GHQ/SCAP Records(RG 331)
Description of contents

THE NATIONAL ARCHIVES OF THE UNITED STATES

(1) Box no. 2045

(2) Folder title/number : (18)
"Shokutaku"System

(3) Date : Mar. 1948

(4) Subject :

Classification	Type of record
324	V

(5) Item description and comment :

With a List of Papers

(6) Reproduction : (Yes) No

(7) Film no. Sheet no.

"SHOKUTAKU" SYSTEM

1. Tabulation of Shokutaku or Others Treated as Shokutaku to be Dismissed or Retained Classified by Full or Part Time Service, 22 March 1948, CLO.

2. Cabinet Order Concerning the Abolishment of the "Shokutaku System" (Cabinet Order No. 56, 16 March 1948).

3. Final Draft of Cabinet Order Concerning the Abolishment of the "Shokutaku" System, 11 March 1948.

4. Program for Abolition of Shokutaku System with 2nd draft dated 6 March 1948 and final draft dated 9 March 1948.

5. Conference with Mr. Masuzawa, Cabinet Secretariat, and Mr. Akatani, LCo, March 8, 1948; subject: Shokutaku Reports.

6. Report on the Dismissal of "Shokutaku" despatched from Business Concerns, Prime Minister's Office, 6 March 1948.

7. Cabinet Order concerning the abolishment of the "Shokutaku" system (2nd draft) 4 March 1948.

8. Ministry of Welfare, 2 March 1948, dismissal orders to "Shokutaku" despatched from business concerns.

9. Provisions of draft Cabinet Order, 26 February 1948.

10. Memo dated 24 February 1948 from C. P. Marcum to Mr. Hoover, Chief, Civil Service Section, Subject: Abolition of the Shokutaku System.

11. Measures to be Taken for the Abolishment of the "Shokutaku" System, 23 February 1948.

12. Non-Regular Government Employees (Tentative Plan) 23 February 1948.

13. Procedure for Appointing "Shokutaku" 20 February 1948.

14. Collection of Reports on the Number of Commercial Firm Personnel Working at Government Offices as of 12 December 1947 - Political Division, C. L. O.

15. Prevention of Abuse of Shokutaku System and Elimination of its Evils.

16. Memo for Record from C. P. Marcum dated 30 March 1948, subject: Conference with Mr. Fujisaki 30 March 1948 re: "Shokutaku" - Probation Officers.

17. Explanation as to "Shokutaku" (non-regular staff) System, entrusted with function as probation officer for juveniles.

18. Check sheet from ESS to GS dated 22 March 1948, subject: Shokutaku System and reply 30 March 1948.

19. Note to Mr. Rizzo from Mr. Marcum dated 22 March 1948 re: comments on abolition of Shokutaku System.

20. Cabinet Order Concerning the Abolishment of the "Shokutaku System" (Cabinet Order No. 56, 16 March 1948).

Rec'd
APR -1 1948

Tabulation of Shokutaku or Others Treated as Shokutaku to be Dismissed or Retained Classified by Full or Part-time Service.-

March 22, 1948

CENTRAL LIAISON & COORDINATION OFFICE

Key: In this report

A	stand	for	Representatives of business concerns in government offices
B	"	"	Other Shokutaku
C	"	"	Shokutaku who are also government employees
D	"	"	Others treated as Shokutaku and various committee members
F.T	"	"	Full-time service
P.T	"	"	Part-time service

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Tabulation of Shokutaku or Other treated
as Shokutaku to be Dismissed or Retained

March 22, 1948

Central Liaison & Coordination Office

Name of offices	To be dismissed	To be retained
Cabinet Secretariat and Prime Minister's Offices	279	1,367
Ministries	1,675	8,920
Total	1,954	10,287

Tabulation of Shokutaku or Others treated as Shokutaku to be Dismissed or Retained classified by Full or Part-time Service.
March 22, 1948

Central Liaison & Coordination Office

1. Cabinet Secretariat & Prime Minister's Offices.-

R.N.	Name of Offices	To be dismissed								To be retained							
		A		B		C		D		A		B		C		D	
		F.T	P.T	F.T	P.T	F.T	P.T	F.T	P.T	F.T	P.T	F.T	P.T	F.T	P.T	F.T	P.T
1	Cabinet Secretariat	0	0	1	1	0	0	0	0	0	0	4	0	0	0	0	10
2	Prime Minister's Office(Proper)	0	0	10	14	0	6	0	0	0	0	92	9	0	2	0	31
3	Imperial Household Office	0	0	17	26	0	0	0	0	0	0	66	6	1	7	0	29
4	Decoration Bureau	0	0	0	2	0	1	0	0	0	0	15	0	0	0	0	0
5	Bureau of Imformation Relative to Prisoners	0	0	0	0	0	0	0	0	0	0	11	0	0	0	0	0
6	Economic Stabilization Board	1	31	9	1	1	1	0	0	5	15	97	5	0	5	0	136
7	Price Board	0	0	0	0	0	0	0	0	0	0	9	0	0	0	0	0
8	Administrative Research Bureau	0	0	0	1	0	8	0	0	0	0	0	0	0	0	0	0
9	Construction Board	0	0	12	7	0	23	0	3	0	0	134	42	0	28	0	0
10	National Rural Police Headquarters	0	0	8	0	0	1	0	0	0	0	77	0	0	2	0	0
11	National Fire Defense Board	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0
12	Special Procurement Board	13	0	1	0	0	0	0	0	7	98	82	0	10	5	0	0
13	Office for Allocation or Paper for Newspaper & Publications	0	0	0	0	0	0	0	0	0	0	17	0	0	0	0	21
14	Secretariat of Statistics Committee	0	0	42	0	0	4	0	0	0	0	6	0	0	1	0	7
15	Central Public Qualification Examination Committee	4	0	0	0	0	0	0	0	0	0	8	0	0	0	0	9

16	Public Office Qualification Appeal Committee Board	0	0	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
17	Office of Fair Trade Committee	0	0	0	0	0	0	0	0	0	0	7	0	0	0	0	0	0	0
18	Secretariat of Central Administrative Inspection Committee	0	0	1	0	0	0	4	10	0	0	0	0	0	0	0	0	0	0
19	Secretariat of Administrative Inspec- Committee for Minister's Office	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
20	Secretariat of Temporary Personnel Committee	0	0	1	3	0	0	0	0	0	0	202	0	0	0	0	0	0	0
21	Central Sesaster Relief Planning Board	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
22	Secretariat of National Election Administration Committee	0	0	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0	0
23	Secretariat of Local Finance Committee	0	0	0	0	0	0	0	0	0	0	6	2	0	0	0	0	0	0
24	Secretariat of the Appointees Examination Committee	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0
25	Secretariat of the Appointees Re-Examination Committee	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
26	Reparation Board	0	0	0	0	0	0	0	0	0	0	9	1	1	0	0	0	0	0
27	Central Liaison & Coordination Office	0	0	4	4	0	0	0	0	0	0	23	4	0	0	0	0	0	0
	Total	18	31	107	61	1	44	4	13	12	113	869	69	12	50	0	242		
	Grand Total	279								1367									

Tabulation of Shokutaku or Others Treated as Shokutaku to be Dismissed or Retained classified by Full or Part-time Service.
March 22, 1948

Central Liaison & Coordination Office

2. Ministries.-

R.N.	Name of Office	To be dismissed								To be retained							
		A		B		C		D		A		B		C		D	
		F.T	P.T	F.T	P.T	F.T	P.T	F.T	P.T	F.T	P.T	F.T	P.T	F.T	P.T	F.T	P.T
28	Ministry of Foreign Affairs	0	0	8	7	0	0	0	25	0	0	124	7	0	0	0	0
29	Ministry of Finance	8	90	32	102	1	4	0	0	8	1	150	11	0	10	0	120
30	Ministry of Education	0	0	3	9	3	5	0	0	0	0	341	17	0	21	0	1655
31	Ministry of Welfare	0	7	77	10	0	0	0	0	0	0	302	45	0	2	0	786
32	Ministry of Agriculture & Forestry	0	179	49	21	0	7	0	0	2	27	606	7	2	69	0	156
33	Ministry of Commerce & Industry	1	405	50	44	0	0	0	0	103	155	511	13	177	32	0	1208
34	Ministry of Transportation	0	37	28	161	0	92	0	0	0	45	216	20	0	10	0	808
35	Ministry of Communications	0	18	22	26	0	44	0	0	0	5	195	100	0	26	0	108
36	Ministry of Labor	0	0	4	18	0	4	0	0	0	0	128	3	0	1	0	196
37	Attorny-General's Office	0	0	39	24	4	7	0	0	0	0	67	26	0	0	0	298
	Total	9	736	312	422	8	163	0	25	113	233	2640	249	179	171	0	5335
	Grand Total	1675								8920							

CABINET ORDER CONCERNING THE ABOLISHMENT OF THE "SHOKUTAKU SYSTEM".

(Cabinet Order No.56, March 16, 1948)

Article 1.

The "Shokutaku" system in all government offices (to include the Special Procurement Board and all "Kodan", the same herein and hereinafter) shall be abolished not later than March 31, 1948.

Article 2.

The heads of all government offices shall not appoint "Shokutaku" after the enforcement of this Cabinet Order.

Article 3.

"Shokutaku" who are in the employment of all government offices at the time of the enforcement of this Cabinet Order shall be dismissed as soon as possible. Any "Shokutaku" who has not been dismissed by the date provided for in Article 1, shall be deemed to have been dismissed on the said date.

Article 4.

Temporary, full or part-time employees may be appointed in all government offices in accordance with the following provisions:

(1) The type of service and length of appointment shall be specified.

(2) Appointments shall be formalized in writing and the letter of appointment shall indicate (a) the title, grade and compensation of the position; (b) the title and grade of the supervising official; (c) the scope of responsibility

(2)

or

or authority of the position; and (d) an enumeration of the duties to be performed.

Temporary employees provided for in the preceding paragraph shall be government employees of equal status to First, Second or Third Class official as the case may be, and receive compensation similar to that of government officials.

No temporary employees shall be appointed to any position unless the duties of such position are authorized by law and in accordance with the budgetary procedure, nor shall they be compensated beyond the limit provided for in the budget.

Article 5.

The appointment or dismissal, suspension of office or reinstatement thereto of all temporary employees shall be made by the competent Minister or the head of an independent government agency with the approval of the Prime Minister.

Article 6.

Full-time temporary employees shall be subject to the provisions of the Government Officials Service Regulations.

Part-time temporary employees shall be subject to the provisions of Articles 4 and 5 of the Government Officials Service Regulations.

In the case of two preceding paragraphs, "Government Official" in the provisions of the Government Officials Service Regulations shall read "Temporary Employee", with the exception of the phrase "Any other government official" in Article 4 of such Regulations.

Article 7.

Article 7.

Temporary employees shall not, under any name whatsoever, be compensated from any other source for services rendered while in the employment of the government.

Article 8.

All temporary employees shall be subject to the provisions of the Government Officials Disciplinary Punishment Regulations, provided that, in the provisions of the Government Officials Disciplinary Punishment Regulations, "Government official" shall read "Temporary employee"; "Dismissal from office" shall read "Dismissal from position"; "Reduction of salary" shall read "Reduction of compensation"; and, in Articles 6 and 9 of the said Regulations, "First (Second or Third) Class official" shall read "Temporary employee of equal status to First (Second or Third) Class official".

Supplementary Provisions.

Article 9.

This Cabinet Order shall be enforced as from the date of its promulgation, with the exception that, with respect to "Kodan", "March 31" in Article 1 shall read "April 15".

Article 10.

The respective provisions of this Cabinet Order shall become null and void from the time that the provisions of the National Public Service Law or the Regulations of the National Personnel Commission which correspond to or conflict with them become effective.

OK/12 Mar/CPAS

Capt. Guida notified

CABINET ORDER CONCERNING THE ABOLISHMENT OF THE "SHOKUTAKU" SYSTEM.

(Final Draft.)

March 11, 1948.

Article 1.

The "Shokutaku" system in all government offices (to include the Special Procurement Board and all "Kodan", the same herein and hereinafter) shall be abolished not later than March 31, 1948.

Article 2.

The heads of all government offices shall not appoint "Shokutaku" after the enforcement of this Cabinet Order.

Article 3.

"Shokutaku" who are in the employment of all government offices at the time of the enforcement of this Cabinet Order shall be dismissed as soon as possible. Any "Shokutaku" who has not been dismissed by the date provided for in Article 1, shall be deemed to have been dismissed on the said date.

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Amended final draft

11 March 48

To Shima

CPM

CABINET ORDER CONCERNING THE ABOLISHMENT OF THE "SHOKUTAKU" SYSTEM.

(Final Draft.)

March 9, 1948.

Article 1.

The "Shokutaku" system in all government offices (to include the Special Procurement Board and all "Kodan", the same herein and hereinafter) shall be abolished not later than March 31, 1948.

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Supplementary Provisions.

Article 9.

This Cabinet Order shall be enforced as from the date of its promulgation, with the exception that, with respect to "Kodan", "March 31" in Article 1 shall read "April 15".

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PROGRAM FOR ABOLITION OF SHOKUTAKU SYSTEM

I. Promulgation of Cabinet Order

II. Preparation and Submission of Reports

a. Representatives of business concerns in government (1203)
b. Other Shokutaku (4622)
c. Shokutaku who are also government employees ( )
d. Others treated as Shokutaku and various committee members

III. Tabulation of Number of Persons, Full or Part-time, to be:

a. Dismissed
b. Retained

IV. Same as II and III above for Local Branches

V. Summary and Final Reports

a. List of names by category in I above, by ministry and agency (National and Local) of former Shokutaku or persons treated as such, who have been dismissed in accordance with Cabinet Order (1 April 1948), with the certificate that they have been notified in writing.

b. Tabulation by category in ministry and agency of former Shokutaku or persons treated as such, who have been reappointed in accordance with the procedure outlined in the Cabinet Order, and a certificate that such appointment records are available for inspection.

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PROGRAM FOR ABOLITION OF SHOKUTAKU SYSTEM

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b. Tabulation by category and ministry and agency, of former Shokutaku or persons treated as such, who have been reappointed in accordance with the procedure outlined in the Cabinet Order, and a certificate that such appointment records are available for inspection.

Original given to Legislative Division by SHIMA.

Final approved draft 10 Mar 48 from Mr. Shima ADMIN. RESEARCH BUREAU.

Recd 10 mar '48

CABINET ORDER CONCERNING THE ABOLISHMENT OF THE "SHOKUTAKU" SYSTEM.

(Final Draft.)

March 9, 1948.

Article 1.

The "Shokutaku" system in all government offices (to include the Special Procurement Board and all "Kodan", the same herein and hereinafter) shall be abolished not later than March 31, 1948.

Article 2.

The heads of all government offices shall not appoint "Shokutaku" after the enforcement of this Cabinet Order.

Article 3.

"Shokutaku" who are in the employment of all government officesaat the time of the enforcement of this Cabinet Order shall be dismissed as soon as possible. Any "Shokutaku" who has not been dismissed by the date provided for in Article 1, shall be deemed to have been dismissed on the said date.

Article 4.

Temporary, full or part-time employees may be appointed in all government offices in accordance with the following provisions:

(1) The type of service and length of ~~the~~ appointment shall be specified.

(2) Appointments shall be formalized in writing and the letter of appointment shall indicate (a) the title,

grade

grade and compensation of the position; (b) the title and grade of the supervising official; (c) the scope of responsibility or authority of the position; and (d) an enumeration of the duties to be performed.

Temporary employees provided for in the preceding paragraph shall be government employees of equal status to First, Second or Third Class official as the case may be, and receive compensation similar to that of government officials.

No temporary employee shall be appointed, unless authorized by law or compensated beyond the limit provided for in the budget.

Article 5.

The appointment or dismissal, suspension of office or reinstatement thereto of all temporary employees shall be made by the competent Minister or the head of an independent government agency with the approval of the Prime Minister.

Article 6.

Full-time temporary employees shall be subject to the provisions of the Government Officials Service Regulations.

Part-time temporary employees shall be subject to the provisions of Articles 4 and 5 of the Government Officials Service Regulations.

In the case of two preceding paragraphs, "Government official" in the provisions of the Government Officials Service Regulations shall read "Temporary employee".

Article 7.

Article 7.

Temporary employees shall not, under any name whatsoever, be compensated from any other source for services rendered while in the employment of the government.

Article 8.

All temporary government employees shall be subject to the provisions of the Government Officials Disciplinary Punishment Regulations, provided that, in the provisions of the Government Officials Disciplinary Punishment Regulations, "Dismissal of Office" shall read "Dismissal of position"; "Reduction of salary" shall read "Reduction of compensation"; and, in Articles 6 and 9, "First(Second or Third)Class Official" shall read "Temporary employee of equal status to First(Second or Third) Class official".

Supplementary Provisions.

Article 9.

This Cabinet Order shall be enforced as from the date of its promulgation, with the exception that, with respect to "Kodan", "March 31" in Article 1, shall read "April 15".

Article 10.

The respective provisions of this Cabinet Order shall become null and void from the time that the provisions of the National Public Service Law which correspond to or conflict with them become effective.

for info negislature D.O

OK/9 Mar/CPM

To Shima

(as amended)

CABINET ORDER CONCERNING THE ABOLISHMENT OF THE

"SHOKUTAKU" SYSTEM.

(2nd Draft with technical modificatione).

March 6, 1948.

Article 1.

The "Shokutaku" system in all government offices (to include the Special Procurement Board and all "Kodan", the same herein and hereinafter) shall be abolished not later than March 31,1948.

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The heads of all government offices shall not appoint "Shokutaku" after the enforcement of this Cabinet Order.

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Article 4.

Temporary, full or part-time (government) employees, such as advisers, consultants, clerical assistants or technical assistants,) may be appointed in all government offices (under the following conditions:) in accordance with the following provisions:

(1) The (nature) type of service and length of the (temporary) appointment shall be specified.

(2) Appointments shall be formalized in writing and the letter of appointment (record) shall indicate (a) the title, grade and compensation of the position; (b) the title ~~and grade~~ of the supervising official; (c) the scope of responsibility or authority of the position; and (d) an enumeration of the duties to be performed.

Temporary employees provided for in the preceding paragraph shall be government employees of equal status to First, Second or Third Class official as the case may be, and receive compensation similar to that of government officials.

No temporary (full or part-time government) employee shall be appointed or compensated beyond the limit provided for in the budget.

Article 5.

The appointment or dismissal, suspension of office or reinstatement thereto of all temporary (government) employees of equal status to First ~~or~~, Second, + third Class officials shall be made by the competent Minister or head of an independent agency with the approval of the Prime Minister.

Article 6.

Full-time temporary (government) employees shall be subject to the provisions of the Government Officials Service Regulations.

Part-time temporary (government) employees shall be subject to the provisions of Articles 4 and 5 of the Government Officials Service Regulations.

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Regulations

Regulations shall read "Temporary employee".

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ok / 9 March 48 / CPM

to Shima

(as amended)

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Temporary, full or part-time (government) employees, such as advisers, consultants, clerical assistants or technical assistants,) may be appointed in all government offices (under the following conditions:) in accordance with the following provisions:

(1) The (nature) type of service and length of the (temporary) appointment shall be specified.

(2) Appointments shall be formalized in writing and the letter of appointment (record) shall indicate (a) the title, grade and compensation of the position; (b) the title ~~and grade~~ of the supervising official; (c) the scope of responsibility or authority of the position; and (d) an enumeration of the duties to be performed.

Temporary employees provided for in the preceding paragraph shall be government employees of equal status fo First, Second or Third Class official as the case may be, and receive compensation similar to that of government officials.

No temporary (full or part-time government) employee shall be appointed or compensated beyond the limit provided for in the budget.

Article 5.

The appointment or dismissal, suspension of office or reinstatement thereto of all temporary (government) employees of equal status to First ~~or~~ Second & Third Class officials shall be made by the competent Minister or Head of an independent agency with the approval of the Prime Minister.

Article 6.

Full-time temporary (government) employees shall be subject to the provisions of the Government Officials Service Regulations.

Part-time temporary (government) employees shall be subject to the provisions of Articles 4 and 5 of the Government Officials Service Regulations.

In the case of two preceding paragraphs, "Government official" in the provisions of the Government Officials Service

Regulations

Regulations shall read "Temporary employee".

Article 7.

Temporary employees shall not, under any name whatsoever, be compensated from any other source for services rendered while in the employment of the government.

Article 8.

All temporary government employees shall be subject to the provisions of the Government Officials Disciplinary Punishment Regulations, provided that , in the provisions of the Government Officials Disciplinary Punishment Regulations, "Dismissal of Office" shall read "Dismissal of position"; "Reduction of salary" shall read "Reduction of compensation"; and, in Articles 6 and 9, "First (Second or Third) Class Official" shall read "Temporary employee of equal status to First (Second or Third) Class official".

Supplementary Provisions.

Article 9.

This Cabinet Order shall be enforced as from the date of its promulgation, with the exception that, with respect to "Kodan", "the date provided for) "March 31" in Article 1, shall read "April 15".

Article 10.

The respective provisions of this Cabinet Order shall become null and void from the time that the provisions of the National Public Service Law which correspond to or conflict with them become effective.

Conference with Mr. [redacted]uzawa, Cabinet Secretariat and Mr. Akatani, LCO
10 a.m. March 8, 1948

File

Subject: SHOKUTAKU Reports

1. The report covering committee members as requested by Col. Marcum was agreed to be accepted 17 March 1948. The SHOKUTAKU in government positions who were SHOKUTAKU will be submitted on 9 March 1948.

2. It was agreed that the report requested of Mr. SHIMA by the 20th of March in which written justification for the retention of all SHOKUTAKU was required, could be eliminated. Hoveve , Col. Marcum said he wanted a tabulation of all full or part-time employees to be dismissed and those to be retained and a statement on all persons to be retained that they are retained in accordance with the Cabinet Order.

3. Col. Marcum said that he wanted to see the Cabinet Order on Abolition of the SHOKUTAKU. Mr. Shima had submitted the draft at 5 p.m. on 4 March and it had been approved, but to date no Cabinet Order had reached this office.

4. Mr. Akatani was instructed to make an indication on all persons submitted in the second SHOKUTAKU report as to whether they were to be retained or dismissed, and all subsequent reports should also show such indication.

(8)

REPORT

on the

Dismissal of "Shokutaku" despatched from Business Concerns.

Prime Minister's Office,

March 6, 1948.

Part I Cabinet Decision of February 27, 1948.

Part II Report from various Ministries and other Government Agencies on the matter.

1 Economic Stabilization Board.

2 Construction Board.

3 Special Procurement Board.

4 Central Public Office Qualifications Examination Committee Board.

5 Ministry of Finance.

6 Ministry of Welfare. (not received yet)

7 Ministry of Agriculture and Forestry.

8 Ministry of Commerce and Industry.

9 Ministry of Communications.

(6)

PART I

Cabinet Decision

on the

Dismissal of "Shokutaku" despatched from Business Concerns.

February 27, 1948.

1. 760 "Shokutaku" in government offices who were reported as "to be dismissed" in the report prepared by the Central Liaison and Coordination Office as of February 15 shall be dismissed immediately.

2. Government offices concerned are hereby requested to take necessary steps so that the following should be fully known to those who are to be dismissed:

(1) that, as a result of dismissal, both the status as government employee and their relation with the government office concerned as such shall thereby terminate.

(2) that the authority to participate in the handlings of government business shall accordingly no more exist.

3. Government offices concerned are further requested to report to the Cabinet the steps they have taken with respect to 1 and 2 hereinbefore mentioned by March 5.

.....

PART II

Reports on the Dismissal of "Shokutaku" Despatched from Business Concerns.

1. Economic Stabilization Board

March 4, 1948.

The Economic Stabilization Board today issued the order of dismissal to MATSUSHIMA Masataro and 29 other "Shokutaku" and besides delivery of written orders, Chief of the Secretariat notified them the following particulars.

.....

Now that the system of "Shokutaku" has been decided to be abolished the engagement between you and the Board was cancelled as mentioned in the written order enclosed.

I request you to know that as a result of dismissal, both the status as a government employee and your relation with the Board have terminated, and that the authority to participate in the handlings of government business shall accordingly no more exist. On this occasion I should like to express our profound gratitude for the valuable service you have given us.

2. Construction Board

March 1, 1948.

"Shokutaku" despatched from business concerns were all dismissed to-day, and necessary steps have been taken to make the gist of the cabinet decision of February 27 fully known to them.

3. Special Procurement Board

March 4, 1948.

13 "Shokutaku" who were among the list of "Shokutaku" despatched from business concerns sent in on February 17, 1948 were dismissed on February 29, 1948.

4. Central Public Office Qualifications Examination Committee Board

March 5, 1948.

4 "Shokutaku" and clerical assistants of the Board despached from business concerns were dismissed, and the following steps were taken.

.....

Now that the system of "Shokutaku" has been decided to be abolished the engagement between you and the Board shall be cancelled. I request you to know that as a result of dismissal, both the status as a government employee and your relation with the ~~Office~~ Board shall terminate, and that the authority to participate in the handlings of government business shall accordingly no more exist. On this accasion I should like to express our profound gratitude for the valuable services you have given us.

5. Finance Ministry

March 5, 1948.

1. On February 19, 1948 the following 21 "shokutaku" who had been reported as"to be dismissed" were dismissed.
(List of names same as the previous report.)

2. Upon dismissal we made them know that as a result of dismissal, both the status as employee of Finance Ministry and their relation with the Ministry should terminate, and that accordingly the authority to participate in the handlings of government business should no more exist.

7. Ministry of Agriculture and Forestry

March 6, 1948.

To 264 "shokutaku" who had been reported as"to be dismissed," the letter of dismissal was issued on February 15, 1948, and at the same time respective bureau took necessary steps to let them know fully what was decided by the Cabinet.

8. Ministry of Commerce and Industry

March 1948.

1. On March 1, 1948, a notification (Annex A) was issued by the Chief of the Secretariat Section to Directors of all Bureaus and Divisions.

2. In order to carryout immediately what was stated in the notification a meeting of secretaries of all Bureaus and Divisions in charge of personnel affairs was held and necessary matters were fully explained.

3. Since then they made necessary preparations and the majority of 406 "Shokutaku" have been dismissed. There are, however, still left some who are not yet dismissed because of necessity to conclude their business. These will be dismissed as soon as their business has been settled.

4. Paragraph 2 of the Cabinet Decision was made known to those who were dismissed viva voce or by letters. Annex B issued by the Director of the General Affairs Bureau is an example of such letters.

.....

(A)

23 - Hi - No. 76

To: Directors of Bureaus and Divisions.

From: Chief of the Secretariat Section.

Subject: Dismissal of "Shokutaku" despatched from Business Concerns.

March 1, 1948.

With reference to your report on the subject above, it is now requested that all "Shokutaku" reported as "to be dismissed" in your list should be dismissed immediately and also that the following particulars should be made fully known to them. You are requested to take prompt steps to dismiss them and to notify them the gist written below when you will deliver or send them written orders.

. . .

P.S.

As it is necessary to submit a report on this subject to GHQ by March 5, I request you to complete it by them. If there were any one whom you cannot dismiss by March 5, please let me know the names.

.....

(Particulars same as Para 2 of the Cabinet Decision.)

(B)

Notification Draft

To: Dismissed "Shokutaku" (respectively)

From: Director of the Dept of General Affairs

Date

Dear Sir,

Now that the business I requested you to handle has been completed, I took measures to issue an order to dismiss you. On this occasion I should like to express my sincere gratitude for the valuable services you have given us.

P.S.

Now that you are dismissed I request you to know fully the following particulars:

.....

(Particulars same as Para 2 of the Cabinet Decision)

9. Ministry of Communications

March 4, 1948.

6 part-time "shokutaku" who had been reported as "to be dismissed" have already been dismissed, and as stated below, steps were taken so, that what was decided by the Cabinet should be made fully known to them.

.....

Now that the system of "Shokutaku" has been decided to be abolished, the engagement between you and the Ministry shall be cancelled. I request you to understand that as a result of dismissal both the status as government employee and your relation with the government office shall terminate, and that the authority to participate in the handlings of government business shall accordingly no more exist. On this occasion I express my profound gratitude to the valuable services you have given us for a long time.

OK as amended
4 March 48
To Shima

Cabinet Order concerning the abolishment of the "Shokutaku" system.

(2nd Draft).

March 4, 1948.

Article 1.

The "Shokutaku" system in all government offices (to include Kodans and the Special Procurement Board ~~and to exclude all "K... ..."~~, the same herein and hereinafter) shall be abolished not later than March 31, 1948.

Article 2.

The (heads) chiefs of all government offices shall not appoint "Shokutaku" after the enforcement of this Cabinet Order.

Article 3.

"Shokutaku" who are in the employment of all government offices at the time of the enforcement of this Cabinet Order shall be dismissed as soon as possible. Any "Shokutaku" who has not been dismissed by the date provided for in Article 1, shall be deemed to have been ~~discharged~~ missed on the said date.

Article 4.

Temporary, full or part-time government employees, such as advisers, consultants, clerical or technical assistants, may be appointed in all government offices under the following conditions:

(7)

(1) The nature and length of the temporary appointment shall be specified.

(2) Appointments shall be formalized in writing and the appointment record shall indicate the title, grade and compensation of the position; the title and grade of the supervising official; the scope of responsibility or authority of the position; and an enumeration of the duties to be performed.

No temporary, full or part-time government employee shall be appointed or compensated beyond the limit provided for in the budget.

Article 5.

The appointment or dismissal, suspension of office or reinstatement thereto of all temporary government employees of equal status to First or Second Class official shall be made on the approval of the Prime Minister.

Article 6.

Full-time temporary government employees shall be subject to the provisions of the government Officials Service Regulations.

Part-time temporary government employees shall be subject to the provisions of Articles 4 of 5 ~~(and 8 Para. I)~~ of the government Officials Service Regulations. - Article 7 - Temporary, full or part-time employees shall not, unless the employ by the government, be compensated for services rendered from any other source.

NEW 7

Article 8.

All temporary government employees shall be subject to the provisions of the Government Officials Disciplinary Punishment Regulations, provided that "First Class official", "Second Class

official" and "Third class official" shall read "Temporary government employee of equal status to First Class official" etc. respectively.

Supplementary Provisions.

Article 9.

This Cabinet Order shall be enforced as from the date of its promulgation. with the exception that the date provided for in art 1 with respect to Kedans shall be 15 April 1948

Article 10. Mad

The respective provisions of this Cabinet Order shall become null and void from the time that the provisions of the national Public Service Law which correspond to or conflict with them become effective.

Extract from the Government officials Service Regulations.

Article 4

The government official is prohibited fro m divulging any official secret whether it be connected with his duties or has been informed of any other official. The same applies after he has retired from office.

When he is summoned by the court to act as a withess or an expert withbess and questioned concerning any secret in respect of his duties, he may make a statement only on matters for which permission has previously been obtained from the chief in charge.

Article 5

The government official is prohibited from showing in secret any unpublished document in performing his duties to any person concerned.

Article 8

delete

The government official, unless with the permission of the chief in charge, cannot receive directly or indirectly a gift from any other person in acknowledgement of or as a fee for his services or under any name whatsoever in respect of his duties.

6. Ministry of Welfare.

March 2, 1948.
(Received March 9, 1948.)

In accordance with the Cabinet Decision of February 27, the orders of dismissal were issued, under date of March 2, to all "shokutaku" despatched from business concerns.

Written orders and letters in which particulars same as Para 2 of the Cabinet Decision were clearly stated were sent to those dismissed.

6. Ministry of Welfare.

March 2, 1948.
(Received March 9, 1948.)

In accordance with the Cabinet Decision of February 27, the orders of dismissal were issued, under date of March 2, to all "shokutaku" despatched from business concerns.

Written orders and letters in which particulars same as Para 2 of the Cabinet Decision were clearly stated were sent to those dismissed.

26 Feb 48

DRA T CABINET ORDER CONTAINING FOLLOWING PROVISIONS:

A. The Shokutaku system shall be abolished not later than 1 April 1948.

B. No persons shall be appointed, certified, recognized or treated as Shokutaku.

C. All Shokutaku or persons treated as such shall be dismissed immediately or as soon as practicable, but in no event later than 1 April 1948, and shall be so notified in writing.

D. Shokutaku who are now rendering essential services to the government may, upon approval by the Prime Minister's Office, be appointed as temporary, full or part-time government employees under the following conditions:

(1) The nature and length of the temporary appointment shall be specified.

(2) Appointments shall be formalized in writing and the appointment record shall indicate the title, grade and compensation of the position; the title and grade of the supervising official; the scope of responsibility or authority of the position; and an ennumeration of the duties to be performed.

E. Temporary, full or part-time employees shall not, while in the employ of the government, be compensated for services rendered from any other source.

F. No temporary, full or part-time employee shall be appointed or compensated except in accordance with the budgetary policy and procedure in effect for the appointment of regular government employees; furthermore such personnel shall be subject to the provisions of the National Public Service Law and the rules and regulations of the National Personnel Commission.

(9)

GENERAL HEADQUARTERS
SUPREME COMMANDER FOR THE ALLIED POWERS
Government Section

24 February 1948

MEMORANDUM FOR MR. HOOVER, CHIEF, CIVIL SERVICE SECTION

SUBJECT: Abolition of the Shokutaku System

1. Attached is the first part of a report from the Japanese government on the Shokutaku System.

2. This part of the report concerns "Personnel of business concerns working in government offices as of February 15, 1948". Of the 1203 persons listed in this report, 760 are to be dismissed immediately. The government requests authority to retain the remaining 443.

3. The decision concerning the retention of these individuals, if justified, will be held in abeyance pending an indication by your division of the principles and procedures under which these individuals could be appointed to the government service.

4. Your cooperation on this matter at the earliest possible date would be appreciated inasmuch as the second part of the government's report covering the remaining "20,000 Shokutaku" is to be submitted on 1 March, with a deadline for the elimination of the system and the separation of all employees whose retention is not otherwise authorized and provided for, by 1 April 1948.

CARLOS P. MARCUM
Chief, National Government Division

Att.
Report on Shokutaku

10

Measures to be Taken for the Abolishment
of the 'Shokutaku' System

23 Feb., 1948

1. The present system of 'Shokutaku' shall be abolished as from 1 April, 1948.

2. All the Shokutaku in the employment of the Government at present shall be dismissed except those whose retainment is specially required.

3. With regard to those who will be retained, the following measures shall be taken:-

a. Those Shokutaku of full-time service and with regular pay whose principal occupation is government service and who may be appointed government officials shall be appointed within the limits to be determined elsewhere.

The limits mentioned in the preceding paragraph shall be determined for each ministry through consutation between the Ministry concerned on the one hand and the Administrative Research Bureau and the Ministry of Finance on the other.

b. These Shokutaku of full-time service and with regular pay whose principal occupation is government service, other than those falling under Category a. shall be appointed "office member" (Buin) - tentatively so called.

The "office member" shall be government employees similar to government officials and be subject to the government official Service Regulations and the Ordinance for the Disciplinary Punishment of Government Officials. But they shall not be entitled to the privilege of persions.

c. As for Shokutaku other than those of full-time service and with regular pay, they shall each be appointed one of several new classes of government positions which shall be created on the basis of the nature and content of their business and their service and pay relations with the government offices.

The employees mentioned in the preceding paragraph shall all be non-regular government-employees and be subject to part of the Government Official Service Regulations and even part of the Ordinance for the Disciplinary Punishment of Government Officials if occasion requires, to the extent proportionate to the degree of his participation in government business. But they shall not be entitled to the privilege of pensions.

4. Necessary legislative measures shall be taken in order to carry out steps envisaged in 3. b. & c.

The form and content of the measures shall be determined in line with the spirit of the National Public Servant Law.

Non-Regular Government Employees.

(Tentative plan)

February 23,1948.

I Member (NR): Full-time service with a fixed pay. Treated as 1st, 2nd or 3rd class official. Same as regular officials in regard to the application of the Government Service Regulations and the Government Officials Disciplinary Punishment Regulations. No Pension. Can be appointed without required qualifications for regular officials. Temporary appointment for a certain period shall be made possible for this position. Expected to become regular public servant under the National Public Service Law.

I Bis (alternative) Provisional Regular Official: To be appointed regular official provisionally without usually required qualifications. Not inclnded in the fixed number for the position.

II(a) Adviser: WAE. Treated as 1st class official. Under obligation not to leak official secrets.

(b) Consultant: Intermittint Government Employee. Treated as 1st or 2nd class official. Same obligation as (a).

(c) Secretarial (or Clerical) Assistant:

(d) Professional Assistant:

(e) Research Assistant:

Part-time service with compensation. Treated as 1st, 2nd or 3rd class official. Under broader obligation than (a). Subject to disciplinary punishment.

(f) Administrative _____: Comissioned with the power to execute some minor administrative act such as the issuance of certificate. Treated as 2nd or 3rd class official. The extent of obligation and disciplinary punishment will be something between (a) and (c).

(12)

Procedure for appointing "Shokutaku"

Feb. 20, 1948

1. The Meaning of the Word "Shokutaku".

The word "Shokutaku" is now generally considered as an official title of a certain type of public servants, like, for instance, "secretary of the Prime Minister's Office', showing the public status of its holder. But, fundamentally, it is not a common noun, but a verb or verb-noun with the meaning of 'entrust or charge a person with research or any other kind of work', 'commission or request a person to assist in a certain business, etc.# The title of this paper says 'appointing of Shokutaku," following the common expression, only for the sake of convenience. To be correct, we should say instead 'procedure for charging a person with a certain work' or 'procedure for requesting a person to assist in a certain business". It is not essentially an appointment and has nothing in common with the procedure for appointing government officials. But here the word "Shokutaku" will be used as a noun in accordance with common usage.

Note: "Shokutaku" is a verb of Chinese origin. When it is used as a verb in a Japanese sentence, it takes the suffix 'suru', that is, 'Shokutaku-suru'. But the root "Shokutaku" can be used also as an abstract noun meaning 'charging' or 'commissioning'. (This applies to all verbs of Chinese word of phrase ((Kango)); for instance, Nimmei=appointing, Nimmei-suru=appoint; Himen=dismissing, Himen-suru=dismiss.) Thus, the abstract noun, Shokutaku, has come to be generally used or understood as a common noun meaning a person so charged or commissioned. This has given rise to such terminological confusion as stated above.

(13)

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2. Legal Status of Shokutaku.

In the case of officials, their fixed number is prescribed by law or cabinet order, but there is no such legal provisions for Shokutaku. However, the fixed number by classes of Shokutaku with regular pay and the sum of such compensations are listed in the Budget. The Prime Minister's Office and each Ministry can appoint Shokutaku with regular pay within the limit of this so-called 'budgetary fixed number ' (Yosantei-in). As for the Shokutaku with no regular pay, there is no legal or budgetary basis and they are appointed as occasion requires.

3. Procedure for Appointing Shokutaku.

a. Who appoints Shokutaku:

(1) In the Prime Minister's Office, the authority of appointing Shokutaku belongs to different persons according to the three different classes which correspond to the first, second and third classes of officials. As a rule, it is the Prime Minister who appoint Shokutaku with the treatment of first and second class officials. In certain offices belonging to the Prime Minister's Office, however, the Prime Minister has delegated the power to the heads of those offices, as is shown in the following table:-

Note: It is simpler as a procedure than that for appointing first and second class officials. The appointment of the former is done by the Cabinet, and that of the latter by the Prime Minister on the proposal of the competent Minister.

(a) The offices to which is delegated the power of appointing all the three classes of Shokutaku:

Economic Stabilization Board
Board of Construction
Imperial House Office

(b) The offices to which is delegated the power of appointing the second and third class treatment Shokutaku:
Price Board
Central Liaison and Coordination Office
Administrative Research Bureau
Board of Reparations
Domestic Affairs Bureau
Fair Trade Committee
National Election Administration Committee
Local Finance Committee
Temporary Personnel Committee
Bureau of Information relative to Prisoners of War

(c) The office to which is delegated the power of appointing the third class-treatment Shokutaku:
Decoration Bureau
Secretariat of Statistics Committee

The general rule that the Prime Minister appoints the first and second class-treatment Shokutaku and the Director-General of the Cabinet Secretariat the third, applies to all the offices belonging to the Prime Minister's Office and the classes of Shokutaku not listed above.

(2) In the Ministries and their outer bureaus, their respective heads have the authority of appointment.

b. The writ of appointment.

In the writ of 'appointment' the word 'appoint' is not used as a rule for the reason stated in 1. above. It says, for instance;

(I) charge (you) with secretarial work for the Prime Minister; with research work; or with the business of such Section of such Bureau.

However, few offices, for instance, Ministry of Welfare, use the word 'appoint' stating '(I) appoint (you) Shokutaku', etc. But it is only a matter of form and it makes no difference, either legally or practically, whether a person is 'Shokutaku-ed' with a certain piece of work or appointed 'Shokutaku' in his writ of 'appointment', or rather, writ of 'Shokutaku'.

And in the case of Shokutaku with regular pay, a sentence is added to the effect that '(I) give (you) the monthly pay of ¥ _____'.

Collection of Reports on the Number of

Commercial Firm Personnel Working at

Government Offices as of 12 Dec. 1947

Political Division C.L.O.

SUMMARY

Cabinet and Prime Minister's Office;	8
M. of Transportation;	117
M. of Commerce & Industry;	651
M. of Finance;	32
M. of Welfare;	65
Reconstruction Board;	26
M. of Foreign Affairs;	0
M. of Justice;	0
M. of Education;	0
M. of Communication;	0
M. of Labor;	0
E.S.B.:	0
Pride Board;	0
Imperial Household Office;	0

Cabinet and Prime Minister's Office

Secretariat of the Central Public Office Qualification Examination Committee

1. Classification by working hours

a.	Full time;	5
b.	Part time;	0
	Total	5

2. Classification by the nature of work

a.	liaison business with GHQ:	3
b.	other business	2
	Total	5

Secretariat of Personnel Committee

1.

a.	full time	0
b.	part time	3
	Total	3

2.

a.	liaison business with GHQ	0
b.	other business	3
	Total	3

Ministry of Transportation

1. Classification by working hours

   a. full time; 17

   b. part time; none

2. Classification by the nature of work

   a. Liaison business 1
      with GHQ

   b. other business; 16

      Total 17

Ministry of Commerce and Industry

1. Classification by working hours

a.	full time;	59
b.	part time;	592
	Total	651

2. Classification by the nature of work

a.	liaison business with GHQ	170
b.	other business;	481
	Total	651

Ministry of Finance

1. Classification by working hours

a.	full time;	13
b.	part time;	19
	Total	32

2. Classification by the nature of work

a.	liaison business with GHQ	13
b.	other business	19
	Total	32

Reconstruction Board

1. Classification by working hours

a. full time	4
b. part time	22
Total	26

2. Classification by the nature of work

a. liaison business with GHQ	0
b. other business	26

Ministry of Welfare

1. Classification by working time

   a. full time;

   b. part time;

   no detail is given

   Total 65

2. Classification by the nature of work (by office allocation)

a.	Minister's Secretariat;	8
b.	Social Bureau;	4
c.	Children " ;	2
d.	Medical " ;	47
e.	Prevention " ;	2
f.	Public Health	2
	Total	65

not approved

Prevention of Abuse of Shokutaku System and Elimination of its Evils

With a view to preventing the abuse of the Shokutaku system and eliminating its evils, it is hereby resolved that the following action is to be taken by those concerned:

1. In each Ministry or Board (inclusive of its local agencies - to be the same hereinafter), persons other than those giving a full-time service or others similar thereto who actually handle its affairs are not to be accorded the treatment of "Shokutaku".

2. In each Ministry or Board, in case of entrusting research work on any specific matters for the purpose of utilizing professional knowledge or experience by reason of temporary requirements, the same is to be effected by clearly specifying the matters to be entrusted and the period therefor to the individual involved, making it clear that no special relationship in regard to status is created by the fact of entrusting such work between the individual and the government office. Accordingly, attention is to be so paid that the title "Shokutaku" is not used in this connection.

3. Each Ministry or Board is to effect due adjustment concerning Shokutaku by February 15 on the principles outlined in the preceding two items, and to submit a report on the actual condition of adjustment as of that date to the Cabinet not later than the end of February.

15

GENERAL HEADQUARTERS
SUPREME COMMANDER FOR THE ALLIED POWERS
Government Section

30 March 1948

MEMORANDUM FOR THE RECORD

SUBJECT: Conference with Mr. FUJISAKI at 2:15 p.m., 30 March 1948
re: "SHOKUTAKU" - Probation Officers

Mr. FUJISAKI of the LCO was informed that there was no objection to the appointment under the provisions of Cabinet Order No. 56 of 3,000 "SHOKUTAKU" probation officers.

CARLOS P. MARCUM
Chief, National Government Division

16

0555/30 MAR 48

M/R:

1. Mr Akatani called to ask for an appointment with C.P.M. to discuss an unusual aspect of the SHOKUTAKU program.

2. There are some 3,000 SHOKU TAKU (mostly Doctors, lawyers + Teachers) serving the city Gen. Office in a sort of "Social Welfare Work" (in cooperation with Juvenile Courts these men, "serving without pay", engage in the "guidance and rehabilitation" of juvenile offenders)

3. AKATANI says he has been in touch with SHIMA

He'll call this aft to get appointment time for tomorrow or thurs.

SHOKUTAKU

3,000 now emp. (NO PAY)
by atty. Gen's. office
"Social Welfare Work"
OKATANI (contacted SHIMA

(Juvenile courts.
Protection + surveillance)

EXPLANTION AS TO "SHOKUTAKU" (NON-REGULAR-STAFF) SYSTEM, ENTRUSTED WITH FUNCTION AS PROBATION OFFICER FOR JUVENILES:

I. Reasonable and legal grounds for the system:

The Juvenile Court has been established according to the Juvenile Act, as the state organization which aims to take protective measures for juveniles who commit offences or who adjudged to be criminally inclined.

In the juvenile court, other than judges who have charge of trials, and clerks who engage in general business belonged to the court, there are probation officers who assist the judges to collect materials for trials as well as deal with supervision business.

The protection works for juveniles, in other words, works to make children deliquents rehabilitate and come back to the common world as good children, may be unable to get satisfactory result by the single-handed activities of the national organizations, unless with positive cooperation by the people in the common society. Such cooperation may well be said to be one of essential factors for the protection works. One of the requests manifest in the non-regular-staff system for children probation; the Juvenile Act provides in Paragraph 2 of Article 23 that "The function of probation officers may be entrusted by the Minister of Justice (Attorney-General) to persons who have had experience in the protection and education of juveniles, or to any other suitable persons." Therefore, the system of non-regular-staff of probation business may be said to have practical reason to exist, and further have distinct legal grounds.

II. The duties and power vested in non-regular-staff probation officer:

Non-regular-staff probation officers have the same duties and power prescribed in the Juvenile Act, as solely-appointed probation officers.

That is :

(1) To investigate all necessary matters, such as facts of cases, those children's character, circumstances, career, and mental and physical conditions, their educational ablity (Art.32 of the act);

(2) If the juvenile court decides to commit a juvenile to the supervision of a probation officer, non-regular-staff provation officer engage in the protection and supervision for such juvenile, being instructed the necessary matters (Art.53), and then the practical activities of the non-regular-staff probation officer, necessitate to take steps demanding by the various occasions, in betterment of his circumstances, such as home, office, school, friends, as well as the influence upon him caused by the personal contact between children and the officers;

(3) In order to perform the above-mentioned business, the officer can present the juvenile with himself before the court at any time, by the order of the judge of the juvenile court (Art.36), and he can, in the excercise of his function, entrust any part of his business to institutions or to any officials thereof, or can ask any necessary aid. (Art.25) ;

(4) In addition, as to the way of excercising their business, the guide to the discharge of office routine for probation officers (Instruction of Justice Ministry) has been fixed.

III. Allowances for Non-regular staff probation officers:

The non-regular-staff probation officers system aims to resurrect and guide the juvenile deliquents by the devotion of non-regular-staff probation officers under the circumstances of organic contact with their own principal occupations. Therefore, the tasks as probation officers have been entrusted to the wise and leading persons in all classes of the community, such as common social workers, educationists, religionists, lawyers, doctors. They receive no allowance at all, due to the nature of national budget. But as for the expenses of official trips they made, they have been paid if they demanded. Also at the end of every year, the allowance amounting from 50 yen 300 yen has paid to them.

IV. For reference purpose:

The non-regular-staff system for probation officers, as above-mentioned, is different from ordinal "Shokutaku" system in its object, but the system has the same character as welfare officer of common social works, judicial protection officer who engages in protection and guidance of adult ex-prisoners after their release.

Therefore, this system seems adequate to be excluded from the projected measure concerning abolition of "Shokutaku" system.

Then, if there are any fears to mix up this system with the common "Shokutaku" system and to misunderstand its object, we will take into consideration as to the new appointment method not to use the name of "Shokutaku", i.e., to issue written appointment only mentioned. "Ordered to be Juvenile Probation Officer", without "non-regular-staff". Moreover, the new Juvenile Act are now drafting, and if the new projected Juvenile Act is put force as from July 1st of this year, with no delay, this non-regular-staff system of probation officers will be abolished, being taken the place by the newly-formulated commissioners system.

DATA AS TO NUMBER OF NON-REGULAR-STAFF PROBATION OFFICERS, ATTACHED TO EACH JUVENIL COURT.

Name of Juvenile Court	Number
Tokyo	TAKEUCHI, Dōkotsu and 532 others.
Maebashi	KANBE, Umegorō and 93 others.
Shizuoka	HIJIKATA, Yasumichi and 122 others.
Nagano	TAKAMI, Jitsugorō and 89 others.
Kyoto	EDAYOSHI, Benshin and 135 others.
Ōsaka	YOSHIDA, Yoshiteru and 282 others.
Kōbe	TACHIKAWA, Kenshō and 113 others.
Takamatsu	IRIE, Shunsuke and 149 others.
Nagoya	TAKESHIMA, Jitsuei and 247 others.
Kanazawa	ITŌ, Seijirō and 147 others.
Hiroshima	KUROSE, Sai and 197 others.
Matsue	YASUHARA, Masao and 91 others.
Fukuoka	HARA, Sanshin and 281 others.
Kumamoto	MIIKE, Hiroshi and 125 others.
Sendai	ICHIRIKI, Jirō and 146 others.
Akita	HAYAKAWA, Shinjirō and 126 others.

Name of Juvenile Court	Number
Sappro	YAMASHITA, Kajirō and 139 others.
Asashikawa	TAKASUGI, Masaji and 71 others.
Total	3102 persons.

LIST AS TO PRINCIPAL OCCUPATION OF
NON-REGULAR-STAFF PROBATION OFFICERS

1. Chief of private juvenile protection institute
2. Manager of private juvenile protection institution
3. Officer in charge of Protection business, of private protection body
4. Government official
5. Public official
6. Chief of Town or village
7. Asseblyman of Metropolis, Prefecture, city, town and village.
8. Professor of University or college
9. Principal,or teacher of middle school
10. Schoolmaster, of teacher of Primary school
11. Lawyer
12. Priest
13. Religionist
14. Pastor
15. Officeman
16. Farmer
17. Doctor
18. Dentist
19. Businessman
20. Social worker

230.033(22 Mar 48)ESS/FT Shokutaku system

ESS/FT GS 22 March 1948

1 (cont'd) 6. It is requested that the appropriate officials be permitted to instruct Boeki-Cho that privately paid employees engaged in banking and auditing functions may be retained until 1 May 1948, and that privately paid employees engaged as examiners may be retained until 1 ~~July~~ June 1948.

- W F M -

CW/CLK/CM/jd

Subject: Shokutaku system

From: GS To: ESS Date:;30 March 1948

2 The Japanese Government has been instructed to take appropriate steps to delay the application of Cabinet Order No. 56 to the employees of Boeki-Cho referred to in Paragraph 6 of your Check Sheet until 1 May and 1 June, 1948, respectively.

CM

NG File

- C.W. -

(18)

WFM/FEP/JMC/ak

230.033(22 Mar 48)ESS/FT

ESS/FT GS Shokutaku system 22 March 1948

1 1. Reference is Cabinet Order No. 56 dated 16 Mar 48, subject: Concerning Abolishment of Shokutaku System.

2. Above referenced Cabinet Order came to the attention of ESS through Japanese newspapers on 10 March 1948. The effect of the order is to require either the discharge of Japanese Government Shokutaku employees or to put them entirely on the government payroll. Boeki Cho and the Boeki Kodans employ 853 persons who are paid from private sources. These employees are engaged in the following positions:

Banking and Accounting - 185
Examiners (conducting foreign trade inspection) - 398
General (liaison, processing, princing, etc) - 94
Transportation (administering transportation Control System).-175

3. Virtually all persons engaged in banking, and accounting functions, inspection functions, and a considerable proportion of the administrative personnel engaged in foreign trade controls will be required to resign, or accept government positions at much lower salaries than at present before 1 April, 1948. It is understood from the officials of Boeki Cho that virtually none of these men will accept the cut in pay which would be caused by the change of status.

4. ESS has no objection to the policy involved. However, precipitate action may disturb severely the timing of the ESS program to stimulate foreign trade.

5. The program of ESS/FT does not in any way contemplate the continuance of a state trading agency beyond the period when it is necessary. For that reason, ESS/FT has been reluctant to encourage the establishing of an entrenched bureaucracy within the Board of Trade. Rather than require that banking and auditing department be recruited from government officials, for example, it seems more desirable to leave administration as it is temporarily, and to eliminate the banking and auditing functions of Boeki Cho. The decision to do so has been passed on to the government. However, during the next month or six weeks, when the private banks are adjusting their operations to absorb the functions of processing export and import documents, the Board of Trade needs the Staff currently doing the work. Similarly, with regard to inspection for export, private persons have been acting for the government. A new program is being developed to discharge all inspection functions through a central governmental inspection bureau. This bureau cannot be established for another three months.

22 March 1948

Mr. Rizzo:

Re your comment on the abolition of the Shokutaku system by Cabinet Order - the system has an extra-legal basis and was maintained as an established practice. The possibility of efforts being made to reinstitute the system by Cabinet Order is being taken care of in amendments to the National Public Service Law covering this particular point, as well as in contemplated administrative management budget reforms.

CPM

(19)

CABINET ORDER CONCERNING THE ABOLISHMENT OF THE "SHOKUTAKU SYSTEM"

(Cabinet Order No. 56, March 16, 1948)

Article 1.

The "Shokutaku" system in all government offices (to include the Special Procurement Board and all "Kodan", the same herein and hereinafter) shall be abolished not later than March 13, 1948.

Article 2.

The heads of all government offices shall not appoint "Shokutaku" after the enforcement of this Cabinet Order.

Article 3.

"Shokutaku" who are in the employment of all government offices at the time of the enforcement of this Cabinet Order shall be dismissed as soon as possible. Any "Shokutaku" who has not been dismissed by the date provided for in Article 1, shall be deemed to have been dismissed on the said date.

Article 4.

Temporary, full or part-time employees may be appointed in all government offices in accordance with the following provisions:

(1) The type of service and length of appointment shall be specified.
(2) Appointments shall be formalized in writing and the letter of appointment shall indicate (a) the title, grade and compensation of the position; (b) the title and grade of the supervising official; (c) the scope of responsibility or authority of the position; and (d) an enumeration of the duties to be performed.

Temporary employees provided for in the preceding paragraph shall be government employees of equal status to First, Second or Third Class official as the case may be, and receive compensation similar to that of government officials.

No temporary employees shall be appointed to any position unless the duties of such position are authorized by law and in accordance with the budgetary procedure, nor shall they be compensated beyond the limit provided for in the budget.

Article 5

The appointment or dismissal, suspension of office or reinstatement thereto of all temporary employees shall be made by the competent Minister or the head of an independent government agency with the approval of the Prime Minister.

Article 6

Full-time temporary employees shall be subject to the provisions of the Government Officials Service Regulations.

Part-time temporary employees shall be subject to the provisions of Articles 4 and 5 of the Government Officials Service Regulations.

In the case of two preceding paragraphs, "Government Official" in the provisions of the Government Officials Service Regulations shall read "Temporary Employee", with the exception of the phrase "Any other government official" in Article 4 of such Regulations.

Article 7

Temporary employees shall not, under any name whatsoever, be compensated from any other source for services rendered while in the employment of the government.

Article 8

All temporary employees shall be subject to the provisions of the Government Officials Disciplinary Punishment Regulations, provided that, in the provisions of the Government Officials Disciplinary Punishment Regulations, "Government official" shall read "Temporary employee"; "Dismissal from office" shall read "Dismissal from position"; "Reduction of salary" shall read "Reducation of compensation"; and, in Articles 6 and 9 of the said Regulations, "First (Second or Third) Class official" shall read "Temporary employee of equal status to First (Second or Third) Class official".

Supplementary Provisions

Article 9

This Cabinet Order shall be enforced as from the date of its promulgation, with the exception that, with respect to "Kodan", "March 31" in Article 1 shall read "April 15".

Article 10

The respective provisions of this Cabinet Order shall become null and void from the time that the provisions of the National Public Service Law or the Regulations of the National Personnel Commission which correspond to or conflict with them become effective.