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Monthly Activities Reports for December 1947
Annex C (Labor)

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REPORTS RECEIVED FOR MONTH OF
DECEMBER 1947

I CORPS - Kyoto

KINKI:
Fukui
Hyogo
Kyoto
Nara
Osaka
Shiga
Wakayama

TOKAI-HOKURIKU
Aichi
Ishikawa
Gifu
Mie
Toyama

KYUSHU
Fukuoka
Kagoshima
Kumamoto
Nagasaki
Oita
Miyazaki
Saga

CHUGOKU
Hiroshima
Okayama
Shimane
Tottori
Yamaguchi

IX CORPS-SENDAI

TOHOKU:
Akita
Aomori
Fukushima
Iwate
Yamagata
Miyagi

KANTO
Chiba
Gumma
Ibaraki
Nagano

HOKKAIDO
Nigata
Saitama
Tochigi
Yamanashi

SHIKOKU
Ehime
Kagawa
Kochi
Tokushima

Tokyo

Kanagawa

Shizuoka

SUMMARY

All reports received - file complete

HEADQUARTERS
FUKUI MILITARY GOVERNMENT TEAM
APO 713 (Fukui, Honshu)

RCS-QESS-02
LWJ/K1

Annex C (Monthly Military Government Activities Report for Period 1 December to 31 December 1947).

## LABOR SURVEILLANCE

(L. W. JORDAN, CAF - XI)

1. LABOR PROCUREMENT:

a. All labor requisitions have been filled by local Japanese agencies.

b. There were no violations of Japanese Government regulations pertaining to labor secured through labor requisitions.

c. There was an average of 146 Japanese employed on labor requisitions, 117 on procurement demand and 31 on dependent housing, per day, during the reporting period.

d. There was no significant change in the proportions of requisition and procurement workers.

(Source: Ken Labor Section and Team)

2. WAGES AND WORKING CONDITIONS:

a. Shown below is a comparison by category of the wages (in yen) of workers in various trades, based on an average eight hour working day.

| | Carpenter | Tile Maker | Roofer | Mason | Stone Cutter | Plstr. | Common Labor |
|---|---|---|---|---|---|---|---|
| Labor Requisition | 120 | 200 | 200 | 120 | 120 | 200 | 90 |
| Procurement Demand | 200 | 200 | 200 | 200 | 150 | 200 | 90 |
| Trp & Dep Hsg | 175 | 200 | 200 | 175 | 175 | 200 | 75 |

b. There are no significant differences between the terms of employment of the three catagories mentioned above. All receive the same holidays, rest periods and allowances.

c. There has been no discrimination against or abuse to personnel working for occupation forces.

(Source: Ken Labor Section)

3. LABOR RELATIONS:

a. There were no cases of labor relations requiring action by occupation forces.

b. No action was taken during the reporting period by police, procurators or courts on labor disputes.

c. There were no complaints to the Labor Standard Bureau or Labor Relations Committee involving employer domination or discrimination against employees for union activities.

d. Although the local Labor Relations Committee has not been requested to conciliate, mediate, or arbitrate in any cases during the reporting period, at present, there are seven disputes in progress. Four of these are a continuation from November while three new and still unsettled ones broke out during December. Of the total, six involving local branch unions are on a national level and have therefore been referred to the Central Labor Relations Committee in Tokyo. Settlement of the one local dispute involving the Keifukui Trolley Car Company Workers' Union is progressing peacefully through collective bargaining. A demand by the locals of the Tsuruga and Yuki unions of the Japan Ice Storage, Ltd., for an increase in basic wage scales and winter allowances was settled on 6 December 1947 through collective bargaining without outside assistance.

(Source: Ken Labor Section and Team)

4. EMPLOYMENT:

a. There are 4,562 classified as unemployed in this prefecture. This is a reduction of 275 under the November figure and indicates a slow but steady absorption by private industry and public works although severely hampered by the lack of funds, raw materials and electricity.

b. Repatriates and ex-soldiers numbering 1,052 constitutes 23 per cent of the unemployed and create a definite problem inasmuch as few have any business connections or are skilled laborers.

(Source: Ken Labor Section and Team)

5. GENERAL OBSERVATION:

During December 153 labor surveillance contacts, lectures and inspections were made necessitating 370 miles of travel. Particular attention has been given to the stressing of the four subjects contained in the periodic plan. It is evident that there is great necessity for the education of management, leaders, and rank-and-file union members, but the program is being hampered by the lack of funds and sufficient educational material. Larger unions are attempting to establish night schools and reading rooms but competent instructors and good literature are difficult to obtain. District labor offices with the cooperation of this Team are encouraging round table conferences attended by management, leaders, rank-and-file members and labor relations representatives, to publicize the work of the committees, raise the standards of labor relations by free discussions on an equality basis and promote peaceful negotiations by collective bargaining.

One of the subjects most frequently brought up at union meetings is control of management by the unions. At a district Labor Relations Committee Conference held at Iwara, this prefecture, on 12 December and attended by representatives from Fukui, Toyama, Ishikawa, Nagano, and Nigata kens, this particular question was more widely discussed than any other, indicating that there is at least a thought trend in that direction. From the diversified opinions expressed it was evident that some committees favored such action while others definitely opposed. It was the concensus of opinion that there were no clear or concise laws covering the subject and due to the hesitancy of the Central Committee delegates to render an opinion, no plans were promulgated to handle this particular type of dispute, rather, it appears likely, that for the time being, the

movement will either be encouraged or discouraged dependent entirely on the viewpoint of the local labor relations committee.

Some of the smaller rural factories are having difficulty in obtaining sufficient workers. Heretofore, because of the low incomes of the farmers and other rural workers, outside or additional employment was sought to increase the family budget, particularly by younger members of the household, so rural factories employing only a few hundred people were able to recruit their labor locally. Now however, with the farmers in the money, they are no longer encouraging family members to seek outside employment so there is a resultant decrease in available workers. The only solution seems for individual factories to provide sufficiently attractive wages, housing and special food allowances to attract urban workers to rural localities. Most of the factories are not in a financial position to accomplish this at present.

(Source: Team)

Report Control
Symbol GASS-02

HYOGO MILITARY GOVERNMENT TEAM
APO 317

ANNEX C

To Monthly Military Government Activities Report
period ending 31 December 1947

LABOR SURVEILLANCE
(prepared by Capt. Edwin C. Zettergren)

1. Labor Procurement

Surveillance of labor procurement indicates that 96% of labor requisitions are being filled in Hyogo Prefecture. In average of 8,242 individuals were employed each work day during the month.

2. Labor Relations

a. An election of new officers of the Workers' Union at the Hanshin Internal Combustion Engine Mfg. Co. on 30 November 1947, resulted in the defeat of the former Communist leaders and brought about the rapid settlement of the dispute on 3 December 1947. The former officers of the Union consistently refused to consult the Hyogo-ken Labor Relations Committee which resulted in prolonging this dispute, pending since 10 October 1947. The newly elected officials called at this office to discuss details regarding the establishment of a Labor School. The representatives stated that labor-management relations are now very good and a new contract is being written to maintain these relations.

b. Members of the Youth's Section of the National Communication Workers' Union and the Electrical Workers' Union. Kansai District, numbering about 200, held a meeting on 26 Dec. 1947 at the 2nd Power General Plant of the Japan Power Generation & Transmission Co., Amagasaki City. It was decided at this meeting to disclose "hoarded materials" at the Fuso Steel Tubing Co., Amagasaki Plant. The meeting broke up at 1500 and the delegates marched to the plant and attempted entry. Finding the main gate locked, the group went to the back gate and 123 of the "disclosers" cleared the wall and entered the plant. Resistance was met by workers of the factory and as a result the police from Amagasaki and Nishinomiya were called. Upon their arrival all members of the "invading" party were detained and questioned by the police. 17 violators were brought to the Kobe City Jail upon investigation by the Kobe Public Procurator. The trial will be held within 10 days. Full and detailed reports have been requested from the Prefectural Police and Public Procurator's Office.

c. The all Japan Communication workers' Union dispute is still under consideration by the Local Labor Relations Committees. To hold frequent union meetings during working hours was attempted for a short while but has been temporarily discontinued. It is expected to commence again in January 1948.

d. The cases unsettled as reported last month were settled on the following dates:

(1) The First (Theatrical) Enterprise Co.
Settled - 28 November 1947.
(2) The Shibani Oil Chemical Co.
Settled - 27 December 1947.

e. Three organizations which had not requested the aid of a third party and were in dispute at the beginning of this report period are still pending, namely:

(1) Hyogo Branch Electric Industry (Densan)
(2) Kawasaki Iron Mfg. Co.
(3) Takeda Pharmaceutical Co.
All are affiliated with Sanbestu.

f. Following are new cases which were brought before the Local Labor Relations Committee and are as yet not settled:

(1) Sanyo Internal Combustion Engine Co. 123 workers involved - Affiliated with Sanbestu.
(2) Kobe National Sanitarium - 90 workers involved - Sanbetsu Affilitated.
(3) Nippon Keori (Woolen) - A case of illegal discharge - appealed to Labor Relations Committee on 8 December.
(4) Kobe Municipal Office Employees Union - Kobe Municipal Traffic Workers' Union - 5,680 workers involved - affiliated with Sodomei.
(5) Toa Electric - 120 workers involved - Sanbetsu affiliated.

Principal union demands in the above cases are wage increases and special allowances.

g. Four cases of dispute which developed and were settled during the month without third party influence are (1) Asada Chemical Co. - involving 153 workers - Sanbetsu affiliated, (2) Nippon Cold Storage - involving 50 workers - Sanbetsu affiliated, (3) Dai Nippon Celluloid Mfg. Co. - involving 878 workers - Sodomei affiliated, (4) Showa Electrode Mfg. Co. - involving 326 workers - Sanbetsu affiliated.

h. Another dispute was reported during the month for which third party assistance has not been sought: Mitsui Chemical (Amagasaki Plant) involving 56 workers - Sanbetsu affiliated.

Number of registered unions in Hyogo Prefecture: 1,031.

| | | | |
|---|---|---|---|
| Membership | - Men | -- | 222,263 |
| Membership | - Women | -- | 65,100 |

3. Unemployment is being absorbed by the following:

a. 5,894 persons have secured jobs on new developments in private industry.

b. An average of 17,676 persons per day were employed on Public Works.

c. 316 persons were placed in vocational training.

4. General Observations and Information

a. The first meeting of the newly elected Hyogo-ken Labor Relations Committee was held at 1300 hrs. 1 December at the business office of the Committee. Following introductions, a representative of this section gave an encouraging address in which were outlined the necessity for and the functions and importance of the Labor Relations Committee in maintaining peaceful industrial relations. Following this Mr. Hirose, Kobe lawyer was elected chairman of the new committee.

b. On 2 December members of this section conferred with union officials of the Kawasaki Iron Works. After discussions revealed that practically nothing had been done by the union on labor education or to repress the black market, suggestions were made on how local and national unions could organize labor schools and anti-black market programs.

c. On 3 December a meeting was held with thirty union representatives of local branch offices of the Communication Workers' Union and Government Officials of the Telegraph, Telephone and Post Offices at the Kobe Central Post Office. Film strips were shown and explained on "Responsibilities of Trade Unions" and "The Labor Standards Law". A conference followed in which active participation in anti-black market programs by trade unions was strongly urged.

d. Mr. Dobashi, chairman of the Central executive committee of the Communication Workers' Union conducted a 3 day lecture tour of locals in Hyogo Prefecture. After lectures in Toyooka, Yoka and Himeji on 9 and 10 December, Mr. Dobashi held 3 lectures and a press conference in Kobe on 11 December which were attended by representatives of this section. During a talk with a member of this section Dobashi stated that one purpose of his tour was to get the support of public opinion infavor of the unions

demands for allowances as recommended by the Central Labor Relations Committee. Although he denied to the press that holding frequent meetings during working hours was a type of strike, absenteeism resulted during his tour as the attendance at the lectures numbered from four to six hundred workers.

e. A conference was held with officials of Sanyo Electric Railway Workers' Union and representatives of this section at the union headquarters on 16 December. This union of 2,240 members is Sodomei affiliated and the president Mr. Goto is a member of the Local Labor Relations Committee. Union representatives attended labor schools sponsored by Sodomei and disseminated the information gained to the membership. The union had plans for black market counter-measures, including a committee to investigate rationing which was significantly gratifying. The treasurer, when questioned, stated that only 4 of the 20 yen monthly membership dues is forwarded to the Japan Federation of Private Railway Workers.

f. The year-end bonus payment plan and increases in pay and allowances for permanent Japanese employees of the Occupation Forces retroactive to 1 July 1947, was received from the Liaison Office on 17 December.

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Reports Control Symbol QESS-02

KYOTO MILITARY GOVERNMENT TEAM
APO 713, U.S. Army

Monthly Military Government Activities Report

Annex C - Labor Surveillance
For period ending 31 December 1947
Prepared by Captain E. Vickerman

Identification:

a. Prefecture Covered : Kyoto
b. Report for Month of: December 1947

1. Labor Procurement:

a. The cooperation in requisitioning labor by the prefectural liaison officials has been excellent.

b. No violations of existing Japanese Government Regulations by local agencies have been noted in securing labor through labor requisitions.

c. Average number of workers employed for month of this report: 2937.

d. There are no significant changes in the proportion of workers on labor requisition to workers on procurement demand projects.

2. Wages and Working Conditions:

a. Comparison of wages with working hours:

Believe figures submitted by the Japanese Prefectural officials to be erroneous. After a recheck this item will be consolidated in the following month's report.

b. Differences between P.D. and L.R. in respect to following points:

1) Distribution of materials . . . . . No difference
2) Wages . . . . . "
3) Holidays and vacations. . . . . "
4) Favor given for lodging and travelling. . . . . "

BASIC: Kyoto Mil Govt Team Monthly Mil Govt Activities Report dtd 6 Jan 1948. Annex C

c. There have been no known abuses in employment of working conditions involving labor working under procurement demand or labor requisitions.

3. Labor Relations:

a. Action by Occupation Forces in regards to labor relations: None.

b. Reports of actions and decisions in regards to labor disputes, labor unions and labor relations situations:

(1) No action taken by the Japanese police in regards to (b) above.

(2) Negative report on the above question reported by the Japanese Procurators.

(3) Japanese courts report on subject above is negative.

c. (1) Complaints or allegations:

(a) No cases of employee domination or influence in labor union activities reported.

(b) Discrimination against employees for Union Activities: None.

(2) Action on part of prefecture labor relations committee and prefectural government not taken in that, there have been no cases of violation on (a) and (b) above.

d. Report of conciliation, mediation or arbitration of labor dispute:

Name of Labor Union:

Kyoto City Office Employees Unions Federation,

Occurred on: 4 Dec 47.

Number of members involved: 8,166

Demands:

1. Livelihood supplementing allowance of ¥3,000, and ¥1,500 per capita of family members.

BASIC: Kyoto Mil Gov Team, Monthly Mil Govt Activities Report dtd 6 Jan 48. Annex C.

2. Establishment of the minimum wage system.

Settled on: 21 Dec 47

Means of settlement: Collecting bargaining

4. Employment.

a. A gradual drop in employment by private enterprise has been noted due to lack of materials, power and fuel.

b. Increase of unemployment caused by repatriation and immigration, None.

5. General Observation:

Reports of establishment of unit unions after last report totals 35 with a total membership amounting to 3,298. Unions dissolved, 4 with membership totaling 550.

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QESS-02

NARA MILITARY GOVERNMENT TEAM
APO 25, Unit 4

Annex C to Monthly Military Government Activities Report for December 1947

LABOR SURVEILLANCE REPORT

1. IDENTIFICATION:

a. Prefecture covered: Nara
b. Report for the month of December 1947.
c. Report prepared by R. F. Baldwin, Civilian Labor Officer.

2. LABOR PROCUREMENT:

a. Labor requests are adequately filled by Japanese Labor Procurement Agencies.

3. WAGE AND WORKING CONDITIONS:

a. SCAPIN 1775 has not reduced the inflated wages being paid workers employed by construction firms engaged on Procurement Demands.

b. Occupation Forces workers received 1 month's pay of the 2.8 months promised year end bonus, on 28-29 December 1947.

4. LABOR RELATIONS:

a. Seven labor disputes took place during the month. Four were of local origin and three were inspired by National Union organizations. Five of the disputes were referred to the L. R. C. which successfully mediated one and began investigation on the remaining four. Two of the nationally inspired disputes developed into strikes and were not referred to the L. R. C. for adjustment. Both of the strikes were in industries which supply services to the Occupation Forces, however the services (ice and electricity) were not interrupted. Both strikes were of the token type lasting for a short period of time, and in one instance (Kansai Haiden Power Distribution Co.) the strike was confined to business and clerical functions only. The seven disputes were all a result of wage-bonus differences.

b. The reelection of L. R. C. which is to be held in early spring is creating considerable activity which is notable when compared to the indifference which existed one year ago when the present L. R. C. members were elected. Nominations for Labor candidates were completed on 28 December 1947 with 10 persons being recommended among which were 3 incumbents and one member of the Communist party.

c. The Labor Standard Bureau continues to "push" compliance with the Labor Standard Law regulations, but is hesitant to use the weapon of prosecution. Tactics of appeal, instruction and notification have thus far showed satisfactory results when used, however, they have not inspired individual employees to take voluntary action to comply with the provisions of the law.

d. An audit of the financial records of the Nara Ken Zen Ro Kyo Kumiai which is the largest labor association in the Prefecture (170 unions) revealed a ¥25,000 profit obtained from the distribution to both union and non-union members of rationed clothing items which were turned over to the labor association for distribution by Government Officials in June 1947. In as much as the profits were derived partially from non-union members who would not benefit from the proceeds if the money were used within the association and affiliated units, the association officials, "voluntoered" to donate the entire sum to the establishment of a Prefectural Labor School. A situation of this nature cannot occur again (in Nara Ken at least) due to the-individual ticket ration systemdevised by the Labor Standard Bureau and which will become effective on 1 January 1948.

5. LABOR EDUCATION:

a. A recent labor education institute of 3 days duration which was participated in by one member from each union in the prefecture, inspired girl employees of the two-Boseki-spinning factories in Nara to revolt against union leadership. The girls' demands are:

(1) "Give us labor education similar to that sponsored by Military Government".
(2) "Discontinue the Gōyō Kumiai relationship carried on between the company and union officials".
(3) "Show us girl employees who are short time workers some results from our investment of dues money".

The union officials recognized the complaints at least to the extent of engaging in two-policy discussion-with representative of the girls.

6. OBSERVATIONS:

a. Considerable activity is taking place within the labor recruiting sections of the two Boseki Spinning Factories in Nara. Attempts have been made to secure information from this office as to what phase of the labor recruiting program G. H. Q. was intending to investigate, and one attempt was made to gain information concerning the contents of a report relative to labor recruiting (47/E/LR/I) dated 6 Oct. 47 which was forwarded by this headquarters thru channels to SCAP. The local labor administration office of the Ken Cho has received instructions from the Labor Minister to investigate the recruiting practices in the Nara Spinning Factories.

b. A group of Priests assigned to a Buddhist temple in Ikoma Gun, Nara Prefecture have organized a trade union for the purpose of bargaining for better treatment within their profession.

7. RECOMMENDATIONS:

a. An investigation be made on a national level towards the possibility of outlawing the presence of union and employer middlemen in the ration distribution system. Their presence in the rationing channels has many adverse ramifications.

Very true.

Report Control Symbol QESS-02

HEADQUARTERS
OSAKA MILITARY GOVERNMENT TEAM
APO 25

ANNEX "C"

To Monthly Military Government Activities Report
Period Ending 31 December 1947

LABOR SURVEILLANCE REPORT - prepared by Maj John J O'Buckley, Inf

1. Identification

a. Prefecture covered: Osaka

b. Report for the month of December.

c. Report prepared by: Major John J.O'Buckley, Assistant Resources and Industry Officer.

2. Labor Procurement.

a. Japanese compliance with labor requisitions: With the exception of expert interpreter-translators and stenographers labor requisitions have been satisfactorily filled.

b. Japanese compliance with Japanese Government labor regulations: There have been no known violations.

c. The average number of laborers used by the Occupation Forces per day during the month of December on labor requisition: 5,862.

d. The proportion of workers on labor requisition to the proportion of workers on procurement demand projects shows 5,862 on labor requisition and 1,208 on procurement demand.

3. Wages and Working Conditions.

a. Wages for Occupation Force employees other than domestics were increased 10% retroactive 1 July 1947 with the following increased allowances:

(1) Dependent allowance: ¥ 150 per dependent

(2) Locality allowance:

| | |
|---|---|
| Locality AA | 30% of basic plus dependent allowance |
| A | 20% of basic plus dependent allowance |
| B | 10% of basic plus dependent allowance |

(3) In addition to salary increase, Japanese employees received a liberal year-end fund.

4. Labor Relations

a. Military police were requested to assist the Japanese Police in maintaining order at the Hankyu Railway Station on the Keihanshin electric line on 16 December 1947. Approximately 5,000 cummuters were assembled at the station waiting for trains and in the congestion several of the passengers were pushed through windows or off platforms and sustained injuries. Three of the union officials were incarcerated by Lieutenant Chezen of the Military Police on 16 December for investigation as to whether or not they had caused the disturbance. They were released at 1900 hours on 17 December when it was ascertained that the union officials were not implicated in the disorder. The dispute was referred to the Labor Relations Committee and an agreement was reached on 18 December.

b. Labor agreements during the month of December: 21 new labor agreements were registered with the Prefectural Office as follows:

| | |
|---|---|
| Sodomei | 2 |
| Sanbetsu | 2 |
| Independent | 17 |
| Total | 21 |

Total number of contracts previously signed at the end of November, 450, bringing the total number of contracts as of the end of December to 471.

c. The Director General of the Labor Relations Committee, Dr.Goto, resigned his position. Mr.Imai is acting as the Director General of the committee.

d. Unions under collective bargaining during December: 44:

(1) Settled: 10

(2) Three cases of strikes occured.

(a) 6 day strike was staged at the Mitsui Chemical Industry.
(b) Workers in the Central Telephone Office went on strike for 116 hours but went back to work at 1000 hours, 18 December
(c) The Daido Industry went on strike on 5 December. The company was unable to pay its employees and could not pay a retirement allowance to 100 workers who were discharged in October.

5. Employment

The total number of unemployed remains approximately the same as reported in November. It is anticipated, however, there will be an increase in unemployment due to numerous medium and small industrial companies shutting down owing to lack of critical materials and electric power. The prefectural authorities plan to use these people on public works projects.

6. General Observations.

a. The number of labor unions formed in Osaka Prefecture as of the end of December are as follows:

| | | |
|---|---|---|
| Unions formed during December: | 60 | |
| With Membership: | Male | 7,878 |
| | Female | 392 |
| | Total | 8,270 |
| Total number of unions as the end of December: | | 1,730 |
| Total number of memberships: | Male | 405,743 |
| | Female | 122,371 |
| Grand total as the end of December 1947: | | 528,114 |

b. Continuation of the Labor Education Program in Osaka: Labor lectures were given to the following large manufacturing companies in Osaka during the month of December:

Kisha Kaisha Rolling Stock
Kanegafuchi Spinning Company
Takada Aluminum Company
Toyo Spinning Company

In addition to the above conferences a talk was given to the communication workers' local unions stressing the necessity for keeping all local union members informed on actions being taken by their officials. It was stressed to the union officials present the necessity for conducting their unions in a democratic manner, that is, allowing the rank-and file- members to make the final decision on all policies affecting them. Lectures were given at the Chamber of Commerce Building for management on 16 December and for union members on 19 December. The subject discussed at these two lectures were the pertinent points which constitute a well written collective bargaining agreement.

Reports Control Symbol QEsg-02
ANNEX C Monthly MG Act Rp
1 - 31 December 1947

Shiga Mil Govt Team
APO 25, Unit 3
13 January 1948

LABOR SURVEILLANCE
(Prepared by 1st Lt James R. Brazzel)

1. Identification

a. Prefecture covered: Shiga

b. Report for month of December 1947

2. Labor Procurement

a. Compliance with labor requisitions by the Japanese is satisfactory.

b. There are no known cases of violation by Japanese agencies in complying with Japanese Government regulations pertaining to labor secured through labor requisition.

c. An average of five hundred and twenty four (524) man days of Japanese labor per day was secured and utilized by the Occupation Forces during the month of December 1947.

d. Workers on labor requisition are increasing. This is due to the increase of guards and maintenance men in the 35th Infantry Regiment to compensate for loss of troops.

3. Wages and working conditions

a. There is a difference in the pay of labor on labor requisition and procurement demand and the labor on troop and dependent housing projects. This difference is compensated for by the Prefecture Government by allowing labor requisition and procurement demand labor a special extra ration, however, this compensation is not believed adequate.

b. There is no known abuses in employment or working conditions of Japanese labor working for the Occupation Forces.

4. Labor Relations

a. No action was taken by the Occupation Forces on any labor relations cases.

b. No action or decision with regard to labor disputes, labor unions, or labor relations was made by Japanese procurators, courts, or police.

c. There were no complaints of employer domination or discrimination against employees for labor union activity.

d. A mediation committee settled the dispute between the Shiga Prefectural Employees Union and the Prefecture on 26 December 1947. Two (2) disputes have not been settled yet. The Shiga Council of All Communication Workers dispute is an All-Japan problem and the union officials admit they are following instructions from the central union headquarters. The Toyo Rayon Sawmill Union is a local problem which is before the Labor

Relations Committee at present. Japanese sources report that a small cell of Communists members in the union have caused a slow down of work in order to gain pay increase. As a result of the slowdown the company has been unable to operate and show a profit and decided to cease operation completely. All attempts of mediation have failed so far due to Communists actions at the hearings. Most of the Communists causing the trouble were former employees of Toyo Rayon Co., Shiga Factory. They were discharged from there as trouble makers and then worked for the Toyo Rayon Sawmill which is a subsidiary plant Japanese believe this to be another Communist attempt to get into Toyo Rayon Company which is Shiga Prefecture's largest industry. Several members of the local Labor Relations Committee have been interviewed and all seem to be well qualified for the job. They take their job very seriously and throughly investigate each case brought before it. They check into all labor disputes even though they may not have been brought before them for action.

5. Employment

a. Between 1 December 1947 and 31 December 1947 there have been one hundred and seventy seven (177) new workers absorbed by industry. Labor on public works remains about the same as for last month. Three hundred and sixty five (365) persons are employed in vocational training.

b. There is no reported unemployment problem but Japanese Labor authorities estimate approximately ten thousand (10,000) unemployed at present. These people have no desire to work and their source of income is said to be through blackmarket activities. This report will be investigated further and every effort possible made to correct it.

c. There is no repatriation or immigration activities in Shiga Prefecture.

6. General observations

a. The labor situation in Shiga Prefecture is very quiet at present. There was some unrest during the first three weeks over year-end and winter allowances but these were all settled. There was a three (3) day strike of the clerical workers of Kansai Power Distribution Company which was settled peacefully and did not affect power distribution at all.

b. All union officials contacted in regards to "buyers strikes" think they are not possible. The general answer was that no one has large enough food supply on hand to carry one on for any length of time. All union members are being urged to report all persons who attempt to sell goods above the ceiling price

c. Emphasis is being placed on labor education. A course is being conducted at present in Otsu city and another will be opened in Hikone in January. These schools have excellent instructors and will stress members responsibilities and democratization of unions. They also urge at least one scheduled general meeting per month at which time all members will vote on issue before the union. The Shiga Prefectural Employees Union Holds two general meetings per year. All business transacted between these two meetings is through representatives who have absolute powers. Only two times per year do the rank-and-file members have the privilege of voting on union issues.

d. All union constitutions are translated and kept on file and the weakness of some of these are pointed out.

7. None

Activities Report, Wakayama Mil Govt Team
(Period 1 to 31 December) Author: Major H.C. Dawson

Report Control
Symbol QESS-02

ANNEX C - Labor Surveillance

1. Identification

a. Prefecture covered: Wakayama

b. Report for month of December 1947

c. Report prepared by: Major H. C. Dawson

2. Labor Procurement

a. Compliance with Labor Requisition by the Japanese remains excellent.

b. There are no known cases of violation by Japanese agencies in complying with Japanese Government regulations pertaining to labor secured through labor requisition.

c. An average of 100 man days of Japanese labor per day was secured and utilized by the Occupation Forces during the month of December 1947.

d. Every effort is being made to keep the laborers secured by labor requisition at a minimum. Whenever possible, the contractor of a Procurement Demand is required to furnish all labor.

3. Wages and Working Conditions

a. The wages of laborers secured and utilized by the Occupation Forces are compared in the following table:

| Category of Laborer | Labor Requisition | Labor Working on PD Projects | Labor Working on Troop & Dependent Housing Projects |
|---|---|---|---|
| Carpenter | ¥88.00 per day | ¥150.00 per day | ¥150.00 per day |
| Glazier | 70.00 " " | 120.00 " " | 120.00 " " |
| Electrician | 70.00 " " | 100.00 " " | 100.00 " " |
| Unskilled | 50.00 " " | 90.00 " " | 90.00 " " |

b. A special extra ration is provided by the Prefectural Government for the laborers working for the Occupation Forces that are secured by labor requisition.

c. There are no known abuses in employment or working conditions involving labor working on Occupation Forces requisitions, Procurement Demand Projects, or troop and dependent housing projects.

4. Labor Relations

a. Report labor relations cases where action by Occupation Forces was taken. None

b. Report any actions or decisions of following with regard to labor disputes, labor unions, or labor relations situations:

(1) Japanese Police: None

(2) Japanese Procurators: None

(3) Japanese Courts: None

c. Report complaints or allegations of:

(1) Employer domination or influence in labor union activity: None

(2) Discrimination against employees for labor union activity: None

d. Report instances of conciliation, mediation or arbitration of labor disputes by Labor Relations Committee or Japanese Government officials:

None

5. Employment

a. Is unemployment being absorbed by the following:

(1) New developments in private industry: 127 placed during month.

(2) Public Works: 3,745 persons (daily average) employed.

(3) Vocational training: 4 persons admitted to vocational training institutes during the month.

(4) Other: None

b. Has repatriation or immigration increased unemployment significantly in the period covered by this report? 490 less unemployed than last month.

6. General Observations

a. Six labor disputes of a minor nature were reported during the month. Four of them have been settled, and the other two involve no serious work stoppage.

b. A member of this team accompanied by a representative of the labor section of the prefectural government visited each mine in the prefecture during the month. Short talks to the workers followed by a conference of union leaders were held at each mine.

The response of the workers was excellent. The ideas and opinions of the labor leaders were sound and their knowledge of local affairs was good and showed evidence of much thought. However, their efforts at educating the members have been feeble and ineffective. Those questioned stated that the working of speeches that they had heard or articles they had read was too technical for them to understand.

The Kencho labor section was informed of our findings and they are launching a concerted education program during January, February, and March. A monthly information sheet beginning with a distribution of 2,000 copies a month is being published. Labor legislation will be explained in simple language with technical articles for the information of employers. Conferences will be held with labor and employer groups in each city and gun once each month. A three day school will be held in each city and gun. In line with their program this team will continue to conduct shop talks with conferences afterwards. A representative of the prefectural labor section will make a talk at the same time and at least three members of the gun or city labor sections will attend the conferences to answer questions or explain labor legislation.

7. Recommendations: None

Reports Control Symbol
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HEADQUARTERS
AICHI MILITARY GOVERNMENT TEAM
APO 710 (Nagoya, Honshu)

ANNEX C

To Military Government Activities Report
Period Ending 31 December 1947

## LABOR SURVEILLANCE REPORT

Author: Captain Bertrand L. Hodgdon

1. Identification:

a. Prefecture covered: Aichi
b. Report for Month of: December 1947
c. Report Prepared by: Labor Officer

2. Labor Procurement:

a. The extent of compliance by the Japanese with labor requisitions has been 68%.

(1) The supply of qualified English typists, cooks, carpenters, translators, interpreters and stenographers is inadequate to fill requisitions.

(2) The demand for domestic servants is about 43% of the total requsitions during the month.

b. The Japanese are complying with the regulations pertaining to labor secured through Labor requisitions.

c. The average number of workers employed by the Occupation Forces per work day for the month is 5,200.

d. There were no significant changes in the proportion of workers on labor requisitions to workers on procurement demand project during the month of December 1947.

BASIC: Annex C to Mil Govt Activities Report
Aichi Mil Govt Team, period ending 31 Dec 47, Cont'd

3. Wages and Working Conditions:

a. The wages of labor (according to occupation category) are about the same. This is true whether they are domestic servants, office or billet employees.

(1) The working hours for domestic servants are eleven (11) hours per day; all other types of employees, eight (8) hours per day.

b. Significant differences do not exist in their terms of employment, e.g., wages, special rations, holidays, rest periods and transportation privileges. Billeting is the only difference. Dependent servants have the privilege of living in the dependent house or in the servants' dormitory without cost.

c. There were no known abuses in employment or working conditions involving labor working on Occupation Forces requisitions, procurement demand projects, troop and dependent housing projects.

4. Labor Relations:

a. Among labor requisition cases none necessitated action by the Occupation Forces.

b. No action was taken by the Japanese Police, Japanese Procurator or the Japanese District Court in dealing with Labor disputes, Labor Unions or Labor Relations.

c. Reported complaints or allegations of employer domination or influence in labor union activity and discrimination against employees for labor union activity: None

d. Reports on conciliation, mediation or arbitration of labor disputes by Labor Relations Committee or Japanese Government officials:

(1) Report on the dispute of the Ikeda-gumi Motor Pool Workers Union located at Toyoda, Toyoyama-mura, Nishikasugai-gun, Aichi prefecture, with a total of 88 employees is as follows: This dispute began 24 Nov 1947 and was brought before the Labor Relations Committee on 26 Nov 1947 for conciliation. The demands were a raise in wage and a retirement allowance. These were agreed to by the company on 15 Dec 1947.

BASIC: Annex C to Mil Govt Activities Report
Aichi Mil Govt Team, period ending 31 Dec 47, Cont'd

(2) The report on the dispute of the Okuma Kogyo Co. Ltd. located at 27, Nisshin, Tsuji-machi, Kita-ku, Nagoya with a total of 1,700 employees is as follows: This dispute began on 8 Dec. 1947 and is still unsettled. The demand of the union is a raise in wage and a marriage allowance. The Labor Relations Committee was called in on 12 Dec 1947 for conciliation. The company did not accept the terms of the union and negotiation is still in progress.

(3) The report on the dispute of the Nagoya Broadcasting Station located at Minami Sotobori-cho, Naka-ku, Nagoya with a total of 300 employees is as follows: This dispute began 15 Feb. 1947 and is still unsettled. The demands of the union are a wage increase and a winter allowance. On 11 Dec 1947 a 6th mediation meeting was held but with no results. On the 15th and 16th of Dec 1947 a plan was adopted by the Labor Relations Committee which was delivered to the Company and the Union for their approval. The plan has not yet been approved by both sides.

5. Employment:

a. New developments in private industry

(1) The developments of private industry have been affected by the scarcity of production materials, shortage of electrical power and decrease of sales. A small amount of the unemployment in Aichi prefecture has been absorbed by factories in this category.

b. Public Works

(1) The following number of workers are employed daily in public works within this prefecture:

| | | |
|---|---|---|
| (a) | Public Works | 14,954 persons per day |
| | Relief Works (Educated Classes) | 574 " " " |

(b) 2,585 persons (1% private industry, 1% public works) were furnished employment through Public Employment Security Office.

c. Vocational Training

(1). The following training institutions have been established in Aichi prefecture to accommodate unemployed persons and the status of this accommodation is listed below:

| Kind of Training Institute | No. | No of Persons Accommodated |
|---|---|---|
| Wood Working | 2 | 33 Persons |
| Ceramics | 1 | 11 " " " " |
| Dress Making | 1 | 50 " |
| Dependent Constructions | 4 | 187 " |
| Constructing Work | 1 | 22 " |
| Typewriting | 1 | 25 " |
| Automobile Repair | 1 | 44 " |

d. Others: None

(1). Neither repatriation nor immigration has increased unemployment to any significant degree during the month of December 1947.

6. General Observation:

a. Eighteen (18) new labor unions having a total of 5,882 members have been established during the month of December. A total of ten (10) labor unions with 782 members were dissolved during the month of December. This brings the grand total in Aichi prefecture to 895 labor unions with 270,182 members as of 31 December 1947.

b. Three (3) new labor union federations with 2,632 members have been established during the month of December. No labor union federation was dissolved during this period. This brings the grand total to 58 labor union federations with 181,577 members as of 31 December 1947.

c. The following is a breakdown of labor unions as of 31 December 1947:

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BASIC: Annex C to Mil Govt Activities Report
Aichi Mil Govt Team, period ending 31 Dec 47, Cont'd

| Industry | Number of Unions | Number of Members | | |
|---|---|---|---|---|
| | | Laborers | Office Personnel | Total |
| Forestry | 1 | 750 | | 750 |
| Mining | 5 | 2,412 | 878 | 3,290 |
| Metal Industry | 101 | 17,445 | 3,770 | 21,215 |
| Machinery | 171 | 45,724 | 10,857 | 56,581 |
| Chemical | 37 | 4,052 | 1,662 | 5,714 |
| Gas, Electric, Water | 16 | 3,247 | 4,215 | 7,462 |
| Ceramic, Earth, Stone | 46 | 9,513 | 1,761 | 11,274 |
| Spinning & Weaving | 56 | 14,211 | 2,552 | 16,763 |
| Lumber & Wooden | 77 | 4,813 | 418 | 5,231 |
| Foodstuffs | 36 | 2,451 | 1,071 | 3,522 |
| Printing & Book Binding | 10 | 604 | 89 | 693 |
| Other Industry | 5 | 131 | 128 | 259 |
| Construction | 26 | 15,071 | 1,606 | 16,677 |
| Commerce | 51 | 1,306 | 8,318 | 9,624 |
| Transportation | 85 | 44,462 | 10,540 | 55,002 |
| Communication | 44 | 2,998 | 14,402 | 17,400 |
| Government & Public Office | 63 | 2,648 | 16,128 | 18,776 |
| Education | 39 | 570 | 12,129 | 12,699 |
| Others | 26 | 2,707 | 4,543 | 7,250 |
| TOTAL | 895 | 175,115 | 95,067 | 270,182 |

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13 Jan

HEADQUARTIRS
ISHIKAWA MILITARY GOVERNMENT TEAM
APO 713 (Kanazawa, Honshu)

LEE B. SCOTT, 1st Lt, Inf

ANNEX C

To Monthly Military Government Activities Report
Period Ending 31 December 1947

## LABOR SURVEILLANCE

1. Labor Procurement:

a. The Japanese are complying with all labor requisitions as rapidly as possible. The scarcity of English speaking people in this Prefecture causes some delay in procurement of interpreters, translators, typists, etc.

b. There have been no violations of Japanese Government regulations pertaining to labor secured on labor requisition reported.

c. The proportion of workers on labor requisition to workers on procurement demand has remained approximately the same as it was during the month of November.

2. Wages and Working Conditions:

a. No real comparison can be made between labor secured by requisition, labor working on procurement demand projects, and labor on troop and dependent housing projects. Labor working on procurement demand and troop and dependent housing are obtained on the open market over which there is no control, while labor obtained on requisition is paid on the wage scale set by the Central Government.

b. Due to the increase in pay approved by the Central Government for requisitioned labor, there is now a smaller difference between actual wages paid. However, labor procured on the open market is still receiving higher and additional allowances than that on requisition.

c. No abuses in employment or working conditions involving labor working for the Occupation Forces in any capacity have been reported.

3. Labor Relations:

a. The Labor Officer of this team held several conferences with both Labor and Management on the use and advisability of strikes,

but no positive action was taken.

b. The Japanese Police were called in by the Management of the Kaga Rim Factory after the management had ordered the laborers from their property. Management threatened prosecution for trespassing to anyone entering the grounds. Representatives of Labor went to the Police in protest and the Chief of Police promised no action would be taken. The dispute was settled on 2 December.

c. There have been no complaints or allegations of employer domination or influence in labor union activity or discrimination against employees for labor union activity reported.

d. The Prefectural Labor Relations Committee entered mediation on the dispute at Hokuriku Haiden (Electrical Distribution Agency) on 16 December. A strike by office and maintenance personnel was becoming dangerous to the public safety. A letter was sent to both Management and Labor Offering mediation, and explaining the necessity for a prompt settlement. Settlement of the dispute was made on 24 December.

4. Employment:

a. (1) New developments in private industry absorbed 71 per cent of the people looking for work. Spinning and weaving took in most female workers, while the men were employed on manufacturing machines and tools.

(2) Public Works employed a daily average of 6,005 persons. These people were employed in forestry, farming, road repair, and employment offices.

(3) There are 27 factories making use of vocational training in this Prefecture. A daily average of 875 persons were studying spinning, wood carving, sewing, straw-work and manufacturing of pottery and china.

5. General Observations:

The increase in pay and dependents allowance paid this month has helped the employees of the Occupation Forces a great deal. However, it is recommended that at least some housing be provided as an added inducement for some highly skilled and technical personnel who are not available to us due to a scarcity of housing.

Report Control Symbol QESS-02

GIFU
MILITARY GOVERNMENT TEAM
APO 25, Unit 2 (Gifu, Honshu)

Submitted by Mr. Norman Acton, CAF-10 5 January 1948

ANNEX C

To Military Government Activities Report
Period Ending 31 December 1947

LABOR SURVEILLANCE REPORT

1. Labor Procurement:

a. Extent of compliance with labor requisitions is 99%.

b. Local Japanese agencies are complying with Japanese Government regulations pertaining to labor secured through labor requisitions.

c. Number of workers employed by Occupational Forces per work day this month is 1099 average daily individuals.

d. There has been no significant change in proportion of workers on labor requisition to those on procurement demand projects.

2. Wages and Working Conditions:

a. Comparison of wages and hours of work:

| Type | Hours | Labor Requisitions | Procurement Demand | Dep. Hous. |
|---|---|---|---|---|
| Carpenter | 8 | ¥ 60.00 | ¥ 60.00 | ¥ 63.00 |
| Painter | 8 | 50.00 | 50.00 | 63.00 |
| Roofer | 8 | 55.00 | 55.00 | 63.00 |
| Electrician | 8 | 53.00 | 53.00 | 63.00 |
| Plasterer | 8 | 50.00 | 50.00 | 63.00 |
| Plumber | 8 | 50.00 | 50.00 | 63.00 |
| Unskilled Laborer | 8 | 33.00 | 33.00 | 40.00 |

b. Dependent Housing maids are provided lodging. Common laborers working for the Occupational Forces in all three categories are receiving a special ration of one go of rice per day.

c. There have been no abuses reported in employment or working conditions involving labor working on Occupation Forces requisitions, procurement demand projects, or troop and dependent housing projects.

3. Labor Relations:

a. There were no labor relations cases where action by Occupation Forces were taken.

b. There are no actions or decisions by Japanese Police or Japanese Procurators with regard to labor disputes, labor unions, or labor relations cases to report. The Gifu district court has had one aspect of the Yashimagumi labor dispute before it since 29 November as mentioned in paragraph 3d (1) below.

c. There are no complaints or allegations of employer domination or influence in labor union activity or discrimination against employees for labor union activity to report.

d. Report of conciliation, mediation, or arbitration of labor disputes referred to the Gifu Local Labor Relations Committees are as follows:

During the month of December the following disputes were referred to the local Labor Relations Committee:

(1) Name of Union: Yashima-gumi Company Labor Union (Saw Mill), 1-chome, Kono-sakai-cho, Gifu-shi, Gifu-ken, membership 20.

Date of Settlement: Not yet settled. Decision pending.

Progress: On 31 October the company announced its intention to close the plant for financial reasons. The union demanded a dismissal allowance equivalent to ten months wages be given to each employee. The company refused and the union went into a production control strike as of 6 November. On 29 November the company brought court action against the union claiming the latter was wrongfully trespassing on company property. The Gifu District Court notified both parties concerned to appear for a hearing on 10 December. This date was postponed to 22 December and then again to 28 January 1948 so no decision has been reached as yet and the production control strike is still in effect.

(2) Name of Union: Zen-tei Workers Union, Ministry of Communications, Japanese Government, five branches in Gifu City, one in Ogaki City and one in Takayama City. Total membership approximately 3200.

Date of Settlement: Not yet settled. Decision pending.

GMGT
Annex C to Mil Govt Activities Report, Gifu Mil Govt Team, period ending 31 December 1947.

Progress: Public Communication workers throughout Japan submitted demands for wage increases and special monetary allowances to the Japanese Government through the All Japan Communication Workers Union in Tokyo. The government claimed the demands were excessive so the matter was referred to the Central Labor Relations Committee. This committee recommended a subsidy equal to 2.8 months wages be paid to all workers. This was satisfactory to the Government but not to the local unions who are now preparing and submitting their individual demands in accordance with their own appropriate local conditions and requirements.

4. Employment:

a. Unemployment is being absorbed by the following fields:

| | Average Number of Persons |
|---|---|
| (1) New Developments in Private Industry | 145 |
| (2) Public Works | 277 |
| (3) Vocational Training | 59 |
| (4) Others | 828 |

b. There is an increase in unemployment of approximately 159 persons due to immigration and repatriation.

5. General Observations:

a. The total number of trade unions together with their membership registered with the Gifu Prefectural Government at the end of December classified according to the types of industries is as follows:

| Type of Industry | No. of Unions | Sedantaries | Laborers | Total |
|---|---|---|---|---|
| Construction | 18 | 205 | 14738 | 14943 |
| Transportation and Communication | 56 | 12805 | 5714 | 18519 |
| Manufacturing | 195 | 6002 | 31014 | 37016 |
| Mining | 22 | 491 | 5041 | 5532 |
| Others | 125 | 18358 | 2209 | 20567 |
| Total | 416 | 37861 | 58716 | 96577 |

The above totals when compared with those at the end of the previous reporting period show a decrease in the number of unions by 10 but an increase in membership by 8962 persons.

b. Interview with the Chief of the Prefectural Occupational Security Section regarding the effectuation of unemployment Insurance Legislation reveals that it is anticipated that approximately 86,748 employees and 3,200 business enterprises will be concerned with the provisions of the new law. Because the administrative planning is in the preliminary stages, it is impossible to evaluate the local effect at this time.

c. Increased enforcement of price control and rationing regulations by the Prefectural Government is thought to have influenced some workers to abandon blackmarket activities as a principal occupation and make themselves available for legitimate employment. It is too early to evaluate the actual impact of this trend on the labor market.

d. The following special reports were submitted to higher headquarters during the month of December: on 10 December a special report on Labor Disputes submitted to I Corps, Report Control Symbol 47/E/LR/4; on 12 December a special report on the Labor Inquiries of Mr. Haruo Sumi submitted to I Corps, Report Control Symbol 47/E/LR/5.

Report Control Symbol QESS-02

HE'D U'RTERS
MIE MILIT'RY GOVERNMENT TE'M
'PO 710 (Tsu, Honshu)

ANNEX C

To Military Government Activities Report
Period Ending 31 December 1947

Wendell L. Thompson, D'C, C'F-11

L'BOR SURVEILL'NCE REPORT

1. Identification:

a. Prefecture covered: Mie

b. Report for month of: December 1947

2. Labor Procurement:

a. The Prefectural Government is not responding satisfactorily to all labor requisitions. They assert that this unsatisfactory situation is due to a shortage of qualified personnel. There continues to be a shortage of available interpreter-translators.

b. Surveillance of local Japanese agencies indicates compliance with Japanese Government regulations pertaining to labor.

c. There are no significant changes in proportion of workers on labor requisition to workers on procurement demand projects.

3. Wages and Working Conditions

a. Nothing significant to report.

b. Nothing significant to report.

c. So far as can be ascertained, there has been no abuse in employment or working conditions involving labor working for the Occupation Forces in Mie Prefecture.

4. Labor Relations

a. Negative.

b. On 9 December the union of the Ito Industrial Company Ltd., 24 Ishiki, Tomida, presented several demands to the company. The main point

was a demand for an increase in wages. On 14 December, the company had not given a satisfactory answer to the demands, so the employees began a strike. Work was resumed on 18 December with the union controlling the management, production, funds, records, etc. Products (household utensils) have now been sold without the company's approval. As yet, no definite action has been taken. However, the case is now in the hands of the Japanese Court and will be treated as a criminal case. As soon as the management is restored, the dispute will be placed in the hands of the Labor Relations Committee.

c. Negative.

d. The dispute of the Mie District Conference of All Communications Employees' Union, referred to the Mie Prefecture Labor Relations Committee in November, was withdrawn because this dispute must be settled by the union headquarters on a level higher than prefecture.

5. Employment:

a. There was no significant change in unemployment conditions this month. Most unemployment is absorbed by public works and vocational training. Unemployment record for December is as follows:

| | | | |
|---|---|---|---|
| Male unskilled | - 3,625 | Male skilled | - 7,243 |
| Female unskilled | - 1,249 | Female skilled | - 4,402 |

b. Employment in this prefecture has not been affected by immigration or repatriation.

6. General Observations

a. During December, 9 labor unions registered in Mie Prefecture. 4 labor unions were dissolved during the month of December.

b. There are now 359 labor unions registered in Mie Prefecture.

c. During a recent election, only five former members of the Labor Relations' Committee were reelected. Six of the ten newly elected members are government officials, two of which are officials of the Communications' Labor Union, and one each are from the All Japan Electric Industry Union and the Government Railway Workers' Union. Only one minor government official was formerly on said committee. It is believed that this is a significant trend since the government employees desire favorable decisions on their anticipated labor disputes.

7. Recommendations:

None.

Reports Control Symbol
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TOYAMA MILITARY GOVERNMENT TEAM
APO 713

ANNEX C

To Monthly Military Government Activities Report
Period Ending 31 December 1947

LABOR SURVEILLANCE REPORT (Joseph D. Davies T/4)

1. Identification:

   a. Prefecture covered: Toyama Prefecture

   b. Report for month of: December, 1947

   c. Report prepared by: Toyama Military Government Team, APO 713

2. Labor Procurement:

   a. Extent of compliance by Japanese with Labor Requisition: 100%

   b. Extent of compliance by Japanese agencies with JG regulations concerning labor secured by Labor Requisition: 100%

   c. Average number of laborers per work day during month: 101

3. Wages and Working Conditions:

   a. Occupation Forces wage is 10% higher than the standard wage of skilled laborers throughout the Ken. However, the average wage of skilled laborers is two times that of Occupation Force employees. The salary of employees on Labor Requisition is 10% higher than that of workers on Procurement Demand. Dependent Housing employees receive a wage 10% higher than Labor Requisition workers.

   b. The following differences exist between Occupation Force Labor and Japanese Labor:

      (1) Occupation Force labor receives a special allowance and a family allowance. Japanese labor receives only the family allowance.

      (2) Occupation Force labor receives two paid holidays per month; Japanese labor receives no holidays.

   c. There have been no abuses in employment or working conditions regarding Occupation Force labor.

4. Labor Relations:

   a. There has been one case during the reporting period in which Occupation Forces have taken action. The Hodogaya Chemical Co. in



Incl 5[6]

Toyama City went out on strike 3 December. This office received instructions from higher headquarters to have this strike postponed for one week. The information was relayed to the company and the dispute was held off for the specified length of time. Negotiations which were being effected in Tokyo, did not reach a settlement, and the union went out on strike again on 10 December, to resume work nine (9) days later.

b. Japanese legal officials have taken no action in any labor disputes of this prefecture.

c. There have been no complaints or allegations concerning employer domination in union activities or discrimination against employees for participation in union activities.

d. There are no strikes in Toyama Prefecture at present.

5. Employment:

a. Absorption of Unemployed:

(1) Public works is absorbing a very small number of the unemployed. With the advent of the first snowfall, transportation difficulties, which were always chief hindrances, have increased.

(2) Private industries are unable to hire new employees as production profits are very meager.

(3) There have been four new vocational schools established. However, attendance is small and lack of equipment hampers progress in these institutions.

(4) The number of unemployed at present is 22,082 as compared with 22,057 for the month of November. Many persons have attempted to establish their own businesses to tide them over the winter. However the scope of unemployment and jobs has been cut down due to the heavy snowfall.

(5) Immigration and repatriation has had little effect on the number of unemployed. However, 40% of the total unemployed are repatriates.

6. General Observations:

a. There were fifteen unions formed during the reporting period with a total membership of 1,626 employees. These employees were mostly industrial and office workers. One union belongs to the Japan Electric Industry Federation.

b. Instructions given the labor relations committee by this office in regards to their duties have seemed to bring results. The local committee is working in closer contact with legal officials in order to prevent Trade Union violations. Press relases, which are originating in this office, are being published in order to acquaint the Japanese with local labor conditions prevailing in the Ken.

7. Recommendations:

None.

Report Control Symbol QESS-02

HEADQUARTERS
FUKUOKA MILITARY GOVERNMENT TEAM
Fukuoka, Kyushu
APO 929

ANNEX C

LABOR SURVEILLANCE REPORT (Ref OD 16, 10 Feb '47)

1. IDENTIFICATION

a. Prefecture Covered: Fukuoka
b. Report for the Month of: December 1947
c. Report Prepared by: DAVID H. BARLOW
Captain, Inf
Labor Relations Officer

2. LABOR PROCUREMENT:

a. No significant changes have occurred in the procurement of labor for the Occupational Forces.

b. During the reporting month the local Japanese agencies complied with Japanese Government regulations pertaining to labor secured through labor requisitions. No violations were reported.

c. The average number of laborers used per work day during the month totaled 6960, excluding dependent home servants.

d. There has been no significant changes in the proportion of workers on Labor Requisition to workers on Procurement Demand. There is a critical need of special investigators, interpreters clerks and typists to meet the demand of the units.

3. WAGES AND WORKING CONDITIONS:

| Class of Work | | L.R. Wages | Hrs | D.H. Wages | Hrs | P.D. Wages | Hrs |
|---|---|---|---|---|---|---|---|
| a. | | | | | | | |
| Carpenter | | 90 | 8 | 90 | 8 | 90 | 8 |
| Plumber | | 85 | 8 | 90 | 8 | 90 | 8 |
| Roofer | | 90 | 8 | 90 | 8 | 90 | 8 |
| Tinsmith | | 85 | 8 | 90 | 8 | 90 | 8 |
| Painter | | 85 | 8 | 90 | 8 | 90 | 8 |
| Unskilled | A | 50 | 8 | 40-80 | 8 | 60 | 8 |
| | B | 40 | 8 | " - " | 8 | 60 | 8 |

BASIC: ANNEX C, Labor Surveillance Report, Fukuoka Mil Govt Team, month ending 31 December 1947.

b. Other terms of employment:

(1) Wage supplements

Dependent allowances and allowance for termination of employment of workers, thru no fault of their own, are paid. Dependent allowances have been increased in accordance with directives from Central Liaison Office, Tokyo; also a ten percent raise in wages retroactive 1 July 1947 has been paid. Bonuses have been paid at the rate of 2.8.

(2) All occupational forces workers are receiving a special ration of staple foods or its equivalent. Occasionally special rations of sake, clothing and fish are given.

(3) Holidays and rest periods

There have been no change in the number of days given to permanent workers of the occupational forces and those working in dependent homes.

4. LABOR RELATIONS

a. Labor relations cases in which action was taken by Occupation Forces. None.

b. Actions or decisions taken regarding labor disputes, unions, or labor relations situations by the following:

(1) Japanese Police. None
(2) Japanese Procurator. None.
(3) Japanese Courts. None.

c. (1) Complaints or allegation of:
(a) Employer domination or influence in labor union activity. None.
(b) Discrimination against employees for labor union activity. None.

(2) Report instances of conciliation, mediation or arbitration of labor disputes by Labor Relations Committees or Japanese Government officials. None.

5. EMPLOYMENT

a. Is unemployment being absorbed by the following?
(1) New developments in private industry? No.
(2) Public works. No.

BASIC: ANNEX C, Labor Surveillance Report, Fukuoka Mil Govt Team, month ending 31 December 1947

6. GENERAL OBSERVATIONS

a. Wild-cat strike at Furukawa Coal Mine Mineji, Fukuoka Ken, Togawa Gun, Soeda machi.

The Mineji Mine of the Furukawa Chain went on strike demanding a 250 yen rice allowance, at 0500 hours on 6 December 1947, without appealing to the Ken Labor Relations Committee. Their original demands were as follows:

(1) Company bear half income tax.
(2) 1000 yen overcome price fund per miner.
(3) 400 yen overcome price fund per dependent.

Several negotiations were made with management from 11 November thru 19 November 1947, but management refused their demand on grounds that wages must be discussed and decided at the Central Collective Bargaining Committee in Tokyo.

The coal production committee from G.H.Q., SCAP visited the mine on the morning the strike occurred. As no progress was being made with their original demands, the union leaders demanded a ¥250 rice allowance, because of the recent rise in rice prices. Negotiations continued all day. Finally labor leaders withdrew their demands and work was resumed the following morning. (7 November 1947).

The Furukawa Coal Mining Company has a chain of 4 mines, namely Omine, Mineji, Shakano and Shimoyamada. The number of employees total 8616. The Mineji Mine was the only mine in the chain to go on strike although others were slated to follow.

Production quotas for the Furukawa Mines, all which were exceeded during the month, are as follows:

| | | |
|---|---|---|
| Omine, Mineji | 29000 tons | 4,821 employees |
| Shakano | 13800 tons | 2,270 employees |
| Shimoyamada | 10500 tons | 1,525 employees |

b. The Mitsuya Special Glass Company, Fukuoka Ken, Chikuyo gun, Yoshitomi.

A strike occurred at the Mitsuya Special Glass Company on 8 December 1947 as a "sit-down" strike lasting until 12 December 1947. On 13 December 1947 regular strike conditions commenced. The overall demands of the union are as follows:

(1) 780,000 yen monthly budget for the 200 employees.
(2) Retroactive pay of 33 1/3% over base wages for months between April 1947 and July 1947.

In August, thru the labor management council, an increase of 33 1/3% over basic wages were granted for the month of August, September and October.

On 18 December the union referred the case to the Labor Relations Committee. Hearings were held on 20 December but to date no settlement has been reached.

c. Nishi Nippon Newspaper Dispute, Fukuoka City

The Nishi-Nippon Newspaper Company Labor Union began a dispute on 5 December 1947. Their chief demand submitted on 17 November 1947 was a winter allowance holiday fund of 7,500,000 yen or approximately 5900 yen per person. 4,500,000 yen was offered on 11 December 1947 by management.

After notification of the dispute was submitted to Occupational Forces by the management, investigations were made.

Management alleged that the union undertook production control of the paper on 17 and 18 December 1947, making the threat that unless their demands were met the Nishi Nippon paper would become the worst paper in Japan. Major Daniel C. Imboden, CMP from CI&E Section SCAP, conducted an investigation here on 27 December but the evidence as submitted was not sufficient to support the charges.

The union accepted the following offer by management:

3,000,000 yen to be paid in December
1,500,000 yen to be paid by March 1948.

On 30 December the following employees were dismissed on the charge of incompetency:

Nishiyama, Shinijiro - Chief General affairs editorial department.
Tanigawa, Iwao - Labor union secretary
Hanada, Shintaro - Reporter
Mori, Issoku - Reporter
Imai, Shinnosuke - Inspection section.

d. Densan - Electrical Industries Workers, Kyushu Region Headquarters, Fukuoka City

The Electrical Industries Workers Union which consists of Kyuhai (Kyushu Electric Power Supplying Co.) and Nippatsu (Nippon Electric Power Generation and Transmission Co.) went on a "slow-down strike" on 23 December 1947. The total number effected on this island was 16000.

The demands were as follows:
(a) Year end holiday allowance (Bonus) of ¥3000 per worker and ¥1500 per dependent.
(b) Extra pay allowance of 1.59 times the base pay, or the equivalent paid during November.

After several negotiations starting 25 December 1947, settlement was made 27 December 1947 as follows:

| | |
|---|---|
| ¥2000 | - Bonus |
| ¥ 500 | - Extra Pay |
| ¥2500 | - Total |

The above amount, although given as a "Year End Allowance", will be officially called a "Temporary Welfare Loan". Also an advance of approximately 1/3 of January 1948, pay will be granted. Payment was made 29 December 1947.

c. Nippon Reizo (Japan Ice and Cold Storage Co.), Fukuoka City.

(1) The Japan Ice and Cold Storage Company Labor Union went on strike 4 December 1947 midnight. All 24 plants in Kyushu Island acted upon the "strike call" but resumed work the following day.

(2) Demands were as follows:
8712 yen average for 34 years of age.
Estimated retiring fund as follows:
(a) 5 and 6 years service 28.5 months.
(b) 6 and 7 years service 34.5 months.
A loan of not more than 5000 yen.

(3) Settlements were made as follows on 6 December 1947, 2300 hrs.

Average wage of Y5400, gain of 1.4 times old wage.

Retirement allowances are set up running from 2 months pay for one year service to 130 months for 30 years. As a matter of comparison with the demands 5 years service will earn 12 months allowance, 6 years - 16 months and 7 years - 19 months.

(4) No loans will be granted. The day after the strike, slow down continued in the clerical workers union, but this stage also was discontinued after 24 hours.

Management had notified all section chiefs to be on hand where ice reserves went so low as to disrupt fishing vessels and local fisheries, which depend upon ice for preservation, and to take over operation of plants.

All negotiations were made at central offices in Tokyo.

f. Dispute of Miike Chemical & Dye Stuffs Company:

(1) Mitsui Miike Miyanoura Coal Mine is producing 1000 tons per day of dust coal, and 1500 tons of lump coal, 50% to 75% of the production of coal dust is consumed by the Miike Company depending upon the demands and consumption of the dyestuffs corporation, the remainder being shipped out.

If the Miike Dyestuff washing plant goes on strike only unwashed coke and coal gas can be produced, causing 15 to 20% decrease in production, and result in poor quality coke. This would have a very serious effect on the output of the Miike Synthetic Gosei Plant and the Toyo Koatsu Plant producers of ammonium sulphate.

(2) The leading union officials conducting this dispute are:

Mr. Tadasumi Adachi - Labor Union President
Mr. Kawaguchi, Masao - Secretary (Communist)
Mr. Shigeru Imura - Foreign Affairs.

(3) The demand made on 4 October 1947, was for an increase in average wage from 1850 yen to 4250 yen. Concessions have been made each month in form of extra pay that have brought the average up to 3000 yen. These concessions have been made as a result of the sliding scale agreement; but the union wants their new demand of 4250 yen to be a permanent pay raise. An offer of 3538 yen has been made by the company but has not been accepted up to this date.

(4) A vote taken on 29 December 1947 to determine whether or not to continue the dispute had the following result:

67.3% to continue dispute
31.2% to accept company offer
1.5% not voting

(5) A demand by some members of the union for another vote has resulted in the 5 January 1948 being designated as the date for the new vote. Indications are that a settlement will be made at this time and the radical element either expelled or rendered impotent.

g. Effects of labor movement after Tankyo Amalgamation.

On 17 December 1947 after Tankyo and its affiliated groups amalgamated, calling the new group "Zensekitan", considerable unrest and uneasy feelings has been seen in all unions in this group, as a result of the concession made by the Japanese Government in conjunction with the Coal Mines operators league on 7 December 1947 to the Tanro (Socialist) group. It is understood that the preparation fund for increase production was made

to the Tanro group of ¥1250 to staff members and ¥1050 to miners. Also Production bonuses or an incentive system has been set up for this group ranging from 3% to 15%.

By 26 December 1947, Fukuoka Ken has had better than 39000 miners seceded from Zensekitan including 31 individual labor unions, 10 of which are affiliated with Tanro and 21 as neutrals. The largest group of miners is the Mitsubishi and Meiji groups.

It was reported the Zensekitan group had endorsed the Tanro payment plan on 29 December 1947. Acceptance will be officially announced after the different locals meet on 7 January 1948.

h. LABOR EDUCATION

The first graduation of the Fukuoka Labor School, operated by the General Federation of Nippon Coal Mine Workers Union, was held at the school at Yamano Colliery, Inatsuki machi, Kaho-gun on 25 December 1947.

This school was established on 24 October 1947 for 50 pupils selected from the affiliated unions.

The faculty consisted of Mr. Mitsuo Tanaka, of Mitsui Yamano office workers union, as principal, Dr. Hitoshi Yasuda, Mitsui-Yamano Colliery Hospital, as school director and selected professors of the universities, teachers of middles and primary school, newspaper men, etc.

The course ran for a period of two months. Pupils were quartered in the dormitory and classes began at 0800 each day and ran until 2100.

The following is a list of subjects taught, daily routine and regulation of the school:

Subjects: Required subjects...Ethics, Economics, Japanese Constitution, Labor Union Law, Labor Relations Readjustment Law, History of Labor Movement, Labor Science, Theory of Wages, Accounting, Statistics, Coal Mine Affairs, History of Social Thought, Theory of Japanese Industry and Economy, and Labor Standards Law.

Optional.....English
Special Subjects....Labor, Political Thought, Economic and Current Problems; Music Physical Training; Literature, Fine Arts, Social Psychology, World Affairs, Foreign Labor Problems, Coal Mining and Theory on Motion Picture and Theatre.
Seminar.....Round-table Conference, Discussion Group, Inspection of Coal Mine, Public Speech, Fairy Tale, Paper Picture Show, Japanese Ode, Epigramic Poem, Motion Picture Appreciation Society, Record Concert, Mountain Climbing, Tea Cult, etc.

In addition to the above mentioned programs, the labor school sponsors public lecture meetings, training school, lecture tour, etc. for the benefit of the membership.

Allocation of students, enrollment for the initial class to various affiliated unions, was as follows:

| | | | |
|---|---|---|---|
| Mitsubishi-Shinnyu | 2 | Mitsubishi-Kyushokoren | 2 |
| Nittetsu | 5 | Seika | 5 |
| Furukawa | 1 | Taisho | 1 |
| Miike | 10 | Namazuta | 4 |
| Tagawa | 7 | Yamano | 5 |

TOTAL.....42

The next course will open on 20 January 1948 and will contain practically the same routine as above.

Several local unions are operating individual courses of instruction generally on Saturdays and Sundays covering periods of from one to three months. Interest in these has been keen and the subject matter will be presented. These courses have dealt generally with the Labor Laws, union procedure and contracts.

Reports Control Symbol QESS-02

HEADQUARTERS
KAGOSHIMA MILITARY GOVERNMENT TEAM
KAGOSHIMA, KYUSHU, JAPAN

APO 970
31 December 1947

ANNEX C

LABOR SURVEILLANCE REPORT

A. IDENTIFICATION:

1. Prefecture covered: Kagoshima
2. Report for month of: December
3. Report prepared by: Richard T. Cann, 1st Lt, INF

B. LABOR PROCUREMENT:

1. Labor requisitions are complied with fully by the Japanese.
2. Local Japanese agencies are complying with Japanese government pertaining to labor secured through labor requisitions.
3. The average number of laborers used per work day during month is 439.
4. There are no significant changes in proportion of workers on labor requisition to workers used on procurement demand.

C. WAGES AND WORKING CONDITIONS:

1. The comparison of wages and houses of work according to occupational category secured by (1) requisition (2) labor working on procurement demand projects, and (3) labor on troop and dependent housing is the same in all categories.

DAILY WAGE FOR 8 HOUR DAY

| CATEGORY | REQUISITION | P.D. PROJECTS | TROOP AND DEPENDENT HOUSING PROJECTS |
|---|---|---|---|
| Electrician | ¥ 55.00 | ¥ 55.00 | ¥ 55.00 |
| Painter | 55.00 | 55.00 | 55.00 |
| Carpenter | 55.00 | 55.00 | 55.00 |
| Tin Smith | 50.00 | 50.00 | 50.00 |
| Stevedore | 37.00 | 37.00 | 37.00 |
| Unskilled Labor | 33.00 | 33.00 | 33.00 |

2. No significant differences exist in other terms of employment, e.g. wage supplement, special rations, holiday and rest periods, billeting and transportation privileges.

3. There have been no known abuses in employment or working conditions involving labor working on Occupation Forces requisitions, procurement demand projects, or troop and dependent housing projects, e.g. "kickbacks", labor conscription, black listing for union activity, etc.

D. LABOR RELATION:

1. There were no labor relations cases where action was taken by Occupation Forces.

2. There were no actions or decisions of any of the following with regard to labor disputes, labor union, or labor relations situations.

   a. Japanese Police
   b. Japanese Procurator
   c. Japanese Courts

3. Reports of discrimination against employees for labor union activity.

   (a) The chairman of the Employees Union of Kanoya Stock Farm (33 members) appealed to Ken Labor Relations Committee that he had been released from his job because of his union activities.

   (b) In Uchinoura some fishermen complained that the owners of the fishing boats had with-held jobs from them as result of their union activities.

Actions of Ken Labor Relations Committee in regards to above complaints.

(a) The Ken L.R.C. decided that the union chairman at the Kanoya Stock Farm had been unjustly released and ordered the management to: (1) reinstate him to his former job; (2) pay him all wages due him for the period he was absent from his job; (3) compensate him for any damages caused by his removal.

(b) Upon a detailed investigation of the complaints in Uchinoura, the Ken L.R.C. could find insufficient evidence to substantiate a charge of employer discrimination.

4. Instances of mediation of labor disputes by Ken L.R.C.:

(a) Mitto Industry Company - On 20 November the company published a plan to dismiss 25 of the 51 workers. A retirement allowance of 2 months salary plus a consolation allowance of 300-1000 yen to be paid each worker dismissed. Union demanded 8 month's pay as retirement allowance and 2 month's pay as consolation allowance.

Case presented to L.R.C. on December 20. Find settlement as proposed by L.R.C. and accepted by both union and company included:

(a) No one to be discharged.
(b) Management and union to make all possible efforts to increase production.
(c) Retirement allowance system to be studied in detail by company.

Makurazaki Fishermen's Union - The L.R.C. is conducting investigations into the provisions of the labor contract which the ship owner's association interprets to mean that each fisherman is liable for his pro rata share of any deficit incurred in basic to fishing. A mediation plan will be proposed to the union and to the owners as the union's reply is presented to the L.R.C. (This dispute was first presented to the L.R.C. in November. However, because the fishermen were all absent on the fishing ships, the union officials did not consider it practical to draft a formal reply until a general meeting of all members could be held the last of December.

5. Report of Disputes in Ken.

(a) Kagoshima Branch Japan Refrigeration Employee's Union. On 8 December, union accepted management offer of 150% wage increase (original demand had been 242% increase) Kagoshima branch had been on an "office strike" since 28 November. On 4 December it had conducted a complete strike for 24 hours.

(b) Kagoshima Branch All Communications Union.
On 13 December for a 2 hour period it conducted a slow down action known as "safety-communications" during which telegraph operators send only at their rated speed of 78 to 85 characters per minute instead of the average 100-110. Again from 0930, 17 December to 0940,

18 December another period of "safety communications" as well as the filling up of the wires with petition telegrams to the Prime Minister and other officials in Tokyo. The slow down was called by the union as a protest against the delay in payment of the 2.8 month living subsidy. The local branch of the union instructed its members to resume full operations on the 22nd of December. As a result of slow down activities approximately 2500 telegrams were not dispatched on the 18th and 2400 on the 19th.

6. Educational Programs.

(a) In an effort to increase production and to bring about the settlement of future disputes by peaceful means, the Labor Officer is sponsoring a weekly round table conference with representatives present from Labor Union, Management, Ken Labor Administration, and Ken L.R.C. schedules by union and industry have been drawn up running through June 1948. Problems to be discussed are decided and made known in advance to all persons concerned.

(b) Plans have been completed by the Ken Labor Section and the unions for the education of union leaders and members. These plans will be put into effect immediately after the New Year holidays.

(c) The Labor Officers' educational plans are in three phases: (1) schools and conferences for union leaders (2) schools and classes for union members (3) instructions for employers and personnel managers. Conferences have been held with leading union officials stressing the need for responsible leadership and moderation in presenting demands and in carrying out disputes. In the bi-weekly releases to the local newspaper, the Labor Officer is emphasizing the workers responsibilities and the ways to insure democracy in their unions.

7. Union Organization in Ken as of 22 December 1947.

(a) 439 single unions with 72,665 members.
(b) 26 federated unions with 94,983 members.

8. Employment.

(a) A relatively small percentage of the unemployed were absorbed into the production economy.

Annex C, Labor Surveillance Report, Kagoshima Mil Govt Team, Period Ending, 31 December 1947

(1) In new developments in private industry: 1,628
(2) In public enterprises: 152
(3) In vocational training: 1,342

(b) Repatriation increased unemployment by 420 persons.

9. General Observation.

(a) Small industrial and manufacturing concerns are facing, in many cases, immediate bankruptcy. Either the output per man day rises significantly or many plants will be forced to dishharge from one third to one half of their labor force. It is expected that in the next few months more and more labor unrest will result from the laying-off of workers.

(b) Leadership in the larger unions seems to be becoming more responsible. In the reorganization of the Teachers unions in the Ken this is particularly apparent. Practically all of the radical element was removed from control.

10. Recommendations: None

Reports Control
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BASIC: Kumamoto MGT Activities Report, Period Ending 31 Dec 47

ANNEX C: Labor Surveillance
(Prepared by: 1st Lt Omer D. Carroum)

A. LABOR PROCUREMENT:

Satisfactory compliance with labor requisitions was rendered to military units in this area by the Japanese. In view of the expansion in Military Government activities, specialized Japanese personnel with a better than average knowledge of English and Japanese are necessary. Inasmuch as there are better possibilities of earning higher wages in other lines of work and the wage scale for labor for the occupation forces is lower than that paid by private concerns it is difficult to acquire specialized personnel which are needed in sections such as the CI & E.

There were no known cases of violations of either Japanese or occupation forces regulations pertaining to Japanese labor secured through labor requisitions.

The average number of laborers utilized per work day during the month of December was 1,303.

The following number of personnel are employed on procurement demand projects and installations in the prefecture.

| | |
|---|---|
| Military Govt Officers Billet | 23 |
| Aso Kanko Hotel | 133 |
| Counter Intelligence Corps | 16 |
| P. D. Projects | 173 |
| Total..... | 345 |

B. WAGES AND WORKING CONDITIONS:

The following table illustrates the per day cost of military force labor (including all allowances) prevailing at present.

| Labor Type | Labor Requisitions | P.D. Projects | Trp & Depend. Housing Proj. | Hours of Work |
|---|---|---|---|---|
| Carpenter | 55 | 55 | 55 | 8 |
| Plasterer | 55 | 55 | 55 | " |
| Roofer | 50 | 50 | 50 | " |
| Brick-layer | 55 | 55 | 55 | " |

(cont'd)

| | | | | |
|---|---|---|---|---|
| Glazier | 50 | 50 | 50 | 8 |
| Electrician | 55 | 55 | 55 | " |
| Mason | 61 | 61 | 61 | " |
| Common laborer | 38.50 | 38.50 | 38.50 | " |
| Navvy | 44 | 44 | 44 | " |

No abuses in employment of working conditions involving labor working for the occupation forces have been observed or reported.

Reference is made to Labor Surveillance Report for the month of September, paragraph 3a, "Wages and working Conditions". The discrepancy noted by higher headquarters where the comparative table shows a wide gap between procurement demand project and troop and dependent housing project on the per day cost of military forces labor is explained as follows:

The comparative table for the month of September and the months preceding shows not the price paid to workers by the Japanese government, but the actual prices paid by the contractors that are working on various troop and dependent housing projects. When a troop and dependent housing project is turned over to the contractors for its accomplishment, a budget is appropriated by the Japanese government necessary to complete the project. The budget is established based on official prices of a minimum need for labor, material and time. When the budget has been appropriated, the whole project is left up to the contractor and the amount in wages to be paid daily to the laborers working under the contractor is decided at the discretion of the contractor. Therefore, annually, higher wages are paid to laborers under contractors because their work is based on efficiency and in order to secure the best state of efficiency, higher wages are paid.

Hereafter, actual wage payments by the Japanese government will be listed in comparative table.

C. <u>LABOR RELATIONS</u>:

1. No action was taken in labor relation cases by occupation forces.

2. No action or decisions were taken by the Japanese police, Japanese procurators, or Japanese courts with regard to labor dispute, labor unions or labor relations.

3. There were no complaints or allegations of:

(1) Employer domination or influence in labor union activity.

(2) Discriminations against employees for labor union activity.

4. During the past month two strikes took place in the Ken. The Nippon Refrigeration Company which was a nationwide slowdown strike was settled at a national level 6 December. The workers were on a sitdown strike in this Ken from 0001, 4 Dec to 2400, 4 December.

The Kyushu Electric Workers Union went on strike 23 December. At the present time the strike only affects the office workers; they come to work but only work part time. This dispute was sent to the Central Labor Relations Committee 23 September. Settlement was effected 27 December.

D. EMPLOYMENT:

1. New Private Enterprises:

The unemployed are slowly being absorbed by private industries. During this month two hundred and nine (209) persons have found employment in seventy-three (73) newly established private enterprises.

2. Public Works:

A total of 8,430 workers are working on 247 public works projects. Due to shortages in material and funds, there has been a temporary suspension of a few projects. Inaccessibility to project sites and low wages discourage other employables from applying for work.

3. At 12 vocational training establishments operated by the Prefectural Employment Section, there are 238 persons receiving training.

4. Nine hundred and ninety-three persons entered jobs in various other private and government positions during the past month.

5. There is no increase in unemployment due to repatriation or immigrations.

According to the census taken in October, Kumamoto prefecture has a total population of 1,763,965. A breakdown of this figure to adults (over 10 years old) and minors shows the former 1,383,653 and the latter 380,312. The rough survey of adult population conducted by the prefectural Employment office in October with the object of ascertaining the working population showed a total of 1,246,245 adults. This figure is to be amended by the figure taken in the consus. Of the total population, 737,544 are employable and 586,107 unemployable (women with children and old people). A breakdown of the employables showed that 97% were job holders and the remaining 3% jobless.

E. GENERAL OBSERVATIONS:

A Labor Rally was held in Kumamoto City 20 December by the following unions: (1) Ken Federation of Labor Unions, (2) All Japan Communication Workers Union and (3) Public and Government Office Workers Union. Approximately 3000 people attended the rally. After an hour of speechmaking, an orderly demonstration parade around town took place. The rally had ten points, the most important are as follows:

1. Establishment of minimum wage system based on 2400 calories

2. Democratic distribution of electric power

3. Full enforcement of 6.3.3 school system

4. Absolutely against taxation of general public. CIC has made a full coverage of this rally.

A talk was given on Labor Education in Kumamoto City, 16 December. Plans are being made to give more talks on Labor Education throughout the Ken. It is believed that labor talks dealing with labor subjects were begun in this Ken without the basic labor talks given, therefore, it is better to give talks on basic subjects in the future which were skipped.

In compliance with I Corps Mil Govt Plan from 15 November - 15 February, plans are being made by labor unions and the prefectural government to start a campaign to eliminate blackmarket activities. Careful study of the situation is being made so that the plan will be successful when it is publicly announced. Stores selling at official prices are being lined up. Not only will union

members be behind this program, also it will include the general public. Widespread publicity will be given by the Ken and Military Government with the campaign to begin in January.

F. RECOMMENDATIONS:

None.

Report Control Symbol QESS-C2

NAGASAKI MILITARY GOVERNMENT TEAM
Nagasaki, Kyushu, Japan
APO #24 Unit 3

ANNEX C

# LABOR SURVEILLANCE REPORT

Period Ending 31 January 1948

(Prepared by: Raymond F. Druhan, WOJG)

1. LABOR PROCUREMENT:

a. Labor requisitions are 99% complied with by the Japanese.

b. ~~Average~~ number of workers per day during month: 3,102

2. LABOR RELATIONS:

Three strikes which carried over from last month were settled by 7 December 1947. They were in two porcelain factories and in an ice plant in Nagasaki City.

On 23 December 1947, a sit-down strike of office workers began in the offices of the Kyushu Electric Distribution Company and the Japan Electric Power Generation and Transmission Company. This is understood to be part of a nation-wide attempt to secure increased wages by the Japan Electric Workers Union. This sit-down strike was settled on 27 December 1947, according to reports reaching this headquarters, the companies having agreed to a wage increase of 240%.

On 26 December 1947, the 66 employees of the Nissan Automobile Factory in Sasebo went on strike. Their demand was for a higher year end bonus. The strike was settled on 31 December 1947.

As of 31 December, there are no strikes in Nagasaki.

Two or three disputes were prevented from reaching the strike stage by prompt and efficient conciliatory action by the Labor Relations Committee.

There was evidence of labor agitation by Communists in many quarters but in most cases it was kept beneath the surface. Reports here indicate they are continuing attempts to gain control of unions and are continuing efforts to discredit the names of many non-Communist union leaders.

During this period, the largest coal mine in the Ken, the Sakito Coal Mine, withdrew from the alleged Communist influenced Zen Sekitan and joined the Tanro group. This union has over 4,000 members.

On 7 December, a Labor Rally was held in Nagasaki City. The principal speaker was Mr. James Hoover from the Labor Education Section, ESS, SCAP. An enthusiastic audience of about 3,000 asked many questions on collective bargaining and democracy in unions.

In the field of Labor Education, a new Nagasaki Labor Library has been established in the Prefectural Public Library of Nagasaki City. Copies of all labor literature sent to this headquarters from SCAP are available there. Additional contributions of books and pamphlets are expected from the Labor Administration Section of the Ken Government.

The establishment of Trade Union School is being very actively encouraged during the present period of peaceful labor relations. One such school is meeting once a week at the Kencho. About 100 students from the Kencho Office Workers' Union are attending. It is expected that more such schools will open after the New Year holidays.

3. <u>EMPLOYMENT:</u>

a. Unemployment is being absorbed by:

(1) New developments in private industry

(2) Public works

(3) Vocational training

b. There is no significant increase in unemployment due to repatriation or immigration.

Report Control Symbol QESS-02

OITA MILITARY GOVERNMENT TEAM
APO 24 UNIT 2

ANNEX C

To Monthly Military Government Activities Report
Period Ending 31 December 1947

LABOR SURVEILLANCE REPORT

1. Identification

a. Prefecture covered: Oita
b. Report for month of: December 1947
c. Report prepared by: Joseph L. O'Connor, 1st Lt, INF

2. Labor Procurement

a. Japanese compliance with labor requisitions is nearly 100%. There is difficulty in obtaining skilled employees, such as interpreters, translators, and technicians.

b. There were no violations of Japanese Government regulations pertaining to labor secured through labor requisition.

3. Wages and Working Conditions

a. Wages paid to occupation force employees remain slightly lower than wages paid by contractors working on occupation force projects.

| | Labor Requisition | PD Projects | General Market |
|---|---|---|---|
| Carpenter | ¥ 61 | ¥ 90 | ¥ 80-100 |
| Painter | 61 | 90 | 80-100 |
| Laborer, common | 39 | 70 | 60-80 |

b. Laborers secured by labor requisition continue to receive additional rations. Other special privileges are practically nil except for small privileges extended by using units.

c. There were no known cases of labor abuses such as blacklisting for union activities, kickbacks, labor conscription, etc.

d. Investigation is being made as to Japanese compliance with SCAPIN 1775 as to the difference between labor requisition employees and PD project employees. So far as can be determined, it is believed that this is a matter for higher echelon investigation as wages are set at the national level. The 10% increase in labor requisition pay plus the increase in family allowances will decrease the amount of differences between procured labor and other types.

Annex C to Monthly Mil Govt Activities Report, Oita Mil Govt Team, period ending 31 December 1947, cont'd.

4. Labor Relations

a. Upon order from John Harold, DAC, Chief Labor Relations Branch, General Hoadquarters, SCAP, the strike of two Hodogaya Chemical Plants in Oita Prefecture were ordered stopped for a period of one week from 4 December to 10 December inclusive. Both labor and management were cooperative in carrying out order and production levels were maintained. (See 4 d (2) and special report, SRCS 47/E/LR/#1, this headquarters, dated 13 December 1947).

b. Action by the following with regard to labor disputes, labor unions, or labor relations situations:

Japanese Police, Japanese Procurator, Japanese Courts: None.

c. (1) Report complaints or allegations of:

(a) Employer domination or influence in labor union activity: None.

(b) Discrimination against employees for labor union activity:
Four members of a labor union of the Hanawa Hospital located in Beppu City filed complaint with the L.L.R.C. against the director of the hospital under Article 11 of the Trade Union Law. Prior to the formation of the union, the members have had meals at the director's private house, but since the union's formation the director has forbidden the use of his house. Union members have considered this discrimination against them because of union activities.

(2) Report proceedings and actions of Prefectural Labor Relations Committee or Prefectural Government with respect to c (1) above:
As complaint was registered on 18 December only preliminary investigation has taken place. Decision of the L.L.R.C. will be made at first meeting in 1948.

d. (1) Strike of four plants of the Nippon Refrigeration Company (Nihon Reito Kabushiki Kaisha) was settled and workers went back to work 35 hours after striking. The plants suffered little if any ill effect from the strike. Full details were contained in special report, SRCS 47/E/LR/#1, this headquarters, dated 13 December 1947.

Annex C to Monthly Mil Govt Activities Report, Oita Mil Govt Team, period ending 31 December, 1947, cont'd.

(2) The two plants of Hodogaya Co. that were on strike resumed operation upon orders from their representatives in Tokyo pending further negotiation. The Hiji plant resumed operation on 19 December 1947 and the Saeki plant on 20 December 1947. Results of negotiations had not been learned at the time of preparation of this report.

(3) Employees of the Oita Branch of the Kyushu Electric Supply Company, Ltd, and the Chikugo-gawa Power Plant of Japan Electric Generation and Transmission Company, Ltd. entered into a business sabotage or slowdown strike on 23 December 1947 by order from the Kyushu District Headquarters of All Japan Electric Industrial Workers' Union. Approximately 1600 workers of the Oita Prefectural Chapter of the union were involved. Demands being negotiated on a national level are:

(a) Establishment of a sliding scale pay system based on cost of living.
(b) Democratication of management in development, allocation, and distribution of electricity.
(c) Conclusion of a satisfactory labor agreement.

The union ordered that no work be done for the company but that all work for public benefit be carried out. The workers returned to full duties at 0803, 29 December 1947 with negotiations still continuing at the national level. A temporary settlement allowing an average year-end allowance of ¥2,500 per employee was granted. No ill effect was felt by the general public.

(4) Sixty-four employees of the Tsukumi Factory of the Mitsuishi Fire-brick Mfg. Co. went on strike on 24 December 1947. All are members of trade union using same name which is an affiliate of the Sanbetsu. Demands were made to the company for a 50% increase in pay and a raise of ¥100 per dependent in family allowances. This would allow for the first dependent ¥300 and ¥200 for each additional dependent. The company would grant this increase but stated that it would be necessary to release 18 employees. Union is opposed to this release. Management stated that could the union solve the problem of any deficit bound to exist under present conditions and full employment they would be willing to submit to all demands. This has not been submitted to L.L.R.C.

(5) The Labor Relations Committee was instrumental in settling three disputes during the period covered by this report. The most important was a contract between the Teachers'

Union and Governor Hosoda. This was the thirteenth attempt to reach an agreement between the Teachers' Union and the prefectural authorities. The contract contained 9 chapters and 41 articles dealing with working hours and overtime, personnel affairs, committees, transfers, discharges, and improvement of treatment as far as pay, vacation, union affairs, medical treatment, and business affairs are concerned.

(6) The L.L.R.C. also submitted a mediation plan to the Oita Post Office Employees' Chapter of the All Japan Communications Union and the officials concerned. The union accepted the mediation plan but the officials must get approval from National Government before it can be effected. Officials have expressed their approval in forwarding the plan to the National Government.

5. Employment

a. There were 48,310 unemployed during December, a decrease of 2,940 from November.

b. Is unemployment being absorbed by the following?

(1) New development in private industry.

Private industry is continuing to expand with greatest expansion in woodworking and bamboo industries.

(2) Public Works.

There were 8,873 workers absorbed by these projects with over 50% of them being in agriculture.

(3) Vocational Training.

There is no noticeable change in either private or government vocational training agencies over last month.

(4) Other.

The number of cases dealt with at the Public Employment Security Office is as follows:

| | | | |
|---|---|---|---|
| Applicants for employment: | 1,553 | Employed: | 1,131 |
| Male: | 1,119 | | 792 |
| Female: | 434 | | 339 |

c. Repatriation or immigration has not significantly increased unemployment in the period covered by this report.

6. General Observations

a. Efforts are being made to get active participation by unions in anti-blackmarket campaigns but a reluctance to a wholehearty active campaign is indicated. Continued forceful encouragement is planned for the following months in coordination with other members of the team and Prefectural Labor Section officials. It is believed that fear that blackmarket foods will be shipped to other localities and the general increase in wages to allow the purchase of such commodities are factors behind this reluctance. The reporting officer believes that a plan set up by the numerous large federations and encouraged on a national scale through union channels would be of great assistance in getting all unions as active participants in such campaigns.

b. Final plans for labor school to be conducted throughout January and early February have been made. See Incl 1.

7. Recommendations

None.

1 Incl:
Labor School Schedule

SCHEDULE FOR LABOR SCHOOL IN OITA PREFECTURE
DURING JANUARY AND FEBRUARY 1948

| City | Location | Inclusive Dates |
|---|---|---|
| Nakatsu | City Public Hall | 14 - 16 January 1948 |
| Saeki | Police Station Auditorium | 21 - 23 January 1948 |
| Takeda | Primary School Auditorium | 26 - 28 January 1948 |
| Hita | Hita City Public Hall | 4 - 6 February 1948 |
| Oita | Kanaike Primary School | 12 - 14 February 1948 |

First Day

| Time | Course | Instructor |
|---|---|---|
| 0900 - 0930 | Opening Address | Mr. Uchida * |
| 0930 - 1130 | Labor Laws | Mr. Kuribayashi * |
| 1130 - 1200 | Principles of Trade Unions | Mr. Ono * |
| 1230 - 1400 | Trade Union Structure & Operation | " * |
| 1400 - 1600 | History of American Labor Movement | Lt. J.L.O'Connor |
| | Questions and Answers. | |

Second Day

| | | |
|---|---|---|
| 0900 - 1000 | Procedure of Collective Bargaining | Mr. Uchida * |
| 1000 - 1100 | Contract Negotiation | " * |
| 1100 - 1130 | Duties of Shop Steward | Mr. Seike * |
| 1130 - 1200 | Trade Union Finances | " * |
| 1230 - 1430 | Women and Trade Union Movement in America | Miss R. Dennis |
| 1430 - 1600 | Danger of Totalitarian Undemocratic Control | Lt. J.L.O'Connor |
| | Questions and Answers | |

Third Day

| | | |
|---|---|---|
| 0900 - 1100 | Trade Union I&E Activities | Mr. G. Mackey |
| 1100 - 1200 | Discussion Period | |
| 1230 - 1430 | Trade Union Relation with Government agencies | Lt. J.L.O'Connor |
| 1430 - 1630 | Teachers' Union Activities | Dr. S. McNeely |

* Japanese instructors from Prefecture Labor Administration Office.

Incl 1 to Annex C to Monthly Mil Govt Activities Report, Oita Mil Govt Team, period ending 31 December 1947.

very good

Prepared by:
Walter F. Pier
1st Lt INF
Labor Officer

Reports Control
Symbol QMSS-02

Annex C

Labor

HEADQUARTERS
MIYAZAKI MILITARY GOVERNMENT TEAM
APO 24, UNIT 2

Period Ending 31 December 1947

## Labor Surveillance Report

1. Identification:

a. Prefecture covered: Miyazaki

b. Report for the month of: December 1947

2. Labor Procurement:

a. There have been no significant changes in the procurement of skilled and highly technical personnel. As reported previously requisitions of this sort are difficult to fill, however, compliance by the Japanese government has been satisfactory.

b. This office has not received any report of violations of regulations pertaining to labor secured through labor requisitions set up by Japanese government.

c. The average number of workers used per work day during the month totalled 122.

d. There have been no significant changes in porportion of workers on labor requisitions to workers on procurement demand projects.

3. Wages and Working Conditions:

a. Wages

| Class of Work | Through Requisitions | Through P. D. | Through D. H. |
|---|---|---|---|
| Carpenter | ¥55 | ¥120 | ¥120 |
| Plumber | 55 | 120 | 120 |
| Roofer | 55 | 120 | 120 |
| Mason | 66 | 120 | 120 |
| Painter | 55 | 120 | 120 |
| Unskilled (1) | 35 | 65 | 65 |

| Class of Work | Through Requisitions | Through P. D. | Through D. H. |
|---|---|---|---|
| Unskilled (2) | ¥ 33 | ¥ 65 | ¥ 65 |
| Work hours per day | 8 | 9 | 9 |

b. (1) All permanent employees of the Occupation Forces received living re-erection fund amounting to 100% of Novembers' and 90% of Decembers' gross wages during this month.

(2) The daily laborers serving the Occupation Forces receives the following special rations.

| Item | Through Requisition | Through P. D. | Troop and Dependent Housing |
|---|---|---|---|
| Rice | 140 grams per day | 140 grams per day | 140 grams per day |
| Sake | 2 go per month | 5 go per month | 5 go per month |
| Cigarette | 1 for on 3 days | NONE | NONE |

c. There have been no known cases of abused in employment or working conditions involving labor working on Occupation Forces' requisitions during this report period.

4. Labor Relations:

a. There have been no reports, where action have been taken in labor relations by Occupation Forces.

b. There have been no reports on actions or decisions taken by Japanese police, procurators, or courts in labor disputes, labor unions, or labor relations situations.

c. There have been no reports of complaints or allegations of employer domination, influence, or discrimination against employees for labor union activity.

d. There have been no settlement of disputes by the Labor Relations Committee or Japanese government officials during this report period.

5. Employment:

a. (1) The employed are slowly being absorbed in private industries. Forty-two per cent (42%) of the

existing vacancies were filled during the past month.

(2) Public works during this past month totalled 509 projects of which 135 were projects of the government, 172 projects of the prefectural office and 212 projects of cities, towns and villages. These projects employed approximately 345,148 persons on an average of 15,023 persons per day.

(3) The total unemployed during the month is 38,477 which is a one per cent (1%) decrease from the preceeding month.

(4) There are five (5) vocational training schools, twenty-two (22) occupation agencies and four (4) special occupation agencies of which three (3), woodcraft, bamboo craft and processing of sea products were recently established.

6. General Observation:

a. Labor Disputes

(1) The dispute at the Miyazaki Traffic Company has come to a standstill. The Union made an appeal to the Central Labor Relations Committee on the 11th of December through "Shitesu Shoren", Private Railroad Trade Union Federation, of which the Union is a member. No official reply has been received by the Local Labor Relations Committee on the acceptance of this dispute. On December 19th the Governor and Mr. ISHIGAMI, a member of the National Diet, made an effort at conciliation. Their proposal on financial matters, payment of ¥900,000 to the employees as winter allowance were acceptable to both parties. However, the amendment of the contract which includes the following were points of the disagreement.

(a) Shop system.

(b) Personnel matters.

(c) Union activity.

(d) Labor and management planning of future company operations.

(c) Private Railroad Trade Union Federation to be used as the instrument of negotiation of contract.

The amendment of the contract is a problem because the Union has been split into three (3) groups, the original members of the Union (399), "Kyodo Honbu", the seceding group (368), and the Railroad group (135). This split and the influence of the Private Railroad Federation has been the obstacles in the early settlement of this dispute.

(2) Nobeoka Truck Labor Union submitted the following demands to the company:

(a) Renewal of contract.

(b) Payment of winter allowance:

(1a) One (1) month of basic wages per worker.

(2a) Five hundred yen (¥500) per dependent.

(c) Payment of ¥6,000 as marriage bonus. The company refused these demands.

(3) The Telegraph workers at the Miyakonojo Post Office started a two (2) day hunger strike on 14 December 47 to force the postmaster to pay the winter allowances due on the 25th of December. The postmaster's efforts were turned down by the Kumamoto head office whereby the workers returned. There was no stoppage of work or violence reported.

b. An open Labor Forum was held in Miyazaki on 13 December. This was an attempt to publicize the tangled dispute between the Miyazaki Traffic Company and the Miyazaki Traffic Company Union. The forum was a three (3) cornered affair, the debaters being, The Traffic Company, The Traffic Company Labor Union, and The Ken Labor Relations Committee. There were about 400 spectators, mostly from the involved Traffic Company Union.

The forum was opened by Captain WENNER, Economics Officer of the Miyazaki Military Government Team, with a short statement on the purpose of, and the hoped for results of the

forum. Upon the completion of Captain Wenners' statement the forum was turned over to a Japanese moderator, Doctor Tamura, former professor of the Miyazaki Technical College. Under the control of the moderator each participant was given an initial fifteen (15) minute period in which to state its present position and its past reaction to the various moves of the other two (2) participants. This initial information period was followed by a controlled question and answer period. No limit was placed on the number of questions or on the length of the answer.

The forum lasted about three (3) hours. It was terminated with the approval of all three (3) participants at that point when each side had discussed as fully as possible its position. Although no settlement was reached, none was aimed at, and it is felt by this Unit that an immense amount of excellent publicity and fine precedent were accomplished.

c. The Labor Standard Law Bureau at Miyazaki City, and its Inspecting Offices, located at Nobeoka, Miyakonojo and Obi gave a training lecture course on "Labor Standard Law" numbering 123 classes. During the coming month the Safety Adminisitrative supervising officer will attend a training course covering the provisions of Women and Child Labor at Kumamoto City. Violations noted have been minor in nature. Violators to date have been reprimanded and corrective action has been taken.

d. The vacancies in the Labor Relations Committee has not been filled. At present the Trade Union Council is working on the recommendations. Mr. Hamachika FUJISAKI was appointed, Chief of Ken Labor Administration Section, on the 27th of December. In the past he has been working on Trade Union Education.

e. The Ken Employment Section publicized the Unemployment Insurance Law and the unemployment Allowance Law. They received 1,350 applications affecting 35,000 persons to date. The Employment Security Law is being carefully studies, while waiting for the related Ordinances of enforcement.

f. <u>Blackmarket Elimination</u>:

There are 121 stores and shops within this prefecture which has been approved by the Economic Stabilization Committee set up by the Trade Union Council and the Labor Administration Section. Several demonstrations were put on in the outlining towns and cities to publicize the blackmarket elimination campaign. To date the Asahi Chemical Company Labor Union at Nobeoka has made the greatest program.

g. Labor Union Education:

Lectures given during this report period were given to the membership of the union direct. Subjects of the lecture were "Trade Union Schools" and "The Role of Democratic Labor Union in Postwar Japan". The Trade Union Council is at present working on plans to establish a Trade Union School for this Prefecture.

7. Recommendations.

NONE

(Reports Control Symbol QESS-02)

HEADQUARTERS
SAGA MILITARY GOVERNMENT TEAM
Saga, Kyushu, Japan
APO 929

5 January 1948

Monthly Military Government Activities Report (Reports Control Symbol MG-4)

LABOR SURVEILLANCE REPORT
(Reports Control Symbol QESS-02)
1-31 December 1947
1st Lt. William E. Hethcote

ANNEX C:

1. Identification:

a. Prefecture Covered: Saga
b. Report for Month of: December 1947
c. Report Prepared by: 1st Lt. William E. Hethcote

2. Labor Procurement:

a. This team has been able to secure required Japanese technicians but is still greatly in need of qualified interpreters.

b. The average number of laborers used per work day during the month was 294.

c. The average number of workers on labor requisition during the month was 129, on procurement demand 165.

3. Wages and Working Conditions:

Recent wage raises and increases in various allowances as stipulated in the regulations issued by the Central Liaison Office are in effect.

4. Labor Relations:

a. Reports of instances of conciliation, mediation or arbitration of labor disputes by the Labor Relations Committee or by Japanese Government officials:

(1) The labor union of the Saga Insecticide Manufacturing Company, which is affiliated with the National Agricultural Society, on 20 November demanded a retirement allowance of ¥35,000 per worker. The company referred the matter to the Labor Relations Committee on 24 November. The conciliators helped negotiate the settlement in which both union and management agreed on a ¥10,000 retirement allowance per worker.

(2) The All Communication Workers' Union in Saga Prefecture appealed to the Labor Relations Committee for mediation on 25 November. The union's demands were as follows: (a) pay minimum wage of ¥1,500 based on the perfect distribution of daily necessities at official prices; (b) pay minimum wage of ¥3,000 based on official and balckmarket prices until the above program is placed into effect; (c) pay anti-crisis allowance of ¥3,000 per worker, ¥1,500 per dependent; (d) furnish uniforms to all workers; (e) provide dwellings for all workers; (f) pay full commuting allowance to all employees; (g) pay six times the monthly wage as marriage allowance; (h) abolish the age limit for entrance into the communication training institute; (i) speed up the discontinuance of the special contract post office system; (j) remove the call form system and hasten conversion to the dial telephone system; (k) increase the number of miscellaneous workers at the Saga Post Office to 13; (l) promote Imari-machi Post Office to "B" category; (m) add 3 more postmen to the present staff of each post office; (n) furnish one pair of tabi to each employee every 2 months; (o) increase the emergency service special travelling allowance. The union also stated its opposition to the "independent budget system" established by the Japanese Government without approval of the Communication Workers' Union, as well as to the fixed wage policy set up by the Japanese Government. On 10 December at the regular general meeting of the Labor Relations Committee it was decided to mediate only local matters.

(3) The Saga Prefecture Special Contract Post Office Workers' Union, affiliated with the All Japan Communication Workers' Union, appealed to the Labor Relations Committee for mediation on 12 November. The Special Contract Post Office employees, who are government workers, charged the Special Contract Post Office-master, who is not a government employee, with retaining 50% of the profit from the sale of stamps and post-cards and claimed that their "sales commissions" and "depreciation allowances" (tearing of stamps, etc.) were consequently reduced. On 10 December the following mediation plan was decided upon by the Labor Relations Committee and was handed to both parties concerned: The Special Contract Post Office-master should be urged to pay the 50% profit (retroactive to 1 November 1947) as "sales commissions" and "depreciation allowance" to the employees engaged in the sale of stamps and post-cards. This plan was accepted conditionally by the union on 19 December. The Special Contract Post Office-master has not as yet accepted the plan.

(4) The Togami Electric Instrument Manufacturing Co., Ltd., Workers' Union appealed to the Labor Relations Committee for conciliation on 11 November. The union demands were as follows: (a) to pay a "starvation surmounting" allowance of ¥900 per worker and ¥300 per dependent; (b) to raise the average monthly income to ¥3,000 (excluding income tax), effective October 1947; (c) to advance ¥5,000 per worker as a marriage fund; (d) to

revise the labor agreement; (e) to grant a sliding wage scale based on the cost of living. On 27 December the union accepted the conciliation plan submitted by the Labor Relations Committee whereby a ¥2,400 basic monthly wage was agreed upon by the two parties. The management also agreed to pay ¥1,000,000 as supplementary wages for August and September. The union agreed to respect the management's rights concerning personnel and other matters. At the next general meeting of the union the union will submit plans to make deductions from the workers' monthly wages for union leaders' salaries and for a marriage fund.

5. Employment:

a. Is unemployment being absorbed by the following?

(1) New developments in private industry: There has been very little increase in private industry during the period covered by this report in comparison with the preceding months. Apart from coal mines there are at present 89,402 workers in private industry. During this month 1,142 persons have been employed by industry, and 727 persons have retired. The total number of coal miners employed in this prefecture is 24,988 of whom 1,224 have been employed this month, with 603 workers retiring.

(2) Public Works: Public works during the reporting month totalled 171 projects with 6,135 persons employed. 226 persons were hired, 492 retired.

(3) Vocational Training: There are six vocational schools in the prefecture with a total enrollment of 144 students. Of these 12 students were placed in the schools this month, and there were no withdrawals.

(4) Others: With the enforcement of the "Employment Security Law" on 1 December 1947, with three months grace, seven private employment agencies will be abolished in this prefecture. The total number of office personnel affected by this law is 89.

b. Unemployment of repatriates and immigrants to Saga Prefecture for the month totals 1,776 persons.

6. General Observations:

There are no major disputes or strikes in the prefecture at present. Members of this team have given thirty-seven talks in the past two months to combined meetings of labor and management. The labor education meetings have been very well received and show results in increased production. The main cause of minor

disputes still remains the rising cost of living, and all industries except coal mines are complaining of the shortage of electricity.

The communistic influence is at a minimum, and it is believed that lectures and education programs are effectively neutralizing it. There is a gradual tendency in the coal mine unions in this prefecture to break with the CIU (Sambetsu) and become affiliated with the JFL (Tanro).

Annex "C", Labor Surveillance Report (RCS QESS-02)
to Monthly Military Government Activities Report
Ehime Military Government Team
1 to 31 December 1947

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HERBERT A. BREARLEY
WO 11
Labor Officer

1. Identification:

a. Prefecture Covered : Ehimo

b. Report for Month of: December 1947

c. Report Prepared by : Herbert A. Brearley, WO11
Labor Officer

2. Labor Procurement.

a. No difficulties were encountered by the Occupation Forces in the filling of labor requirements from Japanese Government.

b. Local Japanese agencies are complying with Japanese Government regulations pertaining to labor secured by labor requisition. No cases of violation are known.

c. There have been no significant changes in the proportion of workers on labor requisition to workers on procurement demand projects.

3. Wages and Working Conditions.

a. Conditions at the Fuji Bosoki Mill, Nyugawa were inspected during December. The dormitory system, which houses 8 girls and 30 men, at this plant is very clean, in a good state of repair, and has excellent fire fighting equipment. Dormitory rules are made by the workers. There is no labor contract, or compulsory form of employment for the female workers, they are free to leave the plant when they wish.

Fuji Bosoki Rayon Mill, Nyugawa - Employees: 620

| | |
|---|---|
| Highest male wage ..... | ¥ 3,524 |
| Lowest male wage ..... | 837 |
| Average male wage ..... | 1,547 |

| | |
|---|---|
| Highest female wage ..... | ¥ 2,144 |
| Lowest female wage ..... | 755 |
| Average female wage ..... | 1,274 |

Dormitory fees are ¥300 per month, the company paying an additional ¥600 per month for each member in order to provide cooks, repairs, and dormitory staff. A voluntary increase of 40% of the base pay was made in August to the workers, and when full electric power is available further increases are anticipated.

b. Wages paid by the Ehime Mujin (Finance Co.) were found to be below the average Ken wage. The system of over-time payment is due for revision under the labor standard law, at the present only ¥2 are paid for every completed 2 hours of over-time.

Ehime Mujin (Finance Co.) - Employees: 205

| | |
|---|---|
| Highest male wage ..... | ¥ 2,300 |
| Lowest male wage ..... | 735 |
| Average male wage ..... | 1,500 |
| Highest female wage ..... | 960 |
| Lowest female wage ..... | 515 |
| Average female wage ..... | 639 |

This company has no dormitory system, but the employees have to sleep on the premises in rotation to carry out the duties of watchman.

c. Occupation Force Workers this year have been granted a bonus of 2.8 months salary, 2 months of which was paid during December, the following .8 month will be paid in January.

d. No cases of abuse in employment or working condition involving laborers of the occupation forces have been reported.

4. Labor Relations.

a. No labor relations cases were handled by the Occupation Forces.

b. Action taken, and decisions made in labor disputes by:

(1) Japanese Police - None

(2) Japanese Procurators:

On the 16th December, the Ken Labor Relations Committee completed the investigation of the alleged violation of Article 11 of the Labor Union Law by the Manager of the Daio Paper Mill, Mishima. Interest in this case was revived, and at the final meeting held on December 26th the voting resulted in the finding of Ikawa, Manager of the Daio Paper Mill guilty of violation Article 11. The case is now in the hands of the procurator, and will be tried during January. The result of the voting was as follows:

(a) Employers representatives - 3 - no violation
(b) Laborers representatives - 3 - violation
(c) Neutral representatives - 2 - violation

(3) Japanese Courts:

On the 19th of June the Ken Labor Relations Committee referred the manager and owner of the Shinko Civil Engineering Company of Saijo to the Procurators Office for trial for attempted violation of Article 11 of the Labor Union Law. The case came up for trial on the 2nd December. The Procurator pressed for a fine of ¥500, however, the Judge found the defendant not guilty and dismissed the case. The owner of the company was further charged with a violation of Article 35 of the Labor Union Law, for not attending a meeting convened by the Labor Relations Committee when requested. This alleged violation was also dismissed by the Judge. This case arose when the owner and manager of the Shinko Eng. Co. threatened to close the plant if a union was formed during June.

c. Reports, Complaints, Allegations:

(1) Employer Influence in Unions - None.

(2) Discriminations against employees for Union Activities:

The case of the Noma Contracting Company was settled amicably when the owner decided he would recognize the company union. Relations between union and management are now very favorable.

d. Labor Disputes.

(1) The Iyo Railway Union has made the following demands on the company: 1) a 50% increase in pay (the present average wage is ¥2,100 including allowances, tax not deducted); 2) retirement pension; 3) marriage allowance of ¥4,000, ¥2,000 for a birth and ¥2,000 for a death; 4) the signing of a

labor contract. Management replied that the company could not function if these demands were met. The union, however, are firm in their demands but will continue to negotiate as long as possible, before taking further action.

(2) The Shikoku Electric Distribution Company Union submitted demands for 3 months' of the basic wage as year-end allowance, to the company. The reply to the demand received by the union on the 17th December was unsatisfactory, and it was decided to commence a "sabotage strike", of office work only, on the 19th. This consisted of refusing to pass telephone calls and refusing to submit certain reports on company operation. On December 23rd management and union again conferred, and on the 25th of December the company agreed to pay 3 months pay as year-end allowance. In consequence the strike was called off and further negotiations are proceeding.

(3) The 3,150 members of the Ehime Prefecture Workers Union submitted the following demands to the Governor during December:

(a) Minimum wage to guarantee 2,400 calories, retroactive to July. Actual amount in Yen, not yet calculated.

(b) Payment of hard living allowance of ¥2,000 per employee and ¥1,000 for each dependent from January to June 1948.

(c) Year-end allowance 2 months salary.

(d) Balancing of prefectural office workers wages with those of other prefectures - Ehime Ken is ¥200 lower than most prefectures on the average.

(e) Elimination of 'A' and 'B' districts. Ehime is a 'B' district and living conditions are more expensive than in Hiroshima, an "A" district.

(f) Payment of overtime, Sunday and holiday work.

The Governor replied that he is powerless in demand (a) but would contact the Central Government; the other demands would be considered. The union was informed that in order to meet these demands a per capita increase in tax would have to be made, the union, however, is opposed to a tax

increase, and requested other means of obtaining the money. Negotiations are continuing.

(4) The Nippon Transportation Company Union made extensive demands for allowances and wage increase through the Central Branch of the union on October 11. The company refused to meet the demands satisfactorily to the union, and on the 8th of November the case was appealed to the Central Labor Relations Committee. On December 12, the mediation plan was received and is at present being discussed by all branches of the union. The findings of the Central Labor Relations Committee were:

(a) New wage of increase of ¥1,600 from December 1st.
(b) Living allowance to make up for deficit from January to November, an amount averaging ¥6,500 per member, providing sufficient cash is available. If insufficient cash is available 50% will be paid in December and 50% in January.

This company is a Japan-wide organization which will be reorganized in the near future. The union is also demanding a voice in the "plan of re-organization", but the company refuses to consider this demand.

5. Employment.

a. There has been no important change in the number of persons unemployed in December.

b. Rayon plants in this prefecture would be able to absorb several hundreds of unemployed if power, and raw materials were made available to enable them to work at capacity.

c. There is no change in the number of people employed on public works projects. No further increases are planned due to lack of finance and materials.

d. Vocational training.- The amount of labor absorbed in vocational training is negligible.

e. The lumber industry generally is absorbing a limited number of men at the present time.

6. General Observations.

a. The reply of the Central Labor Relations Committee to the Railway workers, Communications workers, and Electric workers unions, is at present being studied by the unions concerned. The decisions of the various unions will be made available after the information contained in the reply has been dissimulated to all branch unions.

b. The demands made by labor for "year-end", "hard living", "marriage", and many other allowances have reached proportions which are far beyond the average business firm to meet. It is anticipated by the Niihama Chemical workers union (employees approx. 7,000) that demands will be made early in the New Year for a base pay of ¥5,000. With the present power restrictions, poor condition of plant, and low output per worker, it is hard to visualise how industry will meet these demands. Isolated plants however, such as the Shikoku Machinery and Hashihama Dockyard have monthly production goals, and management and union work harmoniously to achieve greater production in order to be in a position to pay higher wages.

c. Communist literature was distributed to workers in Niihama urging workers to ignore the financial statement submitted by the Nisshin Chemical Company and proceed with direct action to obtain further demands.

HEADQUARTERS
KAGAWA MILITARY GOVERNMENT TEAM
APO 1050

Annex C Labor Surveillance Report (RCS CESS-02) for period 1 Dec - 31 Dec 1947
Author : Capt. James A. Goyer

1. Labor Procurement

a. Japanese compliance with labor requisitions was excellent.

b . All local agencies are complying with government regulations pertaining to labor requisitions.

c. The average number of workers used per work day during month of December was 508.

2. Wage and working conditions

a. There are no workers on troop or dependent housing.

3. Labor Relations

a. In no labor relations case was action taken by the Occupation Forces

b. See Par. 5 a.

c. Police were called by the Labor Relations committee to quiet the mediation conferences being held for the Shikoku Shimbun Press Labor Union.

d. The Labor Relations Committee held mediation conferences for the Shikoku Shimbun Labor Union and the Local Office of the National Communications Workers Union; and conciliation for the Kagawa Prefectural Teachers Union, and the Shodoshima Coal Mine Labor Union.

4. Employment

a. There is no definite unemployment problem in that most of the registered unemployed are making more money in blackmarket activities and farming than they would in legal enterprise.

b. Repatriation and Immigration have caused no significant unemployment problem.

5. General Observations.

a. The Labor Union of the Shikoku Shimbun under the guise of demanding enforcement of a sliding scale contract, attempted to oust the president of the company. The union demanded dnforcement of the sliding scale, and then when an agreement on salary was reached they demanded that the President resign. The prime reason for removing the president was to enable the labor union to establish its own editorial policy by choosing those people whom they wanted to control the company.

Annex C (cont'd)

b. Other unions demanding changes in working conditions and raises of salary, bonuses, etc., are:

1. The Kagawa Teachers Union.

2. The Local Branch of the National Communications Labor Union Federation.

3. The union of the Takamatsu Local Tax Office.

4. The Kagawa Branch of the National Electrical Industry Labor Union.

5. The Kagawa Branch of the National Forest and Agricultural Ministry Personnel Union.

6. The Kagawa Branch of the National Financial and Industrial Bureau Union.

7. The Zentsuji Hospital Branch of the National Hospital Personnel Union.

RESTRICTED

BAYLIS R. CARSON, JR.
Captain, CAC
Chief of Economic Section

HEADQUARTERS
KOCHI MILITARY GOVERNMENT TEAM
APO 317

Reports Control
Symbol QESS-02

ANNEX C

TO

Monthly Military Government Activities Report (Reports Control Symbol MG-4) for the month of December 1947.

LABOR SURVEILLANCE REPORT

1. Identification

a. Prefecture covered: Kochi

b. Report for the month of: December 1947

c. Report prepared by: Labor Section, Kochi Military Government Team

2. Labor Procurement

a. Japanese compliance with labor requisition is satisfactory.

b. Japanese Government regulations concerning labor secured through requisitions are being complied with by the local Japanese agencies.

c. The following are the average number of laborers used per work day during December 1947.

| UNIT | NO. OF LABORERS |
|---|---|
| AMG | 88 |
| CIC | 14.9 |
| BCOF | 61.5 |
| TOTAL | 164.4 |

d. There have been no significant changes in the proportion of workers on labor requisition to workers on procurement demand projects.

3. Wages and Working Conditions

a. The following is a comparison of money wages and working hours of labor according to Occupational category as secured by (1) requisition. (2) labor working on procurement demand projects and (3) labor on troop and dependent housing projects.

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(1) There are no laborers working on troop or dependent housing projects at present.

(2) Wages

| Category of Labor | Labor secured by requisition | | Labor working on procurement demand project per day |
|---|---|---|---|
| | Permanent per day | Casual per day | |
| Construction skilled laborers | 80.00 yen | 65,00 yen | 120.00 yen |
| Other technicians | 80.00 yen | 65.00 yen | 120.00 yen |
| Drivers | 70.00 yen | 60.00 yen | 85.00 yen |
| Heavy laborers | 0 | 50.00 yen | 60.00 yen |
| Light Laborers | 60.00 yen | 40.00 yen | 50.00 yen |

(3) No significant changes in working hours.

(4) A 10% raise of basic wage and an increase of family allowance from 100 yen to 150 yen, were granted to all permanent workers of Occupation Forces, retroactive to 1 July 1947.

b. No other significant differences.

c. No abuses in employment or working conditions were reported concerning labor working for the Occupation Forces during the month of December.

4. Labor Relations

a. There were no labor relation cases which required action by the Occupation Forces.

b. The following are the action or decisions in regard to labor disputes, labor unions, or labor relations situations as pertain to:

(1) Japanese Police: None

(2) Japanese Procurators: None

(3) Japanese Courts: None

c. (1) Reports of complaints or allegation of:

(a) Employer domination or influence in labor union activity: None

(b) Discrimination against employees for labor union activity: None

(2) Report on proceedings and actions of Prefectural Labor Relations Committees or Prefectural Government with respect to c, (1) above: None

d. Mediation of labor disputes by Labor Relations Committee.

(1) The Labor Relations Committee, after meeting several times on the dispute between All-Japan Communications Worker's Union, East, Central and Hata Branches and the Kochi-Ken 3rd Class Postmasters Association, recommended that the Postmasters pay between 15% to 20% of their commission for the sale of stamps and postcards to members of the union who sell these items. This agreement was worked out between both parties concerned on the 27 December 1947.

(2) The case which was brought before the Kochi-Ken District Labor Relations Committee for Mediation on 12 November 1947 by Zyutaro Yamashita and Sunao Edo (representatives of the labor union members on strike of Transportation Ministry Kochi Habor Construction workers' union and hereafter called A) against Zyunji Kyogoku (Head of Transportation Ministry, Kochi Harbor Construction workshop, hereafter called B) in regard to mass-discharge establishment of a retiring allowance and proper distribution of ration goods was settled peacefully with the following 4 points agreement reached at the Mediation Committee Meeting held on 5 December which had been legally organized by the District Labor Relations Committee for the purpose of mediating this dispute. To confirm the settlement of the dispute, 3 copies of the memorandum were made: 1 each of which are kept by A and B and the other is kept by the Kochi Ken District Labor Relations Committee. The four (4) points agreed upon are as follows:

1. B confirms its statement on withdrawal of mass-discharge of

29 November in accordance with the cancellation of 10% reduction of budget for the fiscal year of 1947.

2. B agrees to do its best to raise wages and to pay retiring allowance.

3. Distribution of ration-goods should be impartial and should never entertain any doubt.

4. Should any questions occur as to the above 3 points, A is entitled to bring the questions before the Kochi-Ken Labor Relations Committee at any time for mediation and arbitration.

5. Employment:

a. Employment in general:

(1) The Public Employment Security Office in Kochi Prefecture has secured jobs during the month of December for 464 people in the following jobs.

| | | |
|---|---|---|
| 1. | Farming | 5 |
| 2. | Mining | 16 |
| 3. | Industry | 309 |
| 4. | Merchant clerks | 46 |
| 5. | Transportation & Communication | 10 |
| 6. | Professional | 23 |
| 7. | Public Service | 47 |
| 8. | Domestic | 8 |

(2) The number of applicants to the employment office were 1735, the majority of the applicants were looking for jobs in Civil Engineering, Transportation or Communication works.

(3) The number of applicants for the textile industry for this month was 157, of which 23 were male.

(4) Actual number of workers engaged in public enterprises in Kochi-Ken was 14,735. Total number of days worked for the enterprises was 369,638.

(5) Skilled labor training institutes are being operated as usual.

b. Repatriation or immigration have not affected the labor situation in this prefecture during December.

6. General observations

a. The 27th regular session of Kochi Local Labor Relations Committee was held on 6 December 1947 at the Kochi-Ken Chamber of Commerce. Two to four representatives from each neutral, employer, and employees were present. The establishment of a labor hall (Rodo Kaikan) was discussed and a committee was established to look into this matter. Other matters discussed were the labor dispute of Transportation Ministry Kochi Harbor Construction Workers' Union and the All-Japan Communication Workers' Union.

b. Development of self organization among workers. The following sixteen (16) Labor Unions were organized during December 1947.

| Name | Location | No. of Union Members | | | Parent Organization |
|---|---|---|---|---|---|
| | | Male | Female | Total | |
| Kochi Nankai Paper Mfg. Co. Workers' Union | No.33, Asahi-kami-machi, Kochi City | 0 | 16 | 16 | Kochi-Ken Labor Union Assembly |
| Side car drivers' Association | 252, Honcho-suji, Kochi City | 10 | 0 | 10 | None |
| Shimohayama Starch Mfg. Co. Workers' Union | Shimohayama-mura, Takaoka-gun | 27 | 7 | 34 | Japanese Federation of Labor |
| Kochi Rope Mfg. Co. Workers' Union | 1-73, Sanbashi-dori, Kochi City | 8 | 13 | 21 | Japanese Federation of Labor |

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| | | | | | |
|---|---|---|---|---|---|
| Shinusa-cho, Town-office Employees' Union | Shinusa-cho, Takaoka-gun | 13 | 10 | 23 | None |
| Kiragawa Ship Building Co. Workers' Union | Kiragawa-cho, Aki-gun | 41 | 0 | 41 | None |
| All-Japan Ship Builders' Union Kochi-Ken Branch, Nankaitanatsukis Sub-Branch | 5,025, Naga-hama-cho, Kochi City | 42 | 1 | 43 | All-Japan Ship Build-ers' Union Kochi-Ken Branch |
| All-Japan Ship Builders' Union, Kochi-Ken Branch, Tosa Sub-Branch | 196, Tanezaki Kochi City | 145 | 18 | 163 | Kochi-Ken Labor Union Assembly |
| Niida-mura Farmers' Asso-ciation Employees' Union | Niida-mura, Takaoka-gun | 9 | 7 | 16 | None |
| Kochi Prefectural Office Employees' Union, Hata Branch | Nakamura-cho, Hata-gun | 283 | 31 | 314 | Kochi Pref-ectrual Office Employees' Union |
| Nippon Hatchbodo Kochi Factory Workers' Union | 1-117, San-bashi-dori Kochi City | 19 | 8 | 27 | Japanese Federa-tion of Labor |
| Kaminokae-cho Town Office Employees' Union | Kaminokae-cho, Takaoka-gun | 6 | 4 | 10 | None |
| Northern part of Takaoka and Agawa-gun Agrarian Law Enforcement Officials' Union | A-1, 735, Sakawa-cho, Takaoka-gun | 19 | 12 | 31 | None |
| Onomi-mura Village Office Employees' Union | Onomi-mura, Takaoka-gun | 7 | 5 | 12 | None |
| Kawasaki Forestry Office Employees' Union | Showa-mura, Hata-gun | 157 | 39 | 196 | J.F.L. Hata-Branch, All-Shikoku Governmental Forestry Workers' Union |
| Kochi-Ken Hazama-gumi Workers' Union | 122, Tokiwa-Kochi City | 136 | 5 | 141 | Japanese Federation of Labor |

Annex C, Cont'd Reports Control Symbol QESS-02

Formation of Federated Labor Union

| | | | | | | |
|---|---|---|---|---|---|---|
| Tosa Tengucho-shi Manufactures' Federation of Labor | 3-121, Asahi machi, Kochi City | 575 | 935 | 1,510 | | Japanese Federation of Labor |

c. The following eight (8) Labor Agreements have been reached during December 1947.

| Employers | Labor Union | No. of Union Members | | | Type of Industry | Way of Conclusion |
|---|---|---|---|---|---|---|
| | | Male | Female | Total | | |
| Imai Shipbuilding Co. | All-Japan Ship Builders' Union, Kochi-Ken Branch Imai Sub-Branch | 64 | 4 | 68 | Ship building | Collective bargaining after a dispute. |
| Hisa Shipbuilding Co. | All-Japan Ship Builders' Union, Kochi-Ken Branch, Hisa Sub-Branch | 55 | 5 | 60 | " | " |
| Kawasaki Forestry Office | Kawasaki Forestry Office Employees Union | 156 | 39 | 195 | Forestry | By peaceable negotiation |
| Nippon Precise Machine Mfg. Factory | Nippon Precise Machine Mfg. Factory Workers' Union | 41 | 2 | 43 | Machine & Tool | " |
| Japan Cement Mfg. Co. | Japan Cement Mfg. Co. Workers' Union | 408 | 54 | 462 | Cement Mfg. | " |
| Hitata Ship Building Co. | All-Japan Ship Builders' Union, Kochi-Ken Branch, Hitata Sub-Branch | 9 | 0 | 9 | Ship building | Collective bargaining after a dispute |
| Kudarugawa Forestry Office Kudarugawa Workshop | Government Forestry Workers' Union, Kudarugawa Branch | 59 | 12 | 71 | Forestry | By peaceable negotiation |

Annex C, Cont'd

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| | | | | | | | |
|---|---|---|---|---|---|---|---|
| Yamamoto Ship Building Co. Wood Workers' Dept. Workers' Union | All-Japan Ship Builders' Union, Kochi-Ken Branch, Yamamoto Sub-Branch | 46 | 2 | 48 | Ship building | Collective bargaining after a dispute |

Annex C to MG-4, Reports Control Symbol QESS-02, Headquarters
Tokushima Military Government Team, APO 317, December 1947

G.W. HATTON, Capt (BCOF), Labor Officer

Labor Surveillance

1. Labor Procurement

a. With the exception of one requisition for an interpreter all labor requisitions for the month have been filled.

b. No violation by Japanese Agencies of regulations pertaining to labor secured through requisition has been observed.

c. The following is the average number of Japanese workers used per work day during the month.

| | | | |
|---|---|---|---|
| AMG .. ..... | 70 | Wadashima (BCOF) ..... | 43 |
| CIC ..... | 15 | Kuramoto (BCOF) ..... | 19 |
| Dependents Domestics ... | 16 | Dependents Domestics .... | 3 |
| Total U.S. Forces | 101 | Total BCOF | 65 |

Grand Total 166 Workers daily average.

d. No significant change has been observed in the proportion of workers on labor requisitions to workers on procurement demand projects.

2. Wages and Working Conditions

a. There is no variation in the hours of labor according to the type of engagement; wage variations were as follows:

| Classification | Requisition | Housing Projects |
|---|---|---|
| Carpenter | ¥ 66.00 | ¥ 100.00 |
| Painter | 77.00 | 100.00 |
| Plasterer | 77.00 | 100.00 |
| Glazier | 55.00 | 100.00 |
| Laborer | 35.00 | 60.00 |
| Electric Worker | 55.00 | 80.00 |

b. No significant differences exist in other terms of employment.

c. There were no reports of abuses in employment or working conditions involving labor working on Occupational Force requisitions or projects.

3. Labor Relations

a. There were no labor relations cases where action was taken by Occupational Forces, Japanese Police, procurators or courts.

b. No complaints of employer domination, influence, or discrimination in connection with labor union activity were received other than the matter mentioned in the following paragraph:

Registration of the breakway union of employees of Manabe Industrial Company Ltd. has been refused on the grounds that it admits affiliation of persons recognizable as agents of the company, that acts of coercion have occurred and that strikebreaking is the main purpose of the union. The union has appealed through the governor to the labor minister. In the meantime the Labor Relations Committee has referred certain facts of the dispute to the procurator for examination with a view to filling charges under Article 11. No economic assistance has been given the strikers but it is understood that advice and guidance is being given by local J.F.L. leaders.

4. Employment

a. According to prefectural figures 490 of the unemployed of the prefecture were absorbed during the month, as follows:

| | |
|---|---|
| New Developments in Private Industry | 71 |
| Public Works | 241 |
| Employment Outside Prefecture | 160 |
| Miscellaneous | 18 |

b. There were 47 persons, 33 male and 14 females undergoing vacational training under direction of the Tokushima Prefectural Educational Section during the month.

c. Movements of repatriates out of the prefecture accounted for 24 persons previously reported as having been unemployed.

5. General Observations

a. Labor rallies were held in four of the towns in the prefecture during the month. The attendance averaged about fifty at each meeting and about 20 percent of the audience asked questions at the conclusion of the lectures. In the main the questions showed a lamentable lack of understanding of labor and labor unions and proved conclusively that there is an urgent need for simple labor education. Tokushima prefecture is a very rural prefecture and in common with all rural centers is considerably backward in industrial and labor matters. Officials at the prefecture would appear to be studying and reading a mass of high and theoretical matter on the subject and as such have no understanding of the basic elementary principles. It has been suggested

that a series of lunchtime talks be made to all the factory workers in the prefecture on the basic principles in forming a union, proper democratic election of office-bearers and their powers and responsibilities, and impressing the need for full authority by all members of expenditure and any action taken. A brief examination of some of the constitutions of unions in the prefecture reveals need for amendment in various clauses defining the duties and powers of the president and committee.

b. A brief examination of the Prefectural Labor Standard Office reveals that little or nothing has been done to fill several vacancies for inspectors. The chief of the office at present appears to have very little idea of understanding of his office, and states that other than a general direction from the Labor Standard Bureau to further the education of the worker in the Labor Standard Law he has received no instructions. The difficulty of obtaining experienced personnel was the excuse for not filling vacancies. At the suggestion of the MG Labor Officer suitable prospective inspectors will be appointed by 10 January next and will commence a course on the Labor Standard Law and the duties of an Inspector. A provisional syllabus for this course is being submitted to the MG Labor Officer for consideration of any recommendations which he may care to make.

c. In the Tokushima Mimpo newspaper December 25 there appeared a long article headed "No labor dispute in our faith, it is a paradise for workers' announced by Nankai-Tabi Co., Naruto city". This article deals with the Nankai-Tabi Company's arrangement with its labor and states that there is no necessity for a labor union as the relations existing between labor and management are so harmonious as to allow the worker to imagine he is a part of a huge family who cares for all his needs and pays him a salary of 3,300 Yen per month for male employees and 1,500 Yen per month for females. Mr. Hirose the foreman of the factory concludes his interview with words to the effect that this firm shows the special features of the family system and has no need for the organization of any union nor will there be one organized in the future. It is significant that a similar article appeared in the Sangyo-Keizai Shimbun published in Osaka on December 17 extolling the virtues of the Osaka Seisaku Sho, another company operating on the same lines. At the conclusion of the Japanese holidays the MG Team Labor Officer accompanied by the prefectural labor officer will visit the president of this Nankai-Tabi firm.

d. There have been some minor labor disputes with management during the month mostly on the question of wages but they have been settled quietly by the management granting further wage increases. This is to be expected as it is understood that the basic wage in this prefecture is lower than other prefectures and has not been increased from time to time at the same rate.

Hiroshima Military Government Team
APO 317
Kure, Honshu, Japan

13 Jan

SUBJECT: Monthly Military Government Activities Report (Annex C - Labor Surveillance) ( Report Control Symbol QESS-02)

Period Covered: 1 December through 31 December 1947

Prepared by : Kent O. Buckingham, 1st Lt., AC 55396

1. Labor Procurement

   a. The Japanese Government, out of 508,146 laborers requisitioned during December, furnished 508,325, which is 179 over the total number requisitioned.

   b. 2a above indicates how well local authorities are complying with regulations pertaining to labor secured through Labor Requisitions in Hiroshima Prefecture.

   c. An average of 16,397 Japanese employees were used each day by Occupation Forces in this area.

   d. No signifiacnt changes occured in the proportion of workers on procurement demand projects.

2. Wages and Working Conditions

   a. As per inclosure 1.

   b. No reportable differences in terms of wage supplements, special rations, holiday and rest periods, billeting and transportation privileges.

   c. There were no known abuses in employment of working conditions involving labor working onOccupation Force requisitions, Procurement Demand projects, or troop or dependent housing projects, e.g., "Kickbacks", labor conscription.

3. Labor Relations

   a. This section had no occurrence this month in dealing with Labor Relations.

   b. No actions or decisions by the following with regard to labor disputes, labor unions or labor relation situations:

      (1) Japanese Police
      (2) Japanese Procurators
      (3) Japanese Courts



Annex C - Military Activities Report, Hiroshima Military Government Team for the month of December 1947.

Annex C, Labor Surveillance, continued.

c. (1) Complaints or allegations of:

(a) Employer domination or influence in labor union activity: None

(b) Discrimination against employees for labor union activity: None

(2) Proceedings and actions of Prefectural Labor Relation Committees or Prefectural Government: None reported.

d. Labor disputes through Hiroshima Prefecture include those at Chugoku, Shikoku Civil Engineering Branch Office, Home Ministry; Hiroshima Communications Bureau; Hiroshima Branch of Japan Express Co. Ltd.; Onomichi Plant, Sanko Shipbuilding Factory, and Hiroshima Branch, Nippon Refrigerating Co. Ltd.

4. Employment

a. During December 3232 persons received employment by the following:

| | | |
|---|---|---|
| (1) | Private enterprises: | 913 persons or 28% |
| (2) | Public enterprises : | 848 persons or 26% |
| (3) | Other : | 1,471 persons or 46% |

b. It is estimated that, through repatriation, approximately 700 persons are unable to find employment.

Annex to Annex C (Labor Surveillance Report)

COMPARISON OF HOURS OF WORK AND WAGES PAID TO LABORERS AND TRADESMEN ON PROCUREMENT DEMAND PROJECTS, BY LABOR REQUISITION AND ON DEPENDENT HOUSING PROJECTS

| TRADE CATEGORIES | LABOR BY REQUISITION | | LABOR ON PD PROJECTS | | LABOR ON DEPENDENT HOUSING PROJECTS | |
|---|---|---|---|---|---|---|
| | Average No. Hrs. Worked | Average No. Salary | Average No. Hrs. Worked | Average No. Salary | Average No. Hrs. Worked | Average No. Salary |
| Plumber | 178 | 2550 | 177 | 2537 | 197 | 2683 |
| Carpenter | 172 | 2389 | 155 | 2217 | 217 | 2804 |
| Mason | 168 | 2252 | 120 | 1920 | 198 | 2379 |
| Roofer | 180 | 2247 | 32 | 800 | - | - |
| Painter | 186 | 2365 | 159 | 2369 | 131 | - |
| Glassman | 175 | 2417 | 308 | 1664 | 72 | 1303 |
| Stone-mason | 181 | 2274 | 102 | 1618 | 114 | 1382 |
| Gardener | 182 | 2294 | 192 | 2932 | - | - |
| Welder | 175 | 2356 | 109 | 2407 | 183 | 2205 |
| Blacksmith | 177 | 2718 | 168 | 2199 | - | - |
| Mechanic | 176 | 2479 | 161 | 2091 | - | - |
| Sheet Metal Worker | 175 | 2601 | - | - | 128 | 1760 |
| Electrician | 179 | 2448 | 161 | 2288 | 783 | 2449 |
| Chauffeur | 176 | 2074 | 184 | 2315 | 310 | 3100 |
| Boilerman | 217 | 2750 | - | - | 182 | 2368 |
| Draftsman | 182 | 2434 | 182 | 2520 | - | - |
| Interpreters | 185 | 2483 | 306 | 2787 | - | - |
| Clerk | 175 | 1924 | 218 | 2400 | - | - |

HEADQUARTERS
OKAYAMA MILITARY GOVERNMENT TEAM
APO 317

ANNEX C

Labor Surveillance
(Report Control Symbol QESS - 02)

1. Identification

a. Prefecture covered: Okayama

b. Report for month of: December, 1947

c. Report prepared by: WO/1 M.W.Perkins,
Labor Officer

2. Labor Procurement

a. Extent of compliance by Japanese with labor requisition: 87%.

b. Local Japanese agencies are complying with Japanese Government regulations pertaining to labor secured through labor requisition.

c. Average number of laborers used by Occupation Forces per working day during the month: 2,365.

3. Wages and working conditions.

a. A few differences exist in other terms of employment such as the special BCOF ration and some few transportation privileges given to certain categories of labor secured by requisition.

b. Satisfaction was expressed at the Government's gesture of paying the Occupation Force workers supplementary allowances equivalent to 2.8 months wages. The first installment was paid on 24 December and the remaining 0.8 will be paid in January, 1948.

c. No abuses are known to exist in employment or working conditions involving labor working for the Occupation Forces.

4. Labor Relations.

a. There were no labor relations cases where action by the occupation forces was taken.

b. (1) None reported.

(2) None reported.

(3) None reported.

c. (1) (a) None reported

(b) Reference monthly activities report for November, 1947, Annex C, paragraph 4c. After investigation, the Okayama District Labor Relations Committee decided to mediate between the Employee and Employer with a view to having the former reinstated. Two members of the Committee acted as mediators and the dispute was settled. Kamei resumed his former position in the factory and requested that the charge against the Employer be withdrawn. This request was accepted by the general meeting of Okayama District Labor Relations Committee.

d. (1) The Labor dispute at the Takizawa Iron Works, Tamashima-cho, Asaguchi-gun which resulted in a strike on 18 November, was settled on 9 December 1947. The cause of the strike was a demand for a wage basis of ¥ 2,800 and a retiring allowance. The dispute was finally settled by the aid of the Okayama Prefecture Labor Relations Committee and the Okayama Area Metal Workers' Union. The strike was conducted in an orderly manner and there was no evidence of radical influence among the strikers.

(2) The Okayama Prefectural Agricultural Association Workers' Union, comprising 1,950 members, entered into a dispute for a wage increase to ¥ 2,700, conclusion of a labor agreement and full employment. Application was made by the Union to the District Labor Relations Committee for arbitration. Five members of the Committee, including the president, formed a mediation committee, and as a result the offer by the Association to give a special winter allowance of ¥ 3,200 per employee was approved by the Union. The other points of the disputes will be settled in the near future.

(3) The Yamamoto Kogyo-cho Workers' Association, consisting of 18 members, entered into dispute with the management, who through financial difficulties were closing the factory and paying one month's pay as retiring allowance to the employees. The Union had demanded eight (8) months' pay as a retiring allowance. Through the medium of the Okayama Labor Relations Committee the dispute was settled, all the workers being rehired by the new owner of the factory and a retiring allowance of ¥140,000 to be divided among the workers.

(4) Tamano Branch of the All Japan Ship-building Workers' Union, with a membership of 6,920, have been negotiating during the month for a wage increase of ¥1,300 per capita and a special winter allowance of ¥1,000 to be given each worker. In order to give the increased wages demanded, the Company informed the union that it would be essential to discharge 1,200 workers. The union would not agree to this and negotiations proceeded, the company eventually withdrawing its proposal of discharging the 1,200 workers.

5. Employment

a. Approximately 1,861 unemployed were absorbed during the month by the following:

| | | |
|---|---|---|
| (1) | Private industry: | 846 persons. |
| (2) | Public Works: | 280 persons. |
| (3) | Vocational Training: | 200 persons. |
| (4) | Others: | 535 persons. |

b. Unemployment figures for the month stand at 12,500.

c. Repatriates totalling 509 have increased unemployment slightly.

6. General Observations.

a. A lecture on the "Local Union" was given by the Labor officer to 47 Labor Union representatives who were attending a

three-day series of lectures. The panel exhibits on "Democratic Organizations" were also utilized and proved very effective to a group of seventy (70) Railway Workers, most of whom were young people.

b. Mr. Paul D. Jackson, Labor Relations Officer, Labor Division, SCAP, visited Okayama on 12 and 13 December. During his stay the following meetings were held:

(1) Labor Rally which was attended by 1,650 members of labor organizations from the Prefecture. Mr Jackson spoke on Democratic Trade Unions and Collective Bargaining. At the conclusion of his speeches written questions were invited.

(2) Management Conference, attended by 750 business men from the prefecture. Mr. Jackson addressed this gathering on the management side of collective bargaining.

(3) Labor Relations Committee Conference. Mr. Jackson spoke on the importance of the duties and functions of the Labor Relations Committee with particular reference to the importance of competent conciliators.

c. The first two conferences held by Mr. Jackson had an excellent attendance which was far in excess of the numbers expected. Publicity was given through the newspapers that Mr. Jackson was lecturing and that the Commanding Officer, Okayama Military Government Team, the Governor, Okayama Prefecture, and other top Labor officials of the Prefecture would also be on the platform. Such visits by officials from higher headquarters are of great value and more frequent visits would be appreciated.

7. Recommendations: None.