of whether or not we will be able to move toward a situation in which we can have hope and peace of mind for the future. While continuing to make efforts to establish sustained wage increases that exceed prices, we need to steadily realize individual policies and systems, such as the expansion of safety nets for employment and daily life, action for a permanent housing security system, and the expansion of support for the people living in poverty.
- Japan’s population is aging and declining, while also being accompanied by a rapid decline in the birth rate. The decline in the working-age population impacts workplaces as a chronic labour shortage, and this constraint on sustainable economic development is a major challenge. Further, acceleration in the decline of the birth rate and aging of the population also calls into question the sustainability of social security

systems, including pensions, medical care, and nursing care. From the standpoint of constructing safe and reliable systems and fulfilling our responsibilities to future generations, it is necessary to expedite a comprehensive discussion on both expenditure and revenue, including benefits and burdens.

- Structural issues that have persisted since before the COVID-19 pandemic are as yet unresolved. Precarious forms of employment and working arrangements are spreading, and disparities between employment types remain large. Neglecting such issues as those concerning freelancing and “ambiguous employment” could undermine employment norms and cause a hollowing out of the foundation of worker protection. The accelerated influx of people into urban areas and extreme centralization in Tokyo are leading to the exhaustion of local economies and communities. The active engagement of trade unions is also required to create vibrant communities where people can live with peace of mind. The global climate crisis and intensifying natural disasters are also having direct impacts on our daily lives. It is essential to implement responsible initiatives for the future to solve these structural issues and to realize a sustainable economy and society in the medium to long term.
- The acceleration of the digital transformation (DX) and green transformation (GX) is bringing about major changes in the economy and in the way we work. While the use of generative AI opens up possibilities for the creation of new value, it also poses new risks such as job substitution and the skill gap, as well as concerns about its impact on human decision-making, the foundation of democracy. Combined with a mechanism to ensure that no one is left behind by technological progress and can continue working in peace of mind, it is necessary to examine risks in the current legal system and upgrade domestic law to guarantee human rights such as the right to self-determination. It is important to realize support for all workers to relearn, and to expand employment safety nets in association with changes in the industrial structure from the perspective of a “Just Transition”.
- While respect for human rights and the promotion of diversity are essential issues for the realization of the society we are aiming for, Japan’s efforts toward gender equality remain sluggish and are receiving an extremely low international assessment. The proportion of women in managerial and decision-making positions remains as ever low, and the gender wage disparity is also an issue. Despite the Diet deliberating on a bill on the introduction of an optional dual-surname system for married couples for the first time in 28 years, it has not yet been enacted. As gender equality and diversity are indispensable for the realization of a sustainable society, it is essential to thoroughly implement “Gender Mainstreaming” in all aspects, and to review customs and practices not only at work but in families and society. It is also necessary to proactively address “Business and Human Rights” from the perspective of respect for human rights and the pursuit of social justice.

2. The Political Situation

- The ISHIBA Cabinet has adopted catchphrases such as the “Reiwa Reform of the Japanese Archipelago” and “raising wages is the cornerstone of the growth strategy”. However, while some overlaps are seen with JTUC-RENGO’s policies and direction on wage increases, the ISHIBA Cabinet has avoided substantive discussions on important issues related to employment and livelihoods, such as the social security and tax systems and the optional dual-surname system, and has continued its stance on postponing such discussions. At the same time, in its “Honebuto Hoshin” (Basic Policy on Economic and Fiscal Management and Reform), the ISHIBA Cabinet has set out a “review of the labour standards laws and regulations in light of actual work styles”. Yet, toward securing worker health and abundant daily life time, at the same time as maintaining the mandatory legality of the Labor Standards Act, the minimum standard for working, we must vigorously promote “Work Style Reform” by reviewing the Labor Standards Act from the perspective of strengthening worker protection.
- In the Diet, since the ruling parties lost their majority in the Lower House election in the autumn of 2024, the opposition parties have exhibited a certain presence by revising budget bills in both houses of the Diet. Furthermore, as a result of the Upper House election in the summer of 2025, the ruling parties’ loss of majority was realized in both houses of the Diet, and we look forward to further progress in the policies and systems JTUC-RENGO has been demanding. It is important to further advance efforts toward the realization of policies, such as strengthening cooperation with JTUC-RENGO Forum members with a focus on the Diet Members Council of JTUC-RENGO. At the same time, it can be said that the results of recent elections are a manifestation of the people’s accumulated dissatisfaction, distrust, and anger toward politics. Both the ruling and opposition parties are required to restore trust in politics, not only by taking measures against the current high prices but also by fulfilling their responsibilities to future generations through an indication of their grand design for society and working sincerely to resolve Japan’s structural issues.
- Both in Japan and abroad, dissatisfaction with existing politics and systems, as well as xenophobic remarks, are being amplified by social media, fuelling discrimination and division. Politics is required to redress the economic disparities behind these phenomena and to present a vision for a sustainable and inclusive society. To prevent discrimination and division, it is essential to build consensus through an accurate awareness of facts and careful discussion. In this context, it is important for labour unions, as intermediary organizations in society, to continue to perform the role of gathering the voices of the workplaces and delivering them to the political sphere and administration, and to foster opportunities for initiating communication and dialogue, thus contributing to the creation of an environment in which each individual can accurately grasp the facts based on a wide range of information.

- The year 2025 marks the 80th year since the end of World War II and the atomic bombings of Hiroshima and Nagasaki. Even today, however, moves that run counter to the principles of peace and nuclear disarmament are continuing. Russia is continuing its military invasion of Ukraine, and serious humanitarian problems are also continuing in the Middle East. The oppression of civilians and violation of human rights by the military authorities continues in Myanmar, and there are concerns about the development of nuclear weapons and missiles in North Korea. In this situation, where concrete and sustained diplomatic efforts toward peace through cooperation in the international community is strongly required, it is important for Japan to perform its unique role, and it is necessary for JTUC-RENGO to cooperate with the international trade union movement. We must also continue to disseminate information calling for peace, including by passing on the experiences and memories of war to the next generation.

3. Issues Surrounding the JTUC-RENGO Movement

- Even as JTUC-RENGO Headquarters, affiliates, and local JTUC-RENGO organizations continue to make efforts for organizational expansion, the number of registered members remains below seven million. This is a serious challenge that is shaking the foundation of the movement. Organizational expansion is essential for creating workplaces where each individual can work safely and securely, and for broadening the circle of solidarity that is inclusive of all working people, including colleagues who find it difficult to raise their voices in their diverse work styles and employment types. It is essential to reconsider whether trade unions and the JTUC-RENGO movement have become organizations that are felt by all working colleagues to be “always at your side”, to strengthen efforts toward organizational expansion as an urgent issue for JTUC-RENGO as a whole, and to communicate widely to society the significance and value of collective industrial relations.
- Amid increasing uncertainty in socioeconomic circumstances, JTUC-RENGO has been steadily implementing efforts toward policies and systems that maintain and create employment, improve wages and working conditions, and strengthen social safety nets from the viewpoint of workers and consumers. Through the Spring Labour Offensive for a Better Life, JTUC-RENGO has worked to shift the socioeconomic stage by continuously raising wages and has taken initiatives for appropriate price pass-through and to create a fair trading environment in order to raise wages for colleagues working at small and medium-sized enterprises (SMEs). Furthermore, JTUC-RENGO has also worked to spread its impact on society through exchanges of opinions among the government, labour, and management tripartite; regional tripartite meetings; the first Government-Labor Conference (Seiro Kaiken) in 16 years, and JTUC-RENGO Actions. In addition, there has been steady progress in activities to connect together and support all working colleagues, such as the “Wor-Q”

program that connects freelancers together and efforts to expand the scope of the Special Enrollment System for Workers' Accident Compensation Insurance. It is necessary to continue efforts that link policies and movements.

- The shortage of labour movement leaders is an issue directly related to the sustainability of labour movements, especially the promotion of community-based movements. The questions now are: How to broaden the circle of “Understanding, Empathy, and Participation” in the movement, how to encourage the participation of young and diverse groups of people, including the utilization of new movement styles that have appeared after the COVID-19 pandemic, and how to nurture the next generation of leaders. The promotion of gender equality and diversity in labour movements is also an issue related to the sustainability and vitalization of the movement, and leadership is strongly required to accelerate efforts. Further, there are many challenges to be addressed in cooperation with workers both at home and abroad, including global issues such as poverty and environmental problems, and labour issues in global supply chains, making it essential to strengthen solidarity through the international trade union movement.
- JTUC-RENGO as a whole must now work together as one toward the realization of a society in which all workers can continue working in peace of mind, while at the same time further evolving into a movement that is close to all working people and embraces diversity, reaffirming the origin and social role of trade unions.

II. Report of the Review of the JTUC-RENGO Vision and Reform Package Review Committee

- In the latter half of the 18th term, JTUC-RENGO reviewed the contents of the JTUC-RENGO Vision and examined the reform package, having scrutinized the accelerating population decline and technological innovation, and progress in realizing policies and policy systems.
- With regard to the JTUC-RENGO Vision, JTUC-RENGO decided to maintain the direction presented as the “compass” for movements and policies envisioning the society in 2035 and then reinforced the Vision in light of changes in socioeconomic circumstances. At the same time, we reviewed the policy package based on the JTUC-RENGO Vision (Five Secure Bridges that connect to “work”). As a certain period of time has passed since its formulation, the Three Policy Initiatives (Social Security Initiative, Education System Initiative, and Tax Reform Initiative) were also reviewed and revised in light of changes in economic and social circumstances. Toward “A Secure Society based on Work” it is necessary to create a vibrant society in which no one is left behind by enabling everyone to enjoy the benefits and services they need and by sharing the burden with society as a whole through the enhancement of social security and education systems and tax reform based on fairness, solidarity, and public acceptance.

- In addition, we established the Reform Package Review Committee to review the reform package that we have been working on over the six years of the past three terms, reviewing the progress and challenges of our efforts during this period while discussing the future direction. As a result of the review, while a large number of actions were considered and put into practice toward realizing “measures that can support the sustainability and development of the JTUC-RENGO movement”, which was the main focus of the Report of the Committee to Strengthen the JTUC-RENGO Movement, we also identified items that we thought required a reinforcement or revision of the efforts. In particular, it was recognized that early efforts were needed to reduce or review some tasks in order to strengthen the movement qualitatively and to formulate and implement a mechanism to secure and develop human resources to support the JTUC-RENGO movement. The labour movement cannot move forward without human resources. In the 19th Action Policies, it is therefore crucial to move forward with efforts based on an awareness of the implementation of the movement as set out in the Report of the Review Committee of the Reform Package.

III. The Foundations of the 19th Term JTUC-RENGO Movement

1. Entering the 19th Term

- As we are now precisely at a major turning point in society and the economy, we must move the movement forward by recognizing once again the values and thoughts contained in the JTUC-RENGO Vision “A Secure Society based on Work: Protecting, Connecting, and Creating” toward realizing a society where everyone can be independent, support each other, provide each other with mutual help, and enjoy happiness while placing the greatest value on work. In particular, based on our social responsibility as trade unions, it is important to raise our voices against the various absurdities of society and to accumulate actions to protect the employment and lives of all working colleagues.
- The 19th term will be two years in which we will advance and accelerate our efforts from both policy and movement perspectives, leading to further development of the foundation of giving concrete shape to the “measures that can support the sustainability and development of the JTUC-RENGO movement”, which we have been working on over the past three terms. At the same time, we will widely disseminate the significance of the existence of trade unions and the value of the JTUC-RENGO movement.

2. We Will Bring about a Shift in the Stage: Bold Action for a Secure Society

- In the 19th term, based on our strong determination to shift the stage, it is necessary to bolster various initiatives that form the fundamental basis of the JTUC-RENGO movement, including organizational expansion, promotion of gender equality and diversity, and the realization of policies and systems. Building on the foundations set

down during this period to ensure the sustainability of the JTUC-RENGO movement, we will push forward toward the realization of a secure society through bold actions.

- In order to protect and connect together all workers, we will place the highest priority on organizational expansion and strengthening. Toward a sustainable JTUC-RENGO movement, affiliates, local JTUC-RENGO organizations, and JTUC-RENGO Headquarters, will work together as one to focus all resources on organizational expansion, making every effort in the aim to realize the “Organizational Expansion Plan 2030” in order to unfailingly achieve the goals we have set for organizational expansion.
- In initiatives for policies and systems, we will advance efforts to resolve Japan’s structural issues, including the declining birth rate, aging population, shrinking population, and widening income disparities. While firmly upholding the legal system of labour standards, the minimum standards for working people, we will demand the revision of laws and the securing of legal efficacy from the standpoint of protecting workers in order to strengthen collective industrial relations and rectify long working hours. In addition, we will organize issues and measures, such as constructing a sustainable and inclusive social security system, securing the necessary stable financial resources, and strengthening income redistribution functions, as well as pushing forward efforts toward an integrated reform of tax and social security.
- Through proactive “Investment in People”, in order to firmly establish a new stage in society in which wages of all working colleagues, including those working at SMEs and non-regular employees, will rise continuously and the economy, wages, and prices will rise steadily through a continuing medium- to long-term trend of wage increases exceeding prices, and in addition will create a huge wave moving toward the rectification of disparities.
- While promoting “Gender Mainstreaming”, we will work to eliminate stereotypical perceptions of gender roles and take action to review customs and practices not only at work but also in families and society. In addition, we will promptly grasp and share the progress in Phase 2 of “Gender Equality Promotion Plan”, which has the targets of “gender equal participation in trade unions” and “the promotion of gender equality in the workplace and society”, and will endeavour to support the efforts of affiliates and local JTUC-RENGO organizations.
- While establishing a participatory movement by expanding the circle of “Understanding, Empathy, and Participation” through the linkage of policies and the movement, we will communicate in a timely and easy-to-understand manner JTUC-RENGO’s views and policies on issues that workers are highly concerned about.
- We will make efforts to provide information, etc. to affiliates and local JTUC-RENGO organizations to enable the transition period to the Central Membership Fee System, commencing in January 2026 (Step 1), and the transition to Step 2 (January 2027), to proceed smoothly. In addition, from the perspective of the sustainability of the JTUC-

RENGO movement and other factors, we will handle the situation based on an examination of the future financial base.

- For a stable securing and continuous development of human resources to support a sustainable JTUC-RENGO movement, including those of local JTUC-RENGO organizations, we will move forward with efforts to conduct in-depth discussions and deliberations under a working group with the participation of affiliates and local JTUC-RENGO organizations.

IV. Concrete Action Policies for the Two Years of this Action Policy Term

Priority Area – 1

To Protect and Connect All Working Colleagues, Organizational Expansion and Strengthening as a Top Priority, Pursue Collective Industrial Relations, and Promote a Movement that Expands Out into Society.

Recognizing that the existence of trade unions that have sound industrial relations as their premise is indispensable for the realization of workplaces where people can work with satisfaction, safety, and security, we will make efforts to organize colleagues working in the same workplace and in as yet unorganized companies and organizations. As a duty of the national centre, while pursuing the expansion and strengthening of collective industrial relations in response to changes in the environment of working colleagues, affiliates, local JTUC-RENGO organizations, and JTUC-RENGO Headquarters will also work toward the further penetration of the significance and role of trade unions into society and workplaces and promote a movement that expands out into society through a virtuous cycle of “Understanding, Empathy, and Participation”.

1. Deepening of Efforts for Organizational Expansion and Strengthening toward the Realization of the “Organizational Expansion Plan 2030”

- (1) JTUC-RENGO Headquarters, affiliates, and local JTUC-RENGO organizations will concentrate resources for organizational expansion and strengthening and will endeavour to achieve the organizational expansion targets they themselves have set. Affiliates will work toward the organization of part-time workers, contract workers, and rehired workers, as well as subsidiaries and related companies, while local JTUC-RENGO organizations will work toward the organization of as yet unorganized small, medium-sized, and local companies. JTUC-RENGO Headquarters will work to strengthen the structure and foundation of each organization to enable it to work toward the expansion of its organization, as well as developing an organizational expansion movement by devoting concerted efforts to realize the “Organizational Expansion Plan 2030”.
- (2) To stem the decline in union membership, based on the results of the “Survey on the Status of Efforts toward Organizational Expansion and Strengthening”, we will place priority particularly on organizational expansion and strengthening within companies, maintaining and expanding majority unions, reviewing the scope of union membership, and providing support for trade unions’ efforts when corporate reorganizations occur. This work will be performed in collaboration with affiliates and local JTUC-RENGO organizations.
- (3) To develop and secure human resources who will lead the next generation of

organizational expansion, while increasing opportunities and experiences for a greater number of diverse human resources to become involved in organizational expansion, we will also promote the placement of organizers and persons in charge of organizational expansion and strengthening in affiliates and local JTUC-RENGO organizations, thereby working toward the development of cross-organizational activities and a strengthening of the system.

- (4) We will make approaches to central and local management organizations and industry associations, etc. regarding the importance of sound collective industrial relations and the significance and necessity of trade unions. In addition, we will also arouse public opinion and build a momentum for the expansion of possibilities for organizational expansion through all available opportunities and mechanisms for creating unions that are compatible with diverse work styles.

2. Building and Strengthening of Collective Industrial Relations that Include Diverse Workers

- (1) To build collective industrial relations in all workplaces, while making broad appeals to society regarding the necessity and role, etc. of labour unions, we will implement organizing and organizational strengthening that will lead to a strengthening of the foundation for collective industrial relations. In addition, through the use of a portal site that integrates efforts on the optimization of the majority representation system, as well as organizing and organizational strengthening, we will work to ensure thoroughgoing and proper operation of the majority representation system and strict observance of regulations in workplaces.
- (2) To spread the fruits of collective industrial relations to as many working colleagues as possible, we will collaborate with affiliates and local JTUC-RENGO organizations to make efforts to disseminate and publicize the system of collective industrial relations and expand the application of collective labour agreements in local areas.
- (3) Along with compliance with the “Act on Ensuring Proper Transactions Involving Specified Entrusted Business Operators (the Freelance Act)”, we will work toward strengthening social safety nets and safety and health measures based on “JTUC-RENGO’s views to legal protection of workers in ‘ambiguous employment,’” the Freelance Act, and the revised Occupational Safety and Health Act, as well as making efforts to review and expand the concept of “worker”.
- (4) As there are cases in which company trade unions are impacted by the business restructuring of companies, such as business transfers or acquisitions, we will make efforts to support trade union actions, including consultations related to business restructuring, as well as organizing and organizational expansion in the wake of corporate restructuring.

3. Promoting Initiatives to Connect and Support Working Colleagues and Responding to New Issues

- (1) While deepening ties with freelancers through Wor-Q initiatives, we will promote activities aimed at solving freelancers' issues in cooperation with relevant organizations through the Wor-Q Advisory Board and Freelance Summit.
- (2) To strengthen and expand safety nets for freelancers, while strengthening activities to encourage enrolment in the JTUC-RENGO Freelance Industrial Accident Insurance Center, a special enrolment organization for industrial accident insurance, and enhance industrial accident prevention education, we will endeavour to publicize the special enrolment system for workers' industrial accident insurance. Furthermore, in cooperation with Wor-Q initiatives, we will promote efforts toward strengthening the system's functions to make it a system that is truly adapted to freelancers.
- (3) In preparation for the establishment of the "Regional General JTUC-RENGO", all member organizations that cannot be transferred to affiliates will be smoothly transferred to the (New) Regional Union, and we will continue to provide careful support for the introduction of the unified mutual aid system in cooperation with local JTUC-RENGO organizations. In addition, after the establishment of the Regional General JTUC-RENGO, we will hold regular meetings of the steering committee to promote the equalization of activities of the (new) Regional Union and to provide support for attractive activities by disseminating information to member unions.
- (4) In addition to the current forms of JTUC-RENGO membership, we will consider new forms of membership to enable all working colleagues to organically connect with and build relationships with JTUC-RENGO.

4. Efforts toward the Rejuvenation of SMEs and Local Communities by Making Use of the JTUC-RENGO Platform (Smiles and Energy Platform)

- (1) For sustained development of SMEs and the revitalization of communities where workers can live with peace of mind, we will further strengthen our efforts by making use of the "Smiles and Energy Platform" in cooperation with industry, government, academia, finance, labour, and media while taking into account trends in Regional Revitalization 2.0.
- (2) We will strengthen day-to-day cooperation with management organizations that support SMEs and educational institutions while also sharing information and making efforts to take measures toward common issues faced by the labour and management of SMEs.

5. By Linking Policies and Movements, Promoting a Movement that Expands Out into Society through a Virtuous Cycle of "Understanding, Empathy, and Participation"

- (1) With regard to JTUC-RENGO's efforts, we will develop the "JTUC-RENGO Action" toward a virtuous cycle of "Understanding, Empathy, and Participation", using

expressions that are more easily understood and friendly than we have in the past.

- (2) Affiliates, local JTUC-RENGO organizations, and JTUC-RENGO Headquarters will work together as one to actively promote various activities, including efforts for the “05 (JTUC-RENGO) Day Action”, based on the “Image Improvement Strategy” and “Participatory Movement Pushed Forward with Youth”.
- (3) To disseminate information in a timely manner throughout the affiliates, the local JTUC-RENGO organizations, and JTUC-RENGO Headquarters, we will strengthen our communication capabilities by improving our public relations and promotional skills and implementing improvements in our systems.

Priority Area - 2

Promotion of the Movement to Protect and Create a Secure Society and Decent Work

While responding to domestic and international changes, such as persistently high prices and the shift to protectionist policies in the United States, we will address Japan's structural challenges, such as the declining birth rate, aging population, shrinking population, and widening income disparities. In addition, as GX and DX advance, we will work to realize decent work for all working colleagues by expanding "Investment in People" and maintaining and strengthening the employment safety nets. At the same time, in order to promote efforts toward the realization of policies, we will strengthen our ability to disseminate information and work in cooperation with the Diet Members Council of JTUC-RENGO and JTUC-RENGO Forum members.

1. Efforts toward an Integrated Reform of Social Security, Education, and the Tax System

- (1) While responding to changes in domestic and international circumstances, such as persistently high prices and the shift to protectionist policies in the United States, we will work to realize a budget and tax system that take the standpoint of working colleagues and consumers and that puts a stop to the passing on of burdens to future generations through a thoroughgoing review of expenditures and revenues. Specifically, we will identify necessary measures based on the challenges facing Japan, such as securing stable financial resources necessary to construct a sustainable and inclusive social security system and strengthening income redistribution functions, and will work toward integrated reform of the tax and social security systems.
- (2) We will promote efforts to realize a sustainable and inclusive society, such as the digitization of the administration and society and the construction of a social safety net that makes use of the My Number system.
- (3) To enable everyone to live with peace of mind, we will work toward the realization of a sustainable social security system that supports all generations, including support for children and childrearing, self-reliance support for the people living in poverty, medical care, nursing care, welfare for the people with disabilities, and pensions, based on the third revision of the Social Security Initiative.
- (4) To secure human resources to work in social security services such as medical care, nursing care, and childcare, we will work to enhance measures that contribute to raising wages and improving working conditions for frontline workers through revisions of medical and nursing care fees.
- (5) We will promote efforts to reform work styles at schools such that society as a whole supports children's learning and the quality of education is improved. In addition, we

will make efforts to promote education that nurtures the necessary predisposition and abilities to respond to various issues as a member of society, such as education about citizenship, work and labour, and consumer affairs, while also promoting recurrent training.

2. Promotion of Efforts toward Integrated Solutions to Economic, Social, and Environmental Issues to Realize a Sustainable and Inclusive Society

- (1) In light of heightened uncertainty about the future of the global economy, as well as calling on the government to take measures, having analysed the situation, we will make approaches to ensure that the international economic order is protected in accordance with existing rules.
- (2) We call for the comprehensive implementation of economic and food security. In addition, with a view to transforming the economy, society, and industrial structure, we will promote efforts to upgrade the digital infrastructure of the economy and society as a whole through the digital transformation (DX) and to make responses to the changes that occur. Furthermore, we will consider various types of support for the utilization of AI and promote measures to reduce the risks that may be brought about by AI.
- (3) We will seek to stem the extreme centralization in Tokyo and to participate in the government's Regional Revitalization 2.0 initiatives to revitalize regional areas.
- (4) We will promote efforts for decarbonization such as JTUC-RENGO Eco-Life in workplaces, regions, and homes toward the resolution of issues in the environmental sector, including responses to climate change and the building of a circulatory society, as well as carbon neutrality. While working to realize the embodiment of a "Just Transition" in the GX2040 Vision and Global Warming Countermeasures Plan, we will also seek necessary revisions to the GX policies in cooperation with affiliates and local JTUC-RENGO organizations.

3. Promotion of Employment and Labour Policies toward the Realization of Decent Work for all Working Colleagues

- (1) Amidst changes in the circumstances surrounding the economy and society, we will work to strengthen employment policies, including securing decent work in local communities in coordination with industrial policies, etc. to contribute to the stability of employment for workers. In addition, from the perspective of maintaining and enhancing safety net functions, we will call for such matters as the expanded application of employment insurance coverage, fiscal stabilization of the labour insurance special account, strengthening of the worker-job matching function, and enhancement of the provision of workplace information for job seekers, etc.
- (2) To improve worker skills and career enhancements, while expanding "Investment in People", such as skill development to enable everyone, including those working in

non-regular employment, and regardless of employment type or company size, to secure career development opportunities, we will also work to realize a virtuous cycle of improved working conditions by, for example, demanding the introduction of a mechanism that links ability improvements with improved working conditions.

(3) Regarding legal amendments, we will respond as follows based on the priority policies.

- Toward the strengthening of collective industrial relations and a rectification of long working hours, while firmly upholding labour standards legislation, the minimum standards for working people, we will demand the amendment of laws and a securing of their effectiveness from the standpoint of the protection of workers. In addition, we will expand the concept of “worker” to enable more workers to be protected by labour-related laws.
- Regarding the system of equal pay for equal work, we will demand the strengthening of the legislative aspects and ensure legal effectiveness to rectify disparities among all types of employment conditions and to realize an environment in which workers can work under fair working conditions.
- While seeking to improve the quality of employment such that people with disabilities who find it difficult to work can continue to work with peace of mind, we will also call for a review of measures that lead to an increase in the employment rate of people with disabilities in order to further promote their employment.

(4) Toward further adherence to the to “work style reform related laws”, through Action!36 and others, as well as promoting thoroughgoing optimization of working hour management and the 36 agreements, we will push forward a review of business practices that will lead to improvements in work styles. In addition, toward the realization of equal pay for equal work, we will also make efforts toward rectification of irrational differences in working conditions between regular employees and part-time workers, fixed contract workers, and dispatched workers.

(5) In order to eliminate work-related accidents involving workers, including those of sole proprietors, we will work to improve the workplace environment and take measures for mental health based on the JTUC-RENGO Occupational Safety and Health Action Guidelines (FY2023 to FY2027). In addition, as well as publicizing, providing appropriate guidance and supervision, and implementing necessary measures for the amended Industrial Safety and Health Act, we will also call for the enhancement of the industrial accident insurance system to enable workers affected by accidents to receive prompt and fair protection.

(6) With regard to the foreign technical intern training system, the “Employment for Skill Development” Program, and the Specified Skilled Worker System, while demanding strict operation and strengthening of the management system based on the purpose and role of the programs through meetings with the ministries and agencies that have jurisdiction over the programs, we will make efforts to protect workers based also on “Business and Human Rights”. In addition, we will initiate consideration toward the

formulation of comprehensive policies for foreign nationals residing in Japan from the viewpoint of “ordinary citizen”, including in the areas of employment and work.

- (7) We will strengthen worker protection by making it obligatory to provide information and consult with trade unions in advance of all cases of business restructuring, including business transfers and mergers. Additionally, while also strengthening public awareness and publicity regarding laws and regulations related to business restructuring, we will work together with affiliates and local JTUC-RENGO organizations to deal with business restructuring and bankruptcy.
- (8) As work styles become increasingly diverse, we will demand the formulation of a “Work Rules Education Promotion Act” in order to promote labour education. In addition, as well as making efforts to grasp the actual situation of problems inherent in freelancing and spot work, we will ensure that workers receive proper protection under the various labour-related laws.
- (9) We will make efforts in unison with affiliates and local JTUC-RENGO organizations to prevent the introduction of the financial settlement system for dismissal, which could lead to the triggering of unfair dismissals.

4. Improvements in Wages and Working Conditions and Strengthening the Base of SMEs, which Support Local Society

- (1) Based on the summary of the 2025 Spring Labour Offensive for a Better Life and the surrounding circumstances, we will make efforts for a comprehensive life improvement offensive, such as “Investment in People”, and sustained wage increases that exceed prices. We will work for the rectification of disparities, such as those between companies of different sizes, different styles of employment, and between men and women, and promote working conditions that are common all across the whole of society.
- (2) To work for a strengthening of the management base of SMEs and a rejuvenation of local society, based on the reality of SMEs and others that have not yet achieved price pass-through, we will make efforts to realize an appropriate price-pass-through and proper trading as well as expand and strengthen the effectiveness of the “Declaration of Partnership Building” to realize “an appropriate distribution of value added created along the entire supply chain”, including work style. Efforts will be further strengthened toward the enactment of a public contract basic act, public contract ordinances, and SME promotion basic ordinances in cooperation with various management organizations and lawmakers within the organizations.
- (3) We will push forward with a movement toward significantly raising regional minimum wages and rectifying local wage differentials, as well as having the importance of these as social safety nets widely recognized in society. To set working conditions that contribute to fair competition and attractive industries, we will push forward with efforts to identify the issues toward the active use of specified

minimum wages, including newly established ones.

- (4) Aiming for a society where all working colleagues can enjoy fulfilling work through a sense of a life worth living and a job worth doing, we will work to “secure abundant time for life and the realization of the true nature of working hours”.

Priority Area – 3

Realization of Workplaces and a Society where “True Diversity”, including Gender Equality, in which Each and Every Person is Respected has Taken Root

We will aim for the realization of fair workplaces and society in which everyone recognizes diversity and mutual support regardless of sex, age, nationality, disabilities, employment type, etc. To realize this, as well as promoting equal participation by men and women,¹ we will also develop actions for legal upgrading aimed at gender equality² and “true diversity”,³ and improvements to workplace environments, etc. In addition, toward the realization of “Fair Work”, as the difficulties inherent in working are becoming more diversified, we will push forward with efforts aimed at resolving the issues faced by diverse working colleagues, including the problems of non-regular workers.

1. The Realization of Workplaces and Society in which People can Find a Sense of Worth in Work Regardless of Sex, Age, Nationality, the Existence of Disabilities, Employment Type, etc.

- (1) Aiming to eradicate all forms of harassment, we will call for measures based on the characteristics of each business sector through cooperation with the Ministry of Health, Labour and Welfare and the ministries and agencies responsible for industry and measures against the harassment of persons other than “workers”. In addition, we will work toward the ratification of ILO Convention No.190 by further upgrading domestic laws, such as by legislating measures against all forms of harassment of job seekers, including job-hunting students, and creating provisions prohibiting harassment itself.
- (2) As well as encouraging the self-awareness of unconscious bias, we will sweep away gender bias and stereotypical gender role perceptions and make efforts to review customs and practices not only at work but also in families and society. From the viewpoint of respect for the diversity of sexual orientation and gender identity (SOGI), we will also make efforts to enact laws to prohibit discrimination and to bring about a social climate in which diversity is respected.
- (3) Toward a society where diverse forms of the family and lifestyle are recognized and the construction of appropriate systems for this, we will promote developments in civil law, such as the introduction of an optional dual-surname system and the

¹ Equal participation by men and women: Implementing women’s participation in trade unions to rectify the disparities and irrationality of women in work and to realize equality and fairness in workplaces.

² Gender equality: Treating everyone equally and fairly, as well as eliminating prejudice and discrimination based on socially and culturally created sexual differences, and respecting diverse sexual orientation and gender identity (SOGI).

³ True diversity: Respecting the human rights of all people and recognizing diversity with equal footing for all regardless of gender, age, nationality, the existence of disabilities, employment type, and other differences (16th term JTUC-RENGO Policy).

securing of rights for same-sex partners. Additionally, while encouraging broad awareness and education of the revised Civil Code (Family Law) to contribute to securing the well-being of children, we will demand that the law is properly implemented after it comes into effect.

- (4) We will promote environmental upgrading toward a “coexistence” of mutual recognition and face up squarely to the various issues, such as human rights, and the work and life experienced by foreign workers and overseas students working in Japan.

2. Promotion of Equal Participation by Men and Women and Gender Equality, and Efforts toward Parity of Working Conditions and a Work-Life Balance

- (1) To raise the percentage of women in leading positions in all fields, such as trade unions, politics and the economy while being aware of international levels, we will push forward efforts aimed at strengthening positive action, including the introduction of a quota system.
- (2) We will promote “Gender Mainstreaming”, a process that takes into account the impacts on both men and women at all stages of the formulation, implementation, and evaluation of all laws and policies.
- (3) Toward attainment of the goals of phase 2 of JTUC-RENGO “Gender Equality Promotion Plan”, which will run through September 2030, we will promptly track and share progress and support the efforts of affiliates and local JTUC-RENGO organizations.
- (4) We will make efforts to realize a Gender Employment Equality Act with the aim of effective prohibition of discrimination based on gender in the field of employment. We will also make efforts to rectify irrational differences in working conditions between regular workers and part-time or fixed-term workers and to eliminate indirect discrimination. At the same time, we will push forward efforts to actively publicize information, such as wage differentials between men and women and the ratio of women in managerial positions, and to analyse and rectify the causal factors involved in disparities to enable the promotion of women playing an active role in all companies.
- (5) While making efforts to publicize work-life balance support systems for child-rearing and nursing care, we will review work styles that assume long working hours and make efforts to realize a work environment in which everyone can balance work and life regardless of employment type, gender, or family environment.
- (6) Based on the Act on Support for Women Facing Difficult Problems (which came into effect from April 1, 2024), we will call for the formulation of publicity for, and steady implementation of prefectural (municipal) basic plans and the establishment of a system to comprehensively provide effective and diverse support through cooperation with private organizations.

3. Efforts for the Promotion of “Fair Work”

- (1) We will further promote the “Movement to Start from the Workplaces” toward the resolution of issues facing diverse working colleagues, including the problems of non-regular workers by strengthening social communication abilities through the active use of websites, SNSs, and other means.
- (2) We will push forward with efforts to expand the connections with diverse working colleagues, such as non-regular workers, those in ambiguous employment, young workers, and foreign workers; to form trade unions and improve working conditions; and toward reflection in policy and the strengthening of social influence.

4. Efforts toward Strengthening Responses to JTUC-RENGO’s Labour Consultations

- (1) Toward maintenance and improvement of response capabilities to diversifying labour consultations, while strengthening the functions of labour consultation centres (by securing counsellors and improving their skills, etc.), we will enhance the provision of opportunities to local JTUC-RENGO organizations for information sharing and training workshops as well as various types of equipment and materials.
- (2) Toward the strengthening of the formation of trade unions from labour consultations, we will work to strengthen cooperation among the JTUC-RENGO Labour Consultation Center, the centre and blocs, and the local JTUC-RENGO organization organizers, etc.
- (3) While considering improvements to the labour consultation data system, we will strengthen efforts for JTUC-RENGO policy realization through labour consultations and the use of different types of databases.
- (4) We will work to operate the AI chatbot “Unibo” in a stable manner and utilize its multilingual features for the dissemination of information to all sectors of society, including foreign workers.

Areas for Advancement – 1

Efforts in the Areas of Peace, Human Rights and Contribution to Society by Social Solidarity and Succession to the Next Generation

As we demonstrate the ideas and capabilities of like-minded colleagues in addressing a wide range issues facing citizens and regions, we will communicate the realities of war, major disasters and so on to keep these experiences from fading away. Also, through participatory experience in activities that contribute to society we will bring together the thoughts of our colleagues and enhance the power of movements.

1. Promoting Mutual-Support and Mutual-Help Movements

- (1) Making use of “Unifan” platform, we will develop efforts that will lead to understanding and promotion of the trade union movement by sharing with union members, local residents, NPOs, and NGOs the activities that contribute to society carried out by affiliates, local JTUC-RENGO organizations, local cooperatives, and enterprise-based unions.
- (2) Regarding the “JTUC-RENGO/Love Campaign”, we will work closely with our affiliates and local JTUC-RENGO organizations, make efforts to examine the supporting groups closely, and work on follow-up activities of the supporting groups through efforts such as collaborating organically with “Unifan”.

2. Promoting Peace Movements

- (1) Toward the promotion of the 4 Peace Actions, while continuing the movement to learn about the realities of war and pass this on to the next generation, we will also cooperate with relevant organizations, such as the International Trade Union Confederation (ITUC) to realize lasting peace.
- (2) We will strengthen initiatives in collaboration with related organizations to achieve steady progress regarding the 4 Peace Actions: (1) Reorganizing and reducing US military bases in Japan and conducting a fundamental review of the US-Japan Status of Forces Agreement, (2) Abolishing nuclear weapons and aiding the atomic bombing survivors, and (3) Concluding a Japan-Russia peace treaty and securing the return of Japan’s Northern Territories from Russia.
- (3) We will push forward with efforts toward the abolition of nuclear weapons in cooperation with the Japan Congress against Atomic and Hydrogen Bombs (Gensuikin) and the National Council for Peace and Against of Nuclear Weapons (Kakkin), and other organizations.

3. Approaches to Diversifying Human Rights Issues

- (1) We will work to address diversifying current human rights issues through efforts such as raising awareness and upgrading legislation through cooperation with relevant organizations and others.

- (2) We will promote efforts in collaboration with relevant organizations to address ongoing issues such as enacting the Act on Relief from Human Rights Infringements (tentative name), eliminating discrimination in employment and resolving the issue of North Korea's abduction of Japanese nationals.

4. Strengthening Efforts for Natural Disasters and Formulating a Business Continuity Plan (BCP)

- (1) We will continue initiatives for recovery and reconstruction following natural disasters.
- (2) We will undertake to strengthen and enhance local disaster readiness and mitigation measures, as well as measures to protect vulnerable groups such as women, children, foreigners and people needing assistance following disasters.
- (3) We will formulate and update a BCP for JTUC-RENGO Headquarters, implement operation cycles (education, training, etc.), collaborate further with the local JTUC-RENGO organizations, and aim to share our knowhow with our affiliates as needed.

5. May Day Initiatives

- (1) With regard to May Day, we will collaborate with various organizations, including labour welfare organizations, NGOs, and NPOs, and while making use of the appeal of places where working colleagues and local people gather, develop initiatives to broadly appeal to society for the improvement of the status and working conditions of workers, the establishment of human rights and basic labour rights, the development of democracy, and the realization of lasting peace.

Areas for Advancement – 2

Promotion of Political Activities toward the Realization of a Sound Parliamentary Democracy and the Realization of Policies

Returning once again to the “Mission” in “JTUC-RENGO’s Path”, which states “We will unfalteringly hold hopes for a better future, be leaders of the populace, and build a free, fair, just, and peaceful society”, we will promote activities to establish a sound parliamentary democracy in which the diverse opinions of the people are respected and consensus building is valued. In addition, we will aim to realize JTUC-RENGO’s policies and systems by strengthening cooperation with politicians who truly stand together with workers and consumers.

1. Fundamental Principles of Political Activity

- (1) Based upon the politics JTUC-RENGO seeks in the JTUC-RENGO Political Policy, including “seeking to realize politics and policies that prioritise workers and consumers”, and “aiming for a two-party political system that can facilitate the transition of power toward establishing a political system in which the ruling and opposition parties engage in policy-making under mutually friendly rivalry”, our affiliates, local JTUC-RENGO organizations and JTUC-RENGO Headquarters will unite to conduct political activities toward the realization of a “Secure Society Based on Work—Protecting, Connecting and Creating”.

2. Substantial Promotion of Political Activities

- (1) We will make efforts in national elections and all manner of local elections, doing everything we can to help JTUC-RENGO’s endorsed candidates win.
- (2) With a focus on the Diet Members Council of JTUC-RENGO, and while continuing to seek cooperation with a wide range of politicians with whom it is thought that JTUC-RENGO’s objectives and policies can be shared, we will aim to bring together and expand political forces that truly stand together with workers and consumers.
- (3) We will work towards policy realization in cooperation with members of the JTUC-RENGO Forum members and the Diet Members Council of JTUC-RENGO.
- (4) While further deepening our research on the development of political activities and election campaigns making use of SNSs and the Internet, we will make efforts to improve the ability of executives and union members to correctly understand information and use the technology appropriately by providing educational opportunities, including on SNSs and the Internet, to affiliates and local JTUC-RENGO organizations. At the same time, by analysing the results of political questionnaire surveys, we will consider how to engage in political activities in light of the awareness of the members, thus leading to raising their interest and participation in politics.

- (5) We will ensure thorough legal compliance in elections, and in concert with related organizations, as a social responsibility of trade unions, we will call widely on society to promote voting, including early voting, and prevent abstentions.
- (6) In view of low voting turnouts, particularly among young people, we will strive to disseminate and facilitate the promotion of citizenship education in collaboration with relevant ministries and agencies as an issue affecting voters overall.

3. Initiatives for Political Reform to Achieve a Sound Parliamentary Democracy

- (1) We will call for reform and operation of an electoral system in a fair and impartial manner from the standpoint of citizens, including updating the system in line with the digital age, eliminating combined constituencies in House of Councillors elections, and improving the voting environment so that it contributes to protection of citizens' rights.
- (2) We will call for reform of the Diet to make it suitable as the highest authority of state power in Japan, such as strengthening its administrative monitoring and legislative functions while at the same time ensuring thoroughgoing information disclosure, enhancing deliberations, and improving operational efficiency.
- (3) While calling for political reform to appropriately reflect diverse public opinions, such as gender equality in the field of politics, we will also demand the realization of politics that the Japanese people can trust through thoroughgoing transparency in political funds.

4. Revitalization of Local Politics

- (1) Through cooperation with the round table discussions with assembly members who belong to our affiliates and local JTUC-RENGO organizations, as well as strengthening the ability to implement policies locally, we will consider effective measures toward revitalizing local politics, including solving the shortage of people willing to stand as council members. At the same time, in order to promote gender equality, we will cooperate with local JTUC-RENGO organizations and local councils to improve workplace environments to make it easier for people to run for office and to continue to work while serving as a councillor, and review the management of local assemblies.
- (2) In particular, as there are voices saying that it is becoming difficult to elect members within the organization, as well as grasping the actual situation and considering initiatives based on this, we will continue to publicize the "Guidebook for Expanding Assembly Members in Organizations—Let's Promote Local Assembly Members!"

Areas for Advancement – 3

Advancement of the International Trade Union Movement toward the Realization of Decent Work

Wars and conflicts, climate change, and instability in the multilateral trade system are further threatening an already fragile world. To deal resolutely with the violations of human rights and trade union rights occurring amid the regression of democracy and the deterioration of labour laws, such as in the prolonged oppression and human rights violations by the Myanmar military authorities, we will collaborate with a variety of organizations on the basis of JTUC-RENGO's "International Labour Strategy" to promote an international trade union movement based on collaborative & constructive industrial relations.

In addition, amid the increasing instability and uncertainty in the international situation, such as Russia's military aggression against Ukraine and the rising commodity prices that have brought about a crisis and hardship in people's lives, we will make efforts to prevent and promote the resolution of labour-management disputes, which are occurring frequently around the world.

1. Establishment and Defence of Human Rights, Trade Union Rights, and Democracy

- (1) We 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, in light of the resolution based on Article 33 of the ILO Constitution, by playing a proactive role in concert with the Confederation of Trade Unions Myanmar (CTUM) and in collaboration with organizations such as ITUC, ITUC-AP and ILO, we will continue to work toward restoration of civilian rule and revival and normalization of trade union activities.
- (2) With a view to the early ratification of ILO Convention No.111 (Prohibition of Discrimination in Respect of Employment and Occupation), we will continue and strengthen our initiatives to seize every opportunity, including in the international arena. We will also continue initiatives that utilize frameworks such as periodic reporting to the ILO and the Japan-EU Economic Partnership Agreement (EPA) to have basic labour rights restored to civil servants
- (3) We will strengthen JTUC-RENGO's efforts as a whole based on "JTUC-RENGO's Views on Business and Human Rights". We will also seek effective and steady implementation and revisions of the "National Action Plans on Business and Human Rights" and "Guidelines for Respecting Human Rights in Responsible Supply Chains", as needed. Additionally, in light of the global trend toward making human rights due diligence obligatory, we will also call for discussions with a view to making this

mandatory (through legislation).

2. Strengthening of Cooperation with International Organizations

- (1) We will cooperate with the Global Unions both in Japan and abroad that comprise the Global Union Federations (GUFs), including ITUC and the Organization for Economic Development and Cooperation and the Development Trade Union Advisory Committee (OECD-TUAC), aiming to overcome common international issues, including the promotion of gender equality and diversity, and to promulgate constructive industrial relations.
- (2) We will engage in bilateral discussions with ITUC affiliated organizations and nearby major national centres, sharing both countries' labour movements and the challenges facing each side while enhancing solidarity.
- (3) At intergovernmental conferences such as G7 and G20, we will establish and enhance social dialogues that include trade unions, employers, the ILO, the OECD and other international organizations and strive to reflect workers' views in policies towards the realization of Decent Work for all workers.
- (4) We will proactively participate in and support the activities of the ITUC Asia and Pacific (ITUC-AP) to contribute to the realization of Decent Work through the building of constructive industrial relations in the Asia-Pacific region.
- (5) 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 Labor Disputes and Promotion of Solutions

- (1) We will promote better corporate behaviour through stronger initiatives to enhance organizations' understanding of international rules for corporate behaviour, including the ILO's Tripartite Declaration of Principles on Multinational Enterprises and Social Policy, the OECD Guidelines for Multinational Enterprises and the OECD Due Diligence Guidance for Responsible Business Conduct.
- (2) To enhance the effectiveness and operational structure of the OECD Guidelines for Multinational Enterprises, we will seek improvements in the operation of National Contact Point (NCP) and the prompt resolution of labour-management disputes by the government, based on the National Action Plan on Business and Human Rights.
- (3) By holding bilateral seminars in collaboration with JILAF, we will strive to build constructive industrial relations and take preventative measures, etc. against labour-management disputes at Japanese multinational enterprises in Asia.
- (4) We will promote problem-solving for the resolution of labour-management disputes overseas in collaboration with the GUFs and our affiliates.

Areas for Advancement – 4

Promoting Workers' Education and the Securing and Fostering of Human Resources towards Manifestation of Synergistic Effects between JTUC-RENGO and Related Organizations

Given our view that securing, developing and educating human resources is a pressing issue in supporting the development and future succession of the labour movement, we will draw together diverse insights and build a system enabling people to demonstrate synergistic effects between JTUC-RENGO and related organizations. We will also enhance opportunities for gaining broad knowledge, including on labour-related rules and the rights of working colleagues, and an education on labour both inside and outside organizations.

1. Securing and Development of Human Resources that Support JTUC-RENGO Movements

- (1) In order to stably secure and continuously develop human resources to support a sustainable JTUC-RENGO movement, including local JTUC-RENGO organizations and regional councils, we will push forward with in-depth discussions and considerations with a view to the sustainability of the JTUC-RENGO movement in the future, as well as on the nature of the organization and human resources, under a study working group in which affiliates and local JTUC-RENGO organizations will also participate.
- (2) While enhancing the JTUC-RENGO YouStar College as a training program for the development of the next generation of leaders who will carry forward the JTUC-RENGO movement, we will consider the creation of an environment in which a wide range of affiliates and local JTUC-RENGO organizations can participate and the holding of local events. Furthermore, while supporting various kinds of initiatives to develop the next generation of leaders organized by local JTUC-RENGO organizations, we will promote human resource development for the next generation of leaders on the basis of gender balance in central and local areas utilizing the JTUC-RENGO Academy and JTUC-RENGO Graduate School.

2. Utilization of Human Resources and Knowledge in Collaboration with Organizations Related to JTUC-RENGO

- (1) While making better use of human resources turned out by various educational institutions, we will collaborate with related organizations (JTUC-RENGO-RIALS, JILAF, ILEC, Rofukukyo, Roi-Rokyo, Taishokusha-JTUC-RENGO, etc.), and, based on the knowledge of each organization, work to strengthen and enhance JTUC-RENGO's policies and movements, including updating and utilizing the list of lecturers.

3. Promotion of Wide-Ranging Labor Education Inside and Outside the Organizations

- (1) To further disseminate work rules, we will make proactive efforts to expand the number of people who take the “work rule test”.
- (2) In collaboration with ILEC and local JTUC-RENGO organizations, we will work to enhance and expand labour education for the younger generation, who will shoulder the future, and also to raise awareness of JTUC-RENGO and trade unions, through means such as JTUC-RENGO university/graduate school endowed chairs and guest lectures at universities and high schools.

4. Initiatives for the Development of International Human Resources

- (1) We will continue to dispatch human resources to overseas diplomatic missions, ITUC, ITUC-AP, and JILAF, and will continue to perform follow-up with those dispatched. We will also strengthen our efforts to encourage participation and information sharing in the various kinds of international training programs. Further, when dispatching persons to overseas diplomatic missions, we will maintain a keen awareness of gender balance.

Strengthening of Foundations that Support Areas of Action Policies

Towards the promotion of sustainable JTUC-RENGO movements, we will continue to develop and strengthen the foundations for movements, including organizing and financing, and will enhance communication within organizations.

1. Initiatives for Establishing Sustainable Finances

- (1) We will strive to provide information to affiliates and local JTUC-RENGO organizations such that the transition period to the Central Membership Fee System will commence in January 2026 (Step 1) and the transition to Step 2 (January 2027) will proceed smoothly. Promptly after the transition to the Central Membership Fee System begins, we will establish the Financial and Internal Control Verification Committee (Phase 2) and will examine matters stipulated in the Committee's operating rules and matters referred to it by the Central Executive Committee.
- (2) We will strive for efficient and effective financial management. To secure transparency of the financial situation of JTUC-RENGO as a whole, we will implement integrated financial disclosure of JTUC-RENGO Headquarters, the local JTUC-RENGO organizations, and the local councils from FY2026.
- (3) To prevent the recurrence of accounting errors, while steadily operating, without becoming a mere formality, the internal controls of JTUC-RENGO Headquarters, local JTUC-RENGO organizations, and regional councils, including risk assessments, inspections of countermeasures, and Headquarters audits of the local JTUC-RENGO organizations, we will constantly aim for improvements, including in work aspects, in order to respond to new issues that may arise from time to time.

2. Revitalization of Local and Regional JTUC-RENGO Movements and Strengthening of Collaboration with Affiliates

- (1) To make it easier for union members to participate in the JTUC-RENGO movement in their local communities, we will re-examine our various activities from the perspective of "Understanding, Empathy, and Participation" and aim for improvements in our methods of communicating information. Furthermore, affiliates, local JTUC-RENGO organizations, and JTUC-RENGO Headquarters will cooperate to ensure that organizations participating in the movement for the first time following the transition to the Central Membership Fee System will participate in the movement based on a medium- to long-term plan.
- (2) In local council activities, we will continue our efforts to make the reorganized "two core activities to tackle in unison nationwide (which are (1) activities to strengthen collaboration within JTUC-RENGO organizations and (2) activities to support all colleagues working in the local community)" and "activities leveraging regional characteristics" into initiatives coordinated at the national level, and will aim to

share examples.

- (3) Based on the “Management Guidelines for Local Block Liaison Committees”, we will make efforts for local and regional JTUC-RENGO movements, conduct such activities as collaboration on organizational expansion, promotion of gender equality, and exchanges among young leaders and other efforts, and work to revitalize all activities.
- (4) As concrete measures for the “items confirmed by the four organizations” and the “nature of the future direction of the Life Support Center” confirmed by the four related organizations (Labour Banks, Kokumin Kyosai co-op, Rofukukyo, and JTUC-RENGO), we will take action to maintain a sustainable operating system, including securing human resources.

3. Strengthening the Organizational Capabilities of JTUC-RENGO as a Whole and Enhancing its Communication

- (1) JTUC-RENGO Headquarters, while clarifying the role of the contact desks, will enhance everyday communication with affiliates and local JTUC-RENGO organizations with the aim of revitalizing organizational communicative activities. In particular, small- and medium-sized affiliates will conduct regular exchanges of information and views with JTUC-RENGO Headquarters.
- (2) Issues facing corporate activities, such as the SDGs, which need to be addressed beyond the industrial framework, are becoming more advanced and complex. In addition, to respond to the increasing numbers of cross-industry policy issues, we will continue to consider the nature of collaboration between JTUC-RENGO and its affiliates that are involved in policy and institutional initiatives.
- (3) We will use “industry-specific and departmental liaison meetings” as venues for enhancing and deepening initiatives such as collaboration related to cross-industry and cross-industrial category issues, and while sharing reports on the status of events and examples of best practices will work toward further revitalization.
- (4) Primarily through the Planning Committee, we will examine matters such as the effective use of movement resources and effective execution of activities.
- (5) To maximize the effects of the movements organized by JTUC-RENGO Headquarters, affiliates, local JTUC-RENGO organizations, and regional councils, JTUC-RENGO Headquarters, affiliates, and local JTUC-RENGO organizations will cooperate to establish a forum for discussions with the aim of realizing such matters as how to review work duties associated with various activities and how to allocate movement resources by resolving any sense of duplication.