



自動車総連

全日本自動車産業労働組合総連合会

Confederation of Japan Automobile Workers' Unions

JAW Platform

1. We shall aim to improve the economic, social and political status of workers with pride and courage as reformers in industrial society
1. We shall aim to build a welfare society which defend human dignity through fostering and strengthening democracy
1. We shall put social justice as the keynote of our activity, and try to achieve freedom, equality and justice
1. We shall eliminate all external powers and power control interventions, and establish a strong and free organization for workers
1. We shall strengthen our solidarity with workers inside and outside, and in the spirit of mutual assistance, pursue the world peace and prosperity

Preface

Confederation of Japan Automobile Workers' Unions (JAW) is an industry-wide organization representing the unions in Japan's automotive industry, including unions of auto manufacturers, parts makers, sales dealers, transportation companies and other automobile-related companies.

JAW was formed in 1972 and the current membership is 784,000 (as of Sep 2025).

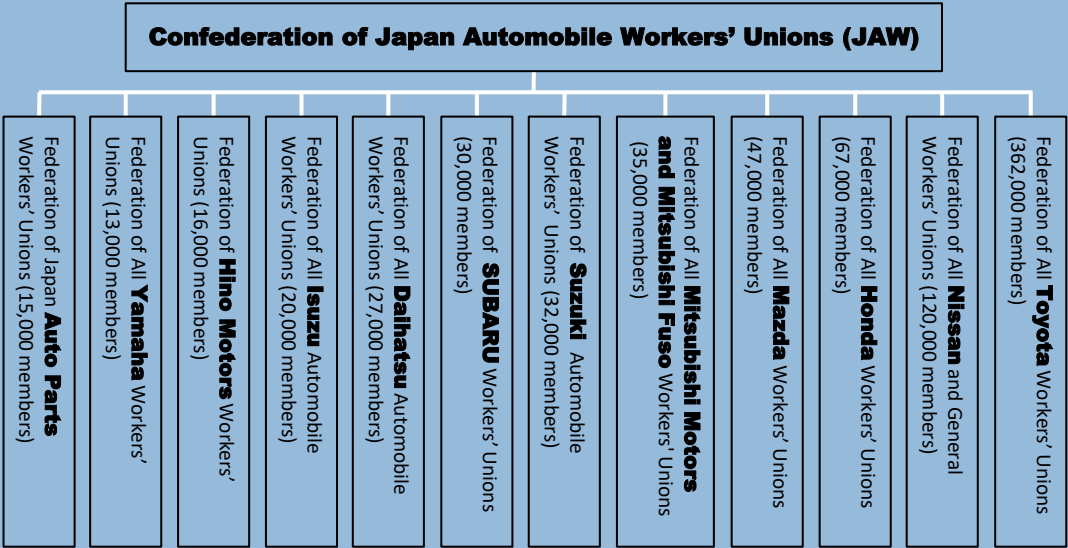
JAW has been actively engaged in activities relating to industrial policies, improvement of working conditions including wages, social welfare and promotion of national and international solidarity.



Akihiro KANEKO
President, JAW
(Since Sept. 2021)

Affiliated unions

JAW is comprised of 12 federations with 784,000 members (as of Sep2025)

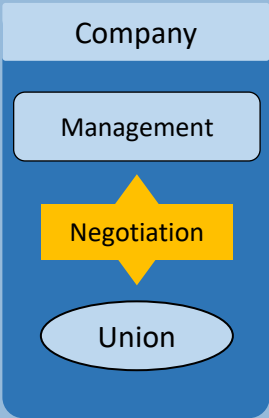


Industry-wide Organization (=JAW)

JAW is an industry-wide organization that serves as the confederated body for federations of enterprise-based unions. JAW promotes various activities using scale merit efficiently.

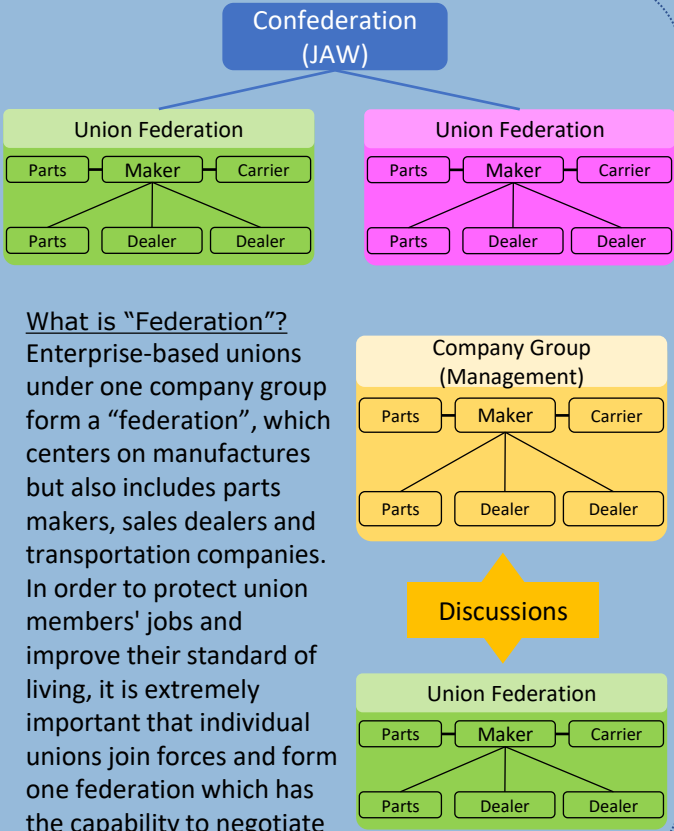
What is "Enterprise-based union"?

The basic unit of Japanese trade unions is "enterprise-based," namely, one union is organized per company. In general, these unions and their counterpart management conduct negotiations and discussions. negotiations over wage hikes and improvement of working conditions are conducted and concluded between the union and management of each company.



What is "Federation"?

Enterprise-based unions under one company group form a "federation", which centers on manufactures but also includes parts makers, sales dealers and transportation companies. In order to protect union members' jobs and improve their standard of living, it is extremely important that individual unions join forces and form one federation which has the capability to negotiate with management.

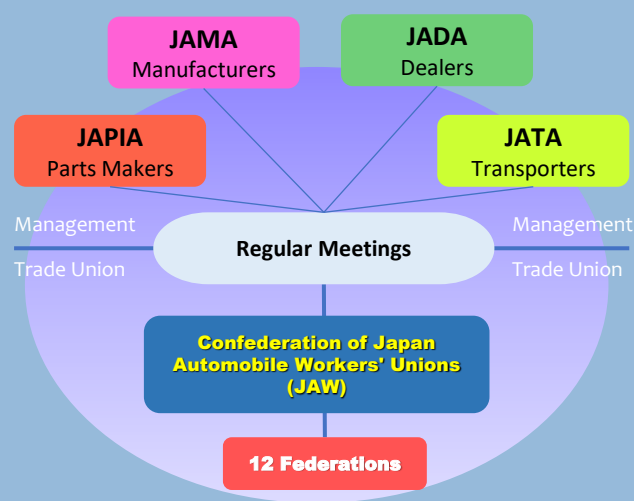


■ Counterpart function

There are four management organizations which go beyond the framework of enterprises in Japan.

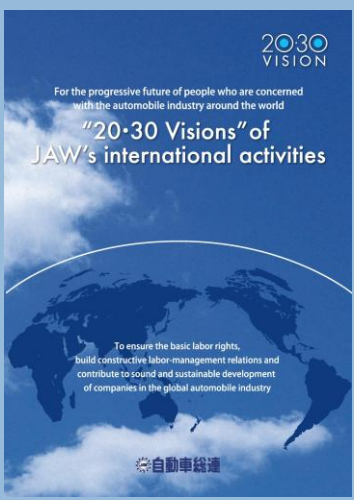
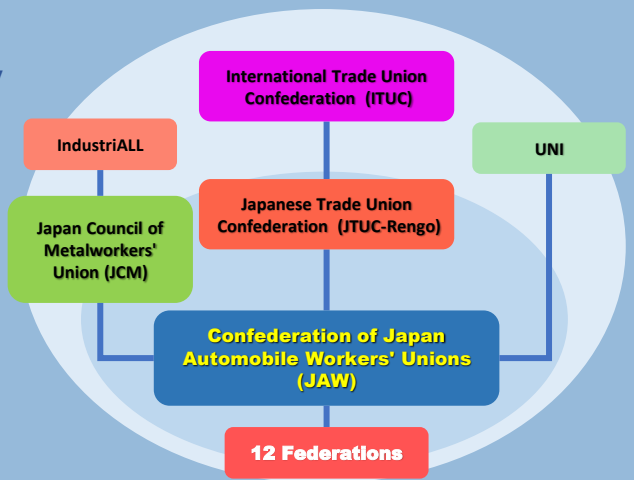
- Japan Automobile Manufacturers Association (JAMA)
- Japan Auto Parts Industries Association (JAPIA)
- Japan Automobile Dealers Association (JADA)
- Japan Automobile Transporters Association (JATA)

JAW holds the regular meetings with these organizations respectively on the issues including the industrial policy.



■ National and International Solidarity

JAW has always played a major role in Japanese trade union movement as a member of JTUC-Rengo, the National Center of Japan and JCM, Japan Council of Metal Workers' Unions. In addition, regarding international activities, JAW is affiliated with the ITUC, IndustriALL, and UNI. We are actively participating in those activities.



■ “20-30 Visions” of JAW’s international activities

JAW has been promoting international activities according to “20・30 Visions” of JAW’s international activities in order to ensure the basic labor rights, to build constructive labor-management relations and to contribute to sound and sustainable development of companies in the global automobile industry.

■ History of JAW: How it was formed

After World War II, the Occupation Forces (GHQ) and the government considered that the liberalization of trade union movement was one of the essential factor for the emancipation and democratization of post-war Japan.

1948 **Zen Jidosha** (All Japan Auto Workers' Union) was established

As a result of control of the hyper inflation policy, Japanese economy was depressed. With a rising movement of labor democratization, labor disputes occurred one after another. During the Korean War, the economic boom came, which was followed by the recession when the war ended. All through these processes, unions gradually changed their policy from “struggle first” to “solution-seeking” by means of talks with the management.

1954 **Zen Jidosha** dissolved.

1955 **Jidosha Roren** (Federation of Japan Automobile workers' Unions) was established with 29 unions, 9,200 members

1962 **Zenkoku Jidosha** was established with 36 unions including Toyota, Hino, Isuzu, Suzuki, 30,000 members

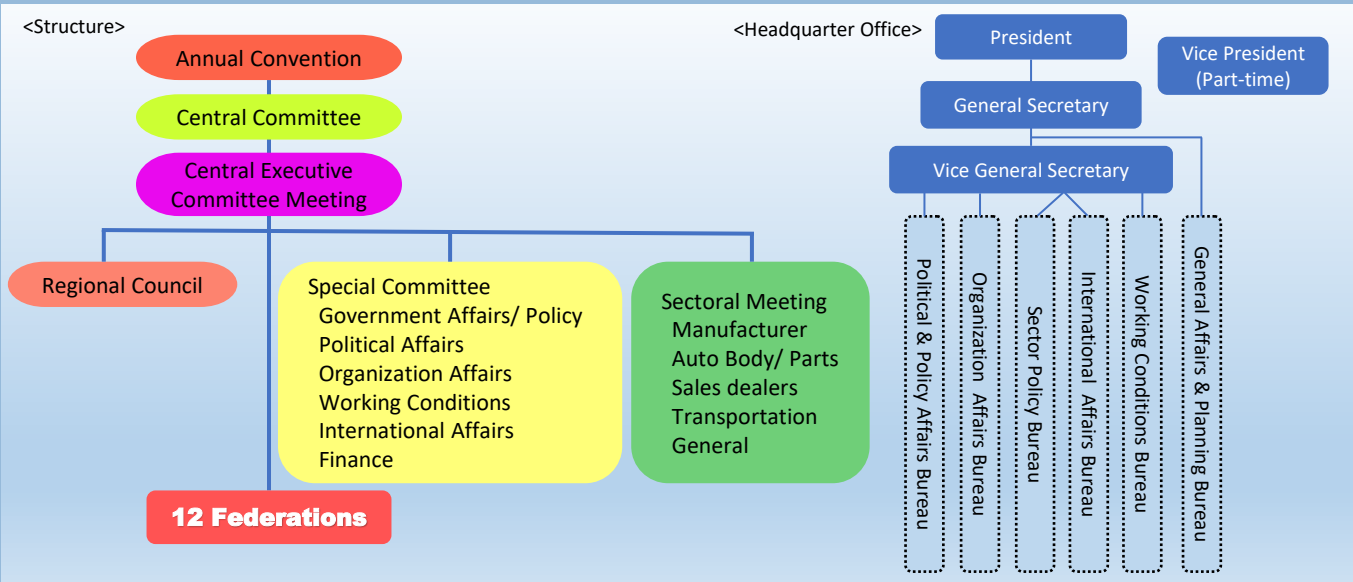
In preparation for liberalization of importing assembled automobiles in Oct 1965, reorganization and strengthening of the automobile industry were needed. Trade unions also faced the need to be prepared for such oncoming.

1965 **Jidosha Rokyo** (Council of Japan Automobile Workers' Unions) was established with 20,000 members

Around 1965, along with automobile boom, production of automobiles increased drastically and at the same time, the number of union members grew. However, Jidosha Rokyo served only as a body for discussion. It was therefore confirmed at the general annual meeting in 1971 that its status would be changed to that of a federation in 1972.

1972 **Jidosha Soren** (Confederation of Japan Automobile Workers' Unions) was established with 12 federations, 500,000 members as an industrial organization

■ JAW Organization



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