March Report on
the Labor Administration Activities
during the period 21 Feb. 50 to 20 Mar. 50

Labor Administration Section,
Labor Department, Tochigi Pref.

1. Significant trends in the labor movement, in labor relations, in union organization or dissolut ion, with evidence of progress or retrogression.

(a) To gain once for all settlement of the proposed problem of revising wage basis which has been hunging over since last year, the National Metal Mine Workers Union issued the directive of struggle in line with the competent law. Along this the Ashio Copper Mine Workers Union under the Furukawa Co. requested the management to carry out overall practice of the Mine Security Law and so forth, and started their law compliance struggle. On 7 March 50 and afterward they launched the strike of indefinite period with full cooperation of all the union members.

Along with the struggle, the Nikko Mine Workers Union under the system of the Nippon Mine Industry Co. went on 48-hour strike from 7 March 50. It was followed by the Kidogasawa Mine Workers Union which went on the strike of indefinite period.

In addition to the above, the Ashio Manufacturing Co. Workers Union under the system of the Furukawa Co. resorted to the strike of indefinite period in parallel with the Ashio Copper Mine Workers Union. In this strike both of the Ashio Plant and the Oyama Plant of the same company were included.

The increased wage gaining struggle of those unions under the control of the National Metal Mine Workers Union attracted the public attention as the spearhead of so called March Offensive. Especially, the struggle of the Ashio Copper Mine Workers Union was most powerfully steered as the whole people of Ashio town numbering 20,000 extended their overall support to the request of the union which lost no fellow-strikers through the advantage of the secluded area. It apparently looked as if the union took the leadership of whole body of the National Metal Mine Workers Union. On the trend where the laborers could have straight over-look, the union succeeded in attaining the amicable solution on 15 March 50 after repeated negotiations with the management.

(b) The Coal Mine Workers Union and the Electric Industrial Workers Union participated in the March Offensive closely on the heels of the National Metal Mine Workers Union. The chapter headquarters of the Electric Industrial Workers Union in this prefecture issued the directive on 7 March 50 to ten sub-chapters with the result that they went on the overall strike since 9 March by means of strike on routine business or partial stop of electricity. The chapter headquarters

finished its first wave of struggle on 13 March 50, but they resorted to the second wave which lasted between 17 March 50 and 22 of the same month and have been resorting to the third wave lasting from 25 March 50 to 27 of the same month. In the series of strike still going on, they are clarifying that the new wage basis should be allowed at the level where the minimum amount whould come to ¥4,000 for the members of 15 years old.

(c) So far the March Offensive has been implemented by such powerful civil organizations as the National Metal Mine Workers Union, Electric Industrial Workers Union and Coal Mine Workers Union, but the pivotal force of the series of the struggle is composed of the Diet Struggle Body of the Democratic League. Or their struggle means political influence toward the deliberations in the Diet. In this viewpoint, it cannot be overlooked that the Government Railroad Workers Union, National Communication Workers Union, Tobacco Monopoly Bureau Workers Union and the National Governmental Agencies Workers Union are moving in line with the law compliance struggle. In this prefecture, however, chapters of those unions are seemingly keeping comparatively cool attitude.

(d) In contrast to the above movement of the unions of the Democratic League, the Communist Party and the National Federation of Industrial Unions are consistently exercising their main efforts either on organization of free laborers and unemployment people or on their demonstration activities. On 26 February 50, twenty-nine free laborers around Ashikaga have organized their union, while same trend can be seen also in Utsunomiya. On 20 March 50, about forty unemployment people assembled at the Utsunomiya Government Railroad Station under presidency of Hajime Matsuura, a communist, and after their demonstration they came in the Prefectural Government, where they saw the Outstanding Labor Committeemen of the Prefectural Assembly and the Director of the Prefectural Labor Department. In that interview, they presented several requests including overall employment and wage increase (¥300 per day) and requested their on-the-spot reply in high handed manner for five hours. However, because their requests were perfectly illegal they got no satisfactory reply from the Director of the Labor Department and so forth. The constituents of the group were almost the Communist Party men including Kiyoji Obara, the prefectural chief secretary of the party and included few really jobless people. It was expected at first that about two hundere would assemble for the group, but on seeing many red flag on the get-togther place, most of general jobless who came there were surprised and fled away. And in the long run the Communist Party men and a handful of unintelligent jobless composed that group. To sum up, the movement of that group proved not progressive in every viewpoint.

Separate list shows the unemployment relations during February 1950.

Unemployment Relation during February

Date case happened	Competent PESO for cases	Number of laborers participated in cases Male	Female	Total	Name of union involved in case	Main re Unions
2 Feb.	Utsunomiya	14	--	14	Former Kanto Industial Co. Workers Union belonged to National Metal Industry Workers Union (Sympathizer with NMIWU)	1. Exten for une surance 2. Inten help fo 3. Immed of the relief
Contimuously from 7 Feb.	Kanuma	62	23	85	Free Laborers Union, Nikko Area	1. Overa Denial work sy Denial ineligi
16-17 Feb.	Utsunomiya	--	--	--	Utsunomiya Chapter, Communist Party	2. Overa of wage 3. Auton
11 Feb.	Ashikaga	--	--	--	Ashikaga Branch, Electric Industrial Workers Union, ~~Federal Congress~~ N.F. of Industrial Union	Ogranizs laborer
4 and 14 Feb.	Moka	41	--	41	Unknown	Give jo loan of on rati
11 and 15 Feb.	Utsunomiya	--	--	--	Suzumenomiya Tissue Communist Party	Everyda no une
11 and 13 Feb.	Tochigi	--	9	9	Koreans	Help f side-j Adopti Securi
6 Feb.	Moka	20	--	20	---	Give w
20 Feb.	Tochigi	12	--	12	Koreans	
22 Feb.	Moka	15	--	15	---	Help Credi
21 Feb.	Tochigi	4	--	4	Koreans	Help
27 and 28 Feb.	Utsunomiya	51	--	51	National Federation ~~Federal Congress~~ of Industrial Unions	1. We 2.,Ab alte syst 3. In net
Total		12				

lation during February 1950

union in case	Main requests from Unions	Main conditions of solution	Supporters or supporting organizations & their belonging body	Remarks
Industial Union be- tional Metal kers Union with NMIWU)	1. Extention of period for unemployment insurance money 2. Intensification of help for employment 3. Immediate execution of the unemployment relief works	---	Nisaku Nagahama, Yoshiji Nagano, outstanding committeeman respectively	National Federation ~~Federal con-gress~~ of Industrial Unions
s Union,	1. Overall employment. Denial of alternation work system. Denial of exemption of theligible laborers 2. Overall increase of wages by ¥ 70 3. Autonomous operation	Pending	Masanobu Yamashiro, Kinya Suzuki, Chuji Nozaki, respectively communist	Yoshinori Oda NFIU. Koyu Koya, Central committee of NFIU
Chapter, rty		---	---	About 145 each of leaflets and posters agitated
nch, Electial Workers ~~l Congress~~ N.I al Union	Organization of free laborers union	---	Chuji Koizumi, Organization Dept., Hqs., NFIU	Unknown amount of leaflets & posters agitated
	Give job, Advance loan of cost of rice on ration	All of them were employed for repair work on village road	Hajime Kemmoku, Tetsuo Yaguchi	Saneki Matsumoto, Communist
e Tissue arty	Everyday employment- no unemployment	---	Communists belonged before to Kanto Industrial Co.	---
	Help for getting side-job for women Adoption of the Daily Security Law	Pending	Chizuko Ino, Tatsuyo Yamagishi, communists	---
	Give us job	Employed all of them for repairs of village road	Tsuneo Isobe, former chief secretary of labor union	---
	"	Accepted their application	Mamoru Kawase, Kin Keishun, Chizuko Ino, all communist	---
	Help for employment. Credit sale of rice	All employed for repair work for village road	Tetsuo Yaguchi	---
	Help for employment	Applied for their job	Kyo Jikichi	--
leration crease of Unions	1. Wage increase 2.,Abolition of alteration work system 3. Increase of net income	Pending	Hajime Matsuura	--

(e) As for consolidation of labor front in this prefecture, organizing preparation had been made under the initiative of the Government Railroad Workers Union, General Congress of Labor Unions and so forth which are sympathetic with the Democratic League. As the result, the formation general meeting was held on 1 March 50 in the Labor Hall at Kawara-machi, Utsunomiya-shi for would-be Tochigi-ken Labor Unions Council. Eleven leading unions including the Government Railroad Workers Union, General Congress of Labor Unions, Nikko Electric Copper Refining Workers Union, National Communication Workers Union, National Tobacco Monopoly Bureau Workers Union, Prefectural Government Employees Union and Tochigi-ken Teachers Union assembled in the meeting and advanced the first step for the consolidation project for those unions. The anticipated number of the union members who would participate in the front is estimated as about 34,000. Along with development of the front the constituents would be increased up to about 50,000 which is identical to 70% of all the union members in this prefecture amounting to 70,000.

(f) What were established as unions during the month counts five, while what were dissolved in the same month numbers nine. Majority of the dissolution cases was caused by closed plant which came from the prevailing business depression. Particularily note-worthy among new organizations is the formation of Tochigi Chapter of the Kanto Generation and Distribution Workers Union. So far there was heated inner discord in the Electric Industrial Workers Union between the original group on the side of the Democratic League and the front consolidation group on the side of the Leftwing. In the meantime on 16 December 49 some elements of the Democratic League in Kanto region went away from the Electric Industrial Workers Union and formed the Kanto Generation and Distribution Co. Workers Union. The new union obtained thereafterward additional participants reaching about 10,000. The movement gave pretty much reaction in the labor circle in this prefecture and as a result, twenty one of the Tochigi Chapter of the Electric Industrial Workers Union went out from the [redacted] union on 19 March 50, forming the Tochigi Sub-chapter of the Kanto Generation and Distribution Co. Workers Union. The formation of the minority union represents that they stood up against the struggle principle of the Electric Industrial Workers Union which has been inclined to the political struggle. Tochigi Sub-chapter which was newly formed was said to have been most powerful leftwing among ten sub-chapters in this prefecture, so much so that their recent action caused a big reaction to the remaining sub-chapters, coupled with the fact that the matter happened, as was stated in (b), during when the strike was going on. The Otawara sub-chapter of the Electric Industrial Workers Union was apparently going to follow the above example, but from their reason of the prevailing strike they show no open movement on it. Future movement, however, of the same sub-chapter is worth of attention.

2. A statement of current labor problems, together with a statement of the methods being used by labor officials to solve these problems and any request for assistance desired from Kanto Civil Affairs Region.

(a) Attempt was made for settlement of the struggle of the National Metal Mine Workers Union through the medium of Director Kaya of the Labor Administration Bureau of the Ministry of Labor, but prior to that the Prefectural Labor Administration Section had been sending quick reports to the Ministry about the progress of the struggle as well as factual circumstances of the concerning mines so that the Ministry may make effective mediation. Also in connection with other struggle, we have been sending reports which would serve for enabling the Ministry to make right judgement on the situations.

(b) In the light that the office of the members of the Tochigi Prefectural Labor Relations Committee will be expired on 21 April 50, we are steering the procedure which requests determined recommendation for the candidates from both of the Management and the Labor within the period between 15 February 50 and 15 March 50 and then requests determined selection of the committeemen. There are eight organizations which recommended the candidates amounting to eighteen in number for the Management, while sixty-three unions recommended the candidates numbering thirty-four for the Labor. On the basis of these recommendations, we have been working for selection of the competent committeemen. It is expected that the committeemen from the Independent would be selected by 21 April 50. Then the Governor's appointment for them would be made.

3. Types and trends in dispute, with statement of causes, e. g., are they for back wages?

Name of union	Type of industry	Date of occurence and solution	Requests	Type of dispute	No. Male
Tochigi Kyowa Wood Works Labor Union	Lumber and timber milling	2 Nov. 49	Opposition against lockout	Dispute	15
Ichinosawa Plant Labor Union, Tochigi-ken Chuo Truck Co.	Machinery and equipment manufacturing	27 Dec. 49	1. Payment of back wages. 2. Observance of the retirement allowances regulations.	"	16
Kyodo Agricultural Implements Mfg. Co. Labor Union	Woodwork	Occurence: 15 Feb. 50 Solution: 8 Mar. 50	Opposition against discharge.	"	22
Tochigi Plant Labor Union, Hitachi Mfg. Co.	Machinery and equipments manufacturing	Occurence: 21 Feb. 50 Solution: 28 Feb. 50	Wage increase by 20% of basic wages	"	837

pe of pute	No. of union members			Participants in dispute			Conditions for solution
	Male	Female	Total	Male	Female	Total	
pute	15	1	16	15	1	16	
	16	0	16	16	0	16	
	22	0	22	22	0	22	1. To discharge 7 and to employ 1 at once. 2. To pay ¥ 45,000 as the discharge allowance for previous notification. 3. To pay ¥15,000 as the sympathy money for dishcarge.
	837	97	934	751	97	848	To make 70% increase of the total amount of basic wages.

Ashio Copper Mine Labor Union	Metal Mining	Occurence: 26 Feb. 50 Solution: 15 March 50	Increase of wages Revision of wage basis.	Dispute
Kidogasawa Mine Labor Union, Nippon Mining Co.	"	Occurence: 26 Feb. 50 Solution: 15 March 50	1. Increase of wages 2. Revision of labor agreement.	"
Nikko Mine Labor Union	"	Occurence: 26 Feb. 50 Solution: 15 March 50	1. Increase of wages 2. Revision of labor agreement.	"
Ashio Plant Labor Union, Ashio Mfg. Plant, Furukawa Mining Co.	Machinery and equipment manufacturing	"	1. Increase of wages 2. Revision of labor agreement.	"
Oyama Plant Labor Union, Ashio Mfg. Plant, Furukawa Mining Co.	"	"	"	"
Struggle Body, Tochigi Wood Works	Lumber and timber milling	Occurence: 3 March 50 Solution 8 March 50.	Payment of back wages.	"
Tochigi Prefectural Chapter, Japan Electric Industrial Workers Union.	Electricity	Occurrence: 7 March 50.	1. Payment of new wages since Oct. 1949. 2. Opposition against seclusive program on electric industry.	"

Trends of dispute.

Out of eight cases of dispute occurred during the month, seven resorted to strike. This was an appearing sign of the March. Offensive which has been led by the main body of the Government Railroad Workers Union. In the first place, the National Metal Mine Workers Union has been going on the law compliance struggle since 26 February 50, and since around 7 March 50 resorted to the strike of indefinite time.

spute	2,741	327	3,068	2,491	282	2,773	1. To consider about increase of wages by ¥300-¥600 within the period April to September. 2. Negotiation will be made by the end of March 50 as to streamlining of the wage scale. 3. To solve the disputes prior to March '50, tentative allowances of ¥2,000-¥5,000 will be paid.
"	262	17	279	245	17	262	"
"	251	22	273	222	18	240	"
"	406	65	471	392	63	455	"
"	275	17	292	257	14	271	"
"	39	11	50	14	0	14	1. To recognize discharge on the part of the union and to agree to retirement on the part of the management. 2. Retirement allowances amounting to ¥ 250,000 will be paid.
"	1,908	91	1,999	1,908	91	1,999	

Then the Electric Industrial Workers Union carried out the strike by means of stop of electricity. Thus the situation has become gradually serious. What is different from the offensive they carried out so far is that the prevailing struggle has been led by the leaders supporting the Democratic League who tackled the leadership from the extreme leftists. The growing situation is worthwhile of general attention.

(4) Activity in the field of labor education: degree of progress of Ministry of Labor's educational program: outline of successful procedures developed by the Trade Union and by Labor Education Sub-sections.

Labor education is one of the most important policies for labor administration, so the prefecture, laying emphasis on general education and education for the public, has employed such technical education that it will be available directly for the management of unions, for instance, how to proceed the conference, and how democratically the collective bargaining should be operated, and has planned to advance the program making whole members of labor union the objective target. And the prefecture, furthermore, is planning to enlighten the society of the existense of labor union positively by means of newspapers, magazines and lectures. As to education for employers also, every effort is now being taken in order to strengthen it. The instructions from the competent ministry for the months of April to July are scheduled to be adopted at times in the program of education and guidance. It is believed by us that our past educational effort had served them effectively when a struggle took place at Ashio Copper Mine Labor Union and it was carried out logically.

(5) Trends in collective bargaining.

a. Following the current depression of medium and minor enterprises in the prefecture, there has appeared a remarkable trend of personnel cut and factory closure and the collective bargaings thereof seem to be done centering about these devices of enterprise arrangement, particularly, retirement allowance. There is already being carried out this kind of negotiation at five hemp rope factories in Kanuma area, but most cases of the negotiation are likely to have concluded by the amicable agreement of unions. This is an exception, however, that Co-operative Farm Implement Mfg. Co. at Otawara had a dispute with its labor union and due to the former's bigotry, the dispute was far gone in strike. But, generally speaking, as the both sides of capitals and labors are making their effort standing on the realistic recognition point, cases are likely to have settled amicably.

b. In Nikko Copper Electric Refining Co. a collective bargaining is at present being done on the matter of labor contract (former contract expired last June and since then there is no contract between them) and any negotiation on the company's big enterprises in the past was taken place between the head office and its nation-wide union, but this time it was transferred to each work-shop and unit union. This has brought unions a steady inclination that each member of unions proceeds their negotiation positively taking the contract for their own possesions and with their consciousness elevated, they are studying the problem of contract with the union chief as leader. As they are still in low level in general, further guidance should be streng-thened still more.

(6) Degree of success in establishment of grievance machinery, seniority clauses, research and planning committees.

a. The labor contract was concluded between Nippon Zoki K.K. Kanuma Plant Labor Union (located at Kanuma City and has 166 members) and its employer in last July, which included the clause of grievance machinery. During the past half a year various problems such as repair and adjustment of company residences, personnel transfer, purchase and distribution of daily necessities, etc. were settled through this grievance machinery. This shows that many complaints and grievances concealed behind the curtain in the past came out to the surface by establishment of grievance machinery and that amicable and expeditious settlements thus brought by serve for Protection of the union members' benefit.

b. Many workshops are also carrying out study and research on this problem. Especially, the employer's and unions sides of Kohoku Chemical Ind. Co., Meiji Kikai K.K. and Meiji Kogyo K.K. in Ashikaga Area are making discussion of this problem to have a grievance machinery as a part of labor contract.

Ashio Copper Mine Labor Union is making preparation for establishment of a grievance machinery.

The above facts will be a good influence for our guidance in this field.

(7) Employment and unemployment status: status of collection of unemployment insurance.

1) Status of Employment and unemployment status is as follows:
(Columns for the daily workers shows the figures of man-days)

	No. of job-seekers			No. of ~~wanted workers~~ workers registered			No. of employed			Unemployed		
	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female
Permament employment	6,336	3,375	2,961	1,308	797	511	807	492	315	5,529	2,883	2,646
Temporary or daily employment	49,509	41,059	8,450	39,895	32,668	7,227	39,778	32,555	7,223	9,731	8,504	1,227
Total	55,845	44,434	11,411	41,203	33,465	7,738	40,585	33,047	7,538	15,260	11,387	3,873

1. Recipients of unemployment insurance money among those for permanent employment counted 3,463 (2,603 of male and 860 of female), showing increase of 524 over the figure in the previous month.

2. Those job-seekers who lost the eligibility for receiving the unemployment insurance money counted 716 (538 of male and 179 of female), showing the increase of 440 over the figure in the previous month.

3. Those who have been receiving the insurance money for more than 3 months and still seeking for employment counted 1,731 (1,347 of male and 384 of female), with increase of 293 over the previous month's figure.

4. Those job-seekers for permanent employment who are not insured in the unemployment insurance and unemployed for more than 1 month counted 2,857 (2,029 of male and 828 of female), with increase of 1,580 over the previous month's figure.

5. Among the daily workers, those who could not get job more than 10 days in succession or more than 11 days intermittently during the month counted 3,220 (2,777 of male and 443 of female), with increase of 1,564 over the previous month's figure.

6. As is stated above, the unemployment situation is turning worse, and so we are making effort in the counter-measures. "Job-getting struggle" by the daily workers are gradually getting brisk

(8) The number of cases submitted to the Labour Relations Committee and its type.

Type of cases	No. of cases	~~The explanation~~ Statement of disposition of cases Name of case	Investigated Items	Date of Disposition	Conclusion
Conciliation	4	Ichinosawa Chuo Truck Dispute Conciliation	Retirement allowance Unpaid wages	Secondary conciliation held on 18th March	
		Tochigi Kyowa Lumber Industry Dispute Conciliation	Opposition against closing of the factory	To be conciliated on 23rd March	
		Kyodo Noki (Agricultural Equipment) Dispute Conciliation	Opposition against discharge	Applied on 24th Feb. 1st-3rd conciliation solved	1. 7 persons discharged. 2. Discharge allowance ¥ 60,000,00
		Tochigi Lumber Industry Dispute Group's Dispute Conciliation	Retirement allowance	Applied on 3rd Mar. Conciliation solved on 8th Mar.	Retirement allowance ¥ 250,000.00

		Name of case	Requested Items	Date of Disposition
Illegal Labour Act	2	Sanoya Iron Industrial Factory Illegal Labour Act	Reversion of the status quo	2nd hearing on 2nd Mar. 3rd on 11th Mar.

Illegal Labour Act	2	Tochigi Municipal Office Illegal Labour Act	Reversion of the status quo	Will be withdrawn by the proposed informer
Examination of qualification	1	Kyodo Noki (Agricultural Equipment) Manufacturing Factory Labour Union	For Coordination procedures	Under Investigation
Art. 18 of Labour Union Law	1	Nahoku Lumber Production Labour Union Federation	Effectiveness of Labour Treaty in various districts	Investigated on 6th Mar. Withdrawn on 14th Mar.

Co. general file

TOCHIGI PREFECTURAL GOVERNMENT

Utsunomiya City, Tochigi prefecture.

Ref. No. 343
March 1950

SUBJECT: Monthly Labor Standards Bureau
Activities (for March)

TO : Chief,
Headquarters Kanto Civil Affairs Region,
APO 201
(Labor Relations Division, Economic Section)

Submitted herewith enclosed is the March report on the above subject from the Tochigi Labor Standards Bureau in Utsunomiya.

Inclosure: March report on Labor Standards
Bureau activities

JUKICHI KODAIRA
Governor, Tochigi Prefecture

JK/Tochigi Rodo Kijun Kyoku/tt-ki-mh

March Report on
Labor Standards Bureau Activities

Tochigi labor Standards Bureau

1. Administrative Problems.

(1) Budget.

As for personnel charges, as was reported before, we have been receiving too small allocation of appropriation including trip allowances and over-time allowances. It is causing much trouble in carrying out the main business of this bureau, but we are narrowly attaining our goal through simplification of business routine and raise-up of the workers' efficiency. However, we are afraid that pretty big amount of deficit in our appropriation would be caused at the end of the fiscal year and consequently we have been continuing our negotiation with the Ministry of Labor in connection with the matter. Also in the appropriation for supply, the budget for us is limited to pretty small extent. We are coping with the situation by economizing our disbursements as much as possible, but because of too little amount of appropriation for printing and book binding we have been facing not a little hardship. As for the automobile belonging to this bureau, we bought a second-hand car and remodelled it. To cope with specially small amount of appropriation for the maintenance, we have been using it by hook or cook through emergency repairs. We are afraid that the car would be perished save for pretty increased amount of budget for the car.

(2) Personnel.

As was reported before, it can hardly be expected that necessary number of officials would be increased. To meet the trouble, we have been putting priority either on simplification of business routine or increase of officials' efficiency. Education and training for the officials have been executed with efforts. Results of our attempt will belong to future, but anyhow the present strength of officials is not good enough for our goal. We are supplementing the in efficiency solely through our utmost cooperation.

(3) Additional remark.

None

2. Effectiveness of Local Inspection Offices.

(1) Effect of the administration of Labor Standards Bureau depends, at the present time, on the consistent efforts of all the officials and the continued education and training for them. However, in the light that activities of the local inspectors who are directly charged with execution of the laws will affect much to the society, new hand-book for the inspectors of the Labor Standards Bureau have been made.

Execution of the local inspectors depends on this hand-book, but prior to that, we imagined that such type of material would come to the practical use. And consequently we could take overall change to the model system prescribed in the hand book with resultant gaining of gradual effect. We expect that the results of the supervision which is being done according to the hand-book which is compiled synthetically, scientifically and reasonablly would be excellent.

(2) Inspection carried out during the month.

Out of 417 workshops inspected during the month, 39 were checked in compliance with their application. Total illegal cases reached 1,413, out of which what were counted as deliberate illegality were on physical examination (article 52 of the competent law) labor hours (article 32) wage payment (article 24), overtime allowance (article 37) and security (article 42). As for illegal handling of procedures, many of them made fault in the employees roll (article 107), the obligation of dissemination of law and regulations (article 106) and the pay roll (article 108).

(3) About one case which was prosecuted during the month it can be specified as follows: the suspect who lived in the jurisdictional area of Ashikaga Office of our bureau, had been running the textile fabrics industry, violating the regulations of the Labor Standards Law including article 20, 32, 34, 35, 37, 61, 62-1st paragraph. The nature of his violation was too bad, and from the standpoint of strict maintenance of authority of the law, the chastisement was given to him, causing sensational reaction among the trade people.

5. Attitudes and relations of employers towards the Labor Standards Law and its provisions.

Through the well-ballanced budget in line with the 9-point Economic Stabilization Program, our economy has been on the improving tred from so called the stilts condition to sound status, but as a resultant phenomenon at the turning point, the medium enterprises of unstable foundation are on the verge of bankruptcy directly through the monetary stringency. This situation has caused the impossible payments of wages at increasing pace.

To secure the laborers' right which is essential, we have been strictly implementing quick payment for wages in arrear at practical level, but some of the managements are of the commenting opinion on the existing Labor Standards Law which, according to them, does not work practically for the hard condition of management. However, there are not a few employers who endeavor to find out every pssible ways and means to pay the delaying wages.

4. Attitudes and reactions of the unions toward the Labor Standards Law.

A sign of the positive adaptation of the Labor Standards Law by labor unions of national scale which have been moving vigorously in line with the legal struggle, might be found in their frequent inquiries about dubious points on the regulations of application. In our efforts for solving variety of problems on the basis of the Labor Standards Law, we are very strict and impartial not to be involved in labor struggles and our activities always go along the principle.

5. Methods being used by the bureau to assure compliance with the Labor Standards Law, cases of violation, degree of cooperation from procurators.

As was mentioned above, our administration has started to be in line with the hand book for the inspectors of the Labor Standards Bureau. And the basic principle of the hand book can be prescribed as follows.

(1) In our periodical inspections, we depend on the inspection list on which all the articles concerning our inspection are prepared. As the result of our inspection on the basis, if we find a illegal case we record about it on the inspection list and at the same time we take a guarantee promising date until when they will make it straight. Immediately after the promising date, we carry out our inspection again and we report about the result on the report form of reinspection. If, in the case, no improvement is found, we, as a matter of principle, treat it as the procurative case, but in case where it is very slight in its illegality of, for instance, formality, or where it was inevitable in making it straight, we make it a rule to take guarantee again which promise date of their improvement. At the earliest practical date after the expiration, we carry out our reinspection all with our intention of far-raching implementation of the law.

(2) Cases of violation: 1,413

(3) Cooperation from the procurators.
It is quite satisfactory at the present time.

6. Any case of forced labor or child selling: None

7. Matters regarding unpaid wages.

(1) Number of workshops where there were unpaid wages: 72

(2) Number of laborers for (1): 923

(3) Total amount of unpaid wages: ¥ 4,617,222

(4) Cases sent to the procurators office: None

(5) Method of disposal.
We take the guarantee which promises the date of wage payment.

After expiration of the date, we confirm whether or not their promise was carried out

(6) Number of workshops where the properties were taken into custody and then placed on the competitive bid: None.

8. Status of Workmen's Compensation Insurance.
for March 1950 (in 1949 fiscal year)

Adaptable workshops	Number of adaptable workshops at the end of the preceding month 4,354	Number of adaptable workshops during March 403	Number of workshops which are relieved of the insurance during March 119	Total number of adaptable workshops at the end of March 4,638
Premium collection	Amount of premiums not yet determined during the month ¥ 5,273,913.06		Cumulative amount of premiums not yet determined as of the end of the month ¥ 58,384,487.27	
	Amount of premiums collected during March ¥ 2,862,238.19	Cumulative amount of premiums collected by the end of March ¥ 51,727,742.32	Unpaid premiums 678 cases ¥ 6,656,744.95	
	What was taken into custody during the month 0		Cumulative cases which were taken into custody as of the end of the month 19 cases ¥ 117,373.38	
Insurance money	Amount of insurance money paid during March 987 cases ¥ 3,450,278.82		Amount of insurance money not yet paid 393 cases ¥ 3,182,548.29	
Remarks	Unpaid insurance money above means that the payments have been determined, but actually not yet paid.			

9. Activities of the Safety Section.

To actually realize effect of the security administration as well as factual practice of the sanitary security regulations, we picked up designated workshops in every area of the Inspection Office where we are leading as to how to administrate the security law.

Following is what we carried out on the above basis during the month.

Items carried out	Number of cases	Remarks
Inspection of boilers	9	Done in compliance with the application from the workshop
Inspection of durability of the containers of inside pressure system	2	

Examination for boilermen of special class	1	Done in compliance with the directive from the Ministry
Factual poisoned status examination from the carbon monooxide	3	"
Examination on skin diseases caused by rubber industry	5	"
General examination on the workshops which are under test specurity administration	7	In designated work-shops

(1) Matters concerning maintenance: None

(2) Attitude of employers toward security.

In an understanding that security and production are in direct relation, employers are generally endeavoring to keep their facilities in safety, but some of the industries of medium size are in shortage of devices which are also caused by the present hard monetary situation.
This can conspicuously be seen in workshops of small scale.

(3) Attitudes of compliance of laws.

With reference to the illegal cases numbering 278 which were detected through on-the-spot inspection by the Inspection Offices during the month, none of them were recognized as deliberate, and consequently all of them were placed on the administrative disposal. Most of the cases were of small scale and disposed because of their negative facts in the study of competent laws and regulations.

per eg

TOCHIGI PREF. FIELD REPRESENTATIVES
OF
WOMEN'S AND MINORS' BUREAU
LABOR MINISTRY

Ref. No. 293
March 1950

SUBJECT: Monthly Prefectural Representative of Women's & Minors Bureau Activities Report.

TO: Chief,
Headquarters Kanto Civil Affairs Region,
APO 201.
(Attention: Labor Relations Division,
Economic Section)

PM 45 print 29 March 1949

Enclosed herein we are submitting the above monthly report for the period from 21st January to 20 Feb. 50.

The reason why we faild to submit this report by the date you deseibed was that our office-building was moved on 15 Feb. and that we had to make official trip this after 20 Feb. These situations, to our great regret, prevented this office which have only two officials from submitting the report in time. Hereafter, however, we will never cause any such delay strictly complying with you order.

Tsune Hoshino
TSUNE HOSHINO,
Chief,
Tochigi Pref. Field
Representatives of
Women's & Minors'
Bureau
Ministry of Labor

Received
K.L.C.O.
25. 3. 13
TIME

Monthly Prefectural Field Representatives of
Women's & Minors' Bureau Activities Report
For 21st January through 20 February

Tochigi Prefecture

1. Women's Labor concerns

Our assistance made for Labor Standards Bureau:

Survey into the violation of unequal wages for the female and male workers who are engaged in same type of labor (as stated in Inspection Monthly Report for the period from January to December 1949)

One case of violation	in the area of Utsunomiya Labor Standard and Inspection Office.
"	Ashikaga Labor Standard and Inspection Office.
"	Otawara Labor Standard and Inspection Office

The corrective measures were already taken for the abowe three cases.

2. Minors' Labor concerns

1) We collaborated with PESOs in the vocational guidance encouragement for the schools as follows:

Minami-Oshihara Jr. High School	on 28 January
Takabayashi Jr. High School	on 8 February
Funyu Jr. High School	on 20 February

and our guidance included the following items:

(1) On the fitted jobs
(2) Outline of Labor Standard Law
Explanation of the laws and regulations for protection of minors.
(3) Paper-pictures show
a. Ken-chan Boy and Home-run
b. Songs of Female

2) We delivered the following educational materials:

(1) Pamphlet "Minors Working on the Street" in 21 copies were delivered to the following agencies keeping three copies in our office:

Labor Relations Commission	1 copy
Labor Standard Bureau	2
Labor Standards and Inspection Offices	8
Director of Pref. Labor Dep't.	1
Chief of Pref. Employment Security Section	1
Chief of Women's & Minors' Sec.	1
Chief of Pref. Social Education Section	1
Higashi Jr. High School in Tochigi City	1
1st Jr. High School in Tochigi City	1
2nd Jr. High School in Tochigi City	1

(2) Leaflet "On Protection of Working Minors", in 1,600 copies were delivered to 196 prefectural Jr. high schools through the hand of the Educational Board.

3. Women's Section Concerns

We collabo[redacted]ed with Kawachi-gun County Women's Association Consultation, attended to their regular session on 6 February and asked their cooperation with regard to enforcement of Women's Week.

Co. pers cy

WOMAN AND CHILD WELFARE BOARD OF
MINISTRY OF LABOR, TOCHIGI OFFICE

Ref. No. 334
March 1950

SUBJECT: Monthly Activities Report (21 Feb. 50 - 20 Mar. 50)

TO: Chief,
Headquarters Kanto Civil Affairs Region,
APO 201
(Attention: Public Welfare Section)

With reference to the above subject we report as per particulars below:

1. Activities concerning investigation, public enlightenment and educational project.

(1) Acceleration of the vocational guidance.

Name of school where the guidance was carried out	Date when the guidance was carried out.
Tamanyu Middle School, Tamanyu-mura	22 Feb. 50
Tano Middle School, Tano-mura	14 Mar. 50
Sakagawa Middle School, Sakagawa-mura	15 Mar. 50

Principle of the guidance

(a) Concerning suitable occupation

(b) Explanation on the outline of the Labor Standard Law and the Juvenile Protection Law.

(c) Picture Slide Show

Ken-chan (boy's name) and the home-run hit.

Song of females.

(2) On-the-spot investigation about the factual labor status of clinic nurses.

Location	Name of hospital	Date
Tochigi-shi	Tsunodai Hospital	18 March 1950
"	Saito Hospital	20 March 1950

(3) Investigation on the artificial flowers manufacturers.

Total number of the manufacturers in Tochigi Prefecture: 10

Location	Number of manufacturers
Utsunomiya-shi	3
Kamuma-shi	3
Tochigi-shi	1
Ujiie-machi, Shioya-gun	1
Nishinasuno-machi, Nasu-gun	1
Motegi-machi, Haga-gun	1

(4) Training course for the livelihood improvement instructors.

(a) Sponsor:

Tochigi-ken Production and Utilization Agricultural Cooperative Association.

Tochigi Office, Woman and Child Welfare Bureau, Ministry of Labor.

(b) Location:

Tochigi-ken Farmers ~~Sanatoria~~ Recreation Center at Shiobara-machi, Shioya-gun.

(c) Date: 27 and 28 Feb. 50 and 1 Mar. 50

(d) Attendee: 85

(e) Schedule for the guidance

Opened at 13:00, 27 Feb. 50

Lecturers and their subject.

"Enterprise of the Agricultural Associations and the Agrarian Women" by Motochika Mitsukawa.

"Rationalization of Farmily Finance" by Yuji Kitamura.

"Improvement of our Food Livelihood" by Nobuzo Nakamura.

"Profitable Sales of Crops" by Futao Fukuda.

28 Feb. 50

"Improvement of Housing centering around the Kitchen" by Yoshitaro Takeuchi.

"How to buy good things at cheap prices" by Kunio Kato.

"Improvement of the Social Customs and Habits in Agrarian Villages" by Hideko Maruoka.

"Knowledge of legislation for Agrarian Women" by Miye Watanabe.

1 March 50

"On Child Rearing" by Shunshi Kikuchi.

The series of lecture meeting was ended at 11;00, 1 March 50.

(5) Preparatory Activities for 2nd Women's Week.

1st council meeting

Date: 13:00, 10 March 50.

Location:
Tochigi-ken Women's Hall

Attendee: 25

Sponsor: the cooperative organizations

Agenda: Project as to how to carry out 2nd Women's Week.

(a) Explanation of the purport
(b) Recognition of the cooperative organizations.
(c) Deliberation on the programs to be carried out by each cooperative organization.

Determination of holding 2nd council meeting.

Date: 13:00, 23 March 50.

Location: Tochigi-ken Women's Hall.

2. Items concerning acceleration of the righteous execution by female members of the unions on their union activities.

None

3. Miscellaneous Items

(1) Disposal taken subsequent to the prohibition against the midnight work by female workers.

We moved 2 cases on to the Utsunomiya Public Employment Security Office.

(2) Disposal concerning the non-wage payments

(a) Type of occupation: Maid and working juveniles.

(b) Amount of non-payment: identical to four months.

One case of the same trouble was put on the level where harmonization between the management and the labor was recommended for quick and adequate settlement.

(3) Utilization status of the public enlightenment materials.

Legislative knowledge for women:

Copies distributed amounted to 110 which can be broken down into 70 for new-system girls high schools, 30 for women's associations and 10 for female laborers in the spinning industry.

June Hoshino

TSUNE HOSHINO,
Chief, Tochigi Office
Woman and Child Welfare
Bureau, Ministry of Labor

TH/Tochigi-Shokuin-Shitsu/tt-hk

Co. per file

Tochigi Prefectural Office
of
~~Imperial~~ Japanese Government
Utsunomiya City, Tochigi Pref.

Ref. No. 218
25 February 1950

SUBJECT: Monthly Labor Administration Activities Report
(for February 1950)

TO: Chief,
Headquarters Kanto Civil Affairs Region,
APO 201
(Attention: Labor Relations Division,
Economic Section)

Submitted herewith enclosed is the February report on our Labor Administration Activities covering the period from 20 January 1950 to 20 February 1950.

JUKICHI KODAIRA
Governor,
Tochigi Prefecture.

JK/Rosei-ka/tt-hk

February Report on Labor Administration Activities.

Labor Administration Section,
Labor Dept., Tochigi Pref.

1. Significant trends in the labor movement in labor relations, in union organization or dissolution with evidence of progress or retrogression.

(a) The first thing to be taken up as the significant trend in the labor movement at the level of this prefecture is the activities by the Preparatory Committee for the Unification of the Prefectural Labor Front. The result the same activities attained in January is what was reported before. On 4 February 50 the representatives of the member unions for the Preparatory Committee including the National Government Railways, National Federation of Labor Unions and so forth met in the Labor Hall in Utsunomiya and under the presidency of Hiroshi Ichikawa, chief secretary of the Utsunomiya Chapter of the National Government Railroad Workers Union tentatively decided that a general meeting for the unification would be held on 1 March 50 in the Tochigi Prefectural Labor Hall and the new organization would be named tentatively as the Tochigi Prefectural Labor Unions Conference. This movement has its purport in the prefectural unification of the democratic unions and naturally refuses participation of the Federal Congress of the Industrial Unions from the supposed reason that the Industrial Unions bear the extreme-left inclination. If the movement proves successful, it would be expected that a remarkable progress and sizable strength be added to the labor movement in the prefecture. So far, however, there are few influential unions which passed in their general meeting the bill of participating in the Preparatory Committee. More or less trouble is presumed before the movement would be extended to the concrete level.

(b) Among the existing powerful unions, the Prefectural Congress of Industrial Unions has also been influenced with the changed tactics of the Communist Party, which was caused by the critism of the Cominform against Nozaka-ism.
In other word it seems that they determined to resort to their effective struggle which is based on force. However because of the fact that the union members have been decreased in number down to less than 6,000 (since September 1949), the Prefectural Congress of Industrial Unions has shifted its foothold from its union members of minor strength to free laborers and jobless people. As a result the unemployment trouble which would be mentioned afterward has been caused centering around the communists among the jobless groups.

critism

(c) As for the Prefectural Chapter of the National Federation of Labor Unions, it is making its efforts to restore the impowered strength which, likewise the prefectural Federation of the Industrial Unions, retains about 6,000 members, by taking the leading role in the aforementioned unification movement. On 20 February 1950 it held its extraordinary general meeting in the Labor Hall and carried out the re-election for staff (Zenji Suzuki of the Hitachi Labor Union was elected as the general secretary) in preparation of exercising a powerful influence over the issue of forming the Preparatory Committee.

(d) No other outstanding movement can be seen among the labor groups in this prefecture, but one thing which attracts our attention, though it was minor in organization, was the dissolution of the Tochigi Prefectural Chapter of the National Labor Standard Offices Workers Union which was composed of seven sub-chapters in the prefecture. (total members 138: male 110, female 28). The dissolution was carried out in the general meeting of the chapter on 22 January 50. It was one of the National Civil Service Men's Union, but according to their reason for the dissolution they could not carry out their vivid activities because of the prohibition of exercising the collective bargaining right or right of strike by virtue of the National Civil Service Men's Law. It is said,however, that some of the members took their reason of dissolution on account of the left wing inclination which began to appear at the national level of their friendly unions. Whatever the reasons, it follows the example of the National Communication Workers Union, of which some chapters in this prefecture dissolved their unions in the latter half of last year. They should direct their justifiable movement on the basis of strong unity. They were in a position of getting well understanding about labor problems,and yet they resorted to such a showdown. Here we have to keep careful watch.

(e) With regard to the trend of the jobless people, we have to report the offensive of the laborers who have been employed at Nikko area as a means of unemployment relief program. They are opposing the alternating system of labor now in effect and requesting full-time labor with additional request to the Prefecture increasing seventy yen per head per day.

They made the collective bargaining toward the mayor of Nikko in a mass on the pretext of their hardship in livelihood. In addition, the jobless groups are going on the trend, in various portions of the prefecture, of organizing their new labor union by including general laborers: in Ashikaga city it is scheduled that about two hundred will meet on 26 February 50 in the forma-

mation meeting: In Utsunomiya city instigating activity is being carried out by means of scattering leaflets: in the Prefectural Stadium at Nishikawada, some daily workers who could not work demanded the chief of the Construction and Operation Office of the Stadium TO MAKE THEM WORK. No other portions of the prefecture saw the offensive of the jobless people at the level. Most of those offensive were steered by communists or placed under the leadership of the Prefectural Chapter of the Industrial Union (in Ashikaga Min Seigyoku of the Koreans Association takes the leadership). These leaders have seemingly changed the focus of their tactics from on the powerful unions to the jobless groups, because the former showed them slight cooperation while the latter has the vulnerability that might allow their filtration because of their too miserable livelihood and too flimsy organization. Those leaders activities are worthy of continued careful attention. Their activities are being continued on the basis of clever net-work and especially in the trouble at Nikko, Beniya a committeeman of the Japan Communist Party Headquarters in Tokyo left his trace of having conducted his personal leadership at Nikko.

(f) The movement of the jobless people during the period 1 February 1950 to 20 February 1950 is specified in the following list.

No. 19

Tendency of the Unemployed

(1 Feb. to 20 Feb. 1950)

Tochigi Pref. Employment
Security Section

a: Name of PESO
b: Date
c: Place of case
d: Outlins of the case
e: Demand
f: Representatives of the group
g: Participants in the case
h: Disposition
i: Related matters

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a: Kanuma
b: 7 Feb.
c: (1) Nikko Civil Engineering Dispatched Office
(2) Nikko Branch of Kanuma PESO
d: The communist members of the preperatory conference of Nikko Area Daily Laborer's Union including the laborers for the prefecture-managed work of road repair in Nikko-machi made strict negotiation for wage raising and full employment.
e: (1) Full employment
Denial of shift system
Denial of exclusion of the disqualified laborers from employment.
(2) Raising of wage by 70 YEN
(3) Autonomous operation of work
f: Cell members
Zenya Suzuki
Chuji Nozaki
Masanobu Yamashiro
g: 65
h: Under disposition
i: The members of the communist Party involved in this case are 7. Yoshihiro Beniya, member of Central Committee of Communist Party and Yoshinori Oda, CIO are making guidance

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a: Utsunomiya
b: 16 and 17 Feb.
c: Utsunomiya PESO
d: They posted the posters and scattered the hand-bills of "We do want out-of-work allowance rather than unemployment insurance money" and others.
e: Agitation poster and hand-bills with the above contents (organization of daily laborers union)

f: Utsunomiya District Committee of the Communist Party.
g: Hand-bill 100 sheets
Poster 45 sheets
h:
i: The above cited actions were done to the daily laborers who are visiting PESO early in the morning.

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a: Ashikaga
b: 11 Feb.
c: Working place of unemployment counter-measures work in Mie-mura
d: Scattered agitation hand-bill to agitate the laborers to organize daily laborer's union
e: Agitation hand-bill with the above cited contents
f: CIO, Ashikaga Branch of Electric Industry Worker's Labor Union
g: Unknown
h:
i: This case is likely to have connection with Chuji Koizumi, Organization Dep't of CIO, who came down here on 2 and 3 Feb.

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a: Moka
b: 4 Feb.
c: Nanai-mura Village Office
d: Demand to give a job under the depressed situation of ceramics industry
e: Collective bargaining for demanding a job.
f: Hajime Kemmoku (Tetsuo Yaguchi)
g: 30
h: All the above laborer were employed for gravel collection for village road repair
i: Settled

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a: Moka
b: 14 Feb.
c: Mashiko-machi Town Office
d: Demand to give a job under the depressed situation of ceramics industry.
e: Borrowing in advance of cost of rice
f: Unknown
g: 11
h: To make collective bargaining on the mayor's responsibility
i: Settled

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a: Utsunomiya
b: 11 and 15 Feb.
c: (1) Nishikawada Branch of Utsunomiya PESO
(2) At Pref. General Stadium
d: Scattered the agitation hand-bills to daily laborers.
e: The hand-bill has the content of "We cannot live without job. Let us work every day!"

f: Suzumenomiya Cell of the Communist Party
g: Hand-bill 100
h:
i: Supposed to be the Communist Party members who were before employees of Kanto Kogyo K.K.

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a: Tochigi
b: 11 and 13 Feb.
c: Tochigi Municipal Office
d: A wife of Communist Party member, with 8 Koreans, visited the above office and made collective bargaining, with the under-mentioned demands
e: (1) Give us a job
(2) Mediation for women's side-job
(3) Application of Living Security Law
(4) PESO must give us a job
f: Communist Party members
Chizuko Ino
Tatsuyo Yamagishi
g: 9
h: 2 of them who had been considered needy by investigation were granted assistance money, and the rest will be disposed after investigation
i: Of them, the only Korean who applied to PESO for job is Kan Seki Tetsu, but despite of two times mediation, he did not take the posts.

2. Statement of current labor problems, together with a statement of the methods being used by labor officials to solve these problems and any requests for assistance desired from Kanto Civil Affairs Region.

(a) We are keeping watching at development of labor movement and organiation of Tochigi Pref. Labor Conference.

(b) Under firm liaison with such agencies as PESO AND LABOR administration offices within this prefecture, we are now working out the counter-measures to meet the trend of the unemployed.

As for the unemployed in Nikko Area, the director of Pref. Labor Dep't and chief of Employment Security Section went to Nikko on 23 February and gave them the lectures of general labor education such as the purport of unemployment counter-measures works, necessity of shift system, strict observation of service regulation, democratic operation of labor union, especially vital importance of recall system for the staff members who do not respect the members' decision so that the union operation may not be left to some of the staff members only and independence of the members may be maintained.

On 24 Feb., the next day, all the laborers did not go for working and confrontation was seen among them. But ultimately, they decided to oppose to the shift system ad not to work until the shift system is withdrawn. At first, the union seemed to split to the right and the left wing but now the development of the matter does not necessarily show such a split. We are paying attention to the progress of the matter.

We are taking consideration for taking firm attitude by prohibiting then from working for a few days, but the Korean Independence Day, 1 March, being just ahead, we are planning to take the step after the Independence Day.

(c) There are many small labor organizations with less than 100 members in Tochigi Prefecture, almost all of which are confronted with plant closing, dismissal, etc. due to the depressed management of small and medium enterprises. Such fact throws the shadow of uneasiness on the course of labor movement. The Pref. Labor Dep't is expecting such labor unions to extend firm combination and bright movement and along this line is continuing to give them guidance.
We are also taking the necessary steps to emphasize the vital importance of 9 point Economic Program and to make laborers, farmers, and the general public understand it, in concert with the measures for promotion of small and medium enterprises.
We consider it most necessary to establish the policy of the practical guidance for how to extend practical movement of labor union and we are making study about this.

(d) We are seeking for recommendation of the candidates for the members of Tochigi Pref. Local Labor Relations Committee within the recommendation period from 15 Feb. to 15 March (one month). The re-appointment of the members is to be done

by 21 April. We are now holding the explanation meeting for this matter at various places, in which we emphasize that the shortest way to fair settlement of labor problems is to recommened the most able and suitable persons to labor relations committee and to have them given fair judgement from the standpoint of labor and management respectively.

Picking up the problem of screening of the union constitution of Nikko Copper Refinery and comparing with the instances of Ibaraki Prefecture, Tochigi Pref. Federation of CFLU is blaming that the neutral members of Tochigi Pref. Local Labor Relations Committee are too strict in screening of union qualification, and saying that they are unable to recommend the candidates if the Committee continues to keep such attitude. Tochigi Pref. C.I.O. is advocating that the candidates for the Committee members should be recommended by means of general election, with reference that so and so section chief (department director?) is advocating such a system.

Kiyoji Ohara, chairman of Pref. Committee of the Communist Party and Junji Otsuka, chairman of Utsunomiya District Committee met the director of Pref. Labor Dep't to request the implementation of such a system, but this request was denied under such reasons as (1) the law does not provide such method (2) no budget (3) it is impossible to make the voter's list and to conduct qualification screening for each individual.

(e) The status of conclusion of labor contract being unsatisfactory, Pref. Labor Dep't is laying stress on this point. Please be kind enough to send us the model example of labor contract in America suitable to small and medium labor union.

3. Types and trends in disputes, with statement of cause.

a : Name of labor union
b : Industry or business
c : Date occurred
d : Date settled
e : Demands
f : Kind of dispute
g : Membership of labor union
h : Number of participants in labor dispute
i : Conditions of settlement

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a : Tochigi Kyowa Wood Working Co. Labor Union
b : Sawing and wood working
c : 2 Nov. 1949
d :
e : Opposition to plant closing
f : Dispute
g : Men 15, Women 1, Total 16
h : Men 15, Women 1, Total 16
i :

a : Nippon Zoki K.K. Kanuma Plant Labor Union
b : Machines and implements
c : 24 Nov. 1949
d : 16 Feb. 1950
e : Payment of deficit-covering allowance (100 per cent)
f : Dispute
g : Men 154, Women 12, Total 166
h : Men 154, Women 12, Total 166
i : To pay 300,000 YEN as welfare fund
To pay 30,000 as entertainment money

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a : Fuji Ind. Co. Tanuma Plant Labor Union
b : Wood working
c : 25 Nov. 1949
d : 21 Jan. 1950
e : (1) Payment of wage in arrearage
(2) Payment of the allowance for getting through the year
f : Dispute
g : Men 52, Women 6, Total 58
h : Men 52, Women 6, Total 58
i : (1) To pay the wage in arrearage
(2) Not to pay the allowance for getting through the year

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a : Tochigi-ken Chuo Truck Co. Ichinosawa Repair Shop Employees Struggling Group
b : Machines and implements
c : 27 Dec. 1949
d :
e : (1) Payment of the wage in arrearage
(2) Fulfilment of the retirement allowance regulation
f : Dispute
g : Men 16, Women 0, Total 16
h : Men 16, Women 0, Total 16
i :

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a : Okamoto Hemp Mfg. Co. Employees Union
b : Spinning and weaving
c : 8 Jan. 1950
d : 31 Jan. 1950
e : Opposition to dismissal
f : Dispute
g : Men 13, Women 13, Total 26
h : Men 13, Women 13, Total 26
i : Retirement allowance for 3.3-month wage at average, and besides it paying 4,000 YEN at average per capita

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a : National Farm-land Committee Office Employees Union, Tochigi Branch
b : Official business

c : 14 Jan. 1950
d : 6 Feb. 1950
e : Opposition to dismissal
f : Dispute
g : Men 201, Women 133, Total 334
h : Men 201, Women 133, Total 334
i : Those who received the advance notice of dismissal will resign in February, and the dispute was settled

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a : Nabeyama Lime Workers Labor Union
b : Soil and stone collection
c : 26 Jan. 1950
d : 14 Feb. 1950
e : Payment of the allowance for getting through the year
f : Dispute
g : Men 237, Women 30, Total 267
h : Men 237, Women 30, Total 267
i : To pay as price of making rice-cake:
650 YEN for those who worked 80 % of work days
400 YEN " " 60 % "
200 YEN " under 50 % "

To pay 100 YEN to those who work on 18 Feb. (2md day of the New Year of the lunatic calender)

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a : Oya Stone Workers Labor Union
b : Soil and stone collection
c : 6 Feb. 1950
d : 13 Feb. 1950
e : Payment of the allowance for getting through the year
f : Dispute
g : Men 1,259, Women 62, Total 1,321
h : Men 1,259, Women 62, Total 1,321
i : Men 250 YEN
Women 150 YEN

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a : Kyodo Farming Tool Mfg. Plant Ltd.
b : Wood working
c : 15 Feb. 1950
d :
e : (1) Opposition to dismissal
(2) Establishment of service regulation
(3) Conclusion of labor ontract
f : Dispute
g : Men 22, Women 0, Total 22
h : Men 22, Women 0, Total 22
i :

Trends.

The disputes which have occurred before this month and now under way are 2; the disputes which have occurred before this month and settld in this month are 4. The number of disputes occurred during this month is 3, of which 2 cases are due to demand of the allowance for getting through the year and one case is due to opposition to dismissal. Two disputes occurred this month were settled by autonomous negotiation.

Almost all the disputes that happened during this month were caused either by the depressive operation of enterprise or the monetary stringencies and the conspicuous figures of the current problem of labor represent the demand for quick settlement ~~versus~~ of the payments in arrears and opposition against disemployment. As for personal retrenchment issues there are very many workshops in addition to what were described before, but they represent the different aspect in contrast to the problems represented by the wage-increase demand as appeared so far.

4. Activities in the field of labor education: degree of progress of Ministry of Labor's educational program: outline of successful procedures developed by the Trade Union and by Labor Education Sub-section.

(a) The effect of the education in terms of organization and operation of the local unions, which had consistently been carried on until the end of last year has began to bear fruit by gradual steps and the education centering around the local unions is expected to ride on track.

With regard to the basic factors of right and obligation of the union members, which are the main purport of the educational program for the period between January and March this year, we have been endeavoring for far-reaching dissemination through the education methods including lectures, organ newspapers and so on. The voluntary education to be taken by the unions is represented by slide show and visual education in leading workshops, and the prefectural aide is being accorded to this field.

(b) As the accelerating method of the Prefecture in the field, the Prefecture contributed on the Current Labor News under the title "On Functions of the Local Unions" for the January volume and "On the Right of Unity" for February volume, thus emphasizing the intensification of the thought of right and obligation of the union members as well as of the strengthened unity. Moreover, in January the lecture meeting was held for education for employers with such lecturers as Asami, Councillor of the Foreign Ministry and Sakamoto, Administrator of the Labor Ministry in parallel with the training course for picture slide show under guidance of Mete, lecturer of the Japan Educational Picture Slide Show Institute, while in February the labor school operation was supervised in Karasuyama area in addition to the execution of the outside-the-school curriculum. Furthermore in the nearest future the leaflet under the title of "the File on Labor Education" is to be issued for the general union members with the object of implementing the fundamental education.

(c) As to the future principle of the education, we are in the necessity of checking what level of intelligence can be suitable for giving deliveries of the printing matters which are published by the Prefecture, how many copies must be printed for the purpose or what reaction can be obtained as the result. Along with such investigation we are to forward our step of development. At the prefectural level of the education for the union members, it is counted so as to be about 3,000 a month or 37,000 a year, and against this the strength of the union members who belong to the organized unions is counted as 70,000. Therefore we have to educate in the light of executing overall education, 6000 union members a month or 72,000 a year. In other word we are in the necessity of giving the present education of labor to the union members who are identical to two times of the present number of them. In this light we are under preparation for the program to be carried out in coming April and hence afterward. The preparation will be drawn up and reviewed within coming March.

5. Trends in collective bargaining.

Generally speaking, it can be realized that the attitude of the labor unions in the collective bargaining stands on the basis of legislative study abreast of their augmented knowledge on the current and practical status of the economical society with their resultant trend of understanding their other party. An example for this can be seen in the collective bargaining the union resorted to in the dispute at the Nabeyama Lime Industry of the aforementioned 3: in the case they reached the amicable solution just this side before they clash on the deadline which was feared as inevitable. It was partly due to the powerful attitude of the management, but the recognition of the union over the depressive status of operation of the industry was the major factor that made the union concede to the decided extent. Also in respect of revision of agreements and conclusion thereof, the accumulated sign of their study on legislation can be seen. The negotiation on labor condition especially on wage-increase can hardly be seen except the large-scaled unions including the Tochigi Plant Workers Union of the Hitachi Manufacturing Co. and the Ashio Copper Mine Workers Union, of which the negotiation has respectively been conducted by their higher body of national level in the form of the collective bargaining. The attitude of the employers has been showing moderate by gradual stage as a whole, but still some of them do not understand the true significance of the collective bargaining. Here we feel our special need of education for the employers. One example for this may be found in the dispute at the Cooperative Agricultural Implement Mfg.Co. Workers Union of 3 who was driven into the dispute solely due to the management's lack of understanding on the collective bargaining.

6. Degree of success in establishment of grievance machinery, seniority clauses, research and planning committees.

(a) Regarding these points, the Prefectural Labor Department has never missed any available opportunity in guidance including for organization and operation of labor unions, conclusion of labor agreements and so forth side by side with our enlightenment activities on the grievance transaction committee, production planning committee and so forth of which our Department publicated the model of the union regulations on the January issue of "the Tochigi-ken Current Labor News"

(b) According to the labor agreement signed between the labor union of the Nabeyama Lime Industry and its management, the grievance machinery is set up: it reads that the issue shall pass through the three stages: on-the-spot grievance committee vs chief of the competent workshop, competent chapter union vs the president and the union vs representatives of the managements. ~~In this~~ AND THEN the issue shall be referred to the fair arbitration of mediators or arbitrators (to whom one-sided presentation of application can be conducted) of the Local Labor Relations Committee or the casual competent personnel.

In the dispute referred to 3, the application was presented one-sidedly by the labor union and then referred to the local Labor Relations Committee. It must be to the credit of the concerning personnel that the grievance regulations of the labor agreement was well utilized in the dispute. In the same industry most of the ordinary complaints have been settled amidst talking and laughter between the chief of the competent workshop and the Grievance Committee-members.

(c) In the Fuji Industrial Co. (Utsunomiya Plant), on-the-spot committee-man and the chief of the competent workshop are either charged with the office of the members of the complaint transaction committee respectively for the management and the union (which is supporting the Industrial Union but very wholesome union of moderate attitude).
They make their habit of holding a few times of meeting for dealing with grievance matters. The machinery, however, has not yet been thoroughly instituted.

(d) As for seniority clauses, no labor unions have yet concretely been prepared for them, but the Prefecture is planning to prepare the draft for the clauses and to distribute to the general unions.

7. Employment and unemployment status: status of collection of unemployment insurance.

(1) Employment and unemployment status (Figures of extraordinary and daily workers means the cumulative figures)

		Applicants for job	Laborers wanted	Applicants employed	Applicants remaining unemployed
Permanent workers	Total	4,614	1,153	486	4,128
	Male	2,737	425	207	2,530
	Female	1,877	728	279	1,598
Extraordinary and daily workers	Total	39,124	32,451	29,816	9,308
	Male	32,936	27,096	25,524	7,412
	Female	6,188	5,355	4,292	1,896
Total	Total	43,738	32,604	30,302	13,436
	Male	35,673	27,521	25,731	9,942
	Female	8,065	6,283	4,571	3,494

(a) The unemployment trend in the prefecture shows that the number of the unemployment insurance money recipients is 2,939 (male 2,208 and 731 female), the number of the jobless who had lost the eligibility of receiving the same insurance money but still seeking jobs 277 (male 31 and female 46) and the number of the jobless who received the same insurance money for more than three months and still looking for jobs 1,438 (male 1,093 and female 345). The number of the jobless who apply to become permanent laborers for whom the unemployment insurance cannot be applied and who are still looking for jobs is 1,277 (male 921 and female 356)

The daily laborers who uncontinuously worked for less than eleven days in the month are represented as 1,656 in total (male 1,451 and female 205)

(b) The unemployment relief works now under operation for 4th quarter of the year (January to March) are counted fifteen in places centering around the five cities. The average number of employment a day under schedule is 900 in all, but the actual employment at the same level is plus 10 o/o of the schedule.

8. Number and type of cases before the Labor Relations Committee, together with statement of disposition of cases.

Type of cases	No. of cases	Statement of disposition of cases			
		Name of case	Nature of dispute	Date of disposition	Conclusion
Mediation	2	Nihon Zoki K.K. Dispute Transaction	Supplementation of deficit livelihood expenses	Checked financial status on 26 Jan. Solved on 16 Feb.	Union obtained ¥300,000 as aid to its welfare fund ¥30,000 as the cook subsidy.
		Nabeyama Lime Dispute Transaction	Year-end allowance	Applied on 26 Jan. Actual situation hearing on 7 Feb. and 12 Feb.	Through their voluntary negotiation the application was turned down.

Statement of disposition of cases

Type of cases	No. of cases	Name of case	Nature of dispute	Date of disposition	Conclusion
Conciliation	2	Transaction on the dispute of Ichinosawa Plant, Chuo Truck Co.	Payment of the remaining balance of the wages Payment of retirement allowances		Under examination
		Transaction of the dispute of Tochigi Kyowa Woodworks	Opposition against lackout.		3rd conciliation on 3 Feb. Outlook of the fund will be available by 12 Feb.
Illegal conduct of labor	3	Sanoya Iron Works (Illegal labor conduct that falls on (1) of Article 7 of Labor Union Law.)	Turning back to the original status		1st examination on 14 Feb.
		Nikko Electric Copper Refining Plant (illegal labor conduct-same as above)	"		Recommended to the both parties for conciliation on 11 Feb. Both accepted the recommendation. Application was turned down on 16 Feb.
		Tochigi City Office (illegal labor conduct-same as above)	"		Under investigation.

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Mr Fredrick
RT

Mrs Lambuth
disposition?

Tochigi Prefectural Office
of
~~Interior~~ Japanese Government
Utsunomiya City, Tochigi Pref.

Ref. No. 2093
24 December 1949

SUBJECT: Monthly Report on Labor Relations

TO : Chief,
Headquarters Kanto Civil Affairs Region,
APO 201

Attached herewith is the above month report for the month of December 1949.

For Yukichi Kodaira
JUKICHI KODAIRA
Governor,
Tochigi Prefecture

JK/Rosei-ka/to-kt

Monthly Report on Labor Relations for the Month of December 1949

1. Labor Relations

a. "Difficulty and adversity, general efficiency and effect with which the Pref. Labor Administration Section and local labor administration office met"

We are still exerting ourselves in cooperation with and giving advice to the labor unions of this prefecture in connection with organization and management of labor union, and in popularization of the purport of the Labor Union Law as revised.
Many of the labor union becoming to meet the purpose of the Law, the result will be obtained within ten days as expected by Pref. Labor Administration Section and the local labor administration offices.

b. "Management, effect and problem of labor relations committee"

The committee conducted conciliation for four(4) labor disputes and mediation for one case three of which were settled, and mediation for one case and conciliation for one case are now pending.

c. "Union contract and its detailed regulations, particularly, democratic management of union, meeting of union, election of managing staffs and delegates of local, national, or nation-covering union organizations, method of punishment of union and report on accounts"

The remarkable tendency can be seen that many labor unions are becoming to make management along the line of purport of the new Labor Union Law.

d. "What we can expect on the labor field by change of managing staffs (change of leaders), with personal history and political affiliation of the renewed leaders of labor union in local, prefectural, and Kanto District"

None

e. "Situation of improvement concerning the following"

(1) "Participation of woman union members in conference, committee, educational problems, and other union activities"

None to be noted.

(2) "Project of women's division of labor union and its effect planned for affording educational scheme and other usable services to women union members."

None to be noted.

f. "Improvement of types of collective bargaining and its difficult particulars, and situation of concluding labor contract, with specific reference to detailed statement of right and duty of management and labor, grievance machinery, an impartial umpire and inclusion of a peace clause"

None

g. "Difficulty in the labor field or special trouble of labor relations"

None

h. "General supervision of labor administration and labor relations situation and its effect"

In this year we have been giving the fundamental education to labor unions with the result that the function of labor unions has been improved and developed remarkably and labor union has become to have a great role in accelerating democratization.

The main purpose of labor education this year was to give education to union members by individual guidance of labor union and as the result we could get the actual extent of intelligence of the union members, which will be the foundation for the policies for the educational activities hereafter.

We, in future, intend to endeavor not only for the union but also the actual education for the union members and the general public. For the period January through March, we wish to endeavor in giving the preliminary knowledge of the labor affairs to the upper class pupils of the senior and junior high schools.

2. Labor Education

a. "Lectures on labor topics sponsored by labor unions, employer's association, Labor Administration Section or political parties."

Sponsor	Meeting	Date	Attendants	Effect
Labor Administration Section	Explanatory meeting on labor laws (Ashikaga-shi)	8 Dec.	15	Good effect was seen in brisk questioning.
"	Yaita District Labor Couse	15, 16 and 17 Dec.	60 daily	"
"	Sano District Labor Course	21 Dec.	30	"

b. "Extent of supply of labor books and pamphlets to labor union offices, Pref. Library and CIE Reading Room."

Tochigi Pref. Labor Library

(a) Number of books in the library:

1. Book 396
2. English books 68
(Total of books) 465)

3. Weekly periodicals
(1) Weekly Labor News ----- Compiled by Labor Administration Bureau, Labor Ministry
(2) World Weekly News ----- Issued by Ji-ji Press

4. Ten-days periodicals
(1) Central Labor Bulletin (Magazine) Issued by Central Labor School
(2) Diamond (Magazine)---Issued by Diamond Co.

5. Monthly Periodicals

(1) Labor Comments (Magazine)-- Issued by Mainichi Press

(2) Labor Bulletin (Magazine) -- Compiled by Labor Ministry

(3) Tochigi Pref. Labor Bulletin (Magazine) --- By Labor Administration Section, Labor Dep't, Tochigi Pref. Office

6. Others : The library has other pamphlet and pictures of the various fields

(b) Utilization of the Library in December :

1) No. of readers: 47
2) No. of books read: 81
   1. Labor concerns 30
   2. Politics, economics, sociology, and law 17
   3. Philosophy, thought and religion 13
   4. Literal arts and amusements 10
   5. Others 11

(c) No. of books supplied:

1) No. of books supplied to Tochigi Pref. Labor Library ------ 9
2) No. of books supplied to the labor administration offices ---- 74

c. "Types of information currently needed"

None to be noted

d. "Progress of yearly labor program advocated by the Ministry of Labor"

The stress was placed on the diffusion of the labor law, the main subject in the labor education: the advice and the guidance is rendered on the organization and management of the unions, the guidance is rendered for the election of the union officers, the annual labor course and the explanatory meeting on the labor laws are sponsored. The labor education is actively conducted and at everytime of these events, the attendance of the employers has been required, and each labor administration office is giving the direct guidance to about 30 unions every month.

e. "General comment and opinion on labor education activity"

In the early part of this year, the unions had an intense colour of the political organization; to say of their organization, too much importance had been placed on the execution division of the union. In such situation, the profec-

tural authorities continued the planned and organized efforts for the healthy and middle-way development of the unions by paying the effort in direct fundamental education to the union members. Meantime, the employers has been endeavoring, under the enforcement of Economic 9-point Principles, in continuance of enterprises and the rationalized management, but despite of such efforts of them, the depression of enterprise has come to show the more and more serious aspect. The revision of Labor Union Law in June, being effectuated under such situation called the great attention of both labor and management, caused their serious interest for re-examination of the union organization. The prefecture, to meet such circumstances, gathered the full function on publicity and diffusion of the Law aiming at the inner-completion of the unions. As the result, the scope of the unions was almost settled clear, the re-election of the union officers and the advancement of the legitimate group were caused. The union feeling has been gradually promoted and it is deemed that the union will be able to proceed the sound and steady labor movements.

f. "Matters concerning Labor Education Advisory Committee"

a. Works done by the committee after re-election

None to be noted

b. Works of the Committee which gave remarkable advantage to Labor Administration Section

None to be noted

c. No. of times of session of the Committee

7 times after re-election

g. "Publicity of necessity of grievance machinery, taking advantage of any opportunity available."

Our guidance to each of the unions made them already aware of the necessity and we are gradually achieving its realization.

3."How goes the labor problem of the prefecture as a whole?"

As the year-end is drawing near, the almost all of the main unions of this prefecture, including Ashio Copper Mine Labor Union, Fuji Industrial Co, Utsunomiya Plant Labor Union, etc. made the demand for payment of living deficit replenishment money, and though the amount in their demand was not filled the demand are, in general, lead to settlement through understanding between the labor and the management. A nation-covering movement was shown by All Public and Governmental Employees

Union, Governmental R.R. Labor Union, Electric Industry Labor Union and the activities of the similar aspect were present by Tobu R.R. Labor Union. Saying of Governmental R.R. Labor Union, they, besides the hunger-strike for 2 times, threatened to use force. All of these movements, however, is showing a tendency towards the settlement. All of the labor movement during this month was made towards making up of deficit or living replenishment money, but there seemed to be none for the other demands.

The prefectural labor front unification conference is still in the stage of the preliminary consultation only, its formation being deemed to be transferred to 1950.

rcvd one copy from Mr Friedrich RT
Mr Tamaoka
dispatch?

TOCHIGI PREFECTURAL OFFICE
OF
/////////// JAPANESE GOVERNMENT
UTSUNOMIYA CITY, TOCHIGI PREF.

Ref. No. 2094
24 December, 1949

SUBJECT ; Labor Relation Report

TO ; Chief,
Headquarters Kanto Civil Affairs Region,
APO 201

In compliance with your instructions dated 17 July and 7 August 1947, the above report for December is submitted to you as attached.

for

JUKICHI KODAIRA
Governor,
Tochigi Prefecture

JK/Rosei-ka/to-ki

MONTHLY LABOR RELATIONS REPORT

For December 1949

1. Action or decision of following with regards to labor disputes, labor unions or labor relations situation.

   (1) Japanese Police; None

   (2) Japanese Prosecutors; None

   (3) Japanese Courts; None

2. Are the jobless being absorbed by the following.

   (1) Private industries; None

   (2) Public enterprises; 2,637

   (3) Vocational guidance institutes; 206

   (4) Others; 20,541

The above employment are classified as follows according to type of industry.

Industry	Total	Male	Female
Agriculture	44	40	4
Forestry	1	1	0
Fishery	0	0	0
Mining	23	11	12
Construction	15,761	14,495	1,266
Manufacturing	1,593	1,268	325
Gas, electricity, city water	83	83	0
Commerce	201	153	48
Banking	5	5	0

Transportation & Communication	834	831	3
Entertainment service	1,678	369	1,309
Independent	125	70	55
Public worker	191	105	86
Other industries	2	1	1
Total	20,541	17,432	3,109

3. Any increase of jobless because of new repatriates or people moved in.

Repatriates 164

LABOR DISPUTE REPORT

For December, 1949

(a) Labor Union;

(1) Number of Labor Unions in this prefecture; 609 (in addition, 57 federations)

(2) Number of labor unions affiliated to JFLU; 63 (in addition, 2 federations)

(3) Number of labor unions affiliated to CIO; 34 (in addition, 1 federation)

(4) Number of labor unions affiliated to other nation-wide organizations; 184 (in addition, 3 federations)

Number of labor unions affiliated neither to JFLU nor to CIO; 328 (in addition, 51 federations)

(5) Number of union members affiliated to JFLU;

Male	6,873
Female	1,757
Total	8,630

(6) Number of union members affiliated to CIO;

Male	5,792
Female	817
Total	6,609

(7) Number of union members affiliated to other nation-wide organizations;

Male	28,146
Female	8,968
Total	37,114

Number of union members affiliated neither to JFLU nor to CIO

Male	17,080
Female	7,572
Total	24,652

(b) Labor Disputes;

(1) Number of labor disputes in December; 10

(2) Number of labor disputes autonomously settled in December; 2

a) All-Japan Metal Industry Labor Union, Fuji Industry Utsunomiya Plant Sub-branch.

b) Sanoya Iron Works Employees Labor Union

(3) Number of labor disputes settled by conciliation in December; 4

a) Kanto Kogyo Reconstruction League

b) Okamoto Hemp Manufacturing Employees Labor Union

b) Takahashi Wooden-Clogs Mfg. Factory

d) Kinugawa Paper Manufacturing, Utsunomiya Plant Labor Union.

(4) Number of labor disputes settled by mediation in December; None

(5) Number of labor disputes settled by arbitration in December; None

(6) Number of labor disputes still to be settled; 4

a) Tochigi Kyowa Wooden Works K.K. Labor Union

b) Fuji Industry K.K., Tanuma Plant Labor Union.

c) Kidogasawa Mine Labor Union

d) Nippon Zoki K.K. Kanuma Plant Labor Union.

(c) Unemployment;

(1) Total number of jobless in this prefecture in December; 17,041

(2) Number of jobless employed by public enterprise; 2,843

(3) Number of jobless employes by other industries; 20,541

(4) Number of those receiving unemployment benefit (protection money); 4,437

only one record on Friedrich

Mr Yamacho

Mr Tamacho deportation?

TOCHIGI PREFECTURAL OFFICE
OF
~~IMPERIAL~~ JAPANESE GOVERNMENT
UTSUNOMIYA CITY, TOCHIGI PREF.

Ref. No. 2119
27 December '49

SUBJECT: Periodical report on employment security administration (for December 1949)

TO: Chief,
Headquarters Kanto Civil Affairs Region,
APO 201.

Submitted enclosed herewith is in connection with the above subject.

for Akira Kamei
JUKICHI KODAIRA
Governor,
Tochigi Prefecture

JK/ Shokugyo-Antei-ka /tt-hk

Inclosure No. 1

Structure of Public Employment Security Offices, supervision on management of enterprises and especially the speciall activities by the prefectural inspectors and its leading staff

1. Rough explanation on the structure of the Public Employment Security Offices.

(As of 25 Dec 1949)

P.E.S.O.	Location	Jurisdictional area	Office chief	Sections in the office	Officials			
					2nd class	3rd class	others	Tota
Utsunomiya	357-1, Hanawada-cho, Utsunomiya-shi	Utsunomiya and Kawachi-gun (exclusive of Toyooka and Osawa village)	Ichiro Yoshikawa	General Affairs Management Investigation	1	19	16	36
Ashikaga	2583. Tomoe-cho, Ashikaga-shi	Ashikaga-shi and Ashikaga-gun (exclusive of Azuma-mura) Ashio-machi, Kamitsuga-gun.	Kiyoshi Shimizu	"	1	6	8	15
Tochigi	1251, Sakae-cho, Tochigi-shi	Tochigi-shi, Shimotsuga-gun (exclusive of the towns and villages under jurisdiction of Oyama, Utsunomiya and Sano Office)	Togo Ono	"	1	5	7	13
Sano	677-1, Sano-cho, Sano-shi	Sano-shi, Aso-gun, Ashikaga-gun (inclusive of Azuma) and Shimotsuga-gun(inclusive of Onodera and Mikamo village)	Fukashi Shimokura	"	1	5	6	12
Kanuma	1556, Asau-cho, Kanuma-shi	Kanuma-shi, Kamitsuga-gun (exclusive of Ashio-machi, Nagano and Manago-mura), Kawachi-gun (inclusive of Toyooka and Osawa village) and Shioya-gun (inclusive	Takeshi Kamiyama	"		5		

Sano	677-1, Sano-cho, Sano-shi	Sano-shi, Aso-gun, Ashikaga-gun (inclusive of Azuma) and Shimotsuga-gun(inclusive of Onodera and Mikamo village)	Fukashi Shimokura	"	1	5	6	12
Kanuma	1556, Asau-cho, Kanuma-shi	Kanuma-shi, Kamitsuga-gun (exclusive of Ashio-machi, Nagano and Manago-mura), Kawachi-gun (inclusive of Toyooka and Osawa village) and Shioya-gun (inclusive of Miyori and Kuriyuma village and Fujiwara-machi	Takeshi Kamiyama	"	1	5	8	14
Moka	2198, Moka-machi, Haga-gun	Haga-gun (exclusive of Kiyohara village	Misashi Ishii	General Affairs Management	1	3	3	7
Oyama	2326, Oyama-machi, Shimotsuga-gun	Shimotsuga-gun(inclusive of Oyama-machi, Sugata-mura, Ishibashi-machi, Kokubunji, Kuwa, Kinu, Otani, Hozumi, Naka, Nogi and Nanai village and Mamada-machi)	Saburo Hirayama	"		4	3	7
Otawara (Kuroiso)	1988, Otawara-machi, Nasu-gun (Kuroiso-machi)	Nasu-gun (exclusive of the areas of Karasuyama and Yaita Office)	Eiichi Ogiwara (Masaichi Kato for Kuroiso Detachment Office)	"	1	5	5	11
Yaita	1121, Yaita-machi, Shioya-gun.	Shioya-gun (exclusive of the areas of Karasuyama and Kanuma Office) and Nasu-gun (inclusive of Nozaki-mura)	Kenzo Takashio	"		4	3	7
Karasuyama	1,693, Karasuyama-machi, Nasu-gun.	Nasu-gun (inclusive of Oyama, Ouchi, Muno, Sakai, Mukada, Arakawa, Nanago, Shimoegawa, Kamiegawa village and Bato,	Yoshiji Onose	General Affairs Management				

		Kiru, Otani, Hosumi, Naka, Nogi and Nanai village and Nanada-machi)				4	3	7
Otawara (Kuroiso)	1982, Otawara-machi, Nasu-gun (Kuroiso-machi)	Nasu-gun (exclusive of the areas of Karasuyama and Yaita Office)	Eiichi Ogiwara (Masaichi Kato for Kuroiso Detachment Office)	"	1	5	5	11
Yaita	1981, Yaita-machi, Shioya-gun.	Shioya-gun (exclusive of the areas of Karasuyama and Kanuma Office) and Nasu-gun (inclusive of Nozaki-mura)	Kenzo Takashio	"		4	3	7
Karasuyama	1,693, Karasuyama-machi, Nasu-gun.	Nasu-gun (inclusive of Oyama, Ouchi, Muno, Sakai, Mukada, Arakawa, Nanago, Shimoegawa, Kamiegawa village and Bato, Karasuyama) and Shioya-gun (inclusive of Kitatakanezawa-mura)	Yoshiji Onose	General Affairs Management		3	3	6
Total	10 offices (and 1 detachment office)		10 chiefs (and 1 detachment office chief)		7	59	62	128
Provious month					7	59	62	128

Inclosure No. 2

Basic Activities of the Public Employment Security Offices covering Their Good Offices for Employment, Employers Situation and Vocational Training.

1. Good offices for new occupation. 26 Nov. '49 - 25 Dec. '49

	Times of job seekers call at P.E.S.O.						No. of laborers hopefully wanted			Introd		
	a. New cases			b. Old cases								
	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	M	
This month	4576	3340	1236	24069	18631	5438	25587	22763	2824	25145	22	
Last previous month	4317	2749	1568	25533	20087	5446	22398	18668	3730	20385	1	

2. Emproyers Situation 26 Nov. '49 - 25 Dec. '49

	No. of calling times on employers	No. of laborers wanted by employers at a time of calling	Remark
This month	2,077	873	
Last previous month	1,658	690	

3. Vocational training 26 Nov. '49 - 25 Dec. '49

	Vocational inquiries and guidance by face to face talking			Physically handicapped			Remark
	Total	Male	Female	Total	Male	Female	
This month	5,943	4,100	1,843	19	17	2	
Last previous month	9,676	6,470	3,206	18	17	1	

rs ed male	Total	Introduction made Male	Female	Successful cases Total	Male	Female	Remark
824	25145	22794	2351	24600	22478	2122	
730	20385	16811	3574	19661	16397	3264	

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Inclosure No. 3

Collection of Unemployment Insurance Rates, Investigation over Employers and Payment Status of Insurance Money

1. Collection of Unemployment Insurance Rates

As of 25 December 1949

	Determined amount of collection	Amount already paid	Amount not yet paid	Collection percentage
	Yen	Yen	yen	
Total	116,356,885.	114,128,625.	2,228,260.	98.08 o/o
This month	6,714,079	7,854,475		116,98 o/o
Last previous month	109,642,806	106,274,150	3,368,656	96.92 o/o

2. Workshops applicable to Unemployment Insurance and the insured

As of 25 December 1949

	This month	Last previous month
No. of the insured	62,760	62,471
No. of the applicable work-shops	2,477	2,462
Below 4 workers	265	248
5 - 10 workers	987	1,001
11 - 25 workers	821	806
26 - 50 workers	229	231
51 -100 workers	115	115
Over 100 workers	60	61

3. Payment of unemployment insurance money

As of 25 December 1949

	This month	Last previous month
1. Number of cards of disemployment received	489	683
2. Number of approved cases for first receiving of the money.	482	647
3. Number of recipients for the first time	573	416

4.	Number of unemployment weeks on the basis of unemployment insurance money payment	15,737	15,502
5.	Total amount of unemployment insurance money payment.	11,328,387	11,084.288

Inclosure No. 4

Control and supervision on undemocratic handling of labor supply especially on control over illegal collection of labor by non-official labor undertaker

1. Prohibition against illegal supply of labor

20 December

	Authorized number of laborers belonging to each ty				
	Number of designated labor supply undertakers	Total	Government and public service agencies	Construction Agencies excluding government or public service agencies	Transportation Communication agencies excluding government or public service agencies
This month	4	84	77	7	
Total up to this month	411	10,070	6,596	1,300	108

Number of cases affirmed as complete exclusion after designation	Movement of laborers belonging labor supply undertakers				Numb ente indi
	Total	Labor moved to their former type of occupation as daily or permanent workers	Laborers still remaining in the undertakers	Others	
11	205	67	79	59	
377	8,899	5,436	1,896	1,567	

Remarks: Member of Laborers moved by the advice from the employment security organizations.

2. Control over illegal collection of labor

Nothing negotiable

3. Control over non-official labor undertaker

A suspect case against article 32 of the Employment Security Law was found in the area of Sano Employment Security Office. It is under examination.

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of labor

Labor

20 December

laborers belonging to each type of industry			
Construction agencies excluding government or public service agencies	Transportation and Communication agencies excluding government or public service agencies	Mining agencies excluding government or public service agencies	Others and unidentified
7			
1,300	108	260	1,806

rs belonging dertakers				
rs still ing in dertakers	Others	Number of enterprisers indicated	Number of factories and operation places designated as illegal	Number of factories indicted
79	59		4	
396	1,567		248	

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e Employment Security Law
nt Security Office.

Inclosure No. 5 **Maintenance and operation of the Public Vocational Training Agencies**

As of 25 Dec. 49

Name of public vocational training agencies	Location	Type of training	Name of chief	Turn-in or turn-out of the students: Official capacity	Actual capacity	Turned in	Turned out	Last previous month
Okamoto public vocational training agencies	Okamoto, Furusato-mura, Kawachi-gun	Repair and assortment of radios	Kinji Hamano	30	32		1	33
Ashikaga public vocational training agencies	Nishimiya-cho, Ashikaga-shi	Westerndress-making	Kunimi Furuya	40	45			45
Kanuma "	Asau-cho, Kanuma-shi	Furniture making	Isamu Yoshimura	30	32			32
Imaichi "	Imaichi-machi, Kamitsuga-gun	Wood curving	Kyo Sase	30	29		1	30
Karasuyama "	Karasuyama-machi, Nasu-gun	Construction	Yasuyoshi Sano	40	40			40
Otawara "	Otawara-machi, Nasu-gun	Wood curving	Hitoshi Nakatsukawa	30	28		1	29
Total	6 places			200	206		3	209

Inclosure No. 6 Unemployment trend including unemployment provision, public works and unemployment provision.

1. Unemployment trend.

As of 25 Dec. 1949

Area	Total	Male	Female	Remarks
This month				
Utsunomiya	4228	2927	1301	
Ashikage	2717	2354	353	
Tochigi	1917	1453	454	
Sano	1952	893	1059	
Kanuma	631	398	233	
Moka	699	568	131	
Oyama	2111	1676	435	
Yaita	561	432	129	
Karasuyama	370	292	78	
Otawara	570	494	76	
Kuroiso	1285	913	372	
Total	17041	12410	4631	
Last previous month				
	30639	23465	7174	

2. Public works

	Number of workshops	Total		Cases handled by P.E.S.O.		Direct employment	
		Lump sum	Corresponding month	Lump sum	Corresponding month	Lump sum	Corresponding month
This month	89	49418	2352	6081	289	43337	2063
Last previous month	65	49871	2266	3686	167	46185	2099

3. Emergency unemployment relief enterprise.

	Labor employed for emergency unemployment relief enterprises in cities			Labor worked in joint workshops		
	Number of workshops	Lump sum	Corresponding month	Number of workshops	Lump sum	Corresponding month
This month	6 (Tochigi Pref. General Stadium)	10907	502	8	7100	284
Last previous month	3	9555	373	8	7100	284

4. Unemployment provision.

Execution program has been decided on as of 20 December 49 for 4th quarter period of the unemployment provisional program in 1949.

Number of workshops: 15
Average labor per month: 900 heads
Lumpsum number of laborers employment: 67,500 heads
Period of the program: 1 Jan. 49 to 31 March 50.

This program has been laid immedietely on practice with close contact with concerning agencies.

Inclosure No. 7.

Breakdown of labor market and occupations and routine report of P.E.S.O.

1. Breakdown of this month labor market

1 Dec. 49-25 Dec. 49.

The picture of enterprises in December in this prefecture can be classified as follows.

	Area	No. of enterprises checked	No. of disemployed workers	Type of industry	No. of enterprises checked	No. of disemployed workers
This month	Utsunomiya			Lumber manufacturing & woodworks	3	24
	Ashikaga	1		Machine & equipment manufacturing	5	63
	Tochigi	1		Agriculture & stone & Sodding works	1	6
	Kanuma	3		Repairing industry	1	3
	Yaita	4		Metal mining	1	26
	Sano	1		Printing & book binding industry		
	Oyama	1		Other manufacturing	1	8
	Otawara	1		Miscellaneous		
	Total	12	130	Total	12	130
Last previous month		13	359		13	359

2. Breakdown of occupations.

In addition to the presentation of letter of appreciation, preparation cited above is now under way for four bodies of enterprise in 1950.

Only one cy need
Friedrich
Camacho
file (if desirable)

TOCHIGI PREFECTURAL OFFICE
OF
~~IMPERIAL~~ JAPANESE GOVERNMENT
UTSUNOMIYA, CITY, TOCHIGI PREF.

Ref. No. 2080
21 December 1949

SUBJECT: 3rd Liaison Conference of Labor Relations Committee in Kanto District.

TO : Chief,
Headquarters Kanto Civil Affairs Region,
APO 201

Hereby we submit to you the outlined record of the 3rd Liaison Conference of Labor Relations Committee in Kanto District as attached.

for JUKICHI KODAIRA
Governor,
Tochigi Prefecture

JK/Rosei-ka/to-kt

Incl: #2

Outlined Record of 3rd Liaison Conference of Labor Relations Committee in Kanto District

1. Date: From 3.00 p.m. 28 Oct. 1949
   To 11.00 a.m. 29 Oct. 1949

2. Place: Tama-ya Hotel, Shiobara-machi, Shioya-gun, Tochigi-ken

3. Subjects referred:

   (1) Problems concerning screening of union qualification.

   a. Bill No.2. Problem concerning Item7, Article 5, Labor Union Law (Gumma)

   b. Bill No.3. On screening of a federation involving the labor organizations of national public service personnel and public enterprise (Chiba)

   c. Bill No.5. On revision of Item 7, Article 5, Labor Union Law (Saitama)

   d. Bill No.16. Desire that more than two examiners should be charged with one case in examination of union qualification and unfair act on laborer (Tokyo)

   (2) Problems concerning unfair act on laborer.

   a. Bill No.1. On application of Article 24 of Labor Union Law (Gumma)

   b. Bill No.4. Participation of the committee members of both laborer's and employer's side in investigation in connection with unfair act on laborers, etc. (Saitama)

   c. Bill No.9. Securing of freedom of speech by employees in hearing for unfair act on laborers (Tochigi)

   d. Bill No.14. Revision of the regulations for the Central Labor Relations Committee so that the committee members of both laborer's and employer's side can participate and speak in investigation in connection with examination of union qualification and unfair act on laborers (Tokyo)

e. Bill No. 13. Draft of revision of the regulations for the Central Labor Relations Committee (Gumma)

(3) Problems concerning the budget of labor relations committee, and the secretary office of the committee.

a. Bill No. 7. On the right of consent of the chairman provided for in Para. 19 and 20, Article 19 of Labor Union Law (Tochigi)

b. Bill No. 8. On paying the expenses of witness summoned in connection with unfair act on laborer (Tochigi)

c. Bill No. 10. On change of status of the Secretary Office personnel of labor relations committee (Kanagawa)

d. Bill No. 11. On budgetary measures for management of labor relations committee (Kanagawa)

e. Bill No. 17. On betterment of treatment for the public benefit member of the committee (Tokyo)

f. Bill No. 19. Desire for betterment of treatment for the Secretary Office personnel, in view of speciality of labor relations committee (Tokyo)

(4) Other problems

a. Bill No. 1. On accelerating partial revision of Local Autonomy Law (Tochigi)

b. Bill No. 12. On conference of the public benefit members of the committee (Kanagawa)

c. Bill No. 15. On unification of interpretation of the labor relations laws and regulations (Tokyo)

d. Bill No. 18. On establishment of independence of the Secretary Office of labor relations committee (Tokyo)

4. Attendants

Prefecture	Public Benefit	Labor	Employer	Personnel	Total
Chuo				Tatsuichi Ito, Chief, Adjustment 3rd Section	
				Chikayuki Hattory, Secretary	
				Kosei Hoshino, Clerk	3
Tokyo	Hideyoshi Nagase, Deputy Chairmen	Shigeru Kobayashi	Torao Irie	Mizuo Tsurushima, Chief, Secretary Office	
	Yonesuke Miki	Toreo Suzuki	Heishiro Tabata	Tomohiko Yamashita, Chief, Adjustment Section & another personnel	12
	Jiro Sugiyama	Toshio Tsubota	Yoshihei Himuro		
Yamanashi	Tozon Yamada, Chairman	Saburo Kaneko	Ko Ota	Toreo Takeyama, Chief, Secretary Office	
		Shishidoh Shishido		Shoi Hasunuma, Clerk	6
Saitama	Mikita Kubota, Chairman	Kazuo Nakamura	Yasuo Samatsu	Sueharu Okano Secretary	
	Seji Yoshino	Tadaichi Nakai	Kenji Enomoto	Jiro Kamozawa	
	Yutaka Aweya				9

Gumma		Kiyoshi Takamura	Shinsuke Kusunoki	Morisaburo Taguchi, Secretary	
				Tomiji Matsui, Clerk	4
Chiba	Ichiro Kusaka, Chairman	Shichiro Watanabe	Hideichi Yamamoto	Mampei Yamada, Chief, Secretary Office	
	Umanojo Murai	Shinjiro Sudo		Zensei Yamada	7
Ibaraki	Ken Kubota	Sei Sekiguchi	Takeo Shigenobu	Masuzo Ono, Acting chief, Secretary Office	
	Yasu Hirata	Eiichiro Hamano		Shin Koibuchi, Secretary	7
Kanagawa	Nobuo Hayashi, Chairman	Shigeo Takahashi	Fumio Ishino	Tetsuichi Oshiki, Secretary	
	Toyosaburo Sato	Takazo Honda	Yoshiji Tsunoda	Akira Kato	
				Kiyoshi Numata	9
Shizuoka	Hiroshi Suzuki	Daijiro Sugiyama	Katsutomo Hirukawa	Mitsu Ikeya	
		Masu Asahina			5
Tochigi	Koichi Kurosawa, Chairman	Zenjiro Suzuki	Ki Suenaga	Kazuo Shigeno, Chief, Secretary Office	
	Koshiro Izawa	Toshikatsu Oka	Shigehiro Imura	Kisaburo Mizunuma, Secretary	
	Mitsugu Iizuka -	Iwao Mahiko	Kunie Suzuki	Shiro Shimauchi, Secretary	
	Genzo Shinozaki	Yoshiko Anzai	Fumio Takata		
	Heishiro Hori				

5. Summary of Conference.

1st Day

Opened at 3.00 p.m. The Chairman Kurosawa of Tochigi was appointed as the chairman of the conference and Deputy Chairman Izawa of Tochigi as the vice-chairman according to the decision of conference of the attendants. Chairman Kurosawa stated the opening speech. Next, the guests, director of Tochigi Pref. Labor Dep't and chairman of Labor Standing Committee of Tochigi Pref. Assembly, made the welcoming greetings.

The 19 bills referred were classified to four items of "Problems concerning screening of union qualificetion", "Problems concerning unfair act on laborer," "Problems concerning the budget of labor relations committee and the secretary office of the committee," and "Other problems." The proposers of the bills made explanation on them respectively, and the questions and answers were exchanged among the attendants.

Closed at 6.00 p.m.

2nd Day

Opened at 9.00 a.m. Hattori, secretary of the Central Labor Relations Committee made the report on 4th National Liaison Conference of Labor Relations Committee.

Next, deliberation on the referred bills was done to make the following decisions.

Closed at 11.00 a.m.

DECISIONS

(1) Problems concerning screening of union qualification:

a. Bill No. 2. Problem concerning Item 7, Article 5, Labor Union Law (Gumma)

The two opinions; one is that the law should be revised and the other that appropriate dealing shall be rendered in its application, shall be submitted to National conference of labor relations committees.

b. Bill No. 3. On screening of a federation involving the labor organization of national public service personnel and public enterprise (Chiba)

Arrangement shall be made so that this problem shall be submitted to National conference of labor relations committees after having the National conference of public benefit commission members examine it.

c. Bill No. 5. On revision of Item 7, Article 5, Labor Union Law (Saitama)

Discussed together with Bill No. 2.

d. Bill No. 16. Desire that more than two examiners should be charged with one case in examination of union qualification and unfair act on laborers(Tokyo)

Taking consideration on the provisions of regulations of Central Labor Relations Committee which say "one or several examiners", it was agreed to have more than 2 examiners charged as principle, and that on this principe, each area labor relations committee shall manage the affairs.

(2) Problems concerning unfair act on laborers

a. Bill No. 1. On application of Article 24 of Labor Union Law (Gumma)

Discussed together with Bill No. 14.

b. Bill No. 4. Participation of the committee members of both laborer's and employer's side in investigation in connection with unfair act on laborer, etc. (Saitama)

Discussed together with Bill No. 14.

c. Bill No. 13. Draft of revision of the regulations for the Central Labor Relations Committee (Gumma)

Discussed together with Bill No. 14.

d. Bill No. 9. Securing of freedom of speech by employees in hearing for unfair act on laborers (Tochigi)

It was acknowledged that to render disadvantageous treatment upon the laborers' speaking in such cases as mentioned in the bill is unfair act on the laborers falling under Item 1, Article 7 of the Law.

Minor opinion (from Tochigi Area Labor Relations Committee): It is quite difficult to acknowledge it to come under the Item 1, Article 7 of the Law, but as the matter of course, we should establish some protective regulations for the labor unions, for which we have but a single way to do it; that is by the provisions in Code for Civil Procedures, but none of other laws in current effect.

e. Bill No. 14. (Includes Bill No. 1, 4 and 13) Revision of the regulations for the Central Labor Relations Committee so that the committee members of both laborers' side and employers' side can participate and speak in investigation in connection with examination of union qualification and unfair act on laborers. (Tokyo)

It was decided that the bill shall be submitted to National Conference of Labor Relations Committees as the draft.

(3) Problems concerning the budget of labor relations committee, and the secretary office of the committee

a. Bill No. 7. On the right of consent of the chairman provided for in Para. 19 and 20, Art. 19 of Labor Union Law (Tochigi)

Para. 19 of Article 19, Labor Union Law shall be revised that both appointment and discharging shall need the consent of the chairmen. (To be submitted to National Conference of Labor Relations Committees)

b. Bill No. 8. On Paying the expenses of witnesses summoned in connection with unfair act on laborer (Tochigi)

Decided as drafted (It is quite natural that the witness should be paid the expenses.)

c. Bill No. 10. On change of status of the Secretary Office personnel of labor relations committee (Kanagawa)

The status of the personnel in the Secretary Office shall be changed but the class and no. of the salary shall be fixed at the same as present.

d. Bill No. 11. On budgetary measures for management of labor relations committee (Kanagawa)

e. Bill No. 17. On betterment of treatment for the public benefit members of the committee. (Tokyo)

f. Bill No. 19. Desire for betterment of treatment for the Secretary Office personnel, in view of speciality of labor relations committee (Tokyo)

The measures shall be taken on the above three bills so that the same shall be submitted to National Conference of Labor Relations Committee after having it discussed at the conference of chief of Secretary Office.

(4) Other problems

a. Bill No. 1. On accelerating partial revision of Local Autonomy Law (Tochigi)

Decided as drafted (To be submitted to National Conference of Labor Relations Committee)

b. Bill No. 12. On conference of the public benefit members of the committee (Kanagawa)

Decided as drafted

c. Bill No. 15. On unification of interpretation of the labor laws and regulations (Tokyo)

Decided as drafted (To be submitted to National Conference of Labor Relations Committee)

d. Bill No. 18. On Establishment of independence of the Secretary Office of labor relations committee (Tokyo)

No formal decision was made but that each area committee shall, with understanding of the purport of the draft, shall render the appropriate handling.
Independence in the draft means the independence in the office-function, but not to give restriction on the personnel's supporting the party of their choice.

Understandings:

1. Chairman and Deputy chairman of the labor relations committee in the area this conference was held took the chairmanship and vice-chairmanship.

2. The chairman of this conference shall assume the responsibilities for Kanto District and shall manage the duties by the time the next chairman is selected.

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file (if desirable)

TOCHIGI PREFECTURAL OFFICE
OF
~~IMPERIAL~~ JAPANESE GOVERNMENT
UTSUNOMIYA CITY, TOCHIGI PREF.

Ref. No. 2079
21 December 1949

SUBJECT; 84th Regular General Meeting of Tochigi Pref. Local Labor Relations Committee

TO ; Chief,
Headquarters Kanto Civil Affairs Region,
APO 201

Attached is the report on the above subject.

For Jukichi Kodaira
JUKICHI KODAIRA
Governor,
Tochigi Prefecture

JK/Rosei-ka/cy-ki

Incl; #3

Report on 84th Regular General Meeting of
Tochigi Pref. Local Labor Relations Committee

1. Date; 29 October, 1949

2. Place;"Ikoino-Ie", Resting-house, Shiobara-machi

3. Subject;

(1) Report on progress of adjustment for labor disputes.

a. On conciliation for labor dispute at Heiwa Industrial Limited Company.

b. On conciliation for labor dispute at Nisshin Rubber Industrial Co. Ltd.

c. On conciliation for labor dispute at Okamoto Hemp Manufacturing Plant.

d. On conciliation for labor dispute at Kanto Wooden Work Limited Company.

(2) On progress of 6th and 7th conferences of public bebefit members of the committee.

(3) Others.

4. Attendant and absentees.

(1) Attendant.

Employer's side; Suenaga, Takeda, Suzuki, Imura, Masaka

Employee's side; Ooka, Mahiko, Suzuki, Anzai

Public benefit's side; Chairman Kurosawa, Izawa, Iizuka, Hori, Shinozaki

Absentees; Usui.

5. Summary of the meeting.

Opened at noon

1st Subject (Report on progress of adjustment for labor disputes)

a. On conciliation for labor dispute at Heiwa Industrial Limited Company.

Shigeno, Chief of the Office reported that the dispute had been settled through the third conciliation effected on 14 October. All members approved it.

b. On conciliation for labor dispute at Nisshin Rubber Industrial Co. Ltd.

Shigeno, Chief of the Office, reported that the dispute had been settled amicably through the conciliation made by both Watanabe and Kawai conciliators, on 13 and 18 October, respectively.

Regarding the above subject, Suenaga Committeeman made a supplementary report, of which all members approved.

c. On conciliation for labor dispute at Okamoto Hemp Manufacturing Plant.

Shigeno, Chief of the Office, reported on the progress of the second conciliation made on 18 October, and its settlement could be foreseen at no distant date.

d. On conciliation for labor dispute at Kanto Wooden Work Limited Company.

Clerk Nagami reported on the summary of the dispute which had been settled through Uetake conciliator's conciliation made on 24, 25 and 26 October.

2nd Subject (On progress of the conference of public benefit members of the committee)

Chairman Kurosawa reported that after closing the Regular General Meeting held on 10 October, 6th Conference of public benefit members of the Committee had been called and on that occasion the following items had been settled;

1. Deliberated on qualification screening for Heiwa Industrial Co. Labor Union, Okamoto Hemp Manufacturing Plant Employees Labor Union and Nisshin Rubber Industry Co. Labor Union and decided to advise of reformation of Heiwa Industrial Co. Labor Union.

2. Okamoto Hemp Manufacturing Employees Labor Union was determined as a legal labor union.

3. As for Nisshin Rubber Industrial Co. Labor Union, it was carried over to the next meeting due to the insufficient materials on hand.

Subsequently, Chairman Kurosawa also reported as follows;

1. On 20 October, held 7th conference of public benefit members of the committee and deliberated on screening qualification of unions and the unfair act on laborers alleged by Kakuro Watanabe, former official of Utsunomiya City Office and two other persons.

2. Though we had previously advised Heiwa Industrial Co. Labor Union to make some revision in its organization, but as the union had been dissolved simultaneously with the settlement of the labor dispute, the investigation for the same was brought to an end.

3. Regarding Nikko Electric Copper Refinery Labor Union, it was decided, through deliberation, to make re-investigation for the scope of the union members and the details of accounts, and Iizuka committeeman had been designated as an investigator.

4. As for Nisshin Rubber Industrial Co. Labor Union, it was carried over to the next meeting to be deliberated, because the same union is now underway of collective bargaining with the management with regard to the problem of personnel adjustment, causing much delay of revision of the regulations.

5. Finally, as to the plea of the unfair act on laborer, it was decided to accept the allegation.

Toward these problems, a few questions were made but all members approved them at last by the explanation of Chairman Kurosawa and Iizuka committeeman.

3rd Subject (Others)

Shigeno, Chief of the office, reported that they had received an application for conciliation from Takahashi Wooden-Clogs Work-shop Labor Union on 20 Oct., and allegation against unfair act on laborer had been set forth on 24 October, by Mr. Minoru Takahashi, former employe of Nikko Electric Copper Refinery.

Last, Mahiko committeeman querried that the question of both committeemen of capital and labor should be participated at the time of investigating unfair act on laborer had been unanimously approved by all members at the Kanto Bloc Conference, but whether there was any intention to have labor-capital committeemen participated in this committeemen's conference or not.

Towards the above question, Chairman Kurosawa answered that this problem being expected to be proposed to the conference of All-Japan Labor Relations Committee, they would like to follow the decision of the same conference. All approved it. The meeting was adjourned at 14;00.

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and file (if desirable)

TOCHIGI PREFECTURAL OFFICE
OF
~~IMPERIAL~~ JAPANESE GOVERNMENT
UTSUNOMIYA CITY, TOCHIGI PREF.

Ref. No. 2098
24 Dec., 1949

SUBJECT: Monthly Report on Labor

TO: Chief,
Headquarters Kanto Civil Affairs Region,
APO 201

This is the report on labor affairs for the month of November, 1949.

For JUKICHI KODAIRA
Governor,
Tochigi Pref.

JK/Shogai-ka/hs-mh

hcl: #1

Monthly Labor Report
(for November)

1. (A) Name of Prefecture : Tochigi

   (B) Month covered : November, 1949

   (C) Reporter : Jukichi Kodaira, Governor of Tochigi Pref.

2. Acquisition of labor

   (A) Possibility of supply to meet demand :

   (a) No demand was made in November for daily workers resulting in no supply.
   Daily workers can be supplied at anytime unless demanded in a great number at one time.

   (b) Total number of permanent workers in November, 3286 and newly employed were as follows.

Kind	Sex	Tochigi C.I.C.	Total
Specialist	Female	1	1

   (B) Method of acquisition of workers for the Occupation Forces and the remarkable improvement in the attitude of the workers.

   (a) Method of acquisition of workers :
   Upon every demand, the suitable persons among those who are enrolled at each [illegible] under our jurisdiction are recommended. PESC

   (b) Improvement in the attitude of workers :
   68 workers were discharged owing to the circumstances of the team and no workers retired on the reason of personal affairs.
   All workers now in service are accomplishing their duties sincerely and earnestly.

   (c) No. of workers for the Occupation Forces as of the last day of November.

   (a) Tochigi Civil Affairs Team

Permanent	72
Daily	0

   (b) C.I.C.

Permanent	28
Daily	0

(c) Nikko Kanaya Hotel

Permanent	5
Daily	0

(d) Kinugawa Spa Hotel

Permanent	7
Daily	0

(e) Nikko Kanko Hotel

Permanent	4
Daily	0

Total

Permanent	116
Daily	0

3. Wages :

(a) Particulars of reaction of wage control along the stability of economy as the result of strong enforcement of wage control and economic measures, wage also are going towards stability.

(b) Details of discrepancies, if any, between the wage paid by private employer and that paid to the same kind of worker for the Occupation Forces.
Observation at each type of workers of their wage, by means of checking the wage amount paid by private employers and the wage paid to the Occupation Forces employees (by Wage According to the Kind of Job, a notification of Labor Ministry under the date of 30 Nov. 1948), do not reveal any discrepancies between the above two. However, in general, the former is still higher than that of latter as (d) below

(c) Measures to adjust the difference between the above both.
Necessary are more strong enforcement of labor control and efforts towards the stability of economy in Japan.

(d) Situation of general wage level.
The situation of general wage level around Utsunomiya in November is as follows.

Kind of worker	Rate
Carpenter	350 (305)
Plasterer	350 (305)
Scaffold worker	300 ([illegible])
Stone mason	350 (300)

Earthen worker	250	(195)
Common worker	230	(165)
Assistant carpenter	200	(165)
Well-sinker	350	
Gravel collector	350	
Gabion worker	350	
Digger	350	
Tin-smith	350	(290)
Tile-layer	350	(305)
Painter	350	(290)
Plumber	350	(315)
Mat-layer	450	(305)

Remarks : The figures within the parentheses show prevailing wages

4. Labor Union
Details of improvement and developement of workers organization, if any.

No. of labor union reported up to this report :

Industry	308
Mining	5
Traffic	53
Other industries	303
Total	669

Among the above, reported during November.

None

And there are no union dissolved during this month.

Tochigi Pref. Congress of Industrial [redacted] Union

Those powerful unions including Ashio Mine Labor Union, Nikko Copper Refinery Labor Union, National R.R. Labor Union and others having seceded from the CIO by the previous month it was further driven to the trend of perishment by having Tochigi Area Headquarters of All Japan Communication Labor Union secede on 15 November by their voting in their general meeting this union had been one of the two support-elements of Tochigi Pref. CIO with Electric Industry Labor Union. CIO now has only Electric Industry Labor Union as its last support and the rest are these minor unions as All-Japan Metal Industry Labor Union and others; even among them, some are showing an attitude of seceding and CIO itself has an intention to change its organization into some other form. At present, however, a tendency of unifying the labor front is going to rise among the unions

cther than those affiliated with CIO, so we are deeply impressed that CIO is left alone from the unions.

Tochigi Pref. Federation of JFIU

Following the decision for participation to LSTU, determination policies for unifying the labor front, etc. at the national general meeting of JFIU in the early days of November, Tochigi Pref. Federation of JFIU held the prefectural general meeting at Utsunomiya-shi Labor Hall on 13 Nov.; there they decided the policies of future movement, re-selected the officers, and made other decisions. It was decided among them to proceed a positive activities for unifying the labor front in the prefecture, having made themselves a sponsor for formation of a Tochigi Pref. labor front unifying organization together with National R. R. Labor Union and others.

Teikoku Fibre Company, Kanuma Plant Labor Union was determined to secede from Pref. Federation of JFIU by the secret voting of whole membership on 29 Oct. and on 30 Oct. formally informed their secession to Pref. Federation of JFIU, which, regreting the secession of the greatest union under their affiliation, made every effort to retain it, but all in vain.

Others

Japan Teachers Union held their 6th Extraordinary National Meeting at Public Citizens Hall of Shiobara-machi from 11 to 13 November, where-at they made decision for the vital matters now they were facing. In this meeting we could not recognise even a shadow of the former appearance of "Leftist Japan Teachers Union" shown at the time of the past 2-1 strike, and to say of the proportion of left and right, it would be said that the meeting went on under the absolute predominance gained by the members of Democratic League, the ratio of the right members to the left being 3 to 1. As the result of the superiority held by the members of Democratic League, the participation to LSTU was decided by overwhelming votes and also decided to dispatch chairman Araki to LSTU Formation General Meeting. At the same time, they made determination for demand of the new wage of ¥11,000, etc., so it is presumed that they would commence a pretty positive activities together with the struggle for opposition to Local Public Service Law. It is also supposed through the attitude of Japan Teachers Union that is firmly united by members of Democratic League headed by chairman Araki that they would proceed the activities in a most lawful manner.

Disputes

Disputes occurred up to this report count 257 cases, of which 5 cases occurred during this month. The reasons for the occurred disputes are conclusion of labor contract in 2 cases, opposition to personnel adjustment, establishment of retirement allowance regulations, and demand of money for making up for the dificit in each one case, all of these causes show the unease of laborers for unsettledness of the management due to dullness of enterprises.

Report on Labor Disputes

a : Type of industry
b : Location
c : Name of labor union
d : Date occurred
e : Date settled
f : Cause
g : No. of membership
h : No. of employees
i : Remarks

1. a : Machine and implement
   b : Suzumenomiya-mura, Kawachi-gun
   c : Kanto Ind. Co. Reconstruction League
   d : 4 Aug. 1949
   e :
   f : Demand for payment of wages in arrearage
   g : Men 339, women 41
   h : Men 339, women 41
   i : Not settled

2. a : Spining and weaving
   b : Asao-machi, Kawasa City
   c : Okamoto Hemp Mfg. Employees Union
   d : 3 Oct. 1949
   e :
   f : Establishment of retirement allowance payment regulation
   g : Men 13, women 13
   h : Men 19, women 14
   i : Not settled

3. a : Sewing
   b : Imaizumi-machi, Utsunomiya City
   c : Kanto Woolworks Labor Union
   d : 15 Oct. 1949
   e : 26 Oct. 1949
   f : Establishment of retirement allowance payment regulation
   g : Men 6, woman 1
   h : Men 6, women 1
   i : Settled

4. a : Wood working
b : Minami-shimoda-machi, Kanuma City
c : Takahashi Wooden Foot-gear Co. Labor Union
d : 20 Oct. 1949
e :
f : Conclusion of labor contract
g : Men 10, women 16
h : Men 20, women 18
i : Not settled

5. a : Paper manufacturing
b : Yokokawa-mura, Kamochi-gun
c : Kinugawa Paper Mfg. Co. Utsunomiya Plant Labor Union
d : 1 Nov. 1949
e :
f : Establishment of retirement allowance payment regulation
g : Men 17, women 14
h : Men 23, women 16
i : Not settled

6. a : Wood working
b : Sugatagawa-mura, Kamochi-gun
c : Tochigi Kyowa Woodworks Co. Labor Union
d : 2 Nov. 1949
e :
f : Conclusion of labor contract
g : Men 15, women 1
h : Men 23, women 2
i : Not settled

7. a : Agricultural organization
b : Hanawada-machi, Utsunomiya City
c : Tochigi Prof. Agricultural Organization Labor Union
d : 9 Nov. 1949
e : 18 Nov. 1949
f : Opposition to personnel cut
g : Men 330, women 182
h : Men 365, women 182
i : Settled

8. a : Electric industry
b : Toppo-cho, Utsunomiya City
c : Nippon Electric Ind. Co. Labor Union Tochigi Prof. Branch
d : 17 Nov. 1949
e : 20 Nov. 1949
f : Demand for payment of allowance for filling up deficit
g : Men 1,048, women 99
h : Men 2,147, women 99
i : Settled

5. General situation

(a) Employment through public employment security office.

	Oct.	Nov.	Increase or decrease	Percentage
Demand	11,906	18,168	+ 6,265	+ 52.63 %
Applicant	4,[illegible]	3,[illegible]	- 752	- 17.[illegible] %
Employed	10,806	15,834	+ 5,028	+ 46.53 %

(b) Unemployment situation

	As of the end of Oct.	As of the end of Nov.	Increase or decrease	Percentage
Demobilized.	13,212	10,774	- 2,438	- 18.45 %
Repatriates in general.	12,410	8,528	- 3,882	- 31.28 %
Discharged from munition plants.	8,184	6,971	- 1,213	- 14.82 %
Others	4,951	4,366	- 585	- 11.82 %
Total	38,757	30,639	- 8,118	- 20.95 %

(c) Labor situation

The situation viewed from the investigation made for employment field is as follows. Industry, the employment volume of which decreased and its percentage are as follows.

Metal industry	3.21 %
Machine and implement industry	3.18 %
Chemical industry	15.27 %
Rubber goods industry	10.76 %
Ceramic and earthen wares industry	12.15 %
Hemp processing	0.75 %
Provisions industry	8.62 %
Other manufacturing industry	78.52 %
Wholesaler	2.36 %
Financier	8.51 %

The total number of workshops which decreased their workers is 48 and the total number of dismissed 307 (men 153, women 154). The cause for decrease is classified as follows.

Owing to employees' misconduct	0
Owing to employers' inconvenience	15 (men 11, women 4)
Percentage	4.87
Owing to personal free will	242 (men 97, women 145)
Percentage	78.9
Owing to sickness or death	22 (men 21, women 1)
Percentage	7.14

Owing to other reasons	28 (men 24, women 4)
Percentage	9.09

The total number of workshops which increased their employees is 29 and the total number of newly employed 179 (men 126, women 53)

Re-employment	18 (men 14, women 4)
Percentage	10.06
Non-experienced	29 (men 17, women 12)
Percentage	16.2
Others	132 (men 95, women 37)
Percentage	77.74

Employment percentage for this month is 0.49 and percentage of discharged 0.84 resulting in 0.35% in increase of discharged.

The employment through peso organs is classified as follows.

Type of industry	Total	Male	Female
Agriculture	22	20	2
Forestry	--	--	-
Fishery	--	--	-
Mining	17	16	1
Construction	12,615	11,344	1,271
Manufacturing	872	641	231
Gas, electricity, city water	4	4	0
Commerce	293	251	42
Monetary	10	8	2
Transportation and communication	771	767	4
Entertainment service	196	81	115
Independent	612	510	102
Public service	412	364	48
Other industries	10	8	2
Total	15,834	14,014	1,820

TOCHIGI PREFECTURAL OFFICE
OF
~~JAPANESE~~ JAPANESE GOVERNMENT
UTSUNOMIYA CITY, TOCHIGI PREF.

Received
K.L.C.O.
24.12.19
TIME

Ref. No. 2041
12 December 1949

SUBJECT : Prohibitive Actions on Labor Supply Undertakers

TO : Chief,
Headquarters Kanto Civil Affairs Region,
APO 201

In compliance with the directive for investigation from Tochigi Civil Affairs Team dated 30 September, we are hereby submitting a report on the result of our investigation and the dispositions given them.

1. Person to correspond to the contents of the alleging letter:

Kyuichi Otsuka,
Member of Tochigi Pref. Assembly, Civil Engineering Contractor
At Hyuga, Higashi-Oashi-mura, Kamitsuga-gun, Tochigi-ken.

Reasons for his corresponding to the contents of the alleging letter.

(1) He is a member of Pref. Assembly and was a standing commissioner of civil engineering committee for the period from 29 May 1947 to 28 June 1948.

(2) He is appointed to consultant of Tochigi Pref. Civil Engineering Society.

(3) He is now constructing a stone-made storehouse, about 20 TSUBO in space.

(4) He have once had a Korean (Shizuo Hoshikawa) sub-contract for his work.

(5) As to the other contents of the alleging letter, they are undertailed but there are affirmative rumours in the neighborhood.

It is supposed through his having the reasons as above-mentioned that he is the person to correspond to the

contents of the alleging letter.

2. The works for which Kyuichi Otsuka contracted (since 1st December 1947)

Location	Content of work	Sum of contract yen	Dates, commenced & completed	Sub-contractor	Sum of sub-contract	No. of laborers employed	Others
Kamikuga, Kaso-mura, Kamitsuga-gun	Road Work, Kaso-Kanuma Line	70,000	21 Dec.47-20 May 48	Toshio Takamura			
Shimoga-hara, Hiuga, Higashi-Oashi-mura	River Work, Oashi-River	571,392	21 Dec.47-30 June 48	Shizuo Hoshikawa, Toshio Takamura	400,000	Koreans 20 per-sons	Hoshikawa is a Korean
Kosabe-sama, Kami-kuga, Kaso-mura	River Work, Arai-River	120,000	15 Nov.47-20 May 48	Toshio Takamura			
In front of Kaso School,	"	65,000	"	"			
Hachi-oka, Kusakyu, Nishi-Oashi-mura	Road Work, Kanuma-Ashio Line	150,724	22 Feb.49-30 Apr.49	"		as of 15 Mar. 8 per-sons	
Yadoura, Kasono, Kasu-gun	River Work, Arai-River	671,456	5 Jan.49-3 Apr.49	"		as of 15 Mar. 11 per-sons	
Total		1,648,572					

3. Judgement on the alleged persons of their being "the labor supply undertakers"

Following is the result of investigation on Kyuichi Otsuka, Toshio Takamura and Shizuo Hoshikawa.

Toshio Takamura, had concerns in the all of Otsuka's contracts except the one to which Shizuo Hoshikawa had concern; he worked in Otsuka's works without any employment contract, being given ¥10,000 a month, while at the same time was running a civil engineering contract for himself. In the works for which Otsuka contracted, he engaged in commanding and supervising of the laborers, purchasing of the materials, transportation (using the truck owned by himself), payment to the laborers etc. Such action of his do not differ a bit from the sub-contract with Otsuka.

He comes under the term of labor supply undertaker provided for in Article 44 of Employment Security Law, because: he did not assume the legal and financial responsibilities provided for in No. 1, Item 1, Article 4 of the Enforcement Regulation of Employment Security Law, and he did not assume such legal responsibilities for the laborers as the employer as provided for in No. 3 of the same item, the same article

Kyuichi Otsuka is the person utilizing this labor supply undertaker.

Shizuo Hoshikawa sub-contracted for the work mentioned in above 2, but he is judged to be the person doing such labor supply undertaking provided for in Article 44 of the Employment Security Law because he did not assume the legal and financial responsibilities provided for in No. 1, Item 1, Article 4 of the Enforcement Regulation of Employment Security Law, and also he did not assume such legal responsibilities for the laborers as the employer as provided for in No. 3 of the same item, the same article. And Kyuichi Otsuka is the person utilizing this labor supply undertaker.

4. Dispositions given on them.

1. Labor supply undertakers

Shizuo Hoshikawa (Korean)	at 2561 Kami-Zaimoku-cho, Kanuma-shi
Toshio Takamura	at Hikita, Higashi-Oashi-mura, Kamitsuga-gun

To the above two persons Chief of Kanuma P.E.S.O. gave a strict admonition, acknowledging them to be the labor supply undertakers, and also made them submit the written appology that they might never commit the same violation.

2. Utilizer of labor supply undertaker

Kyuichi Otsuka, member of Prefectural Assembly — at Hyuga, Higashi-Oashi-mura, Kami-tsuga-gun

Chief of Kanuma P.E.S.O. notified him of his violation, and he was given a strict admonition and made to submit a written appology by the Governor and Director of Pref. Labor Department that he should never do such violation hereafter as a person in the leading position over the prefectural people.

3. Dispositions were taken so that any labor supply undertakers and their utilizers might, in prior to contracting for any work hereafter, not fail to report of it to the competent P.E.S.O. to prevent committing any mis-handling in the labor affairs.

5. Others.

As an alleging letter of the same contents arrived at Tochigi Pref. Labor Standards Bureau, so the supervisions were made under the cooperation between us and them, and the supervisions on the point of Labor Standards Law were conducted by Tochigi Pref. Labor Standards Bureau. It is known since this investigation that Kyuichi Otsuka had, since the period he was the mayor of Higashi-Oashi-mura, the political opposing party, and the matter mentioned in the alleging letter had been the subjects of the rumors in neighbourhood. Especially his construction of full-stone-made warehouse (the upstairs of it to be used as the office or living-room) had caused suspicion of the general public and rumors among the opposing party. To say of this contracting business, whole sum of his contract is about ¥1,640,000 so his exploiting through his business as mentioned in the alleging letter is not recognized. As No fact of his buying the forests in Okorogawa-mura under other person's name, construction of spa-hotel in Kinugawa, his exploiting ¥480,000 by reducing the wage for workers in the work in Nishikata-mura, etc. was recognized, so these statements of the alleging letter which concern these facts seem to be only the rumors.

He is now affiliated with the Socialists Party, does not undertake big-scaled works in civil engineering contract and also has a conscious character. He is protesting and swearing that he shall never do such violation in future abiding by the purpose of the laws.

For Juichi Tsuyuki
Governor,
Tochigi Prefecture

JK/Shokugyo-antei-ka/kk-mh

Received
K.L.C.O.
2412 19
TIME

Tochigi Prefectural Office
of
~~Imperial~~ Japanese Government
Utsunomiya City, Tochigi Pref.

Ref. No. 2042
12 December 1949

SUBJECT: Action to Prohibit Labor Supply Work

TO: Chief,
Headquarters Kanto Civil Affairs Region,
APO 201

Following is the report on the result of our investigation into the letter from a laborer of Oku-Nikko Tree-cutting Office, Utsunomiya Forestry Station, for which previously we received from Tochigi Civil Affairs Team to make investigation. *the order*

1. Workshop investigated.

Oku-Nikko Tree-cutting Office,
Utsunomiya Forestry Station,
Senju-ga-hama, Chugushi, Nikko-machi,
Kamitsuga-gun, Tochigi-ken.

2. Result of investigation.

This office is belonged to Enterprise Section of Utsunomiya Forestry Station and an official of the station is taking charge of control and supervision of the laborers and payment of wage. The employment system is on the surface direct employment of all laborers, but actually Suke Kimura and Senkichi Sugimoto were conducting works taking command and supervision of the laborers who belonged to the both groups respectively, and they received the wages in piece work of all laborers for them and after deducting 5% of each laborer's wage as commission, they gave the wages to the laborers. At the time of paying they did not inform the laborers of the details of payment, so all the laborers have suspicion for payment of wage. But, as Kimura and Sugimoto did not have the specification of payment, the fact could not be clarified.

Both Kimura and Sugimoto were keeping lodging quarters and deducting 100 yen a day as lodging quarter fee from each laborer's wage.

Our strict investigation revealed no forced labor was conducted.

3. Determination

Name	Age	Address
Suke Kimura	46	Otaki, Otaki-mura, Chichibu-gun, Saitama-ken. (Commanded 16 laborers)
Senkichi Sugimoto	49	Okkai, Azuma-mura, Tone-gun, Gumma-ken (at present lives at the office) (Commanded 18 laborers)

The abovementioned two, who were not legal contractor, took command and supervision on the laborers, received the wages of all laborers for them and deducted 5 o/o of each laborer's wage as commission. Moreover, they were getting profit by keeping lodging quarters. In short, they were getting profit by supplying physical labor to Utsunomiya Forestry Station.

Accordingly, it is recognized that their conducts were violation of the provisions of Article 44, Employment Security Law, and that Utsunomiya Forestry Station was utilizing that labor supplied.

4. Action taken.

The competent Kanuma Public Employment Security Office notified the office of determining the case as violation of the Law. On 30 November, Nobuo Kaneko, chief of General Affairs Section of Utsunomiya Forestry Station, Suke Kimura and Senkichi Sugimoto were requested to be present at the Prefectural Office and were strictly admonished by the Director of Labor Dep't, Chief of Employment Security Section, and Chief of Business Section of Kanuma Employment Security Office respectively, and were asked to give written explanation.

Utsunomiya Forestry Station was instructed to treat Kimura and Sugimoto as a common laborer, to pay wage directly to each laborer with the specification of payment, to abolish commission, and to make guidance and supervision on the lodging quarters directly which should be kept in autonomy system. We further instructed them not to violate the Law in collection of laborers, making contact with the public employment security office.