

## IMF-JC 2012 Action Program (excerpt)

Determined at IMF-JC 50<sup>th</sup> National Convention on September 6, 2011.

### 1. Basic Concepts in Developing the Movement

The Great East Japan Earthquake disaster started with a massive magnitude 9.0 earthquake that was the largest in recorded history, then was followed by a massive tsunami and a nuclear accident. It was an unprecedented disaster that is thought to occur just once in a millennium. This tragedy took the lives of many IMF-JC members and their families. In the metal industry, numerous factories were directly impacted by the earthquake and the tsunami. On top of this, insufficient power supply led to rolling blackouts throughout March, causing delays in production activity throughout all of the Tohoku and Kanto areas. These events caused a breakdown in the supply chain, forcing factories nationwide to curtail or cease operations and causing massive confusion at manufacturing plants both in Japan and throughout the world, since Japan supplies vital parts and materials to companies globally.

To quickly recover and rebuild from the disaster, restore Japan's growth capability and bring the country back to life, the manufacturing industry, which is Japan's core industry, must lead the way. The IMF-JC is putting all of its might into efforts toward the TPP and other improvements in Japan's manufacturing business environment, along with the promotion of R&D, proliferation, and export of future growth sectors such as solar, wind, new bioenergy and other renewable energies, as well as energy-saving technology, disaster prevention, medical care, nursing care, and social infrastructure.

In concert with this, even amidst the upheaval caused by the earthquake, the IMF-JC will seek to fulfill its role as a labor union in securing the maintenance and creation of jobs, proper wages and working conditions. We will also seek quality employment and strive for wages and working conditions befitting Japan's core industry in order to further strengthen the advantages of Japan's metal industry, which are rooted in its workplaces, by protecting and training personnel in manufacturing.

We are facing many major trials in terms of recovery and reconstruction after the earthquake. However, by providing numerous materials, parts, and equipment, the metal industry will serve as the industrial cornerstone of the reconstruction and recovery efforts. The domestic metal industry is still in its recovery process, but we must return to our full production

capacity and do all we can to supply the products that will handle the recovery and reconstruction efforts as soon as possible.

In addition, we can also say this disaster allowed us to reconfirm the essential role played by the cutting-edge, high-quality, high-performance parts and materials produced by Japanese companies in the production activities of the metal industry both in Japan and throughout the world, as well as the importance of Japan in the supply chain.

Japan's economy was finally on its way to overcoming the recession that followed the onset of the global financial crisis, and in terms of the metal industry, the importance of domestic manufacturing bases in global business development had been reaffirmed. The government was working toward proposing effective policies to maintain and strengthen domestic manufacturing, including enactment of its New Growth Strategy set in June 2010, consideration of participation in the TPP (Trans Pacific Partnership), and cuts in corporate taxes. However, just as this progress was taking shape, Japan was hit by the Great East Japan Earthquake.

Even before the damage from the earthquake, Japan was facing various factors that obstructed growth, including an aging society, falling birth rate, and ballooning government debt. Currency appreciation, deflation, delays in signing free trade agreements, and high corporate taxes were also among the factors that hindered sustainable growth in manufacturing. Following the disaster, insufficient energy supply, declines in sales and other financial damage due to rumors about radioactive contamination, and movements to decentralize parts suppliers to avoid risk of supply shortage were added to Japan's problems, forcing Japan's metal industry into an even more severe position.

If domestic manufacturing takes too long to reorganize, it will surely lead overseas customers away from doing business with Japan. And there is concern that many Japanese companies will also accelerate their shifts in production abroad amidst the mountain of factors inhibiting their industrial activities. We will expand our efforts to act so that the domestic manufacturing base will be maintained and bolstered, that Japan's metal industry can continue to lead the world market, and that we can fulfill our vital role in the global supply chain. We will also work toward improving the climate for manufacturing and opening future growth areas.

In addition, huge waves of change are rocking international labor movements. Along with cross-border unifications of industry-based unions, the unification of GUFs is also moving forward. If we at the IMF join forces with the International Federation of Chemical, Energy, Mine and General Workers' Unions (ICEM) and the International Textile, Garment and Leather Workers' Federation (ITGLWF), we could establish an even stronger global manufacturing labor organization. These movements are also exerting a major influence on the approach of the IMF-JC toward how it will shape its organization in the future.

In addition to building a stronger organization for the international labor movement, we will fulfill our roles and responsibilities as a core organization in this new GUF toward consensus building on matters such as membership dues and other financial issues, the operation of decision-making bodies, and the strengthening of sector-based working parties.

## 2. Supplement to the IMF–JC 2011–12 Action Program

The Great East Japan Earthquake that struck in March and the subsequent nuclear crisis have brought about nationwide challenges for Japan, including the breakdown of the supply chain and ensuring a stable supply of energy, which have created a critical situation for the Japanese manufacturing industry that puts the sustainability of domestic employment at risk. In addition, the merger of the three manufacturing Global Union Federations (GUFs), which was confirmed by the IMF Executive Committee in May 2011, will also bring large changes to the IMF–JC movement. In 2012, we will supplement our Action Program taking into account these significant events.

In the 2011–2012 Action Program formulated at the IMF–JC's 49<sup>th</sup> National Convention in September 2010, we confirmed our commitment to developing the movement, resolving to continue taking “assertive action with the intention of improving the livelihoods of workers in the metal industry, realizing sound and sustainable industrial development, and through the achievement of these objectives realizing stable growth of the national economy.” In 2012, the latter half of the two-year Action Program, we will deepen our activities and aim for revitalization based on the Action Program. In addition, in light of the Great East Japan Earthquake, we will focus our energies in particular on activities that soundly contribute to Japan's recovery and restoration.

### 1. Establishment of working conditions worthy of the metal industry

From the standpoint of stable employment and stable livelihoods for people working in the

metal industry, investing in people, and creating a virtuous cycle of establishing attractive working conditions and strengthening competitiveness, the IMF–JC is pursuing quality employment, which forms the basis of long-term stable employment, and is aiming for wage and working conditions worthy of a key industry.

Within the IMF–JC, we have strengthened information exchanges related to a number of actions companies took in response to the disaster, such as changing work systems to save electricity, and the resulting burden placed on workers and effects on their public and private life. We actively sought improvement in areas where improvement was needed.

Furthermore, the March 11 disaster drastically changed economic conditions, and predicting what the situation will be in the future is now even more difficult than before. While continuing to pursue fair distribution of returns to workers and working conditions worthy of the metal industry, in the 2012 Spring Offensive we will focus more than before on economic trends and circumstances in the industry and at companies and take action after conducting detailed reviews.

## **2. Measures to enact policy for the private sector, manufacturing and metal industries**

In the areas of policy and program issues and industry policy, the IMF–JC is actively developing measures to preserve and strengthen the domestic production foundation, to ensure that Japan's metal industry continues to lead the global market, and to play an essential role in the global supply chain. In conjunction with this, we are also developing measures to further improve business conditions for manufacturing and to cultivate future growth sectors.

Among the ways to improve business conditions for manufacturing, early participation in the Trans-Pacific Partnership (TPP) is extremely important for Japan's renewal, and we are therefore strengthening our efforts to this end. In addition, we are taking steps to encourage research and development, adoption, and export of the future growth sectors of renewable energy such as solar, wind and new bioenergy, energy-saving technology, disaster prevention, medical care, nursing care, and social infrastructure.

Moreover, as the IMF–JC we are reviewing our response to global environmental problems and the future shape of Japan's energy security, which encompasses energy policy, including the electricity supply system and nuclear power policy, and environmental policy.

Focusing on the employment situation in the metal industry, we will quickly take action when necessary to maintain and stabilize employment.

### **3. Development of international labor movements corresponding to changes in global circumstances**

In terms of international labor movements, we received many messages and donations from metal labor unions in various countries in response to the Great East Japan Earthquake. In light of the expectations various countries have for the IMF–JC's international activities, we will further strengthen our international solidarity activities centered in Asia. As part of this, we will strive to support information exchanges and labor–management consultations as well as strengthen activities more than in the past to prevent labor–management disputes. Using the networks of Japanese corporations already established as leading examples, we will actively develop activities to have similar networks established at other companies as well as build healthy labor–management relations at Japanese corporations.

As a core IMF organization, we will reflect the views on the merger of the three manufacturing GUFs to ensure a strengthened international labor movement and effective organizational administration.

### **4. Efforts to strengthen organizations and building a more effective movement**

As we pursue further division of roles as the private sector, manufacturing and metal industries, we will strive to enhance the Rengo Central Coordinating Council for Metalworkers' Unions on a central level within Rengo's sector administration as well as enhance activities in the Regional Rengo Coordinating Councils for Metalworkers' Unions. We will endeavor to understand the actual conditions of non-regular workers in manufacturing workplaces and exchange information related to organizing them. In addition, we will share information on global labor movements in our PR activities, streamline our educational activities, and advance the IMF–JC Mid-Term Women's Participation Targets and Action Plan to encourage women's participation in metalworkers' labor movements.

While agreement has been reached on the role of the IMF–JC as an organization, which is organizational administration focused on international labor movements, aspects of the merger of the three manufacturing GUFs and the problem of member dues have the potential to affect future organizational administration. Therefore, we will hold discussions on our role in light of global organizational reforms and submit a report at the upcoming 51<sup>st</sup> National Convention.

In order to gain a greater voice and play a central role as the organization representing Japanese metalworkers' unions in the strengthening international labor movement, it goes without saying that we must buttress our position by achieving results in domestic labor movements, in other words by improving wage and labor conditions, implementing policy and program measures, and conducting regional activities. Within this, we will examine our organizational administration as the IMF–JC in a set of four initiatives, namely establishing working conditions worthy of the metal industry; measures to realize policy as the private sector, manufacturing and metal industries as well as establish the domestic business foundation; international labor movements; and organizational strengthening.