

2025 UA ZENSEN Mid-term Vision

Adopted at 4th UA ZENSEN Central Committee Meeting, 28th January 2016

I. Understanding of External Environment

1. Conditions in the World

◇ Increasing severity of global environmental problems, concerns over energy and resource shortages

◎ The world population is projected to experience explosive growth from approximately 6.9 billion in 2010 to approximately 8.1 billion in 2025 and 9.9 billion in 2060. Ninety percent of this growth is forecasted in developing countries.

◎ Along with the increasing severity of global environmental problems and the population explosion and economic development in emerging and developing countries, conflicts are beginning to occur between countries over resources.

◇ Widening income disparity and global destabilization

◎ Income disparity is widening due to the negative impacts of globalization.

New terrorist attacks and conflicts are frequent, and the world is becoming less stable.

2. Conditions in Japan

◇ Rapid population decline, super-aging society, low growth, diversifying values

◎ Japan's population is projected to decline from a peak in 2008 to 120.66 million in 2025 and then decline sharply from the 2040s. The population aging rate (the percentage of people age 65 and older among the total population) surpassed 23% in 2010. Family structures are also diversifying but disparity and inequality between men and women still exists. Realizing gender equality is a social issue of the highest priority.

◎ The Japanese economy continues to post low growth, and we are reaching the limits of the social security systems and employment practices established during the era of population and economic growth.

◇ Employment degradation

◎ Disparity has widened in the "lost 20 years" after the burst of Japan's economic bubble, and poverty has become a social issue. Degraded employment conditions are a serious problem, with a growing polarization between regular workers who work long hours and so-called non-regular workers with unstable employment and low wages that make building a career difficult.

◎ Amid this situation, the number of low-income workers termed the working poor is increasing, and the number of people receiving public assistance is also rising sharply. The

relative poverty rate of single-parent households and children is particularly high, and is the worst among developed countries.

◇ Community decline, recovery and restoration from the Great East Japan Earthquake, and community participation

◎ Against a backdrop of deteriorating fiscal conditions in Japan, regional economic foundation has weakened. Opportunities for employment regionally are decreasing and regions are economically distressed.

◎ Recovery and restoration from the Great East Japan Earthquake need to include the participation of community residents and efforts to create sustainable communities.

II. Our Aspirations for Society

—A sustainable society in which people can live satisfying and fulfilling lives—

Amid widening social disparity and weakening social solidarity, we must build a sustainable society in which all people participate and share responsibility to allow people to lead fulfilling lives across their entire lifetime, not just during their working life. It should be built on a foundation of acceptance of individual diversity, personal bonds, and mutual support.

<Conversions needed to realize our aspirations for society>

Conversion to an economy and society to achieve quality development

Conversion to social and economic systems premised on rapid population decline and a super-aging society

Conversion to public policy that aims to create a country founded on diverse human resources that support society

III. Four Challenges for UA ZENSEN

Rather than giving top priority to competition and emphasizing self-responsibility and self-help, UA ZENSEN believes that strengthening the safety net and creating systems that allow people to feel safe in taking on challenges is the foundation upon which people develop and demonstrate their capacities. To realize our aspiration of a sustainable society in which all people can live satisfying and fulfilling lives, we are focusing on achieving the following four challenges by 2025.

Challenge 1: Individual choice in work styles

Creation of employment that gives people choice and allows them to demonstrate their capabilities and lead a full life

<Direction of these efforts>

- ◎ Rectify irrational disparity in employment
- ◎ Develop conditions that allow all people who want to work to participate in work
- ◎ Create employment that allows the work style to be chosen from the worker's stand point
- ◎ Create employment that allows people to work with peace of mind and demonstrate their capabilities

Challenge 2: Creation of sustainable and appealing industries

<Direction of these efforts>

- ◎ Fulfill organizational social responsibility
- ◎ Improve productivity placing central focus on the value of human resources
- ◎ Propose and advance industrial policy in cooperation with industries (sectors/categories) linked with social policy

Challenge 3: Building reassurance so that all people are able to lead a fulfilling life

<Direction of these efforts>

- ◎ Rebuild, improve, and expand the safety net
- ◎ Eliminate serious incidents at workplace

Challenge 4: Creation of sustainable and reassuring regional communities based on personal bonds and mutual support

<Direction of these efforts>

- ◎ Advance urban community development policy
- ◎ Make policy proposals and take action to realize policy
- ◎ Continue to support recovery and restoration from the Great East Japan Earthquake and incorporate the lessons learned from this experience into regional development nationwide

IV. Issues we face and expectations of our organization

<Issues we face>

◇ Issues in the Japanese labor movement

Maintaining and securing employment has become the highest priority issue amid the deflationary economy. Unions have generally been forced to focus their efforts inward and have not adequately fulfilled their social responsibility. The labor movement, which should

protect the dignity of labor and be a driver of social reforms to achieve social justice, is now its raison d'être called into question.

◇ Issues for UA ZENSEN

The strength of industrial unions is the collective strength of their affiliated unions. However, we have not been able to develop a movement that fully demonstrates our strength of scale as organizational strength. Affiliated unions need to raise their organizational strength, and our organization must fully adapt to the diversity of our affiliated unions. At the same time, our affiliated unions also need to share our objectives with a sense of responsibility as members of an industrial union and work in the same direction to advance the movement. Amid transformation of the industrial structure, we must work to quickly overcome industry issues and devise and enact industrial policy as the industrial union as well as build labor-management relations at industry level to achieve this.

There should be common understanding throughout the entire UA ZENSEN on what kind of movement should be conducted in common by UA ZENSEN as a whole, and what kind of movement should be conducted at the industry (sector/category) level according to the industry (sector/category) characteristics as well as what kind of movement should be conducted at the regional level, and then clarify the direction of these movements.

<Expectations of our organization>

It is essential that we shorten the distance between affiliated unions and UA ZENSEN, and that we are an organization in which affiliated unions participate in the UA ZENSEN movement with a sense of ownership. UA ZENSEN, as the organization that develops the allied movement with the promise to take unified action to achieve common goals, must become an organization that demonstrates collective strength while adapting to the diversity of the affiliated unions and their members.

- ◇ **Organization that leads the labor movement and is a driver of social reform**
- ◇ **Organization that places central focus on the movement at the industry (sector/category) level to overcome industry issues and realize industrial policy**
- ◇ **Organization that strengthens the regional organizational base and resolves regional issues for workers**
- ◇ **Organization that resolves issues for workers with diverse forms of employment**
- ◇ **Organization that firmly advances realization of a gender-equal society**
- ◇ **Organization that recognizes differences in environments, industrial sectors/categories, maturity of union activities, and other conditions at small- and medium-sized labor unions and is able to provide detailed follow-up according to the respective issue**

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