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Text of remarks by Mr. PAUL S. KEMSIE, Chief, Economics Section,  
KANTO CIVIL AFFAIRS REGION  
at the KANTO BLOC GOVERNORS' CONFERENCE, KANTO CIVIL AFFAIRS REGION,  
19 April 1950

The Economics Section has the responsibility of assisting the recovery of the Japanese economy wherever possible within the limitation of the provisions established by the Japanese Government and the regulations as set forth by the Supreme Commander for the Allied Powers. The Economics Section is made up of three divisions who work with and for the benefit of the Japanese. The Natural Resources Division is headed by Mr. Basil Buchko (Mr. Buchko rises and bows and reseats himself) who supervises the following programs: Agriculture, Fisheries and Forestry with particular emphasis on crop collection, cooperatives, and extension service. The Labor Relations Division is headed by Mr. Martin Camacho (he bows) who supervises that phase of the economic program which deals with Labor Standards, Labor Relations, Labor Education, Women and Minors Bureau, workmans Compensation Insurance and Unemployment. The third division, headed by Mr. J. Warren Jones (he bows) covers the fields of Commodity Distribution and of Industry with emphasis on the work of the Economic Investigation Agency, Restaurant Control, Incentive Goods and food rationing and distribution. Under his supervision also are the fields of Industrial production, construction, mining, electric power, control associations and surveillance of restricted industry. Each of these division chiefs has a sizeable staff, we desire to assist you in your problems within the limitations I mentioned.

Text of remarks by Mr. EASHI BUCHRO, Chief, Natural Resources Division,  
Economics Section, KANTO CIVIL AFFAIRS REGION  
at the KANTO BLOC GOVERNORS' CONFERENCE, KANTO CIVIL AFFAIRS REGION,  
19 April 1950

The Natural Resources Division of Economics has two topics to mention today. The importance of the Research and Extension Program cannot be sufficiently emphasized in the time allotted during this conference but we would like to draw your attention to the original establishment of the Research and Extension Program as visualized by the Supreme Commander for the Allied Powers and the Ministry of Agriculture and Forestry, approximately two years ago. Emphasis must be placed on organization since few prefectures have followed recommendations. It was considered important that research facilities and extension activities be under the administrative supervision of the Agriculture Improvement Section although some of the Kanto prefectures have only recently established an Improvement Section.

Even with the establishment of this section, experimental Stations and administration of research still continue under other sections. You will notice by this chart that the administrative responsibilities for the Research and Extension Program is either through the Economic Bureau (as in Tokyo-To), or one of several Departments in other prefectures (by authority of the Governor). The next sub-division is the recommended Agricultural Improvement Section which in turn exercises the administrative control over prefectural research facilities, commonly referred to as Experimental Stations, and the village farm advisors.

In addition to administration over these activities there is a direct relationship between the research facilities, extension specialists, and Agricultural Improvement offices. The latter two consolidate and edit for dissemination the research results discovered by technicians at experimental stations.

To establish a closer relationship between government facilities and farmers, advisory groups composed of farmers, scholars, and others were established to advise Agricultural Improvement Sections through Prefectural committees, and farm advisors through village committees. By means of this organization, as here outlined, it was anticipated that research and extension practices would improve considerably. A study of actual conditions in the Kanto Region is now underway and the facts will be presented by letter to each governor within the near future.

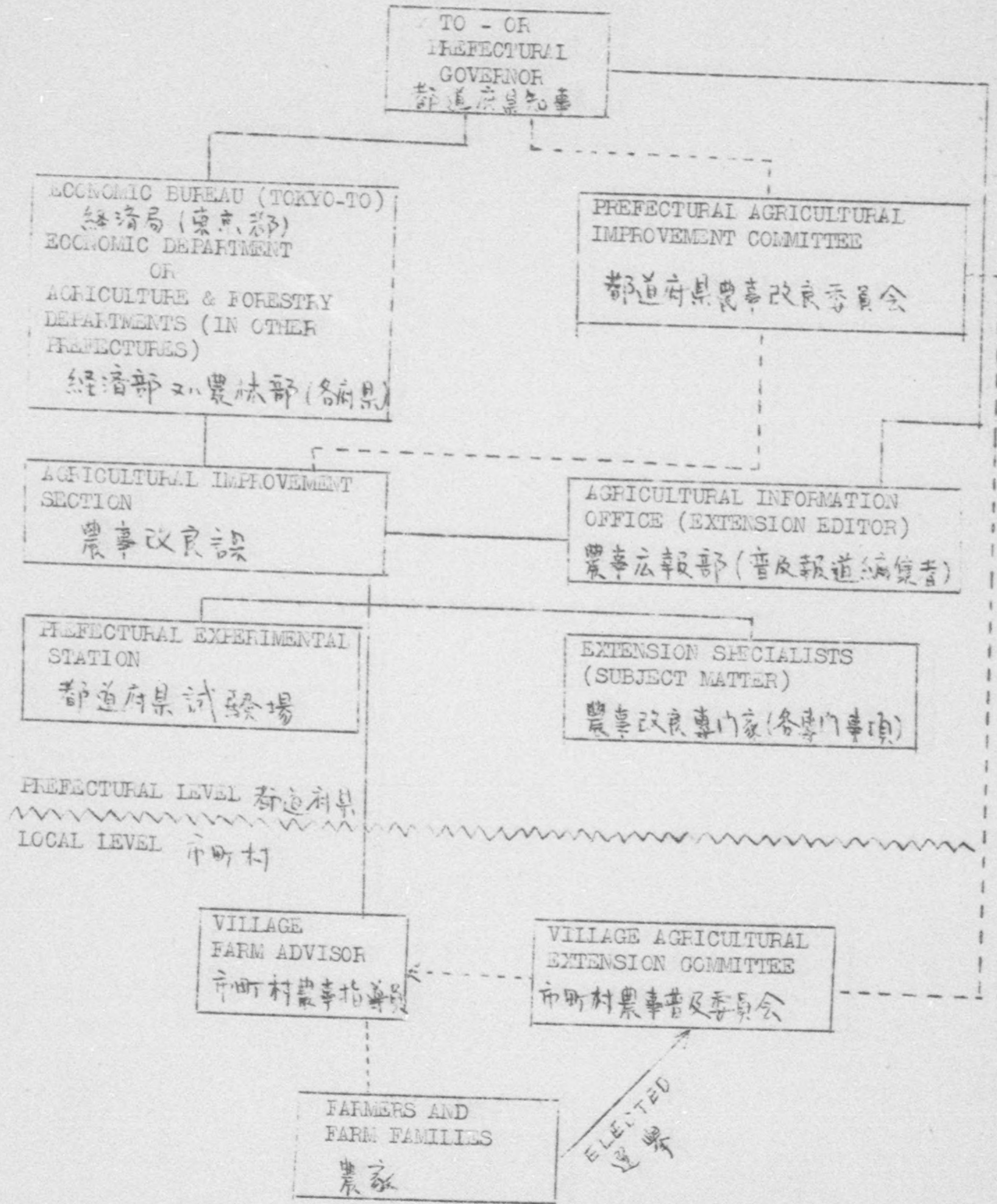
The other Natural Resources subject for discussion today is one which is as familiar to you as an election campaign. For weeks you have been exhorted to supreme effort in the registration of agricultural land which has been sold to former tenant farmers. As a result of the combined efforts of all those responsible, progress has varied from poor to exemplary. Latest reports indicate the purchase, in the Kanto Region, of 432,73 cho of agricultural and other land subject to consideration under the reform laws. A total of 435,882 cho has been sold to tenant farmers. Progress of registration for the 10 Kanto region prefectures is shown graphically on this chart. Beginning with 1 November 1949, we note (blue line) a percentage of 22.6 for purchased land, culminating with 95.0 percent as of 31 March 1950. The red line indicates the progress of registration of land sold to tenants during the same period. As of 1 November 1949, it was 5.0 percent and the percentage as of 31 March 1950, was 86.4 percent. Pasture land and home sites are not shown. We do not detail each prefecture since all of you are fully acquainted with affairs in your respective area of political administration. Many land commission districts have completed registration work and are to be commended. However, the total program was to have been completed on 31 March 1950. Many of the difficulties encountered were legitimate reasons for delaying completion. No that these difficulties are well known and methods to overcome them have been employed advantageously, the unfinished registration should require very little more time. You governors can bring this program to a successful conclusion. Your continued interest and encouragement are necessary to obtain the objective.

Record of Land registration  
as of March 31, 1950 for all Kanto Bloc

Tokyo Agr. Land Office  
(ALL KANTO BLOC)

登記実績集計表 農地 agr. Land  
 254.7  
 農地管理課

項目 時期	reg. Completed	買収 Purchase	reg. Completed	賣渡 Sold
	%	予定面積 Goal		%
31 Oct. 1949 24.10.31	22.6	385.963	5.0	436.435
30 Nov. 1949 " 11.31	37.8	385.963	9.1	436.435
31 Dec. 1949 " 12.31	56.0	385.963	17.8	436.435
31 Jan. 1950 25.1.31	74.1	385.963	34.9	436.435
28 Feb. 1950 " 2.27	86.1	385.963	50.1	436.435
31 Mar. 1950 " 3.31	95.0	384.617 <sub>Cho</sub>	86.4	435.882 <sub>Cho</sub>



ADMINISTRATIVE 行政系統

TECHNICAL AND ADVISORY 技術、指導系統

Text of remarks by Mr. MARTIN CAMACHO, Chief, Labor Relations Division,  
Economics Section, KANTO CIVIL AFFAIRS REGION  
at the KANTO BLOC GOVERNORS' CONFERENCE, KANTO CIVIL AFFAIRS REGION,  
19 April 1950

The Labor Relations Division is primarily concerned with labor relations, labor education, labor standards, workmen's accident compensation insurance, women's and minors' bureau, and employment problems.

The success or failure of the labor movement in Japan will depend, basically, on what is done in the field of labor education and labor relations. As far as the democratization of Japan is concerned, the labor program remains principally an educational problem. The development of a sound, strong and responsible labor movement in Japan depends, in turn, on what attitude the employers and the general public take toward the concept of collective bargaining. Collective bargaining has, within recent years, been universally accepted as an institution of human freedom. It is recognized by the leading exponents of human freedom that workers have the inherent right to band together for the express purpose of collectively bargaining with their employers as to wages and hours and other conditions of employment.

Since the Occupation, the right of collective bargaining has been recognized and protected by law in this country. The ultimate end of all collective bargaining is the trade agreement. Without the sound trade agreement, collective bargaining becomes meaningless. Without the written, signed trade agreement, there can be no sound, strong and responsible trade union movement. Historically, traditionally, and legally, the trade agreement is an essential concomitant of collective bargaining.

The written, signed trade agreement sets forth the rights and obligations of both management and the union, defining all matters relating to wages, hours, and other conditions of employment. A good trade agreement sets forth, definitively, the rights and obligations of both management and the union, and it is concluded for a definite period of time, usually one year. After an agreement has been concluded, both parties are relieved of that state of tension which accompanies the negotiation of a trade agreement. The union can then focus its attention on such matters as the enlightenment and education of its members on union affairs and labor problems. It can also make surveys as to wage standards or working conditions in other companies or in-

dustries to serve as a basis for future negotiations on the occasion of renewing its agreement. Management, in turn, can devote its energies toward the fostering of its business, plant operations, production, and sales.

Observations in the field indicate that in comparison with the number of plants, shops, and companies that employ workers who are allegedly organized, there is a palpable lack of trade agreements. This condition, in part, is due to the inaction of the trade unions. However, it is felt that within the past year or more, it has been principally due to the inaction of management and the absence of a proper attitude toward collective bargaining on the part of management. On the basis of this observation, management education conferences have been inaugurated in every prefecture within the Kanto Region. At these conferences, management is being advised of the importance of good trade agreements in the matter of establishing stable industrial labor relations in Japan. Management is being advised that the trade union movement will not develop into the type of a movement which will be good for the employers, good for the workers, and good for Japan, unless sound trade agreements are concluded between management and the union. Management is being advised that it is necessary for them to take the proper attitude toward collective bargaining and to exercise initiative in the matter of negotiating and concluding sound trade agreements.

In the course of these conferences, discussion is held on the essential elements of good trade agreements, i.e., such appropriate clauses as union recognition, union security, seniority, wages and hours, grievance procedures including arbitration, peace clauses, and contract renewal clause. To better convey our message, charts such as you see displayed before you are utilized. The charts present, in graphic form, facts which arouse the immediate interest of the employers.

In line with our program on management education, pamphlets on seniority and grievance machinery including arbitration have been prepared. These pamphlets are distributed to management. Appended to these pamphlets, are sample clauses on seniority and grievance machinery including arbitration taken from actual trade agreements. In preparing proposed trade agreements both union and management may use these sample clauses.

It is intended that the substance of the management educational program will be given to union leaders and rank and file workers throughout the Kanto area.

In line with our educational program for the unions, we have devised a special program on nomination and election procedures, in trade unions. This program is based upon the concept that a sound democratic trade union movement calls for strong national unions, that such strong national unions are only possible where strong, sound local unions exist, and that such strong, sound local unions are those with officers who are nominated and elected in a democratic manner by the rank and file members. The program outlines universally accepted techniques and procedures employed in nominating and electing union officers. The procedures set forth are those commonly practised throughout the world, wherever a free trade union movement has evolved.

In the matter of trade union structure, a program on what is known as the unit plan in local trade unions has been prepared and will be inaugurated in the field within the next two months. This program is intended for local unions with large memberships such as three hundred or more members. It is aimed at giving a solution to the problem of obtaining self-expression and effective rank and file participation in union affairs in the larger local unions. The question is often asked as to how effective rank and file participation in local unions with large memberships is possible. The program on the unit plan is intended to give an answer to this question.

This, in brief, outlines the general educational program of the Labor Relations Division. There remain other fields of work such as labor relations, which is somewhat interwoven with labor education. Problems in labor relations are many and acute. Some of them have to do with area-wide bargaining, with matters of dismissal under industrial rationalization, with questions concerning representation, and even with matters not yet covered by existing laws, for instance, such matters as appropriate collective bargaining units.

In connection with the Public Employment Security Offices, there has arisen the ticklish problem of the temporary day laborers on work relief projects. In this respect, there appears to be a lack of coordination between the PESO's and the Public Welfare Departments. Under existing regulations, no one in Japan is permitted to go without the minimum standards of health and decency. If the unemployed are not absorbed by public work projects or work relief projects, these same people are still assured of livelihood subsistence under the Daily Life Assistance Law. (SEIKATSU HOGO-HO) The Governors of each prefecture can help out in this problem by insisting that there be coordination between the PESO's and the Public Welfare Departments in the problem of the needy and the unemployed.



In the matter of unpaid wages, we observe many employers retaining substantial numbers of surplus workers for one reason or another. Sometimes, employers will retain surplus workers out of paternalistic reasons, and more often because of pressure of the unions. Employers are being advised that as a matter of sound management and economic principle, they have a moral and legal right to dismiss surplus workers. Employers are being advised that if they retain surplus workers to the point where they are unable to comply with their payroll obligations, they do themselves much injury, for in the case of unpaid wages they are without moral or legal right. Employers are being advised that the overall unemployment problem is not a matter for their solution; that aside from the contributions which they may make to the economy of the country by increasing their efficiency and productivity, the overall unemployment problem is a matter which falls outside of their sphere of responsibility.

In closing, we should like to emphasize that the Governors of the various prefectures could make a substantial contribution to the labor movement in matters of promoting responsible, strong and sound trade unions in Japan, by pointing out the necessity of trade agreements in the matter of establishing and making possible stable industrial labor relations. The Governors of the prefectures could help in the development of a responsible, strong and sound labor movement by encouraging labor education for both management and the trade unions. The Governors of the various prefectures could help in the problem of the unemployed by insisting on the coordination of the work between the PESO offices and the Public Welfare Departments as already outlined. The Governors of the various prefectures could help out in the problem of economic recovery of Japan, by pointing out to employers the danger of not taking necessary determined action in the matter of personnel retrenchment under the industrial rehabilitation program. Finally, the Governors in the matter of unpaid wages could point out to management the untenable position of not complying with their payroll obligations.

Text of remarks by Mr. J. WARREN JONES, Chief, Distribution & Industry  
Division, Economics Section, KANTO CIVIL AFFAIRS REGION  
at the KANTO BLOC GOVERNORS' CONFERENCE, KANTO CIVIL AFFAIRS REGION,  
19 April 1950

Mr. Jones of the Distribution and Industry Division wishes to draw attention to the fact that last year the Regional Economic Investigation Agency and the Regional National Rural Police were requested to enlist the support of prefectural authorities and Municipal Police in curbing the illegal transportation of staple foods. It was felt that all prefectures would benefit from closer controls, particularly on rice carriers. Stricter control on rice carriers and brokers would simplify the problem of illegal serving of staple foods in restaurants at the same time. In addition there have been many instances where organized gangs operating under boss supervision have operated on trains to the great discomfort and inconvenience of legitimate travelers. Results of police action in the various prefectures are shown on this chart:

It is recommended that the governors continue to encourage police action against illegal transportation of staple foods. In some areas it is believed that strict control would favorably affect the livelihood of many war widows and orphans. It must be remembered that though control works hardship on but a few, the results contribute to the comfort of many households as all staple food confiscated goes to the consumer through official channels at official price.

Another topic to draw to the attention of the governors is that although the Temporary Restaurant Control Law has been in effect since July of last year, little was done to establish suitable controls aside from issuing licenses, until recently. Public Hearing Committees were instituted in the metropolitan area last year but organization was not completed throughout the Region until February of this year. Operation of controls have shown that sporadic police action is useless; it is recommended that governors encourage the municipal authorities to exercise consistent controls to the greatest degree possible throughout their prefectures. It is believed that operation of the restaurant controls should be uniform throughout the Region. This can be accomplished only if Governors, Procurators, Courts, and Public Hearing Committees find it suitable to adopt the recommendations of the Ministry of Agriculture and Forestry and adhere to the Ministry's suggestions regarding suitable penalties and administrative action for specific violations.

One of the topics to draw to your collective attention is the necessity of more rapid typhoon and flood damage rehabilitation, with better construction, repair and maintenance of essential waterways, to ensure that they hold up under the next and succeeding typhoons and floods. This subject, we realize, is being given considerable attention by you already.

Due to the many rivers in the Kanto area, flood damage has always been great. Rehabilitation expenses have drained national and prefectural budgets for many years. The same revetments, bridges, etc. have been washed away year after year. Improved construction has not been effected, presumably due to the additional expense to the prefectural budget. This is false economy, of course.

That Japan has excellent engineers is well known. Temples, built hundreds of years ago, still hang onto mountain sides in defiance of the elements, yet the same bridge is washed away by flood in successive years. The same thousands of cho of farmland are flooded in successive years and the same thousands of cho of farmland are affected by drought in successive years. This can be corrected by proper flood control of the rivers in the Kanto area. Dams at strategic points will not only save the billions of yen spent for rehabilitation but increase the tillable areas in Kanto, will provide greater electric power, regulate water to drought areas and increase the sightseeing and tourist industry in Kanto.

Gentlemen, we urge you to give still greater thought and effort to the problem of flood control.

AMOUNT OF STAPLE FOOD CONFISCATED BY EACH PREFECTURE  
各縣別主食沒收數量

Prefecture	1949	Nov. 十一月	Dec. 十二月	1950	Feb. 二月	Total 計
	Oct. 十月			Jan. 一月		
Saitama 埼玉	47,392	41,721	86,135	47,618	65,003	288,920 kg
Nagano 長野	34,473	35,230	62,400	48,202	38,274	218,850 kg
Chiba 千葉	84,371	83,592	105,178	65,454	37,908	381,504 kg
Gumma 群馬	9,960	18,030	38,865	22,305	25,395	114,555 kg
Kanagawa 神奈川	27,585	27,051	26,682	15,527	19,888	116,732 kg
Ibaraki 茨城	18,226	37,050	32,386	30,093	44,506	163,162 kg
Yamanashi 山梨	19,930	20,706	43,201	44,212	44,552	160,902 kg
Tochigi 栃木	28,332	34,900	78,038	50,395	51,135	242,802 kg
Shizuoka 靜岡	1,095	16,200	33,300	18,000	18,450	96,900 kg
Tokyo 東京	102,921	102,784	141,483	86,258	159,200	592,646 kg
Total 計	379,285	418,164	647,668	428,064	504,311	2,385,973 kg