

JICHIRO
ALL-JAPAN PREFECTURAL
AND MUNICIPAL WORKERS UNION

What is JICHIRO?

Founded in 1954, the All-Japan Prefectural and Municipal Workers Union (JICHIRO) organizes workers in local governments at the prefectural and municipal levels, as well as workers in private companies providing public services in communities. Of its 2,767 local

unions throughout Japan, the total membership of JICHIRO is 844,549 as of June 2013.

The mission of JICHIRO is to carry out a wide variety of public services in every corner of Japan, to ensure every aspect of life is well taken care of for the workers.

JICHIRO's 21st Century Declaration

Along with the JICHIRO Fundamental Principles which have guided us for half a century, and the valuable experience and insight gained throughout the years, we declare that we will do our best to implement the following objectives for the purpose of opening a new horizon for the future:

- To promote the labor movement in order to create a society based on "freedom, equity and solidarity" in cooperation with local and international democratic organizations;
- To bring together all workers and trade unions engaged in public services in order to establish industrial relations on an equal footing and improve the quality of life and rights of our members;
- To work closely with communities and employers in order to establish an effective and reliable government, and to defend and expand public services which guarantee quality of life;
- To make constant efforts to promote autonomy and decentralization, in order to realize an autonomous civil society based on participation and self-determination. Also to build a gender-free society where life and work can go harmoniously together; and
- To construct cooperative communities based on security, trust and freedom from anxiety, and to work towards realizing the fundamental human rights, and creating world peace that coexists with the global environment.



JICHIRO's Major Objectives

JICHIRO has four major objectives in organizing workers who provide public services:

1st.



- **First**, to improve living standards of the members, and to protect and demand worker's rights. In order to do this, JICHIRO seeks for higher wages, shorter working hours, and better pension and welfare systems.

2nd.



- **Second**, to reform and develop social services in various areas such as social security, urban development and community building through promoting decentralization and local autonomy. These activities aim to enhance the quality of public services and the dignity of life in general.



3rd.



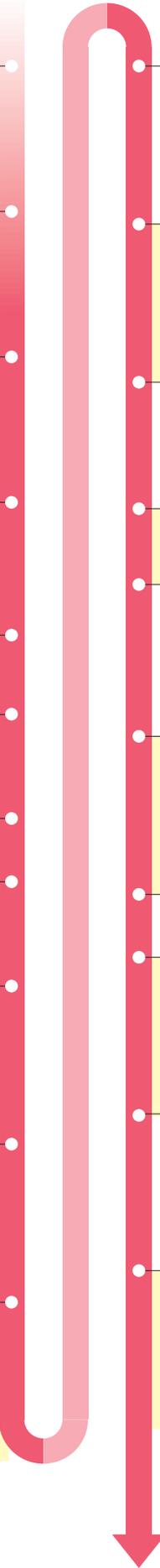
- **Third**, to conduct a variety of activities aimed at establishing social justice. To achieve this, JICHIRO supports organizations of peace, human rights and environmental movements. In order to ensure that trade union views are reflected in policies, JICHIRO lobbies political parties as well as politicians in the central and local legislative bodies.

4th.



- **Fourth**, as part of mutual assistance activities among workers, JICHIRO offers voluntary welfare programs for its members and their families to build "security", "stability", and "trust". These welfare programs provide them with schemes such as "Group Term Life Insurance", "Annuity" and "Fire Insurance", as well as other insurance services.

History of JICHIRO



	<p>1954 JICHIRO founded</p>		<p>1982 2-hours' strike waged in protest of the Government's total neglect of NPA's recommendation for wage increase. Filed a complaint with the ILO</p>	
	<p>1957 National Forum to Study Local Government (JICHIKEN) held for the first time</p>		<p>1989 Unified National Center, JTUC-RENGO formed</p>	
	<p>1960 Nationwide unified wage campaign by all public service workers' unions</p>		<p>1992 ● Five-day workweek fully implemented, and legislation for child care leave enacted ● Policy adopted to build an industrial federation covering all workers related to public services</p>	
	<p>1965 ILO Convention No.87 ratified, but basic trade union rights not recovered due to regressive revision of the relevant national legislation</p>		<p>1994 "Creation of decentralized welfare community" and "Plan for decentralized local autonomy" proposed</p>	
<p>1966 JICHIRO KYOSAI established to offer pension and insurance schemes for members</p>			<p>1995 ● In commemoration of the 40th Anniversary of the founding of JICHIRO, "Asian Children's House" project started ● Policy was adopted to promote greater participation by women</p>	
<p>1970 ● The National Personnel Authority's (NPA's) recommendation concerning public employees' wage increase was fully implemented for the first time ● Policy adopted to expand the membership to over one million</p>			<p>1997 PSI World Congress held in Japan for the first time (in Yokohama)</p>	
<p>1973 JICHIRO's membership surpassed the one million mark</p>				
<p>1974 In commemoration of the 20th Anniversary of the founding of JICHIRO, Japan Institute of Local Government was established under JICHIRO</p>			<p>2003 JICHIRO's Declaration for the 21st Century adopted</p>	
	<p>1977 National Fire Fighters Council founded</p>		<p>2004 Efa Japan established to take over "Asian Children's House" project.</p>	
	<p>1979 First National Sports Tournament organized for JICHIRO members</p>		<p>2006 National Union of General Workers (ZENKOKUI-PAN) merges with JICHIRO.</p>	
	<p>1980 Decision taken to affiliate with Public Services international (PSI)</p>		<p>2013 All Japan Municipal Transport Workers' Union (TOSHIKO) merges with JICHIRO</p>	

Purposes and Activities

With the goal of helping union members and their families, JICHIRO participates in policy-making, government affairs, and other activities to resolve problems that cannot be solved by negotiation alone. The following are such activities:

1 Policy-related activities - With the aim of providing equitable, fair and transparent services to local communities, JICHIRO makes concrete proposals for various policy and institutional initiatives to reform local governments in the 21st century, in areas such as local administration and finance, welfare programs, environmental issues, urban development policy, local industries and human rights.

2 Activities for organizational strengthening - As activities to strengthen and expand the organization, JICHIRO makes active efforts, including running educational and training programs and activities of the Youth and Women's Divisions, forming horizontal organizations covering major cities, prefectures, towns and villages, matching the size of the particular municipality, and forming working groups or councils organized by type of job, or by field of work.

3 Activities for livelihood improvement - JICHIRO positions the raising of wages and improvement of working conditions as its most important task. To help achieve an affluent and comfortable life for individual union members, JICHIRO works to create workplaces and a society that can accommodate the varying life stages of these individuals.

4 Social welfare activities - Working with citizens as a provider of public services, JICHIRO aims to achieve a greatly improved social security system backed by financial resources, in the areas of welfare of the elderly, schemes for the disabled, and child care, in order to create an affluent and secure social system.

5 International activities - As one of the world's public sector trade unions affiliated with PSI, JICHIRO carries out campaigns to ensure the rights of workers, defend these rights, and provide social services. Further, as a member of the group of trade unions in the Asia-Pacific region, JICHIRO is actively involved in regional union activities, and supports trade union movements in the developing countries.

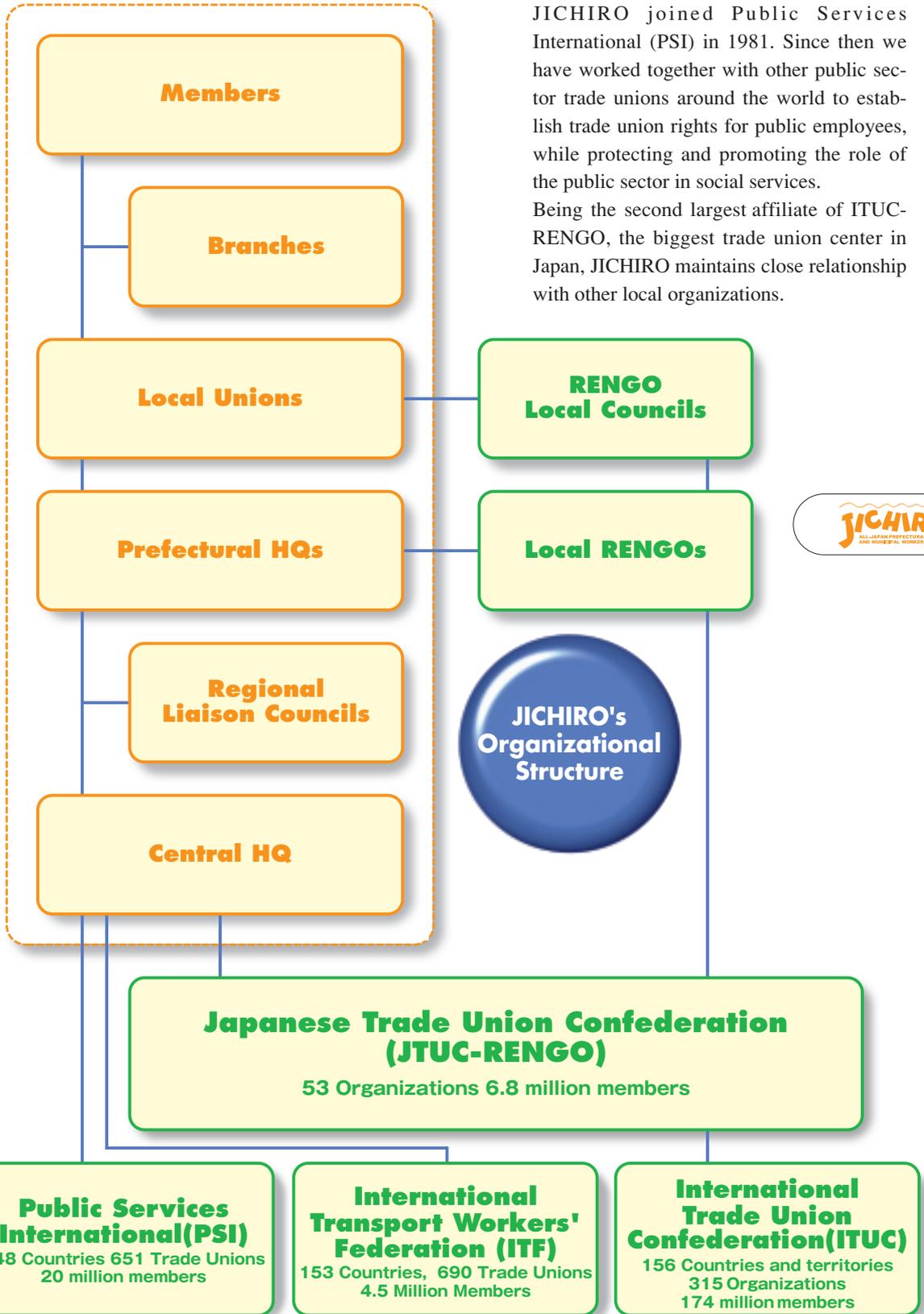
6 Political activities - For livelihood-related problems that cannot be solved through industrial relations alone, such as the tax system, welfare programs, public health, medical care and pension schemes, JICHIRO lobbies the national government and the Diet, formulating policy proposals with friendly political parties and lawmakers, and works to develop public opinion in support of our policy and institutional proposals.

7 Activities to contribute to society - As a socially responsible trade union, JICHIRO carries out community-based activities to protect peace, human rights and the environment. Further, along with citizens and NGOs, JICHIRO actively conducts campaigns to eliminate violations of human rights and discrimination of any form.



JICHIRO's Organizational Structure

1

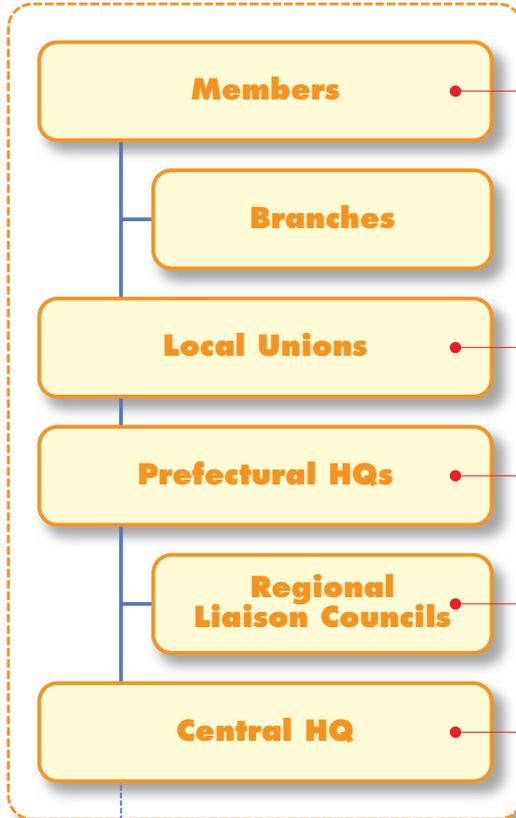


JICHIRO joined Public Services International (PSI) in 1981. Since then we have worked together with other public sector trade unions around the world to establish trade union rights for public employees, while protecting and promoting the role of the public sector in social services. Being the second largest affiliate of ITUC-RENGO, the biggest trade union center in Japan, JICHIRO maintains close relationship with other local organizations.



JICHIRO's Organizational Structure

2



Union members - JICHIRO is a trade union organized by employees in prefectural and municipal governments and administrative agencies. Today JICHIRO organizes many workers in public corporations/enterprises as well as those in private companies providing public services. Jichiro as a whole is a community service workers' union. It is the second largest union in Japan with 844,549 members in 2,767 local unions throughout Japan (as of June 2013). At prefectural level, JICHIRO organizes 46 out of 47 prefectural government employees' unions, at city level 82.4 % of their employees' unions and at town/ village level 69.6%.

Local unions - JICHIRO is composed of local unions which are organized by workers in each local and municipal government and related workplace. They do not join JICHIRO directly but only through their local unions. JICHIRO or All Japan Prefectural and Municipal Workers Union is not exactly a single union but a federation of these local unions.

Prefectural Headquarters - JICHIRO has Prefectural Headquarters in all 47 prefectures in Japan. JICHIRO Prefectural Headquarters consist of and are managed by local unions in the prefecture.

Regional Liaison Councils - JICHIRO has 9 regional liaison councils in Japan. They were established for coordinating and promoting campaigns for the common agendas in the region.

Central Headquarters - Besides governing the 47 Prefectural Headquarters and the 9 Regional Liaison Councils, the Central Headquarters organizes and promotes campaigns for national agendas.

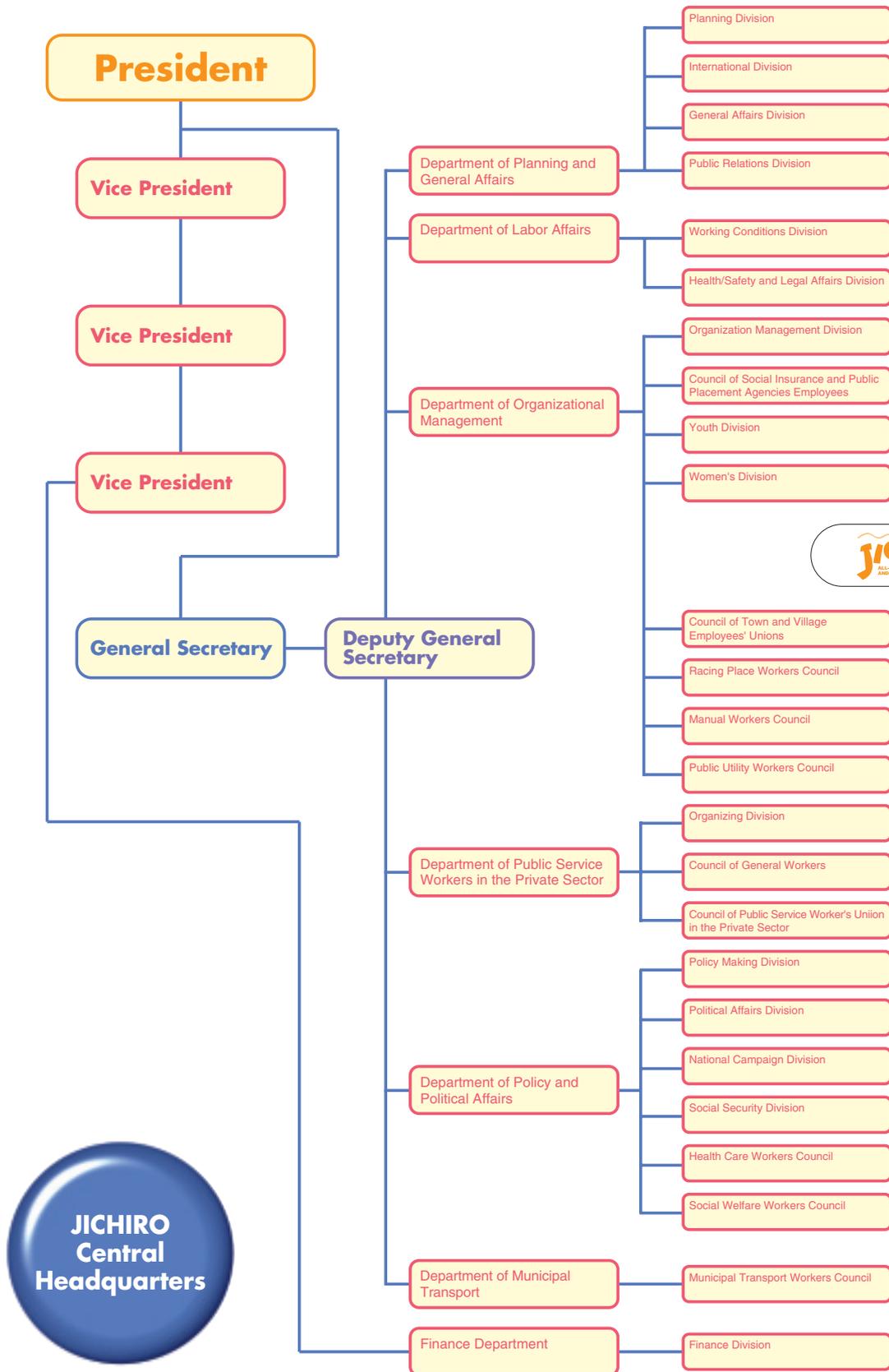


- The Japan Research Institute for Local Government
- JICHIRO Building Management Foundation
- JICHIRO Services Ltd.
- Legal Advice Office
- Occupational Safety and Health Office
- All-Japan Prefectural and Municipal Employee-Retirees Union

All-Japan Prefectural and Municipal Workers' Cooperative Society
JICHIRO KYOSAI



JICHIRO Central Headquarters



Central Headquarters and its Function

JICHIRO's central headquarters role is to take care of various issues within the organization and to promote our activities at the national level. To perform our duties, the President, the 3 Vice Presidents, the General Secretary, the Deputy General Secretary and 30 members of the Central Executive Board Meeting hold office at the Central Headquarters.

The following are the different departments and their functions:

Department of Planning and General Affairs	<p>This department is composed of Planning Division, International Division, General Affairs Division and Public Relations Division.</p> <p>Planning Division is responsible for matters concerning JICHIRO's basic policy. It administers National Congress, and the Central Committee Meeting and Central Executive Board Meeting, prepares plans for overall union activities, communicates with and coordinates the works of the various departments, negotiates with relevant central and local government agencies.</p> <p>General Affairs Division manages union documents, and is responsible for wage payments to union officials and staff, control over their services, their health care, and other business not covered by other departments.</p> <p>Public Relations Division edits and publishes the union's official magazine and other public relations materials, runs cultural programs, conducts publicity and information disclosure both inside and outside the organization.</p> <p>International Division is responsible for all matters concerning the international labor movement. It maintains links with international labor organizations (ILO, ITUC, PSI, ITF and other Global Union Federations) and trade unions overseas, works in coordination with the Japan Coordinating Council of PSI Affiliates, and conducts international solidarity and cooperative activities.</p>
Department of Labor Affairs	<p>This department deals with matters related to wages and working conditions in general, the public worker system and basic trade union rights, occupational health and safety, and the schemes of the mutual aid association. In addition, the department engages in studies of working conditions, takes legal measures regarding industrial relations, and is responsible for work related to pension schemes and the establishment of international labor standards.</p>
Department of Organizational Management	<p>This department is composed of Organization Management Division which assumes all the tasks related to union organization, Manual Workers Council which deal with affairs concerning the workplaces of non-clerical public service workers, and Public Utility Workers Council. Organization Management Division engages in the education of union members and activists, deals with conflicts over demarcations and other problems concerning union organizations, and gender equality, and plans and runs the national sports tournament and other sports events. In addition, this unit administers the Town and Village Workers Council, Council of Social Insurance and Public Placement Agencies' Employees, the Racing Place Workers Council, the Youth Division and the Women's Division.</p>
Department of Public Service Workers in the Private Sector	<p>This department serves as the secretariat of the Council of Public Service Workers' Unions in the Private Sector, which organizes workers serving at private companies that provide local public services, and the Council of General Workers, which organizes workers serving at small- and medium-sized enterprises. It also carries out organizing efforts with a view to establishing an industrial federation of local and community service workers and serves as the secretariat of National Council of Temporary and Casual Workers who are the main target of such organizing efforts.</p>
Department of Policy and Political Affairs	<p>This department is composed of Policy Making Division (in charge of local administration and finance), Political Affairs Division (for political affairs in general), National Campaign Division (on peace and human rights) and Social Security Division (for social security, health and social services) as well as the secretariats of Health Care Workers Council and Social Welfare Workers Council. This department also deals with measures for the aging society and policies on child-care and the disabled.</p>
Department of Municipal Transport	<p>This department was newly established after the organizational integration of the All Japan Municipal Transport Workers' Union(TOSHIKO) and JICHIRO in June 2013. In order to keep and further develop local public transport services such as subways and buses to secure transport means for local residents, as well as to protect jobs, working conditions and occupational safety of public transport workers, this department gives guidance on negotiations with the management, plans local public transport policies and works on the national and local governments to implement those policies. This department also serves as the secretariat of the Municipal Transport Workers Council.</p>
Finance Department	<p>This department deals with matters concerning JICHIRO's finances. Specifically, it is responsible for matters related to budget making and account settlement, management of JICHIRO's assets, tasks concerning JICHIRO's union fees, funds, relief money and donations, and accounting, including the management of the union's cash and deposit accounts.</p>

Occupational-Based Councils

1 Manual Workers Council - Consists of 94,000 manual workers out of the total 840,000 members of JICHIRO. The manual sector has been a particular target of personnel cuts and contracting out services. JICHIRO Manual Workers council uses the right to conclude labor agreements as a means to protect the employment and working conditions of its members.

2 Health and Medical Workers Council - Consists of approximately 122,000 workers in the health care sector. They are nurses, medical staff in hospitals, health centers and other public health institutions run by local governments. They focus on improving working conditions and securing enough nursing personnel and proposing policies to establish a health care system that adequately responds to the needs of people.

3 Public Utility Workers Council - Consists of approximately 21,000 members who are engaged in public utility services provided by local governments such as water, sewerage, gas and electric power generation. They focus on better working conditions and employment security.

4 Social Welfare Workers Council - Consists of 103,000 workers, including staff at child care centers, social welfare institutions, caseworkers and home helpers. They focus on improving working conditions of home helpers and care service workers, building better infrastructure to improve the Nursing Care Insurance Scheme and to facilitate the life of the disabled in communities, and improving child care facilities.

5 Council of Social Insurance and Public Placement Agencies' Employees - Consists of workers performing social security related work at the Japan Pension Service, Japan Health Insurance Association, and Ministry of Health, Labor, and Welfare (in Regional Bureaus of Health and Welfare), and working at Regional Labor Bureaus and Public Employment Security Offices, and is involved in issues concerning the pension and healthcare insurance systems, and policies related to employment and labor.

6 Town and Village Workers Council - Consists of 666 local unions from 933 towns and villages as of December 2012. The main missions of the Council are to improve the wages, which are lower in comparison with those in prefectures and cities, to monitor and make proposals regarding the merging of municipalities, and to further organize non-unionized workers in towns and villages under JICHIRO.

7 Youth Division - Consists of 200,000 workers, mostly up to thirty years old. The ages differ among each local union ranging from 28 to 35 years old. In some local unions, youth division and women's division are combined in a single division to deal with both issues. Their activities are aimed at making JICHIRO's movement more vibrant by cultivating young members through learning activities as well as exchanges among young members.

8 Women's Division - Consists of 370,000 female workers. They focus on building a gender-equality society where men and women can work and live together harmoniously without discrimination.

9 Trade Union Council of National Health Insurance Organizations - A National Health Insurance Association is established in each prefecture, which is commissioned through the inspections and payments of medical costs by local government, special wards of designated cities and the National Insurance Association. It consists of 42 local unions with a total of 4,200 members.

10 Council of Labor Unions for Private corporations in Public Services - These workers are engaged in local public services and suffer from insecure employment and low wages. With the aim also of ensuring the provision of quality public services, it is necessary to create an environment where these workers can work with a feeling of security. This council currently organizes over 45,000 workers in about 1,200 unions.

11 Racing Place Workers Council - This council is organized by 44 local unions with a total of 6,000 members, who work in horse races, cycle races, motorboat races and auto races managed by local authorities. 95% of them are female.

12 Council of General Workers - This council was established in January 2006 after the merger of National Union of General Workers and JICHIRO. It consists of 25,000 workers, mainly in small to medium size companies with a diverse employment base and in a wide variety of public service fields, from logistics and retail to medical and welfare. They focus on maintaining close contact with local communities and strengthening the labor movement in small to medium sized companies.

13 Municipal Transport Workers Council - This was established after the merger of TOSHIKO and JICHIRO in June 2013 to carry on and develop TOSHIKO's movement. The council, consisting of 25,000 members who work for urban public transport services such as subways and buses, addresses issues to ensure adequate local transport to all citizens, and to secure employment, good working conditions and occupational safety for those working in municipal transport services. Through affiliation with ITF, the Council plays a major role in keeping global solidarity with transport workers in the world.

National Council of Firefighters and Ambulance Workers (ZENSHOUKYO) - This was established in 1977 as an independent body working cooperatively with JICHIRO. Its status is not a trade union but a workers' council since the right to organize is yet to be recognized for fire defence personnel. Out of a total of some 150,000 employees in fire defence and ambulance services, ZENSHOUKYO organizes 13,000 workers in 188 local organizations. Their major challenge at present is to gain the right to organize for their workers. It is also affiliated to PSI.

Organization Management

National Congress and Central Committee Meeting



National Congress and Central Committee Meeting - are important bodies to determine the action policies and annual budgets.

National Congress - is the supreme decision-making body, in which about 6,000 delegates participate which consists of representatives from local unions to be elected at the rate of 1 to 1,000 union members, central members, special central members and central executive board meeting members. It is held yearly to discuss the report of activities from the previous year and the action policies for the year's budgets. It also plays an important role to elect the central executive board meeting members of Central Headquarters of JICHIRO.

Representatives from local unions have the right to determine the action policies of JICHIRO by voting.

Central Committee Meeting - is the second biggest meeting which consists of representatives to be allocated to Prefectural Headquarters at the rate of 1 to 2,500 union members and is held twice a year, usually in January and May. In the Central Committee Meeting, representatives check how to implement action policies to be determined in National Congress and discuss the supplementary budgets and other proposals.

JICHIRO is aiming for the participation rate of 30% women at National Congress and Central Committee Meeting.



Central Executive Board Meeting

Central Executive Board Meeting - is the governing body responsible for promoting trade union policies. Every 2 years, the president, three vice presidents, one general secretary, one deputy general secretary, and 30 members of the central executive board meeting are elected at the National Congress.

The regular central executive board meeting is held twice a month, in which the meeting members discuss various issues and make decisions on the daily business and trade union campaigns of JICHIRO.

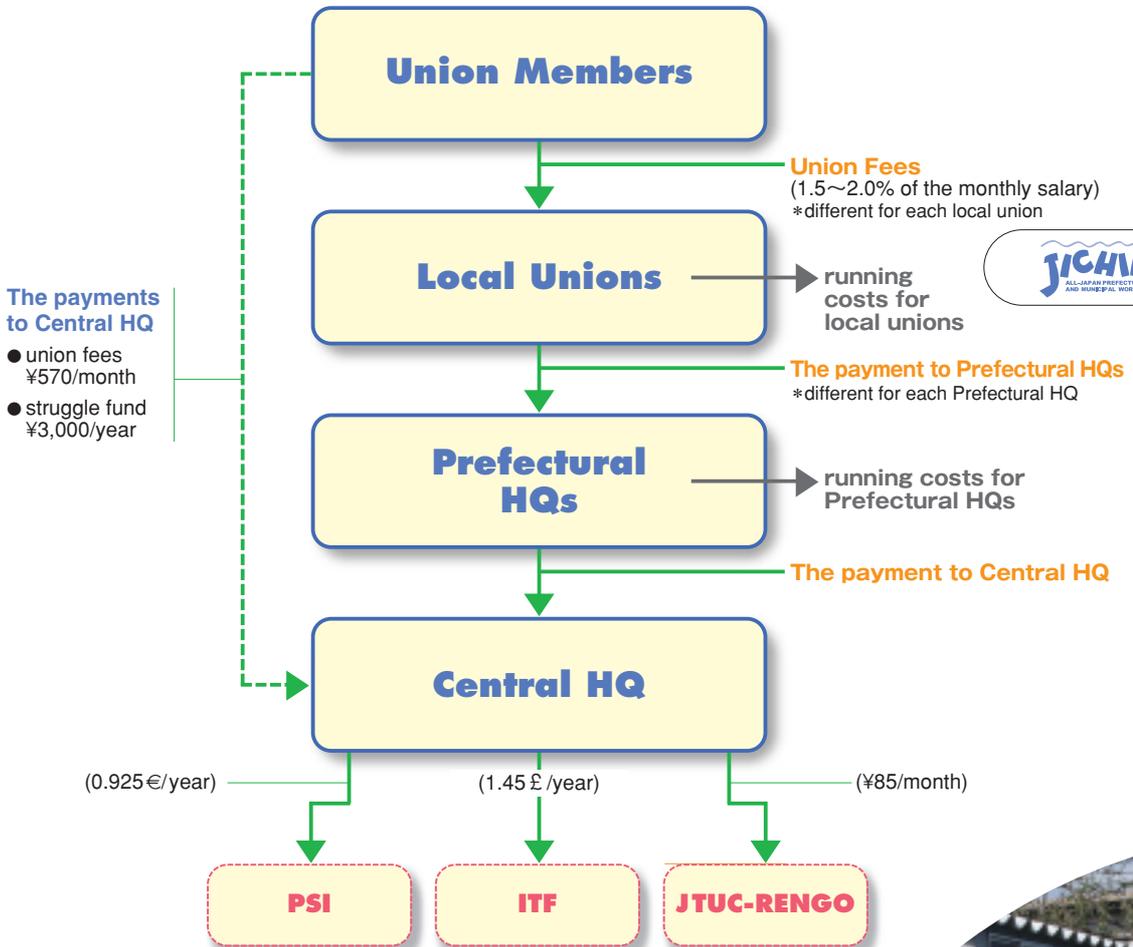
Union Fees

JICHIRO is run through the union fees. Members pay the salary-based union fees to local unions monthly. The amount of the fee is different for each union and the rate is between 1.5 and 2.0 % of the monthly salary. Some of the union fees are allocated to the running costs for local unions and others are distributed to Prefectural Headquarters.

The payments from local unions to Prefectural Headquarters are different in each Prefecture. Prefectural Headquarters pay fees to Central Headquarters, which is ¥570/union member as of August 2013. The total amount of the union fees JICHIRO members pay does not go straight to

Central Headquarters, but is divided to local unions, Prefectural Headquarters and Central Headquarters.

Besides the monthly payments, union members pay ¥3,000/year for the struggle fund. The Central Headquarters of JICHIRO pays union fees to the upper group of unions, ¥85/union member/month to Japanese Trade Union Confederation (JTUC-RENGO), €0.925/union member/year to Public Services International (PSI) and £1.45/union member/year to International Transport Workers' Federation(ITF).



Fiscal Year

Fiscal Year is from June 1 to the following May 31. Settlement of accounts and auditing is done every half year. External audit by an auditing firm has been adopted since 2002.



JICHIRO's Services to Members

In addition to a trade union's basic function of demanding our employers to improve the working conditions for our members, JICHIRO established All-Japan Prefectural and Municipal Worker's Cooperative Society (JICHIRO KYOSAI) in order to offer a pension and insurance scheme for union members. JICHIRO KYOSAI has created various types of mutual aid programs (insurance). These activities began in 1966 with a program pooling funds for congratulatory and condolence gift money among union members. Later it also included automobile and fire insurance, which were indemnity insurance programs. Then, in 1981, we established schemes such as "Mutual Aid Benefit Scheme", "Group Term Life Insurance" and "Education Fund Insurance".

There is another insurance program, which deals with material damage incurred during travel, and injuries from recreational or sports activities. The

special features of these schemes are that the premiums are much lower than those of similar plans offered by private insurance companies.

They are available to JICHIRO members and their families, in some cases to retirees as well.

Today with the economy hardly growing and little hope of gaining large wage increases, JICHIRO KYOSAI's scheme has become increasingly important. As a result, the number of subscribers to all these plans has increased consistently.

At present, the group term life insurance has over 0.9 million subscribers including member's families, some 300,000 vehicles are enrolled in the automobile insurance plan, and more than 300,000 houses or apartments are in the fire insurance plan.



**Mutual Aid
Benefit
Scheme**



**Automobile
Insurance**



**Group Term
Life
Insurance**



**Fire
Insurance**



Annuity



**Education
Fund
Insurance**



Challenges for the Future

In Japan, like many other countries in the world, smaller government and privatization have been promoted under the name of administrative reform and deregulation. These reform programs have threatened job security of public sector workers, while making their working conditions poorer and inefficient. It also intensifies social inequality since people with low income would have difficulty in paying for expensive services.

Therefore JICHIRO feels it necessary to reform the current services with the aim of providing equal, fair and transparent services for the community, and to make concrete proposals on policies and systems to reform local governments in the 21st century.

JICHIRO seeks for structural and institutional reform by which many administrative and fiscal powers are transferred to local governments so that they can implement policies to satisfy the particular needs of their communities. Through this, JICHIRO and local affiliates can respond to the community needs and demands. At the same time they can provide

“Quality Public Services”, which is the universal aim of every Public Sector Union.

The continuous privatization of public services has been detrimental to JICHIRO and other public sector unions. It creates a scenario of decreasing membership which poses serious problems for every organization. In response to this JICHIRO must continue to strengthen organizational strategies. JICHIRO must propose clear policies that will give casual or contractual workers the opportunity to be part of a public sector union. JICHIRO has been actively making proposals to the government and lobbying through representatives in the relevant advisory councils.

Full basic trade union rights for public sector workers in Japan are restricted by the government. Public employees may face civil or criminal charges for exercising their basic rights. JICHIRO continues to fight to correct this situation so that public sector workers also can enjoy basic trade union rights as mandated by ILO Convention No. 87 and 98.



FUTURE

