

**Joint Declaration on Efforts by the Japan Staffing Services Association and
RENGO to Improve the Treatment of Temporary Workers and Promote Fair
Practices by Temporary Staffing Services**

From February to May 2010, the Japan Staffing Services Association (hereinafter, "the Association") and the Japanese Trade Union Confederation (hereinafter, "RENGO") engaged in discussions and negotiations aimed at promoting stable employment and improved treatment for temporary workers, and at encouraging fair practices by temporary staffing services. With both organizations maintaining a posture of respect for the views of the other, the two have agreed on a set of actions to undertake.

The two organizations have confirmed that henceforth they will work to promote stable employment and improved treatment for temporary workers, encourage fair and sound business practices within the temporary staffing industry, and spread these reforms throughout society by undertaking, individually or jointly, the actions enumerated below.

Using the recent consultations as a starting point, the Association and RENGO will continue to consult with one another as needed and will redouble their efforts to build a society in which temporary workers can do their jobs with a sense of security.

I. Efforts to Promote Fair Practices by Temporary Staffing Agencies

1. Association efforts

The Association's member businesses, as temporary staffing services, will abide by the provisions and guidelines of the laws and regulations pertaining to temporary staffing services (including the Act for Securing the Proper Operation of Worker Dispatching Undertakings and Improved Working Conditions for Dispatched Workers, the Labor Standards Act, the Industrial Safety and Health Act, and labor and social insurance systems) in securing employment opportunities for temporary workers and will work closely with client companies to protect the temporary workers placed in those companies.

The Association will provide support to member businesses to ensure full compliance and improve corporate governance, offering the necessary advice and guidance.

2. RENGO efforts

- (1) Through labor-management consultations and other forms of communication with individual client businesses, RENGO's member organizations (labor unions at client businesses) will seek compliance with all statutes pertaining to temporary labor (including the Act for Securing the Proper Operation of Worker Dispatching Undertakings and Improved Working Conditions for Dispatched Workers, the Industrial Safety and Health Act, and the Workers' Accident Compensation Insurance Act), as well as the requirements of social and labor insurance, when businesses accept placement of temporary workers.
- (2) Member organizations will pursue labor-management consultations and other measures aimed at promoting monitoring activities and improving working and other conditions for temporary workers during their placement period.
- (3) Member organizations will call on client businesses to follow correct and appropriate procedures in situations where they are legally obligated to offer direct employment to temporary workers.
- (4) Member organizations will call on client businesses that are forced to cancel staffing contracts during the contract period to pay damages to the temporary staffing service and secure new employment opportunities for the temporary workers affected.

3. Joint efforts

In order to create an environment in which temporary workers can do their jobs with a sense of security, the Association and RENGO will examine options for revising the legal framework in such a way as to contribute to the protection and career development of temporary workers, so as to prevent unfair temporary staffing services from entering the market or continuing operation.

II. Efforts to Improve the Treatment of Temporary Workers

1. Association efforts

- (1) In setting their staffing fees, member businesses will strive to cover such costs as labor and social insurance, welfare benefits, and training and education expenses, and to secure wage levels commensurate with the rising skill levels of temporary workers.
- (2) Member businesses will work to ensure that placed workers are guaranteed and granted their rights to such benefits as annual paid leave, childbirth leave (before and after childbirth), and childcare and nursing leave, and they will work to promote understanding of these rights among client businesses.
- (3) Member businesses will strengthen their industrial safety and health policies, with particular attention to mental health and harassment issues.
- (4) Member businesses will take out labor and social insurance for all temporary workers for whom such insurance is required and will act promptly and appropriately in completing procedures to certify eligibility or loss of eligibility for benefits.
- (5) The Association will call on the Health Insurance Society for Temporary Workers to intensify its efforts to inform and educate temporary workers about the medical insurance system and its procedures.
- (6) The Association will begin work on an initiative to consider the establishment of an industry-wide education and training system for temporary workers.

2. RENGO efforts

- (1) Member organizations (labor unions at client businesses) will pursue monitoring activities aimed at ensuring wage levels commensurate with the skills of temporary workers and staffing fees that cover workers' social insurance, labor insurance, and other costs.
- (2) Member organizations will call on client businesses to step up efforts to encourage temporary workers' use of welfare facilities in the workplace and to enhance employee safety and health management (such as by scheduling medical checkups for workers and making health and safety improvements at the worksite).
- (3) RENGO will consider how best to pursue its campaign for the establishment of work rules and improved treatment for temporary workers within the context of labor-

management relations at client companies, with the aim of achieving fair treatment of temporary workers in keeping with their work styles.

3. Joint efforts

To improve the treatment of temporary workers, the Association and RENGO will consider issues relating to work environment, welfare benefits, and career development. In addition, the two organizations will examine the possibility of action on such administrative policy issues as tax treatment of commuting costs, including possible appeals to the relevant government agencies.

III. Future Consultations between the Association and RENGO

Using the recent consultations as a starting point, the Association and RENGO will continue to consult with one another while carrying out ongoing studies to monitor various issues pertaining to temporary labor.

May 24, 2010

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