Japanese affiliates – UNI Graphical & Packaging

Federation of Printing Information Media Workers Unions (INSATSU ROREN)

Abbreviation  PIMW
Foundation date  25th August 1989
Founding members  46 organizations, 20,785 members
President  Mr. Hisatsune Sato
Current membership  37 organizations, 20,324 members
(as of July 2019)

Main Principles

• To pursue the happiness of working people while striving for the maintenance and improvement of our economic, social, and political status based on a free and democratic labor movement and with pride and responsibility as Japanese printing information media industry workers.
• To maintain and improve working conditions through robust solidarity while protecting fundamental human rights, freedom, and peace based on mutual trust.
• To contribute to enhancing the soundness of business management and the democratic development of the printing information media industry based on the mobilization of the collective opinion and wisdom of the members, the refining of technical skills, and the development of character.
• To work for the development of a sound and robust organization and unification of the workers’ front of the printing information media industry workers while excluding all forms of coercive interference in trade unions affairs and holding fast to the democratic management of the organization.
• To realize a welfare state with an abundant sense of humanity while holding fast to parliamentary democracy.
• To build international peace with freedom and democracy, we resolve to be aware of and strengthen our solidarity toward the role we should perform.

All Printing Bureau Labour Union (ZENINSATSU)

Abbreviation  PLU
Foundation date  1st April 1947
Founding members  8,000 members
President  Mr. Takashi Umehara
Current membership  5,082 members
(as of 1st April 2019)

Main Principles

• To establish autonomy for trade unions, unite all G&P workers, improve working conditions and social status and expand rights for members while building a strong collaborative relationship.
• To build a labor-management relationship based on solid equality, that focuses on ensuring fundamental rights for workers, facilitating future growth in the printing bureau business.
• To create a culture for workers in which labor and human rights are highly respected.
• To pursue permanent peace and global solidarity by collaborating with all citizens with a common belief based on liberty, togetherness and democracy.
Japanese affiliates – UNI Graphical & Packaging

**Dai Nippon Printing Workers Union (DNPWU)**

- **Abbreviation**: DNPWU
- **Foundation date**: 23rd October 1945
- **Founding members**: about 1,600 members
- **President**: Naoyuki Beppu
- **Current membership**: 7,181 members (as of 1st April 2019)

**Main Principles**

- Labour and management collaboration based on mutual understanding and trust
- Contributions to society
- Autonomous and democratic operation
- Creative activity with voices from workplaces as a starting point

**Japan Federation of Newspaper Worker’s Unions (SHIMBUN ROREN)**

- **Abbreviation**: SHIMBUN ROREN
- **Foundation date**: 30th June 1950
- **Founding members**: 14 organizations, 10,800 members
- **President**: Mr. Akira Minami
- **Current membership**: 86 organizations, 19,842 members (of which 1,500 are newspaper workers)

**Main Principles**

- To secure the three fundamental labor rights through building a spirit of unity among all newspaper unions and to fight for a better life and a higher political and social status.
- To protect the freedom of speech, to accomplish the democratic revolution, to respect Japanese culture and to rebuild the nation as a free and independent country, with the recognition that these are all part of newspapers’ social mission.
- To respect democracy and autonomy for our affiliates’ activities by rejecting oppression or interference from political parties, government and capitalists.
- To fight against unjust competition among newspaper companies which leads to exploitation of newspaper workers. To support liberty and fairness in newspaper reporting activities, irrespective of their region or scale, and to secure all worker’s fundamental rights.
- To collaborate with other industries in order to establish a high quality of life and political status for all workers, and unite in a democratic labor front.
- To promote participation and unity among all democratic industrial federations around the world with an aim to establish world peace.

**Fraternal organizations**

UNI-LCJ P&G meetings are held to share and exchange information and experiences on a regular basis in Japan, as well as to deepen cooperation with other fraternal organizations such as the Graphical Sector of the Japanese Federation of Textile, Chemical, Food, Commercial, Service and General Workers’ Unions (UA ZENSEN) and All Mint Bureau Workers’ Union (ZENZOHEI).
The Future World of Work and Workstyle Reform

With the progress of digitalization associated with technological changes such as IoT and Artificial Intelligence, we are seeing rapid and drastic changes in the industrial structure and our workstyles. As a positive aspect, these changes enable companies to provide more efficient operations and services by utilizing big data and other measures. It is also expected that the spread of telecommuting and other technologies will enable workers to realize diverse workstyles such as working at home in spite of disabilities, childcare, and nursing care. On the other hand, as a negative aspect, digitalization makes it easier to share and access workers’ or personal information, and devising ways to protect privacy remains an issue to be solved. In addition, while the number of jobs which can be replaced by AI or robots are increasing, we are asked what are the jobs that humans should do. We need to support reskilling and retraining workers in order to respond to rapid changes for a smooth transition. Compared to Europe and the US, in Japan, both labour and management tend to consider digitalization to be a positive change as a key to solve urgent matters such as the aging society with a declining birth rate and labour shortage.

One of the critical government policies for dealing with these issues is “Workstyle Reform”. In the background, as I mentioned earlier, we are facing a serious labour shortage associated with population decrease. In order to solve the labour shortage, we need to increase the workforce, raise the birth rate, and improve labour productivity. The government’s “Workstyle Reform” is a policy to realize these solutions. The so-called “Workstyle Reform Bills” proposed by the “Meetings on Promotion to Realize Workstyle Reform” were passed and enacted in June 2018 and executed in April 2019. The three pillars of these bills are “shortening long working hours”, “eliminating disparities between regular and nonregular workers” and “realizing diverse workstyles”. This legislation realizes some points demanded by JTUC-RENGO, such as an introduction of an upper-limit regulation on overtime work with penalties, the abolishment of suspension measures against an additional wage rate for overtime work over 60 hours in SMEs, and legislation for equal pay for equal work toward eliminating irrational disparities between employment forms. RENGO highly evaluated these points but expressed regret regarding the fact that the “high-level professional system”, which may promote long working hours instead of applying the regulations for working hours set forth in the Labour Standards Law, was newly established without being deleted from the bills.

The future of the printing industry

In the printing industry, SMEs with less than 100 employees account for 98.3% of the industry and statistics show that of these, 54.4% are offices with 3 people or less.

Publication and commercial printing tend to be on the decline in the printing industry, and we are increasingly seeing a replacement of publication printing by digital comics on cell phones and e-books, and in commercial printing, an increase in advertisements and sales promotion via the internet and digital signage. IC cards and e-business jeopardize securities printing and in-office printing, people being inclined to rely on websites and electronic payment. On the other side, in the field of living environments, a package-printing market with the food sector as its core is expanding, including functional packaging materials for medical items and other environmentally friendly packaging materials. Furthermore, in the field of construction materials, we maintain stable demands for value-added goods such as wallpaper that responds to the environment, and in the industrial materials field, the demand for antireflective films and solar cell back sheets are growing. In the printing market since 2000, a digital printing market has been growing. Especially, data printing services, promotional materials, and direct mail are growth fields, and the market has been turning into a Print On-Demand market where printed materials are produced when necessary.

While the printing industry is moving toward high-functionalization, advancement, and digitalization from the traditional printing market, changes are required in working environments. It is crucial to build production systems according to the market change from paper to electronic media and to respond to the Print On-Demand function, to highly functionalize, to build technologies and knowhow for advancement, and to take measures for SMEs against digitalization.

We industrial unions therefore have to respond to changes in working environments according to the progress of digitalization from the workers’ point of view. It is vital to build “healthy labour-management relations”, to “nurture human resources”, to promote “diversified workstyles”, and to take “measures for SMEs” as a respond to these changes. We will play a role as an industrial union in order to respond to these changes in the working environment as well as seek realization of industrial policies and development of the printing industry in cooperation with industrial groups, related organizations and recommended members, developing movements toward the future of the printing industry.

The current situation and future of the newspaper industry in Japan

The latest research by the Japan Newspaper Publishers & Editors Association shows that newspapers in Japan have a circulation of 39,901,576 as of October 2018. Home delivery is widespread and the number of subscriptions
Active Participation to UNI / UNI Apro G & P activities

UNI G & P Executive Committee Meeting (Stockholm, Sweden, June 2017)

UNI Apro G&P Sector Conference (Fukushima, September 2017)

UNI Apro G&P Committee Meeting (Kuala Lumpur, Malaysia, October 2018)

Dialogue with Toppan Management at The 7th UNI Apro East Asia Trade Union Forum (Tokyo, October 2018)

“Zeninsatsu contribution to unite Indian security press workers” UNI G&P seminar for Indian affiliated unions (Mumbai, India, May 2019)
per household is 0.70 copies. However, we are seeing a situation where subscriptions are on the decline and there is no sign of the tide turning, partly because digital news media such as SNSs are increasing and the trend away from reading newspapers is accelerating, and partly due to the aging of readers and a decrease in young readers who prefer not to read newspapers. In the same research conducted in October 2008, the circulation was 51,491,409 and the number of subscriptions per household was 0.98. The figure has plummeted in the last 10 years and the research also shows that sales revenue fell below 1 trillion yen for the first time in financial results in fiscal year 2017.

Under these circumstances, managements have spun off their printing sectors into separate companies for the purpose of cutting labour costs. In many cases, workers directly employed by the separate companies are not allowed to join the labour unions of their headquarters. These workers are therefore not organized, leading to deterioration in labour conditions for newspaper printing workers, which is becoming an urgent matter that must be addressed.

On the other hand, each newspaper company is exploring services that utilize their contents and is seeking a new growth strategy that responds to digitalization. Online users are on the rise and we are seeing trends of efforts to increase revenue through digital advertising and contents delivery, including an expansion of video/advertisement distribution services. However, digital news services are becoming increasingly dependent on platformers such as “YAHOO”, and thus the Japan Federation of Newspaper Worker’s Unions is studying measures to realign the nature of the relationship with platformers.

86 labour unions are affiliated with Japan Federation of Newspaper Worker’s Unions, accounting for about 80% of all the newspaper companies nationwide, including national, block, local and regional newspapers, industrial journals, business and trade papers, and news agencies. Some unions are organized through individual membership, but most of them are federations of enterprise-based unions. Occupations of the members are various, from reporters, editors, and producers, to workers in sales, advertisement or printing divisions, and these unions are not occupation-based unions as they are in other countries.

The total membership is about 20,000. We work on a wide variety of activities such as protection of employment, improvement of labour conditions, advocacy of workers’ rights, settlement of labour conflicts, enhancement of welfare programs, strengthening of journalism, freedom of speech and the press, and the maintenance/development of peace and democracy. Recently, journalists, mainly female reporters, have been increasingly targeted for attack and we are building a rescue network to tackle these cases.

The current situation and future of Security Printing in Japan

The current situation and future of Security Printing can hardly be discussed without referring to the relationship with the rapid development of digital technologies. The mission of Security Printing is “to avoid counterfeit” and for that purpose, various kinds of anti-counterfeit technologies have been adopted for banknotes and securities to protect their value. Counterfeiting was mainly perpetrated by organized criminals before the era of the rapid development of digital technology. These days, however, even the general public can maliciously counterfeit with advanced and diffuse digital technologies. Competing with this situation, we currently see the world trend of introducing devices such as special ink with luminescent materials and metal foil such as holograms into security printed matter, which enable us to identify and authenticate with our five senses, such as eyesight.

In Japan, anti-counterfeit technologies such as holograms and pearl ink are adopted for banknotes and other printed matter, and the further improvement of forgery resistance is anticipated with the cutting-edge hologram technology and others competing with the development of digital technologies.

Despite the necessity of introducing the latest technologies, “Security Design” equipped with design and functionality has been adopted for security printed matter and its elaborate lines and microscopic structure patterns, etc., was one of the most effective anti-counterfeit technologies. However, we are seeing an increase in counterfeits using highly functional digital printing technologies becoming increasingly widespread these days. Therefore, Secure Elements are now being developed with new functions which maintain the conventional design but also have latent patterns, or invisible information, among the visible patterns, these being authenticated with a simple tool.

Digital technologies are evolving constantly. It is crucial to advance technologies from various perspectives, such as adopting cutting-edge technologies enabling visual identification as well as functionalizing Security Design to fight against the counterfeiting of security printed matter.

Needless to say, it is an extremely important matter for the security printing industry to take necessary measures against the trend of technological innovation, which is drastically changing industrial structure itself, including, for example, ensuring digital security without relying on printing, rather than printing on paper or plastics as a tool for ensuring desired security.
UNI-LCJapan (UNI Liaison Council Japan) is the domestic council where UNI affiliates in Japan discuss their involvement in UNI activities and harmonize their opinions and positions. In conjunction with UNI consolidation, UNI-LCJapan was formed in January 2000 and has been expanding its membership with determined commitment to organizing. As of February 2019, UNI-LCJapan consists of 14 affiliated unions with a total of 1,022,700 members and carries out activities in close cooperation with UNI / UNI Apro.

A large number of Japanese affiliates hold key positions in UNI/UNI Apro. Many of them are involved in UNI decision-making bodies, and they are particularly responsible for promoting UNI activities in the Asia-Pacific region. Since 2000, many overseas projects have been run by UNI-LCJapan. Seminars have been conducted in various other countries in close cooperation with their national liaison councils and UNI-LCJapan.

UNI-LCJ is a coordinating body of Japanese affiliates in six sectors including Commerce, Finance, Graphical, ICTS, Media and Post & Logistics, and other new areas such as Athletes and Care.

UNI-LCJ Graphical & Packaging, with 15,000 members from three affiliates, is one of the growing sectors in Japan.

UNI Liaison Council Japan (UNI-LCJapan)
Zendetsu Kaikan 6F, 3-6 Kanda-Surugadai, Chiyoda-ku, Tokyo 101-0062 Japan
Tel: +81-3-3251-3374 FAX: +81-3-3257-0839 E-mail: lcjapan@vesta.dti.ne.jp
http://blogs.uniglobalunion.org/japan/