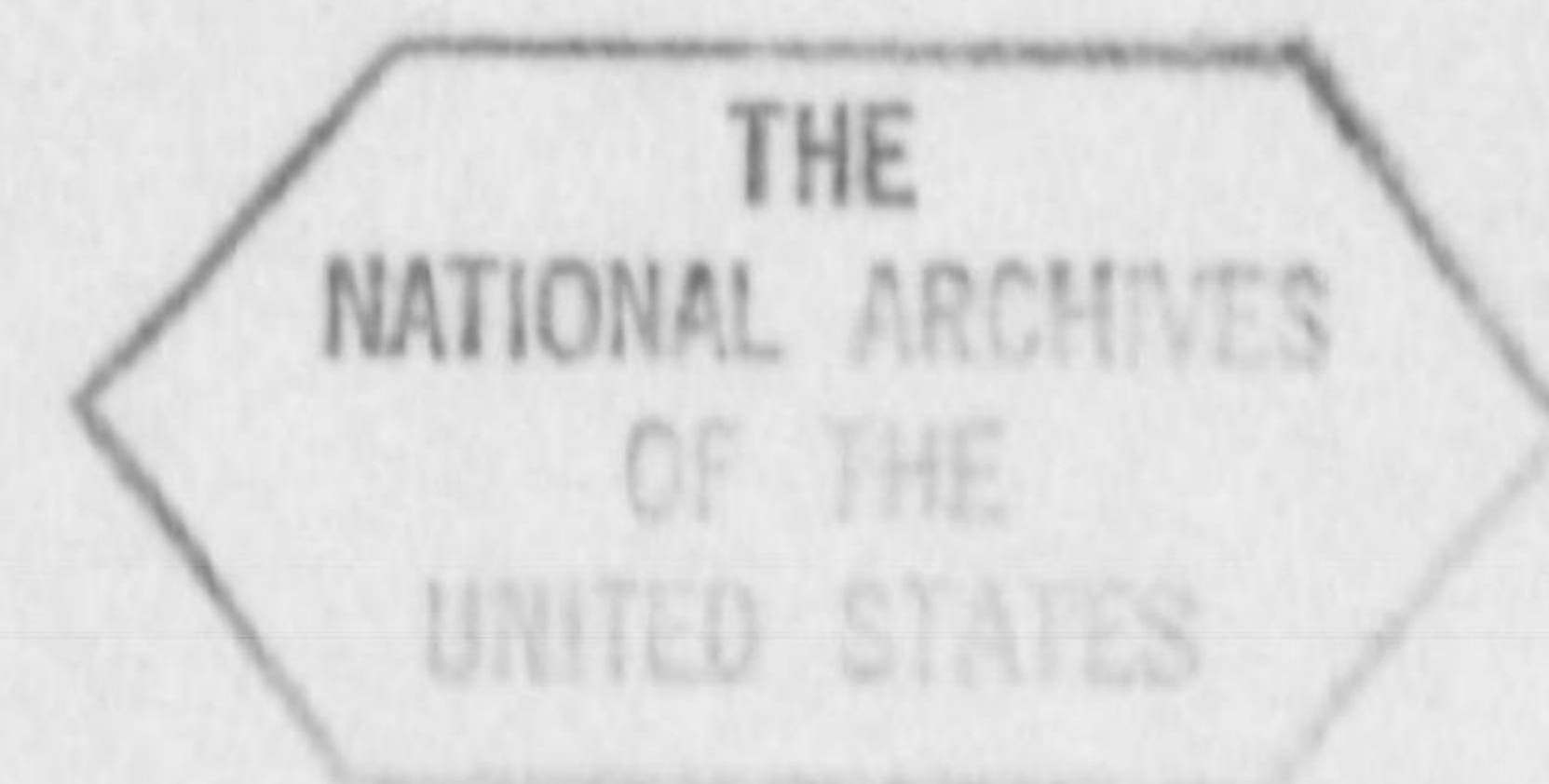


**GHQ/SCAP Records(RG 331)**  
**Description of contents**



- (1) Box no. 2329
- (2) Folder title/number: (5)  
13 A (58-104)
- (3) Date: Dec. 1948 - July 1949

(4) Subject:

Classification	Type of record
740	c

- (5) Item description and comment:  
Includes Contents List

(6) Reproduction:  Yes  No

(7) Film no. \_\_\_\_\_ Sheet no. \_\_\_\_\_



NO.	DATE	FROM	TO	SUBJECT
76.	23 Feb.	Yokohama Ship Yard & Engine Works.		The Sound Relations Between the Labor and the Management Should be.
77.	23 Feb.	YL Co.		Notification to the pref. Labor Standard Bureau
78.	12 March	YLO		Petition concerning handling of labor for the occupational Development of Conflict between the Japan Forces Cement Lab. Union & the Jap. Cement Co.
79.	22 Mar. 49	Shiroi Air Force Base		Corruption of Kinzo Terayama, Japanese Natnl. Sub-administrator in Labor Office
80.				
81.	23 Feb.	Yokohama Ship Yard & Engine Works.		The Sound Relation Between the Labor and The Management Should Be?
82.		"		Labor Agreement
83.	30 Mar.	Japan Coal Mining Federation		Proposal Miners Wages
84.	9 Apr.	Toshiba		Toshiba Roren Print No. 713
85.	14 Apr.	"		Report of Toshiba Dispute
86.	18 Apr.	"		Toshiba at the Cross-Roads
87.	9 May 49	Jap. Feder. Employers Asso.		The Nikkeiren Times # 46-47
88.	10 May	Tokyo-Shibaaura		Story of dispute between Management and Union
89.	11 May	Toshiba Kamo Plant		The Labor Dispute of the Kamo Plant
90.	25 May	Wellendorf		Forms used by Union and Company officials
91.	21 May	CLMB		Coal Mine dispute
92.	27 May	Mitsubishi Mining Co., Ltd.		Report upon Solution of the Labor Dispute of the Federation of All Mitsubishi Coal Miners' Unions in Kyushu.
93.	4 June	Toshiba		Report on The Labor Dispute of the Kamo Plant
94.	23 June	JNR		Report on strike at the Japan Nation Railway
95.	23 June	Oku		Use of Posters, signs, facilities by Labor Unions
96.	15 June			Recommendation
97.				Ministry of Labor Organization Rules
98.	7 June	Jap. Fed. of Emp. Assn.		The criteria for treating full-time union officers About the distressed conditions of the Metal Mining Industry.
99.	May 49			
100.	21 June			Informal Agreement
101.	23 June	Japan Steel Co.		Report on the Latest Information Regarding Labor Union Activities of Japan Steel Works
102.	27 June	Toshiba		Information No. 17 Joint Instruction
103.				What is FESO? Prepared by Labor Ministry
104.	6 July	Doherty		Mr. Doherty's letter about Japanese Ogan Koban retire



58.	20 Aug 48	Econ. Dept. Yamagata Fre.	Labor	Report of the situation as to thoroughgoing Campaign against laborer supply business.
59.	23 Dec 48	Mitsui Chemical Industry Co.	"	Petition for mitigation of penalty on Meikichi Harada.
60.	23 Dec 48	"	"	Release of Meikichi Harada who was sentenced to three years' heavy labor at the Fukuoka Mil. Court on a charge of having violated the memorandum regulating "demonstration and assembly" as a responsible leader of the union.
61.		Nisshin Chem. Co., Ltd.	Labor	Concerning with the temporary payment at the end of the year.
62.	27 Dec 48	Jap. Coal Mining Fed.		Wage Agreement Annexed Note to Wage Agreement Understanding Annexed to Wage Agreement
63.	29 Dec 48	Tokyo MG Team		Opposed to General Agreement Akita Still in Violence to General Agreement
64.	30 Dec 48	Oriental Rolling Mill Co.	Labor	Report on the labor dispute in the Toyo Kohan K.K.
65.	6 Jan 49			All Nippon Express Labor Union Kanagawa Chapter
66.				Wage Agreement (signed 22 Dec 48) Provisions of the Committee for Operation & Enforcement of Agreements
67.	17 Jan 49	Coal Mine League Tokyo Shibaaura		
68.	3 Jan 49	Electric Co.		Report on Kamo Plant
69.	18 Jan	Nissin Chemical Co. Ltd.		Report on the Labor Dispute in the Nihama Works of our Company.
70.		Japan Coal Mining Federation		Agreement on Repercussion Allowances
71.		Mitsubishi Heavy Ind.		Labor Agreement
72.	24 Jan	Mitsubishi Elec. Wkr Union		Progress Report on Negotiations
73.	9 Feb.	Mitsui Mining Co.		Report on discharge of an employee for cause, begging you would kindly connect with the labor official at Fukuoka MG and justify our proposition.
74.	9 Feb	Toyo Soda Manufacturing		Petition for Resuming Operation of Ammoniac Process Soda Plant of Toyo Soda Manfg. Co.
75.	9, Feb.	Mitsui Mining Company		Report on discharge of an employee for cause, begging you would kindly connect with the labor official at Fukuoka M.G. and justify our position.



- 4008 Labor Branch Mil Govt

28170 3/22 1949

2-382124

June 15, 1949

*File in file*

Chief of Military Government Section  
Headquarters - Eighth Army  
APO 503 - Postmaster  
San Francisco, California

Attention Labor Department

Dear Sir:-

The writer was connected with a Japanese concern for over thirty years. This concern is now in existence in Yokchama; namely, Hara & Company.

At the outbreak of the war, the concern filed with the U. S. Government a request to pay to about fifteen of us, certain sums according to length of service as a termination pay. Being the Officer Manager for this concern, it has fallen upon me to prove to our government that this was the practice of Japanese concerns.

If it is not asking too much, would you be good enough to forward me information on the Oiban & Koban system? This would help me materially, proving as requested by the Alien Property Custodian, that this custom prevailed amongst Japanese concerns.

As these claims are now being reviewed, I would greatly appreciate an early reply, and my sincere thanks for anything you can furnish me accompanies this request, I remain,

Very truly yours,

/s/t/James L. Doherty

91-08-107th Street  
Richmond Hill, L. I., New York

C O P Y



COPY

# HARA & CO.

TELEPHONE

CABLE ADDRESS:  
"HARAGOMEI YOKOHAMA"

IMPORTERS & EXPORTERS

YOKOHAMA { 2-3821  
                  2-3822  
                  2-3823  
HONKYOKU { 2-3824  
                  2-7122  
                  2-7323

CODE USED:  
BENTLEY'S SECOND PHRASE

C/O RAW SILK CONDITIONING HOUSE,  
57, 5-CHOME, KITANAKADORI, NAKAKU,  
YOKOHAMA, JAPAN.

LETTER No.

YOKOHAMA, July 2, 1949.

Mr. James L. Doherty,  
91-08-107th Street,  
Richmond Hill, L.I., New York,

Dear Mr. Doherty,

It gives me the great pleasure to write you after such a long time as twelve years elapsed.

Your letter of 15th June '49 addressed to the Headquarters Eighth Army has been transferred to me for giving attention.

I have been anxiously awaiting the advent of conclusion of the peace treaty when Hara & Co. shall be able to file a claim with the Alien Property Custodian in New York for release of its personal property including frozen deposits with banks.

If such a claim would meet with the authorized approval, the company should be in a delightful position to adequately remunerate for the royal services to the old employees.

Now, I am glad to hear that these claims are now being reviewed, though presumably so far limited to those filed by American citizen.

I hereby state that it is the common practice in Japan to pay the termination pay to the employees according to the length and royalty of service. There is however, no such system of remuneration as called "Oiban and Koban" (presumably Ohban Koban, meaning gold coins in big and small sizes) or the like.

I will appreciate it very much if you will keep me well posted about the steps to be taken by the company.

Hoping to hear from you soon,

Respectfully yours,

HARA & CO.,

-----  
Y. NISHIMOTO, GENERAL MANAGER



July 2, 1949.

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91-08-107th Street,  
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Respectfully yours,

HARA & CO.,

Y. NISHIMOTO, GENERAL MANAGER



What is PESO ? ✓ all caps

Prepared by  
Labor Ministry

PESO is the foremost front of employment security which is most closely connected with people's daily life. There are 525 PESOs throughout the country which are operated by 10,151 members with their devoted service. They refer applicants to jobs suited to them freely and quickly according to their abilities, while they supply employers with laborers needed by them. In this way PESOs intend to carry out employment security and contribute to economic rehabilitation. The PESO activities are itemized as follows.

(1) Referral.

Referral making is a main work for PESO.

And PESO, by receiving job-order and job-application with fair play and impartiality, gives a chance not only for applicants to get jobs which are considered best suited to them in light of their past careers and individual traits, but also for employers to get their most desirable applicants.

(2) Vocational guidance

For those who have scanty knowledge --- such as minors, femal workers, the handicapped, unskilled, etc., --- occupational knowledge is to be given, occupational selection is to be facilitated, suitable occupation is to be selected, labor enlightenment movement is to be conducted. Especially schools are positively co-operated.



(3)

Referral to PTVG.

PVTC

Those who want to be technical workers are referred to PTVG.

(4)

Referral to public works, and Work Relief Project.

To those who cannot find their suited work at once, public works such as construction for levee, rivers, roads, etc., or comparatively simple work Relief Projects are referred.

(5)

Unemployment insurance.

For those qualified claimants in unemployment insurance who are separated and applied for employment to PESO, the office make special efforts to secure employment, but, in case they cannot be placed in spite of the effort, PESO pay benefit to them on recognition of their unemployment.

(6)

Industrial service.

On the top of job-opening hunt for the benefit of applicants, PESO conducts industrial service providing data, methods, criterions necessary for labor recruitment, selection, placement, displacement, personnel management at employer's request.

(7)

Guidance and supervision on employment exchange, labor recruitment, and labor supply project conducted by non-gov't agencies.

Employment security is principally to be conducted by gov't organs in light of its public nature, but



as long as they are not in contravention of the principal of employment security service, non-gov't agencies are allowed to conduct the service, but they are guided and supervised so as to prevent them from being pure money making projects or undemocratic.

In other word, PESO is to be so arranged and conducted that applicants may be able to find their suited jobs by utilizing the office, in such ways as (1) applicants are referred to their suited work being given vocational guidance and counseling, (2) those who cannot find suited jobs at once are absorbed to public works or work relief projects for the time being or (3) they are to be paid insurance benefit and at the same time they are to be referred to and placed in suited jobs, (4) those applicants who cannot find suited jobs for want of skill and experience are to be referred and entered to PVTC so that they may be placed later in those employment that labor market wants.

Besides PESO does various activities to supply employers with suited workers quickly, with fair play, and freely.

*Franklin D. Roosevelt*  
*1. 1933*



Sent copies to  
I Corps  
IX Corps  
Tokyo CAT  
Kanagawa CAT  
Shizuoka CAT

~~CONFIDENTIAL~~

*Copies to: (sent)  
Gen Shepard  
L29  
32,59*

TOKYO SHIBAURA ELECTRIC CO.

June 27, 1949.

*File in  
Labor  
JMM*

Information No.17

Joint Instruction

Issued by

National Federation of Metal Industry Workers'  
Unions and All Japan Electrical Equipment  
Workers' Unions.

(Under date of June 11, 1949)

"Expand the people - controlling struggle of National Federation of Metal Industry Workers' Unions through the Defensive Struggle of Government Railway."

1. The workers of the Government Railway who are concentrating their whole strength on the defence of the Government Railway which is the basis of all the industries have risen to use force decidedly against the industry-destroying policy and the discharge through the Regular Personnel Act of the comprador-like Yoshida Cabinet.
2. The heroic struggle of the Government Railway comrades will smash the foundation of the traitorous Yoshida Government, and the 400,000 workers of All Japan Communications Workers' Union have decided to use force to fight jointly with the Government Railway workers.
3. All branches of National Federation of Metal Industry Workers' Unions and All Japan Electrical Equipment Workers' Unions shall support the above struggle (using force) for the defence of all key industries together with all laborers, farmers, citizens, and students,



and organize the people's struggle for the accomplishments of their aim.

4. All branches shall organize manoeuvring action corps in each prefectural and regional Federation of workers' unions. In areas where the Government Railway workers have begun to use force, defend the engine-ward (Kikan-ku), electric-car-ward (densha-ku), car-inspection-ward (kensha-ku) and conductor-ward (shasho-ku).
5. Begin to use force in the form of shop-control and develop it into the people's control of key industries by concentrating it on the joint struggle in each area.
6. In Kanagawa the people's car was run, in compliance with the demand of the neighbouring stores, factories and offices by starting the mass action.
7. All local branches shall organize joint action against local authority by taking up concrete demand of farmers, citizens and students in order to expand the people's control.
8. All local branches shall concentrate the results onto the centre.
9. All local branches are requested to develop their struggles against authority so that they may win Japan General Federation to their side.
10. They are requested to contact the headquarters without delay about their plan and current situation.
11. In Tokyo the preparations are being completed for striking a fatal blow to the enemy.



TO: LABOR

TOKYO SHIBAURA ELECTRIC CO.

June 27, 1949

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Jill  
in Labor



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C O P Y



JAPAN STEEL WORKS, LTD.  
Tokyo.

23 June 1949.

TO : Labor Division  
ESS, SCAP

SUBJECT: Report on the latest information regarding Labor  
Union Activities of Japan Steel works

Supplementing our two (2) previous reports on the subject  
matter, we wish to make the following report, based on information  
gathered to date:

I. Latest Trend in Communist Movement

*Please see #19 first*

A. Iwazaki Plant

(1) Leaders

Chairman of Tokyo Chapter of Zenkin - Wakui, Yoneji (Com-  
munist Party)

Chairman of Mitama District Committee - Shinogoe (Comm-  
munist Party)

Member of Political Bureau of Communist Party - Ito, Ritsu  
(Communist Party)

Owing to the fact that Dobashi, Kazuyoshi (Communist  
Party) had to attend the Zentel Conference, Ito was  
appointed as substitute, by the decision made at the  
Kanto District Party Committee meeting.

Secretary of Tokyo-to Labor Relations Committee - Yokoyama,  
Fujio

(2) Lawyer - Jiyu Hoso-dan (Free Lawyers' Organization) Takagi

(3) In charge of preparations for strife - Middle bracket Party  
members

(4) In order to lead the case of Japan Steel Works' discharge  
to people's strife, a meeting to announce the actual facts  
regarding the Japan Steel Works' discharge shall be held at  
the Fuchu Auditorium.

(5) Actions shall be taken after 12 June depending on the attitude  
of the company.

(6) The present economic strife shall henceforth be lead to a  
political strife.



- (7) AS it is impossible for the Communist Party to concentrate in one area in giving support under the present circumstances, owing to the limited number of members, the strife shall be prolonged. Then, the support of the Communist Party can be better realized.
- (8) Until the announcement is made of the employees to be discharged, action shall be limited to individual intermittent negotiations or walk-outs. After the announcement, a seemingly spontaneous strike shall be carried out under secret instructions. Legal -- illegal means shall be resorted to according to circumstances.
- (9) Residence council should be well organized, and should be worked up so as to create strife atmosphere.
- (10) Make strong contention to the effect that the union is desirous of making peaceful negotiations with the company in the initial stage. Then, the company is likely to lose patience and stop negotiations on its own initiative. With this in mind, make attacks upon the company. After the announcement of the names of discharged personnel, court strife shall be carried out parallel with actions.
- (11) Mobilization of outsiders shall be carried out with the maximum number available. There is no need of attaching importance to the fact that the plant is ~~separations-~~ designated.
- (12) Individual unions should cooperate with the federation as much as possible, but care should be taken so as not to go to the extent of making it impossible to carry out the preconcerted tactics.
- (13) If success has been attained in making it the People's Strife, actions, both legally and illegally, shall be taken.
- (14) When the strife reaches the stage of retreating, the officers of the Musashi Labor Union shall concentrate their efforts in controlling the general public. The following three groups shall make concerted efforts against the company:
  - a. Communist Party Headquarters members
  - b. Leading Communist Party members of the outside supporters
  - c. Communist Party members among the officers of the Musashi Labor Union
- (15) Out-door activities are movement to obtain signatures and canvassing funds, through which enlightening of the general public and propagation shall be carried out not merely from the standpoint of Japan Steel works alone but of the laborers



in general as well.

- (16) Strive for the help of the company in finding jobs for the discharged personnel. In case the company claims that it is not possible, state that the union would like to carry it out and obtain approval of the company for the union to carry on political strife within the company premises.
- (17) If surplus of strength is still available, strife should be made against local authorities. However, in the final stage of the battle, if the policemen should make attempts to interfere, instigate them even by illegal means, and demonstrate to the general public the unjustified pressure directed against the labor movement.
- (18) The prolongation of strife against discharge of personnel will lead to involvement in politics and also to people's strife. As this will eventually cause the company to withdraw the plan of discharging, every effort shall be made to prolong the strife.
- (19) The above decision was reached at the joint cell meeting of the Japan Steel Works Communist Party Cell and the Yushu Communist Party Cell, with the expressed purpose of protecting the Japan Steel Works, held under the leadership of Shimogoe and Ito.

B. Yokohama Plant

*Please see # (13) first*

(1) Leaders

Kasuga, Shoichi (Communist Party)  
Member of Prefectural District Committee - Nomura  
organizer - Higuchi (former secretary to Kasuga, Shoichi)

- (2) The responsibility for the straitened circumstances rests not only upon the company but is a political strife. Through such strife, the activities of the Communist Party should be made known to the general public.
- (3) As the present strife is an offensive against capitalism, endeavor to aggrandize and prolong the strife. This will result in protecting industry at the same time.
- (4) The destruction of company organization will not have any significance. Put pressure on Zengizoren and cause the monopolistic capitalists to oppose the racial capitalists. Then bring about the downfall of the Yoshida Cabinet. Gain the Superintendent and non-members of the union over to our side. The method of doing this is as follows:  
Federation - each individual union - each group in union - citizens of cities and towns - Committee for Protection of Industry - Strife against local authorities - Production



Control - Townsman Control - People's Strife

- (5) Let the Residence Council and Youth Group go out to canvass funds.
- (6) The joint strife against Zentei will be carried out by Kasuga, namely, the letters and telephone communications of the company will be disrupted or listened in secretly.
- (7) Lead the Residence Council to People's Strife and through the pressure of the mass, gain the Superintendent and non-members of the union over to our side.
- (8) Prolong the strife and drag the local people into strife, leading to the denunciation of the policy of the Yoshida Cabinet.
- (9) The aim of demonstration is to lead the local people into strife. Weaken the local authorities by demonstration tactics.
- (10) Expose the fact that the company is a slave of the banks. The primary aim of the strife is political.
- (11) Illegal strikes are not considered favorably, but if the local people are lead into strife, it will be considered permissible.
- (12) Make the Residence Council into organization and lay the foundation to lead it to people's strife. Make the Residence Council take part in out-door activities.
- (13) The above decision was reached at the joint cell meeting of the Japan Steel Works, Yokohama Cell and the Residence Cell, held under the leadership of Kasuga, Shoichi.

2. Number of Communists and Sympathizers by Plants

PLANT	Total No. of employees	No. discharged	Affiliation	Communists	Sympathizers
Murozen	5844	-	Neutral	77	129
Hiroshima	2033	682	Sanbetsu	39	59
Yokohama	725	365	Sodomei	24	114
Musashi	624	264	Sanbetsu	56	78
Utsunomiya	1036	-	Sanbetsu	88	54

3. The contemplated course of Action to be Taken by the Company

There are indications that a good number among the remnants are wanting to return to work. They are, however, not strongly united to brave the intimidation and violence, instigated particularly by outsiders led by Communists. Every effort is being made on our part to commence operation



again at the earliest date possible.

In regard to the program of streamlining our plants, we are determined to carry it out by all means. Otherwise, sound and efficient management can never be realized.

JAPAN STEEL WORKS, LTD.

*Teruji Atarashiya*  
TERUJI ATARASHIYA  
President



17 June 1949.

Labor Division,  
Economic and Scientific Section,  
General Headquarters.

Gentlemen:

The company wishes to express its hearty appreciation towards G.H.Q. in its sincere wish to settle peacefully this inauspicious incident between the company and the labor union.

In respects of settling the dispute most peacefully between the company and the union in view of the company's situation, it has been considered by the company that the most efficient measure is to bargain with the individual union and not with the Federation, and up till present the company had been bargaining in accordance with this policy, but to great regret, it was finally disrupted.

Further, bargaining with the Federation as advised was carried on for 3 days from 9 June 1949 at the Main Office but this too was compelled to fail.

(1) The tangible reason why bargaining must be held between the individual unions and the company are as follows:

a. The personnel adjustment of this time is not common to all of the plants. For example no personnel adjustment whatsoever is being done at the Muroran and Utsunomiya Works. Accordingly it cannot be settled by bargaining with the Federation.

b. The company is executing an Independent Accounting System for each plant and so the basis and the ratio for the personnel readjustment differs with the plant's actual circumstances and so consequently, it cannot be settled by bargaining with the Federation.

c. To decide the various tangible conditions of personnel adjustment with the Central Federation would differ greatly from actual situation.

d. In concern with the discharge procedures, the Working Regulations enacted by each plant (enacted by each plant in accordance with the Labor Standards Law) varies and so it cannot be discussed commonly by bargaining with the Federation.

(2) In addition to the above four reasons, the company considers the following:

a. In the future when concluding a Labor Agreement, the company wishes to conclude it with each individual union as encouraged by G.H.Q. and the Labor Ministry and the union has been notified of this, but if and when at this time the principal aim is placed on Federation bargaining, this plan will collapse.

b. It is considered that if the principal aim is placed on Federation bargaining, this incident will become more complicated. From past experience, when the individual unions were not satisfied, it has neglected the Federation and have gone into local conflict several times. The union will enlarge and prolong the incident by combining federation and local strifes.



c. It appears that the union has plans to criticize through this incident the policy of the Yoshida Cabinet, namely the execution of the 9 Economic Principles. Consequently, if bargaining with the Federation is made the principal aim, the Communist Party members of the Federation representatives will enlarge the incident by this.

d. In short, if bargaining is done with principal aim on the Federation, there are great possibilities of incidents like Hiroshima occurring in other plants, but a greater possibility of a more peaceful and quicker settlement of the incident if the bargaining is done with the individual union.

e. Though how many mass bargaining with the Federation may be carried out in the future, there is hardly any possibility of agreement. It is considered that it would needlessly be taken advantage of by the union's delay scheme.



INVESTIGATION OF HIROSHIMA WORKS PARTY CONNECTION  
(Investigation as of 29 May 1949 by the Main Office)

1. Total party members in Hiroshima Prefecture; 4,128

2. The Korean League and the Party Cells of the Japan Steel Works hold liaison once a week on a set day. It is said that the above League is going to offer 200,000 yen to the Japan Steel Works Cell for strife funds.

3. Party instruction system;

a. Residence Cell

Harada to Mori to the Residence Cells.

b. Management Cell

Harada to Sadamatsu Kurokami to the Management Cells.

The leadership of the above mentioned Kurokami (Japan Steel Works employees) is great and it seems that it was the great motive power of this trouble.

4. Connections with Party Cells of other companies;

For joint strife an offensive and Defensive Alliance has been concluded with five companies, Mitsubishi and others.

5. Preparation of mass mobilization;

Mobilizing preparations for an average of 3,000 persons per day are ready. Such Cell as Kurokami have actually mobilized about 10,000 persons in a day.

The mobilization consists of Minshu Yogo Renmei, Party Cell families student organizations, Seikyo, press, Zentei, Kokutetsu, Densan, etc.

It is said that the Residence Cells and the Management Cells combined have organized a Protection of Japan Steel Works Association.

A lsc for the revision of the Labor Agreement and the delay in the payment of wages, an Industrial Protection Association has been organized.

6. Strife funds (Labor Union);

Approximately 300,000 yen

With the addition of 200,000 yen donation from the Korean League, for the time being, approximately 500,000 yen.

7. The political color of the Japan Steel Works Ltd., Hiroshima Works Labor Union officials;

Union President	Hayashi	age 27	Party member
Union Vice-President	Sato	35	Right
Chief Secretary	Ichimi	28	Neutral left
Liaison Manager	Takeda	33	Neutral
Production Manager	Nishimura	38	Neutral
Education and Publicity Manager	Kitahira	31	Party member
Investigation Manager	Yoshikawa	25	Neutral left
Welfare Manager	Kamimoto	30	Neutral

The executive members will be omitted.

The color of the officials of the Youth Section which was especially the core of illegitimate movement of this trouble are as follows;

Tokunaga	26	Bipartisan
Kurokami	28	Party member
Kagawa	27	Party member
Ikeda	33	Party member
Nakata	26	Bipartisan



SUMMARY REPORT ON DEVELOPMENT OF LABOR RELATIONS  
IN THE HIROSHIMA PLANT OF JAPAN STEEL WORKS

Report No. 1.

(covering the period from 2 June up to 15 June 1949)

2 June After making explanation of the situation of the plant management, Superintendent Minakawa notified the Labor Union to the effect that it is impossible to continue operation of business under the present condition and that discharge of 700 personnel is necessary. Criteria for discharge consisting of 11 clauses and principal points of the Temporary Retirement Allowance were presented. He stated that this was the best conceivable plan that the management could draw up and urged the Union to submit freely any capital plans or opinions that it may have.

3 June The Union held a meeting and resolved that it was absolutely opposed to the proposed plan of discharging personnel by the Management, and demanded the management to withdraw the afore-mentioned plan. The Management rejected the demand.

Wild cat strike was started; strong movements were initiated to obtain signatures against discharging of personnel, section and department chiefs being also solicited (no chiefs signed); drives for funds were started.

4 June The Management requested the Union once again to reconsider the Personnel Adjustment Plan.

The Management held conferences with the Union for 5 consecutive days on 4, 5, 6, 7, 8 June to deliberate on the rationalization problem.

The Union had been given permission to hold union meetings or shop meetings from time to time to reconsider the issue, but there were no indications of the Union becoming level-headed, and manoeuvres to drag on were evident. On the other hand, the Union seemed to be in high spirits by the outsiders' support from the labor unions of Hiroshima Mitsubishi Shipyard, Mitsubishi Rolling Stock Plant, Government Railways and other labor unions and the Korean League.

8 June Counter-plan was submitted by the Union in lieu of the Union's previously submitted demand to withdraw the proposed plan of discharging personnel made against the Management's Personnel Adjustment Plan. The announcement of the counter-plan of the Union was made as follows: "The figures of 38,000,000 YEN quoted by the Management are questionable. We believe it would be possible to boost the production of sewing machine. The current production of sewing machines of five hundred (500) can be increased up to one thousand (1,000). The red figures can thus be overcome, and the discharging of personnel would not be necessary."



- 9 June The Management rejected the Union's counter-plan of 8 June, stating the fact that the goal in the production of sewing machine had until recently been set at 600 to 700, but the disposal of even 500 can barely be made and that it would be utterly absurd to insist on boosting the production twofold. The negotiation thus reach dead-lock.
- 11 June The Management submitted to the Union the list of six hundred and twenty two (622) discharged personnel, and dispatched mails to individuals notifying the discharge.
- 12 June The Union demanded its members to forward the letters to the Union without opening them, and pressed the Management to withdraw the plan. The dispute lasted until mid-night, and the Management submitted an ultimatum to the Union rejecting the Union's demand by stating that "the plan for discharging personnel will not be withdrawn".
- 13 June Thus, the issue became further aggravated, and the Union forcedly carried out the Management's staff (ranks of section chiefs and above) one by one near the pond in front of the main door, and demanded the withdrawal of the Management's Personnel Adjustment Plan (the procedures resembled the so-called "People's Court", almost resorting to violence), causing five members of the Management's staff to faint.
- 14 June The Management gave notice of the lock-out and also of the direction by the Chugoku Region Military Government prohibiting the entrance of union members into the plant area, with the exception of the maintenance crew, as the plant has been reparations-designated. Notwithstanding, the union members entered the area, and refused to leave. On the other hand, the Prefectural Governor dispatched Commerce & Industry Department Chief Kakishima with a written demand to leave the area, and negotiation with the Union was made, but the demand was turned down. In the meantime, a portion of the policemen evacuated temporarily to Aasaki Primary School. The Chugoku Region Military Government directed the Hiroshima Higashi Police Station to keep strict guard, with the support of the Funakoshi Police Station (Japan Steel Works being under its jurisdiction) and other policemen of the prefecture.
- 15 June By 2 A.M. the policemen on the scene numbered approximately 2,000, and at about 4.30 A.M. announcement was made through loud speaker from Horikoshiyama on the western side of the plant, broadcasting the Governor's advice to leave the plant area, but the Union interrupted it by singing the Internationale Song and blowing siren, and refused to leave. The police force entered from the back gate on the westside and made a surprise attack on the picket line. They gradually broke through the scrumage of the union members and finally drove them completely outside at 6.30 A.M. The Union reported that as a result of the clash, thirty (30) were taken into custody and approximately three hundred (300) were either seriously or slightly injured, and libeled the oppression on the part of the police authorities.



SUMMARY REPORT ON DEVELOPMENT OF LABOR RELATIONS  
IN THE YOKOHAMA PLANT OF JAPAN STEEL WORKS

Report No. 1.

(Covering the period from 2 June up to 21 June 1949)

- 2 June Meeting was held to explain the reasons for the Personnel Adjustment Plan.
- 3 June The Management proposed several times to hold meeting to deliberate on the matter with the Union, but the Union consistently  
12 June rejected the proposal on the ground that the matter should be taken up by the Federation of Labor Unions of the Japan Steel Works (hereinafter called the Federation).
- 12 June The union members of Ishikawajima and Nippei Sangyo made unlawful entry into the plant area without the permission of the plant custodian.
- 13 June The Union proposed to hold collective bargaining concerning the following subjects for discussion:
- (1) Immediate withdrawal of the Personnel Adjustment Plan.
  - (2) Recognition of the Federation as the main negotiating organ.
  - (3) Alteration of the Provisions for Retirement Allowance to be made upon deliberation with the Federation.
  - (4) Full payment of unpaid wages.
- The Management agreed to the proposal of collective bargaining, but the negotiations ended in failure to reach any agreement.
- 14 June In accordance with the proposal of the Management to deliberate  
to on "Personnel Adjustment Plan and Its Criteria" and "Selection  
18 June of persons to be Discharged", collective bargaining was held, but no agreement was reached.
- 17 June The Management and the Union were ordered by the Kanagawa Military Government Team to report themselves regarding the incident of unlawful entry into the plant area on 12 June.
- 21 June The Management proposed to hold meeting of a "Personnel Committee on Selection of Individual Personnel to be Discharged", but the Union rejected the proposal.



SUMMARY REPORT ON DEVELOPMENT OF LABOR RELATIONS  
IN THE MIBASHI PLANT OF JAPAN STEEL WORKS

Report No. 1.

(Covering the period from 2 June up to 23 June 1949)

- 2 June Meeting was held to explain the reasons for the Personnel Adjustment Plan.
- 3 June The management proposed to hold meeting to deliberate on the above to matter with the union, but the union being busily occupied with
- 5 June the preparations for strike failed to comply.
- 6 June Big Rally to Rouse to Action was held by the union.
- 7 June Meetings (or collective bargaining) were held, but the union consistently demanded the withdrawal of the Personnel Adjustment Plan,
- 12 June and negotiations failed to reach any agreement.
- 2 June Mass demonstration was held.
- Capt. Shambaugh of the Fuchu Ordnance Center requested information on the situation.
- 13 June Notifications were sent through the Central Post Office to the discharged personnel by certified mails and to the personnel retained by postal cards stating "From 16 June, bring with you your identification card and this postal card in entering the plant area".
- The majority of the discharged personnel refused to accept delivery of this notification.
- 14 June Employees' Rally was held.
- The Management submitted the list of discharged personnel to the union, but it was rejected.
- collective bargaining was held.
- Starting from 12.00 noon, the union went on 12 hour strike.
- 15 June List of the personnel retained was posted on the bulletin board.
- Eight (8) members of the town assembly of Fuchu (including the town headman) called on the management to give advice to reconsider the Personnel Adjustment Plan. The Superintendent called on the Vice President of the town assembly to decline the above advice.
- Shop discussion meetings were held.
- collective bargaining was held concerning the entrance of personnel discharged.



Four (4) officials from the Reparations Section of Tokyo-to called on the Management to advise the Management regarding the maintenance of reparations facilities.

16 June At 5.00 A.M. the entire members of the Labor Union assembled in front of the main gate, and at 7.00 A.M. they forced entry into the plant area in spite of the efforts made by the section and shop chiefs to prevent their entry.

Collective bargaining was held.

Officers of the Occupation Forces and officials of Tokyo-to called to give the following instructions to the Management and the Union:

Participants:

Management: Superintendent Murakami, department and section chiefs, Labor Dept. Chief Miyake of the Head Office, Kurihara.  
Union : Committee Vice Chairman Akiyama, Committee members Matsubashi and Nikami, Secretary Hirose.  
Occupation Forces: Capt. Angel of Tokyo Military Govt. Team, Lt. Col. Baiser of the 1st Cavalry Div., Lt. Tanaka, Capt. Gould of 229 Ord. Depot.  
Tokyo-to : Chief Kita, Mr. Daimon

Instructions:

- (1) Until further notice is given by the Tokyo Military Govt. Team, it is directed that all operations of the Japan Steel Works, Musashi Plant be halted from 17 June 1949.
- (2) Excepting the undermentioned personnel, entrance into the plant area is prohibited hereafter:
  - a. Those holding official passes issued by the Tokyo Military Govt. Team.
  - b. Guards
  - c. Maintenance crew ((ten --(10) personnel appointed by the custodian))
  - d. Administrative personnel (those appointed by the custodian as administrative personnel for custody)
  - e. Ten (10) members of the Strife Committee of the Union and one (1) secretary.
- (3) All the employees are ordered to return their identification cards to the custodian.
- (4) Inasmuch as this plant is under the custody of the Tokyo Military Govt. Team, any actions that may endanger the safety of the facilities in the plant are strictly prohibited.

17 June 1949.

Tokyo Military Government Team.



Visitors who called at the plant are as follows:

Investigation Dept. Chief Yokoyama of the Tokyo-to Labor Relations Committee  
Reporter of Asahi Shinbun  
Two (2) reporters of Akahata (Red Flag)  
Mr. Kanai & one (1) other of Tachikawa Labor Administration Office.

17 June Excepting those specially permitted, no one entered.

Collective bargaining was held.

Visited the Tokyo Military Government Team to make confirmation of the instructions of last night to halt operations of factory.

Management: Superintendent Muraoka, Administration Dept. Chief Kusakari, Kurihara.  
Union : Chairman of Committee Kafuku, Vice Chairman of Committee Akiyama, Shigeru Saito and two (2) members of Zenkinzoku (All Metal Workers' Union)  
Tokyo-to : Chief Kita, Mr. Daimon, Mr. Hirabayashi, Mr. Wakada

M.G.

Reparations: Capt. Angel, Interpreter Kaya & 2 others

M.G.

Labor Relations: Capt. Rice, Interpreter Miki & 2 others

Twenty two (22) union members called on Managing Director Chikada at the Head Office.

18 June Received official notification of the previous day from Mr. Tayama Chief of Reparations Section of Tokyo-to.

The union decided to assemble two hundred (200) at the near-by Fuchu Seisakusho every day hereafter and take turns to start canvassing funds and other outside activities.

Collective bargaining held.

Visitor: Director of Tachikawa Labor Administration Office.

20 June Permission was received to transport manufactured products.

22 June Received new badges from Tokyo-to for the personnel retained.

Proposal was made to the Management by the Committee for Joint Protection and Strife in Fuchu District (Chairman Mochizuki, President of Toshiba Labor Union) stating "If nothing is done, there is fear of the second Hiroshima incident breaking out, so we advise that collective bargaining be held". We rejected the proposal.



*[Handwritten Signature]*

Informal Agreement

Effective April 1, to June 30, 1949  
Executed at Tokyo June 21, 1949

Japan Coal Mining Federation (hereafter referred to as A) and Japan Federation of Coal Miners Unions (hereafter referred to as B) agree as follows, on coal miner's and mine office workers' pay for the period from April to June, pursuant to the conciliation of Dr. Suehiro, Chairman of the Central Labor Relations Board.

Witnesseth

1. Wage from April to June inclusive shall be agreed upon in principle on the basis provided for in the old National Agreement.

Reason for setting up the same standard efficiency as the old Agreement

Though the seasonal difference in efficiency between the first half and the second half shall be recognized to exist in the normal condition, it is agreed that the standard efficiency shall not be changed specially taking into consideration the actual situation that coal mines are on the way to recovery and the immediate establishment of self-supporting operation is requested.

100



2. For the purpose of relieving workers from their increased burden caused by the revised price of rice, payment of the difference between the new and old price for the specially rationed rice delivered more than other industries shall be made.

Amount of payment mentioned above shall be one hundred and twenty (120) yen (net receipt) for one worker throughout three months from April to June.

3. In mines which shall be obliged not to carry out the principle of the above two articles by special conditions caused by the new situation since March, special arrangement can be made on the revision or enforcement of that principle on the consultation between labor and management.

In case both parties should fail to agree, the matter shall be referred to the tri-party conference to be settled.

Understanding as to the application of this clause

( 1 ) Only those special mines which shall fall into the financial deadlock or shall become difficult to realize the stabilization policy rationally when they enforce the principle of article one, can request the "revision" in the application of article three. Other general coal mines are not allowed to request the "revision" taking advantage of the new situation.



( 2 ) Management will not enforce any revised measure unilaterally before any agreement of opinion is reached. However special mines mentioned in ( 1 ) are allowed to continue their temporary measures which they have been carrying on since April, till any agreement can be reached. Other coal mines except these will not try to extend their temporary measures unreasonable taking advantage of this article.

4. Both parties shall start to negotiate on wages after July immediately after the execution of this Agreement, but in that negotiation both parties can negotiate regardless of the old National Agreement and this Agreement.

5. Above provisions shall be applied to mine office workers pay.

6. Should any dispute happen as to the interpretation and application of this Agreement, both parties shall request conciliation of the Chairman of CLRB.



Masaru Hayakawa  
Maining Director,  
Japan Coal Mining Federation

Takeo Muto  
President,  
Japan Federation of  
Coal Miners Unions

Witness

Takashi Katsura  
Acting Chairman of the  
Central Labor Relations Board



Annexed Understanding to the Agreement

1. The wage rates provided for in the old wage Agreement (dated December 17, 1948) shall be extended for the period from April 1, to June 30, 1949.
2. The company which can not pay a hundred (100) percent of the wages provided for in the old Wage Agreement may apply to the union for a revision of the wages, and shall be able to pay whatever wages it is able to pay.
3. When the company claims it can not pay a hundred (100) percent of the old wages and applies for such revision, labor and management shall immediately negotiate on a revised rate. Should both parties fail to reach an agreement, the matter shall be submitted to the Tripartite Committee as specified in paragraph 5. The Tripartite Committee shall decide a revised wage.

(Comment)

Both concerned parties shall settle the case by a decision of the Tripartite Committee and each shall agree to waive any right of legal action against the other pending the decision of the Tripartite Committee.



4. When the revised wage is decided, a liquidation shall be made between the temporary pay and the new wage amount. For instance, if the Committee decides the new wages shall be ninety (90) percent of the old wages and the company has paid eighty (80) percent, the company shall pay ten (10) percent in addition for the period during which it paid eighty (80) percent.

5. The Tripartite Committee shall be consisted of one representative each of labor, management and the Labor Relations Bureau.

Nationally, the Tripartite Committee shall be consisted of one labor and one management representative and the Chairman of the Centeal Labor Relations Board or one nominated by him. Locally, it shall be consisted of one labor and one management representative and the Chairman of Local Labor Relations Committee or one nominated by him.

(Comment)

Locally, the Tripartite Committee shall have the Chief of the Coal Bureau or one nominated by him take part in the discussion to express opinions, and nationally, the Chief of the Natural Resources Bureau or one nominated by him.



Annexed Note to Informal Agreement

I. Should negotiations between the both concerned parties be unable to reach an agreement, the matter shall be immediately referred to the central and local tripartite committee to be settled within forty (40) days after an execution of this Agreement, including local negotiation.

When pits of a mine are located in more than two localities, the case shall be referred to the Central Committee upon an agreement of opinion to settle it in the said committee.

In principle, second hearing system--central and local--shall not be adopted.

II. In case any special circumstance should arise or in case such circumstances should recover, both concerned parties shall be able to negotiate on measures for such circumstances.

Signed on June 22, 1949

Masaru Hayakawa

Managing Director,

Japan Coal Mining Federation

Takeo Muto

President, Japan Federation

Coal Miners Unions.



Understanding on Temporary Allowance

The following understanding on the payment of the Temporary Allowance shall be agreed in a mine which shall pay the Allowance provided for in Article 2 of the Wage Agreement dated June 21, 1949.

1. The following amount shall be paid as the Allowance once for all.

Average            152 yen (including tax)  
                          per one miner and office worker

Conditions of payment.

( 1 ) Employees receiving the additional delivery of rice who have been on the payroll from April 1, 1949 to the end of June shall be paid the above amount as average (Employees who have been absent from work throughout three months, who have not re-participated and who are suspended from work shall be excluded).

( 2 ) To those enlisted employees at the end of June 1949, receiving additional delivery of rice who were employed after April 1, the same year and to those who retired during the term from April 1, to the end of June, amount gotten from division of the above amount by the actually worked days during three months from April 1, to the end of June, shall be paid.



( 3 ) A distributing measure of the above amount for individuals shall be decided in a Management Council and others of each mine.

( 4 ) This Allowance shall not be calculated into the wages which are the base of calculating non-basic wage (hourly wage and premium wage).

Monthly installment of this Allowance shall be calculated into the average wage provided for in the Labor Standard Law and the Workers' Injury Compensation Insurance Law; into the standard earning provided for in the Health Insurance Law and the Welfare Pension Law; into the wage provided for in the Unemployment Insurance Law, for three months from April to June.

( 5 ) Date of Payment shall be decided in a Management Council and others of each mine, aiming to pay this on pay day of June at the latest.

Signed on June 22, 1949

Masaru Hayakawa  
Managing Director,  
Japan Coal Mining Federation

Takeo Muto  
President, Japan Federation  
of Coal Mining Unions



MUTUAL CONSENT OF THE OPERATION  
OF THE TRIPARTITE COMMITTEE FOR THE WAGE  
from April to June

I. This committee shall be created in Tokyo and in such four districts as Kyushu, Hokkaido, Tobu and Seibu. These committees shall be called respectively as Central Tripartite Committee and x x x Local Tripartite Committee.

II. The third party member of the local committee shall be the Chairman of the Labor Relations Bureau of Fukuoka, Hokkaido, Fkushima and Yamaguchi or one nominated by the said chairman.

III. The period of negotiation between labor and management in companies and mines affiliated to both organizations provided for in article three of this Agreement shall be for twenty days on and from the execution of this Agreement. In case both parties fail to settle the matter within the above fixed term, it shall be referred to the tripartite committee by a request of both or either party.

Even within the term of twenty days, the matter can be referred to the said committee by a joint request.

IV. A decision of each committee shall be made by a joint discussion of the component members, but if no



agreement can be reached in the discussion, the matter shall be decided by the third party member.

V. The tripartite committee shall have four assistant members of each (one of them is a secretary) respectively selected from the organization of both labor and management, take part in the discussion, and if necessary, shall have the representatives within three of the concerned labor and management attended and shall be able to bear their opinions. Discussions shall be closed to the public, in principle.

VI. When the matter referred to this committee, labor and management respectively will not take any dispute action on the concerned matter.

VII. When local committee recognizes it necessary to establish more than one committee for dealing with many cases, more than two committees shall be established.

VIII. Business of the committee shall be dealt with by two secretaries, each recommended by the respective organizations and the office of the committee shall be established in the building of local coal mining federation and Japan Coal Mining Federation.



VIIII. The secretary of the committee shall make out the minutes of the proceedings of the committee and shall sign and affix his stamp to it.

June 22, 1949

Masaru Hayakawa  
Managing Director  
Japan Coal Mining Federation

Takeo Muto,  
President  
Japan Federation of  
Coal Miners Unions



Consent

In case a company makes any revision or enforcement offer to the union according to article 3 of this Agreement, the offer shall be made as soon as possible and shall be made within ten days at the latest from the day when this Agreement becomes effective.

June 22, 1949

Masaru Hayakawa,  
Managing Director, Japan  
Coal Mining Federation

Takeo Muto,  
President,  
Japan Federation of  
Coal Miners Unions.



of  
From National Fed. of Metal  
mine workers Union  
they are certainly in  
bad shape. Such is the  
cost of war.

J.M.



*J.M.D.*

About the distressed conditions of  
the Metal Mining Industry.

May, 1949.

The Federation of Laborers of  
the Metal Mining Industry  
of Japan.

We have recognized, through the former strenuous efforts to rise wages neither development of metal mines nor improvement of lives of laborers would be brought to us by simple efforts for wages under the conditions of inflation which is not be able to stabilize the industries and finance of the country or by such exertion which do not take with the increase of production, but on the contrary, the situations are becoming rather worse we, the Federation of Laborers of the Metal Mines of Japan, have not struggled only to acquire more wages but to increase the production aiming at rehabilitation of the Japan's industry, and shall do in future. However, we cannot live our lives without sufficient wages which will enable us to eat normally and work fully. Therefore, to acquire sufficient wages is the indispensable promise and the greatest object as it was before in our struggles to increase production.

Difficulties of Laborers at Metal Mines.

1. Present condition of cheap wages and their delayed payment.

How Low the wages of laborers at Metal Mines are can be seen clearly when they are compared to those of average of the whole industries (100%). We can see, thus, the wages



of an underground laborers are 92% and those of a surface laborers are only 69%. To speak from the order of the whole industries the wages of an underground laborer are 12th and those of surface one are 17th of the order calculating on base of wages of 5400 yen for both underground and surface laborers which was decided by the agreement in Dec.. The League of managers of Metal Mines are going to cut them down to the base of 4300 yen through the present struggle.

## 2. Rationalization of Management.

Number of Metal Mines which was amounted to two thousand and more has decreased to about 300 by poor policies of the successive governments towards Metal Mines.

The Metal Mine, once stopped its operation, is hardly to recover, and such will be a matter of great concern for Japan which is poor in natural resources.

Nevertheless, the present government is making project to import crude ore from the foreign countries. That is, the pyrite ore of 100,000t. which has a rich and exhaustible reserves in the country is going to be imported and subsidiary amounting ¥30,000,000 and more is to be paid for it. We hope, therefore, to save mines from so-called rationalization under such contradictory policies towards the metal mining industry.

## 3. Efficiency of labor and station of laborers in mines.

As for the efficiency of labor the index of production



of crude ore per one miner averaged from Jan. to Mar. 1949 is 38% and 37% for metal and coal each other and that from Oct. to Dec. is 44% and 38% as compared with the basic year from 1935 to 1937.

Judging from the results of analysis of the present situations we hope to point out concretely the concentration of working facts, adjustment of transportation system, preservation of operating machinery and fulness of transportation capacity machinery and fulness of transportation capacity than the enforcement of labor as well as the standardization of mining technique to the international level to increase the production more than at present.

As for the station of laborers of the mine, the ratio of number of underground laborers to that of the surface was 5:5 in the former days but after the war it became 24:76 and 31:76 in Jan., 1948. We of course, do not deny the rationalization to regulate the present balance but, besides the above, we would like to state that there are many questions to be inquired such as corrosion of mining equipments and lowering down of efficiency of operation on account of shortage of repairing materials.

Beyond that such problems as the prospecting of virgin mines and rehabilitation and adjustment of devastated working faces.

4. Necessaries for laborers.

Substantial wages for laborers of Metal Mines is 70%



lower than those of coal. So, increase of distribution of necessaries for laborers is one of ways to rise the cheap substantial wages. And the result of distribution of textile goods in 1948 was, for instance, was less than 10% of necessaries to be required at the least. Moreover, in the plan of distribution of necessaries for labores, we have allocation of 50% compared with those in coal mine; only 38% of rubber-soled socks and 2% of soap were delivered in spite of the above plan. Thus, our lives are depended on basic wages which are as 70% as the average of the whole industries and substantial wages as 70% as those of coal miners. Therefore it can be supposed not to be unadequated to ask for necessaries as same as coal miners.

5. Circumstances of Laborers.

The unfavorable labor terms of laborers in mines multiply by miserable circumstances of labor, and the important ones of them are diseases in a broad sense such as silicosis and others as well as frequent breakout of accidents and disasters on account of shortage of equipments to preserve mine safety.

1. Silicosis is supposed as an incurable disease and from the result of inquiry cases suffering slightly from the disease among underground laborers who have been working more than five years and less than ten years



are 22.7% and those in the first and second stages are 36.8% and 2.2% for each. Total of the above amounts to 62% and the hopeless cases are 20%.

Estimated number of cases suffering from silicosis is about 500 and against these cases hospitals to be installed have only 100 beds. And the disease is spreading every moment and, accordingly precious miners' lives are destroying day by day.

Therefore prompt completion of measure for silicosis cannot be neglected for us.

11. Disasters and mine safety.

Disasters in mines are very often occurred the circumstances that the mine safety law has placed on the order of the Diet is so new problem that we would like to put it outside the question, but it can be assured that overtime labor of 30% at the end of 1948 will promote the frequency of disasters and therefore we are afraid that enterprisers who apt to think little of preservation of mine safety by reasons of difficulties to acquire funds and materials in collusion with officials in charge of mine safety may ignore laborers' earnest conceptions about mine safety. For these reasons, we hope to call their attention and encourage to the administration of mine safety.



Causes of the hard situation and our opinion  
on the Government's Policies for the Metal  
Mining Industry.

Following the hard situation at present of Metal Mine laborers described in the proceeding section, we would like to explain the causes of it. We hereby expect your thorough understanding of the causes. Although it is obvious that the hard situation is caused by the inadequacy of Japanese Government's Policies for the Metal Mining and that the League of Metal Mine Managers is also responsible for it, it is an undeniable fact that governmental controls over funds, materials and prices are among the causes too. For the very reason, we are pushing our steps to change and revise the governmental measures. In the following, we will give a brief explanation upon the present situation of the matter.

1. Price.

Controlled prices of various kinds of metals are framed within the limit of cost calculation. More concretely, no consideration is made for profit. Layouts for supplies are calculated on the assumption that all supplies are obtained at the controlled prices. Moreover, not only neither labor arrangement nor costs for prospecting operations are properly reflected in the prices, but also we are obliged to make up for the deficits in the prospecting department by the profit in the smelting and refining department under the present system of cost calculation despite the competent



authorities recognize the deficits. For this reason, minor enterprises, with the exception of major ones undertaking smelting and refining, are driven toward bankruptcy while the rationalization of management is out of discussion. In a word, they are doomed to a reproduction on a lessening scale and self-destruction. Though one year and a half has passed since we started our strenuous efforts to increase production in Oct., 1947, the labor is encountered by the enforcement of labor intensified to the maximum extent, non-payment and delay of wage and even by the breach of agreement on wage on the part of the management. The above statement means, we understand, a coercive sacrifice pressed on the labor while efforts to adjust and reconstruct the price policies are totally neglected.

We hereby make a frank demand that "fair prices of mineral products be established." To give some examples of irrationality in the price by kind of products,

1. Lead and Zinc.

Government subsidies for lead and zinc were abolished on April 1st this year and consumers' controlled prices alone are obtaining now. There are wide differences as given below between the low controlled prices of lead and zinc effective now and the market prices of



the metals in the United States calculated in term of the newly established exchange rate of ¥360.- against

1.	<u>U. S.</u>	<u>Japan.</u>
Lead .....	¥118,800.-	¥80,810.-
Zinc .....	102,960.-	58,050.-

it is clearly seen from the above statement that the Japanese controlled prices are fixed too low in view of the fact that the comparison is made with the American market prices as at the time when they showed great falls. Although it is said that the government is contemplating a certain degree of upward revision of controlled prices, no immediate effect can be expected for the forthcoming measure, while the blow given by the abolishment of government subsidies discribed above is hanging heavy on both parts of the labor and management.

Owing to the abolishment, operating funds of companies are defficient by a considerable amount and in the dull demand on and rapidly increasing stocks of metals we see a reflection of the poverty of governmental policies.

11. Electrolytic Copper.

Export of copper as a counter-measure to dispose of the rapidly increasing stocks of the metal, contains various difficulties.

Although is it claimed that export of copper products



is preferable to that of cathode copper, demand is greater on the latter abroad. Furthermore, the export price of \$448.45 fob Japan is equivalent to ¥161,000.- when converted at the rate of ¥360.- against \$1. This means that export can not be realized at ¥181,000.-, the producers' controlled price of copper effective now. However, copper is exportable at a good profit at ¥102,000.-, the consumers' controlled price. The fact that secondary copper which is supplied to market at ¥102,000.-, is alone exportable means, as can be seen by the general public, that there must be taken some measure to adjust the balance between the producers' controlled price of primary electrolytic copper and the export price as converted at the exchange rate stated above. As for the importation of copper ore from abroad as a means of cutting down the copper price, production cost of copper can be reduced to 59% against 100% as at present if a full operation of whole equipments for copper refining is realized. However, it is necessary, for attaining the goal, to pay careful consideration to the removal of monopoly by big enterprises and the increasing press on the Japanese domestic metal mines.

## 2. Fund.

Though money borrowed by the leading Metal Mining companies as operating funds amount to ¥2,177,064,000.-



as at the end of February this year, the figure is only 41% against 100% in December last year.

On the other hand, balance of accounts payable for supplies amounts to 23 billion yen while stock of copper also comes up to a considerable quantity. Besides, the League of Metal Mine Managers is not able to pay the amount of wage as agreed upon owing to the curtailed finance available from the Reconversion Finance Bank and repayment of loans and accounts payable, thus causing a wage cut down. It is impossible for the labor thus reduced to a hard situation to maintain and develop the enterprises.

Collapse of the Metal Mining as one of the basic industries will exercise a baneful influence on the economy of Japan. To avoid such catastrophe, it is desirable that some measures be carried out for settling the problems given below.

1. Though we appreciate the necessity of repaying loans borrowed from the Reconversion Finance Bank, we hope that an exceptional consideration be made for the metal mining where restoration from war damages is behind other kinds of industry and capital investment is returned through a longer term of years than in other forms of industry.



ii. Complete restoration of devastated underground workings, caused by indiscriminate mining operation forced during the war-time, is not accomplished yet.

iii. We expect that some immediate steps be taken to fill the shortage of bullion abroad and to dispose of metal stocks here. To set forth an additional hope, it is desirable that an expedient finance of the same amount as the producers' controlled prices be given us.

3. Statement of present situation of demand on and supply of major metals and counter-measures.

Unbalance between demand on and supply of major metals is now exercising a destructive influence on many lines of economy.

As stated above, we hold a considerable amount of stock of copper at hand here, and as for lead, it is anticipated that an oversupply of the metal might be ensued by the plan to import a large quantity of bullion lead.

Despite demand on zinc is increasing abroad, production of the metal is far below the moderate goal owing to the unprofitableness resulting from the controlled price fixed too low and limited supply of electric power available.

Production curve of pyrite was upward before March this year. Therefore, if proper policies be enforced, it is



possible to bring about a further increase in output and to secure an enough supply to the connected industries.

Judging from the hard situation of the Metal Mining, the most difficult problem facing it is the large amount of stock, therefore, emergency finance and prompt disposal of stocks are the temporary measures to be taken. Among the financial steps are counted immediate payment of government debts, postponement of repayment of loans payable on the part of mining companies and finance on the security of finished products and concentrates. Stocks of various metals shall be disposed of by promoting domestic demand on them and by increasing export. To attain them, it is necessary that, in the first place, military and speculative character be completely removed from the economy of Japan, in the second, peace-time industries be encouraged, and export trade be undertaken with democratic countries with no restrictions.

#### 4. Prospecting.

It is of urgent necessity that appropriate plans be immediately drafted for the future development of Japanese metal mining with complete understanding for the importance of prospecting in mind.

It is by virtue of prospecting and discoveries of new ore deposits that the major mines of Japan have been



in operation through hundreds of years.

Therefore, production plan must be performed with the relationship between positive and probable ores and ore reserve and grade in view. However, prospecting undertaken was only 12% in copper and pyrite, 50% in lead and zinc and 4% in gold in 1947 as against 100% in 1930 while metal contents of positive ore reserve is as low as 63% in copper and pyrite as against 100% in 1930.

We believe that governmental measures must be taken to furnish fund and materials necessary for furthering prospecting and restoring, devastated working faces and that layout for these items be incorporated into the prices of metals. As the coal mining is obtaining fund and materials and by virtue of them, is increasing production, we expect that the Japanese Government will offer a positive support to the metal mining industry.

END



STATEMENT REVEALING OUR CONCEPTIONS  
ON POLICIES FOR MINING INDUSTRY

May, 1949.

THE FEDERATION OF ALL JAPAN METAL MINES  
LABOR UNION.

(1) Urgent measures required to be taken:

1. Urgent financing for clearing away the accumulation of metal stock
2. Promption to export metals and products
3. Abolition of various restrictions on export
4. Assurance of sufficient wages which will enable us to work normally.

(2) Price policy:

5. Adjustment of prices of mineral products
6. To include appropriate wages and exploration costs in the cost accounting

(3) Funds:

7. Establishment of financing for metals
8. Long term loan for mining funds

(4) Adjustment of relation between supply and demand:

9. To boost the domestic demand by advancement of industries concerned
10. Objection against speculative import which oppresses mines and markets
11. Promotion of export of metal products by re-opening of trade with markets in Asia

(5) Mining policies:

12. To establish a base for the exhaustion and resumption of large scale production in the mining industry



(5) Cont'd.

13. Establishment of peaceful and self-governed policies for mining industry.
14. To implement fully mine safety and measures against silicosis

(6) Summarized:

15. Protection of metal mining industry now on the verge of collapse
16. Realization of socialization of metal mining industry

1. Urgent measures required to be taken.

For example there is such accumulation of electrolytic copper of about 10,000 tons at present (May) that it hampers production considerably and makes management difficult. Therefore it is evident that this stock must be cleared off at any rate, and from this point of view it is desirable to increase the domestic demand, as well as to ask the industry Rehabilitation Kodan or the government to buy up the metals as formerly until such time as an increased demand can be realized. If this is not possible we wish to obtain loans or to promote exportation of metals and fabricated products to save the mines from the crisis and at the same time to abolish many restrictions on export such as "To export as far as possible in the form of fabricated products" "The price should be fixed at so and so" or "Delivery should be F.O.B. Japan."

It is hoped that effective measures will be taken to save the mining industry from its crisis and thereby enabling us to receiving wages sufficient for us to continue working.

2. Price policies.

As to price of the principal mineral products are still restricted officially the future of the mine is decided by whether they are appropriate or not. For instance the price of pyrite ore is only 54 times for the first class in comparison with that of the basic year (1930-34) 74 for the second class and 104 for the third class. We are however, much astonished by great difference in price comparing them to that of copper which is 240 times and coal which is 314 times and at the same time we think



that such circumstances account for the hampering of production in connection with the food situation which as another problem. Criticism is also apt to arise if plans to import foreign ore from far off distance is contemplated at a far higher than domestic ore.

As for cost accounting it is important to make appropriate inclusions of man-hours and labor cost and adjust exploration cost corresponding to the present conditions.

3. Funds.

Though the Rehabilitation Finance Bank on certain occasion made collateral financing ores it was not generally recognized financial institutions and above all the small and medium mines met great difficulties. Thus, it goes without saying that collateral financing on ore is necessary. The same can be said in the case of the financing for metals. In spite of its great importance, because the mining industry is an unprofitable one, all commodities show an evasive attitude towards it. Therefore it must secure an establishment of financing system on metals.

4. Adjustment of relation between supply and demand.

In order to boost the domestic demand it is indispensable to increase wages of laborers forming 95% of the total Japanese population and in this way promote related industries such as the development of electric resources and electrification thereby aiming at the elevation of culture.

For these reasons induction of foreign capital and speculative import which hampers production must be restrained. Thus we have to make our efforts to increase the domestic production, satisfy the nations' demands, and after that export to foreign countries as a normal course, at the same time, considering whenever necessary to make urgent export we must also promote the resumption of trade with markets in Asia.

5. Policies for mining industry.



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**JAPAN FEDERATION OF  
EMPLOYERS' ASSOCIATIONS.**

Nihon Kogyo Club Bldg.  
No 2 1-chome Marunouchi  
Chiyoda-ku Tokyo.

June 7, 1949

Cap. Pousard  
Labor Section  
H.Q. 8th Army:

Enclosed please find out an English document and a Japanese document with a title "Fighting policies after the revision of labor laws". The former is the suggestion by our Federation to each member employers' association and employer throughout Japan and the latter is a full text of a decision passed by National Trade Union Conference for Legal Counter-measures, held on the 27th of last May and I hope, it will be of some help to you, although you may have got one already.

Sincerely yours,

A. Mishiro  
Japan Federation of  
Employers' Associations



The criteria for treating full-time union officers

drafted by Special committee  
on wages and allow-  
ances, Kanto Employ-  
ers' Association

approved and recommended by  
Japan Federation of  
Employers' Associations

May, 1949

Full-time union officers have received the same treatment as what has been given to workers in general regarding wages, allowances and other working conditions in spite of their absence from a company duty. This is an abnormal phenomenon at the transient stage of Japan's labor movement, which has been allowed by tacit understanding and, in extreme case, considered natural, since the enforcement of the Labor Union Law after the end of the war. But, the essential request to secure the autonomy of labor unions, and to establish the relevant nature between labor and wages, and on the other hand, the financial consolidation and a remarkable progress in labor movement, made by the unions altogether have made such conditions to exist no longer. Now the time has come when labor and management should autonomously establish a practice based upon the principle in question and especially with the recommendation of G.H.Q. Labor Section and orders issued several times by the Labor Ministry, the settlement of this problem in concrete form has come necessarily to be expedited by June 9.



The matter of treating full-time union officers, needless to say, should be dealt with on the principle as its axis that their wages are borne by unions, incidentally referring to the question of personnel management such as their standing with the company while engaged in union business, the problems concerning labor relations laws, especially various insurance laws and Labor Standards Law, scope of application of many conditions other than wages and allowances, and how to deal with them when they returned to the shop, so that it should be naturally a serious concern both for labor and management. Moreover, the relation between the union and full-time union officers cannot be considered in the same way as that between employers and employees which is anticipated by the existing labor relations laws. Therefore, many ambiguous situations naturally happen to be, but steps adaptable to the real conditions should be taken. The following are the outline of the standards of a proper treatment which employers are advised to adopt.

1. The definition of full-time union officers.

Those who are engaged in the union business are classified into two kinds, of which, one is particular union member who is an employee of the company and execute the union business (for example, head of the union, secretary-general as well as other union chieftains and clerks) and the other a person who doesn't belong to the company and employed by the union for instance chiefly clerks, typists, collectors of materials, etc.



But what is called full-time union officer is the former and the latter has nothing to do with the company so that a treatment for them should be settled by the union on its account.

2. Their personal relation with the company during the absence from the company business.

How many full-time union officers the union needs differs according to its scale, activity and structure, but as it seems to be disadvantageous both to labor and management to increase unnecessarily the number of such officers, it is advisable for unions to determine it individually, after consulting with the company, according to the necessity which it feel really. The full-time union officers, thus agreed upon, have the term for their full-time union activity decided upon in advance (corresponding to that of union officers) during which they leave company business, but since the fundamental employment relation with the company continues and they are out of the shop on its consent because of special reason that they perform the union business exclusively, temporarily for a definite period, this relation with the company is nearly the same as that, except in their motive, in case the employees are engaged in the outside business by order of the company, or they take up public duties. Accordingly, it will be reasonable to apply treatment of lay-off or the like to this case, and necessary to insert this case into the clause of "lay-off" of working



rules and labor agreements. On the other hand there are two ways of handling; one is to permit workers to do the union business, holding the present post, and the other is to discharge them on condition that they shall be re-employed as soon as they be released from the union business. But the former brings forth the confusion of shop order and the other gives them disadvantages in various aspects caused by suspension of service. In many cases they hold union membership by being employees of a company, so that the qualification for it is lost by being dismissed. The abovementioned two ways, therefore, are not proper. Thus, the treatment of "lay-off" shall be applied to full-time union officers in principle but they shall be entitled to the various benefits arising from the employment relation which are given to workers in general, paying consideration to the speciality of their service and motives except those which are determined by consecutive offer of real labor.

3. How to settle working conditions during the period devoted for union duties.

(1) Wages and allowances

As wages, and all other similar allowances are paid on condition or as a result of continual offer of real labor, they should not be granted. Accordingly bonuses, merit-remunerations and other temporary allowances should not be granted as a matter of course.



(2) Travelling expenses, etc.

The rules of travelling expenses shall not be applied. Therefore, for their trip for a management council, collective bargaining and so on, no compensation for the expenses should be made as long as they are in the position of union officers. Those which are applied on the basis of employment relation such as money granted in case of congratulation and condolence, accident solatium, commendation for long year service and loan should be granted to them equally to workers in general.

(3) Increase of pay and promotion

When workers are laid off who are engaged in outside business by order of company, the business is regarded as having the same significance as that of the company. It is, therefore, usual to increase their wages by examining the condition of their service on the same standing as workers in general. But, in case they leave workshops for union business, the company recognizes their absence from company business as simple necessity, and have nothing to do with the business. Therefore no alternative is left, but to handle them as absentees, and stop the increase in pay as a rule.

But it may be permitted to increase their pay irregularly by considering their service and merit after they resume the company business. The above idea should be applied to the cases of promotion. Although this treatment may be regarded as giving disadvantages to workers for thier engagement in



the union business, the principle that the increase of pay and promotion should depend upon the extent and grade of their fulfilled duties, will justify the application of "no pay" rule to this case, and therefore, in principle, it never inflicts special disadvantages to full-time union officers.

(4) Service term.

As the fundamental employment relation with the company is uninterrupted thereby, the term of absence from the company business shall be reasonably added to years of their service.

(5) Transfer, retirement and dismissal

Transfer of a full-time union officer to some other shop is theoretically possible by operating the right of management. But such action if taken despite the company's consent having been given on full-time union business for a fixed time, is often taken amiss, which consequently should be avoided. It is, however, permissible to do so after consultation with the unions if the necessity for doing so is justified objectively and the worker also desires it.

As for retirement and dismissal, it will be permitted to retire or dismiss workers even when they are exclusively engaged in the union business provided that they fall under the criteria of retirement or dismissal. Retirement or dismissal allowances should be treated in the same way as to workers in general. In the long run, it is permissible to treat them on the equal



footing with workers in general unless the treatment is done by the reason that they are full-time union officers.

(6) Utilization of welfare facilities.

The utilization of welfare facilities (company's houses, dormitories, medical treatment, co-operative, cultural facilities, etc.) is an interest resulted from the status of employees, so that full-time union officers should be permitted to utilize them. It must be, however, noticed that in this case as seen in the order from the Vice-minister of Labor, free offer of a motorcar, and telephone, etc. only to union officers should be prohibited, which is not a utilization of welfare facilities.

4. Treatment in connection with various insurance laws.

(1) Unemployment Insurance Law.

The contents of reply dated April 17 from the head of the section concerned of Labor Ministry to the chief of Labor Dept, Hokkaido District Government are as follows:

(a) Full-time union officers shall be insured so long as his employment relation with company exists regardless of whether or not the union is a legal person.

(b) The premium and insurance benefit shall be calculated on the basis of allowances paid to full-time union officers by the union.

(c) The premium which was borne by the company shall be borne by the union and the former shall be under obligation to pay it.



(d) Delivery of an unemployed card and various reports shall be made by the company.

In view of the fact that the relation between full-time union officers and the union is not regarded to be in the same pattern as that between the employer and employees which the existing labor relations laws anticipated, the abovementioned measures, though opportunely, will be appropriate from the standpoint of the benefit of workers.

(2) Welfare Annuity Insurance Law and Health Insurance Law.

It will be reasonable to apply the abovementioned measures to the unemployment insurance law.

(3) Workers Accidents (or Injuries) Compensation Insurance Law.

Labor unions, if this law is compulsorily applied to them, will belong to the category of an optionally applicable enterprise. Even when a company is under cover of this law, it is insignificant to include full-time union officers in the insured of the law, because no accident arising from executing the company business is expected to occur to them.

In this law, therefore, the union (regardless of whether or not it is a legal person) should take necessary steps independently of the company if it wants to be covered.

5. Treatment in connection with the Labor Standards Law.

Matters to be taken up with reference to this law will be dismissal notice allowance stipulated in Article 20, annual vacation with pay in Article 39 and accident compensation in chapter 8.



(1) Although it is, needless to say, permitted to retire or dismiss full-time union officers when they fall under the standard of retirement or dismissal, it is a question how to calculate average wages in case the company pays the dismissal notice allowances. From an interpretation of this law it will be reasonable to calculate by paragraph 1 to paragraph 6 inclusive.

But, when the amount differs greatly from that of the workers of the same kind, or all period of three months preceding to the day on which the calculation of average wages became necessary, is a period of full-time union business, and consequently it is impossible to compute average wages, paragraph 7 of the same Article should be applied, and in practice it will be proper to use the present average wages of workers of the same kind, or to compute on the total amount of wages during three months preceding to the day on which they became full-time union officers.

(2) As for the annual vacation with pay, it will be reasonable to take the following ways by the reasons that the period of full-time union business should be regarded as absence from duty and the transference of legal obligation from the company to union should not be admitted.

The annual vacation with pay which arised from the attendance during the previous year and the company ought to give, shall be given this year during the time outside the period of full-time union business, and the vacation of the following year shall be computed by regarding full-time union business



as absence from duty.

From the interpretation of the Labor Standards Law, workers have rights to demand the vacation even during the period of full-time union business and the company must grant it on demand, but it will be proper to grant it after their return to the shop according to the agreement concluded in advance with the union, in view of the fact that few full-time union officers demand the vacation during the period of full-time union business because in practice they are already away from the company business, and that there are complicated questions similar to what is abovementioned in case of calculating the average wages.

When the period of full-time union business lasts long, the same idea shall be applied and it will be desirable for workers to secure the right by interrupting prescription. The vacation to full-time union officers which is to be granted by the union during the full-time union business shall have nothing to do with the company.

(3) Accident compensation.

Compensations for the accident caused by the union business should be done by the union as far as it is regarded as under the cover of the Labor Standards Law (Item 3 of Article 1 of the enforcement regulations of the Labor Standards Law), but when there arises any situation which necessitates the payment of compensation during the full-time



union business for the accidents caused by the company business the company is under the obligation to compensate according to interpretation of precedents.

6. How to treat when they return to the shop.

In case they return to the shop they shall be reinstated in their original posts as a rule, except under particular circumstances such as the limits a regular personnel system etc. As for increase of pay or promotion, as already mentioned, temporary measures are to be taken in consideration of conditions of service after reinstatement.

The abovementioned matters are the points of handling criterion. There will be more problems to be inquired with reference to the details of personnel management and various regulations in the company, and especially from the standpoint of the union, increase in dues, working rules for full-time union officers, and treatment of employees employed by the union from outside of the company and so on, but these must be decided upon according to the fundamental policies already mentioned.

In short, the employers should take the principle seriously that the wages of full-time union officers shall be borne by the unions, take the least necessary measures based on the above principle and accomplish the principal object with close attention and full understanding that it gives no profit but causes only alienation between labor and management to discriminate, without good reason, full-time union officers from rank and file in various treatments.



## 労働法規改悪後の闘争方針

### 全国労働組合法規対策協議会

労働法規改悪後の闘争方針について全国労働組合法規対策協議会では廿七日總會を開いてつぎの闘争方針を決定、斷固たる闘争への道を明らかにした

#### (一) 基本方針

一、改悪法規が憲法、極東委十六原則等の違反であることをあくまで主張する、民主主義國において、法律は人民が作るものである、しかるに今回の改悪法は、全人民の反對を押切つて官僚の手により作成された取締法である

この場合、アメリカ憲法が單に労働の自由を保障してあるに過ぎないのに、日本の憲法第廿八條は、具體的な權利を保障してあることに注意すべきである

二、民主諸政黨が議會において徹底的に反對したにも拘らず、民自黨の絶對多數のため強引に押切られた事實に照し、吉田反動内閣打倒のために闘う

三、實力行使を含む過去の反對闘争が、散々動搖させたと同時に、労働省第一次試案よりも、實質的に後退させ成果をあげた事實を確信すべきである(六参照)

四、今後も實力行使を含むあらゆる方法を以て、反對闘争を擴大し、職制や地方權力をさみひさせ、實質的に法の適用を不可能にさせ、更に廢止させる

この場合、アメリカの労働者が、タフト・ハートレー法の適用を不可能にさせ、廢棄させた果敢な闘争を想起すべきである

五、政府は今後法律によらず、施行令その他の政令の外次官通牒、解釋列記、聲明等をもつて歴



力を加え実績を作り上げようとするから、法的効力なき弾壓に對して徹底的に闘う

六、原案から後退させた諸點を極度に利用する

組合員の範圍、専従者給料、作業時間中の組合活動（二條）組合規約（五條）團體交渉

（六條）安全保持（三六條）等

七、資本家は次官通牒等法的効力のないものを悪用し、労働協約の破壊改悪等の壓迫に出るか  
ら

（イ）無協約時代となることを恐れずに闘う

この場合、無協約となつても規範的事項は引續き有効である

（ロ）會社、勞政課、労働大臣等に對し、裁權濫用告訴または告發行政處分取消請求、協約  
有効確認訴訟、同假處分命令申請等の法廷闘争も活用する

八、地勞委が組合規約、労働協約の再審査を要求した場合には

（イ）勞委へ調停等の申請（首切り等の不當労働行為をふくまない）公益事業で組合から争  
議行為開始につき調停申請法人権取得等につき直ちに必要なければ拒否してよい

（ロ）二府縣以上にまたがる組合の分會、支部等は本部の問題として拒否すべきである

（ハ）單獨組合であつて、審査に應じた場合でも中勞委へ異議を申立て、時をかせぐ戦術を  
とる

九、勞委へ組合規約労働協約等の證據を提出して組合法二條および五條二項につき違法である  
證明を受けないアウトサイダー組合であつても、次の權利を有するからアウトサイダー組合  
活動を廣はんに組織するとともに御用労働委員會ボイコット闘争を擴大する



アウトサイダー組合と労働関係法

(イ) 組合員の範囲、規約、労働協約に對し、法の拘束を受けず自由である

(ロ) 使用者はアウトサイダー組合であつても、組合活動に對し解雇その他不利な取扱をなし得ない (五條但書)

(ハ) 法による手續に參與できず、法に規定する救済を興えられない (五條) が、このことは具體的に次の如くわずかである。

(1) 組合からあつせん、調停、仲裁を勞委へ申請できない (今後組合に有利なあつせん等は期待できないから餘り不利になることはない)

(2) 使用者が團體交渉を拒否したり、組合の運営に介入することを不當労働行爲であるとして、勞委へ提訴できない (實際上、法律上の組合であつても、これは化文にひとし

5)

(3) 改悪法上の法人になれない事業を営まない以上は所得税を課せられることはありえな

5

(4) 施後新たに労働委員を推薦する母體となることはできぬ

(5) 公益事業では労働法の適用でないから直ちに合法的に争議權を發動する、しかし調停の手續を行う必要あらば

A 使用者にさせればよい

B 使用者がしなければ、労働法一八四條四號に従い、勞委に對し「職權調停をせねば争



讓行爲に入る旨通告する

(6) 一般にアウトサイダー組合といえども争議その他の組合活動について民、刑事上の免責を受けることは改悪法に則つた組合と全く同様であることを附言する

七、労働者の基本的権利を防衛し獲得する闘争

労働法規改悪反対闘争と労働者の基本的権利を防衛し獲得する闘争とが充分結合して闘われなかつたため遂に既成事實を成文されたことを反省し(最低賃金法の制定等)の一環として、反対闘争を行い、農、市、漁民、學生、復員軍人等と共同闘争する

十一、違憲訴訟は資格證明拒否團の放棄、調停拒絶等の具體的事實を捕えて提起する



(2) 個別方針

一、専従者給与と時間内組合活動は法的な制限を受けない

1. 労働省第一次試案にあつたこの字句を削除した

2. 組合の「運営のための経費の支出につき使用者の経理上の援助をうけるもの」(二條、七條)は、逕東委十六原則第十項と同様の字句であるから、もし専従者の給料等が違法ならば従来も十六原則に違反していたことになるから矛盾する

3. 専従者給与は「組合活動を行つても従業者として支給される給与を差引きはしない」という性格のものであつて「組合に對する経費の援助」ではない

4. 次官通牒、大臣の議會答辯等は、法的拘束力をもたない

5. 占領軍の意向が國內法としての效力を持たせるためには公務員法改悪の場合の如く、同様の占領方式の下にあつては、ポツダム政令、法律の手續を経るものである

6. 労働省は昭和二十一年六月一日、勞政局長の名で「勞發三七五號」専従者の給与を「組合の自主性と健全性に主眼を置き……具體的に判断せらるべきものである」と發表したに拘らずその後これをくつがえすべき労働組合の事情は起きている、全國労働委員會議議案の毎年の結論もこれを裏書きしている

7. 社會的歴史的に労働組合はこれらを闘い取つたのであり、歐米の事情とは根本的に相違があり、日本においては賃上げの一形態となつてゐる、組合員層は組合の屬體化をねらつたものである

8. 政府は労働基準法に規定している最低賃金をまだ實施してゐないから、組合に對する不當



な歴史となる

9. 改憲法が國體交渉、經營協賛會等の場合にその時間の賃金を差引かなくてもよいと規定（二條、五條）したのは、使用者の御用化の意圖を考慮したものであり、使用者の参加しない組合の自主的活動には關係ない

10. 従つて、われわれは専従者給與と作業時間中の組合活動の自由を確保すべきであり、買上げをもつて、専従者給與をカバーする方法や、共済福利基金を会社に要求しこれを總會の決議により専従者給與等の組合の支出に振向ける便法を主眼とすべきではない

### 二、組合員の範圍の自主的決定

1. 労働省第一次試案の中にあつた「幹部職員」「管理の地位にある者」字句を削除した  
2. 「監督の地位にある者」も「複審の事務を取扱う者」も二條一號の通り嚴密に制限し縮少した

3. 従つて、人事課長等極めて少數が組合員になれないだけであつて、守衛、タイピスト、社長、經理及び人事職員等を除外する必要はない、大體従來と變りない

### 三、組 合 規 約

1. 労働省第一次試案に規定した「會議の方法」「決定の公表」「すべての組合員」等の字句を削除したが、改憲法第五條は憲法團結權の違反である

2. 組合員の思想の自由を故意に削除した（五條、二項、四號）から憲法の保障を主張するとともに、組合として思想の自由を確保すべきである

3. 役員投票については、職場區域別に定員を考慮して、各別に執行委員長等を選出することは



差支えない、必ずしも完全大選挙区にする必要はない（五條、二項、五號）

4 同盟罷業は一回無記名投票を行いその手續を決議すれば、その範圍内では、突入時その一々無記名投票を繰返す必要はない（五條、二項、八號）  
生産管理等は同盟罷業でないからこの規定に拘束されない

#### 四、労働協約

1 自動延長の規定も「その中に規定した期限」の第二の期限であるから有効である  
2 すでに資本家、労政機關が改悪を見越して、自動延長打切りなどの協約違反を行つてい  
から法廷闘争等を含む徹底的闘争を行ふべきである

#### 五、團體交渉

1 交渉權のある労働組合の代表者の中には、單一組合又は連合體の支部、本部等の役員を嘗  
然含む（六條）  
他團體から委任をうけた者も、正当な理由がなければ使用者は交渉を拒否できない（七條、  
二號）

#### 六、使用者の組合に對する干渉

ワグナー法とその判例で明瞭なように會社が第二組合を結成させようとしたり、組合の方針、  
幹部等を非難することはすべて不當労働行爲となり處罰されるべきである（七條三號）

#### 七、組合活動の範圍

1 労働運動の目的を「使用者との交渉」「労働協約についての交渉」等に制限しようとして  
するが（二條一項）二條によつて「労働條件の維持改善その他」あらゆる運動の自由を確保



すべきである

2. 「正當な」行爲と「暴力」という字句で政府は刑罰法規による威壓を企て、(一) 二項)が、われわれは憲法に基き權利を確保すべきである

法務廳檢務局長の四月十三日付通牒は、法的拘束力をもつていない

3. 「爭議行爲をした故をもつて、解雇その他不當な取扱をしてはならない」(勞調法四十條は削除されたが、爭議行爲は七條の「不當な行爲」である

#### 八、労働委員会

1. 労働委員の職權委囑反對は引續き強力に闘争すべきである(十九條七項)

2. 斡旋、調停等を使用者が拒否する場合にも労働委員会に斡旋、調停などのための準備手段として、使用者に對し調査などを行わせることができる(二十條)

3. 勞委の會議の公開を主張すべきである(二十一條)

4. 時をかせぎ、又は壓力を加えるために、地勞委から中勞委への再審要求戦術も必要である(二十五條二項)

5. 改悪法施行前の事件は、勞委に係つていれば現行法の規定によるから利用すべき場合がある(附則四項)

6. 公益事業は勞委の調停案を受諾してしまふと爭議行爲の制限が加わるから(勞調法二十六三十七條改正)受諾は實行と引換條件にする等の方法をとるべきである



To Mr. Roberts,  
Labour Officer, H.G.  
D. H. M.

File in Labour  
J.M.M.

MINISTRY OF LABOUR ORGANIZATION RULES. (Draft)

Ministerial Secretariate

Article 1.

1. The following four sections and the Labour Statistics Survey Division shall be established in the Ministerial Secretariate:

Secretariate Section,  
General Affairs Section,  
Accounts Section,  
Liaison Section.

2. The following four sections shall be established in the Labour Statistics Survey Division:

Division General Affairs Section,  
Employment Statistics and Research Section,  
Wage Analysis Section,  
Labour Economic Section.

Article 2.

1. The Secretariate Section shall be in charge of the matters pertaining to:

- a. Appointment, dismissal, standing, punishment and reward of the personnel; (officials)
- b. The services performed by the personnel; (officials)
- c. Pension;
- d. The conferment of rank-in-court and decorations, sword or reward;
- e. Ceremonies and festivals;
- f. The custody of Minister's and Ministry's seals;
- g. Confidential matters.



2. The matters assigned by the Minister to other bureaux or Division, in relation to Item a. and b. of the preceding paragraph shall be exempted.

#### Article 3.

The General Affairs Section shall be in charge of the matters pertaining to:

- a. General adjustment in the administrative procedures;
- b. General research, deliberation and planning concerning the administration;
- c. The materials necessary for the administration;
- d. The inspection of the administration in general;
- e. Receiving, sending, compiling and keeping of documents;
- f. The examination of and routing the drafted documents;
- g. *Public information* ~~g.~~ <sup>h.</sup> ~~h.~~ <sup>i.</sup> ~~i.~~ <sup>j.</sup> ~~j.~~ <sup>k.</sup> ~~k.~~ <sup>l.</sup> ~~l.~~ <sup>m.</sup> ~~m.~~ <sup>n.</sup> ~~n.~~ <sup>o.</sup> ~~o.~~ <sup>p.</sup> ~~p.~~ <sup>q.</sup> ~~q.~~ <sup>r.</sup> ~~r.~~ <sup>s.</sup> ~~s.~~ <sup>t.</sup> ~~t.~~ <sup>u.</sup> ~~u.~~ <sup>v.</sup> ~~v.~~ <sup>w.</sup> ~~w.~~ <sup>x.</sup> ~~x.~~ <sup>y.</sup> ~~y.~~ <sup>z.</sup> ~~z.~~ <sup>aa.</sup> ~~aa.~~ <sup>ab.</sup> ~~ab.~~ <sup>ac.</sup> ~~ac.~~ <sup>ad.</sup> ~~ad.~~ <sup>ae.</sup> ~~ae.~~ <sup>af.</sup> ~~af.~~ <sup>ag.</sup> ~~ag.~~ <sup>ah.</sup> ~~ah.~~ <sup>ai.</sup> ~~ai.~~ <sup>aj.</sup> ~~aj.~~ <sup>ak.</sup> ~~ak.~~ <sup>al.</sup> ~~al.~~ <sup>am.</sup> ~~am.~~ <sup>an.</sup> ~~an.~~ <sup>ao.</sup> ~~ao.~~ <sup>ap.</sup> ~~ap.~~ <sup>aq.</sup> ~~aq.~~ <sup>ar.</sup> ~~ar.~~ <sup>as.</sup> ~~as.~~ <sup>at.</sup> ~~at.~~ <sup>au.</sup> ~~au.~~ <sup>av.</sup> ~~av.~~ <sup>aw.</sup> ~~aw.~~ <sup>ax.</sup> ~~ax.~~ <sup>ay.</sup> ~~ay.~~ <sup>az.</sup> ~~az.~~ <sup>ba.</sup> ~~ba.~~ <sup>bb.</sup> ~~bb.~~ <sup>bc.</sup> ~~bc.~~ <sup>bd.</sup> ~~bd.~~ <sup>be.</sup> ~~be.~~ <sup>bf.</sup> ~~bf.~~ <sup>bg.</sup> ~~bg.~~ <sup>bh.</sup> ~~bh.~~ <sup>bi.</sup> ~~bi.~~ <sup>bj.</sup> ~~bj.~~ <sup>bk.</sup> ~~bk.~~ <sup>bl.</sup> ~~bl.~~ <sup>bm.</sup> ~~bm.~~ <sup>bn.</sup> ~~bn.~~ <sup>bo.</sup> ~~bo.~~ <sup>bp.</sup> ~~bp.~~ <sup>bq.</sup> ~~bq.~~ <sup>br.</sup> ~~br.~~ <sup>bs.</sup> ~~bs.~~ <sup>bt.</sup> ~~bt.~~ <sup>bu.</sup> ~~bu.~~ <sup>bv.</sup> ~~bv.~~ <sup>bw.</sup> ~~bw.~~ <sup>bx.</sup> ~~bx.~~ <sup>by.</sup> ~~by.~~ <sup>bz.</sup> ~~bz.~~ <sup>ca.</sup> ~~ca.~~ <sup>cb.</sup> ~~cb.~~ <sup>cc.</sup> ~~cc.~~ <sup>cd.</sup> ~~cd.~~ <sup>ce.</sup> ~~ce.~~ <sup>cf.</sup> ~~cf.~~ <sup>cg.</sup> ~~cg.~~ <sup>ch.</sup> ~~ch.~~ <sup>ci.</sup> ~~ci.~~ <sup>cj.</sup> ~~cj.~~ <sup>ck.</sup> ~~ck.~~ <sup>cl.</sup> ~~cl.~~ <sup>cm.</sup> ~~cm.~~ <sup>cn.</sup> ~~cn.~~ <sup>co.</sup> ~~co.~~ <sup>cp.</sup> ~~cp.~~ <sup>cq.</sup> ~~cq.~~ <sup>cr.</sup> ~~cr.~~ <sup>cs.</sup> ~~cs.~~ <sup>ct.</sup> ~~ct.~~ <sup>cu.</sup> ~~cu.~~ <sup>cv.</sup> ~~cv.~~ <sup>cw.</sup> ~~cw.~~ <sup>cx.</sup> ~~cx.~~ <sup>cy.</sup> ~~cy.~~ <sup>cz.</sup> ~~cz.~~ <sup>da.</sup> ~~da.~~ <sup>db.</sup> ~~db.~~ <sup>dc.</sup> ~~dc.~~ <sup>dd.</sup> ~~dd.~~ <sup>de.</sup> ~~de.~~ <sup>df.</sup> ~~df.~~ <sup>dg.</sup> ~~dg.~~ <sup>dh.</sup> ~~dh.~~ <sup>di.</sup> ~~di.~~ <sup>dj.</sup> ~~dj.~~ <sup>dk.</sup> ~~dk.~~ <sup>dl.</sup> ~~dl.~~ <sup>dm.</sup> ~~dm.~~ <sup>dn.</sup> ~~dn.~~ <sup>do.</sup> ~~do.~~ <sup>dp.</sup> ~~dp.~~ <sup>dq.</sup> ~~dq.~~ <sup>dr.</sup> ~~dr.~~ <sup>ds.</sup> ~~ds.~~ <sup>dt.</sup> ~~dt.~~ <sup>du.</sup> ~~du.~~ <sup>dv.</sup> ~~dv.~~ <sup>dw.</sup> ~~dw.~~ <sup>dx.</sup> ~~dx.~~ <sup>dy.</sup> ~~dy.~~ <sup>dz.</sup> ~~dz.~~ <sup>ea.</sup> ~~ea.~~ <sup>eb.</sup> ~~eb.~~ <sup>ec.</sup> ~~ec.~~ <sup>ed.</sup> ~~ed.~~ <sup>ee.</sup> ~~ee.~~ <sup>ef.</sup> ~~ef.~~ <sup>eg.</sup> ~~eg.~~ <sup>eh.</sup> ~~eh.~~ <sup>ei.</sup> ~~ei.~~ <sup>ej.</sup> ~~ej.~~ <sup>ek.</sup> ~~ek.~~ <sup>el.</sup> ~~el.~~ <sup>em.</sup> ~~em.~~ <sup>en.</sup> ~~en.~~ <sup>eo.</sup> ~~eo.~~ <sup>ep.</sup> ~~ep.~~ <sup>eq.</sup> ~~eq.~~ <sup>er.</sup> ~~er.~~ <sup>es.</sup> ~~es.~~ <sup>et.</sup> ~~et.~~ <sup>eu.</sup> ~~eu.~~ <sup>ev.</sup> ~~ev.~~ <sup>ew.</sup> ~~ew.~~ <sup>ex.</sup> ~~ex.~~ <sup>ey.</sup> ~~ey.~~ <sup>ez.</sup> ~~ez.~~ <sup>fa.</sup> ~~fa.~~ <sup>fb.</sup> ~~fb.~~ <sup>fc.</sup> ~~fc.~~ <sup>fd.</sup> ~~fd.~~ <sup>fe.</sup> ~~fe.~~ <sup>ff.</sup> ~~ff.~~ <sup>fg.</sup> ~~fg.~~ <sup>fh.</sup> ~~fh.~~ <sup>fi.</sup> ~~fi.~~ <sup>fj.</sup> ~~fj.~~ <sup>fk.</sup> ~~fk.~~ <sup>fl.</sup> ~~fl.~~ <sup>fm.</sup> ~~fm.~~ <sup>fn.</sup> ~~fn.~~ <sup>fo.</sup> ~~fo.~~ <sup>fp.</sup> ~~fp.~~ <sup>fq.</sup> ~~fq.~~ <sup>fr.</sup> ~~fr.~~ <sup>fs.</sup> ~~fs.~~ <sup>ft.</sup> ~~ft.~~ <sup>fu.</sup> ~~fu.~~ <sup>fv.</sup> ~~fv.~~ <sup>fw.</sup> ~~fw.~~ <sup>fx.</sup> ~~fx.~~ <sup>fy.</sup> ~~fy.~~ <sup>fz.</sup> ~~fz.~~ <sup>ga.</sup> ~~ga.~~ <sup>gb.</sup> ~~gb.~~ <sup>gc.</sup> ~~gc.~~ <sup>gd.</sup> ~~gd.~~ <sup>ge.</sup> ~~ge.~~ <sup>gf.</sup> ~~gf.~~ <sup>gg.</sup> ~~gg.~~ <sup>gh.</sup> ~~gh.~~ <sup>gi.</sup> ~~gi.~~ <sup>gj.</sup> ~~gj.~~ <sup>gk.</sup> ~~gk.~~ <sup>gl.</sup> ~~gl.~~ <sup>gm.</sup> ~~gm.~~ <sup>gn.</sup> ~~gn.~~ <sup>go.</sup> ~~go.~~ <sup>gp.</sup> ~~gp.~~ <sup>gq.</sup> ~~gq.~~ <sup>gr.</sup> ~~gr.~~ <sup>gs.</sup> ~~gs.~~ <sup>gt.</sup> ~~gt.~~ <sup>gu.</sup> ~~gu.~~ <sup>gv.</sup> ~~gv.~~ <sup>gw.</sup> ~~gw.~~ <sup>gx.</sup> ~~gx.~~ <sup>gy.</sup> ~~gy.~~ <sup>gz.</sup> ~~gz.~~ <sup>ha.</sup> ~~ha.~~ <sup>hb.</sup> ~~hb.~~ <sup>hc.</sup> ~~hc.~~ <sup>hd.</sup> ~~hd.~~ <sup>he.</sup> ~~he.~~ <sup>hf.</sup> ~~hf.~~ <sup>hg.</sup> ~~hg.~~ <sup>hi.</sup> ~~hi.~~ <sup>hj.</sup> ~~hj.~~ <sup>hk.</sup> ~~hk.~~ <sup>hl.</sup> ~~hl.~~ <sup>hm.</sup> ~~hm.~~ <sup>hn.</sup> ~~hn.~~ <sup>ho.</sup> ~~ho.~~ <sup>hp.</sup> ~~hp.~~ <sup>hq.</sup> ~~hq.~~ <sup>hr.</sup> ~~hr.~~ <sup>hs.</sup> ~~hs.~~ <sup>ht.</sup> ~~ht.~~ <sup>hu.</sup> ~~hu.~~ <sup>hv.</sup> ~~hv.~~ <sup>hw.</sup> ~~hw.~~ <sup>hx.</sup> ~~hx.~~ <sup>hy.</sup> ~~hy.~~ <sup>hz.</sup> ~~hz.~~ <sup>ia.</sup> ~~ia.~~ <sup>ib.</sup> ~~ib.~~ <sup>ic.</sup> ~~ic.~~ <sup>id.</sup> ~~id.~~ <sup>ie.</sup> ~~ie.~~ <sup>if.</sup> ~~if.~~ <sup>ig.</sup> ~~ig.~~ <sup>ih.</sup> ~~ih.~~ <sup>ii.</sup> ~~ii.~~ <sup>ij.</sup> ~~ij.~~ <sup>ik.</sup> ~~ik.~~ <sup>il.</sup> ~~il.~~ <sup>im.</sup> ~~im.~~ <sup>in.</sup> ~~in.~~ <sup>io.</sup> ~~io.~~ <sup>ip.</sup> ~~ip.~~ <sup>iq.</sup> ~~iq.~~ <sup>ir.</sup> ~~ir.~~ <sup>is.</sup> ~~is.~~ <sup>it.</sup> ~~it.~~ <sup>iu.</sup> ~~iu.~~ <sup>iv.</sup> ~~iv.~~ <sup>iw.</sup> ~~iw.~~ <sup>ix.</sup> ~~ix.~~ <sup>iy.</sup> ~~iy.~~ <sup>iz.</sup> ~~iz.~~ <sup>ja.</sup> ~~ja.~~ <sup>jb.</sup> ~~jb.~~ <sup>jc.</sup> ~~jc.~~ <sup>jd.</sup> ~~jd.~~ <sup>je.</sup> ~~je.~~ <sup>jf.</sup> ~~jf.~~ <sup>kg.</sup> ~~kg.~~ <sup>kh.</sup> ~~kh.~~ <sup>ki.</sup> ~~ki.~~ <sup>kl.</sup> ~~kl.~~ <sup>km.</sup> ~~km.~~ <sup>kn.</sup> ~~kn.~~ <sup>ko.</sup> ~~ko.~~ <sup>kp.</sup> ~~kp.~~ <sup>kq.</sup> ~~kq.~~ <sup>kr.</sup> ~~kr.~~ <sup>ks.</sup> ~~ks.~~ <sup>kt.</sup> ~~kt.~~ <sup>ku.</sup> ~~ku.~~ <sup>kv.</sup> ~~kv.~~ <sup>kw.</sup> ~~kw.~~ <sup>kx.</sup> ~~kx.~~ <sup>ky.</sup> ~~ky.~~ <sup>kz.</sup> ~~kz.~~ <sup>la.</sup> ~~la.~~ <sup>lb.</sup> ~~lb.~~ <sup>lc.</sup> ~~lc.~~ <sup>ld.</sup> ~~ld.~~ <sup>le.</sup> ~~le.~~ <sup>lf.</sup> ~~lf.~~ <sup>lg.</sup> ~~lg.~~ <sup>lh.</sup> ~~lh.~~ <sup>li.</sup> ~~li.~~ <sup>lj.</sup> ~~lj.~~ <sup>lk.</sup> ~~lk.~~ <sup>ll.</sup> ~~ll.~~ <sup>lm.</sup> ~~lm.~~ <sup>ln.</sup> ~~ln.~~ <sup>lo.</sup> ~~lo.~~ <sup>lp.</sup> ~~lp.~~ <sup>lq.</sup> ~~lq.~~ <sup>lr.</sup> ~~lr.~~ <sup>ls.</sup> ~~ls.~~ <sup>lt.</sup> ~~lt.~~ <sup>lu.</sup> ~~lu.~~ <sup>lv.</sup> ~~lv.~~ <sup>lw.</sup> ~~lw.~~ <sup>lx.</sup> ~~lx.~~ <sup>ly.</sup> ~~ly.~~ <sup>lz.</sup> ~~lz.~~ <sup>ma.</sup> ~~ma.~~ <sup>mb.</sup> ~~mb.~~ <sup>mc.</sup> ~~mc.~~ <sup>md.</sup> ~~md.~~ <sup>me.</sup> ~~me.~~ <sup>mf.</sup> ~~mf.~~ <sup>mg.</sup> ~~mg.~~ <sup>mh.</sup> ~~mh.~~ <sup>mi.</sup> ~~mi.~~ <sup>mj.</sup> ~~mj.~~ <sup>mk.</sup> ~~mk.~~ <sup>ml.</sup> ~~ml.~~ <sup>mn.</sup> ~~mn.~~ <sup>mo.</sup> ~~mo.~~ <sup>mp.</sup> ~~mp.~~ <sup>mq.</sup> ~~mq.~~ <sup>mr.</sup> ~~mr.~~ <sup>ms.</sup> ~~ms.~~ <sup>mt.</sup> ~~mt.~~ <sup>mu.</sup> ~~mu.~~ <sup>mv.</sup> ~~mv.~~ <sup>mw.</sup> ~~mw.~~ <sup>mx.</sup> ~~mx.~~ <sup>my.</sup> ~~my.~~ <sup>mz.</sup> ~~mz.~~ <sup>na.</sup> ~~na.~~ <sup>nb.</sup> ~~nb.~~ <sup>nc.</sup> ~~nc.~~ <sup>nd.</sup> ~~nd.~~ <sup>ne.</sup> ~~ne.~~ <sup>nf.</sup> ~~nf.~~ <sup>ng.</sup> ~~ng.~~ <sup>nh.</sup> ~~nh.~~ <sup>ni.</sup> ~~ni.~~ <sup>nj.</sup> ~~nj.~~ <sup>nk.</sup> ~~nk.~~ <sup>nl.</sup> ~~nl.~~ <sup>nm.</sup> ~~nm.~~ <sup>no.</sup> ~~no.~~ <sup>np.</sup> ~~np.~~ <sup>nq.</sup> ~~nq.~~ <sup>nr.</sup> ~~nr.~~ <sup>ns.</sup> ~~ns.~~ <sup>nt.</sup> ~~nt.~~ <sup>nu.</sup> ~~nu.~~ <sup>nv.</sup> ~~nv.~~ <sup>nw.</sup> ~~nw.~~ <sup>nx.</sup> ~~nx.~~ <sup>ny.</sup> ~~ny.~~ <sup>nz.</sup> ~~nz.~~ <sup>oa.</sup> ~~oa.~~ <sup>ob.</sup> ~~ob.~~ <sup>oc.</sup> ~~oc.~~ <sup>od.</sup> ~~od.~~ <sup>oe.</sup> ~~oe.~~ <sup>of.</sup> ~~of.~~ <sup>og.</sup> ~~og.~~ <sup>oh.</sup> ~~oh.~~ <sup>oi.</sup> ~~oi.~~ <sup>oj.</sup> ~~oj.~~ <sup>ok.</sup> ~~ok.~~ <sup>ol.</sup> ~~ol.~~ <sup>om.</sup> ~~om.~~ <sup>on.</sup> ~~on.~~ <sup>oo.</sup> ~~oo.~~ <sup>op.</sup> ~~op.~~ <sup>oq.</sup> ~~oq.~~ <sup>or.</sup> ~~or.~~ <sup>os.</sup> ~~os.~~ <sup>ot.</sup> ~~ot.~~ <sup>ou.</sup> ~~ou.~~ <sup>ov.</sup> ~~ov.~~ <sup>ow.</sup> ~~ow.~~ <sup>ox.</sup> ~~ox.~~ <sup>oy.</sup> ~~oy.~~ <sup>oz.</sup> ~~oz.~~ <sup>pa.</sup> ~~pa.~~ <sup>pb.</sup> ~~pb.~~ <sup>pc.</sup> ~~pc.~~ <sup>pd.</sup> ~~pd.~~ <sup>pe.</sup> ~~pe.~~ <sup>pf.</sup> ~~pf.~~ <sup>pg.</sup> ~~pg.~~ <sup>ph.</sup> ~~ph.~~ <sup>pi.</sup> ~~pi.~~ <sup>pj.</sup> ~~pj.~~ <sup>pk.</sup> ~~pk.~~ <sup>pl.</sup> ~~pl.~~ <sup>pm.</sup> ~~pm.~~ <sup>pn.</sup> ~~pn.~~ <sup>po.</sup> ~~po.~~ <sup>pp.</sup> ~~pp.~~ <sup>pq.</sup> ~~pq.~~ <sup>pr.</sup> ~~pr.~~ <sup>ps.</sup> ~~ps.~~ <sup>pt.</sup> ~~pt.~~ <sup>pu.</sup> ~~pu.~~ <sup>pv.</sup> ~~pv.~~ <sup>pw.</sup> ~~pw.~~ <sup>px.</sup> ~~px.~~ <sup>py.</sup> ~~py.~~ <sup>pz.</sup> ~~pz.~~ <sup>qa.</sup> ~~qa.~~ <sup>qb.</sup> ~~qb.~~ <sup>qc.</sup> ~~qc.~~ <sup>qd.</sup> ~~qd.~~ <sup>qe.</sup> ~~qe.~~ <sup>qf.</sup> ~~qf.~~ <sup>qg.</sup> ~~qg.~~ <sup>qh.</sup> ~~qh.~~ <sup>qi.</sup> ~~qi.~~ <sup>qj.</sup> ~~qj.~~ <sup>qk.</sup> ~~qk.~~ <sup>ql.</sup> ~~ql.~~ <sup>qm.</sup> ~~qm.~~ <sup>qn.</sup> ~~qn.~~ <sup>qo.</sup> ~~qo.~~ <sup>qp.</sup> ~~qp.~~ <sup>qq.</sup> ~~qq.~~ <sup>qr.</sup> ~~qr.~~ <sup>qs.</sup> ~~qs.~~ <sup>qt.</sup> ~~qt.~~ <sup>qu.</sup> ~~qu.~~ <sup>qv.</sup> ~~qv.~~ <sup>qw.</sup> ~~qw.~~ <sup>qx.</sup> ~~qx.~~ <sup>qy.</sup> ~~qy.~~ <sup>qz.</sup> ~~qz.~~ <sup>ra.</sup> ~~ra.~~ <sup>rb.</sup> ~~rb.~~ <sup>rc.</sup> ~~rc.~~ <sup>rd.</sup> ~~rd.~~ <sup>re.</sup> ~~re.~~ <sup>rf.</sup> ~~rf.~~ <sup>rg.</sup> ~~rg.~~ <sup>rh.</sup> ~~rh.~~ <sup>ri.</sup> ~~ri.~~ <sup>rj.</sup> ~~rj.~~ <sup>rk.</sup> ~~rk.~~ <sup>rl.</sup> ~~rl.~~ <sup>rm.</sup> ~~rm.~~ <sup>rn.</sup> ~~rn.~~ <sup>ro.</sup> ~~ro.~~ <sup>rp.</sup> ~~rp.~~ <sup>rq.</sup> ~~rq.~~ <sup>rr.</sup> ~~rr.~~ <sup>rs.</sup> ~~rs.~~ <sup>rt.</sup> ~~rt.~~ <sup>ru.</sup> ~~ru.~~ <sup>rv.</sup> ~~rv.~~ <sup>rw.</sup> ~~rw.~~ <sup>rx.</sup> ~~rx.~~ <sup>ry.</sup> ~~ry.~~ <sup>rz.</sup> ~~rz.~~ <sup>sa.</sup> ~~sa.~~ <sup>sb.</sup> ~~sb.~~ <sup>sc.</sup> ~~sc.~~ <sup>sd.</sup> ~~sd.~~ <sup>se.</sup> ~~se.~~ <sup>sf.</sup> ~~sf.~~ <sup>sg.</sup> ~~sg.~~ <sup>sh.</sup> ~~sh.~~ <sup>si.</sup> ~~si.~~ <sup>sj.</sup> ~~sj.~~ <sup>sk.</sup> ~~sk.~~ <sup>sl.</sup> ~~sl.~~ <sup>sm.</sup> ~~sm.~~ <sup>sn.</sup> ~~sn.~~ <sup>so.</sup> ~~so.~~ <sup>sp.</sup> ~~sp.~~ <sup>sq.</sup> ~~sq.~~ <sup>sr.</sup> ~~sr.~~ <sup>ss.</sup> ~~ss.~~ <sup>st.</sup> ~~st.~~ <sup>su.</sup> ~~su.~~ <sup>sv.</sup> ~~sv.~~ <sup>sw.</sup> ~~sw.~~ <sup>sx.</sup> ~~sx.~~ <sup>sy.</sup> ~~sy.~~ <sup>sz.</sup> ~~sz.~~ <sup>ta.</sup> ~~ta.~~ <sup>tb.</sup> ~~tb.~~ <sup>tc.</sup> ~~tc.~~ <sup>td.</sup> ~~td.~~ <sup>te.</sup> ~~te.~~ <sup>tf.</sup> ~~tf.~~ <sup>tg.</sup> ~~tg.~~ <sup>th.</sup> ~~th.~~ <sup>ti.</sup> ~~ti.~~ <sup>tj.</sup> ~~tj.~~ <sup>tk.</sup> ~~tk.~~ <sup>tl.</sup> ~~tl.~~ <sup>tm.</sup> ~~tm.~~ <sup>tn.</sup> ~~tn.~~ <sup>to.</sup> ~~to.~~ <sup>tp.</sup> ~~tp.~~ <sup>tq.</sup> ~~tq.~~ <sup>tr.</sup> ~~tr.~~ <sup>ts.</sup> ~~ts.~~ <sup>tt.</sup> ~~tt.~~ <sup>tu.</sup> ~~tu.~~ <sup>tv.</sup> ~~tv.~~ <sup>tw.</sup> ~~tw.~~ <sup>tx.</sup> ~~tx.~~ <sup>ty.</sup> ~~ty.~~ <sup>tz.</sup> ~~tz.~~ <sup>ua.</sup> ~~ua.~~ <sup>ub.</sup> ~~ub.~~ <sup>uc.</sup> ~~uc.~~ <sup>ud.</sup> ~~ud.~~ <sup>ue.</sup> ~~ue.~~ <sup>uf.</sup> ~~uf.~~ <sup>ug.</sup> ~~ug.~~ <sup>uh.</sup> ~~uh.~~ <sup>ui.</sup> ~~ui.~~ <sup>uj.</sup> ~~uj.~~ <sup>uk.</sup> ~~uk.~~ <sup>ul.</sup> ~~ul.~~ <sup>um.</sup> ~~um.~~ <sup>un.</sup> ~~un.~~ <sup>uo.</sup> ~~uo.~~ <sup>up.</sup> ~~up.~~ <sup>uq.</sup> ~~uq.~~ <sup>ur.</sup> ~~ur.~~ <sup>us.</sup> ~~us.~~ <sup>ut.</sup> ~~ut.~~ <sup>uu.</sup> ~~uu.~~ <sup>uv.</sup> ~~uv.~~ <sup>uw.</sup> ~~uw.~~ <sup>ux.</sup> ~~ux.~~ <sup>uy.</sup> ~~uy.~~ <sup>uz.</sup> ~~uz.~~ <sup>va.</sup> ~~va.~~ <sup>vb.</sup> ~~vb.~~ <sup>vc.</sup> ~~vc.~~ <sup>vd.</sup> ~~vd.~~ <sup>ve.</sup> ~~ve.~~ <sup>vf.</sup> ~~vf.~~ <sup>vg.</sup> ~~vg.~~ <sup>vh.</sup> ~~vh.~~ <sup>vi.</sup> ~~vi.~~ <sup>vj.</sup> ~~vj.~~ <sup>vk.</sup> ~~vk.~~ <sup>vl.</sup> ~~vl.~~ <sup>vm.</sup> ~~vm.~~ <sup>vn.</sup> ~~vn.~~ <sup>vo.</sup> ~~vo.~~ <sup>vp.</sup> ~~vp.~~ <sup>vq.</sup> ~~vq.~~ <sup>vr.</sup> ~~vr.~~ <sup>vs.</sup> ~~vs.~~ <sup>vt.</sup> ~~vt.~~ <sup>vu.</sup> ~~vu.~~ <sup>vv.</sup> ~~vv.~~ <sup>vw.</sup> ~~vw.~~ <sup>vx.</sup> ~~vx.~~ <sup>vy.</sup> ~~vy.~~ <sup>vz.</sup> ~~vz.~~ <sup>wa.</sup> ~~wa.~~ <sup>wb.</sup> ~~wb.~~ <sup>wc.</sup> ~~wc.~~ <sup>wd.</sup> ~~wd.~~ <sup>we.</sup> ~~we.~~ <sup>wf.</sup> ~~wf.~~ <sup>wg.</sup> ~~wg.~~ <sup>wh.</sup> ~~wh.~~ <sup>wi.</sup> ~~wi.~~ <sup>wj.</sup> ~~wj.~~ <sup>wk.</sup> ~~wk.~~ <sup>wl.</sup> ~~wl.~~ <sup>wm.</sup> ~~wm.~~ <sup>wn.</sup> ~~wn.~~ <sup>wo.</sup> ~~wo.~~ <sup>wp.</sup> ~~wp.~~ <sup>wq.</sup> ~~wq.~~ <sup>wr.</sup> ~~wr.~~ <sup>ws.</sup> ~~ws.~~ <sup>wt.</sup> ~~wt.~~ <sup>wu.</sup> ~~wu.~~ <sup>wv.</sup> ~~wv.~~ <sup>wx.</sup> ~~wx.~~ <sup>wy.</sup> ~~wy.~~ <sup>wz.</sup> ~~wz.~~ <sup>xa.</sup> ~~xa.~~ <sup>xb.</sup> ~~xb.~~ <sup>xc.</sup> ~~xc.~~ <sup>xd.</sup> ~~xd.~~ <sup>xe.</sup> ~~xe.~~ <sup>xf.</sup> ~~xf.~~ <sup>xg.</sup> ~~xg.~~ <sup>xh.</sup> ~~xh.~~ <sup>xi.</sup> ~~xi.~~ <sup>xj.</sup> ~~xj.~~ <sup>xk.</sup> ~~xk.~~ <sup>xl.</sup> ~~xl.~~ <sup>xm.</sup> ~~xm.~~ <sup>xn.</sup> ~~xn.~~ <sup>xo.</sup> ~~xo.~~ <sup>xp.</sup> ~~xp.~~ <sup>xq.</sup> ~~xq.~~ <sup>xr.</sup> ~~xr.~~ <sup>xs.</sup> ~~xs.~~ <sup>xt.</sup> ~~xt.~~ <sup>xu.</sup> ~~xu.~~ <sup>xv.</sup> ~~xv.~~ <sup>xw.</sup> ~~xw.~~ <sup>xx.</sup> ~~xx.~~ <sup>xy.</sup> ~~xy.~~ <sup>xz.</sup> ~~xz.~~ <sup>ya.</sup> ~~ya.~~ <sup>yb.</sup> ~~yb.~~ <sup>yc.</sup> ~~yc.~~ <sup>yd.</sup> ~~yd.~~ <sup>ye.</sup> ~~ye.~~ <sup>yf.</sup> ~~yf.~~ <sup>yg.</sup> ~~yg.~~ <sup>yh.</sup> ~~yh.~~ <sup>yi.</sup> ~~yi.~~ <sup>yj.</sup> ~~yj.~~ <sup>yk.</sup> ~~yk.~~ <sup>yl.</sup> ~~yl.~~ <sup>ym.</sup> ~~ym.~~ <sup>yn.</sup> ~~yn.~~ <sup>yo.</sup> ~~yo.~~ <sup>yp.</sup> ~~yp.~~ <sup>yq.</sup> ~~yq.~~ <sup>yr.</sup> ~~yr.~~ <sup>ys.</sup> ~~ys.~~ <sup>yt.</sup> ~~yt.~~ <sup>yu.</sup> ~~yu.~~ <sup>yv.</sup> ~~yv.~~ <sup>yw.</sup> ~~yw.~~ <sup>yx.</sup> ~~yx.~~ <sup>yy.</sup> ~~yy.~~ <sup>yz.</sup> ~~yz.~~ <sup>za.</sup> ~~za.~~ <sup>zb.</sup> ~~zb.~~ <sup>zc.</sup> ~~zc.~~ <sup>zd.</sup> ~~zd.~~ <sup>ze.</sup> ~~ze.~~ <sup>zf.</sup> ~~zf.~~ <sup>zg.</sup> ~~zg.~~ <sup>zh.</sup> ~~zh.~~ <sup>zi.</sup> ~~zi.~~ <sup>zj.</sup> ~~zj.~~ <sup>zk.</sup> ~~zk.~~ <sup>zl.</sup> ~~zl.~~ <sup>zm.</sup> ~~zm.~~ <sup>zn.</sup> ~~zn.~~ <sup>zo.</sup> ~~zo.~~ <sup>zp.</sup> ~~zp.~~ <sup>zq.</sup> ~~zq.~~ <sup>zr.</sup> ~~zr.~~ <sup>zs.</sup> ~~zs.~~ <sup>zt.</sup> ~~zt.~~ <sup>zu.</sup> ~~zu.~~ <sup>zv.</sup> ~~zv.~~ <sup>zw.</sup> ~~zw.~~ <sup>zx.</sup> ~~zx.~~ <sup>zy.</sup> ~~zy.~~ <sup>zz.</sup> ~~zz.~~

#### Article 4.

The Accounts Section shall be in charge of the matters pertaining to:

- a. The budget of revenues and expenditures, the settlement of the accounts and accounts in general;
- b. Auditing the accounts;
- c. Government properties and articles;
- d. Maintenance and repairs;
- e. The custody of ministerial properties;



- f. The employment, discharge and supervision of the daily-waged employees;
- g. ~~Mutual Aid Association of Labour Ministry's personnel.~~  
*The sanitation, medical treatment, and other welfare affairs of the personnel.*

Article 5.

The Liaison Section shall be in charge of the matters pertaining to:

- a. Liaison with the General Headquarters of the Supreme Commander for the Allied Powers;
- b. The contact with the Ministry of Foreign Affairs and others on the liaison affairs, and general adjustment of the liaison affairs discharged by the subdivisions of the Ministry;
- c. Liaison affairs other than mentioned herein;
- d. Translation of the official documents and others;
- e. The education and training<sup>7</sup> of the personnel engaged in liaison affairs.

Article 6.

The Division General Affairs Section shall be in charge of the matters pertaining to:

- a. The Planning the research and statistics, and the coordination within the Division, and within and without the Labour Ministry;
- b. The Liaison with foreign labour organizations on statistical survey, and exchange of information;
- c. The collection, classification and analysis of the information on the home and foreign labour legislations, labour administration, labour organization and other labour development;



- d. Regular and special publications concerning labour, economics research and statistics;
- e. Publicity, -press release and related activities on labour statistics;
- f. The education and training of personnel engaged in affairs of labour statistics and research;
- g. The supervision of field offices and personnel relating to labour statistics;
- h. Mechanical tabulation;
- i. Labour Statistics and Research Advisory Committee
- j. The Labour Ministry Branch of the National Diet Library.

#### Article 7.

The Employment Statistics and Research Section shall be in charge of the matters pertaining to:

- a. The collection, processing and summarization of regular statistics concerning employment and unemployment;
- b. The analysis of employment, unemployment and labour force statistics collected on national level;
- c. The analysis of labour turnover, absenteeism, and personnel affairs relating to employment and discharge;
- d. Other research activities related to the above 3 items.

#### Article 8.

The Wage Analysis Section shall be in charge of the matters pertaining to:

- a. The collection, compilation and analysis of regular statistics concerning wages, salaries and other remuneration;



- b. The studies on the wage structure;
- c. The research concerning wages as a factor in production cost;
- d. Other statistical survey on wages.

Article 9.

The Labour Economic Section shall be in charge of the matters pertaining to:

- a. The collection, compilation and analysis of the regular statistics on workers' cost of living and family expenditures;
- b. The regular statistics on workers' standards of living.
- c. The statistics and survey concerning consumers cooperatives and other group purchasing;
- d. Other statistical survey related to the above three items;
- e. The compilation and analysis of the reports and statistics concerning safety, accidents and labour sanitation, ~~and~~ workmen's compensation; *and other working conditions;*
- f. The compilation and analysis of reports and statistics concerning labour unions, labour disputes, and other labour relations;
- g. The compilation and analysis of the informational data on working hours;
- h. Planning long range research on labour matters not assigned to other bureaux;
- i. Planning and conducting long range research in collaboration with the interested bureaux;



Article 10.

1. The Examination Committee shall be established in the Ministerial Secretariate.
2. The Examination Committee shall examine drafted laws, orders and other important matters.

Labour Policy Bureau

Article 11.

The following four sections shall be established in the Labour Policy Bureau:

- Bureau General Affairs Section,
- Labour Legislation Section,
- Trade Union Section,
- Labour Education Section.

Article 12.

The Bureau General Affairs Section shall be in charge of the matters pertaining to:

- a. Miscellaneous affairs of the Labour Policy Bureau;
- b. The appointment and discharge of the staff (including the staff of the external organs, this applies to the similar cases hereinafter) of labour policy administration;
- c. The enlightenment and training of staff engaged in labour policy administration;
- d. The budget (including the budget of the external organs).
- e. Other affairs which are not assigned to other agencies.

Article 13.

The Labour Legislation Section shall be in charge of the matters pertaining to:



- a. The enforcement of the Trade Union Law, the Labour Relations Adjustment Law and the Public Corporation Labour Relations Law; excepting the affairs assigned to other agencies;
- b. To discharge the powers of the Minister of Labour, defined in the Trade Union Law, the Labour Relations Adjustment Law and the Public Corporation Labour Relations Law;
- c. General planning and survey in relation to the labour policy;
- d. The investigation and study of the laws and orders related to the labour policy and labour relations adjustment;
- e. The management of other affairs relating to the Labour Relations Committee, the Public Corporation Arbitration Committee, the National Railways Central Mediation Committee, the Monopoly Public Corporation Central Mediation Committee, the National Railways Local Mediation Committee and the Monopoly Public Corporation Local Mediation Committee, than those which are to be performed independently by the said Committee or Committees as provided by laws and orders, <sup>the management of</sup> and assistance to and coordination with the said Committee or Committees.

Article 14.

The Trade Union Section shall be in charge of the matters pertaining to:

- a. The collection and analysis of the information on organization, management and activities of trade unions;



- b. The collection and analysis of the information in respect of collective bargaining, labour agreement and the management of the labour agreement, and the guidance in such activities;
- c. The collection and analysis of the information on the activities of employees and employers' organizations, and their guidance;
- d. The planning of facilities for the mutual benefits and welfare of trade unions, and implementation of such programme.

Article 15.

The Labour Education Section shall be in charge of the matters pertaining to:

- a. The education on and enlightenment of labour movements;
- b. The collection, arrangement and publication of the information necessary for such education and enlightenment;
- c. The assistance for the labour education conducted by trade unions and employers' organizations, and encouragement of non-interfered activities by them;
- d. Labour Education Committee.

Labour Standards Bureau

Article 16.

The following seven Sections shall be established in the Labour Standards Bureau:

Bureau General Affairs Section,  
Inspection Section,  
Worker's Accident Compensation Section,



Safety Section,  
Labour Sanitation Section,  
Wage and Allowance Section,  
Mining Section.

Article 17.

The Bureau General Affairs Section shall be in charge of the matters pertaining to:

- a. Personnel, budget, and building of the offices of the labour standards administration, and other general affairs;
- b. The examination of labour standards inspectors;
- c. The education and training of the personnel engaged in the affairs concerning the enforcement of Labour Standards Law;
- d. Limitation Committee for Labour Standards Inspectors;
- e. Other affairs not within the charge of other sections.

Article 18.

The Inspection Section shall be in charge of the matters pertaining to:

- a. Inspections of factories and establishments;
- b. The working conditions of labourers in general;
- c. The welfare of workers;
- d. The direction and supervision of the offices of the labour standards administration concerning the inspection of factories and establishments, and the comprehensive direction and supervision of such offices in relation to other affairs thereof;



- e. Working hours, rests, holidays, annual vacation with pay, and the affairs pursuant to the enforcement of Labour Standards Law, which are not within the charge of other sections, and the matters concerning working conditions and protection of workers;
- f. Labour Standards Committee;
- g. Apprenticeship Committee.

#### Article 19.

The Worker's Accident Compensation Section shall be in charge of the matters pertaining to:

- a. Worker's Accident Compensation;
- b. Worker's Accident Compensation Insurance;
- c. The Worker's Accident Compensation Insurance Special Account; *(This was in old version, but now is made a new item)*
- d. Worker's Accident Compensation Insurance Committee.

#### Article 20.

The Safety Section shall be in charge of the matters pertaining to:

- a. Industrial safety and prevention of accidents excepting the safety in mines stipulated by the Mine Safety Law (Law No. 70 of 1949);
- b. Improvement of labour efficiency;
- c. Prevention of injuries and damages to the public;
- d. The management and supervision of Industrial Safety Laboratory;
- e. Safety Apparatus Efficiency Test Committee;



- f. Central Specific Technicians Qualification Committee.

Article 21.

The Labour Sanitation Section shall be in charge of the matters pertaining to:

- a. The sanitation in and out workshops;
- b. Occupational diseases and other diseases contracted in jobs;
- c. The health-preservation of labourers;
- d. Other labour sanitation, excepting air-conditioning and rescue works in accidents in the mines which are provided by Mine Safety Law.
- e. Silicosis Prevention Committee;
- f. Silicosis Experiment Laboratory.

Article 22.

The Wage and Allowance Section shall be in charge of the matters pertaining to:

- a. The planning and implementation of the policies concerning wages, salaries and other remuneration<sup>5</sup>;
- b. The establishment, amendment, interpretation and the enforcement of the provisions on the wages, pays and other remuneration<sup>6</sup>, in the Labour Standards Law;
- c. Wage Committees;
- d. The prevailing wages;
- e. The implementation of the policies in the advice and recommendations to be given to employers and workers in connection with wages, salaries and other remuneration<sup>6</sup>;
- f. Commodities for labourers.



Article 23.

The Mining Section shall be in charge of the matters pertaining to:

- a. The supervision of the working conditions and the protection of workers in mines, and the specific working conditions incident to miners, excepting the matters relating to wages, salaries and other remuneration;
- b. Industrial safety, prevention of accidents, the improvement of labour efficiency and the prevention of injuries and damages to the public in mines, excepting the affairs stipulated in the Mine Safety Law concerning the safety in mines;
- c. Commodities for miners.

Women and Minors Bureau

Article 24.

The following three sections shall be established in the Women and Minors Bureau:

- Women Workers Section,
- Minor Workers Section,
- Women's Section.

Article 25.

The Women Workers Section shall be in charge of the matters pertaining to:

- a. The establishment, amendment, abolition and interpretation of the stipulations incident to women, in the Labour Standards Law;



- b. Advising the Director of the Labour Standards Bureau and the chiefs of its subordinate offices, and assisting the said Director in his direction and supervision of the chiefs of the subordinate offices, concerning matters pertaining to the enforcement of the stipulations incident to women, in the Labour Standards Law;
- c. The problems of family workers and domestic workers;
- d. Research regarding women workers;
- e. Preparation of informational data on women workers for publication, or release by radio, motion picture, etc.;
- f. In coordination with other sections of the Bureau, general supervision, direction and control of personnel of the Bureau assigned to local offices;
- g. Other problems incident to women workers;
- h. Women and Minors Problems Committee;
- i. Other affairs not within the charge of other sections.

Article 26.

The Minor Workers Section shall be in charge of the matters pertaining to:

- a. The establishment, amendment, abolition and interpretation of the stipulations incident to minors, in the Labour Standards Law;
- b. Advising the Director of the Labour Standards Bureau and the chiefs<sup>?</sup> its subordinate offices, and assisting the said Director in his direction and supervision of the chiefs of the subordinate offices, concerning matters pertaining to the enforcement of stipulations incident to minors, in the Labour Standards Law;



- c. The prohibition of, and the regulations on, the employment of children;
- d. Research regarding minor worker problems;
- e. Preparation of informational data on minor workers for publication, or release by radio, motion picture, etc.;
- f. Other problems incident to minor workers.

Article 27.

The Women's Section shall be in charge of the matters pertaining to:

- a. The research, liaison and coordination of the women problems on status and others, provided that such liaison and coordination shall not preclude other Ministries performing the responsibilities assigned thereto by a law or laws;
- b. Problems of worker's families, excepting those assigned to other Ministries by laws;
- c. The preparation of informational data on women's status, other women's problems and workers' families, for publication or release by radio, motion picture, etc.

Employment Security Bureau

Article 28.

The following six sections shall be established in the Employment Security Bureau:

Bureau General Affairs Section,  
Unemployment Policy Section,



Unemployment Insurance Section,  
Employment Security Section,  
Vocational Training Section,  
Labour Market Survey Section.

Article 29.

The Bureau General Affairs Section shall be in charge of the matters pertaining to:

- a. The research and planning of laws and orders concerning the employment security programme;
- b. The budgets of and <sup>is</sup> appropriation for the prefectural and <sup>public</sup> local employment security offices;
- c. The personnel administration and other general affairs of the public employment security offices;
- d. The education and training of the personnel of employment security administration;
- e. The preparation of policies and procedures concerning the Employment Security Advisory Committee;
- f. The Employment Service Coordination Conference;
- g. The supervisions by supervisors;
- h. Other affairs concerning employment security administration not within the charge of other sections.

Article 30.

The Unemployment Policy Section shall be in charge of the matters pertaining to:

- a. Liaison with the Economic Stabilization Board and other government agencies in planning measures to provide job opportunities for the unemployed;



- b. The establishment of the policies of the Employment Security Bureau against unemployment;
- c. The establishment and implementation of the policies concerning public works as a counter measures against unemployment;
- d. The establishment of the recruitment policies of the unemployed for public works and work relief projects;
- e. The supervision of the absorption of the unemployed by the public works and work relief projects, and the actual number per diem so-employed;
- f. ~~Other related measures and emergency programmes against unemployment.~~

*The enforcement of the Emergency Unemployment Compensation - reauthorized law*

~~Other measures related to the above concerning the (Law No. 87 of 1949) and other work relief projects.~~ relief measures related to the above items.

Article 31.

The Unemployment Insurance Section shall be in charge of the matters pertaining to:

- a. The administration of Unemployment Insurance;
- b. The research and planning of laws and orders concerning the Unemployment Insurance and related programmes;
- c. The Unemployment Insurance Special <sup>a</sup> Account;
- d. Appeal Board of Unemployment Insurance.

Article 32.

The Employment Security Section shall be in charge of the matters pertaining to:

- a. The planning and implementation of the employment



- exchange services by the public employment security offices;
- b. Planning and supervision of special labour recruitment for the key-industries;
  - c. The planning and implementation of the policies for the inter-regional or inter-prefectural labour mobility and the job order cultivation;
  - d. Establishing and implementing the policies for licensing, and supervision of, non-governmental employment exchange projects and labour recruitment projects, and the administration of such projects;
  - e. Prohibition of fee-charging labour supply projects, and licensing, and supervision of, free labour supply projects;
  - f. The programmes for vocational guidance, vocational aptitude test and vocational counselling in public employment security offices;
  - g. Allotment of commodities to casual labourers;
  - h. Planning and implementing the policies for the advice and assistance given to employers in connection with employment.

Article 33.

The Vocational Training Section shall be in charge of the matters pertaining to:

- a. Planning the programmes of vocational training and the supervision thereof; *(the protected cooperative workshop is taken out of old version)*
- b. Establishing the standards and providing necessary assistance for conducting vocational training programmes;



- c. Liaison with other government agencies on the vocational training;
- d. Technical assistance for the foreman training in factories and establishments, *(instead of in-plant trainings) excepting the apprenticeship defined by the Labour Standards Law.*  
Article 34.

The Labour Market Survey Section shall be in charge of the matters pertaining to:

- a. The intra-bureau adjustment of the statistical surveying method, and the coordination with the Labour Statistics Division of the Ministerial Secretariate, and other competent bureaux of statistics;
- b. The planning and control of all statistical reports within the Bureau;
- c. Planning the labour market survey and occupational analysis, and establishing the methods.
- d. Assisting in training the prefectural and local ~~officials~~ *personnel* for labour market survey, occupational analysis and reporting procedures.
- e. The tabulation, analysis and publication of the informational data collected on national level, relating to the labour market survey, employment security administration and projects;
- f. The planning and assistance in the statistical survey on those absorbed in the public works and work relief projects;
- g. The planning the statistical survey of the Unemployment Insurance, and the assistance for it;
- h. The planning of the statistical survey of the vocational training programme, and the assistance.



Auxiliary Organs

Article 35.

The internal organization of the Industrial safety  
Institute shall be stipulated by the <sup>Director</sup> ~~chief~~ of the <sup>Labour Standards</sup> ~~said~~ Institute  
<sup>Bureau</sup> with the approval by the Minister of Labour.

[Note: Writings in red are not for correction  
but comment.]



[Notes: All the following articles are new addition.]

Prefectural Labour Standards Bureau.

Article 36.

The following four sections shall be established in Prefectural Labour Standards Bureau:

- General Affairs Section,
- Inspection Section,
- Worker's Accident Compensation Section,
- Wage and Allowance Section.

Article 37.

The Director of Labour Standards Bureau of the Ministry of Labour may, when deemed necessary, the following sections in Prefectural Labour Standards Bureau:

- Safety Section,
- Labour Sanitation Section or
- Safety and Sanitation Section,
- Mining Section.

Article 38.

The General Affairs Section shall be in charge of the matters pertaining to:

- a. Personnel;
- b. Receiving, sending, compiling and keeping the documents;
- c. Budget, the settlement of accounts, accounting and property;
- d. The custody of the official seals;
- e. General supervision of the office;
- f. Other miscellaneous affairs.



Article 39.

The Inspection Section shall be in charge of the matters pertaining to:

- a. The supervision of factories and establishments;
- b. The working conditions of general workers;
- c. The welfare of workers;
- d. The education and training of the personnel engaged in the affairs related to the enforcement of the Labour Standards Law;
- e. The direction and supervision of Labour Standards Inspection Offices regarding the inspection of factories and establishments, and the general adjustment of other direction and supervision of Labour Standards Inspection Offices;
- f. The personnel, budget, the building and order miscellaneous affairs of Prefectural Labour Standards Bureau;
- g. Prefectural Labour Standards Advisory Committee;
- h. Industrial safety and accident-prevention; excepting the safety in mines as provided by the Mine Safety Law;
- i. The promotion of labour efficiency;
- j. The prevention of the injuries to the public;
- k. Prefectural Specific Technician Qualification Advisory Committee;
- l. The working conditions in and out factories, and labour sanitation;
- m. Occupational diseases and other diseases contracted in performing jobs;
- n. The health-preservation of workers;
- o. Sanitation Officer Examination Committee;
- p. Labour sanitation other than stated herein, excepting the air-conditioning and the rescue works in accidents in mines,



as provided by the Mine Safety Law;

- g. In addition to the above-mentioned, the enforcement of the Labour Standards Law, the working conditions and the protection of workers;

Provided that, the matters of Items h. to p. inclusive shall be excluded from the responsibilities of the Inspection Section of the Prefectural Labour Standards Bureau wherein are established Safety Section and either Labour Sanitation Section or Safety Sanitation Section; and such affairs as included in Items a. b. h. and i. but assigned to the responsibilities of the Mining Section shall be exempted from the responsibilities of the Inspection Section of the Prefectural Labour Standards Bureau wherein is established the Mining Section.

#### Article 40.

The Worker's Accident Compensation Section shall be in charge of the matters pertaining to:

- a. The worker's accident compensation;
- b. The Worker's Accident Compensation Insurance;
- c. The Worker's Accident Compensation Insurance Special account;
- d. Appeal Board of Worker's Accident Compensation ~~Insurance~~;
- e. Appeal Board of Worker's Accident Compensation Insurance.

#### Article 41.

The Wage and Allowance Section shall be in charge of the matters pertaining to:

- a. The implementation of the policies relating to wage, allowance and other remuneration<sup>3</sup>;
- b. The enforcement of the part relating to wage, allowance and



- other remuneration; in the Labour Standards Law;
- c. Local Wage Committee;
  - d. The prevailing wage;
  - e. The establishment and implementation of the policies concerning the assistance and advice to employers and workers with respect to wage, Allowance and other remuneration.

f. The commodities for workers.

Article 42.

The Safety Section shall be in charge of the matters stated in Items h. to i. inclusive of Article 39.

Article 43.

The Labour Sanitation Section shall be in charge of the matters stated in Items l. to p. inclusive of Article 39.

Article 44.

The Safety and Sanitation Section shall be in charge of the matters stated in Items h. to p. inclusive of Article 39; provided that such affairs as included in Items h. and i. but assigned to the Mining Section shall be excluded from the responsibilities of the Safety and Sanitation Section of the Prefectural Labour Standards Bureau wherein is established Mining Section.

Article 45.

The Mining Section shall be in charge of the matters pertaining to:

- a. The supervision of mines and the working conditions incidental to miners;