

【BS10】「労働者協同組合をいかに発展させ、強化し、普及させていくか」

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労働者協同組合をいかに発展させ、強化し、普及させていくか

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Associated Worker Cooperative Movement in Japan: Our Achievement and Challenges

협동노동의 협동조합 운동 : 도달점 및 도전



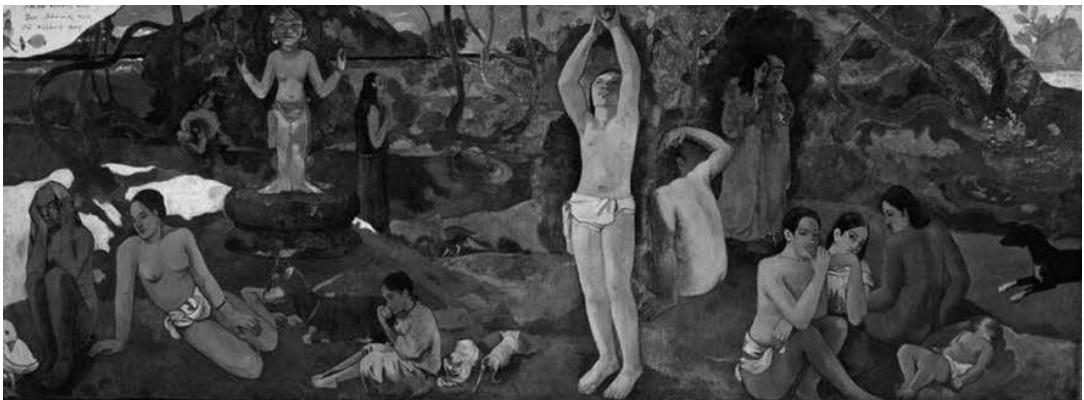
JWCU

□ November 18, 2014, Seoul, Korea

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D'où venons-nous ? Que sommes-nous ? Où allons-nous ?
(Paul Gauguin)

Outlines

1. Profile of JWCUC
2. Background to the Report
3. Brief History of Associated Worker Cooperative Movement in Japan
4. “Trinity” and “Three Phases of Cooperation”: Core Concepts of Associated Work
5. Employment Issues and Cooperatives
6. Summary

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JWCUC profile 1

- **Federation: Japan Workers' Co-operative Union (JWCUC)**
Founded in 1979, forming the National Council
- **Member Organization: 63 members;**
worker cooperatives,
older persons' cooperatives,
agricultural unions,
social welfare legal entities, and
other social economy organizations
- **42,765 individual members in member**
coops; 12,765 worker members (as of
March 2013)

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JWCU profile 2

- **Turnover in FY 2013: 31.3 billion yen**
- **Our businesses include:**
 - job assistance;
 - service for the aged;
 - service for children and parents;
 - building maintenance;
 - biodiesel fuel (BDF) plant;
 - inter-coop business activities; and
 - businesses linking food, agriculture and environment
- **Setup of over 300 “Community Welfare Centers,” and operation of over 200 Public Facilities (as of December 2013) under Act on Promotion of Private Finance Initiative**

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JWCU profile 3

- **Solidarity meeting and learning:**
”협동집회”: National Gathering of Cooperation (biennial);

National Gathering for Practice of “Good Work” (annual)
National Gathering for Care Workers (annual)
- **We have no worker cooperative law yet:**
working on legislative movement (currently registered as voluntary organization, business union and NPO)

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JWCU profile 4

- **Building upon the ICA principles (국제협동조합연맹의 운영원칙), we established additional principles autonomously.**

Voluntary and Open Membership

Democratic Member Control

Member Economic Participation

Autonomy and Independence

Education, Training and Information

Co-operation among Co-operatives

Concern for Community

ICA principles

cont.

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DEFINITION, MISSION AND PRINCIPLES of ASSOCIATED WORKER COOPERATIVES in JAPAN JWCU adopted in 2002

DEFINITION:

An associated worker co-operative is set up by citizens who desire to create jobs together as well as to help people and communities. Citizens, as worker-members or other stakeholders, jointly contribute to the capital, manage businesses democratically and share economic responsibilities.

In an associated work, workers cooperate with each other, workers, and communities.

MISSION:

An associated worker cooperative:

Places the highest value on human lives and decent work,

Achieves "good work" through practice of associated work,

Develops a worker- and citizen-centered "New Business Model," and

Builds "New Welfare Society" where all persons cooperate and coexist in harmony.

PRINCIPLES: Guidelines for Associated Work, Management and Movement

To create and develop good work with involvement of worker-members and citizens.

To pursue democratic management of, by and for all members.

To promote community development businesses and activities.

To advocate the co-operative spirit through people's growth with "independence, cooperation and compassion."

To consolidate the associated worker cooperative movement through social solidarity.

To expand the network of "not-for-profit and cooperation."

To aim for a society with coexistence and cooperation in solidarity with people around the world.

2. Background

1. Change industrial structure and employment in postwar

- ☐ 10 million unemployed people just after the WW II
--> “Relief Measures for the Unemployed (RMU)” ”실업대책사업”
- ☐ Under Economic high growth (1955 ~) and Energy transformation, the parliament decided scale-down and abolishment of RMU(1963)
- ☐ After 1971, the doorway to RMU was closed for the new jobless who wanted to join, and many of them were middle-aged people.

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Background

2. Change of Japanese labor management style (lifetime employment system, seniority wage system, trade unions within a company)

- ☐ “Full guarantee both of employment and wage”
--> “Alternative guarantee of employment or wage”
--> “No guarantee of employment nor wages”
- ☐ Complex employment relationship by “triangular employment relationship” and “subcontract”
(=> real employer is almost invisible)
- ☐ Emergency of disguised employment relationship and “working poor”

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Background

3. Serious weakness of cooperatives:

- ☐ “Same employment relationship as private companies. Most co-operatives try to be no more than conventional employers (Laidlaw, 1980 at the General Meeting of International Co-operative Alliance).”
- ☐ Kneel-to Capitalist Economy and Commercialism
Business management theory just borrowed from that of private companies.
This is also serious weakness.

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Background

4. Job creation in disaster-hit areas is expected

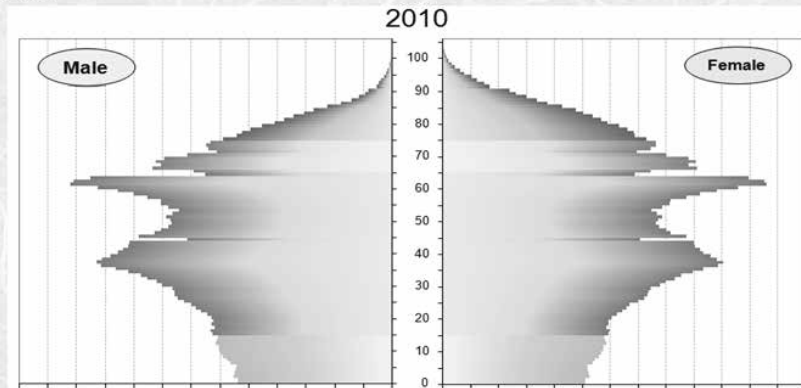
- ☐ North East Japan from 2011
 - ☐ *Miyagi and Iwate (Quake and Tsunami)*
 - ☐ *Fukushima (+ N. plants destruction)*
- ☐ Self-Sufficient Sphere in Foods, Energy and Care (‘FEC SS-Sphere’)



Background

5. Aging society with a low birthrate ~ A matter of vital importance in the future

- ☐ "Year 2025 problem": the baby-boomers will be over 75.
- ☐ It will cause the pension problem, the labor shortage, etc.



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2. Brief history of Worker cooperative movement

1970's: The forerunner of JWCU, the "Jigyodan(사업단)" was first established, just after the doorway to RMU, Relief Measures for the Unemployed, was closed for the new jobless persons.

1980's: Workers reconsidering the meaning of managing businesses

1990's: Self-definition of "worker cooperatives" and reconsidering the social significance

2000's: Definition of "Associated Worker Cooperative (협동노동의 협동조합)" and growing recognition of associated work (협동노동).

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3. Core Concepts of Associated Work 협동노동의 중핵적 관념

”Trinity” & “three phases of cooperation”

三位一体、3위1체♪

三個合作、3개의 협동♪

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➤ “TRINITY” of members’ Capital contribution,
Management and Work

❑ Pursuit of “Democratic Management by All Worker-Members” 전조합원경영 (조합원 전원이 경영한다)

Question and Challenge for;

”Can workers keep their cooperative enterprise?”

--> We have over 30 year-history.

❑ How to break away from traditional management theory of
”Control of personnel, property and money”?

--> Mondragon’s 3rd Principle; “Sovereignty of
Labor” (“Soberanía del Trabajo”) 노동 주권

❑ A cooperative is a unique enterprise in which those
involved can essentially play active roles; the member or
whoever is involved. 당사자 주체

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➤ Three phases of cooperation:

- 1) cooperation among worker members,
- 2) cooperation with users and
- 3) cooperation with communities

□ A multi-stakeholder system is essential to vitalize communities.

--> Not adapting criteria for evaluation "customer satisfaction" for services: Attitude and position to create products and services with users

--> Common characteristic with "Conductive Products" and "Co-Production"

--> Underlying philosophy: *"Workers grow certainly as a human being"*

□ Aiming for a society which citizens build by their own hands, not society where care is commercialized

--> JWCUC submitted recommendations to the government based on the voices of 1,500 users and their families and 400 care workers.

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➤ Impacts of associated work and 3 phases of cooperation (1)

* Job assistance

□ Support for and working together with people with disabilities

Eg: MAMENOKI ("Bean Tree") (People with disabilities contribute to the capital and become members)

Starting a training program to become home care workers for special school students -->

Independent living support and job assistance center for people with disabilities started

□ Support for youth: Holding workshop and conducting Rapeseeds project with involvement of community residents

□ Support for foreign workers: Creating jobs for/ with foreigners who were laid off by Toyota just after Lehman Shock.

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➤ Impacts of associated work and 3 phases of cooperation (2)

* Public facilities: hub to build communities and foster active players involving in community building

- ☐ After-School-Care Center: place for just fun or hub to build communities for child care?
Finding some children not bringing lunch box --> (?)-->
Organizing community festival to develop the community spirit
- ☐ Senior Center: not just a place for “KARAOKE”, but also a place where users play active roles in building their community
“From those who are supported to those who provide support”

? As a result of poverty, but poverty is almost invisible from the community because of a deficit of community spirit

Our motto is that “From those who are supported to those who provide support.”

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➤ Impacts of associated work and 3 phases of cooperation (interim summary)

☒ Putting “awareness” into action

- ☐ Workers “at the front” are faced with various matters in the community.
- ☐ Some of workers became aware of the problem.
- ☐ Discussing among all workers how to handle the problem
- ☐ Making a draft policy through discussions
- ☐ Talking to various stakeholders in the community
- ☐ Policy established, and Action

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Conclusion

- ⑨ In an associated work (협동노동), *workers cooperate with each other, users, and community*, That is to say “three phases of cooperation.”
- ⑨ Whereas our method of improving quality of services and products is based on the three phases of cooperation.
- ⑨ Whereas this type of work is a working model which promotes the collaboration among various stakeholders around a cooperative in the community.
- ⑨ Whereas it enables us to revitalize a community, and therefore it has potential to break the cycle of poverty.
- ⑨ An associated work have a good chance to be a Social Infrastructure (사회적인프라).

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Thank you very much

감사합니다

Muchas gracias

ありがとうございました

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