

J A W

Confederation of Japan  
Automobile Workers' Unions

## Company-unit labor union and its labor-management relationship

The post war democratization period in Japan gave company-unit labor union a major role to play in Japanese labor union movement.

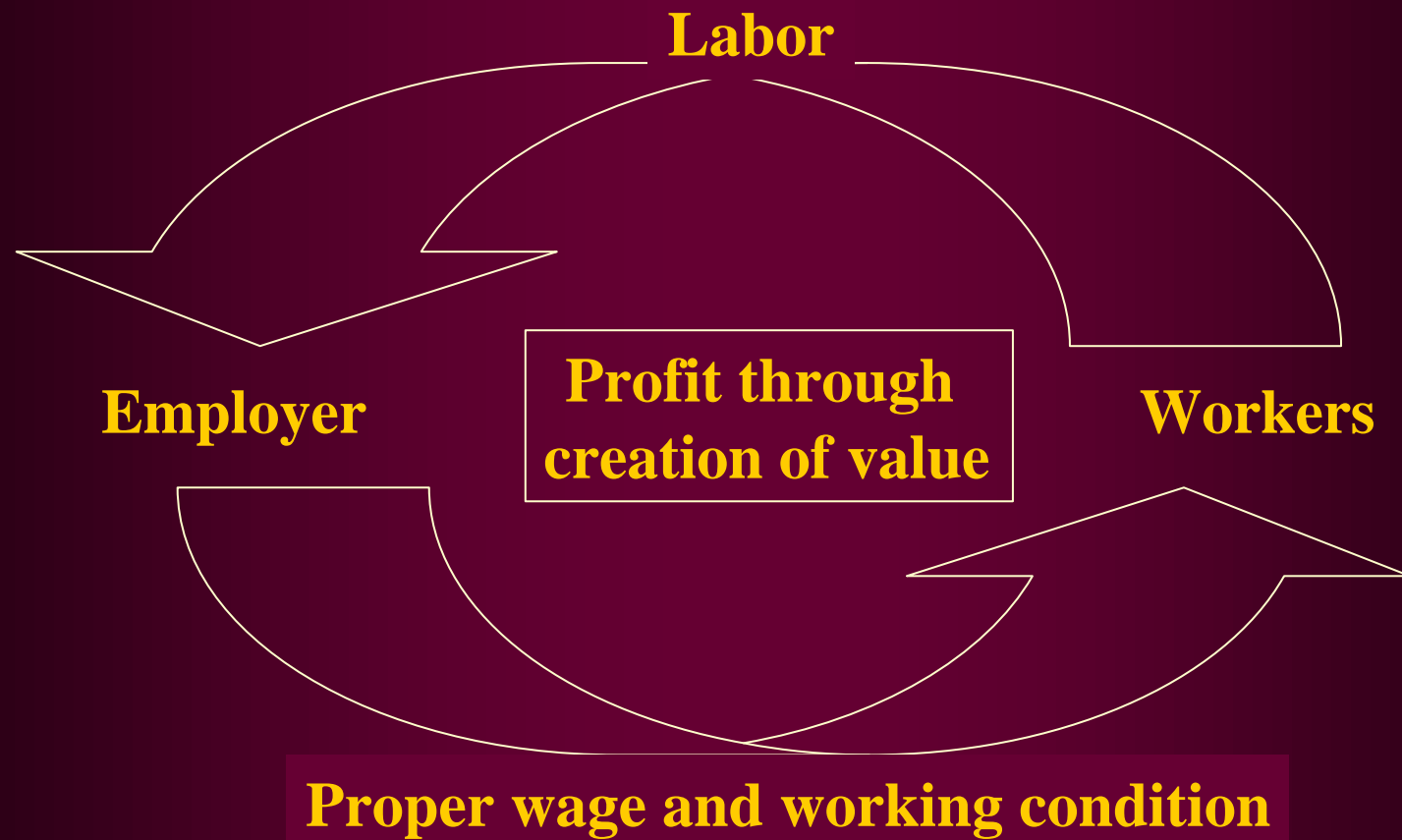
Union members “ offer labor” that add value to company business.



Employers “ compensate with proper wage and working condition” for union members.



Employers and workers feel like they are in the same boat, and both have tried to make the boat sail smoothly.



**Japanese company-unit labor union checks severely whether the company's profit was fairly distributed to employees.**

## Annual income at largest Japanese companies:

Source: Ministry of Finance Japan / 2000

**Employers = 400,000 US dollars ~ 900,000 US dollars**

**Employees = 50,000 US dollars ~ 70,000 US dollars**

**Employers : Employees = About 10 : 1**

# Composition of JAW

12 group unions, 1321 company level unions, 750,000 members

<b>Group federation union</b> (Car maker, parts supplier, Car dealer)	Number of <b>company-unit unions</b> joining the group union	Total membership
<b>1.Toyota Group</b>	<b>279</b>	<b>273,000</b>
<b>2.Nissan Group</b>	<b>487</b>	<b>175,000</b>
<b>3.Honda Group</b>	<b>54</b>	<b>74,000</b>
<b>4.Mitsubishi Group</b>	<b>180</b>	<b>60,500</b>
<b>5.Mazda Group</b>	<b>122</b>	<b>44,000</b>
<b>6.Isuzu Group</b>	<b>53</b>	<b>25,000</b>
<b>7.Fuji Group</b>	<b>40</b>	<b>22,000</b>
<b>8.Daihatsu Group</b>	<b>60</b>	<b>22,000</b>
<b>9.Suzuki Group</b>	<b>11</b>	<b>15,500</b>
<b>10.Hino Group</b>	<b>15</b>	<b>12,500</b>
<b>11.Yamaha Group</b>	<b>9</b>	<b>11,000</b>
<b>12.Non-grouped Parts suppliers</b>	<b>11</b>	<b>15,500</b>

**JAW membership = 750,000**

**Automobile sales / services members = 100,000 ( Member of UNI)  
(Sales person=35%? Service/Mechanic=40%? Office=25%)**

**Organized percentage at Automobile sales companies = 50.8%  
( Out of 1,708 auto sales companies, 867 companies are organized)**

**<Reference>**

**JAW automobile / parts manufacturing members = 650,000  
(Member of IMF)**

## What Japanese Automobile sales person face:

### Until 1990:

Market growth period: Sales persons enjoy & share the growth.

### After 1990:

End of market growth: Severe sales competition among sales persons.



- Pay by performance
- Extended working hours
- Increased work on holidays
- Enlarged gap on working conditions in comparison with Automobile manufacturers



- Workers at unorganized car sales companies ask for labor union.
- Working conditions of workers at organized car sales companies are unfavorably influenced by those of unorganized.

**JAW's 2<sup>nd</sup> organizing campaign project:**

**Each group federation union is to settle their own target for the period of September 2002 to August 2006 by May 2002.**

**JAW plans to increase about 10% of its membership.**

## JAW features in organizing sales companies:

-Make the most of the “ group federation” organization structure.

Not only labor unions at car sales companies, but group federation that includes unions at car manufacturing companies and parts suppliers support organizing sales companies that belongs to the same group. (Ex. Toyota group)

-Approach to the employer.

Not only make approaches to employees, but approach employers of car sales companies to prevent their obstruction.

**However.....**

**“ Globalization” influences Japanese employers and their business practices.**



**Employers put more importance on stockholders, which makes fair distribution of profit to the employees more difficult.**

**Japanese labor unions must make decisions on what to change, and what to fight and protect.**

Thank you.