



# National Confederation of Trade Unions

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## 23<sup>rd</sup> Regular Convention of ZENROREN

(East 21 Hall, Tokyo, 23-25 July 2008)

*Tentative translation*

### 1<sup>st</sup> Item of the Agenda

#### “Action Policy”

*Let Us Make the Best Use of the Constitutional Provisions  
on Our Workplaces and in Our Living! Let Us Fight  
against Poverty and Inequalities and Achieve Peace!*

#### **I. Zenroren Movement Entering Its 20<sup>th</sup> Year**

##### **1. 20 years of continuation and development of the tradition of struggle**

On November 21, 1989, Zenroren, the trade union national center, heir of the positive and militant tradition of the postwar labor movement, was born. It was the fruit of workers' ardent desire to have a national trade union structure to fight more efficiently against pay freeze, destruction of jobs, ill revision of social security and tax increase implemented by business circles, big enterprises and the governments, and to propose and lead a national united struggle and people's movement in favor of peace and democracy. For 20 years since its founding, Zenroren has always been militant and taken the lead of the struggle, encouraging workers and the people at large.

##### **2. During the tumultuous 1990s, Zenroren led the labor movement**

With the fall of the “Berlin Wall” in November 1989, an U.S.-model capitalist market economy spread rapidly around the world. Under the neo-liberalism and market economy system that prioritize competition and efficiency while systematically excluding intervention of the government into the market, full employment and social protection were under attack. Japanese traditional industrial relations characterized by seniority-based pay system and lifetime employment were denied, contributing to an accelerated rise in poverty and inequalities. Since the start of Gulf War in 1991, the Japanese government became increasingly subservient to the U.S. military strategy. At the same time, there was a rise of nationalism within Japan and the move towards the revision of the Constitution became more apparent. With the introduction in 1996 of a single-seat constituency election system, conservative forces grew stronger and neo-liberal “structural reforms” called for by business circles including deregulation and privatization, were implemented one after

another. During this difficult period, Zenroren intensified its struggle to protect workers from the consequences of restructuring of big corporations and campaigned in cooperation with other citizens to oppose the pension reform, consumption tax raise and to preserve the peace Constitution. We affirmed our opposition to neo-liberalism, put forth most compelling demands of workers and the Japanese people and held big corporations and the government responsible for meeting these demands. Zenroren, with its initiatives and arguments, has been leading the movements of the people and workers, gained wider support and extended cooperation among these movements.

### **3. Zenroren Contributed to Initiating Political Shift in 2007**

On entering the 21<sup>st</sup> century, all-out neo-liberal reforms were implemented forcibly in the framework of Koizumi's "Structural Reforms". At the same time, on the occasion of the September 11 "simultaneous terrorist attacks" in 2001, the Japan-U.S. Security System was redefined and the move for revising the Constitution gained ground with the formulation by the Liberal Democratic Party of a "draft of the new Constitution". Zenroren worked to strengthen the movement for the establishment of rules for work regarding employment, minimum wage, working time etc., the campaign against the legislation on emergency measure around Japan, against the ill revision of the Basic Education Law, the initiative for creating "Article 9 Association" and other grassroots initiatives relying on the dialogue and cooperation with all walks of life. Poverty and inequalities grew among workers and local communities impoverished very quickly due to the "trinity reform" of municipalities (decentralization of public services without transfer of financial resources to local governments) as well as the decline of agriculture under WTO regime, while big enterprises emerged as the sole winners profiting such a situation. In that context, Zenroren worked to develop joint actions from local level and contributed in making a change happen through the 2007 House of Councilors election that resulted in the defeat of the LDP and Komeito Party reflecting the "Revolt of Local Government" and voting behavior of people who do not support any party.

### **4. Zenroren's presence and role are more and more recognized and stand out**

Looking back the struggles it has carried on since its founding as well as the evolution of the situation, especially since the beginning of the 2000s, it is evident that Zenroren which, having identified its basic tasks and formulated them in the "Action Program" and "Objectives and Perspectives for the Beginning of the 21<sup>st</sup> Century", has tenaciously endeavored for achieving these tasks has today an increased presence within the society. As Japan's current political and economic systems serving the big business interests and subservient to the U.S. are getting deeper into a deadlock, Zenroren whose presence as well as its "Three Principles (independence from the capital, independence from political parties and unity in action on shared demands)" is now widely recognized has an increased role to play in making workers and the people major actors in the society. At the 23<sup>rd</sup> Convention, we will deepen our conviction concerning these points so that we will have confidence in the demands and the history of Zenroren, succeed an early realization of "two million-strong Zenroren" and make further steady steps towards a new goal.

## **II. Characteristics of the achievements of the past two years and identified tasks**

(Not translated)

## **III. Features of the situation around the 23<sup>rd</sup> Convention**

### **1. Upcoming general election**

(1) As the term of the House of Representatives is coming to an end, there will be a general election through which we will aim to change the current LDP-Komeito politics. The next general election will certainly be fought on the following two fundamental questions: (i) Do we endorse the continuation of the politics that gives priority to the strengthening of international competitiveness of big enterprises, promoting cost reduction and creating conditions favorable for market competition while poverty and social gap are further increased in particular by consumption tax raise, or do we inaugurate new politics that will redress the devastated social protection system and the labor-related legislations to make them serve for the improvement of living conditions of the population; (ii) do we allow Japan to follow in the footsteps of the U.S. and become a war-making nation or preserve the peace principles laid down in Japan's Constitution. Considering that the relationship between our struggle for our demands and the struggle for a major change in the politics is going to be much more direct than before, we will affirm our position in favor of an early holding of the general election. At both workplace and local community levels, we are going to intensify our political struggle aiming at obtaining "four changes": change from salary reduction, change from job destruction, change from ill revision of social protection and change from war-making country.

(2) We need to build a movement better adapted to an era where the opinion and movement of the population are the driving force of the politics. In fact, since last year, the public opinion has had much more influence on the course of politics than before. Therefore, it is important for us to work on the public opinion on workplaces and in local communities throughout the year using our slogans related to our pressing demands such as "reduce military spending and devote more money to improving living conditions", "big enterprises must pay more tax and social security contributions", "Eradicate poverty through stable jobs and minimum living guarantee" etc. In addition, Zenroren must be prepared to play a role in the National Movement for a Progressive Government that aims to bring together a popular majority to three common demands: better living standards, democracy and renunciation of the Japan-U.S. Security Treaty.

### **2. Arbitrary economic activities of big enterprises are the source of sufferings of workers and the population**

(1) Since the beginning of 2007, following the burst of the housing bubble in the U.S. with massive irrecoverable housing loans owned by low-income class of the population, credit insecurity has taken on a global scale, making likely a global

financial recession. At the same time, speculative money that used to be poured into stock market or obligations market is now directed to the market of futures such as cereals, crude oil and rare metals. This in turn has led to the skyrocketing prices of food, crude oil and raw materials and increases the anxiety about a possible food crisis and inflation. It is also indicated that a large portion of the speculative money comes from Japan. Astrological amounts of money are spend on money game and breeds a handful of millionaires while social gap is widening even in developed countries where workers in precarious jobs are sharply increasing and poverty has become a problem of society. As the U.N. report (2005) warns that there are 2.5 billion people living with less than 2 dollars a day in the world, inequalities are spreading and deepening everywhere in the context of globalization. On the other hand however, there are governments that declare rupture with neo-liberalism especially in Central and Latin Americas once considered as the U.S. backyard.

(2) While economic race commanded by the law of the jungle is continuing, emissions of CO<sub>2</sub> and other greenhouse effect gases causing global warming are increasing considerably and there is a fear that they will soon reach a point of no return. Japan is not only unable to honor its reduction goal based on Kyoto Protocol, but is one of the few countries whose emissions are on the increase. On of the causes of this is that Japan has increased thermal power generation using coal for reducing the cost. The savage “capitalism without rules” with weakened social regulation has aggravated the living conditions of workers and the population, impoverished the living of many people around the world, making the future of the earth uncertain. To share this understanding with wide range of people is an important step for developing our struggle.

(3) It is clear in the light of our two years of experience that it is primordial to strengthen our movement for the establishment of the rules for ensuring humane working conditions, including establishment of minimum wage, guarantee of stable employment, better social security and stronger regulation on hours of work, if we want to put an adequate control on arbitrary activities of Japanese big enterprises that continue to behave highhandedly, being cruel on workers and subcontractors and demanding always to lessen tax and minimize their social responsibility. Also, our initiatives aimed at establishment of sustainable local communities and improvement of food sufficiency are supported by more and more citizens as a movement to redress the excesses of globalization. We must look at the fact that the initiatives demanding a control over the economic activities of big businesses that are cause if the deterioration of living conditions of workers and the population begin to form a platform for a strengthened partnership between people’s movement and the labor movement. We must therefore enhance the joint struggle for getting all demands related to living conditions met.

### **3. For an aggressive movement for a Japan that does neither make nor take part in a war**

- (1) Although it has put huge amounts of money into the wars in Iraq and Afghanistan, the U.S. has not succeeded in restoring public order in these countries. Rather, the wars have spread terrorism and aggravated the already critical situation. In December 2008, the U.N. Resolution that provides ground for the stationing of U.S. troops in Iraq will expire and this will add a new obstacle to the continuation of the Japanese logistic support for the U.S. troops in Iraq. The government and the LDP want to institute a permanent law that would allow the SDF troops to go abroad any time. While financial state of Japan is worsening, the reorganization and consolidation of U.S. bases in Japan that will put another heavy financial burden on the population are being concretized to allow the combined use of U.S. and Japanese SDF forces. This calls for a strengthened movement for preventing Japan from taking part in any war.
- (2) The “Parliamentarians’ League for the Enactment of a New Constitution” inaugurated in March 2008 is joined by parliamentarians of the LDP, Komeito Party as well as Democratic Party of Japan. It claims that it will promote from the grassroots a movement for a constitutional revision now that the bill on national referendum has passed the Diet and that the LDP is preparing the draft of a new Constitution. It is actually a campaign promoted by the revisionists who try to counter the development of the anti-revision movement emerging from the grassroots. In addition, “education of patriotism” is going to be implemented by virtue of the revised Basic Education Law. Also, control of information by the state in an IT-society is being tightened with the enactment of “Internet Regulation Law”. We must be watchful to these moves, build a strong public opinion against the revision of the Constitution and slowly but steadily conduct and spread initiatives for making Japan a country that does neither make nor participate in any war.

#### **4. Establishment of working rules for non-regular workers – a central task for trade unions**

- (1) The struggle for poverty eradication and the struggle for denouncing the enterprises that use workers as disposable labor are supported by an increasing number of workers, especially young ones. The deplorable way the enterprises use temporary workers contracted on day basis, denying them even their human rights, combined with successive ill reforms of the social security system are pointed out as one of the causes of heinous crimes such as the case of the young temporary worker who killed passers-by in downtown Tokyo and poses a serious problem to the society. Moreover, “intergenerational transfer” of poverty and social gap are seen more and more as a real problem. This anti-poverty struggle is not limited to trade unions but typically encompasses much wider range of the population. We must take this new trend into consideration, reach out for individuals and groups beyond the traditional framework of cooperation and approach those workers whom we have had little contact.
- (2) One out of 3 workers is in precarious status and the ratio of two-income

households is on the increase. The number of workers in service industry has exploded. It has become an immediate task for us to adapt current labor policies and social security system to these new developments in labor market. We must also take into account the hollowing-out of social security funds especially the old age pension that is occurring in parallel with the increase of non-regular jobs, as well as degradation of working conditions for regular workers through extension of working time and intensification of work. As the working population tends to decrease, the government and business circles out of concern for controlling the social security cost are now insisting on “participatory society for everyone” and the “balance between work life and family life” and implementing an employment policy focused on women, the elderly, NEET people (not in employment, education or training) and migrants. We need to set forth a policy demands corresponding to the increase in non-regular workers and single households, expand cooperation and increase our criticism of employment policies that might make the rules of work a dead letter. We will strengthen Zenroren’s influence on the society, develop the struggle for betterment of working conditions of non-regular workers into a social movement while linking it with our organizing campaign.

#### **IV. Basic Orientation of Our Movement During the Two Years Ahead**

##### **1. We will develop the campaign for making full use of the Constitution on our workplaces and local communities**

We will develop the “Great Campaign for Another Japan” that has continued for two years into a “Campaign for Making Use of the Constitution in Living and Workplace” by linking it to our campaign for preserving the Constitution. In that campaign, we will take into account the following characteristics of the present day situation: (1) imposition of measures through “structural reforms” that aggravate inequalities and discrimination while poverty and social gap are left to be transferred from one generation to another; (2) aggravation of human rights violations such as harassment and violation of freedom of expression. We will rely on the constitutional provisions regarding the basic human rights in concretizing our initiative for the implementation of these provisions. We will combine this initiative with other initiatives, in particular the initiative opposing privatization of governmental and public services by the central and local governments and the initiative to oppose the reform in public personnel system aimed at depriving public workers of their right to speak. We will also oppose the revision of Article 9, seek for the realization of democracy and develop dialogue and cooperation with every walk of life. These initiatives will be deployed around the following three axes: (1) “eradication of poverty” through the establishment of working rules including wage increase, creation of regular jobs, shortening of working hours, increase in workforce, and the improvement and extension of social security system; (2) “creation of good local community life” through prevention of ill-revision of education, health, social welfare and other systems that sustain people’s living and activation of local economy; (3) “preservation of the Constitution” by demanding reduction and removal of U.S. bases in Japan, opposing the strengthening of SDF and calling for the observation of the constitutional provisions for peace.

### **(1) Deployment of “Eradicate Poverty Campaign” as a part of “Constitution for Working People Campaign”**

1) This campaign will be conducted with the aim of promoting cooperation among different organizations representing different sections of the population and forming a nationwide network under the slogans “Eradicate poverty! Improve social protection! Cut military spending! Make enterprises assume their social responsibility!”. We will seek for cooperation with wide range of the Japanese people and concretize joint actions of all federations and their local structures on the following tasks related to Article 25 of the Constitution: (1) securing stable jobs with a pay that does is not lower than public income support level; (2) establishment of guaranteed minimum pension system; (3) better health and social welfare services (revision of the late-elderly health care system, the law on the support for autonomy of the disabled and the nursing care insurance); (4) ensuring education of the population through provision of free education up to compulsory secondary school and gradual shift to free higher education.

2) We will concretize the “Campaign for Establishment of Working Rules on Workplaces” by making use of the Constitution. We will strengthen the movement to get the following guarantees to all workers in each workplace: (1) decent job and a pay that enable workers to live on; (2) workers’ three basic rights and other rights; (3) balance between work life and family life, safe working environment, better social security for humane working environment; (4) equal opportunity. We will strengthen as a joint campaign the Campaign for concluding collective agreements or labor agreements on working hours and minimum wage at individual corporate level.

### **(2) Promoting the “Eradicate Poverty Campaign” as part of “Constitution for Living Campaign”**

1) We will organize nationwide the initiatives opposing the transfer to the local governments of the responsibility of public services provision such as education, health care and social assistance, considering that such transfer widens the gap among municipalities. In these initiatives, we will denounce the plan of integration of current prefectures into smaller number of larger administrative units and reform of local tax system that would allow the state to give up its responsibilities and to impose further burdens on local government which would result in bigger discrepancies among local communities. We will also give importance to initiatives for opposing the “state-led reconstruction of local finance”.

2) While respecting the autonomy of our regional and local structures, Zenroren must play its role in: (1) promoting exchange of campaign experiences, identifying common tasks for joint initiatives, zoning; (2) formulation of unified demands and production of common propaganda and information materials. We will try to develop nationwide the initiative for the defense of proximity health care and local public hospitals which is the extension of the “Campaign for better local community”. We will work in partnership with campaigns for food safety and revival of agriculture in local communities.

**(3) Continuation and strengthening of the struggle for the preservation of the constitution for “a Japan that does neither make nor take part in any war”.**

- 1) We will oppose any move likely to lead to a revision of the Constitution including changes in its provisions, interpretation or separate legislation and continue our effort for building a strong public opinion against the revision. We will resolutely oppose the introduction and passage in the Diet of the “permanent bill for overseas dispatch of Self-Defense Forces” that would represent an actual revision and develop the campaign with local residents against the reorganization and strengthening of U.S. military bases in Japan.
- 2) In order to develop grassroots campaigns such as the campaign collecting signatures against the constitutional revision from a majority of the Japanese people, we will intensify our efforts by mobilizing federations, local structures and national structure of Zenroren so that they jointly work to collect signature from a majority of people at workplace and local community levels. We will also try to create “Article 9 associations” at workplace and community levels as well as Joint Action Centers for the Constitution that will cover all the municipalities in the country. We will promote exchanges of model initiatives organized by local organizations so as to lift up the standard of the campaign taking into account the existing discrepancies among communities. The Headquarters of the Struggle for the Defense of the Constitution will be maintained for the coordination of the campaign.

**2. The Campaign for pressing big corporations to assume their social responsibility**

(1) Since the beginning of the 2000s, big enterprises have constantly been lowering the redistribution of profit to workers and are using surplus money for repeated speculation. Although they enjoy fiscal privilege and can rely on the financial support by local governments, they are causing damage to local communities in particular by replacing their regular workers with irregular ones. In addition, they resort to illegal practices such as camouflage subcontracting, affecting the social stability in a country under the rule of law. With the rising prices of raw materials, they tend to transfer increased burden on to small and medium-sized subcontractors. These arbitrary practices of big corporations have negative impacts on the working conditions of all workers. We must expose thoroughly the realities and multiply initiatives to press big corporations to assume their social responsibility. In addition, we will concretize the campaign to put a stronger control over the “money game” using excess in floating capital.

(2) In sharp contrast with the impoverishment of workers and the population, big corporations are accumulating easy gains through their savage economic activities. We must understand that the heavy reliance of Japanese transnational enterprises on foreign demand is the cause of the decline of Japanese industries and affects the domestic demand. We will also promote initiatives for redressing these problems of globalization in solidarity with international movements working on these issues.

**3. Strengthening Initiatives for Environment with the keyword “Environment-friendly**

## **working manner”**

(1) Global warming is posing a serious threat and causing damages on many occasions. These damages place obstacles to sustainable economic and social activities and are aggravating poverty. We must take resolute action on the basis of the understanding that global warming is an urgent problem that may threaten the survival of the humanity.

We must be conscious that global warming is a result of economic activities and for this reason, our basic effort should be directed to pressing the national government to control the activities of big enterprises. We will endeavor to develop cooperation with the population on this issue.

(2) At the same time, as seen in the initiative of the All-Japan Federation of Automobile Transport Workers' Union (Jikosoren) for getting the limitation on the total number of taxis, it is possible to approach the issue of global warming from the perspective of industrial policy. At enterprise level, various measures have begun to be taken such as restriction of the use of cars or other traffic equipment, imposition of environment volunteer work, prohibition of overtime work in some establishments etc. We cannot overlook these measures because they are closely related to working conditions. Zenroren will seek for initiatives from this particular perspective.

(3) We will intensify learning activities and education on the issue of global warming, extend cooperation and multiply our actions towards the government. With the cooperation of experts, we will study what the campaign for environment-friendly working patterns can be, and while trying to build consensus both inside and outside our organization, we will orderly concretize the campaign. For the time being, we will expose the environmental risks of a “society operating 24 hours a day” and long hours of work and study the possibility of launching a campaign to correct bad working practices. We will also increase exchange of campaigns at international level on this particular issue.

## **4. We will seek dialogue and cooperation and celebrate Zenroren's 20<sup>th</sup> anniversary with the biggest membership in history**

(1) We will stage an organizing campaign that takes advantage of the current situation when young union members are interested in Zenroren's movement. We will seek for cooperation with unions, citizens' groups, etc. on every issue. We will look for forms of action open to individuals and alternative forms of initiatives to allow unorganized or non-regular workers who represent a majority to participate while extending Zenroren's social influence for resisting the attacks from business circles and the government that try to marginalize Zenroren. We will steadily implement the “Mid-term plan” aiming the goal of a two-million-strong Zenroren. We will multiply exchanges of experiences in the Great Organizing Campaign and designate a fixed period as special organizing drive period to mobilize all members in organizing drives. Towards November 21, 2009, the 20<sup>th</sup> anniversary of Zenroren,

all affiliated organizations will set their goals for membership and an organizing plan so as to achieve 2 million Zenroren membership.

(2) As baby boomers are reaching retirement age, we will examine the possibility of extending union membership for workers with continued employment as well as of encouraging retired members to join the pensioners union with the aim of formulating a policy in their regards on an early date. We will make sure that organizing goals are set at higher level than the number of retiring workers and try to organize workers on their own workplaces and workplaces around them. We will accelerate the tempo of implementation of the “Midterm Plan”, in particular organizing of young workers, creation and strengthening of youth sections, attainment of the immediate goal for achieving equal opportunity in the labor movement.

(3) We will inaugurate the Contingent Workers’ Action Center (CWAC) and seriously undertake initiatives aimed at meeting the demands of non-regular workers and their organizing. The four “liaison councils” for federations, local organization, part-time temporary workers’ unions will make sure of their own organizing goals and strategy and concretize the actions. In addition, we will designate special organizing months, concretize the campaign, focusing the organizing efforts on specific local area, job category etc. and linking these efforts with the campaign for specific demands with the participation of everyone. We will also try to organize joint “All-out Action” of federations, local organization and Zenroren focused on a particular profession or local area.

(4) We will concretize initiatives using “education, local, non-regular” as keywords to make use of the “Big organizing fund”. We will examine the possibility for Zenroren to undertake mutual aid business in relation with the strengthening of its functions and increasing of its membership. We will amend the Action Program (For a Bright Future) regarding the relationship with international affiliation and strengthen international activities through bilateral cooperation and participation in international conferences.

## **V. Major Tasks and Concrete Struggles**

(Not translated in item 1 to 5)

- 1. Major tasks for the struggle for living wage and basic wage hike**
- 2. Struggle for the establishment of working rules and the protection of employment**
- 3. Joint struggle with the population for better social security and against consumption tax rise**
- 4. Struggle to defeat the attempts of ill-revision of the Constitution, to preserve and make full use of it.**
- 5. Initiative aimed at democratic transformation of politics**
- 6. Solidarity and cooperation with unions around the world**

In relation with the need for a control of behavior of multinational enterprises in the

context of globalizing economy, we must develop cooperation with international labor movement or work jointly on bilateral basis with union of other countries to demand the improvement/establishment of international labor standards and a control on excessive speculations.

It is also important to communicate correct information about the current situation of Japanese labor movement.

On the occasion of the “International Trade Union Conference for Peace and Nuclear Abolition” to be held in July 2008, we will multiply information activities so as to spread in the field of the international labor movement a public opinion in favor of the elimination of nuclear weapons including the promotion of the creation of nuclear-weapons-free zones, especially towards the NPT Review Conference in 2010.

We will continue to strengthen bilateral exchanges. We will seek especially for the promotion of exchanges on specific tasks including response to globalized economy in Asian region, issues regarding peace, environment etc. We will call on the All-China Federation of Trade Unions, Vietnamese General Confederation of Labour, Centre of Indian Trade Unions and other trade union organizations to promote exchanges within a sector or between different regions.

We will intensify initiatives to demand labor legislations in accordance with the international labor standards and increase measures towards the ILO.

**VI. Cooperation among unions and organizational expansion and strengthening**

(Not translated)

**VII. Regarding the Celebration of the 20<sup>th</sup> Anniversary**

(Not translated)

5<sup>th</sup> item on the agenda

**On the Amendment of the Zenroren’s Action Program**

**1. Aim of the proposal**

- (1) The present draft proposal was presented at the 41<sup>st</sup> General Council meeting and submitted for discussion by affiliated organizations. Since the founding, Zenroren’s international activities have consisted of bilateral exchanges and organization of international symposia with many labor unions, regardless of their international affiliation. Due to globalization, competition of capitalism is getting severe all over the world and workers around the world are facing common attacks and threats. This in turn increases the need and the potential for we workers and their unions to strengthen solidarity and cooperation in their struggles.

- (2) At its founding convention in 1989, Zenroren adopted a program of action that says: "We will not join any international labor organization for the time being and promote international solidarity with workers of the world across the differences in social system and defending the spirit embodied in the slogan "Workers of the world, unite!" This was meant to redress the error of Rengo which was formed in the same period to try to select and exclude particular unions on the basis of their attitude towards the collective affiliation with the International Confederation of Free Trade Unions.
- (3) The evolution of the situation during 18 years that followed calls us to re-examine our international policy in order to further develop and drastically reinforce the international solidarity activities we have had with labor unions of more than 30 countries. There are more direct events that prompted this re-examination: inauguration of the International Trade Union Confederation (ITUC) in November 2006, re-activation of the activities of the World Federation of Trade Unions in the same period, development of the activities of Global Union federations including the conclusion of an international framework agreement with multinational corporations defining the labor standards at international level, important spread of a international movement for defending the core ILO labor standards and challenging the arbitrary behavior of multinational corporations. In order to protect the interests of the Japanese people and workers, we must significantly strengthen international solidarity with those unions that are fighting against multinational corporations. However, the provision of our Program of Action that states that "Zenroren will not join any international union organization" may put some restriction on the field of our activities.
- (4) Taking into account that due to globalization, the situation has considerably changed since the founding of Zenroren, in particular the establishment of a new international organization and development of international union organizations, we will amend the Program of Action in order to strengthen Zenroren's international activities.

## 2. Proposed Amendment

11. We will not join any international union organization for the time being and promote, in the spirit of "workers of the world, unite", international solidarity with workers of the world across the differences in the social system.

*Words in the frame are to be removed and add after We will, "for the protection of the rights of workers and advancement of their demands".*

(end)