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HEADQUARTERS
 CHUGOKU CIVIL AFFAIRS REGION
 ECONOMICS SECTION
 Labor Division

15 February 1951

MEMORANDUM FOR: Record

SUBJECT: Conference Between Okayama Labor Standard Bureau
 Officials and Mr. Rose, ESS, GHQ, on 8-9 February 1951

PREPARED BY: Edwin Sakai, Labor Division

1. General Picture of the Okayama Labor Standard Bureau

The population of Okayama Prefecture (as of 31 Oct 1950) is 1,661,186. Male population is 804,420 and female numbers 856,716. There are 7 cities, 71 towns and 368 villages which are covered by 7 Labor Standard Inspection Office. 12,247 establishments are covered by the Labor Standard Law involving 167,109 workers. (male - 120,289 and female 46,820). The Bureau has 70 staffs, LSIO has 93 staffs or a total of 163 throughout the prefecture. The staffs are classified as follows.

Inspectors	49
Jimuin	37
Yonin	66
Yatoi	<u>11</u>
Total	93

The major enterprises covered by the Law in the prefecture are:

- a. Article 8, item (1) Enterprises engaged in the manufacture etc., totalling 4,892.
- b. Article 8, item (8) Enterprises engaged in the selling etc., 1,968.
- c. Article 8, item (3) Enterprises engaged in the engineering, construction, etc., 1,078.
- d. Article 8, item (12) Enterprises engaged in the education, research etc., 882.

The breakdown of Article 8, item (1) indicates that lumber industry ranks first, food industry second, textile industry third, agricultural implement manufacturing industry fourth, chemical industry fifth and clay industry sixth in the number of establishments.

2. Conditions of Establishments

Number of Violations:

The following table shows the total number of violations since the promulgation of the Law.

	<u>No. of Violations</u>	<u>No. Referred to Procurator's Office</u>	<u>No. Indicted</u>	<u>No. of Non-Indictment</u>	<u>No. of cases pending</u>
1948	12,645	3	2	1	0
1949	30,658	45	6	21	18
1950	21,124	17	7	15	13

These violations could be divided into two major types of violations' namely, record violation and actual violation as follows:

	<u>Record Violation</u>	<u>Actual Violation</u>
1948	7,025	5,620
1949	14,144	16,514
1950	6,183	14,944

Greatest number of violations for record keeping record were Articles 107 and 108 of the Law while Articles 32, 24, 37 and 42 were most frequently violated in actual practices.

During the first year of the enforcement of the Law, number of violations was small because the first year was considered as enlightenment and guidance period. Noticeable increase of violations in 1949 was due to intensive inspection of all establishments coming under the Law.

3. Safety Programs

Seventeen establishments in which most frequent accidents occurred were designated as special establishments in 1949 in order to carry out safety education and to reduce the number of accidents. The program, however, proved to be a failure.

Survey carried out on these 17 establishments at the end of June 1949 showed that 40% of the establishments succeeded in decreasing the accidents, 30% remained stationary and 30% showed increase. At the end of the year, 40% showed decrease but 60% showed increased accident rates. Following reasons were given for the failure of the program:

- a. Retrenchment program and special war demand brought about increased working hours and overload of work.

b. Improvement of machineries and facilities did not go in parallel with the retrenchment program.

c. Top management lacked knowledge on safety techniques and safety consciousness.

d. Workers were interested more in wage than in safety program.

The safety promotion campaign carried out during November and December, however, brought about 30% overall decrease in accident rates. Consequently, payment of workmen's accident compensation insurance decreased greatly in November and December.

The safety promotion campaign is being carried out for February and March with 505 establishments being designated to bring about an improvement.

Mr. Rose pointed out that the general idea in Japan, it appears, is that it is costly to promote safety and to bring out improvement which is not true. The fundamental and important thing in avoiding accident is to arouse the workers consciousness in which little or no expense is involved. It need not go into expensive program in improvement of housekeeping. Many things contribute to good housekeeping. Many accidents are caused by falling objects, stumbling over objects and carelessness on the part of the workers. It should be pointed out to the employer and workers what they could do without going into expenses and train workers and management in housekeeping, primarily to get them interested in doing things by themselves.

4. Sanitation

Sanitation condition of plants in this prefecture is considered to be average of the nation. The major problem in this field is the silicosis disease prevalent in the ceramic and mining districts. It is estimated that there are about 400 silicosis cases. Yanahara Pyrite Mine is one of the chief sources. 40 patients are covered by the Workmen's Accident Compensation Insurance. Counter measures have been effected along the line of instruction given by the Ministry.

5. Unpaid Wages

Generally speaking, unpaid wage cases are on declining trend.

6. Women's and Minor Office

The Labor Ministry designated fifteen textile factories throughout the country in which extensive survey will be carried out by the women officials of the Bureau. Three out of the above fifteen plants happened to be located in Okayama Prefecture. Aside from the five other surveys ordered by the Ministry, the survey on cotton spinning factories

are taking up most of two women official's time. Five surveys now being carried out are:

- a. Improvement of facilities of women workshop.
- b. Working conditions of minor.
- c. Survey on Free Lance Nurses.
- d. Survey on Women Unemployment.
- e. List of Plants Employing over 50 female workers.

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