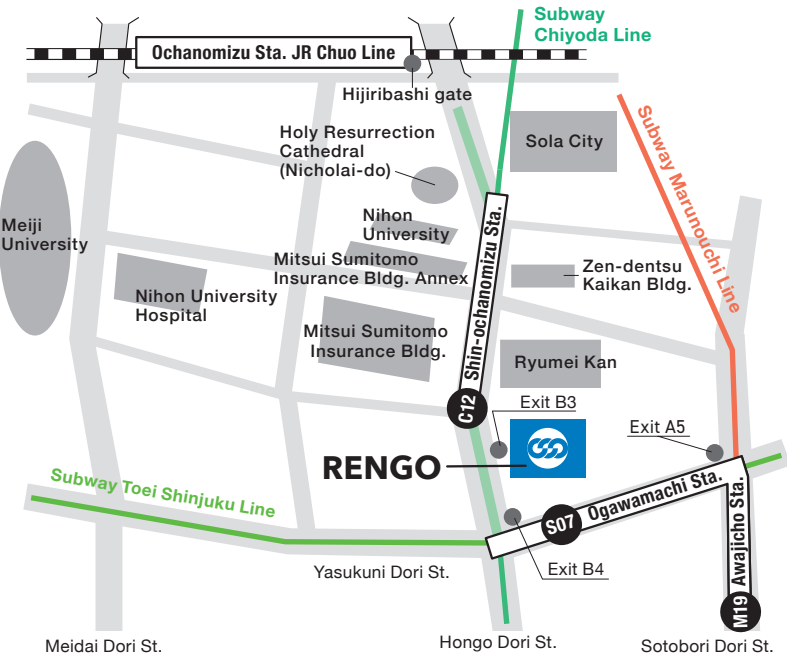


Japanese Trade Union Confederation (JTUC-RENGO)

Access Map

Address 3-2-11 Kanda-Surugadai, Chiyoda-ku, Tokyo 101-0062 JAPAN



 **RENGO Website (Japanese)**  
<https://www.jtuc-rengo.or.jp>




 **RENGO Website (English)**  
<https://www.jtuc-rengo.org>



 **RENGO SNS (Japanese)**  
<https://www.jtuc-rengo.or.jp/link>



 **RENGO UniBo**  
<https://cbgw.kuzen.io/plugins/31897c9ffc2cd513708326ffd8f302f/def2f8e047610af419576aac52d4e841?id=910354>



JTUC-RENGO  
Official Mascot Character  
**UNIONION**

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



# RENGO 2024-2025

Let's go forward together  
in all kinds of work





# Protecting the employment and livelihoods of all working people

RENGO is aiming for “A Secure Society based on Work”  
Formed in 1989, RENGU is the Japanese National Center.

RENGO has roughly seven million members.  
Aiming for “A Secure Society based on Work,”  
RENGU implements activities to protect the employment  
and livelihoods of all working people.

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## Message from the President

While the COVID-19 infection has not yet ended, Japan is in the process of returning to its former daily situation, but at the same time structural issues have come sharply into focus. Chronic deflation has continued for over 30 years; depopulation, ultra-low birthrate and social ageing are accelerating; and poverty and disparities are expanding. Global issues such as climate change, terrorism and conflict are also demanding urgent attention.

With Japan facing a wide range of issues, it is absolutely crucial that we create a sustainable and inclusive society, not one that collapses under the weight of these issues, and we are aware that trade unions must perform an ever-broader role. We at RENGU uphold “A Secure Society based on Work” as the image of the society we should aim for. Placing the most important value on “work,” with autonomy and mutual support as the basis, aiming for a participatory society overflowing with vitality, where everyone can participate in society under fair working conditions and through diverse work styles, and where safety nets function reliably. We are working with all our strength to realize this society.

For this purpose, we will promote a gathering of colleagues who treasure a diversity that firstly secures gender equality and does not discriminate on the basis of gender, age, nationality, disabilities, employment type, or other differences, and we will expand the circle of the movement to gain “understanding, empathy, and participation.” Further, as the National Center, while cooperating with the international trade union movement, we will go forward with the best of our ability to be an organization that is firstly trusted by workers as a matter of course, but is also trusted by increasing numbers of the Japanese people.

“Let’s go forward together in all kinds of work”

We at RENGU will continue to walk forward with everyone.

President, JTUC-RENGO  
Tomoko Yoshino





## Mission

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

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

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

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

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

## RENGO Principles

### Article 1

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

### Article 2

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

### Article 3

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

### Article 4

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

### Article 5

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

### Article 6

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

### Article 7

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

### Preamble (excerpt)

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

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

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

## Annual Actions





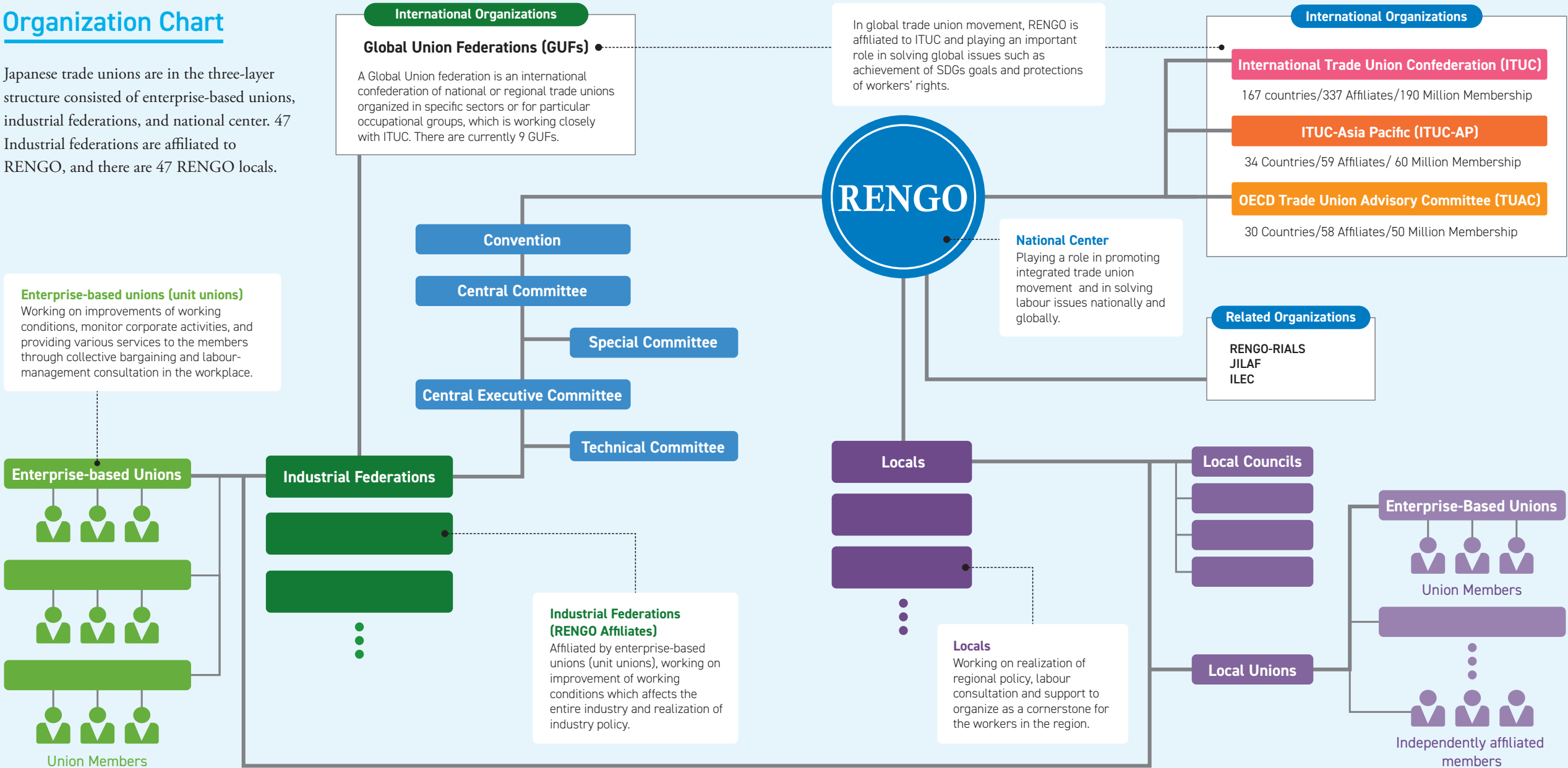
# “Hope-filled” and “Secure” Society

- We Built with All Workers

RENGO (Japanese Trade Union Confederation) is the trade union national center in Japan established in 1989. We promote trade union movement to protect employment and lives for all workers, with 7 million memberships.

## Organization Chart

Japanese trade unions are in the three-layer structure consisted of enterprise-based unions, industrial federations, and national center. 47 Industrial federations are affiliated to RENGU, and there are 47 RENGU locals.





# A Secure Society Based on Work

## - Protecting, Connecting, and Creating

### We will change the Future.

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

#### Bridge I Connect Education and Work

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



#### Bridge II Connect Life and Work

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

#### Bridge III Change Workstyles

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

#### Bridge IV Connect Unemployment to Job Opportunities

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



#### Foundation

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

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

## Foundation

#### Bridge V Create Healthy and Longevous Society

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





Let’s walk together and change together, taking society on to a new stage — expand the circle of colleagues, and aiming for a Secure Society,

In the midst of huge changes in the socioeconomic situation, RENGO has taken action to maintain and create employment, to improve wages and working conditions, and to strengthen social safety nets. However, rising prices and rapid increases in energy costs have struck hard at the daily lives of the Japanese people, and those in weaker positions have been placed in more difficult situations due to the fragility of social safety nets, precarious employment, and the expansion of poverty and disparities. We must now check again to see if the entire trade union and RENGO movement is truly “always by your side” for all working colleagues. As society and the economy currently stand at a crossroads, we are being required all the more to deepen the movement to meet the expectations of all working colleagues. We will continue to go forward making efforts toward the realization of a sustainable and inclusive society where everyone can look forward to the future with hope.

Action Policies 2024-2025

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

Priority Area

1

Pursuit of Collective Industrial Relations that will Protect and Connect All Working Colleagues

1. Construction and Strengthening of Collective Industrial Relations that Include Diverse Types of Workers

2. Promotion of Efforts that Connect and Support Working Colleagues and Responses to New Issues

3. Attainment of the Organizational Expansion Goal and Strengthening of the Base toward Realization of the “Organizational Expansion Plan 2030”

4. Efforts toward the Rejuvenation Small and Medium-sized Enterprises (SMEs) Making Use of the RENGO Platform (Smiles and Energy Platform)

5. Public Opinion Formation and Policy Realization through a New Movement Style; Development of a Movement Expressing the Idea of “Always by Your Side” with All Working Colleagues

Related Goals of SDGs

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2

Promote the Movement to Protect and Create the Secure Society and Decent Work

1. Efforts for Joint Reform in Social Security, Education and the Comprehensive Tax

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

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

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

Related Goals of SDGs

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3

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

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.

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

3. Efforts for the Promotion of “Fair Work”

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

Related Goals of SDGs

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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

1. Promoting Mutual-Support and Mutual-Aid Movements

2. Promoting Peace Movements

3. Approach to Diversified Human Rights Issues

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

Related Goals of SDGs

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2

Promotion of Political Activities towards the Realization of a Democracy

1. Fundamental Principles of Political Activity

2. Substantial Promotion of Political Activities to Achieve

3. Initiatives for Political Reform

4. Revitalization of Local Politics

Related Goals of SDGs

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3

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

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

2. Strengthening of Collaboration with International Organizations

3. Initiatives for the Prevention of Labour Disputes and Promotion of Solutions

Related Goals of SDGs

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4

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

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

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

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

4. Initiatives for the Development of International Human Resources

Related Goals of SDGs

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Major Events in RENGU’s History

1987	Japanese Private Sector Trade Union Confederation (JPTUC-RENGO) inaugurated, unifying private sector trade unions of SOHYO, DOMEI, CHURITSU ROREN, SHIN-SANBETSU and other independent federations. <b>December</b> RENGU-RIALS (JTUC Research Institute for Advancement of Living Standards) established	July "Forum on Women’s Participation and Shorter Working Hours” held <b>October</b> RENGU held the 5th Biennial Convention	2007	<b>Jan.-Feb.</b> Public Dialogues on correcting disparities held nationwide <b>July</b> The Democratic Party of Japan (DPJ) won the Upper House election <b>October</b> The Department of Non-Regular Employment established at the HQ RENGU held the 10th Biennial Convention	2017	<b>September</b> "Labour-Management Symposium for Work Style Reforms" was co-hosted by RENGU and major 4 economic organizations <b>October</b> RENGU held the 15th Biennial Convention
1989	<b>May</b> JILAF (The Japan International Labour Foundation) established <b>November</b> Japanese Trade Union Confederation (RENGO) inaugurated, achieving the unification between private and public sector trade unions. (78 affiliates with 8 million members)		2008	<b>October</b> "World Day for Decent Work" rally	2018	<b>June</b> Nationwide campaign in response to Work Style Reform Laws launched <b>July</b> Torrential Rain Disaster wreaked havoc in western Japan: RENGU supported volunteer activities and fund-raising <b>November</b> First labour consulting service through SNS (LINE)
1990	<b>January</b> "Labor Consultation Hotline" set up for workers in smaller businesses and part-time workers <b>May</b> Local RENGUs formed in all 47 prefectures <b>September</b> "Japanese Archipelago Cleaning Campaign" launched as a nationwide united action		2009	<b>March</b> "Tripartite Agreement for the Realization of Employment Stability and Job Creation" signed <b>May</b> "Urgent Rally to free Daw Aung San Suu Kyi and other democratic activists" held <b>August</b> Change of government following the Democratic Party of Japan (DPJ) historic victory in the general election <b>October</b> RENGU held the 11th Biennial Convention	2019	<b>October</b> RENGU held the 16th Biennial Convention "RENGU Action" started RENGU Headquarters for Response to Typhoon Hagibis established, fund-raising and volunteer activities developed
1991	<b>July</b> "National Campaign for Working Hour Reduction: Relaxation Caravan" <b>September</b> RENGU Diet Members Council launched <b>November</b> RENGU held the 2nd Biennial Convention		2010	<b>December</b> Published proposals on "Towards a 'Secure Society based on Work'", the image of society Japan should aim	2020	<b>March</b> Initiative developed for employment, economic and livelihood support measures regarding the coronavirus crisis <b>April</b> 100th year of May Day in Japan <b>Jul.-Sep.</b> Dialogues with the government on labour policy regarding the coronavirus crisis <b>October</b> "Wor-Q" website launched for resolving freelancer issues
1992	<b>May</b> Official dialogue with the All-China Federation of Trade Unions (ACFTU) resumed <b>December</b> Hosted ICFTU-APRO 15th Regional Congress in Tokyo		2011	<b>March</b> The Great East Japan Earthquake hit; RENGU sent volunteer workers to the affected areas <b>October</b> RENGU held the 12th Biennial Convention	2021	<b>June</b> 30% female participation rate reached at RENGU’s 85th Central Committee Meeting <b>October</b> Labour-consultation chatbot "UniBo" launched RENGU held the 17th Biennial Convention
1993	<b>May</b> Mass action, "Let’s Go to the Diet to Realize Political Reform", human chain around the Diet building <b>October</b> RENGU held the 3rd Biennial Convention		2012	<b>January</b> "RENGU Town Meetings: for a secure society based on work" held <b>May</b> Plan for "RENGU with 10 million members" endorsed <b>December</b> Coalition government of LDP and Komeito formed	2022	<b>November</b> First ITUC President from RENGU elected at the 5th ITUC World Congress
1994	<b>July</b> "RENGU Forum on Policy and Politics" formed <b>December</b> "Joint Study Group for the Creation of New Industries and Employment" launched in collaboration with Nikkeiren (Japan Federation of Employers' Associations)		2013	<b>April</b> "STOP unequal society! Campaign for a better living" launched <b>October</b> RENGU held the 13th Biennial Convention	2023	<b>Jan.-Feb.</b> RENGU Immediate Action ("National Caravan" Campaign) & Parade <b>October</b> RENGU held the 18th Biennial Convention
1995	<b>Jan.-Mar.</b> Support activities and fund-raising for victims of the Hanshin-Awaji Earthquake <b>October</b> RENGU held the 4th Biennial Convention <b>November</b> ILEC (Institute of Labour Education and Culture) established		2014	<b>March</b> Burma Office Japan closed <b>Sep.-Dec.</b> Relayed campaign traveling through all prefectures of Japan against deregulation of worker's protection		
1996	<b>February</b> First overseas showing of "Hiroshima-Nagasaki Atomic Bomb Exhibition" in Paris <b>June</b> Nationwide united action for gender equality legislation		2015	<b>April</b> Institute for Solidarity-based Society of Hosei University(ISS-HU) commonly known as "RENGU Graduate School" launched <b>August</b> Big rally and surround the Diet by chain of 14000 people with the strong voice, "No to current administration" <b>October</b> RENGU held the 14th Biennial Convention		
1997	<b>February</b> "10-day Sit-in in front of the Diet" held to protest the proposed medical reform plan		2016	<b>Apr.-May.</b> The Kumamoto Earthquake hit; Rengo supported volunteer activities and fund-raising <b>August</b> Conducted Japan's first workplace awareness survey on LGBT		
		1998				
		1999				
		2000				
		2001				
		2002				
		2003				
		2004				
		2005				
		2006				



Leadership



**Tomoko YOSHINO**  
President  
JAM



**Hideyuki SHIMIZU**  
General Secretary  
NIKKYOSO

Deputy Presidents

Akihiko MATSUURA	UA ZENSEN	Chihiro ISHIGAMI	JICHIRO
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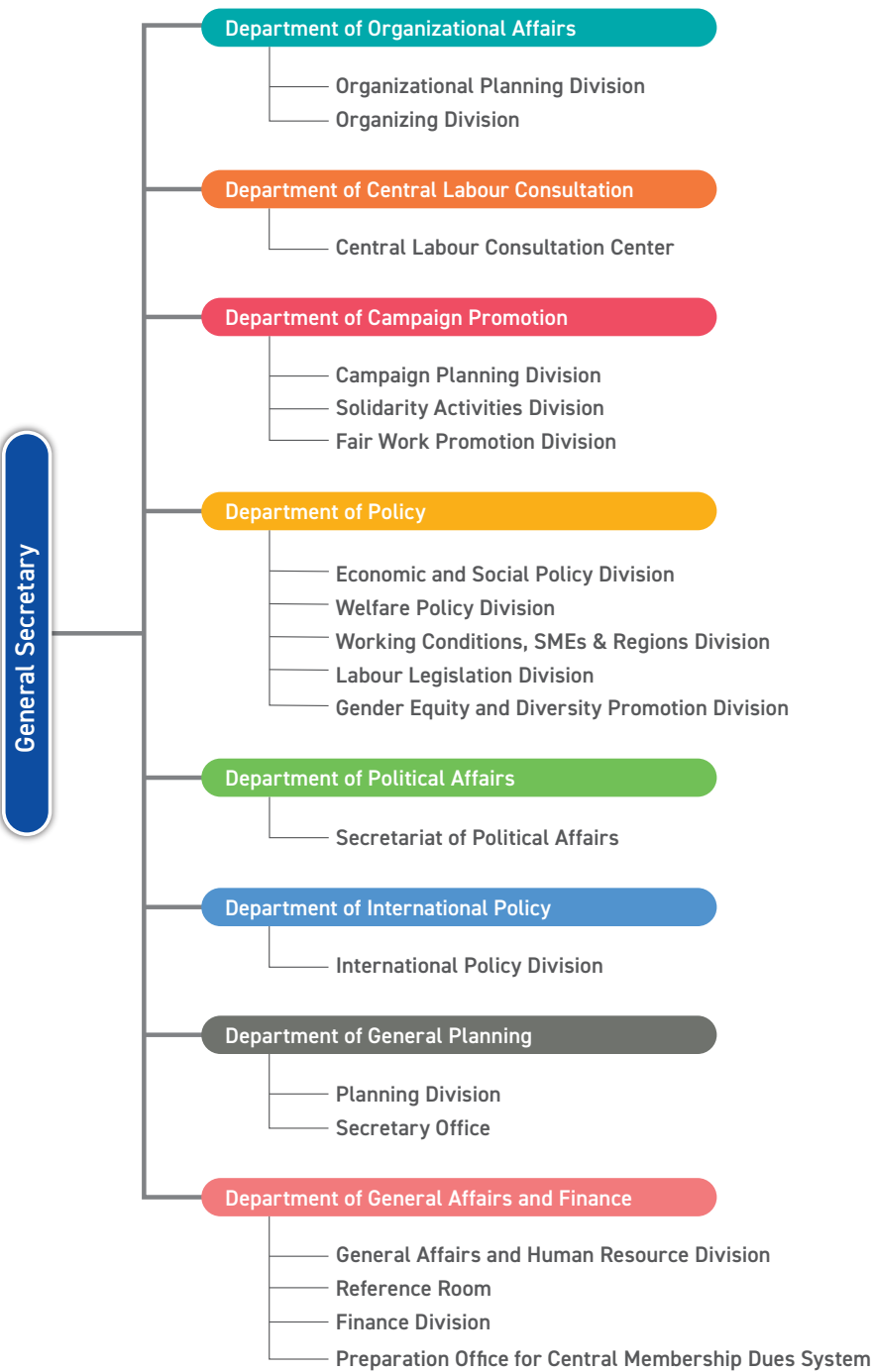
Vice Presidents

Akihiro KANEKO	JIDOSHA SOREN	Moriya MIBU	DENRYOKU SOREN
Hitomi KIMURA	JICHIRO	Kyoichi ANDO	JOHO ROREN
Masashi JIMBO	DENKI RENGU	Mikiko OKATA	JOHO ROREN
Shinobu YAMANAKA	DENKI RENGU	Yukitaka NARITA	UNYU ROREN
Katahiro YASUKOCHI	JAM	Shunji HORITANI	JEC RENGU
Masao TSUMURA	KIKAN ROREN	Toshiyuki ITO	FOOD RENGU
Yukinori ISHIKAWA	JP ROUSO	Asuka SAKURADA	SERVICE RENGU
Tsukasa TAKIMOTO	NIKKYOSO		

Assistant General Secretaries

Sakae OGUMA	UA ZENSEN	Shinichi KITANO	JOHO ROREN
Yoshiko NORIMATSU	NIKKYOSO	Kumie INOUE	KOKKO RENGU
Yasuhiro NAITO	DENRYOKU SOREN	Yoko MURAKAMI	RENGU SECRETARIAT

Headquarter







01. UA ZENSEN

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



02. JIDOSHA SOREN

Confederation of Japan Automobile Workers' Unions (JAW)



03. JICHIRO

All-Japan Prefectural and Municipal Workers Union



04. DENKI RENGU

Japanese Electrical Electronic & Information Union



05. JAM

Japanese Association of Metal, Machinery and Manufacturing Workers



06. KIKAN ROREN

Japan Federation of Basic Industry Workers' Unions (JBU)



07. SEIHO ROREN

National Federation of Life Insurance Workers' Unions



08. JP ROUSO

Japan Postal Group Union



09. NIKKYOSO

Japan Teachers' Union (JTU)



10. DENRYOKU SOREN

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



11. JOHO ROREN

The Federation of Information and Communication Technology Service Workers of Japan



12. UNYU ROREN

All Japan Federation of Transport Workers' Unions



13. JEC RENGU

Japan Federation of Energy and Chemistry Workers Unions



14. SHITETSU SOREN

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



15. FOOD RENGU

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



16. SOMPO ROREN

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



17. JR RENGU

Japan Railway Trade Unions Confederation (JRTU)



18. KOKKO RENGU

Japan Public Sector Union



19. KOKU RENGU

Japan Federation of Aviation Industry Unions (JFAIU)



20. KAIIN KUMIAI

All Japan Seamen's Union (JSU)



21. GOMU RENGU

Japanese Rubber Workers' Union Confederation



22. KOTSU ROREN

Japan Federation of Transport Workers' Unions (JFT)



23. SERVICE RENGU

Japan Federation of Service & Tourism Industries Workers' Unions



24. KAMIPA RENGU

Japanese Federation of Pulp and Paper Workers' Unions



25. ZEN DENSEN

Japan Federation of Electric Wire Workers' Unions (JEWU)



26. ZENKOKU GAS

The Federation of Gas Workers' Unions of Japan



27. INSATSU ROREN

Federation of Printing Information Media Workers' Unions



28. CERAMICS RENGU

All Japan Federation of Ceramics Industry Workers

29. ZEN SUIDO

All-Japan Water Supply Workers' Union



30. JR SOREN

Japan Confederation of Railway Workers' Unions (JRU)



31. ZENKOKU NODANRO

National Federation of Agricultural, Forestry and Fishery



32. ZENJIKO ROREN

National Federation of Automobile Transport Workers Unions



33. MEDIA ROREN

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

34. ZEN ROKIN

Federation of Labour Bank Workers Unions of Japan



35. HEALTH CARE ROKYO

Japanese Health Care Workers' Union



36. SINRIN ROREN

Japanese Federation of Forest and Wood Workers Union



37. ROSAI ROREN

Federation of ZENROSAI Trade Unions



38. ROKYO ROREN

Confederation of Labour Supply Trade Unions



39. ZEN INSATSU

All Printing Bureau Labour Union



40. JICHI ROREN

National Federation of Prefectural and Municipal Workers' Unions

41. ZENKOKU UNION

Japan Community Workers Union Federation

42. ZENKOKU KEIBA RENGU

National Federation of Horse-racing Workers

43. JA RENGU

All Japan Agriculture Cooperative Staff Members' Union

44. KOUN DOMEI

Japanese Confederation of Port and Transport Workers' Unions

45. ZEN ZOHEI

All Mint Labour Union

Associated Organizations

46. NIKKENKYO

Council of Japan Construction Industry Employee's Unions



47. NIKKOKYO

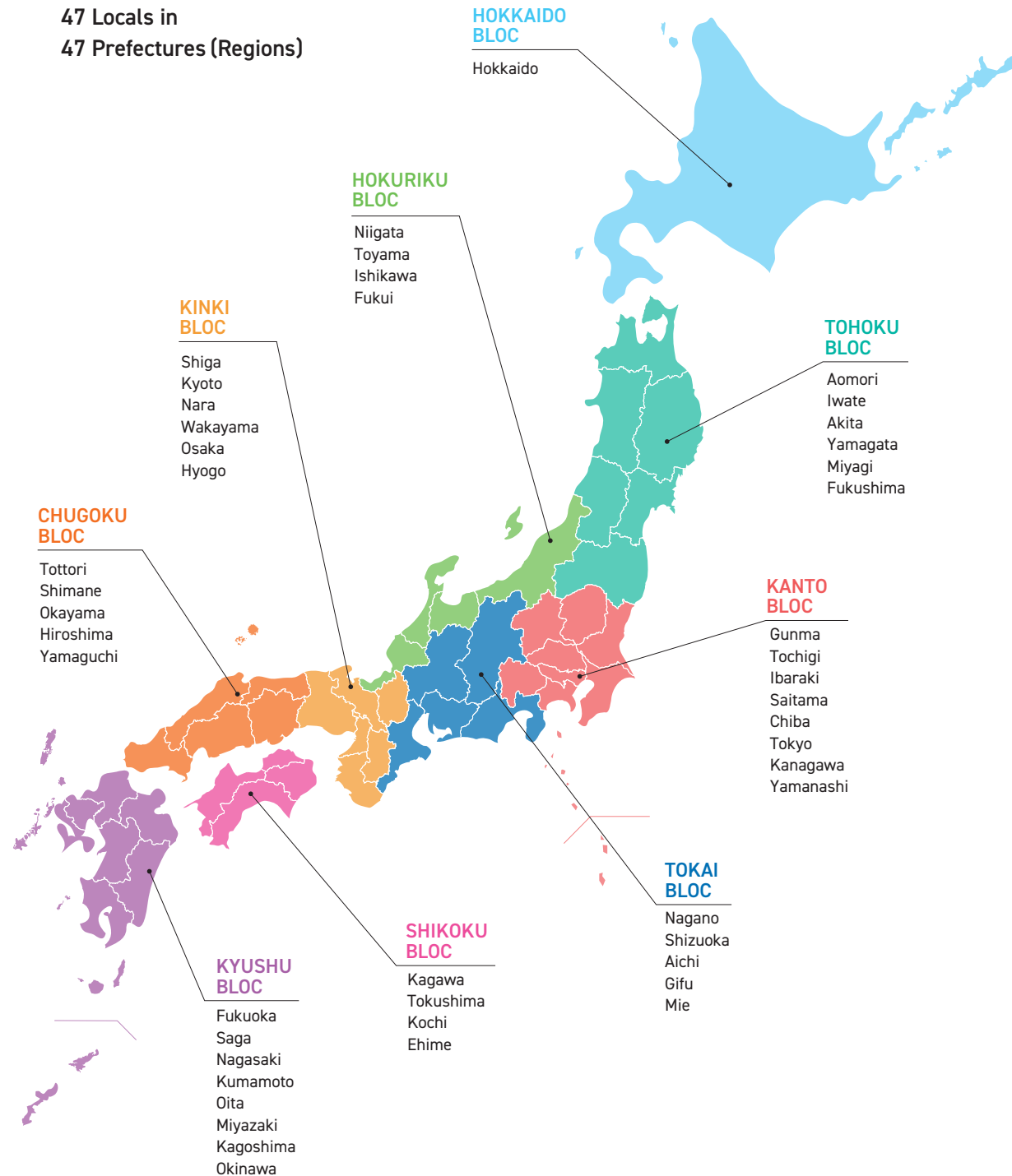
Japan Senior High School Teachers Union (JSTU)

as of October 2023



## Locals

### 47 Locals in 47 Prefectures (Regions)



## Related Organizations

### 連合総研

#### RENGO-RIALS

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

RENGO Research Institute for Advancement of Living Standards, the RENGO think-tank, started in December 1987 as the first full-scale research body for the trade union movement.



#### JILAF

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

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



#### ILEC

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



#### Taishokusha-RENGO

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



#### Chuo-Rofukukyo

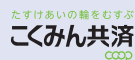
The Central Council of Worker Welfare Associations is a liaison council composed of worker welfare organizations which is run independently in cooperation with trade union organizations and working people. Its aim is to comprehensively promote worker welfare activities.



#### Labour Bank

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

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



#### Kokumin Kyosai co-op

<English> <https://www.zenrosai.coop/english/english.html>

Kokumin Kyosai co-op stands for the National Federation of Workers and Consumers Kyosai Cooperatives, rebranded from Zenrosai. Based on the cooperative principle, Kokumin Kyosai co-op provides insurance and mutual help for its members. It has been working hand in hand with trade unions for the workers welfare movement, with its service extending to all the workers in the community.