

20・30
VISION

For the progressive future of people who are concerned
with the automobile industry around the world

“20・30 Visions” of JAW’s international activities



To ensure the basic labor rights,
build constructive labor-management relations and
contribute to sound and sustainable development
of companies in the global automobile industry



自動車総連

2030 VISION

JAW

Now is the time to make a strong commitment to building constructive labor-management relations all over the world with our visions, reflecting remarkable overseas expansion of companies.

It was the latter half of the 1980s when the Japanese automobile manufacturers went to the world to begin local production. Since then, their overseas operations have developed on a full-scale basis instantly, and have accelerated expansion of local production due to effects of excessive yen appreciation, in addition to the expansion of overseas markets. Especially in recent years, their overseas production sites have rapidly increased mainly in the emerging countries in Asia and Central and South America. Now, in addition to those manufacturers, Japanese parts and components companies, including SMEs, are actively expanding their business overseas, creating value chains of the automobile industry locally.

Through those remarkable advances into the overseas markets, the volume of overseas production of Japanese cars has exceeded that of domestic production since 2007. For the Japanese automobile industry, the overseas expansion of operations has entered more important stages. On the other hand, local labor-management issues have increased, widened and become complicated, reflecting rapid development of the host countries where the Japanese companies have their production sites. It is necessary to proactively build constructive labor-management relations overseas for sustainable development of business in the future.

Against a backdrop of these situations, the Confederation of Japan Automobile Workers' Unions (JAW) will enhance our activities with the goal of building constructive labor-management relations overseas. Toward the year of 2020 when Japan will attract global attention with the Tokyo Olympic and Paralympic Games, and then looking ahead to the coming 2030, we have formulated the "20・30 Visions" of JAW's international activities. We will approach global labor-management issues with the unprecedented strategic long-term visions.

What is happening in the host countries?

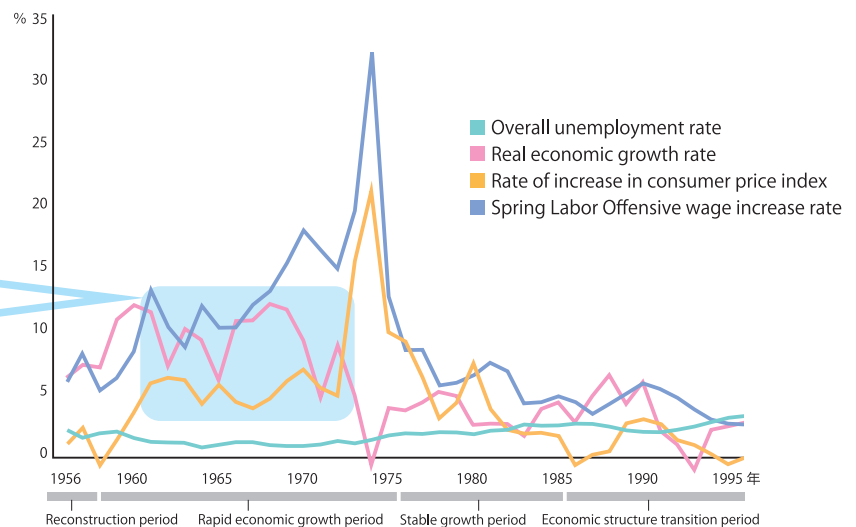
Local labor disputes on the increase Differences in recognitions of issues among the government, labor and management

In the emerging countries where many Japanese automobile companies are operating their business, the democratization movements have progressed and the economy has been rapidly developing. Their economic stages are comparable to the rapid economic growth periods of the 1960s and 70s when Japanese companies experienced rapid wage increases. In those countries, the labor movements have intensified and become complicated, triggering multiple labor disputes, against a backdrop of inflation and widening of disparity. One of the causes for this situation is the differences in recognitions of issues among government, labor and management.

Economic Stages of the host countries where the Japanese companies have their production sites comparing with Japanese economy's Trends

Current economic stages of the host countries are around here

- Real economic growth rate
ASEAN: Around 5% India: 5-10%
- Rate of increase in consumer price index
ASEAN: Around 5% India: Around 10%
(Average through 2004-2013/Cabinet Office and others)



Local Workers

- Increases of economic growth and price rise exceed wage increases.
- Widening of disparity due to increase of precarious employment (non-regular workers such as dispatched ones).
- Harsh labor environment such as long working hours and unsafe workplaces.
- Violation of the basic workers' rights

Those differences of recognitions among the three parties lie in the background of labor-management disputes

Managers

- Rapid wage increases will put pressure on management and trigger further price rise.
- Local workers' demand for wage increase is irrational.
- Non-regular workers are necessary for rapid business expansion.
- Business is operated in compliance with local laws and in a fair manner.

Government

- Wish to fulfill economic development of own country.
- Wish to attract foreign investment for that purpose.
- Wish to avoid rapid inflation and price rise, while responding to workers' pressure and wage hike.
- Wish to avoid international criticism on the basic workers' rights.

How has JAW been responding?

JAW has been working to improve labor-management relations through actions to management to expand global business fairly.

Labor disputes occurring overseas may cause suspension of operations. This is not just a local problem, and will substantially affect the business operations in Japan and people working for the Japanese automobile industry, in the current situation when global operations of goods and services coming and going beyond national borders have been in progress.

In order to improve the labor-management relations overseas, JAW has been working on the local labor disputes as parts of actions to management to expand global business fairly.

JAW's international activities so far

- Efforts to mediate / solve labor disputes at overseas entities of Japanese automobile companies
- Building of relationships that will enable consultation prior to the occurrence of dispute through MNCs (multinational corporations) trade union networks(between industry-based federations, JAW's affiliated federations, or enterprise-based unions)
- Promotion of understanding of international labor movements through labor-management seminar and overseas study mission
- Activities under the Global Union Federations (GUFs) policy



JAW hosts multinational trade union network conference.

The 1st JAW Asian Autoworkers' Unions Conference at Bangkok in 2013
The 2nd JAW Asian Autoworkers' Unions Conference at Jakarta in 2015
*see the photo on the left
Unions from Thailand, Indonesia, Malaysia, Taiwan, Vietnam, Philippines, India and Japan as well as IndustriAll Headquarters participated and shared the labor situation in each country to build a relationship that enable consultation prior to the occurrence of dispute.



Participation in JCM workshops on constructive industrial relations

To deepen mutual understanding and trust between local labor and management, work on promotion of problem resolutions "through dialogue," and confirm the actual situations of local labor-management issues, we proactively joined JCM workshops on constructive industrial relations held in Thailand and Indonesia each year.

Efforts to build trade union networks by JAW affiliates (federations) or their affiliates (enterprise-based unions) They are advancing independent activities to build their network.



Federation of All Toyota Workers' Unions
The Global Friendship Forum of All Toyota Workers' Union



Federation of All Nissan and General Workers' Unions
World Joint Seminar



Federation of All Honda Workers' Unions
AHWU-PUK SPAMK FSPMHPM Bilateral meeting



Federation of All Mazda Workers' Unions
Bilateral Information Exchange Meeting



Federation of All Mitsubishi Motors and Mitsubishi Fuso Workers' Unions
Bilateral Meeting with Thai union



Federation of Suzuki Automobile Workers' Unions
Bilateral Information Exchange Meeting



Federation of All Daihatsu Automobile Workers' Unions
Bilateral Information Exchange Meeting



Federation of Fuji Heavy Industry Labor Unions
Overseas Study Mission in the U.S.



Federation of All Isuzu Automobile Workers' Unions
Bilateral Seminar with Thai union



Federation of Hino motor Workers' Unions
Overseas Study Mission



Federation of All Yamaha Workers' Unions
Information Exchange Meeting in Taiwan



Federation of Japan Auto Parts Workers' Unions
Overseas Study Mission in Thailand

Labor movement in the United States and Europe

International labor movements in the United States and Europe are large-scale in collaboration with the governments.

The labor organizations in the United States and Europe collaborate strongly with the governments and are developing their activities with offices worldwide and affluent budgets. In particular, Asia, where Japanese automobile companies have been concentrated, is a priority area for their activities and they are trying to penetrate their original American-type and European-type labor movement into this region.

In Asia, there are large differences in the ways of thinking between labor unions guided by the U.S. or European organizations and Japanese corporate culture in the host countries. It should be recognized that this is the issue to be addressed by the government-labor-management linkage in Japan as well.

Labor organizations in the United States, Europe, and Japan

U.S.A.



JAW charted this map based on the data of Solidarity Center's website

United States: Solidarity Center

Overseas offices:25 countries

A non-profit organization formed by the U.S. national center AFL-CIO, with the goal of protecting the right to work and human rights, as well as of strengthening trade unions. Solidarity Center has been promoting the U.S.-style organizing and labor-management relations in over 60 countries.
The U.S. Government expends \$30 million (approx. ¥3.6 billion) a year, representing 90% of annual budget.

Germany



JAW charted this map based on the data of FES's website

Germany: Friedrich-Ebert-Stiftung (FES)

Overseas offices:over 100 countries

FES was organized in 1925 by the Chairman of the Social Democratic Party of Germany (Sozialdemokratische Partei Deutschlands; SPD) under the name of Mr. Friedrich Ebert who had represented the trade union and had been the first popularly elected president in Germany. FES has been encouraging free trade unions and reinforcement of civil society under the social democracy of the President's wish. An annual budget is over €100 million (approx. ¥13.2 billion) through public funds of the German Government.

Japan

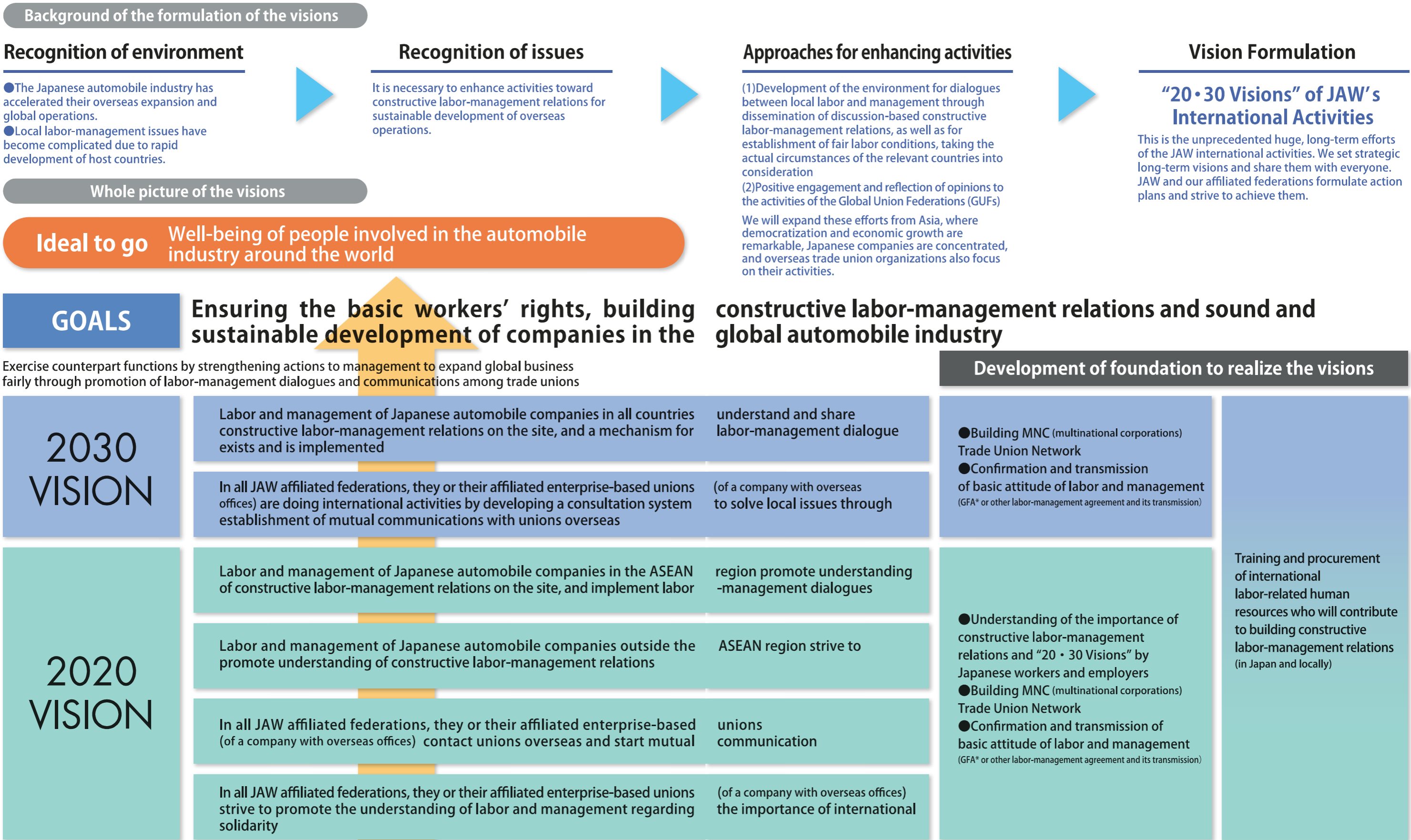


Japan: Japan International Labour Foundation (JILAF)

Overseas offices :2 countries (Thailand and Nepal)

JILAF was formed by JTUC-RENGO, which is Japanese national center in 1989.It has been contributing to the development of free and democratic labour movements and so social an economic development in developing countries through establishment of constructive labor movements in those countries.
Annual budget is approximately ¥470 million, nearly one-third of which is contributed by the labor organizations including JTUC-RENGO, in addition to government fund in relation to the international labor-related programs and the grassroots support programs of the Ministry of Health, Labour and Welfare.

To advance more largely, strongly and strategically, we will start working on “20・30 Visions” of JAW’s International Activities



“Constructive labor-management relations” which JAW globally aims mean

- Basic workers' rights* are respected.
- A very tense relationship in which labor and management respect mutual positions, while maintaining mutually independent, autonomous and equal relations.
- Labor and management aims both “improvement and stabilization of employment and living of workers” and “sound and sustainable development of companies.”
- Important matters concerning labor-management relations will be determined through labor-management dialogue. Also, labor-management issues should be resolved by thorough discussion. Information necessary for that should be shared in good faith, thereby securing the transparency.
- Promises made by labor and management should always be kept mutually.
- Labor and management should consistently grasp actual conditions of workplaces and respect straightforward opinions.

* ILO Conventions No. 87 and 98/ Right to organize, Freedom of association, Right of collective bargaining

The right to strike is included in the ILO Convention No. 87 (agreed upon by ILO labor and management representatives in 2015). Trade unions retain the right to strike and can exercise it as final means.

JAW

Confederation of Japan Automobile Workers' Unions

<http://www.jaw.or.jp>

View-well Square 4-18-21, TAKANAWA, MINATO-KU, TOKYO 108-0074 TEL 03-5447-5811 FAX 03-5447-6628