

## Our Resolution

To all teachers and staff,

We gathered together here today and talked about the difficulties we face every day. We were convinced of the growth of the high school students who live now, and were able to share the joy and mission of people engaged in education.

Poverty and disparities have a major impact on a child's ability to learn and grow, and what schools need is diversity. In fact, a lot of school sites are supported by the "enthusiasm of teachers and staff members, and overwork is becoming an increasingly serious issue. The school board of Osaka Prefecture is in a situation where a young teacher has the courage to bring forth a lawsuit. It is apparent that the introduction of the "one-year valuable working hours system" which is being discussed at MEXT simply doesn't reduce the apparent overtime but further extends long working hours.

In addition, in Osaka, the Osaka Ishinnokai Association ("Osaka Restoration Association") has adopted policies which include the "destruction of public high schools," educational reform, and use of "education industries," with the aim of competition and cost reduction. It has also recommended the "evaluation development system" or the "guidance" of the principal to self-declaration. As a result, management is intensified, and many employees are forced into a situation where they have to worry about their own "evaluation." The decision to ban teachers and staff members from voting at their meetings and the principal's decision on human resources deprive the teachers and staff members of the chances to ask themselves what they can do about their working conditions.

Even principals who need leadership are struggling because they cannot properly grasp the opinions of the workplaces. Every school is now required to devise how to create a democratic workplace.

Human beings are social by nature and have developed society through cooperating with their peers.

The mechanism that forces people to compete with each other through a numerical value brings "a measure of comparing oneself with others" to this social development, and degrades our learning, growth, and labor to individual achievements. In such a system, failures and stumbles are

regarded as "self-responsibility," and a lot of adolescents are suffering from the absence of encouragement and support. Let us resist being incompatible with human nature, unite to share our wisdom, and keep working.

At present, the government is aiming to revise Article 9 itself. However, in Diet Elections in Okinawa, the voters have chosen candidates against a U.S. base in Henoko and their uncrushable efforts have prevented the base construction by the Abe administration and there is no prospect of finalization of the new base's construction.

Let's us connect with each other, join hands and walk with hope.

"How to win is to never give up."

May 18th, 2019

The 90th Regular Rally of the Teachers and Staff Union of Osaka Prefectural High Schools.