

September 5, 2019

JAW 48th Convention - President remarks -

<25th House of Councilors Election>

First of all, I would like to say a few words about the 25th House of Councilors election that was held on July 21.

Thanks to everyone's dedication and hard work in maintaining a sense of urgency together, we were able to win a second term with 258,507 votes, ranking 2nd in the National Democratic Party proportional representation, and 10th among all 50 elected candidates in the proportionally represented constituencies.

I will continue to making efforts to build a strong support and cooperation system that shores up the activities of all diet members within the organization.

<Changes in our Surrounding Environment>

This is the first time that our annual meeting is being held in the Japanese era of "Reiwa." The Heisei era saw the fall of the Berlin Wall and the end of the Cold War structure, and as a result, a new global economic structure was created, one where Japan's automotive industry grew, particularly thanks to the success of our businesses overseas.

However, the Reiwa era began in an environment full of uncertainty. Trade issues are becoming more apparent due to the rise of protectionism, represented by the new Cold War structure between the United States and China.

At the same time, the automotive industry is undergoing a period of great change, one that occurs every century. We call this the Fourth Industrial Revolution, and, as represented by CASE and MaaS, the very shape of our industry and business, the way we work, and the quality and meaning of our job are all about to change significantly.

This year we will be celebrating several major milestones: the transition to a new era, the Japanese Trade Union Confederation's (RENGO) 30th anniversary, the National Trade Union Productivity Congress' 60th anniversary, and the International Labour Organization's (ILO) 100th anniversary.

The environment surrounding us has changed dramatically, and as we celebrate these major milestones, let us boldly face the new challenge of "reform and creation" in response to our changing business environment. At the same time, we must reflect back on the issues we faced until today in order to create an environment where our members can feel safe and secure as they work and live their lives. This is what is required of our labor union today.

<Points Regarding Campaign Policy>

1. Improving the attractiveness of our industry:

The first point I'd like to touch upon is "improving the attractiveness of our industry." From an industrial perspective, we will need to increase our competitiveness in advanced technologies in order to achieve sustainable growth in the future of Japan's automobile industry by leveraging opportunities presented

by these major automotive industry changes that only occur once every 100 years. We will also need to improve the attractiveness of the industry itself, and gather, protect, and rear talented personnel who will form the backbone of our competitiveness.

The automotive industry is currently struggling to survive in a new competitive environment that was created during a period of great change, known as the digital revolution.

The scope of Japan's automotive industry stretches far and wide, encompassing not only manufacturers, but also parts, sales, and transportation. So what should Japan's automotive industry do, and what does it need to do, to shore up its domestic competitiveness, maintain employment, and continue manufacturing in the country? I believe we must firmly assess our role and responsibilities as an automobile workers' union in order to achieve these goals.

2. Improving the attractiveness of workers:

The second point I'd like to mention is "improving the attractiveness of workers." From the perspective of workers, the number of working-age people is declining each year due to Japan's declining population, birthrate, and aging population. So, in order to realize the happiness of workers in the automotive industry and their families, and to continue securing talented personnel, there will be a need to improve working conditions, promote equality, eliminate our workers' anxiety about their future, and respond to the diversification of work methods and work forces.

In recent years, more and more companies have been engaging in practices such as telework and diversity actively utilizing a wide variety of talent. This is being done, in part, from the perspective of securing personnel in response to the declining labor force, or the so-called "era of diversifying values." This is not limited to gender and race, but it aims to increase productivity by accepting the differences in age, character, educational background, LGBT, etc. and broadly utilizing personnel. As a labor union, we need to be deeply involved such as by inspecting these trends from the perspective of the workers.

In addition, in the midst of the increasingly diverse values and needs of individuals, I think it is necessary to devise ways to strengthen the unity and organizational capabilities of the union, such as by questioning how to summarize the consensus of our union members.

3. Demonstrating our role as a labor union:

The third point I'd like to touch upon is "demonstrating our role as a labor union." In order for the Confederation of Japan Automobile Workers' Unions (JAW) to play its role as an industrial organization, it will need to promote the making and realization of policies, and demonstrate its influence in the Japanese government and administration. In addition, it is also necessary to improve synergy by creating an environment where organizations can efficiently and effectively demonstrate their capabilities. Namely, this includes the vertical organizations of enterprise-based unions (i.e. the Japanese Trade Union Confederation (JTUC-RENGO), the Japan Council of Metalworkers' Unions (JCM), JAW, the National Confederation

of Trade Unions), and horizontal organizations (i.e. regional associations and regional councils of general associations).

The main roles of the labor movement are “to stand up against social absurdity and to fight together with those who are in a weaker position than we are” and “to deliver and act upon a powerful message that leads society as a moving body that many citizens can sympathize with.” I would like us all to share our wisdom with each other so we can strive to realize this moving forward.

These are the three pillars of this fiscal year’s campaign policy, and they each demonstrate the direction where our efforts will lead. Now, I would like to touch on three specific campaign policies that are particularly important.

<Work Safety Efforts>

JAW has intensified its efforts to eliminate serious accidents, such as by conducting thorough inspections of workplaces, identifying unsafe operations and implementing preventative measures, and preventing similar accidents from occurring.

Activities for disaster prevention should be the number one priority so that workers can do their jobs with peace of mind. We will review the activities of JAW and strengthen the vision for cooperating with meeting bodies and labor unions.

<Promotion of International Labor Movements>

As the automotive industry undergoes rapid globalization, solidarity and unity in international labor movements are becoming increasingly important.

To JAW, there are three principles to be followed when a company expands its business overseas: 1) secure our employment and ensure that it does not adversely affect our lives, 2) contribute to the sound development of Japan’s automotive industry, and 3) contribute to the other country’s employment and to the development of its economy and society. I believe Japan’s automotive industry has flourished overseas because these three principles have been observed.

We have realized fair working conditions and constructive labor-management relations in overseas business entities, and since companies like manufacturers, parts makers, and transportation companies are all expanding their businesses overseas, I would like everyone to strengthen collaboration more actively with related overseas labor unions in workers’ unions and company-based unions.

<Efforts to Comprehensively Improve Workers’ Lives>

In order to dispel various fears and anxieties about their future, and to further protect the working value and livelihood of workers, we must continue realizing appropriate investments in people.

Furthermore, we must create a strong Japanese economy by revitalizing personal consumption and inducing autonomous growth in our economy. This will be achieved by continued cooperation in campaign for WIN-WIN best circulation of Added-Value, improving JAW as a whole (including the way we work), and by reducing disparities between industries and by scales.

By further strengthening efforts focused on absolute costs, we will make efforts

to further promote the reduction of disparities and improve JAW as a whole, including the way we work and the abilities of small- to mid-sized labor unions.

<Conclusion>

In closing, I would like to promote all of these activities by consolidating the wisdom and know-how of our colleagues in JAW so that the new era of “Reiwa” will become a happy one for the automotive industry and those who work in it. Thank you.