

GHQ/SCAP Records (RG 331, National Archives and Records Service)

Description of contents

- (1) Box no. 2986
- (2) Folder title/number: (17)
L-111: Labor Conferences
- (3) Date: Sept. 1950 - May 1951

(4) Subject:

Classification	Type of record
9740	c, e

- (5) Item description and comment:
 - i) Chugoku and Shikoku
 - ii) Includes Contents List

(6) Reproduction: Yes No

(7) Film no. _____ Sheet no. _____

(Compiled by *National Diet Library*)

DATE	SUBJECT	ISSUING HEADQUARTERS & INDORSEMENT
24 Sept. 1950	Chugoku Regional Labor Policy Section Chiefs' Conference	CCAR, Econ. Sect.
16 Oct. 1950	Conference of Labor Department Chiefs from 5 Prefs. of Chugoku Region	Labor Dept., Yamaguchi Pref. Govt.
26 Oct. 1950	Practical Details of Making Contracts	
31 Oct. 1950	Regarding Hiroshima Construction Board Union officials	CCAR, Labor Div.
10 Feb. 1951	Report on Chugoku and Shikoku Districts Labor Education Technical Research Meeting	Kagawa Local Govt.
2 March 1951	Educational Meeting	Hiroshima Pref. IPS
19 March 1951	Chugoku Shikoku Labor Education Technique Study Conference	
27 March 1951	Labor Exhibition	Labor Dept. Yamaguchi Pref. Govt.
1 May 1951	Study Meetings on Techniques of Labor Education	"

File

ECONOMICS	
CHIEF	<i>HLK</i>
D.&I	
N.R.	
LABOR	<i>2 ✓</i>
FILE	<i>3</i>

LABOR DEPARTMENT
YAMAGUCHI PREFECTURAL GOVERNMENT

May 1, 1951

SUBJECT: Study Meeting on Techniques of Labor Education

TO: Chief
Chugoku Civil Affairs Region
Attn: Chief, Labor Division

We hereby beg to apprise you of a study meeting on the techniques of labor education scheduled to be held according to the program as shown in the attached sheets.

To make the meeting successful, you or a labor officer of your headquarters is cordially requested to be present and give an address at the study meeting.

Kindly let us know the name of officer who will attend the study meeting by May 10, 1951.

Yours respectfully,

Koji Kishimoto
 KOJI KISHIMOTO
 Director
 Labor Department
 Yamaguchi Pref. Govt.

(Mr. Keisel cannot attend this meeting.)

Sn/hm/mn//fn

MAY 3 1951

62/

Schedule for Opening Chugoku & Shikoku Regions'
Labor Education Technique Study Meeting (draft)

1. Object:

The aim is to develop a new phase in the method of labor education through expression of frank criticisms & exchange of unreserved opinions by those present and to establish a more democratic trade union system.

2. Sponsors:

Labor Ministry & Yamaguchi Prefecture.

3. Date:

May 25, 1951 (Friday), from 9 to 17.40

4. Place:

Lecture Hall of Economics Dept. of Yamaguchi Univ.,
Yoshizawa-cho, Yamaguchi City, Yamaguchi Prefecture.

5. Subjects & lecturers:

- a. Guidance in Reading & Management of Labor Library by
TANAKA Shinji, former chief of Yamaguchi Library.
- b. Re Information & Propaganda Activities by Trade Unions
(Scheduled to invite a lecturer from one of National
Unions).
- c. Film-showing:
A new step

6. Objects:

- a. Persons in charge of labor education & general members
from trade unions in Chugoku & Shikoku Regions.
- b. Officials from Labor Administration Sections in Chugoku
& Shikoku Regions.

Program of Labor Education Technique Study
Meeting in Chugoku & Shikoku Regions

Date: May 25, 1951

Place: At auditorium, Yamaguchi University,
Yamaguchi City

- | | |
|--|------------------|
| 1. Opening address: | 9.00 - 9.05 |
| KISHIMOTO Koji, Director, Labor
Dept., Yamaguchi Pref. Govt. | |
| 2. Greeting: | 9.05 - 9.15 |
| Official, Labor Education Sect.,
Labor Ministry. | |
| Official in charge of labor,
Chugoku Civil Affairs Region. | |
| (Recess) | (For 10 minutes) |
| 3. Guidance in reading & operation of
labor library: | 10.00 - 12.00 |
| TANAKA Shinji, former chief librarian,
Yamaguchi Library. | |
| (Lunch) | 12.00 - 13.00 |
| 4. Publicity & information activity by trade
union: | 13.00 - 16.00 |
| A lecturer will be invited from one
of national unions. | |
| 5. Film showing: | 17.00 - 17.25 |
| A new step. | |
| 6. Closing address: | 17.25 - 17.30 |
| OKADA Takashi, Chief, Labor Administration
Section, Yamaguchi Pref. Govt. | |

L-161

LABOR DEPARTMENT
YAMAGUCHI PREFECTURAL GOVERNMENT

27 March 1951

SUBJECT: Labor Exhibition

TO: Chief
Chugoku Civil Affairs Region

The Labor Exhibition reported to you under the date of Jan. 31, terminated with great success Mar. 10. Herewith is submitted a detailed report thereon.

R E P O R T

1. Appellation:

The Labor Exhibition ----- Retrospect and Outlook upon Postwar Labor Problems.

2. Date & location:

March 3 --- March 11 (the term was extended by 2 days),
900 hrs --- 1700 hrs, at Ube Citizens' Public Hall.

3. Sponsors:

Under the joint sponsorship of Labor Ministry, Labor Dept., Yamaguchi Prefecture and Yamaguchi Labor Standard Office.

Supporters:

The Ube Nichinichi Press and the Yamaguchi Nichinichi Press.

4. Exhibits: Drawings, photographs and others.

Breakdown of the above:

- a. 41 sets (130 pieces) from Labor Ministry.
- b. 16 (leaflet, booklet and the like) from 1 to, 1 fu and 16 kens.

- c. Winning works of the contests for Labor Cultural Festival (photos & organs concours)
- d. 6 sets (43 pieces) from Yamaguchi Labor Standard Office.
- e. 2 works from major labor unions within Yamaguchi Prefecture.
- f. 28 (data connected with labor administration) from Labor Dept., Yamaguchi Prefecture.
17 (data connected with labor employment) from Labor Dept., Yamaguchi Prefecture.

5. Services attached to this exhibition.

- a. Labor problem information station.

Breakdown of cases about which information was furnished.

Cases connected with labor administration -----	9
" " " labor employment -----	6
" " " labor standard -----	3
Total	18

- b. Film showing.

(1) Total number of audience: 1,200

(2) Type of films (CIE).

- How to Conduct a Meeting
- Using Parliamentary Procedures
- Workers Grievance Procedures (Safety Lamp)
- Labor News
- Men Arm-in-arm
- Men and Machines
- Birth of U.N. Headquarters
- Soviet Way of Thinking
- Comic Films (2)

- c. Vocational aptitude test station.

6. Total visitors (during 11 days).

Laborers	
Employers	4,395
General public	
Students	2,822
Total	7,217

7. Opinion slip.

Those who received the form at the inquiry office and gave frank opinions upon this exhibition numbered 358.

Classified opinions	Laborers	Employers	General public Students
Obtained a good understanding of postwar labor situation	58	1	14
Obtained a good understanding of measures for the protection of laborers	33	2	11
Obtained a good understanding of functions etc. of labor union	12	-	13
Obtained a good understanding of audio-visual education	56	-	4
Obtained a good understanding of vocational aptitude test	35	2	5
This exhibition is of great significance	-	1	9
This exhibition is of little significance	-	-	3
The arrangement of exhibits is good	42	1	9
Photos of labor culture are excellent	2	-	40
Total	238	7	113

Classification of visitors by age who submitted opinion slips.

15 - 25	196
26 - 30	100
31 - 49	34
Above 50	28
Total	358

Summary:

- (1) The foregoing are the results of this exhibition. Generally speaking, laborers occupied the greater percentage of visitors. However, there were students who were so enthusiastic as to spend the whole day in absorbing from exhibits knowledge relevant to labor in the hope of turning it to account in their social classes.
- (2) The term of this exhibition which started on March 3 was extended by 2 days on account of the late arrival of data from Labor Ministry.

Greatest efforts were devoted to the opening of this exhibition which was the greatest event of all labor events in 1950. Although it was the first attempt for this prefecture and the site condition of the hall was not advantageous, this exhibition was judged to be of great significance from assiduous visitors and their reaction.

Yours respectfully,

Koji Kishimoto

KOJI KISHIMOTO
Director
Labor Department
Yamaguchi Pref. Govt.

L-111

HEADQUARTERS
CHUGOKU CIVIL AFFAIRS REGION
ECONOMICS SECTION
Labor Division

19 March 1951

MEMORANDUM FOR: Record

SUBJECT: Chugoku Shikoku Labor Education Technique Study Conference

The ^{ing is a} follows are the brief outline of the lectures and demonstration performed at the Chugoku Shikoku Labor Education Technique Study Conference, held at Hiroshima City on 17 March 1951, sponsored by the Labor Ministry and Prefectural Government, with ⁶⁰ the attendant of 250 people.

1. Lecture on how to make trade union newspaper. (17 March 1951. 1100 hours - 1200 hours)

By Mr. Sueda Hideo, Chief Secretary, Hiroshima Densan Labor Union.

a. Union press is developed to provide union members information and education.

b. The purpose of the union press is to provide accurate, truthful, timely information regarding the general and special problem of the union society.

c. Union press is not intended to ^a supplant the daily press, but rather to supplement the daily press to provide further information and education to its members.

d. Include advertisement in union press to make members feel familiar.

e. Good type should be ⁱⁿ use.

f. Easy and moderate words should be used to make members feel familiar.

2. Lecture on how to make trade union press. (1300 hours - 1430 hours)

By Mr. Naka Tokio, Chief, Editing Section, Chugoku Press.

a. Object of paper

(1) To inform people accurate news.

(2) To inform truthful and timely news.

b. Warning in editing paper.

- (1) Press code for Japan must not be violated.
- (2) Freedom in Press should not be forgotten.

c. News volume.

- (1) Volume regarded with personnel.
- (2) Volume regarded with affairs.
- (3) Volume regarded with time.
- (4) Volume regarded with place.
- (5) Volume regarded with reason.

d. Structure of front page.

- (1) Head line should have originality.
- (2) Head line should include Kanji (Chinese character) and Kana (Japanese alphabet).
- (3) When heading is consisted of two line, one line should always end with kana.
- (4) Type size should be considered carefully in heading.
- (5) Funnies or photo should be put in to make paper more familiar to people.
- (6) Heading should be on the diagonal line of the paper.
- (7) Big heading or photo should be in the middle of the paper.
- (8) Imperative words should not be used in heading.
- (9) Subjective words should not be used in heading.
- (10) New words should be used.
- (11) Union press should be made by the ranks and file and not the maker.

3. Demonstration on how to conduct union meeting. (1450 - 1630 hours)

A model demonstration was held by the union officials in Hiroshima City under the supervision of the Prefectural Labor Policy Section.

The model meeting was held by 16 people for a period of one hour. The meeting was a sort of Prefectural Council of Unions Committee's meeting held under the slogan:

- a. Thoroughgoing Labor Education to local union.
- b. Early establishment of union credit bank.
- c. Completion of workers welfare institution.
- d. Establishment of labor hall.
- e. Establishment of grievance machinery in trade agreement.
- f. Immediate unification of union front.

The order of business of the meeting was:

- a. Opening adress.
- b. Approval of previous meeting's proceeding.
- c. Report on communication.
- d. Report by executive committee.
- e. Report by other committees.
- f. Report of treasurer.
- g. Bills.
 - (1) Establishment grievance machinery.
 - (2) Establishment of labor hall.
 - (3) Unification of labor front.
- h. Movies.
- i. Closing.

Financial committees' and other sorts of reports has been distributed to the attendant before the meeting was held. After the meeting committee elected the chairman of the meeting, the chairman declared the opening of the meeting. The quorum was checked and roll call of officers was conducted.

The following is the time spent in each cases:

Opening)	
Roll call (check on quorum))	
Election of secretary	)	5 minutes
Approval of previous meeting)	
Report on communications)	
Report by executive committee	)	10 minutes
Report by treasurer)	
Report by other committees)	
Answers and questions regarding reports excluding financial report)	)	10 minutes
Answers and questions regarding financial report and approval of all reports.	)	5 minutes
Grievance machinery:		
Explanation by committee	)	8 minutes
Discussion and vote (vote by raising hand)	)	10 minutes
Unification of labor front:		
Explanation by committee	)	10 minutes
Discussion and vote	)	5 minutes
Establishment of labor hall:		
Explanation by committee	)	4 minutes
Discussion and vote	)	6 minutes

The meeting was scheduled for one hour, however, was delayed for 25 minutes by subsidiary motion by a member.

4. Lecture on how to conduct union meeting. (1630 - 1730 hours)

By Mr. Okamoto Akira, Professor, Hiroshima University.

a. Meeting should be held democratically in accordance with parliamentary procedure.

b. The demonstration was held very good.

c. Motions:

(1) Privileged motions:

Used for motions regarding time for next meeting, adjourn, recess, etc.

(2) **Incidental motions:**

Used for motions regarding point of order, objection to consideration of question, withdrawal of motion, reading paper, etc.

(3) **Subsidiary motions:**

Motions regarding lay on the table, postpone indefinitely, amend, limits or extended, refer or commit, etc.

(4) **Main motions:**

Used for reconsideration and rescind.

d. **Votes:**

- (1) Showing of hands.
- (2) Voice vote.
- (3) Standing vote.
- (4) Roll call vote.
- (5) Secret written ballot.
- (6) Mail vote.

Joe Nakabayashi
JOE NAKABAYASHI

ROL

L-111

TRANSLATION

2 March 1951

SUBJECT: Educational Meeting

FROM : Hiroshima Prefectural Labor Policy Section

TO : Chief, Labor Division, CCAR

In accordance with instruction No. 320, 16 Feb '51, Education Division, Labor Policy Bureau, Labor Ministry, the Hiroshima Prefectural Labor Policy Section planned to conduct labor education technic research meeting as follows:

1. Date: 17 March 51, 0900 hours
2. Place: Hiroshima City, Agricultural Assn., Building
3. Subject:
 - a. How to make union paper.
 - b. How to conduct union meeting.
 - c. Current affairs. ✓

JN/hk

労働省労働局労働教育課より三月十七日附
労働条第三二〇号通牒に據る

労働教育技術研究会開催の旨
労働者の労働条件改善の促進

一 開催日時 三月十七日(土)午後九時

一 開催場所 労働省労働局労働教育課

農林省

一 開催題

1. 概論紙のつくり方
2. 開催のやり方
3. 時事問題

L-111

MI/ta

KAGAWA LOCAL GOVERNMENT

Date: 10 Feb., 1951

SUBJECT: Report on Chugoku and Shikoku Districts
Labor Education Technical Research
Meeting.

TO : Chief, Labor Sect.,
Shikoku C.A. Region.

FROM : Chief, Labor Policy Sect.,
Kagawa Local Government.

I hereby beg to report to you on the
above subject as per attached sheets.

CHIEF,
LABOR POLICY SECT.
KAGAWA LOCAL GOVERNMENT

Kotaro Irie

MI/ta

Preface

The program for this occasion was drafted specifically in strict accordance with the principles that had been previously worked out through the deliberation of the Kagawa-ken Labor Education Deliberative Council. In the preparation of the schedules, special attention was directed to the form of the practice not to make it result in a mere series of common-place lectures and courses.

"How to hold a meeting," as it was the first and last theme for the event, was strongly emphasized. As part of the training on this line, we introduced and demonstrated the methods of panel discussion and symposium, so that the participants, given full chances to express their explicit opinions, could be acquainted with such methods with much interest.

The lecture titled "How to make use of film-slides", chiefly dealing with the self-production of films which seems readily accessible to general labor unions, pleased the attendance much with the aid of the humorous gesture of the lecturer.

Owing to the variety of the program and the hearty cooperation of all the prefectural authorities concerned as well as of their labor offices, the place was crowded to its maximum with more than three hundred persons including the scheduled attendance of 280, as mentioned in the attached sheet of attendance, plus volunteers other than the above, against the early expectation of some not more than 150 or 180.

Much appreciated by all the participants as shown in the attached sheet "Evaluation," the meeting was brought to an end with a great success.

The contents of the pamphlet and its supplementary details, distributed to the attendance for reference purpose, are hereby shown as per attached sheets.

1. Program

<u>Time</u>	<u>Occasion or Subject</u>	<u>Speaker</u>
9.00 9.05	Opening address.	Kyoji Kitayama; Chief, Labor Dept., Kagawa Local Gov't.
9.05 9.15	Greeting address.	Tei Irimajiri; Labor Education Sect., Labor Ministry.
9.15 9.50	"How to hold a meeting"	Walter B. Pedersen; Chief, Labor Sect., Shikoku C.A. Region.
10.00 11.40	"How to conduct collective bargain- ing"; discussed in symposium method.	Chairmanship taken by: Chief Irie of Labor Policy-Sect., Kagawa Local Gov't.
		Participated by: Masaaki Shiraishi; Chairman, Kamada Foundry Labor Union. Hajime Ishitani; Vice-executive Kagawa Chapter, Japan Electric In- dustry Workers' Union.

Hiroshi Kameda;
Chief executive,
Kagawa Chapter,
Japan Express Co.
Labor Union.

11.40
12.00

"On various discuss-
ion methods"

Ryuichiro Tanaka;
secretary, Labor
Policy Sect.,
Kagawa Local
Gov't.

12.00
13.00

(Lunch)

13.00
15.00

"Union movement and
Labor education for
1951"; conducted in
panel discussion.

Chairmanship taken
by:

Chief Kitayama of
Labor Dept.,
Kagawa Local
Gov't.

Participated by:

Ichiro Matsuoka;
Chief, Noda Sangyo
Co., Labor Union.

Ryohei Takahashi;
Chief, Toyohama
branch, Fuji Cotton
Spinning Co., Labor
Union.

Keijiro Miyatake;
Shikoku District
Headquarters, Japan
Express Co. Labor
Union.

Tadashi Takeuchi;
Chief secretary, Kagawa
branch, All Japan
Electric Communications
Workers' Union.

Minoru Hotta;
Chief executive,
Kotohira Sangu Electric
Railway Co. Labor Union.

15.10
16.20

"How to make use
of film-slides"

Shigeo Takahashi;
Specialist Committee,
Kagawa-ken Audio-
visual Education.

16.25
17.00

Picture showing of
Japanese film
"Ude-o Kuma
Hitobito"
(People going arm
in arm with one ano-
ther)

17.00

Closing address.

Kotaro Irie;
Chief, Labor Policy
Sect., Kagawa Local
Gov't.

Remarks:

Attendance: About 200, consisting of
members of labor unions and their
leaders in labor education,
prefectural officials in charge
of labor administration, in
Chugoku and Shikoku districts.

Supplementary Details for part

1. "How to conduct collective bargaining"

10.00	Brief address,
10.05	Opinion on collective bargaining, Introduction of the debaters to the audience; by Chairman.
10.05	The first-round of speakings of the
10.15	debators: Mr. Ishitani
10.15	" : Mr. Kameda
10.25	
10.25	" : Mr. Shiraishi
10.35	
10.35	The second-round of speakings of
10.40	the debators:
	Mr. Ishitani
10.40	" : Mr. Kameda
10.45	
10.45	" : Mr. Shiraishi
50	
10.50	Questions and answers between the
11.30	debators and the audience.
11.30	Closed.

2. "Union movement and Labor education for 1951."

- 13.40 Introduction of the debaters to
10.45 the audience, by Chairman.
- 10.45 1. Chairman presents the first
theme for discussion.
- (1) On the theme, each of the
debaters expresses his opinion
in order.
- (2) Discussion follows among the
debaters in conversational
manner.
- (3) Invite the audience to take
part in the discussion.
2. Chairman presents the second
theme.
- Hereafter, same with the
above.
3. Conclusions are derived, on the
themes taken up, from the debates.
- 15.00 Closed.

(References)

Themes for the discussion should be selected from among the below:

- (1) International situation and labor movement.

Unification of labor front in organizations.

Unification of democratic labor fronts and outlawing of communists.

- (2) Labor activities in smaller enterprises.

Organization of non-organizations.

Is grievance machine necessary?

- (3) What are to be taken up for its educational activity by a union?

What are to be put into practice for the educational activity.

System and organization for the educational activity.

2. Activities for the program.

(1) Information.

- (a) To broadcast on the occasion over JOHP as a news report.
- (b) To carry it in newspapers as an specific article.
- (c) To send an invitation to each of the labor unions concerned.

(2) Compilation and distribution of reference materials.

- (a) Special attention was paid in the compilation of reference pamphlets to afford full variety as shown below:

Subject

"How to conduct collective bargaining (in literary language)

"How to hold a union meeting" (in colloquial language)

"Various methods of discussion" (in explanatory way)

(3) Exhibits at the place.

- (a) Wall information papers.
- (b) Posters.
- (c) Various materials on labor education from the prefectures concerned.

(d) Implements and things for audio-visual education.

(4) Others.

(a) Found hotel accommodation for 20 attendants.

(b) Got so many opinions of the participants through more than forty return-slips of "your evaluations." (These are summarized in Attached sheet No.2)

(c) Itemization of the attendance is shown in Attached sheet No.3.

Sheet No. 2.

Evaluations to Chugoku and Shikoku Districts Labor Education Technical Research Meeting (as classified according to the return-slips of "your evaluations cards" that were delivered to respective attendants)

1. Concerning this meeting itself:

<u>Evaluations</u>	<u>No. of entry</u>
(1) Things felt satisfactory:	
(a) I had a very significant meeting and want to have another one many times, as those present, such as the sponsors or chairman, lecturers, and the audience, were extraordinary earnest.	22
(b) "How to make use of film-slides" was very useful and informatory.	7
(2) Things felt insatisfactory:	
(a) The contents are generally abstract.	5
(b) The focus of the discussions was not made clear in the selection of themes.	7
(c) The techniques were too low in the level to call it a technical research meeting of labor education.	2

(d) The chairmans for the discussions were not satisfactory in their skill. 2

(e) Such themes as pointed to civil enterprises and medium and smaller business should have been taken up. 1

(f) Representatives from the management should have been invited also to the discussions. 1

2. Suggestions for improvement:

(1) Place:

(a) A more spacious room is necessary. 11

(b) Such a meeting is to be held on the level of every prefectural labor office. 5

(2) Themes:

Current topics should be employed. 1

(3) Lecturers or debaters:

(a) Representatives of the public interest and of the management should be invited. 4

(b) Specialists should be invited from central authorities. 1

(4) Discussions:

(a) The lecturers should express their opinions more realistically. 3

(b) The debaters should be thorough-going in discussion. 1

3. Other suggestions:

(a) Emphasis should be put on audio-visual education. 3

(b) Such a meeting should be designated for the younger generation. 2

(c) Much more time should be spared for the discussions. 5

(d) The sponsors may take the care of the attendants from out of the prefecture for accommodation, and for guiding them to the place. (From attendants without this prefecture). 4

(e) So much formal attitude of the Labor Ministry should be abolished and, instead, should pay due attentions to the expenditures of the lecturers. 2

(f) Another meeting should be one opening for about a week. 3

(g) Reference materials should be available prior to the opening. 2

(h) A microphone should be installed within the place. 5

(i) Another meeting should be directed to civil enterprises and medium and smaller business in its theme. 1

(j) representatives of the management should be invited also to the discussion. 1

Remarks:

}	No. of the cards of "your evaluations" handed out:	310	✓
	No. of return-slips of the above:	42	✓

Sheet No. 3

Attendance classified

Prefecture	Labor office official	Labor re-presentative.	Management represen-tative.	Total
Ehime	5	19		24
Tokushima	8	14		22
Kohchi	10	2		12
√ Okayama	6	5		11
√ Shimane	1	-		1
√ Tottori	3	-		3
√ Yamaguchi	1	2		3
√ Hiroshima	5	10		15
- Kagawa	36	14	4	189
Total:	75	201	4	280

三六九号第五五号

昭和二十六年二月十二日

香川縣労働部長



呈す

中國民事部労働課長殿

中国地区労働教育(技術)研究會の南催について
この件について一月二十六日高松市公民館に於て労働
省香川縣共催で標記研究會を南催したので別
紙の通り報告する。

~~L-111~~
L-111

One extra copy

HEADQUARTERS
CHUGOKU CIVIL AFFAIRS REGION
ECONOMICS, LABOR DIVISION

31 October 1950

MEMORANDUM FOR RECORD:

SUBJECT: Regarding Hiroshima Construction Board Union Officials

It has been reported by the Hiroshima Prefectural Labor Policy Section that,

- Miss. Kagami, Mitsuko (36) ... Vice-chief, Women & Youth Dept.
- Mr. Hiraki, Akira (21) ... Union Member
- Mr. Yunitomo, Teruo (22) ... Chief, Women & Youth Dept.

in the Hiroshima Construction Bureau Employees' Union are not related to any destructive political parties, whatsoever, although they are considered to be a fairly active leaders for a Government Union officials. The above mentioned persons visited the Hiroshima Womens & Minors Bureau, and requested and suggested that a meeting should be held for the working women in Hiroshima City, and that the Chief of the Labor Division also be invited as an instructor on 13 October 1950.

Therefore, on 14 October 1950, the said four persons including the Chief of Women and Minors Bureau, visited CCAR to request lecture by the Chief of Labor Division.

It was also reported that the Construction Board ^{W.U.} is still affiliated to the ZENKANRO, and that there are no communist members in the officials of this local union. The Prefectural Government, Labor Policy Section (Mr. Goto) was not sure about whether the ZENKANRO was desolved or not.

JTN

CHUGOKU

011
INFORMATION:

O.D. 8

L-111

LABOR-MANAGEMENT CONFERENCE

NOV. 10 1950

fnh
26 Oct 50

SUBJECT: Practical Details of Making Contracts

Introduction by Mr. Amis, Chief, Labor Division:

This is another educational meeting. I'll make a few brief statements and then turn this over to Mr. Burati for further amplification and later on, questions and answers. We want to finish by noon certainly -- if we can before, all the better.

The purpose of this meeting is to discuss one subject, namely: personnel rights which should be included in a collective bargaining agreement. In other words, we are talking about only one phase of collective bargaining. In talking with labor and management, I find that the chief difficulty in concluding labor agreements is that unions and management can't get together on the personnel rights of either side. I want to explore that with you this morning in order that we may have collective bargaining agreements in every plant where there is a union.

Now according to the figures that I have, only 38% of plants where there are unions have collective bargaining agreements and my study of these agreements convinces me that all are certainly not satisfactory. I think that a collective bargaining agreement is essential from a trade union standpoint. Every trade union should insist upon a collective bargaining agreement in detail covering all matters such as wages, dismissals, promotions, etc., which make more satisfactory working conditions. That is certainly a sound trade union position and while I cannot speak for management, if I were in management's position I certainly would not go along without such an agreement. I think it is as much an advantage to management as to the union. If you have an agreement specifying the details of management responsibilities and personnel matters together with proper grievance machinery, peace clause and other things that we stress in an agreement, then for a specific time you can plan your business; you know what you will have in the way of production, your expenses, etc., and there will be ways and means to settle problems.

So it would seem to me to be to management's interest just as much as it is to the union. The first obstacle in the conclusion of agreements is this one question of personnel and managerial rights. If we can overcome that hurdle I think we will have sound agreements. There are many reasons for that. Aside from the misunderstanding, ideologies have crept into this matter in many cases and unions have been unreasonable in their demands. On the other hand, management itself has been unreasonable.

There must be some middle ground. We cannot give you the final answer. We can give you the benefit of our experience in the United States which I think will be helpful to you here. We don't have the best answer and if you can get another one that is better, we will be glad to take it back to America.

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LABOR-MANAGEMENT CONFERENCE

SUBJECT: Practical Details of Making Contracts

PLACE: Army Education Center Hall

Talk by Mr. Valery Burati, Chief Labor Relations and Education Branch

We will treat this matter this morning only from a practical point of view. When you start to discuss personnel rights from the legalistic point of view it would require a hundred volumes of study on the subject. So let us consider it only as a very troublesome problem that exists in Japan between labor and management and try to solve the problem. Let us break the problem down into its component parts. Just what are we talking about? The questions are: dismissals for cause, retrenchment of personnel or increase of personnel because of conditions of good or poor business, promotions, transfers, demotions, financial policies, manufacturing policies, the work to be done and the establishment of plants, marketing policies, and as a part of personnel policies, just how many employees are necessary to run the plant.

It is around this group of functions that the most severe disputes between Japanese management and Japanese labor are occurring. Both sides are trying to find what relationship one side should have to the other in these functions. The most important of them insofar as labor relations is concerned occur over dismissals, promotions, transfers and hiring. In a plant which has no union the only restrictions upon the management's full right to exercise sole jurisdiction are the laws of the land, such as the Trade Union Law and the Labor Standards Law. Where there is no union, the management is free to carry out any action it wishes in regard to dismissals, promotions, transfers and these actions, just or unjust, are subject only to the restrictions of the Trade Union Law and the Labor Standards Law.

When a union is organized in a plant and the union, as all unions should, demands collective bargaining, then another party has entered into these functions and from that the problem results. The union exists of course to see that its members get fair and just treatment. And for that reason the union seeks some jurisdiction, for some influence, in the management of personnel affairs.

From our observations -- those of us in the Labor Division, over five years -- it appears that there are two schools of thought in Japan, by and large, on this problem. (Now this morning I will avoid reference as much as possible to Doisuru, Kyogi suru or Hanasu, and I will refer to them in our own terms -- in English.) The two schools of thought are these: One, that management should have the right to dismiss, transfer, promote, demote or reduce anyone it pleases on its sole responsibility. The other school of thought is that none of these matters can be carried out without the consent of the other party, the union.

Let us now investigate how these matters should be stated in a collective bargaining agreement. First, I would like to make the general statement, on the basis of 150-200 years experience of the labor movement in America, which has resulted in a situation where neither side has sole jurisdiction on these matters. It is our conviction that if some solution, some middle ground, is not found here in Japan, the problem will never be settled. In treating of these matters in general that appear in labor agreements in America, we are offering them as a guide and only as a recommendation to assist whatever final system is developed in Japan. As Mr. Amis mentioned, we do not claim to have found the best answer, we only claim to have adopted the only answer thus far that has been found. Labor and management in Japan must take these ideas and mold them into their own concepts for their own needs.

Another word of caution: do not think that because we are offering a simple word of explanation of the status of this situation in America that this is a complete explanation. There are many variations and we are offering this morning a good average of the condition that prevails. I would not be surprised if there were some few unions in America that are demanding the right of consent. Of my own knowledge, there is none. Of my own knowledge, this power has been rejected by at least one union. The reason for the union's rejection of the offer of this power, I would sometime like to discuss with my friends in the labor movement. It has a very practical foundation. But let us start with the question of discharges and separate it into two classifications: (1) discharges for cause, and (2) discharges caused by the need of reducing personnel due to business conditions.

Let us define a discharge for cause by stating examples: habitual drunkenness on the job, leaving the place of work without permission, disobeying the foreman, physical inability to do the work assigned, sabotage, assault upon another worker or member of management, theft, etc. Such reasons as that are considered to be good cause for dismissal. There is even talk in America -- I don't know that this has been put into effect in any labor agreement, but there is talk in America between some unions and some managements -- of including membership in the Communist Party as a cause for discharge. We don't know of any place where that has been put into effect yet but we do know there is some talk about it.

In general, in our country the unions are ready and willing to agree, and so state in their signed agreements, that discharges for cause -- and the causes are agreed upon between management and union -- are the sole right of the management. That does not mean, however, as we will develop, that in cases where the union or the individual does not agree with the discharge against him, where the individual claims that he has been discriminated against, that management has the final decision in this matter. Each clause in the contract is subject to the other terms of the contract and usually, but not always, it will be clearly stated, pertaining to the right of discharge for cause, that the right is subject to the other provisions of the agreement.

Now for the moment let us leave discussion of discharge for cause to retrenchment, needed because of bad business, and its corrolary, increase in personnel because of good business. We will call these "lay-offs," and

"rehiring." Usually, and again I will say not always, because there are many variations to these, but usually the contract will provide that the number of plants, location of plants, what is manufactured, how it is to be manufactured, how it is to be marketed, the financial policies and the size of the working force, are the sole prerogatives of management and are not subject to the grievance procedure. So as a usual practise in our country, management and management alone must decide whether it needs 1000 or 5200 people to run its business. If the number of employees decided by the management is of such a number that it creates an extremely heavy workload on the employees, then the union has a recourse regarding the amount of work and wages. If the number of workers is too small to carry out the amount of work, then the union has a right to say the work is too heavy and to insist upon some change. But, if in our country, business conditions require a lay-off of personnel because they are no longer needed to carry on the work, that is considered a sole right of the management. And now we come to a problem that involves both the union and the management.

The number to be laid off is to be decided solely by management but who is to be laid off and how they are to be laid off is a matter to be decided by the conditions of the agreement. We find, in studying Japanese labor agreements, that this matter is left in much too vague form in the agreement and we recommend that a system, a set of standards and procedures for lay-offs and rehiring, should be clearly set forth. That brings us to the point of what system should be used. Let us assume that the time has come to lay off 100 men. How is the decision to be made as to how these men shall be laid off? In America and in England the system of seniority -- which means that the person who has worked the longest time on the job is the last to be laid off -- is generally used. We are very careful not to recommend this dogmatically but only to suggest it because it is up to the Japanese unions and management to decide whether or not this seniority plan is adaptable to Japan practise. We have not found it to be a perfect system. It results in many injustices, but here again it is the only one we have been able to devise. There are many types of seniority. We won't have time this morning to go into detail. Seniority may be called straight or pure seniority, which means that the length of time a person has spent on the job is the only factor to be considered. Or, there is qualified seniority -- meaning that perhaps efficiency, age, marital status, size of family, are additional factors to be considered. There is a great variety in seniority clauses in the United States. Some in the early stages of the steel industry, which I am sure have changed or will change, contained a qualified system of seniority in which seniority was not the controlling factor, but efficiency was. But by and large, in qualified seniority, in general, seniority or the length of time on the job is still the controlling factor. If two people are considered to be laid off and their efficiency is about the same and all the other factors are about the same, then the one who has been on the job the shortest length of time will be laid off.

Some system must be devised in Japanese labor-management labor relations to control hirings and firings. It could very well include seniority, size of

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to talk on
seniority not good
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more level

family, age, efficiency, and so on.

Now let us tie the two types of discharges together and consider them in the light of the other terms of the agreement and see who has the right of decision on these matters. Using myself as an example, let us consider that I am an employee who has either been discharged for cause or laid off because of reduced business and the company no longer needs my services. My discharge for cause was the sole right of the management, and my lay-off because of retrenchment should be done in accordance with the provisions of the agreement. Let us assume that I and my union do not agree that either the discharge for cause or my lay-off was justified. The company says that my dismissal for cause was because I am inefficient and I think I can prove that I am efficient. On the other hand, I claim that I have been improperly laid off, because it was not my turn under the seniority plan. I therefore become an employee with a grievance and, according to the terms of the contract, I have the right to take up my case in all the steps of the grievance procedure set forth in the agreement.

Let us say that I have reached the highest step of grievance procedure, which is between the top management and national union. Now what happens? What happens in Japan if you have a contract which gives the union only the right to talk? Nothing, for then management can force the discharge, whether just or unjust. What happens if you have a contract which gives the union the right of consent? The union can block the discharge, whether just or unjust. If you have an agreement that makes specific provisions for grievances, the individual then has the right to demand justification.

Labor relations in Japan can never be stable until a middle ground can be found. The only one we have found to be practical is called arbitration. When I talk about arbitration, I am talking about action by an absolutely impartial person or board of persons. I am not talking about conciliation or mediation or that type of arbitration known as a family council where the head of the family calls the members together, states his opinion and expects everyone to agree. The only way to avoid these conflicts in personnel matters is to use a system like arbitration. The arbitrator or arbitrators, in our country it is usually a single arbitrator, by the terms of the agreement is appointed by the union and the management. We have been told by management and labor in Japan that this will be very difficult to put into effect here because arbitration is not understood and will not be accepted. Here again, some neutral system must be found to make a decision in order to prevent a situation where decisions are not made or where decisions are forced by one side or the other. If Japanese labor and management have not had experience in arbitration, that is all the more reason for beginning it. Here again no one can expect a perfect system. It is possible that errors of judgment can be made by the arbitrator in favor of one side or the other. It is not a perfect, but a practical one. The system of arbitration is simply borrowing from civil life, where courts of justice are called upon to make decisions. The arbitration board is a desirable solution. We hope in time that this system will be accepted by Japanese labor and management. Such a provision should be written into the agreements and wipe out once and for all these vague problems of management rights.

We also, of course, recommend that labor and management should pledge themselves to peace during the life of the agreement. In other words, a peace clause, in which the union pledges that there will be no slow-down, walk-out or stoppage of work of any kind, and management agrees to guarantee against lockouts should be included in the contract. Some contracts in the United States do not have such a clause but that is a rarity and not the usual condition. Just as a word of caution, I am of course talking about a peace clause only for the term of the contract. After that, both sides are free to take whatever economic action they wish to bring the other side to terms.

Let us summarize these ideas and throw the meeting open for questions and answers: Let us start out with a blank sheet of paper in our mind's eye, and on it write out the clauses as they should be written in a contract.

Summary: Outline of a labor agreement -- it is usually clearly stated that the decision of business affairs, that is, of product, how manufactured, what machines are to be used, number of plants, installation of new equipment, scheduling of work, the financial policy and the marketing policies, should be the sole and exclusive jurisdiction of the management.

We assume that it is generally understood that these provisions, representing the average of what exists in the United States, are also the recommendation of the Labor Division for Japan.

The next clause pertains to personnel management. That clause should state the rights of the management: It is agreed between the union and management that discharge for cause is the sole right of the management subject to the terms of this agreement and it is agreed what discharge for cause should include -- and here you should put in whatever reasons you agree upon. I named them before but some of them may be added by you. But the agreed causes for discharge should be listed.

To step on to the next form of discharge -- lay-offs because of bad business. The contract should state in a separate clause that: It is agreed between the two parties that when business conditions necessitate retrenchment of personnel, that is "lay-off", it shall be accomplished according to an established system, and name whatever system is agreed upon. It should be clearly stated in considerable detail so that there will never be any question about it.

Now another point which is usually missed is that the contract should state that when business conditions make possible a recall, it should be done in accordance with the system set forth in the Agreement which should be the reverse of that controlling lay-offs.

Then the contract should state in another clause that it is agreed that any employee who believes himself aggrieved or unjustly treated -- that is the clause concerning discharge for cause -- and believing himself unjustly treated, shall have the right to take it up through the grievance procedures. (When we talk of grievance procedure, we do not talk of management council.)

Another clause should state that in case a decision is not arrived at between the union and management after a certain specified length of time, the case should be submitted to arbitration. The contract should clearly set forth the method of selecting the arbitrator. Of course it is preferable that the arbitrator should be selected by the two parties. He should be selected by some impartial organization or board if the two parties concerned do not reach an agreement in a certain specified length of time.

The contract should also limit the time spent in arbitration and it is a good idea to require that the arbitrator should hand down his decision within a certain length of time.

If a man is dismissed for cause, or laid off because of business reasons, or believes that he should have been promoted, or believes he should be paid a higher wage because of more work, what is his status pending action upon his case by grievance procedures and arbitration? This should be clearly written in to the contract. If he is dismissed he should be considered in a state of suspension. He should leave his job until his case is decided. If the decision is in his favor, he should then be reinstated with no loss of pay and no loss of seniority if seniority is agreed upon. If he has been transferred, then he should accept his transfer even though it is to a position he does not like until a decision is made. If the decision is in his favor, then he should be restored to his job.

When we have been speaking this morning of arbitration, we have limited it to the personnel affairs. It should be understood of course that we are recommending arbitration of all disputes of any kind which arise during the life of the agreement.

This has been a subject without glamour and I don't blame you for becoming sleepy. It is one of the practical sides of the labor movement and for that reason it requires much discussion on very dry subjects. This concludes the general presentation.

Labor

File L-49-3

L-111

LABOR DEPARTMENT
YAMAGUCHI PREFECTURAL GOVERNMENT

October 16, 1950

SUBJECT: Conference of Labor Department Chiefs from
5 Prefectures of Chugoku Region

TO: Chief
Labor Division
Economic Section
Chugoku Civil Affairs Region

We hereby beg to apprise you of the results of the above mentioned conference held on October 5, as follows:-

1. Time: From 9 a.m. to 2 p.m. of October 5.
2. Place: Governor's official residence of Yamaguchi Pref.
3. Attendants:

Chugoku Civil Affairs Region:

Messers Walter P. Domanowski & Hayato Sakai

Labor Ministry:

Seiji Ebizuka, Chief of Employment Measures Sect.

Hiroshima Prefecture:

Shoji Anabuki, Director of Labor Dept. &
Etsuji Okita, Local Resident Government Official

Okayama Prefecture:

Yosaburo Soga, Director of Labor Dept. & Hisao
Kagawa, Local Resident Government Official

Tottori Prefecture:

Kan Nawa, Chief of Employment Security Section
& Kakkei Ishida, Senior Clerk

Received by the Chugoku
Liaison and Coordination Office
on 17 Oct 1950

L-953
200N-1656

Labor

File L-49-3

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Shimane Prefecture:

Kiyokazu Okubo, Director of Labor Dept. &
Minoru Iizuka, Senior Clerk

Yamaguchi Prefecture:

Taro Ozawa, Deputy Governor, Koji Kishimoto,
Director of Labor Dept., Takashi Okada, Chief
of Labor Administration Section, Shiro Kimura,
Chief of Employment Security Section, Kishio
Murata, Chief of Unemployment Insurance
Collection Section, Shiro Miyakawa, Vice-Chief
of Labor Administration Section, Kazuo Kawamura,
Vice-Chief of Employment Security Section,
Tokiichi Ota, Vice-Chief of Unemployment
Insurance Collection Section & Nobuo Kuimasu,
Vice-Chief of Labor Management Section

4. Subjects for discussion:

Following the opening address delivered by Director of Yamaguchi Prefectural Labor Department, Mr. Walter P. Domanowski from Chugoku Civil Affairs Region gave to those present his kind & exhaustive instructions regarding the labor administration & expressed his best wishes for the success of labor administration. And then discussions on the following subjects were made.

R E P O R T

- (1) Re unemployment counter-plan (the name of a prefecture submitted its subject is shown as parenthesized).
 1. The basis of the expenditure borne by the Prefectural as well as the municipal, town and village authorities (Yamaguchi).
 2. Re the basis of the unemployment counter-plan expenditure borne by the prefectural as well as the municipal, town and village authorities (Hiroshima).

The above two similar subjects were submitted to the conference en bloc and explanation was given of the present percentage of the expenditure as follows. These data will be of use in operating the plan in future.

Name of Prefecture	Borne by prefecture	Borne by city, town & village
Okayama	39%	61%
Hiroshima	33%	67%
Tottori	60%	40%
Shimane	25%	75%
Yamaguchi	25%	75%
The whole country	50%	50%

3. Extension of the scope of the subsidy out of the National Treasury (Okayama).
4. Establishment of the system of the subsidy out of the National Treasury to the full amount required (Yamaguchi).
5. Establishment of the system of the subsidy out of the National Treasury for materials (Yamaguchi).

When the above three subjects were submitted for discussion, it was insisted in good earnest that a petition should be submitted to the Ministry of Labor so that, in the light of the present tightness of the prefectural finance, the subsidy may be paid out of the National Treasury to the full amount required, especially for poor cities, towns and villages, and, if impossible, the percentage of such a subsidy may be increased.

Furthermore, as for the subsidy out of the National Treasury for materials, it has been unofficially decided to grant it the coming year, and the Ministry of Labor will be approached to increase the subsidy in question (according to the present plan, the subsidy per head is ¥10 per day).

6. Re the pressing need to establish an unemployment counter-plan section in the prefectural government with a sufficient subsidy out of the National Treasury (Tottori).

At present, there is only one local government, namely, Tokyo Metropolis Government, that has its own unemployment counter-plan section. In view of the prevailing circumstances of the unemployment counter-plan in the Chugoku prefectures, there is no inevitable need to establish such a section at once.

However, this matter will be re-examined with an eye on the future development of the large scaled unemployment counter-plan now in practice in Hiroshima Prefecture.

7. Re use of labor allotted to the unemployment counter-plan work in each prefecture within the given scope (Tottori).

It is believed that this particular job has its advantages and disadvantages, and the allotment is to be changed quarterly. So it has been decided that an application should be submitted to the Ministry of Labor to insure that such allotment is assigned in time and that no time is lost, keeping a closer touch with each other than ever, through a conference of directors of departments and chiefs of sections of all the prefectural governments in this region.

8. How to handle the work towards the end of the year and at the new year (Okayama).

It is conceivable that several bodies of the unemployed will assume their aggressive attitude in these seasons, and so it has been decided that the Chugoku five prefectures should study and prepare their counter-plan beforehand and go along the line expressly instructed by the Ministry of Labor's instructions, keeping in close touch with each other.

9. How to carry out the Ministry of Labor's instructions as to the qualified for the unemployment counter-plan work (Hiroshima).

"An important person in charge of household affairs," one of the conditions of the qualified for the unemployment counter-plan work, can be only construed as one person per family in principle, according to the instructions of the Ministry of Labor, no concrete conclusion is far from being reached at. So it has been decided to leave this matter to each prefectural government who will handle it from its practical point of view.

10. Elimination of the unqualified and the ensuing increase of the qualified's workdays on the average (Hiroshima).

The percentage of the eliminated as disqualified in the five prefectures of Chugoku is 23% on the average, and as a result the qualified's workdays have been increased by 3.5 days. The unqualified will be most strictly eliminated for smoother operation of our unemployment counter-plan than ever.

11. How to stimulate the morale of officials concerned (Okayama).

Any special increase of the wages for those officials in charge of intelligence service for daily workers is bound to stimulate their morale, and so the Ministry of Labor

will be approached on this matter of increasing the wages especially for all the personnel of the Public Employment Security Offices. What is more, a sort of official commendation incurring no expenses will be worked out for this purpose.

12. The recent tendency of employment and our unemployment counter-plan (Yamaguchi).

At present, there is a tendency toward temporarily increased employment due to more activities of private industries along the labor service for the Occupation Forces or in parallel with the Korean event, but this can be hardly deemed as any alleviation of unemployment at all, because of the characteristics of labor wanted. So the Ministry of Labor will be requested not to decrease the allotted labor for the unemployment counter-plan work with a mere reason of increased employment.

13. A closer liaison between the districts about intelligence service (Yamaguchi).

For the purpose of obtaining the full employment both in the Occupation Forces and in the fibre industry, from now on a closer liaison and intelligence service will be rendered those who want service or those who seek employment in the whole region of Chugoku.

Remarks:

The Chief of Unemployment Counter-plan Section, Employment Security Bureau, the Ministry of Labor, was present at this conference, gave his explanatory comment on the present situation of unemployment, its future prospects, the nation-wide survey of the budgets concerning the unemployment counter-plan work and also set forth the Ministry of Labor's views of the subjects mentioned above.

(2) Labor administration.

1. Subject of discussion: How to conduct labor administration (Submitted by Yamaguchi & Okayama Prefectures)

After explanations by each prefecture on its program for educational facilities expansion, opinions were exchanged among the attendants on the above subject.

The Yamaguchi-Ken's program made public in the conference consisted of such items as (1) the contemplated purchase of a Toyopet motor-car to transport projectors & magic lantern apparatuses for itinerant visual education; (2) equipment of each Labor Administration Office with magic lantern apparatuses and films; (3) commencement of settlement service in the Tokuyama Labor Hall.

2. Organization of Local Labor Relations Committee.

The Yamaguchi-Ken's plan on this subject was submitted before the conference to ask the views of the attendants.

According to this plan, the duty of the existing Labor Relations Committee will be divided into 2 fields of service, namely, adjustment business & quasi-judicial one. The adjustment business will be placed directly under the management of the Governor. With a certain number of men of knowledge and experience in labor affairs and labor administration officials as committee-men, the clerical business will be conducted by the Adjustment Unit to be established in the Labor Administration Section. The business of quasi-judicial nature will be dealt with by a few number of Public Interest Committee with the aid of a few officials of the Office of the Committee. The members of the Committee will be appointed by the Governor solely for the post, and their term of office will be more than 3 years at the minimum.

As no agreement was reached on this subject, the discussion will be continued at the next meeting of the Chiefs of Labor Administration Sections.

Yours respectfully,

Koji Kishimoto

Koji Kishimoto
Director
Labor Department
Yamaguchi Pref. Govt.

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File L-52
L-111

HEADQUARTERS
CHUGOKU CIVIL AFFAIRS REGION
ECONOMICS, LABOR DIVISION

24 September 1950

MEMORANDUM FOR RECORD:

SUBJECT: Chugoku Regional Labor Policy Section Chiefs' Conference

The regional conference attended by Labor Policy Section Chief of each Prefecture was held in Okayama City from 1400 hours at Koyoken, Korakuen, 24 September 1950.

It was pointed out by the Labor Officer of this Headquarters that the service and function to be performed by the Labor Policy would seem to require a restudy, preferably to establish a standard policy throughout the nation at the national conference. In the meantime, staff educational program to establish integrated policy was suggested in connection with the entire problem of labor education. Re-examination as to teaching technique was suggested in view of the recent difficulties to draw students. Suggestions were also made on things that the trade unions need instruction. Among these, to do away with "Kyogi-Kettei" (managements' decision is subject to union's approval) clause.

Attention was called to the recent drift in relationship between the Labor Policy Section and the Labor Relation Committee.

Final suggestion made was, based on Cabinet Ordinance No. 201, that the activities of the labor personnel be confined to organization and administrative problems within the prefectural employees union, inasmuch as the Local Public Servants Law is still under deliberation at the Diet.

1. First topic of discussion of today's conference was to request the Labor Ministry to express its clear cut view on all nationally important labor problems. As for example, complete informations and explanations on relation between the Constitution and Labor Standard Law in the recent red purge is desirable as soon as possible.

2. Opinions were exchanged on how to expedite conclusion of trade agreements. It was believed that the "Trade Agreement Conclusion Movement" sponsored by the Labor Ministry during the period of May and August will begin to show more effect after the campaign is over.

The program to expedite conclusion of trade agreement during the four months resulted in conclusion of 62 trade agreements in the Region. The break-up according to the prefectures is as follows:

Hiroshima Prefecture	20
Shimane "	9
Yamaguchi "	19
Okayama "	10
Tottori "	4
<hr/>	
Total: 62	

The Hiroshima Prefecture reported that it expects to have at least fifty by the end of September as the result of the recent program.

3. The need for reorganization and improvement of the function of Labor Relation Committee and the revision of the current Trade Union Law was recognized. It was reported the Labor Ministry is now deliberating on this subject.

In the event of reorganization of LRC, it concluded that the Labor Policy Section should handle the mediation and conciliation role in the labor dispute. This is the desire expressed by all the prefectures. It reasons that a separate body to handle the mediation will not be necessary nor will be the secretariat attached thereto in the event LRC's function is to be limited as quasi-judicial body. In actuality, they claim Labor Policy Office is already playing some role in the settlement of the labor dispute.

4. Relationship Between Labor Policy Section and LRC in case of Settling Labor Disputes:

In Shimane Prefecture, the Labor Policy Section Chief is listed as a candidate of the mediation committee if requested, but in all the other four prefectures, the Labor Policy Section is showing active initiative to solve the labor disputes.

5. Labor Education for School Students:

Okayama Prefecture reported that it intends to distribute a text book on labor to the schools in the prefecture to educate the students on labor problems. Other prefectures are prepared to furnish the text if it is requested by the school. Yamaguchi Prefecture, however, believes that labor education for school students should be conducted by the labor unions and the Board of Education.

6. Method of Management's Labor Education:

Each prefecture realizes that management's education on labor problem is of necessity. Each prefecture reported that it was very difficult to draw top management of large enterprises to attend any management's labor education meeting. Suggestion was made that meeting of this sort should include not only the labor problems but economic and finance problems as well attended by both the management and learned labor leaders.

Edwin H. Pastar

EDWIN SAKAI