

Towards Realisation of Decent Work in Japan in fiscal 2009

Activity plan jointly prepared by Japanese government, employer and worker members of the ILO Governing Body, ILO Office in Japan, and ILO Association of Japan Inc.

1. Purpose of this document

Fourteenth Asian Regional Meeting of the International Labour Organization (ILO), held in Busan, Republic of Korea in late August 2006, launched the “Asian Decent Work Decade.” In response to this international agreement, tripartite constituents in Japan are expected to actively work together towards realisation of Decent Work. Moreover, the tools and measures for the ILO to promote Decent Work Agenda have been specified by the adoption of the “ILO Declaration on Social Justice for a Fair Globalization” in the 97th International Labour Conference in 2008. Under the current economic crisis, initiatives and activities towards realisation of Decent Work are required more than before. This document summarises planned activities of ILO constituents and other organizations, based on the progress made in fiscal 2007 and 2008, to realise Decent Work in Japan in fiscal 2009.

2. Basic policy of planned activities for fiscal 2009

a) In cooperation with the ILO Association of Japan Inc. and the ILO Office in Japan, government, employers and workers’ organizations will work together to raise awareness among Japanese public on the concept of Decent Work and its closely related issues, such as work-life balance, which is currently major challenge in the world of work in Japan. In conducting promotional activities, it is expected that five organizations will liaise and coordinate their activities, as far as possible, to achieve greater synergy in their efforts. In addition to that, it is necessary to make the best use of the occasion of ILO 90th anniversary and 60th anniversary of the ILO Association of Japan

b) Current status of and major issues concerning Decent Work in Japan are to be explored through lively discussion among major actors in the world of work, particularly involving ILO constituents, and efforts are to be made to disseminate the information among the general public to grow nationwide discussion, by utilizing mass media, etc.

c) Based on the progress made as a result of activities concerning a) and b) above, government, employers’ and workers’ organizations will further discuss to agree on the Japan’s Decent Work National Plan of Action (DWNPA) at an earliest possible stage in the Asian Decent Work Decade (2006-2015).

3. Planned activities of related organizations in fiscal 2009

1) Activities co-organized by the five bodies

- Organize a symposium titled “Challenge towards Decent Work for All - Decent Job and Workplace under Global Economic Crisis”
- Continue examining future policies for activities by holding five bodies’ meetings

2) Ministry of Health, Labour and Welfare

- Maintain employment by measures such as amplification of the Employment Adjustment Subsidy and create employment by measures such as establishment of the Hometown Employment Revitalization Special Grant as response to the economic and financial crisis
- Support non-regular workers' career building and human resources development and work towards realization of work-life balance as medium- and long-term measures
- Contribute actively to the discussions in international fora such as in the ILO and the OECD concerning response to the economic and financial crisis and to the realization of Decent Work mainly in Asian region. Co-organize a symposium with the ILO Office in Japan on international co-operation related to world of work.

3) RENGO (Japanese Trade Union Confederation)

- Set 7 October as "Decent Work Action Day", and launch various campaigns on Decent Work on and around the day. Specifically, symposium, meetings and street rally will be organized, and mass media is approached to gain their coverage of these activities.
- Raise awareness of Decent Work among the public through RENGO's website as well as distribution of reference materials at various meetings and events.
- Endeavour to realise Decent Work through year-round activities including Spring Struggle for a Better Life, and RENGO's requests on policies and systems.

4) Nippon Keidanren (Japan Business Federation)

- Strengthen efforts to disseminate concept of Decent Work
- Promote understanding of the concept of Decent Work through their public information activities and meetings including that of the board of directors and labour-related committees constituted of member companies.

5) ILO Association of Japan, Inc.

- Organise, like fiscal 2008, promotional and awareness-raising fora on Decent Work at local levels in collaboration with tripartite constituents and the ILO Office in Japan. The first one in 2009 is the symposium held on 27 April in Tokyo and the second one will be held either in Hiroshima, Tokai-region or Sendai-region between the end of November and the beginning of December.
- Provide information concerning Decent Work not only through Association's periodical "Sekai no Rodo" (World Labour) and web-site but also by offering related materials to members of the Association and participants to the seminars and symposia in order to make "Decent Work" universally known.

6) ILO Office in Japan

In line with the Concept Note for Decent Work Country Programme in Japan (2007- 09), developed by the ILO Office in Japan, the Office plans to carry out activities focusing on following prioritised areas, and make new Concept Note for Decent Work in Japan 2010 - 15 based on the ILO Declaration on Social Justice for a Fair Globalization and the new Strategic Policy Framework (SPF, 2010 – 15);

Priority 1: Promotion of Ratification of ILO Conventions

Provision of information on ILC Agenda and Global Report / Translation of ILO instruments such as declarations and code of conducts / Provision of information concerning ILO Conventions and Recommendations in Japanese language through ILO-Tokyo's website, etc. / Assistance to the government in their preparatory work towards ratification of the ILO Conventions

Priority 2: Assistance in Realising Decent Work corresponding to Changing Patterns of Work

Organizing symposia, public fora and seminars in order to provide information on current situation and prioritized issues in Japan, including response to the current economic and financial crisis, non-regular workers, green job, work-life balance, CSR, gender equality, current situation in Japan related to the agenda items of the ILC, etc.

Priority 3: Assistance in Promoting Social Dialogue

Promotion of social dialogue especially among Japanese social partners, through occasions such as the Symposium commemorating the ILO's 90th Anniversary and the ILO Association of Japan 60th Anniversary, Decent Work promotional fora at local cities / Strengthen partnership with the Japanese Parliamentarian's League on Promotion of ILO Activities, ILO Association of Japan Inc., etc.

Priority 4: Strengthening of Resource Mobilisation and Diversification of Donors

Organizing symposium to provide information on the ILO-Japan Multi-bi technical cooperation / Establishing and strengthening partnerships with donor community and agencies / Digging up new donors / Promotion of understanding on ILO's activities towards Africa and strengthening partnerships with related organizations through follow-up activities of TICAD IV /

Priority 5: Strengthening Knowledge-based Reporting on Japan's Labour and Social Trends and Networking of Experts

Promotion of joint activities on labour related issues with universities and research institutes in Japan / Reporting on Japan's labour and social trends to HQs and ROs / Contribution to the ILO network for participatory knowledge management in Asia and the Pacific

In implementing above mentioned activities, the ILO Office in Japan takes note of the points listed below:

- Actively distribute posters, pin-badges and various leaflets on Decent Work Agenda in Japanese produced by the Office in 2007 and 2008 (ILO at a glance; ILO's basic documents and objectives and goals of the ILO; the ILO and Japan; What is Decent Work; Fact-sheets on green jobs, labour migration, youth employment, promotion of gender equality in the world of work, child labour, materials related to the ILO's 90th anniversary etc.)

- Strengthen working relations with mass media, focusing on the dissemination of the concept of the Decent Work, and develop resource materials targeting mass media to assist in their preparation of articles and interviews
- Provide information on Decent Work, through partnerships with relevant organisations, at the occasions of major international conferences and events in Japan including World Day against Child Labour, World Day for Safety and Health at Work, Annual Industrial Safety and Health Conference, International Women's Day, and UN Day.