

## Union Information and Education

A doctors' association would not expect the daily press to print a long technical story regarding the development of a new surgical treatment. The daily press would probably print a very short story, if it mentioned the item at all. But the doctors would probably print the complete story in their own medical journal.

Likewise, on specific technical trade union matters, problems, and educational developments, the trade unions handle much of their own informational and educational material in their own trade union journals and newspapers.

Briefly, matters of public concern and of interest to several or all groups of society will normally be mentioned in the daily free press and given general treatment. Items of greater specific interest to one group will usually be handled in a more complete manner in the press and publications of the group itself.

Thus, the labor press is not intended to supplant the daily press. Rather, it is intended to supplement the daily press, to provide further information and education, and to make available to trade union members information, education, and union policy not otherwise obtainable by trade union members.

### Public Relations

Each group within the social order has hopes, grievances, aspirations, proposals, and programs for action. Each group in itself constitutes a minority. As a minority, it cannot force its peculiar ideas on other groups. Information, education, and persuasion should be employed to secure joint action.

In a democratic social order, the various groups present their ideas and programs to the general public through the press and other media in order to win wider public support or general approval.

For instance, if a certain group wants to have a certain legislative measure promulgated, the group must explain the need and purpose for the remedial legislation. This is accomplished by a series of acts called public relations.

Suppose a group goes to the public and states: "We want this legislation. Anyone who is opposed to it is reactionary and stupid. Give us your support!" They will not meet with much success because they have not explained their purpose, nor have they appealed to the self-interest of the public. Everyone is interested in himself. This basic principle of appealing to the self-interest of the public is the key to public relations.

Instead of the approach mentioned above, the trade union may base its argument to the public in terms of the self-interest of the public at large. This is the second principle of public relations, and consists of identifying the desires of the trade union with the self-interest of the public. Once the general public has identified itself with the program of the trade union there may be developed sufficient support to secure majority acceptance.



In developing public opinion, it is a good practice to invite newspaper reporters to important union functions, plays, labor schools, and other union events in order to secure favorable stories about the union in the daily press. One great American union became nationally famous because it produced a Broadway stage play ... and it knew how to tell the American people about it!

A group which has good public relations is a group which explains its program and policies to the general public in such fashion that the general public identifies itself with the purposes and program of the group, and vice versa. The general public is friendly to the group and will help promote their program.

A group with poor public relations has failed to explain its program and policies in terms of the self-interest of the public. The public is hostile to the group. It reads and hears about the group with suspicion. It distrusts the motives of the group. The general public is unfriendly and will oppose the group as various issues arise.

Trade unions, like any other group, represent but one of many social forces. As a minority, the trade union should develop good public relations if the labor movement is to meet with any reasonable measure of success.

Much could be written about public relations, but it can be summarized in a few lines: Every labor union has a story to tell, and it will not be told unless the union informs the press.

#### Trade Union Public Relations

Many of the American trade unions have established Public Relations or Publicity Departments, which are staffed with a few expert and experienced newspapermen. This Department, usually attached to the national union headquarters, has a dual function.

One is to edit and public a periodical national union newspaper. The other is to maintain relations with the daily press and the public. Let us consider the public relations function first.

#### Tasks

The Public Relations or Publicity Department must keep itself informed as to what the daily newspapers are saying about the labor movement. The daily press, employer publications, and government publications are watched from day to day. Articles in these sources dealing with labor in any way are clipped. These dead news items are filed by subject in what newspapermen call a 'morgue'. Obviously, this morgue is useful for later reference. Many Japanese trade unions have assembled clippings about wage demands and labor disputes in which a specific union was involved. This forms the basis for development of an invaluable trade union morgue.

Second, whenever an untrue statement is made regarding the union or its purposes or programs by any non-union source the public relations department at once contacts the source and the medium which presented it and corrects the statement. Often, a union official may make a brief



statement calling attention to the error and giving the facts. Likewise, when an outside source carries a good story about the union, it is wise to let them know that the union appreciates such cooperation.

Third, the public relations department maintains close liaison with all union activities. Any union development, any move, any occurrence which may be of interest to the public is at once prepared in story form and copies are distributed to all newspapers which may find the story worth printing.

Fourth, as public matters and issues which affect the trade union are raised in the daily press, the publicity department will often arrange to have a top officer of the union make a statement on the matter, indicating the considered policy of the union. Naturally the statement should carefully reflect the democratically adopted policy of the trade union and not be the personal view of the official concerned.

#### Press Releases

Many American trade unions have found that the public press did not print much about the unions because the unions did not give them the information. Consequently the unions have developed use of the press release -- a mimeographed statement which presents the announcement or story of the union in brief, factual form. Certain Japanese trade unions have already done this quite effectively.

In preparing a press release, tell the newspapers who issued the release, give the date of the release, and give a short title which summarizes the story. Then, in the first paragraph, summarize the facts of the story, developing it in detail in later paragraphs.

Newspaper editors are very busy men. They cannot and usually will not read five pages of ideographs to find out what you want to say. One glance at the top of the first sheet will usually result in their either using the story or throwing it away.

Therefore, there are two ways to prepare press releases. Here is a poor method:

#### NOTICE TO THE PRESS

In order to carry out the Potsdam Declaration and ensure the creation of a peaceful new Japan, the recently elected President of the United Cap Workers Union, who lives at 1.2 cho, chome \_\_\_\_\_, said he thought it would be a good idea to begin a labor school. He says the school....

The well-prepared release would possibly be written in the following fashion:



PRESS RELEASE FROM: The United Cap Workers Union, Tokyo  
Telephone: 123  
FOR RELEASE: 21 November 1978  
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LABOR SCHOOL ANNOUNCED

"A trade union school for the workers of the United Cap Workers Union was announced today. It will be held at Koku Kaikan, Tokyo, from the 1st to 10th of December.

"President Sato of the Union stated: 'We have organized this school....'

"The school is open to all trade union members. Tuition fee has been set at ¥10 per person."

Each of these stories makes the same announcement. After the newspaper editor has received the poor press release, he will probably throw it away after reading the first few lines.

But if he receives the second, he knows who sent it, what it is about, and when he can use it. He knows where the school will be, and he knows who can attend. If he wants more information, he calls the telephone number listed.

If you plan your press releases carefully you will discover that your union will receive greater attention in the daily press.

! The union cannot expect the public to know what it is trying to achieve unless the union tells the public in an intelligent and intelligible manner!

Collective Bargaining

During the development of a labor dispute, the public relations department has almost as important a role to play as the negotiating committee.

When the union is ready to present contract demands, the first press release deals with the fact that the union has asked the company to discuss conditions of work, wages, and hours.

When the demands are formally presented, another press release advises the public regarding the specific demands of the workers.

As bargaining conferences develop, the public relations department may issue dope stories from time to time explaining with facts and figures why the union is demanding this, why they are demanding that. If the dispute goes to mediation or arbitration, the public relations department tells this story, and perhaps carries a statement by the head of the union declaring that the union is trying to bargain fairly and is exhausting all possible peaceful methods of settling the dispute.



### Public Support

If a strike or other work stoppage develops later, the public has been informed, they know the issues, and a public opinion based on knowledge of the facts has resulted. Many of the American unions have developed the practice of releasing photographs to the newspapers which picture the life of the workers involved, their housing problems, and other factors which may be at the roots of the dispute. These aid further in dramatizing the dispute and informing the public.

Certainly it is a sensible notion to state that you cannot expect public support on any issue unless you make every effort to inform and educate the public through the daily press and all other possible media.

### Reporting or Propaganda?

One thing should be observed. In writing union newspapers there is often an inclination to mix fact and opinion.

A fact is some act or condition which exists or has really happened.

An opinion is your mental impression or belief as to what has happened, what exists, or what you believe to be true.

Consider an example.

A union newspaper may run a story about the statement of a certain official. It says:

"Sato San, the rapacious, fat, and grafting so-and-so, yesterday said the people should starve. He said, 'If they have no rice cakes, let them eat suki yaki....'."

Perhaps Sato San did make that statement. But when you write a story in that fashion, you are mixing your opinions as to who and what Sato is with what Sato said. When you present your opinions as if they were facts, it is called propaganda.

It is better reporting to state:

"Yesterday Sato San, the so-and-so official, declared:  
'If they have no rice cakes, let them eat suki yaki.'"

That is an entirely different story.

State the facts. If you want to state your own opinion, give it in an editorial. The reader is then permitted to draw his own conclusions. Never write propaganda and try to call it newspaper reporting.



### Internal Information and Education

The national trade union has many departments and many fields of activity: research, education, legal work, organizational work, consumer problems, inflation, women's problems, and so forth.

In order to inform the membership, the trade unions in America have developed the national union newspaper. This is usually either a weekly or bi-weekly publication. Typical American union newspapers are from 4 or 8 pages to 12 pages, tabloid size.

The purpose of the national union newspaper is to inform the general trade union membership on union policy, and explain with facts and figures why the union is doing this or that. It also presents developments which are mentioned in the daily press, such as legislative acts, but it may go into greater detail in explaining why certain acts or proposed bills are of especial value or importance to the trade union membership.

A study of many American trade union national newspapers reveals that as a group they usually feature the following type material:

LABOR NEWS: Stories of the labor movement, of national federation activities, national union activities and policies, and all matters which affect labor in general. These stories are usually one page one stories are of current interest and importance.

LOCAL UNION NEWS: Stories regarding new contracts, activities of various local unions, summaries of important speeches, reports on disputes in progress, and other items about specific local unions. It tells trade unionists what members in other locals are saying, thinking, and doing.

POLITICAL ACTION: Reports on legislation in progress, what government departments have said or are doing, what activities are current in the political field, and related legislative information and education.

LEGAL ACTION: Reports on mediation, arbitration, and conciliation; details on cases before Labor Relations Committee, and other stories on new legal developments.

EDITORIALS: Each issue usually contains a brief, concise statement of opinion on some problem facing the union or the labor movement. The essence of the editorial is to pose a problem, analyze it, and recommend a solution. The editorial is employed to make people think.

COMMUNITY NEWS: Brief items about community activities, public and private welfare activities, food problems, and so forth.

LETTERS FROM UNION MEMBERS: This section of the union newspaper is used in order to permit any member to write a letter about anything he desires. Such letters are printed impartially, with letters expressing opinions on all sides of union policy.



WOMEN: Usually a feature column prepared by the Women's Section which discusses current problems of women.

EDUCATION: An invaluable feature in any labor newspaper prepared by the education director of the national union. Through this column, the education director presents educational matter, announces new schools, and outlines programs for the local unions.

RESEARCH: Frequent reports from the national union Research Department regarding wages, hours, and working conditions of union members. It often presents factual stories on employer profits, general economic trends, and other facts and figures of use to union leaders, bargaining committees, and local union members.

HEALTH AND SAFETY: Matters on health and personal hygiene and occupational hazards are presented in order to assist the membership to protect life and limb, and to promote good health.

BOOK REVIEWS: short announcements describing new books and pamphlets of interest to labor are carried, giving the name of the item, its author, the price, and where it can be purchased.

SPORTS: Reports of union sports events, recreation, and cultural matters in general.

There are many other items to be found in American trade union newspapers, but this listing and description will give you a general idea of what is in an American national union publication.

#### Democratic Controls

Now, every man writes stories as he sees things. Generally speaking, an old man will write from the viewpoint of the old; a young man will write from the viewpoint of the young. Likewise, two reporters who belong to different political parties may take the same set of facts and turn out stories which are entirely different.

The American trade unions usually organize the Public Relations or Publicity Department under the control and direction of the President of the Union and its Executive Board. Before an issue is sent to the printer, the President goes over it in order to make sure that every story is not only factual, but that all opinion and comment expresses the democratically established policies of the union. If anything is said in the newspaper which is contrary to union policy, the President of the union is responsible to the rank-and-file for it.

Likewise at the frequent meetings of the Executive Board, the members of the Board will comment on any irregularities in the union newspaper and direct the President of the union to correct them in the future. And at the General Meeting of the national union, the Public Relations Committee of the Meeting usually reports to the rank-and-file of the union delegates on the conduct of the newspaper during the past year, makes suggestions for improvement, and outlines the general policy to be followed for the coming year.



This report is presented to the rank-and-file delegates, and, after discussion and possible changes, it is adopted by majority vote and represents the orders of the rank-and-file to the Public Relations Department for the coming year.

Further, the person in charge of the Public Relations Department is normally appointed by the President of the Union with the advice and majority vote of the Executive Board.

Through these controls, the rank-and-file are able to control what type of newspaper they have. The newspaper is maintained as a service to the rank-and-file, and is not permitted to become either a footstool for the leaders in power or the sounding board for any political ideology.

#### Finances

In order to guarantee the maintenance of a national union newspaper, many of the American unions' rank-and-file have inserted in their constitution a clause which outlines the type and nature of newspaper they want. Frequently, a certain amount of the per capita tax sent to the national union is constitutionally earmarked for the Public Relations Department, just as funds are earmarked for the Education Department. For instance, in one American union, the national union receives a per capita tax from the local unions of forty (40) cents per member per month. Five cents of this amount MUST be spent each month for the Public Relations Department.

#### Distribution

As the newspaper is edited and published at the national headquarters, it is usually sent out to the local unions in bundle lots, where it is distributed free of charge to the entire membership -- either on their way home from work, or else it is distributed at the regular monthly meetings of the local union. In some cases, the American unions mail the newspaper directly to the home of each individual member, but they have found this both difficult and expensive.

#### Make-Up

Authorizing a newspaper and hiring an editor are relatively simple matters compared with editing and publishing such a newspaper. For editing and publishing implies that much careful work and effort will go into the selection of every article.

The physical make-up of the national union newspaper has much to do with whether or not the rank-and-file read it. The editors of the American labor newspapers spend hours in writing good headlines, arranging their stories, selecting cartoons and photographs, and otherwise planning the paper in order to relieve the solid masses of type and give the newspaper an attractive appearance.

Many of the articles for each issue will be prepared by the various national union section chiefs, such as the Education Director, Research Director, Organization Director, and the like. These are usually merely



checked. But many other stories have to be prepared and written by the Public Relations Department itself and must be developed in a simple, logical style.

Every issue of the union newspaper should be regarded by the editor not only as a good sample of factual reporting and the intelligent presentation of information and education to the rank-and-file, but he should also strive to make each one a work of art -- the best edition of the newspaper ever printed.

The collection of the material for an issue may take quite a bit of time but a good editor will spend even more time in physical make-up, layout, and arrangement of the stories. If possible, every headline and every article should be prepared in such a fashion that the union rank-and-file member will feel it is to his interest to read it.

#### Shop Papers

There are many items of interest to local union members which are newsworthy but they are not of sufficient interest to the entire membership of the national union. The American unions have therefore developed local union or shop newspapers.

The shop paper is usually mimeographed, or perhaps printed. But where the local union is small, neither can be accomplished. The same purpose can be served if the local union education committee prepares a handwritten or typewritten newspaper for weekly posting on the bulletin board in the shop.

Such a shop paper follows the format of the national union newspaper, but it reports on local union activities, classes, sports, and local union problems. It will usually include reports on the activities of the shop stewards, relating progress of the negotiation committee, and perhaps repeat important announcements from the national headquarters.

The American trade union shop papers are made very personal by the addition of gossip columns which tell who has had a baby, who is sick, and so forth. The use of the personal touch in the shop paper arouses interest. Everyone likes to see his or her name mentioned in the paper in a favorable manner.

The shop paper usually includes 'want advertisements'. If one member wants to get a certain object, and another member another object, the American unions run short want announcements so that union members can be of assistance to each other in a personal way.

Whether you print, mimeograph, or write only one copy of your shop paper, American union experience has shown that it can be an invaluable medium for carrying on educational and informational activities. Further, by having a few members devote their spare time to this activity, it adds further to the development of secondary leadership in the local union. Many an important American trade union editor began by editing a small mimeographed newspaper or writing a local union newspaper on the shop blackboard once a week.



### Chain Newspapers

Some of the American trade unions have developed use of the chain newspaper. The chain newspaper is developed by the simple process of having the national union prepare its newspaper on 2/3 or 3/4 or 1/2 of the newsprint. The remaining section is left blank. The partially printed national newspapers are then shipped to the local union, where local news and local items are printed in to fill up the newspaper. When given to the member, the chain newspaper is a combination shop paper and national newspaper.

The difficulties are obvious. Experience has shown that this is a very difficult type of publication even when transportation is excellent and printing facilities are widespread. The unions in America which have used the chain newspaper with the most success are those unions with large local union membership -- say from 5,000 to 20,000 persons per local union.

### National Federation Newspapers

The top labor federations in America print periodical newspapers but these publications are generally not as popular as the national or local union newspapers. Federation newspapers usually include a little news about many items. News of nearly every national union must be included. For this reason, the rank-and-file generally do not read the top federation newspapers.

The top federation newspaper in America is nevertheless useful in presenting articles and reports from the heads of the various departments of the federation. Such reporting services all trade union officials both on the national and local level.

### Press Service

The national federations in America also maintain press services which feed news and comment and feature stories to the national unions. These services have proved valuable and have solved many of the problems of the national union newspaper editors.

For instance, when a bill is introduced into the Congress in America, the federation press service will prepare an analysis of the bill in mimeographed form. It will also procure printed copies of the new bill. Copies of both items are then mailed to every national union. The press service also studies the newspapers of the various national unions. Any story in one union newspaper which is of general interest is mimeographed and sent to the other national union publications.

By preparing feature stories on federation policies, by reporting the important official speeches and other actions of top federation officials and department heads, and by providing basic economic, social, and political information in the form of regular releases to the national unions, the federation's Public Relations Department performs a real service for the national unions.



### Labor Press Services

The great American newspaper press services such as AP (Associated Press), INS (International News Service), and UP (United Press) furnish to the daily newspapers of America complete and continuous telegraphic coverage of the news of the world.

Obviously the union newspapers cannot afford to purchase or need such a comprehensive news service. Most of the news furnished by such a press service appears in the daily press and is of no use for the union newspapers.

There are many stories about the labor movement which are not handled in the daily press simply because they are not of sufficient interest to the general public. But labor is interested.

To meet this need for special, detailed reporting, various trade union newspaper men in America have formed private labor press services which parallel AP, UP, and INS on a small scale. Instead of using the telegraph, these private labor press services rely upon use of the Air Mail. Instead of hundreds of paid reporters scattered about the entire world, the labor press services rely heavily upon part-time or volunteer services of labor reporters in the key industrial areas of the nation.

Although operating within the strictures of small budget and limited staff, such American labor press services have proved to be of real value. Along with a reporting of the daily news, they often furnish feature stories, union comics, photographs of union events, cartoons, and other services.

#### Reporting Only

A labor press service, to be successful, must be strictly a news reporting agency. As it is not under direct union control it has no business trying to develop or create trade union policy. It may pick and choose stories which will play up this or that union leader. But the American experience has shown that when a labor press service confuses politics with news reporting the news suffers.

In a democracy, the press should be of assistance in providing basic factual information and education. Any reporting which tries to propagandize the rank-and-file, any reporting which presents the news in a pre-digested form is hardly worthy of the name.

#### Finances

The labor press service is usually financed by charging the unions on a 1-month, 3-month, or 6-month subscription basis. The labor press service charges a certain amount for spot labor news (current news); another sum for a cartoon or photograph service; another fee for a weekly comic strip; and so forth. The larger unions can pick and choose what they will. Often the smaller unions will take only spot news and the cartoon service.



The subscription is renewable from time to time. This provides for union rank-and-file control. If the labor press service is slanting the news or trying to mix propaganda with facts, the labor unions have the right at any time to cancel their subscriptions and purchase news from another labor press service.

### Dope Stories

One of the important services for the rank-and-file rendered by the national union newspapers and the press services is the preparation of dope stories.

In the manufacture of some articles, a process is used whereby cotton or silk is stretched over a frame and then a type of shellac is painted over the fabric. When it dries, the fabric is firm and needs no support.

The American slang word for such a shellac is 'dope.'

A 'dope story' is a story which not only relates and describes a recent news event, but also includes a complete historical account of developments leading up to the event. Dope stories are based upon careful use of the union's morgue.

Consider a few examples.

A man is nominated for an important government post which will be of interest to labor. The press association or union editor at once begins research on his early training, background, education, career, previous public statements, and so forth. By knitting pertinent items together, the fabric of his life is spun. By relating one event to another, by relating the nomination to his possible influence on labor, the editor or press association paints his life fabric with dope. The final product is a 'dope story' through which the trade union receives enough information about the man to appraise his importance.

There are many events in the life of a union which, if reported by themselves, have little significance. But if they are released in the form of 'dope stories' they may give the long story of development, struggle, and final success which give the single event its possibly tremendous dramatic value.

The dope story often involves the use of a current labor event to present background on a particular person or group. It informs, it aids in education, and it assists the rank-and-file to reach decisions.

### Labor Press Conferences

As with education directors, American union newspaper editors and public relations directors of the national unions hold frequent conferences to exchange information, get new ideas, and plan future public relations campaigns.



Often through such conferences, the American unions have been able to plan short schools of labor journalism, held in various parts of the country, where veteran union newspapermen and local shop newspaper editors meet to learn from each other. When such schools are opened to all interested union members, the rank-and-file are able to receive expert teaching on the techniques and methods of labor journalism and the know-how of union newspaper editing and publishing.

#### Magazines

Publication of periodical magazines and bulletins by the American unions goes hand in hand with the labor press and shop newspapers. The American Federation of Labor, for instance, publishes a slick color magazine, THE AMERICAN FEDERATIONIST, which is sold both to the membership of the AFL and to the general public. This magazine, illustrated and written in a popular manner, presents labor articles of national and general interest to trade unionists and their friends. A good portion of each issue is occupied with discussion and explanation of political trends. And every issue contains a page for the union children: Junior Union Page.

Other federations and national unions publish excellent magazines each month. The CIO's Auto Workers publish AMMUNITION, a well-written publication issued by the Education Department once a month. Each issue is packed with articles of educational value telling local union members how to carry on certain activities: how to start consumer cooperatives, shop steward's classes, summer schools, housing programs, and the like. Copies of this important educational magazine are mailed monthly to the officers of all local unions, to every shop steward, and to every local union library. Additional copies of AMMUNITION are sold to union members and to the general public.

The Research Departments of both AFL and CIO publish monthly bulletins which discuss economic matters, analyze wage structure in relation to prices, and present pertinent basic economic information. This is used by union officers and shop stewards, is often reprinted in national union and shop papers, and is a further service to the rank-and-file.

The obvious function of these magazines and bulletins is to provide well-illustrated, worthwhile feature articles furnishing technical information on trade union subjects to both the rank-and-file and the general public.

#### Coordination

The labor press service, the top federation, and the national union Public Relations Departments are watching the news and the local newspapers from day to day. Someone may notice that a small local union has just concluded a labor agreement with management that contains some new-type contract clause. Further information is obtained and the labor press can then tell the entire labor movement about the new development. The research departments may then pick up the story and make further use of it. Finally, the education departments will secure even further information, and the new clause from the small local union contract finally ends up being included in a course on collective bargaining given in a national union labor school.



### Information and Education

This type of coordination and interchange of information is vital to the successful functioning of democratic trade unionism.

As we know, the Japanese militarists were careful to muzzle or otherwise control the Japanese press during the long years after the China Incident. They manufactured news stories, they suppressed news stories, and they eliminated the people who dared oppose their campaign of militaristic propaganda.

As the Japanese people now know, much of what went on in the world during the past ten to fifteen years was never known by the average Japanese worker because of this government and militaristic control of the press and press services.

With a strength of four millions of workers, scores of national unions, and an estimated fifteen thousand local unions, the Japanese labor movement may well plan for the continued development of a Japanese labor press which will aid in the great work of labor information and education.

### Step by Step

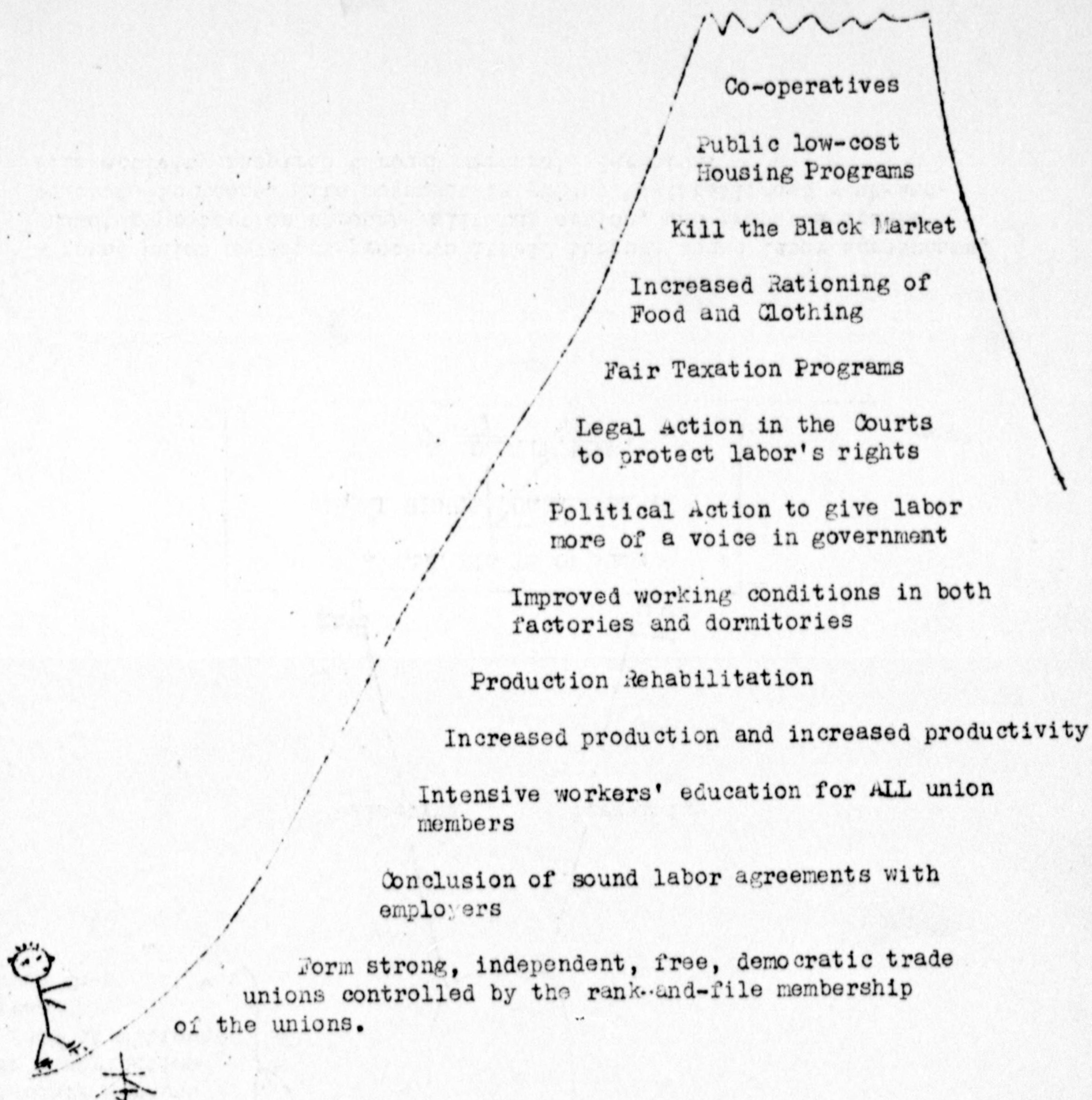
As with all education, it cannot be done overnight. But if the trade unions will encourage shop papers on the local union level, that will in turn inspire national union newspapers. From that will develop the needs which may aid in creating a national labor press service. And from all of these developments, the Japanese rank-and-file will be able to develop further their information and education as to the purpose and function of their trade union in building the new democratic Japan.

Note: Copies of American labor union newspapers, bulletins, and monthly magazines are on file in the C. I. and E. Library opposite the Hibiya Theatre in Tokyo. This well-equipped library serves Japanese only. Use it!



THE TRADE UNION MOVEMENT IS BUILT STEP-BY-STEP.

START WITH ABSOLUTE ESSENTIALS... THEN BUILD SLOWLY.

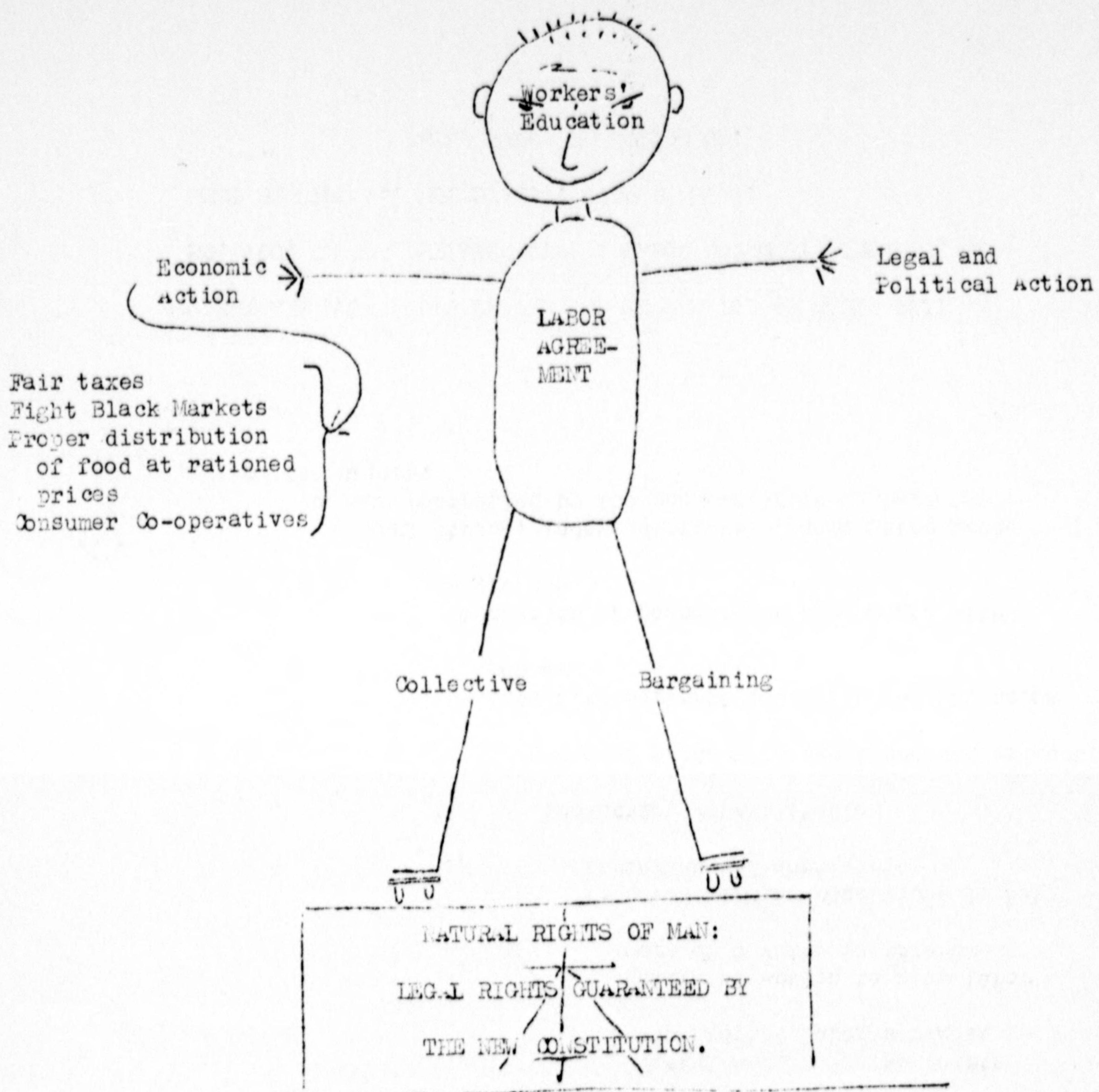


THERE ARE MANY STEPS ON THE WAY TO THE TOP OF MOUNT FUJI  
SO, TOO, IN THE BUILDING OF THE LABOR MOVEMENT, PROGRESS  
MUST BE SLOW ... BUT SURE... STEP BY STEP.

BUILD FROM THE BOTTOM UP!



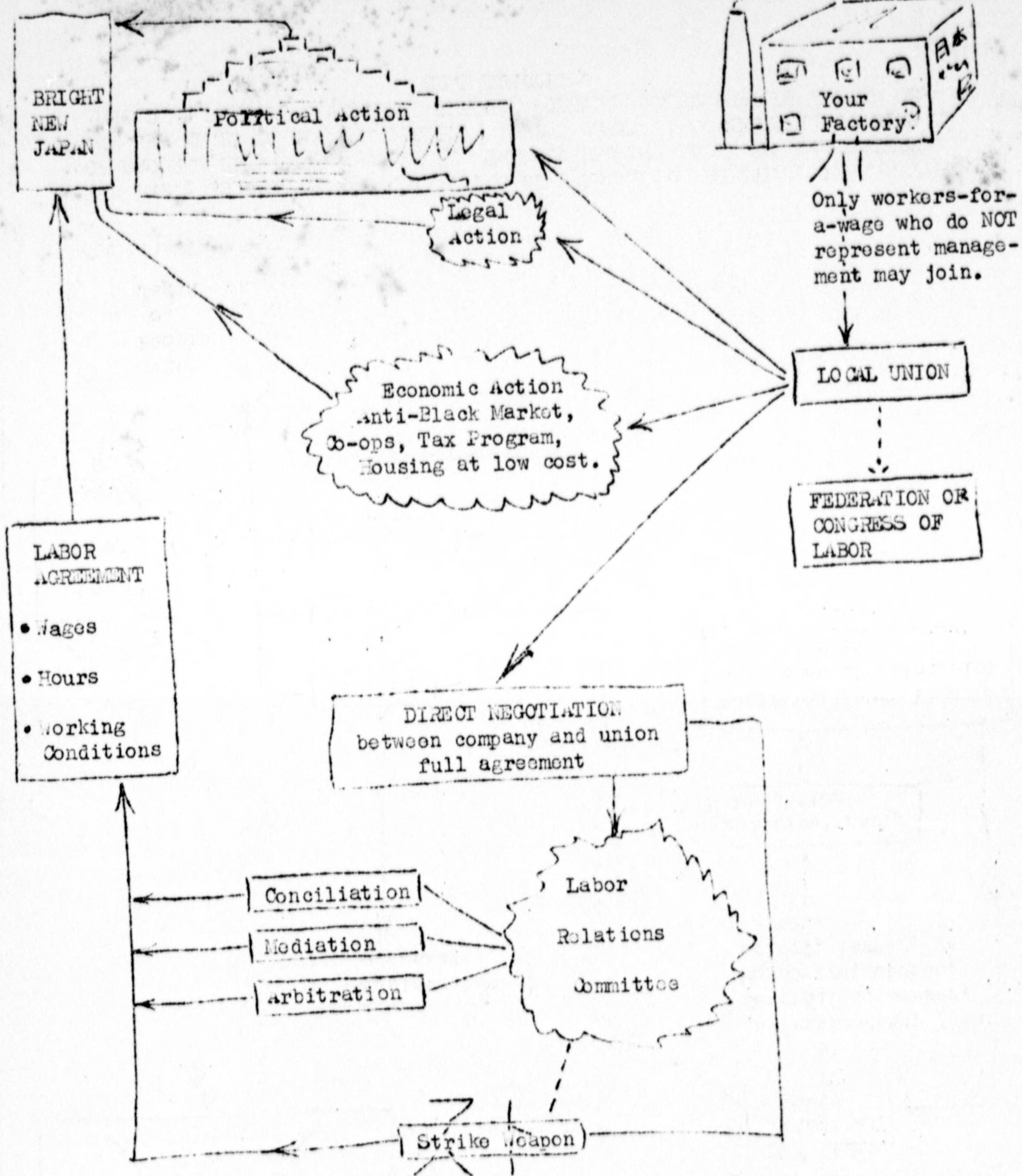
IS YOUR TRADE UNION WELL - BALANCED?



A sound union movement protects itself through sound labor agreements, promotes protection through political action, and protects itself by economic means. Its movement is guided by intelligent rank-and-file activity inspired through workers' education!



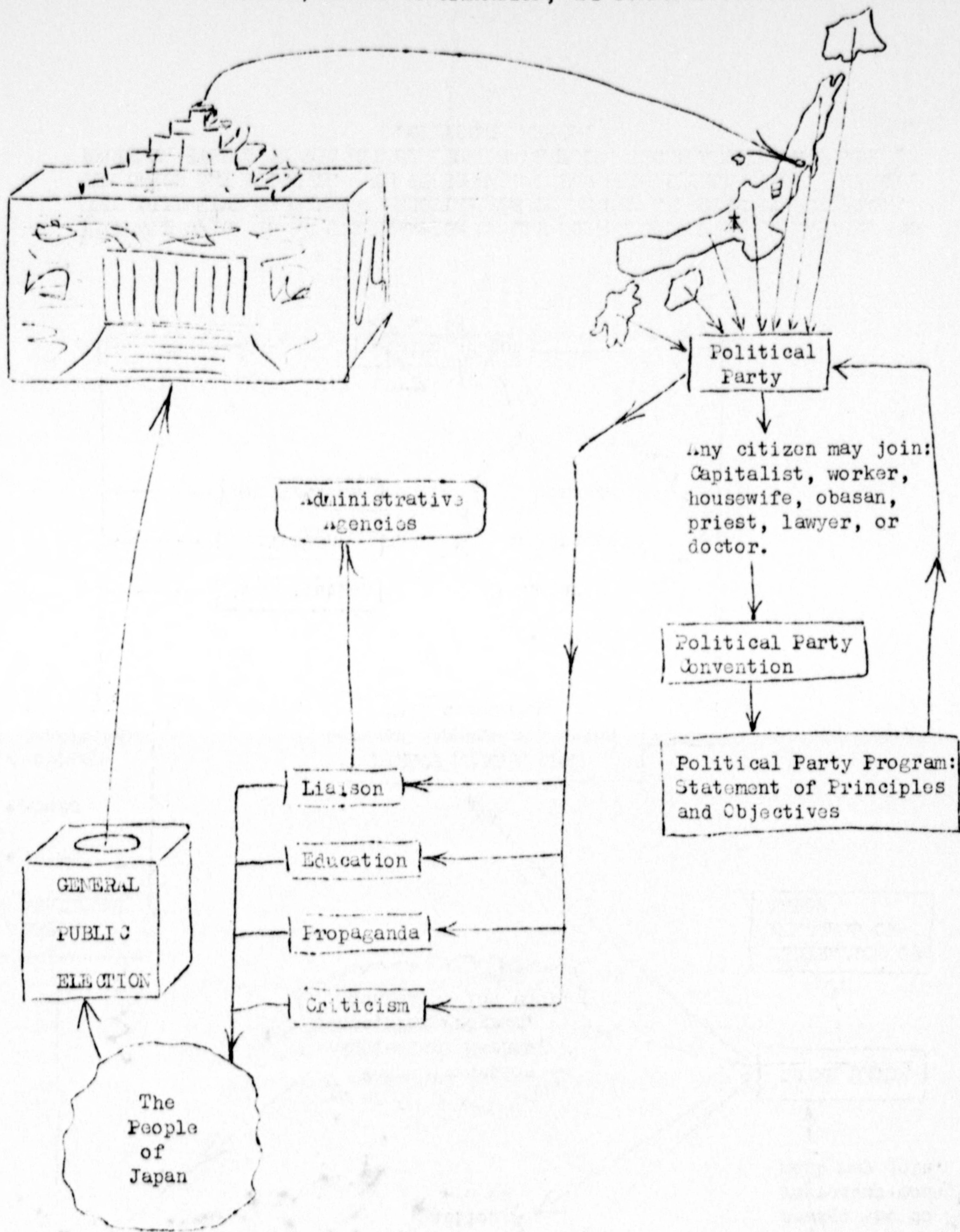
HOW THE TRADE UNION FUNCTIONS IN MAKING ITS REAL CONTRIBUTION TOWARD BUILDING THE BRIGHT NEW JAPAN



THUS THE UNION IS AN ORGANIZATION OF ALL NON-MANAGEMENT WAGE EARNERS WHO USE COLLECTIVE BARGAINING NEGOTIATIONS TO SECURE A PROTECTIVE CONTRACT. THE UNION MAY FEDERATE WITH OTHER UNIONS FOR MUTUAL PROTECTION. IT ALSO PROTECTS ITSELF BY THE USE OF ECONOMIC ACTION, LEGAL ACTION, AND SOUND POLITICAL ACTION.



NOTICE HOW THE POLITICAL PARTY DIFFERS FROM THE TRADE UNION  
 IN MEMBERSHIP, METHOD OF OPERATION, AND PURPOSE.....!!

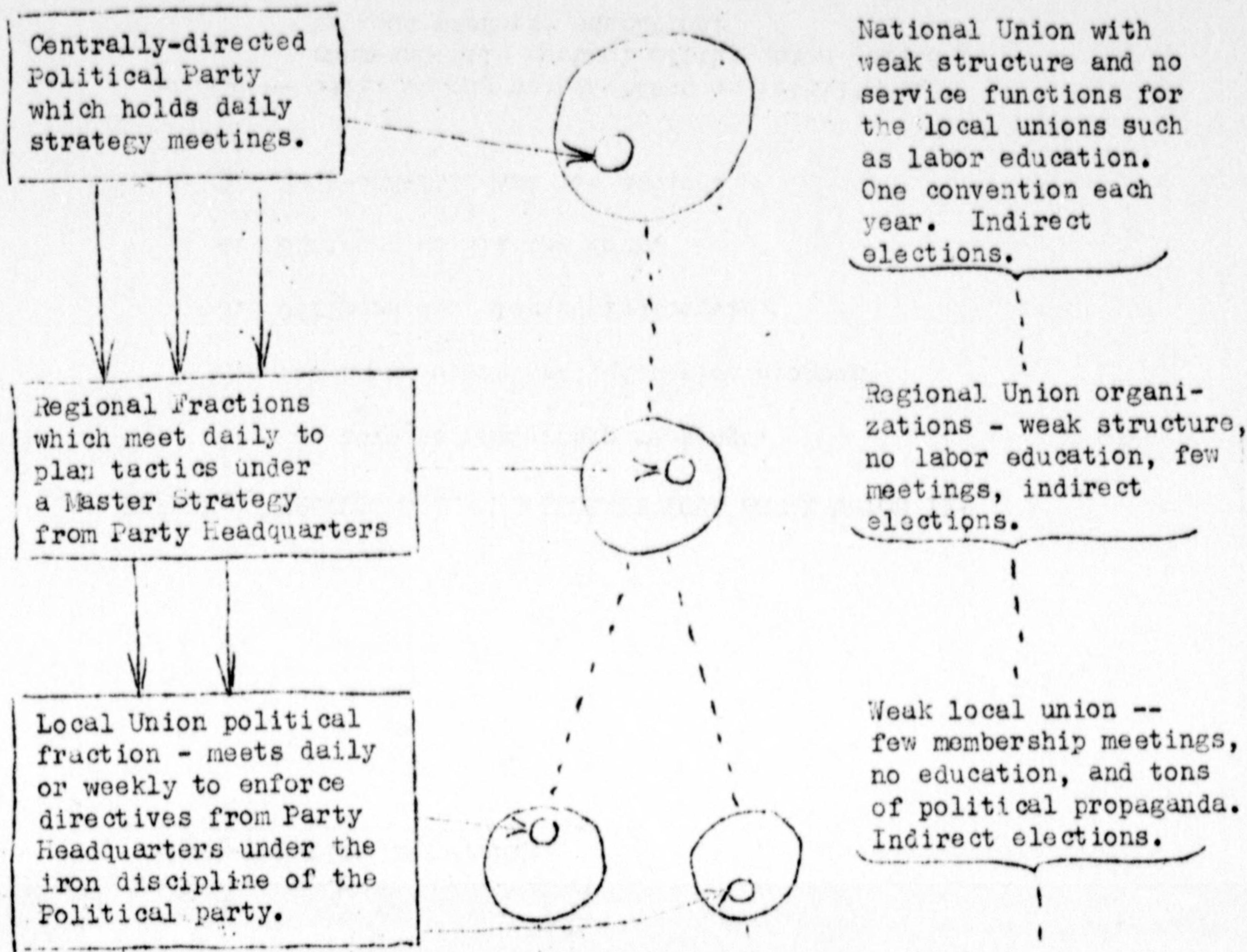


THE PARTY IS ORGANIZED BY ALL TYPES OF PERSONS TO PROMOTE A CERTAIN TYPE OF PROGRAM REGARDING WHO AND HOW THE GOVERNMENT SHOULD BE ADMINISTERED. THE APPEAL IS TO ALL THE PEOPLE. IF THE PARTY IS SUCCESSFUL, IT WINS AN IMPORTANT PART OF GOVERNMENT THROUGH POPULAR BALLOT SUPPORT AT THE GENERAL ELECTION.

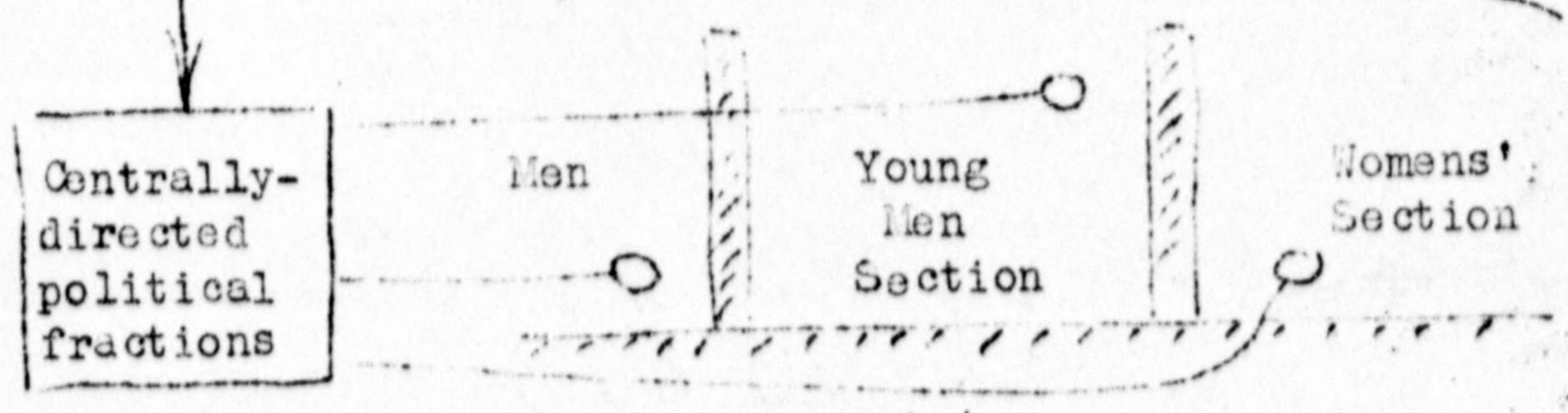


POLITICAL FRACTION ACTIVITY : ONE OF THE GREATEST

THREATS TO DEMOCRACY IN YOUR UNION!



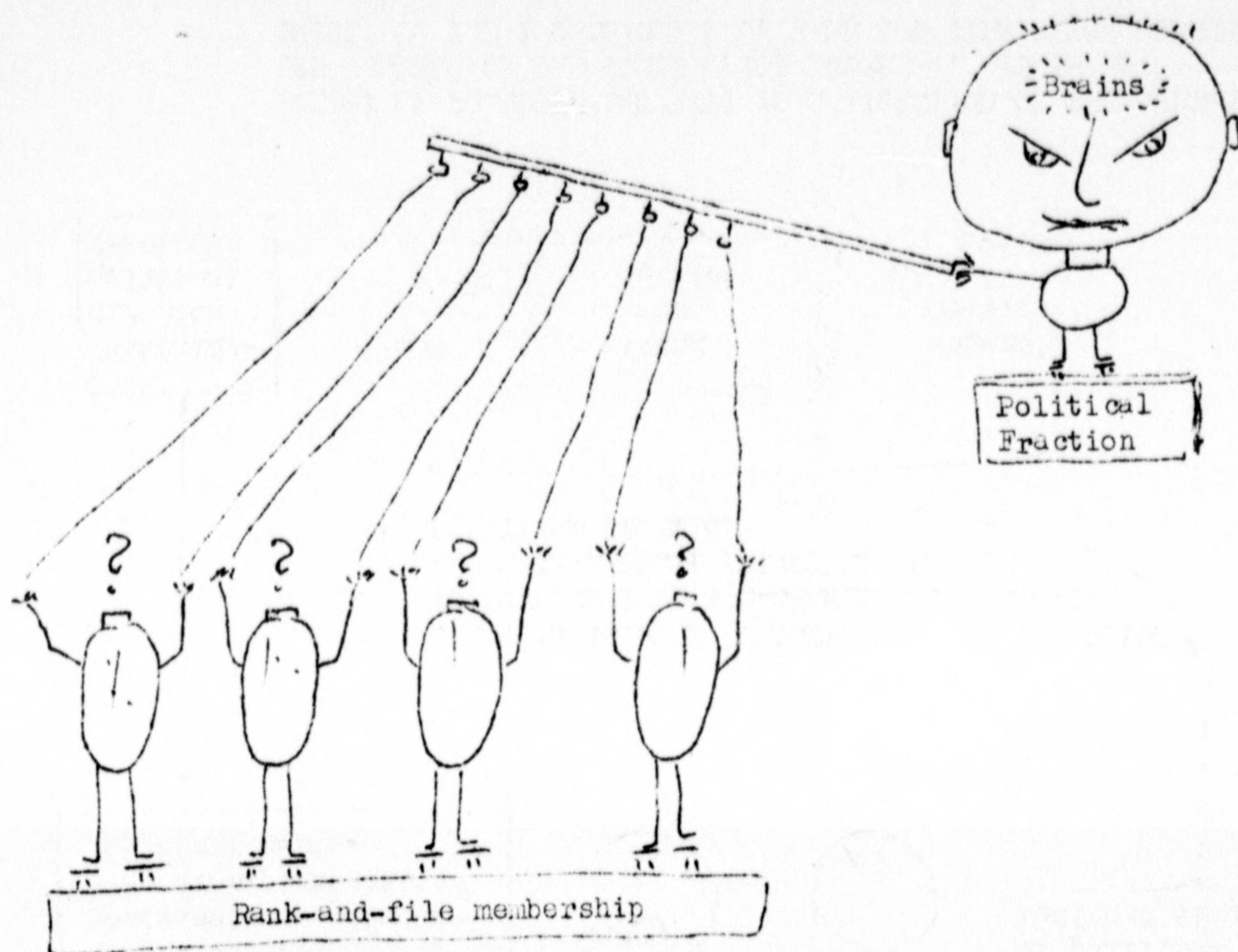
AND THIS IS FURTHER PROVOKED WHEN THE UNION IS DIVIDED INTO SUB-SECTIONS IN EACH OF WHICH IS A SMALL POLITICAL CELL OR POLITICAL FRACTION



POLITICAL FRACTION ACTIVITY IS A VIOLATION OF THE AUTONOMY AND FREEDOM OF THE TRADE UNION MOVEMENT. IT IS AN INSULT TO THE INTELLIGENCE OF RANK AND FILE UNION MEMBERS!



POLITICAL MANIPULATION OF YOUR LOCAL UNION BY ANY  
FRACTION MOVEMENT IS AN INSULT TO YOUR  
INTELLIGENCE!



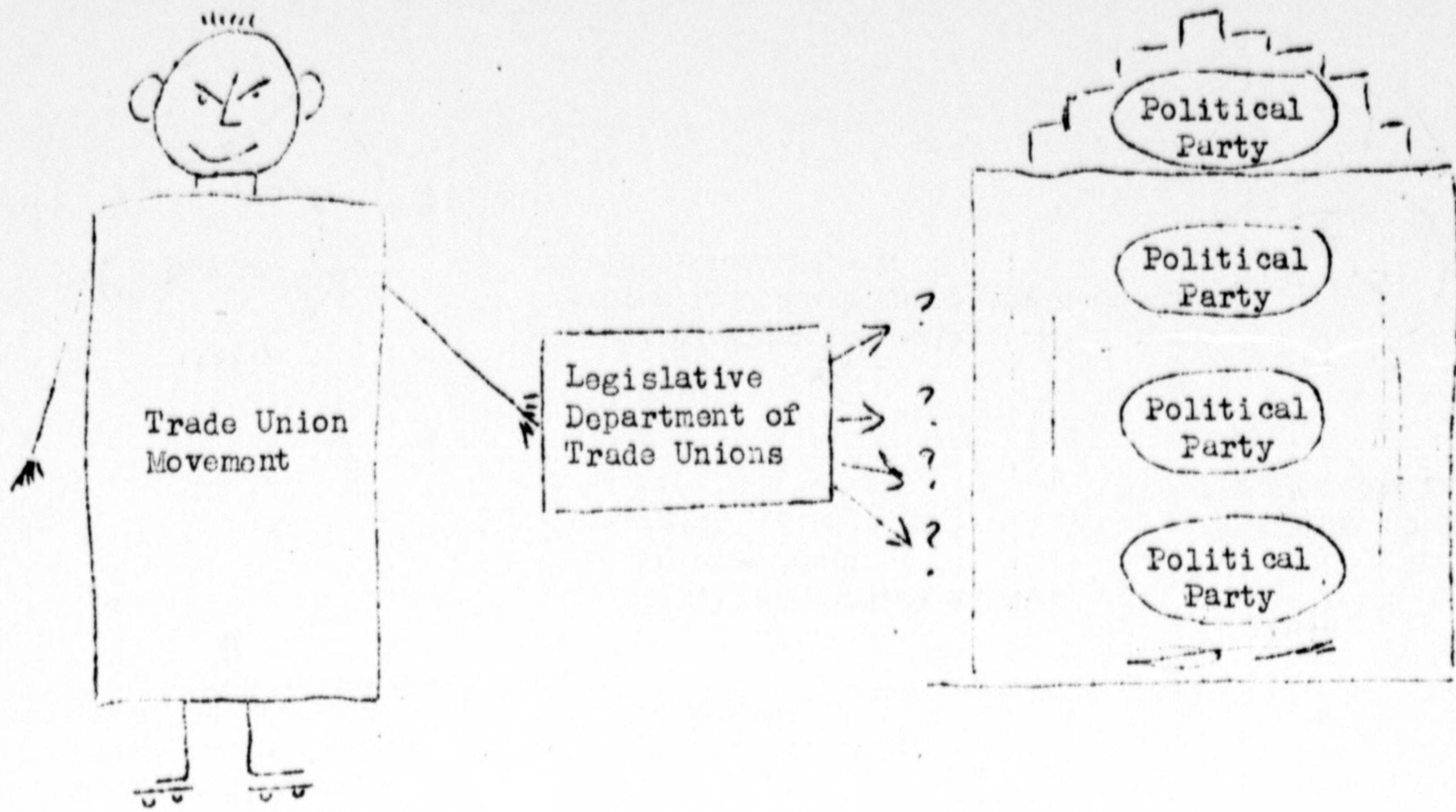
POLITICAL FRACTIONS CAN MANIPULATE YOUR LOCAL UNION IF:

1. You have no membership meetings.
2. You have no workers' education program
3. Officers are elected indirectly.
4. Officers do all the work.
5. Rank-and-file are not active.

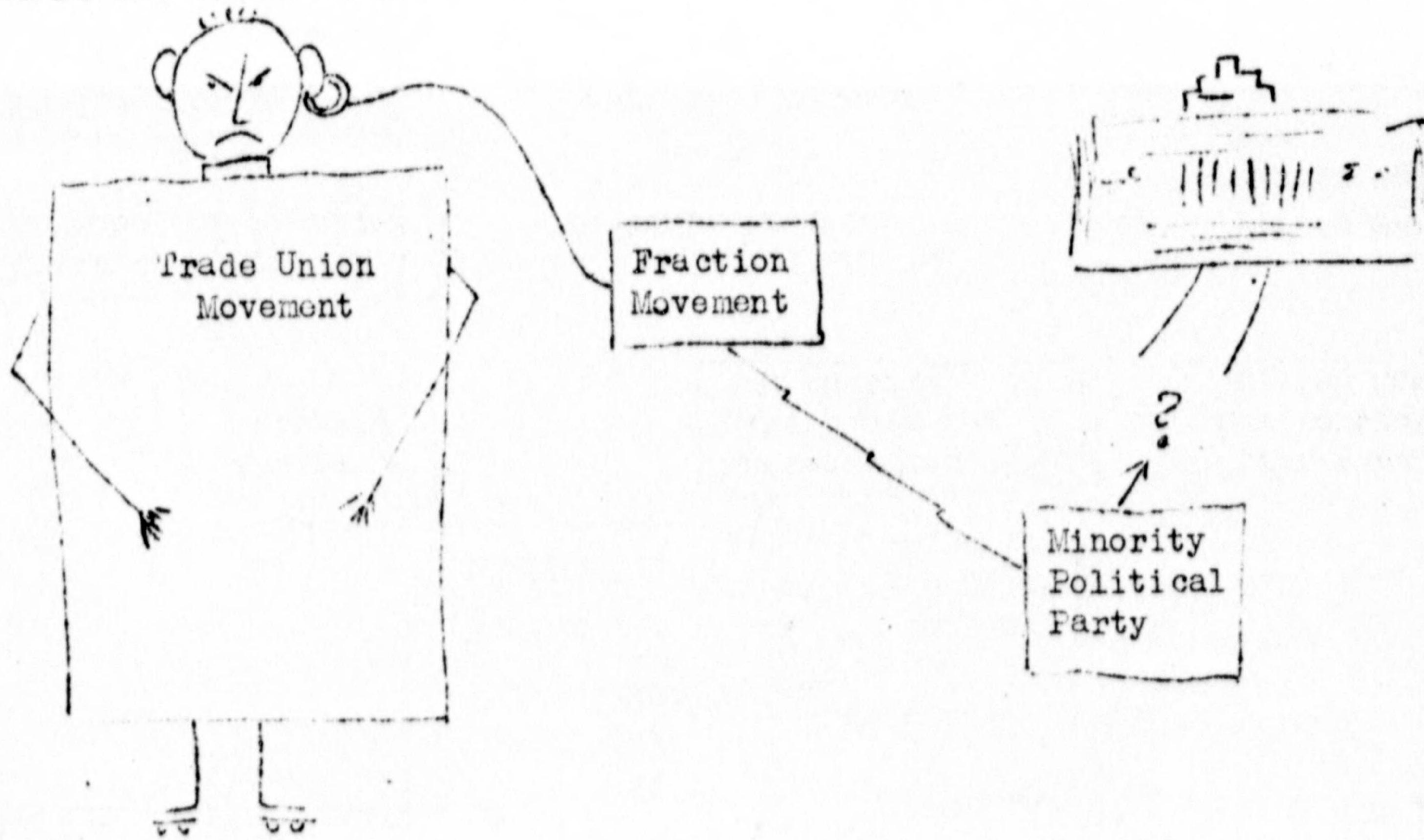
...MEN -- build strong unions based on intelligent  
rank-and-file control of the union guided  
by good workers' education!



INDEPENDENT POLITICAL ACTION



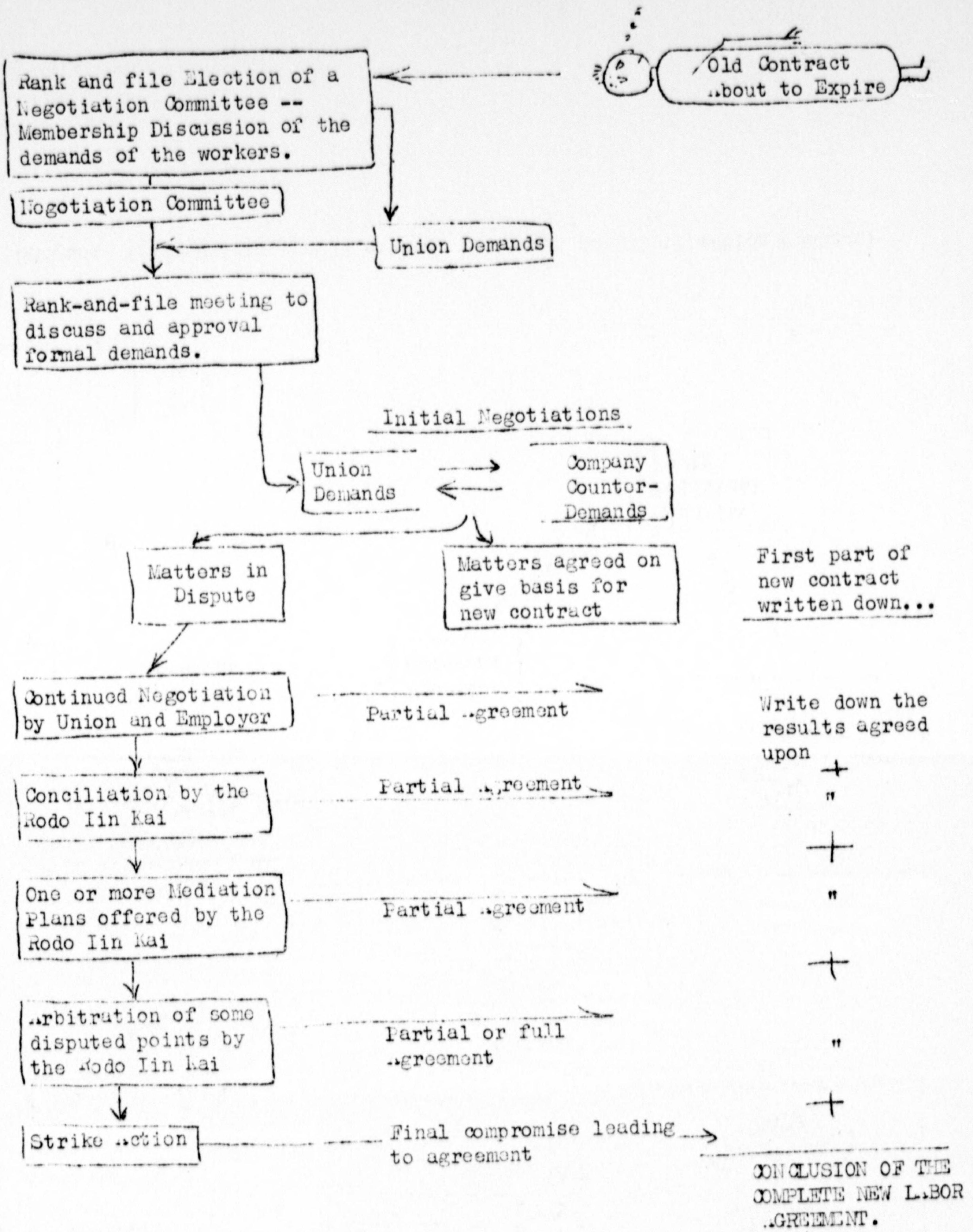
OR DO YOU DESIRE THIS?



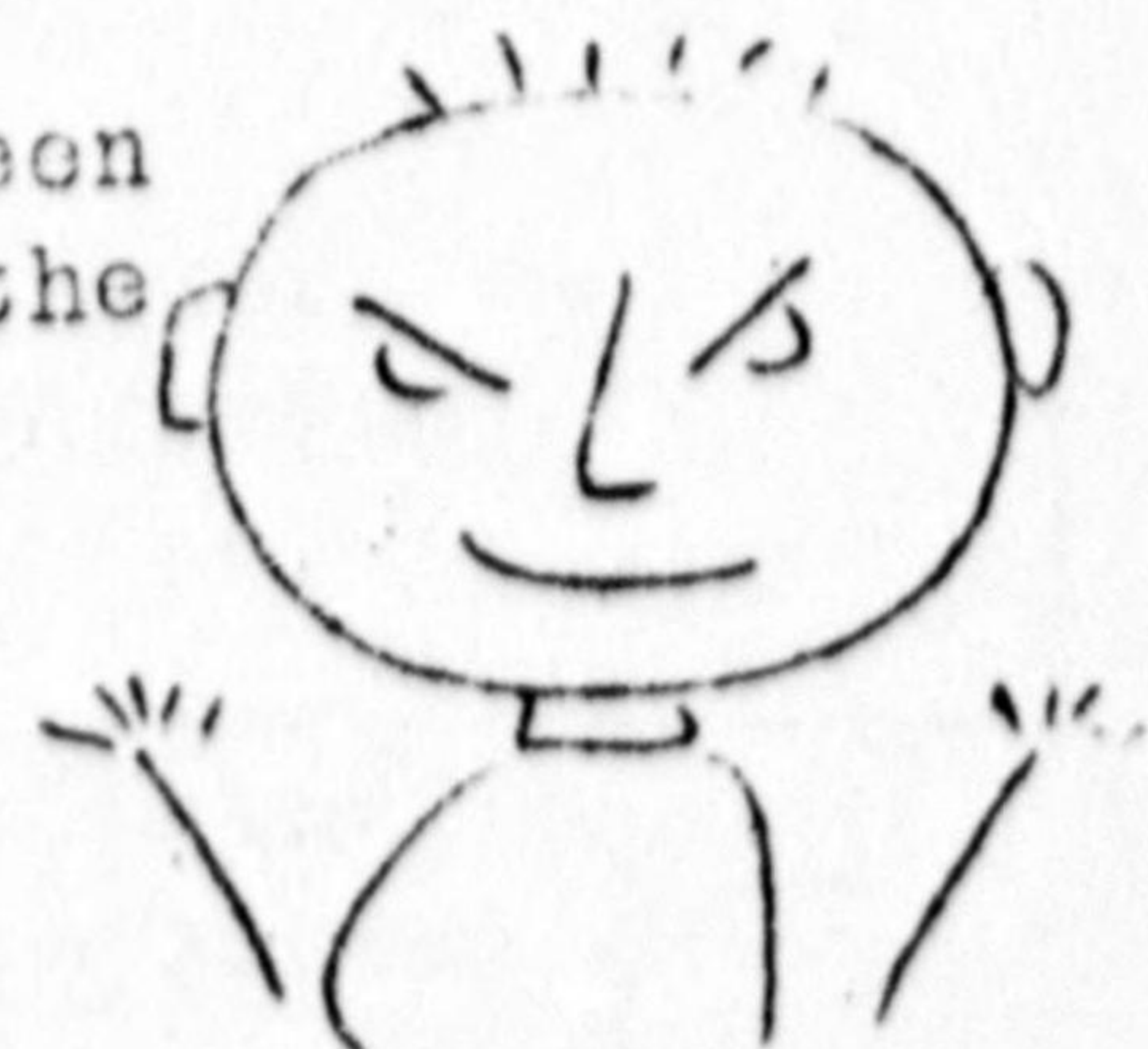
Slogan: Trade Unions should control their own political action program!



THE DEVELOPMENT OF A NEW UNION AGREEMENT AT THE EXPIRATION  
OF THE OLD CONTRACT!

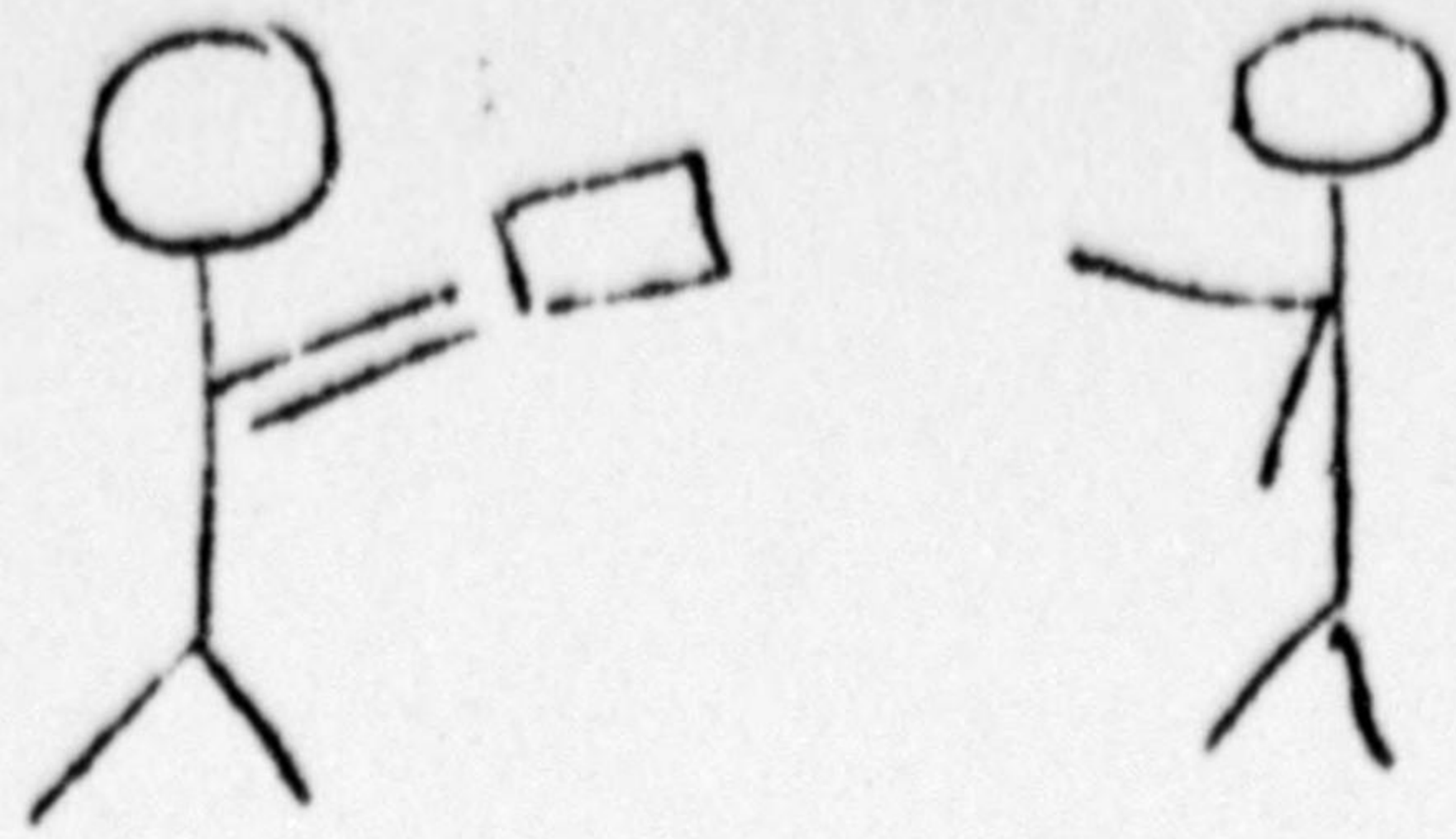


Renewal of Peaceful relations between employer and union under terms of the new labor agreement!



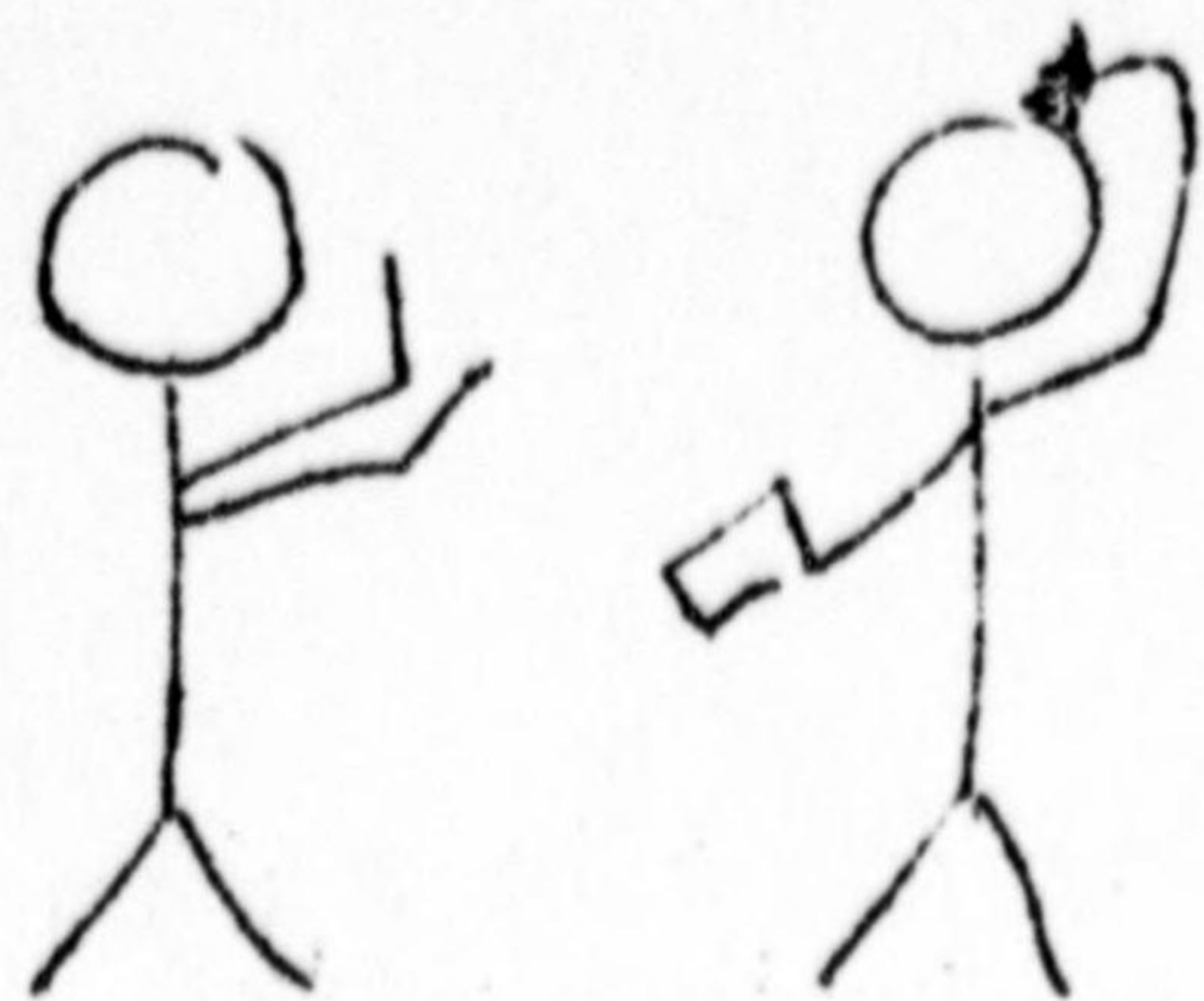
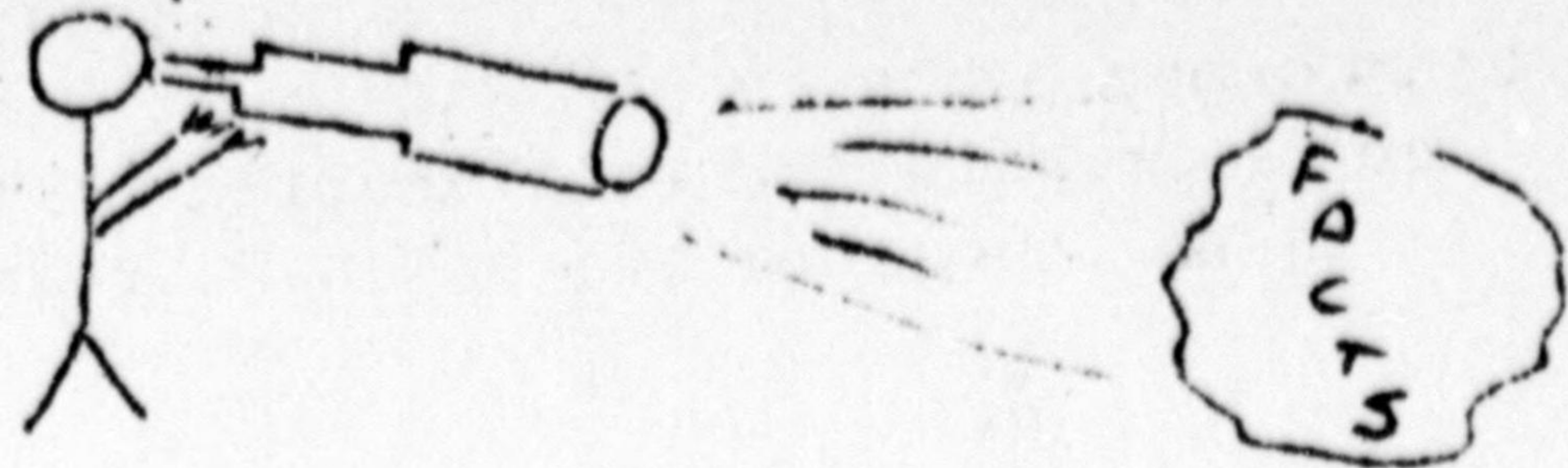


HOW THE SHOP STEWARD SYSTEM WORKS INSIDE YOUR FACTORY!



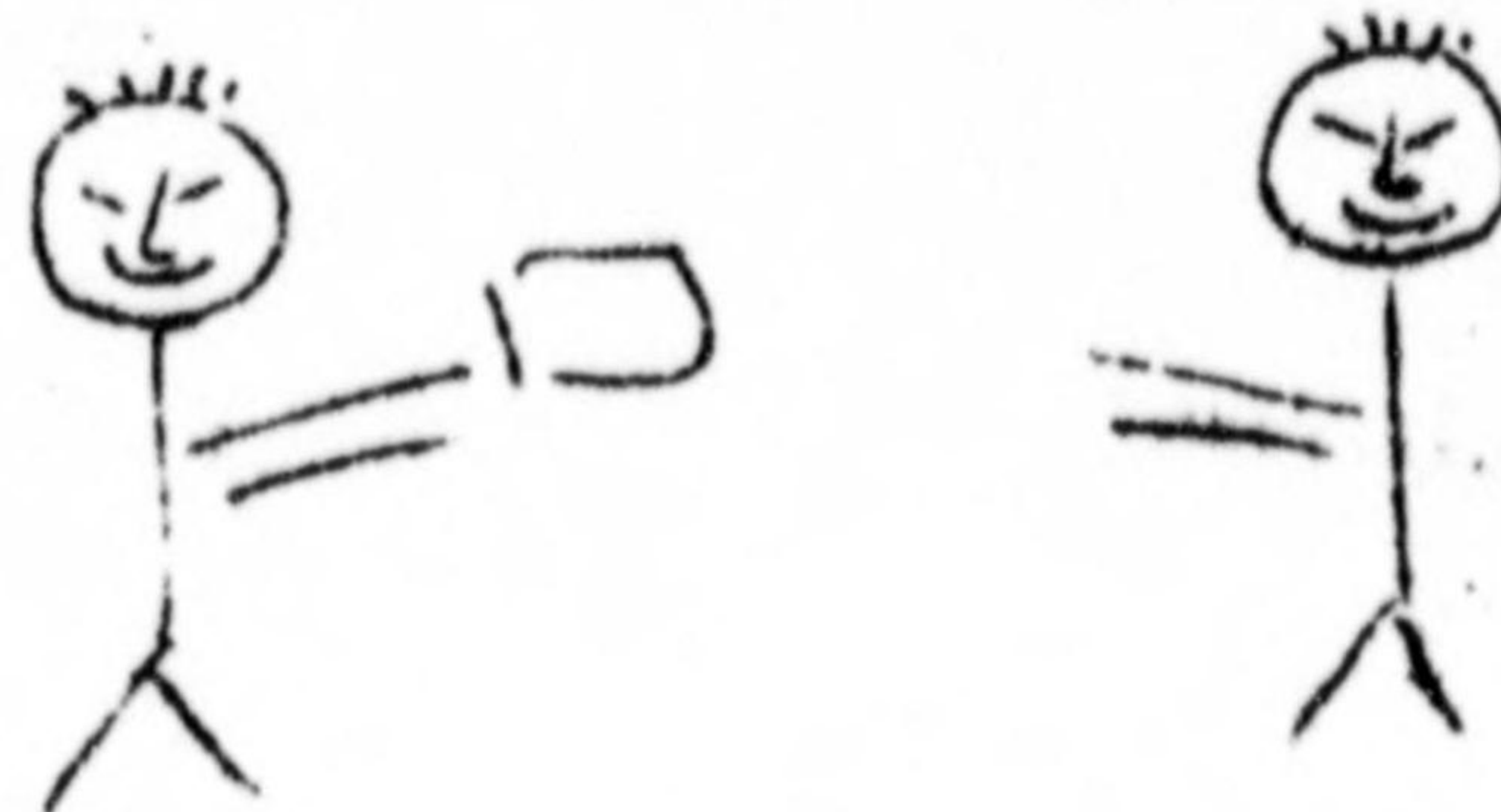
You have a grievance or a complaint arising under the terms of your labor contract. You tell the Shop Steward about it.

The Shop steward makes an investigation of all the facts



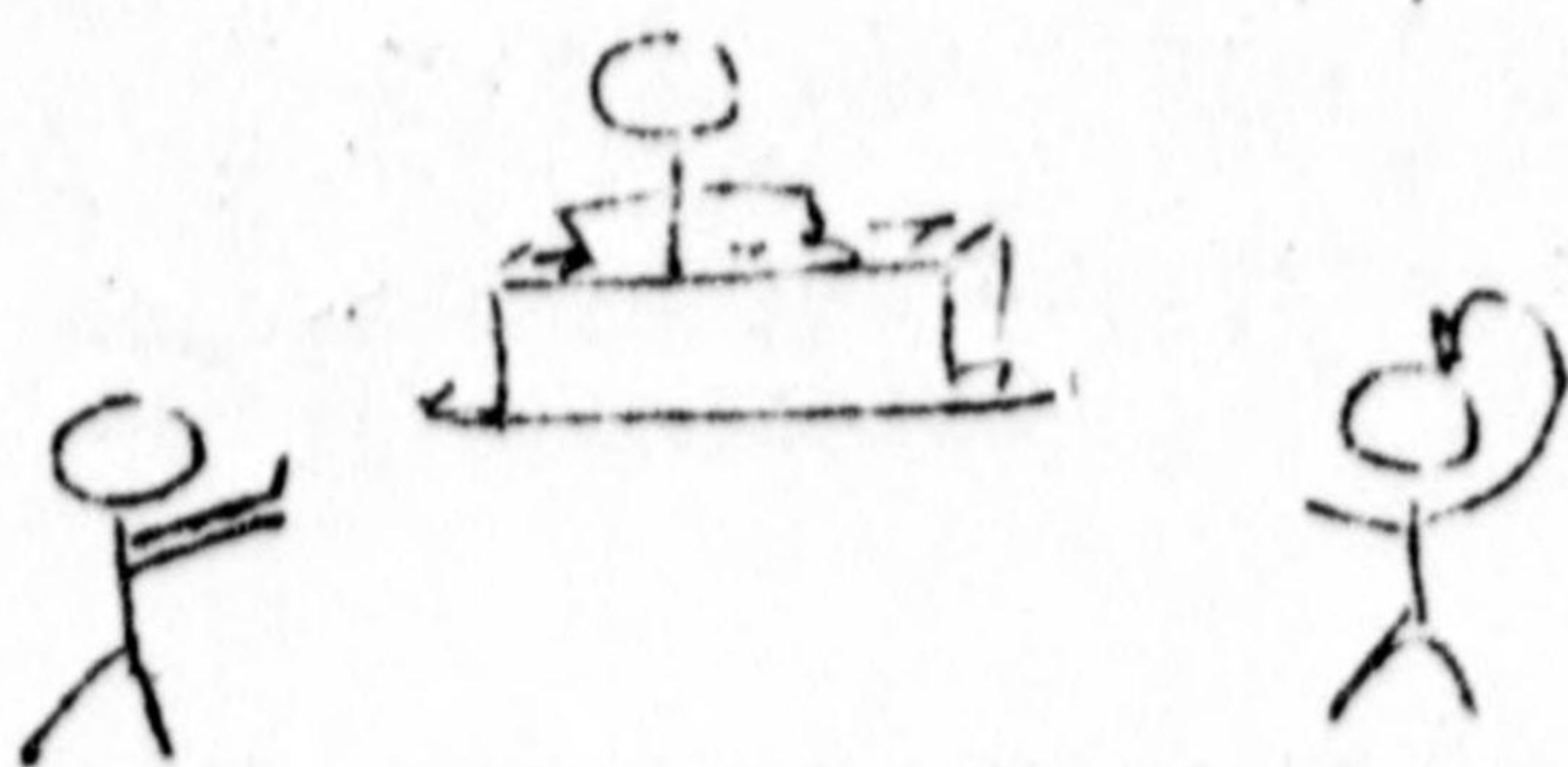
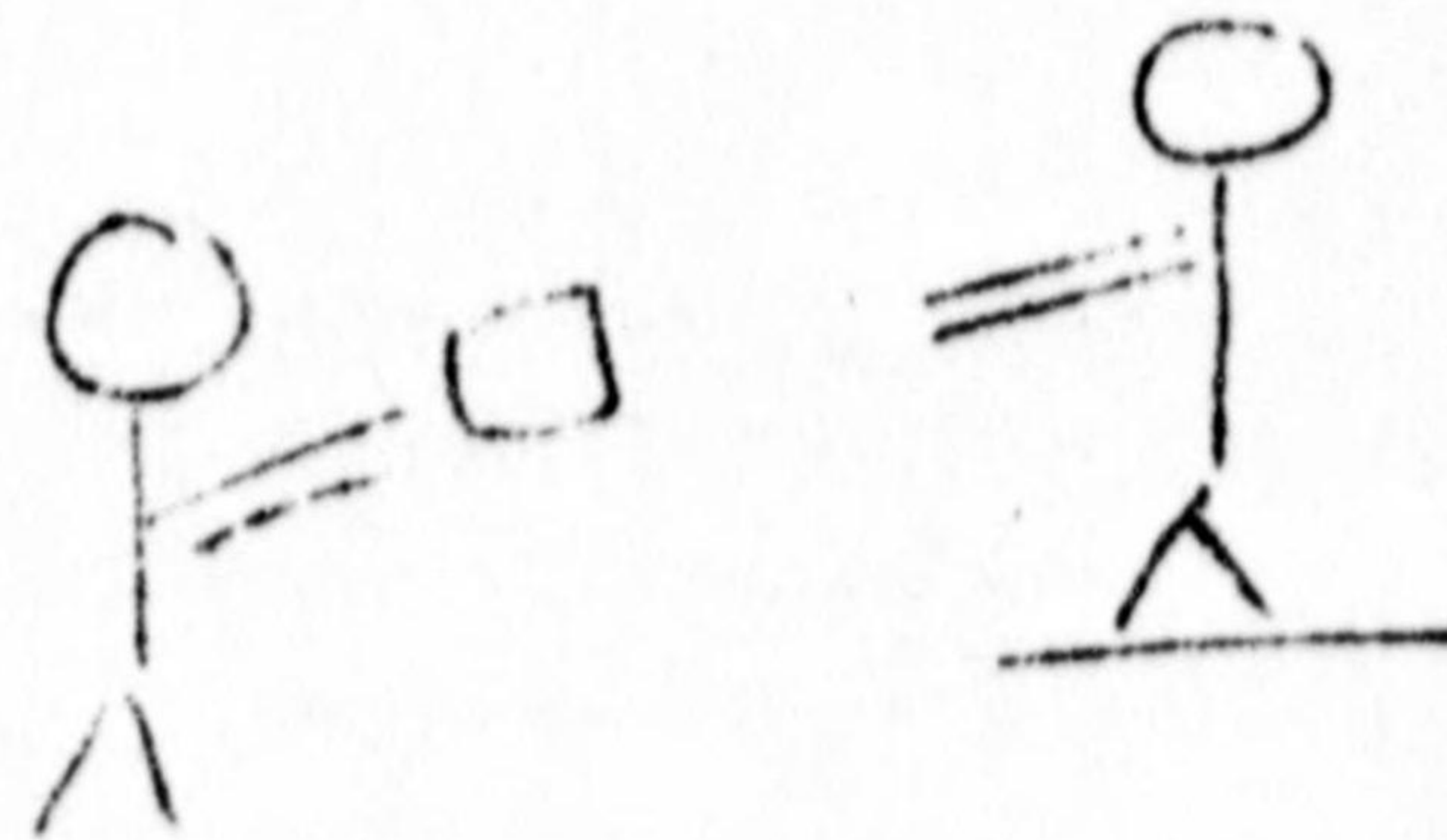
He visits the local foreman who represents the employer. They try to settle the matter by negotiation. The Shop Steward is a fellow worker who works most of the time right on his job, only stops working an hour or so a day to settle your problems.

If the foreman and the shop steward can solve the problem, everyone is happy.



But if they cannot, then the matter must go before the weekly meeting of the entire Shop Steward Committee and the Management representatives.

If they cannot solve the matter, say within five days, then under grievance machinery it must go to an impartial umpire for final arbitration.



The arbitrator must give his decision with a time limit, say 2 weeks. His decision is binding on both company and union.

And the worker on the job gets settlement of his complaint without a wildcat strike or any sabotage!





HOW THE SHOP STEWARD SYSTEM AND GRIEVANCE MACHINERY OPERATE WHEN A NATIONAL EMPLOYER AND A NATIONAL UNION ARE INVOLVED!

The worker, or workers, take their complaint to the shop steward. In most cases, every fifty workers elect a fellow-worker as their shop steward. He discusses the matter with the foreman, tries to reach a settlement by negotiation.

A time limit is written into the contract for each step of the grievance machinery.

They must reach an agreement within..... → 3 days

And if they cannot, the matter is then referred to the weekly meeting of all the Shop Stewards with the local managers.

+

They discuss the matter, negotiate, and must reach an agreement within..... → 5 days

If they cannot, the matter is then referred to the regular meeting of the district union officials and the district management.

+

They negotiate and must reach agreement within... → 7 days

If they cannot reach agreement, the matter is then referred to the top national union officers, who visit the top company officials and again negotiate the matter. They try to reach a compromise and must do this within...

+

→ 7 days

If they cannot reach agreement, the matter is then referred to an impartial umpire for arbitration. The umpire may be the Central Labor Relations Committee. Or the company and the union may have agreed in advance to name their own private arbitrator -- some outside, third, impartial party who is paid equally by company and union -- perhaps a lawyer, a doctor, a school principal, a newspaper editor, or a priest. This third party calls a hearing of both top union officials and top managers. He investigates the merits and justice of the dispute. But he must render his final binding decision within...

+

→ 14 days

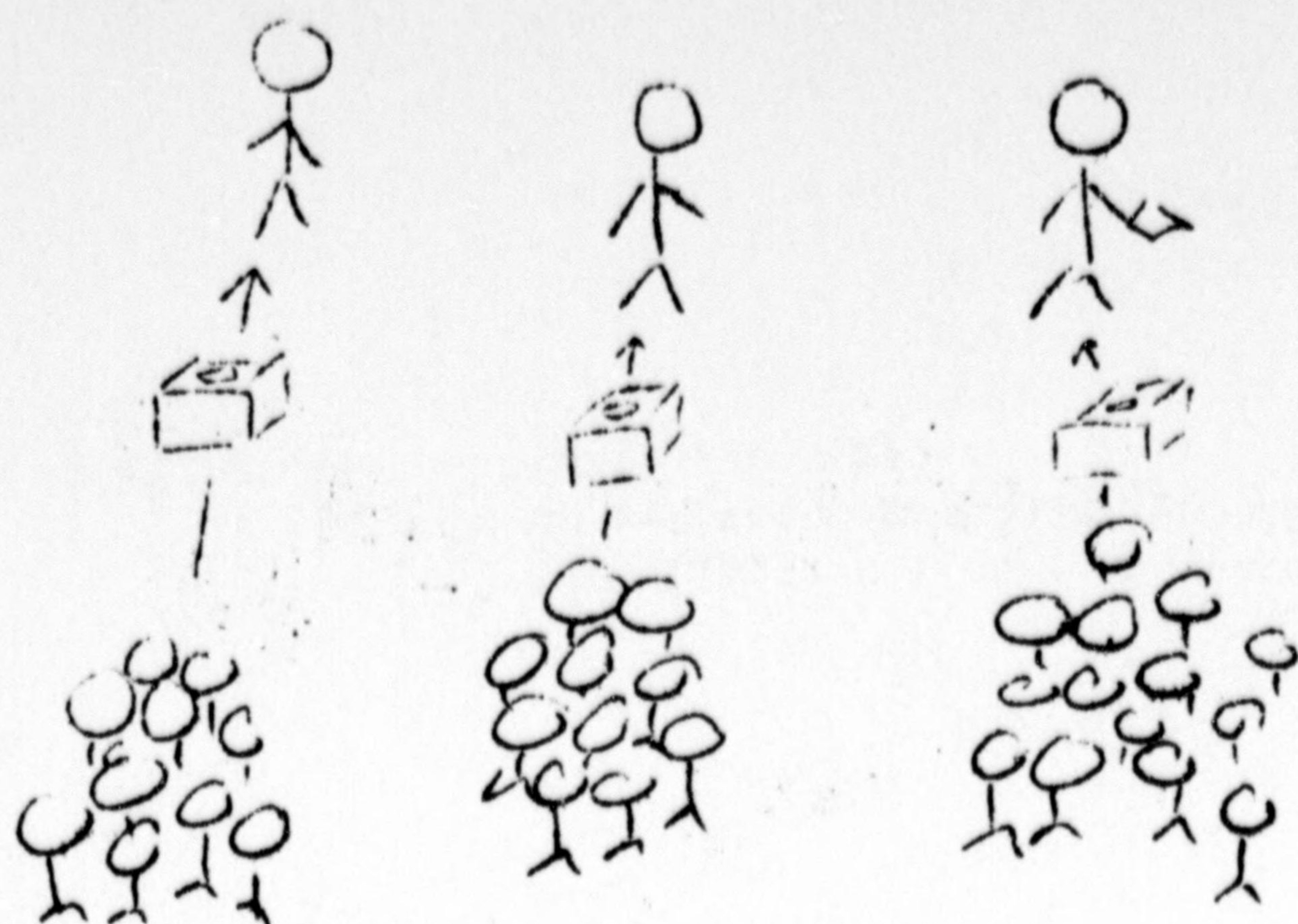
AND THE DECISION OF THE IMPARTIAL UMPIRE IS FINAL. Both union and management are pledged through the contract to accept, in advance, whatever decision is made.



Thus even the most involved grievances arising under the contract can be settled within a month... without resort to wildcat strikes, sabotages, or other disputes crippling production. This is a wise use of sound democratic procedures!

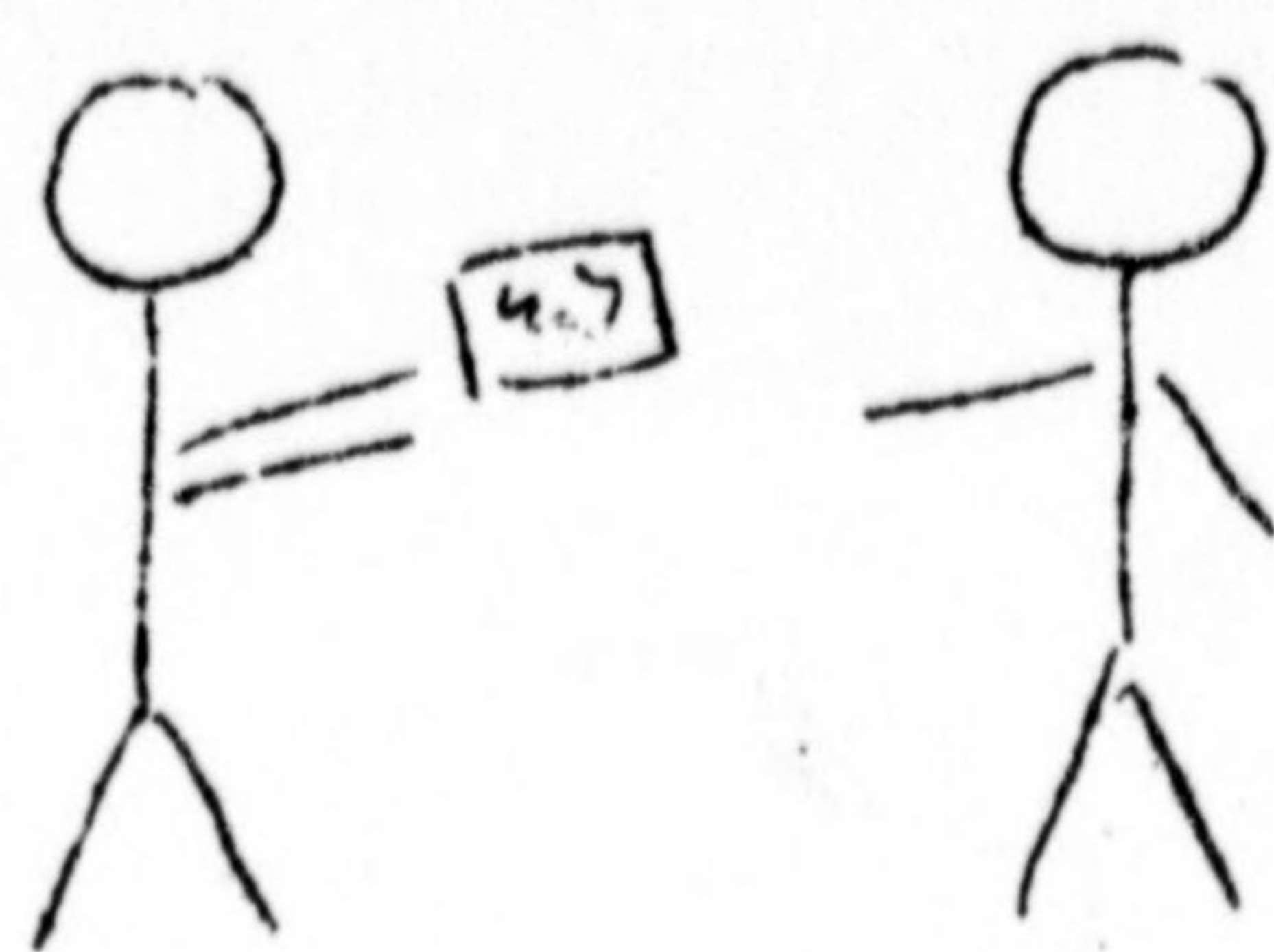


WHO IS THE SHOP STEWARD?



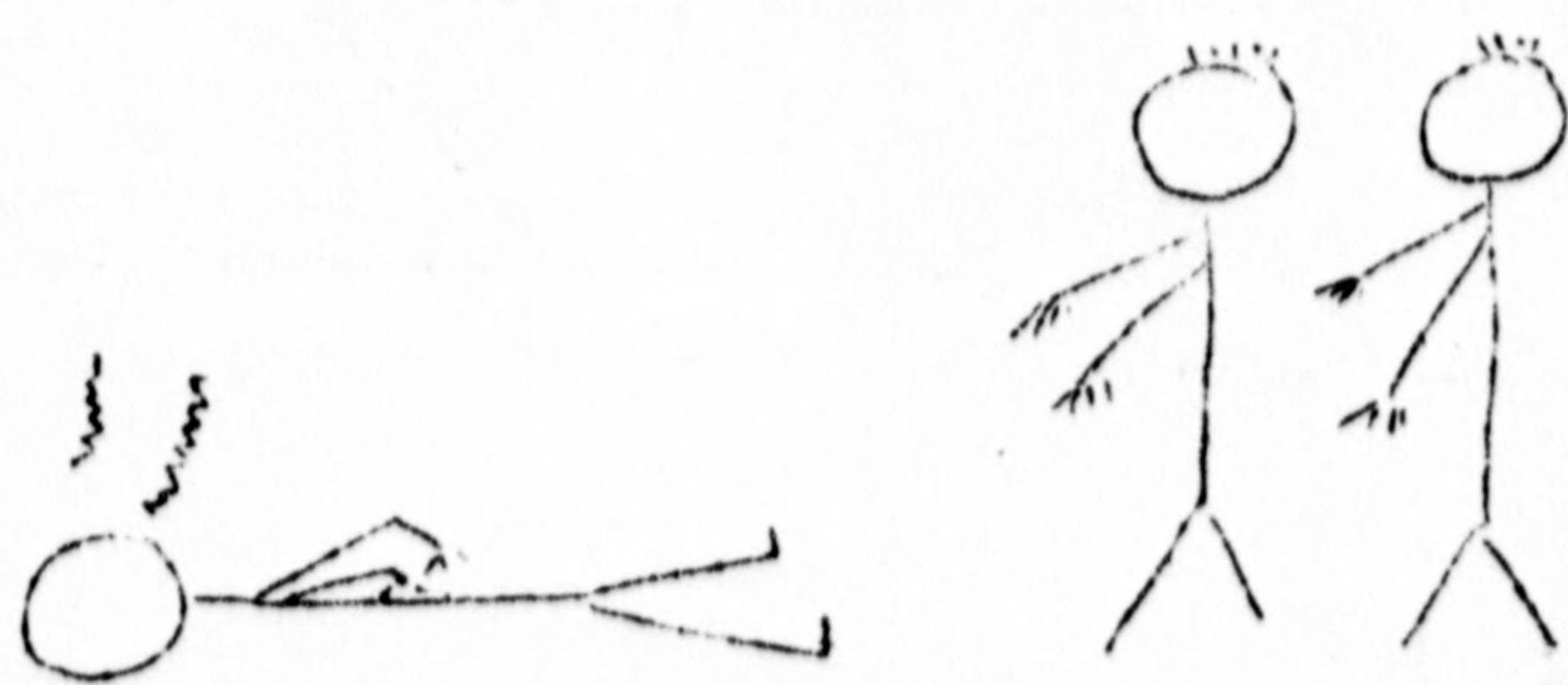
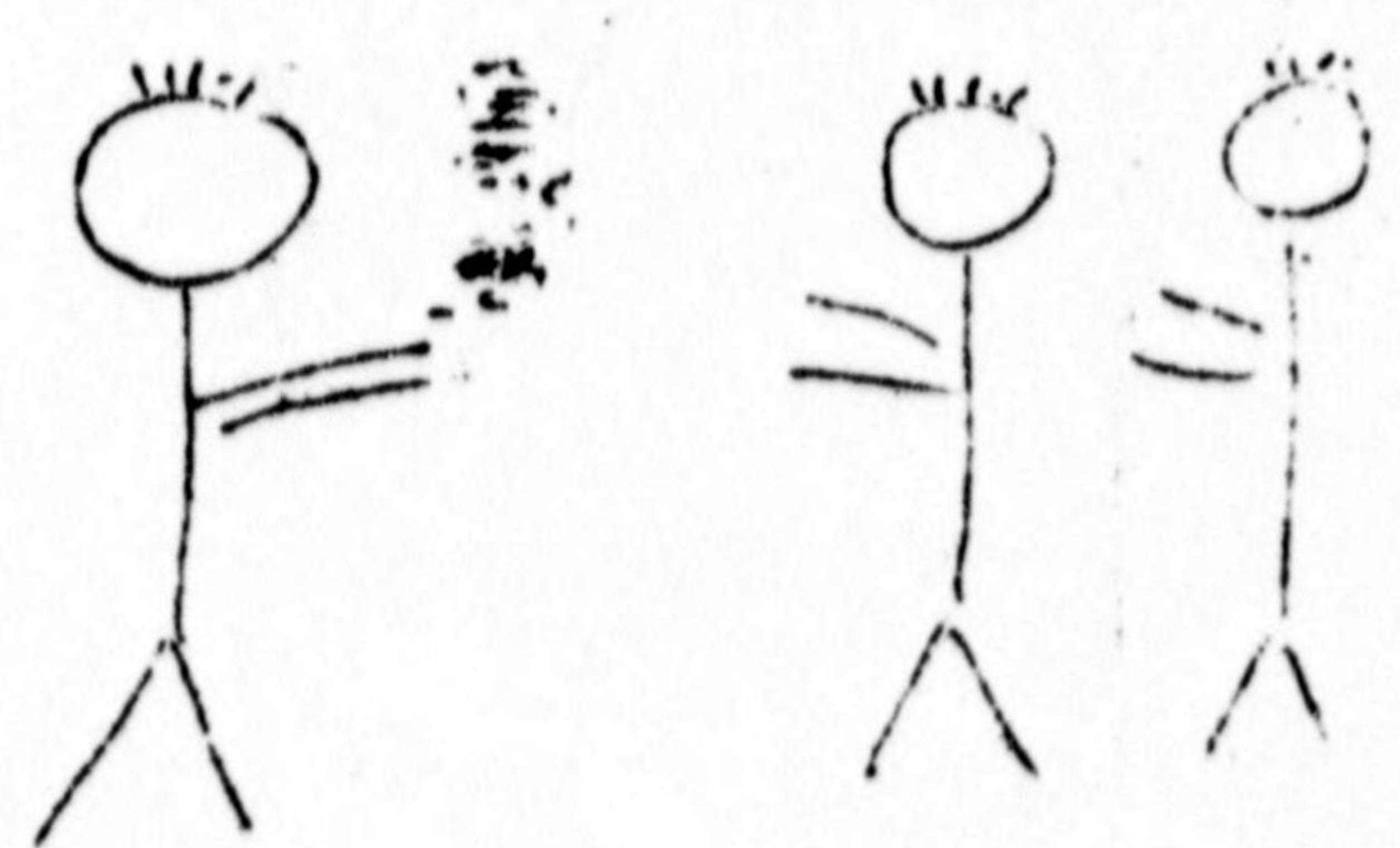
He tries to settle as many grievances as possible by negotiation with the local supervisor or foreman.

The shop steward is a fellow-worker elected by his rank-and-file fellow workers. He works in the shop everyday. He leaves his work for an hour or so each day to discuss grievances. He is paid for his lost time by the company for he remains within the plant.



Once a week all of the factory shop stewards meet; the shop steward committee. One of them is elected to be their chairman. They meet with the top managers to settle any grievances not settled by individual shop stewards.

The shop stewards also pass out union pamphlets to the membership in their unit of the factory. They encourage members to attend union meetings. Often they have charge of collecting union dues.

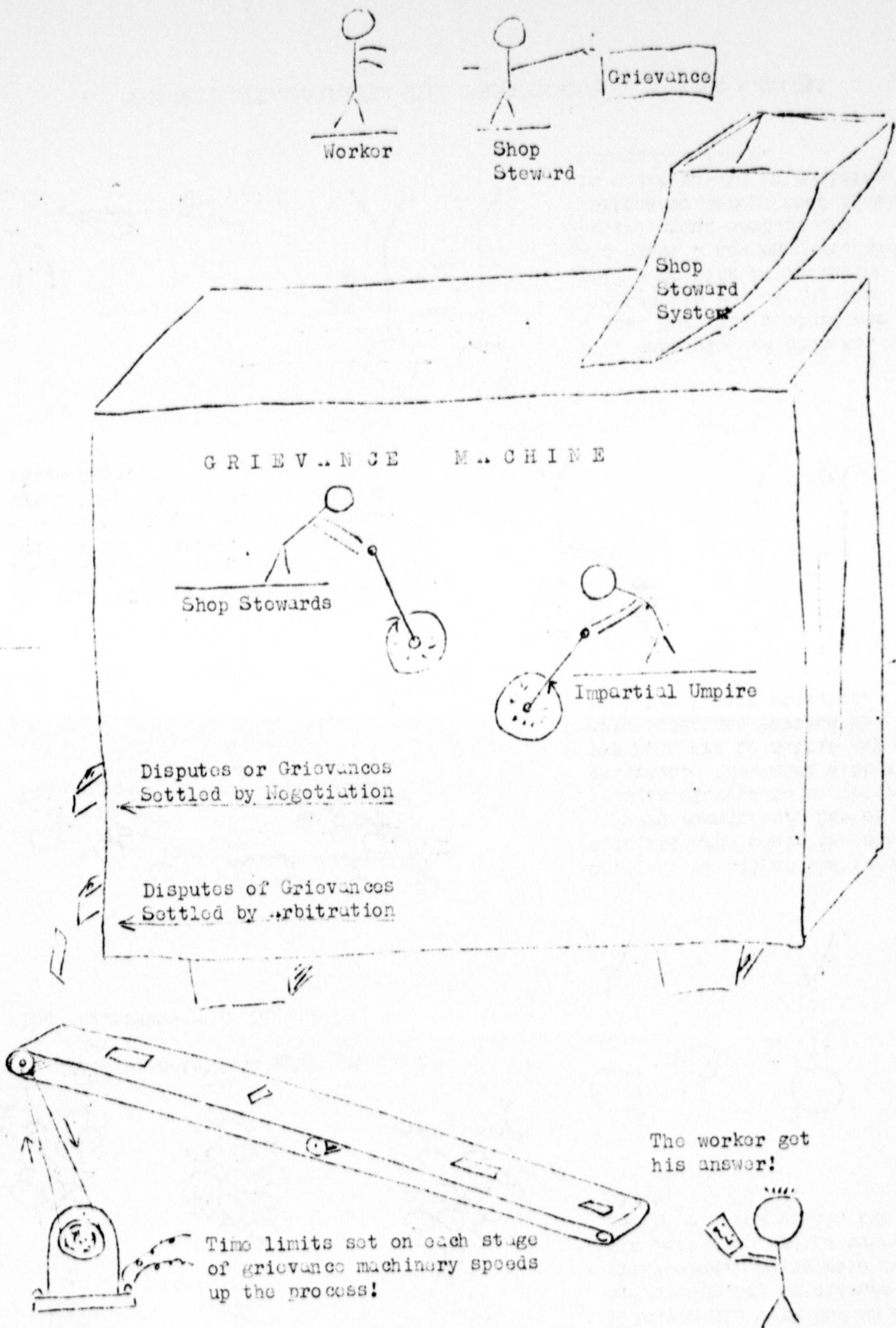


If a shop steward does not do a good job, the members who elected him can at any time call a meeting at lunchtime and elect a new shop steward. Active union members are anxious to become shop stewards in order to aid in building a democratic Japan.

THE SHOP STEWARD SYSTEM WILL BRING DEMOCRACY TO YOUR FACTORY!



DOES YOUR LOCAL UNION HAVE A GRIEVANCE MACHINE TO HELP YOU?





IMPORTANT POINTS RECOMMENDED FOR INSERTION  
IN YOUR LABOR AGREEMENT

1. Define the rights of the union and define recognition of the rights of the employer. Define the status of the union (i. e., open shop, union shop, closed shop, and so forth).

2. Specifically list the various job classifications, rates of pay, allowances, overtime rates of pay, and all other items relating to wages.

3. Define the working hours, times for rest periods, vacation time, holidays allowed, and all other items relating to hours or time of work.

4. Set standards for working conditions such as health standards, safety standards, sanitary standards, accident compensation, rest rooms, and first-aid or hospital standards and all other matters relating to working conditions.

5. Establish a shop steward system based on a complete system of grievance machinery written into the contract. Include provisions for final arbitration by an impartial third party (impartial umpire) of all disputes arising under the contract and within the life of the contract.

6. Use a no-strike, no-lock-out clause in the contract (Peace Clause) which guarantees industrial peace during the life of the contract.

7. Set a definite time limit for the life of the contract. In foreign countries, labor agreements usually are valid for one year from time of signing. Provide in the contract for re-opening of negotiations one month before expiration of your labor agreement in order to secure, if possible, peaceful negotiation of a better agreement when the old one expires.

⊙ Write the labor agreement in clear, simple language. Leave nothing to imagination or later interpretation ... write as much as possible in practical language!

⊙ Both employer and union representatives should sign the final labor agreement.

⊙ If possible, every worker should have a copy of the labor agreement.

MAKE A GOOD LABOR AGREEMENT ... AND THEN LIVE UNDER IT!

| 1 2 3 4 |

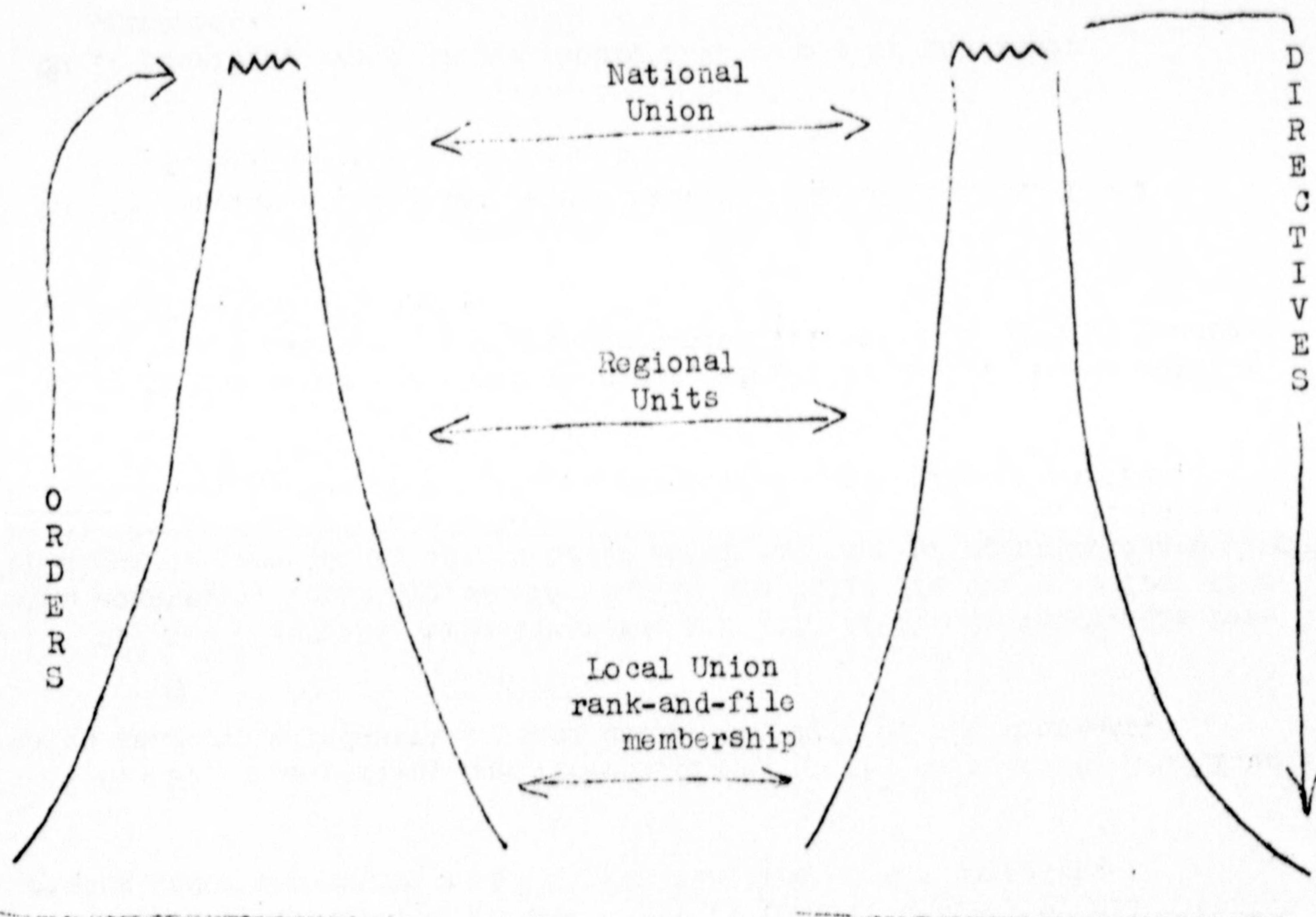




BUILD A SOUND AND DEMOCRATIC UNION!

Trade Unions should be run and controlled by the rank-and-file membership. The Officers are leaders... but they must obey the will of the rank-and-file!

A free trade union should not be dominated by a small bureaucracy of full-time paid officials!



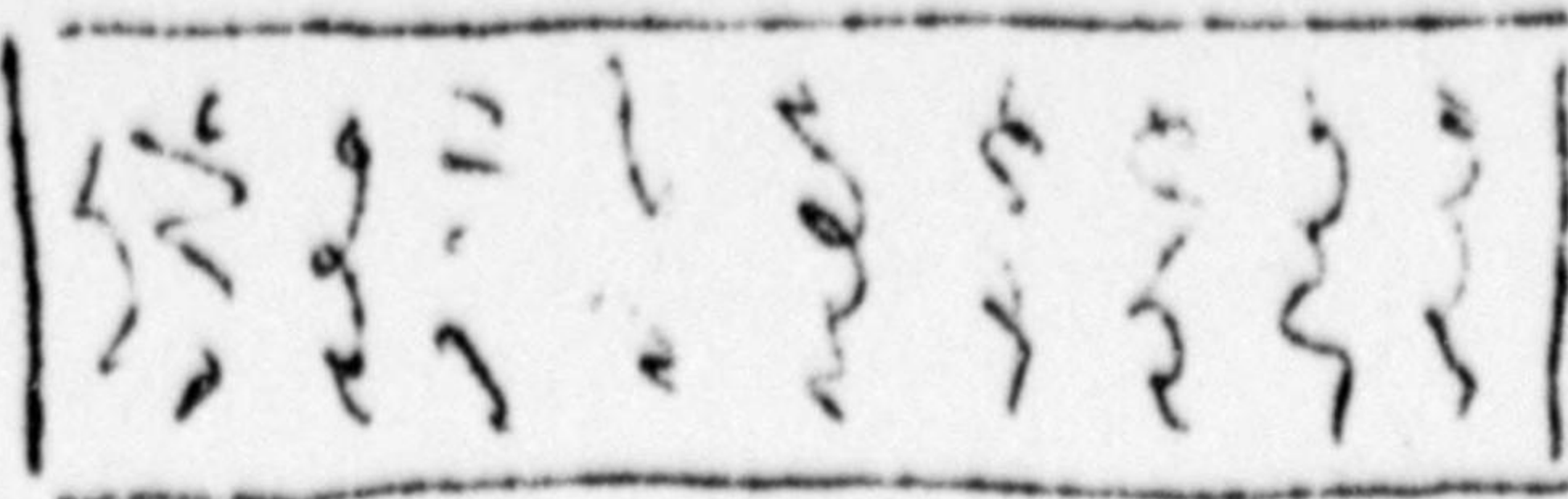
KEEP A BROAD BASE OF DEMOCRATIC CONTROL AT THE BOTTOM. ↑

↓ WHEN YOUR UNION STRUCTURE IS UPSIDE DOWN, YOUR UNION IS ON THE ROAD TO TOTALITARIANISM!

.. TRADE UNION SHOULD BE OF THE WORKERS, FOR THE WORKERS, AND BY THE MEMBERS...!



HOW THE RANK AND FILE PROTECTS DEMOCRACY : CONSTITUTIONS!



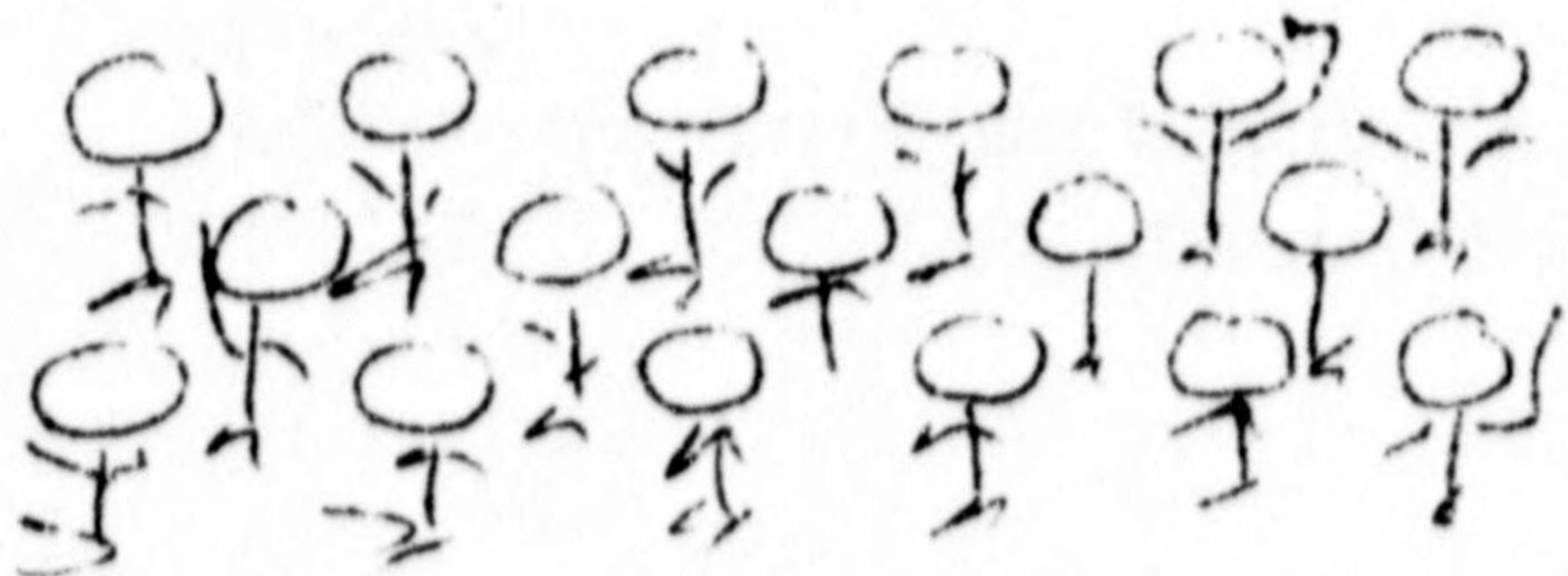
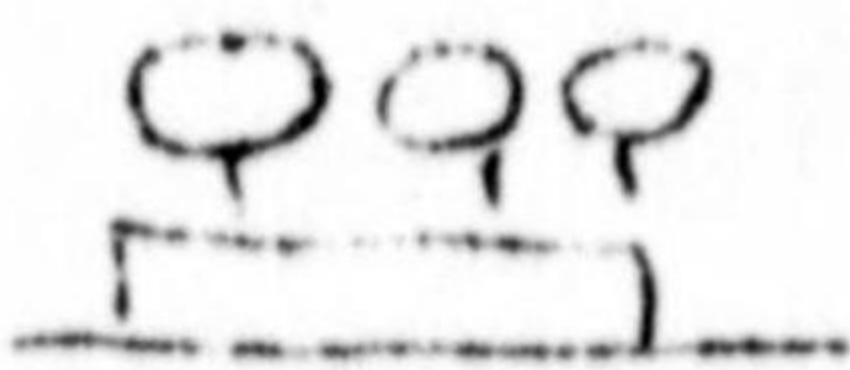
.. well-written constitution for your local union is your best guarantee of democracy..... IF

There is provision for secret written ballot election of ALL officers and ALL standing committee BY THE ENTIRE RANK AND FILE MEMBERSHIP.



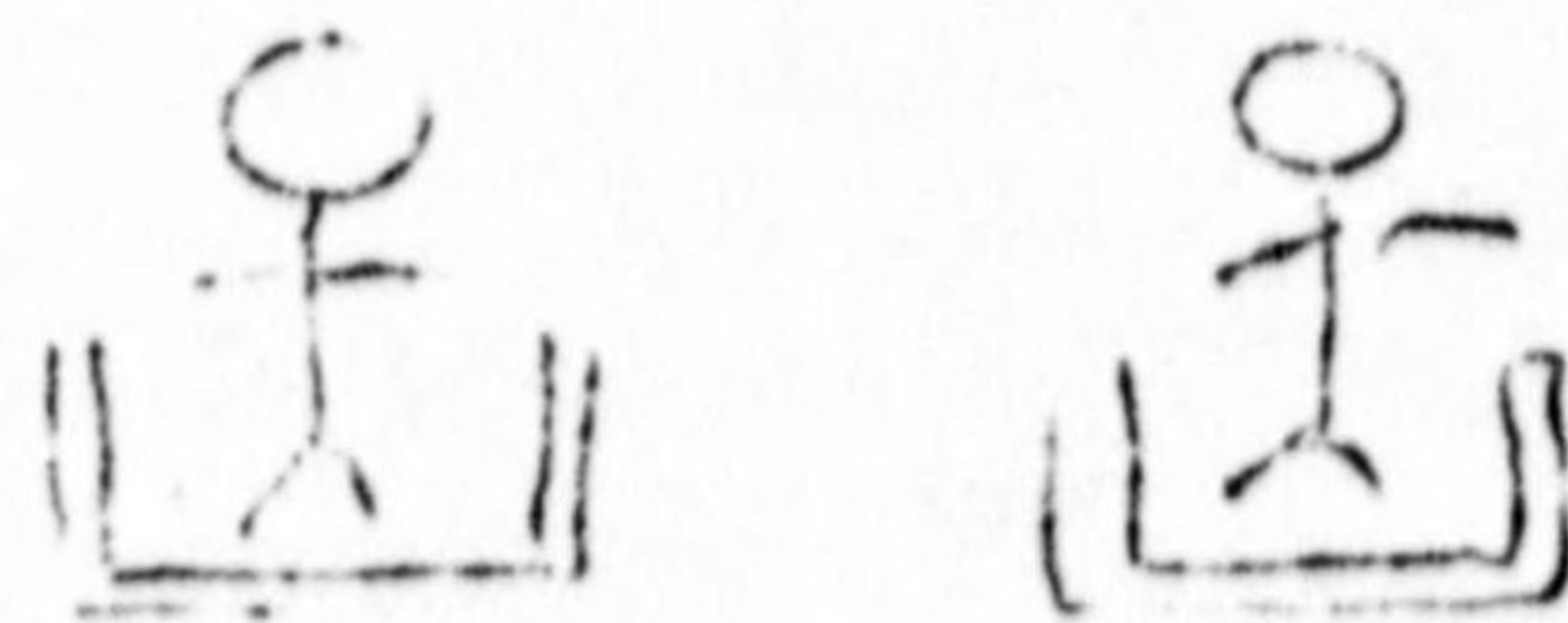
Regular membership meetings of ALL the members, once a month, at which the rank and file discuss all union problems, vote approval or disapproval on all union policy matters.

The union maintains a sound labor education program which INFO AS all members of the rights and duties of members, nature of the Trade Union movement, and the legal rights of the membership as well as their legal duties.



The duties of the officers are clearly defined... and LIMITED.

Trial procedure outlining the methods and procedures used in expelling any union member, INCLUDING a rank-and-file secret ballot vote on any expulsions AND appeal to a national convention of the union.



The constitution requires regular reports on finances made public to the entire membership.

Simple structure of the union permitting rank-and-file control of their OWN union. Prevention of trade union bureaucracy.

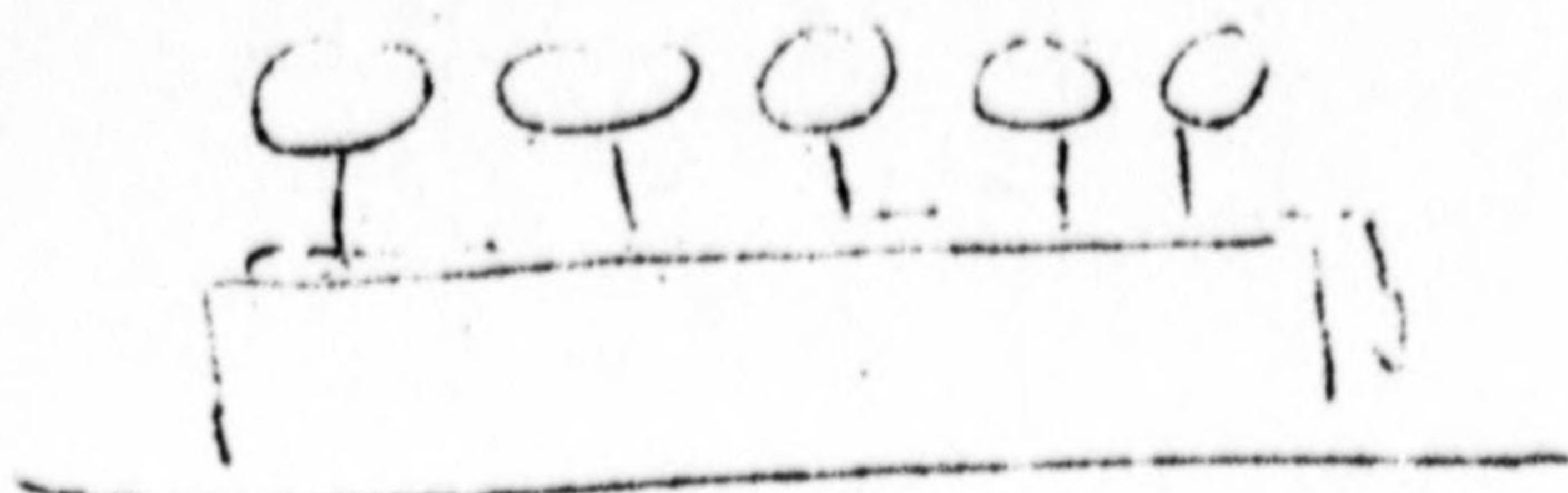
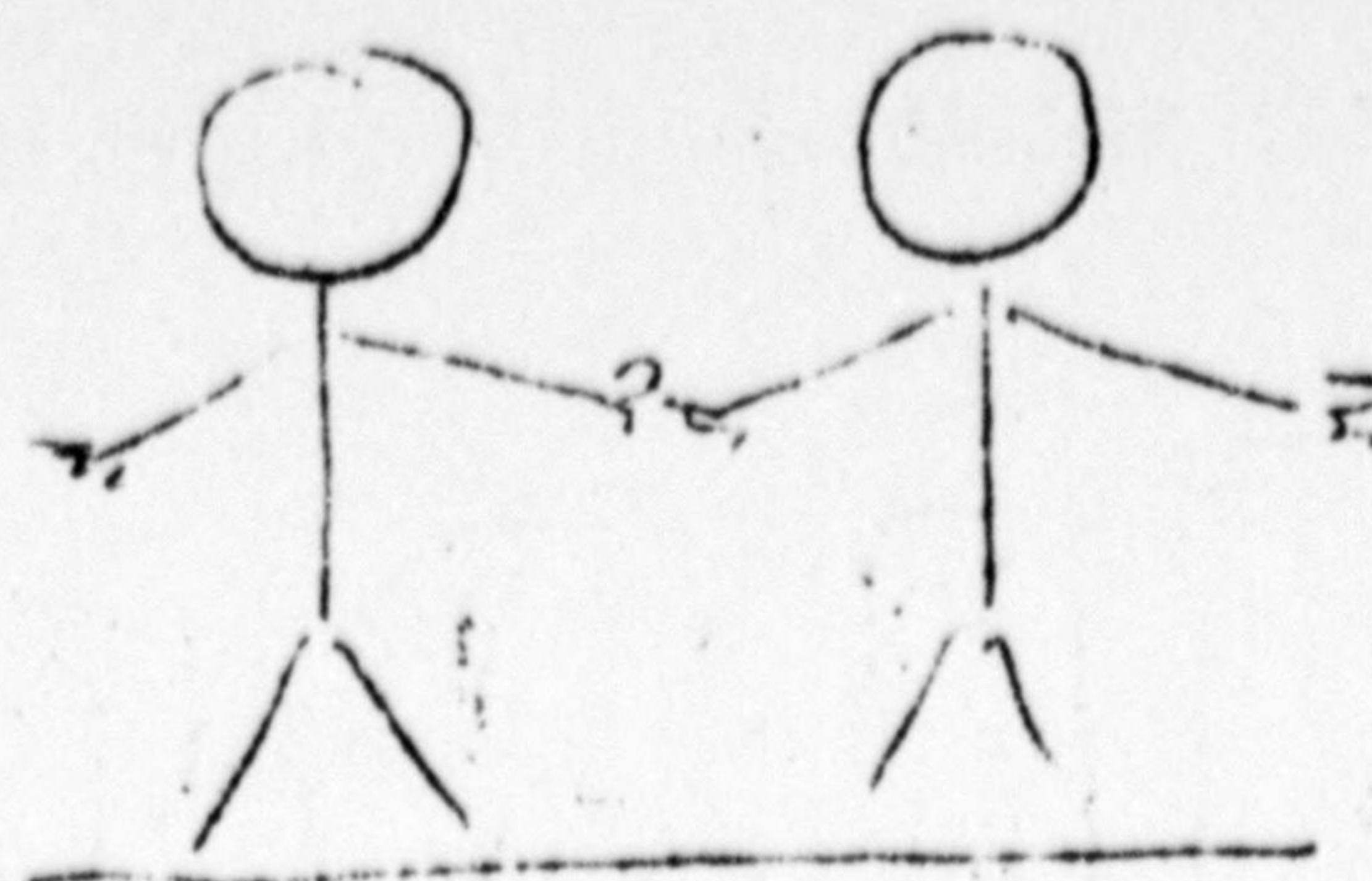


J.P. NESE WORKERS: IT IS YOUR UNION. YOU SEE TO IT THAT YOU RUN IT!



SPREAD DEMOCRACY IN YOUR LOCAL UNION... MAKE SURE EVERY UNION MEMBER HAS WORK.....!

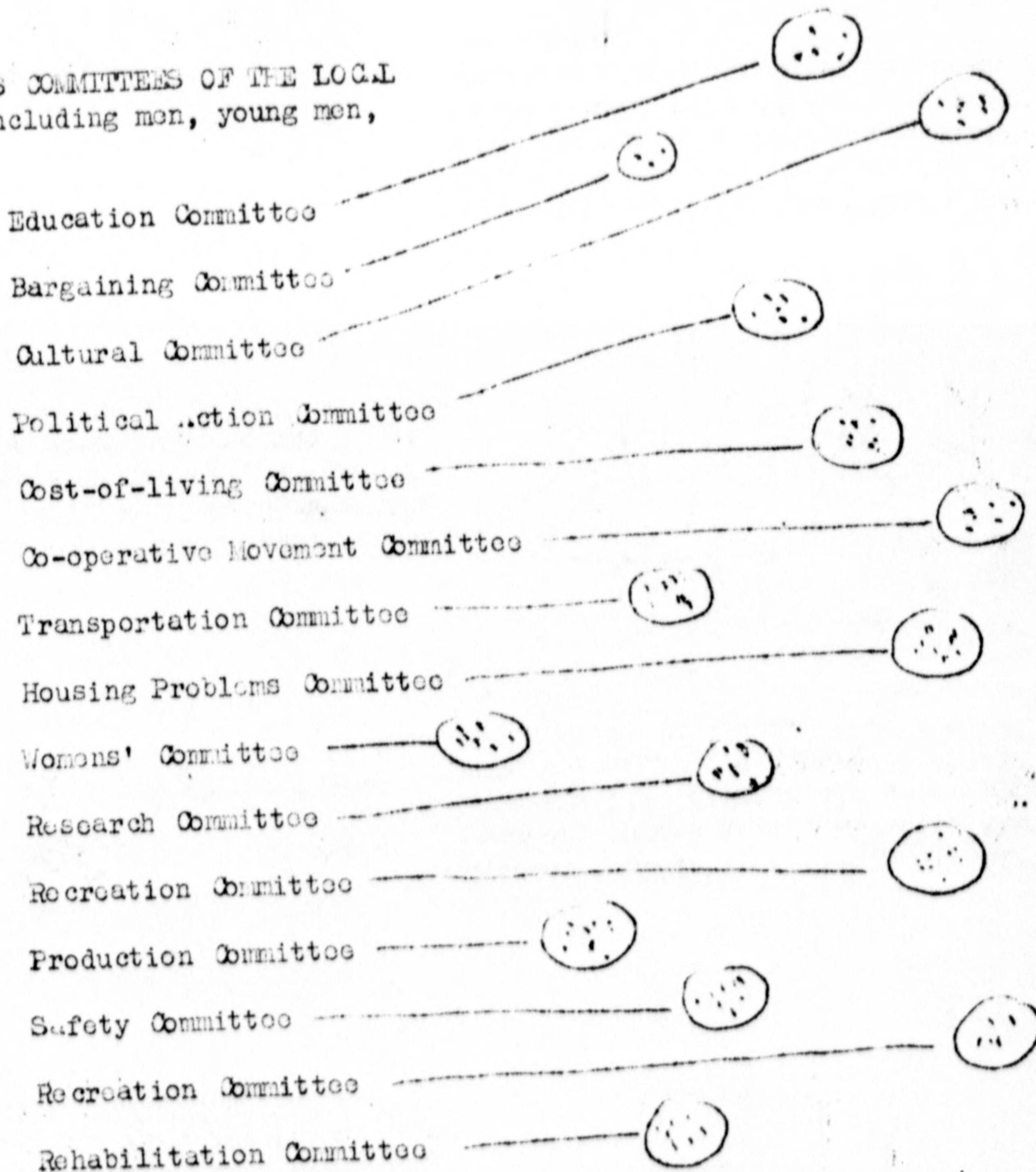
Officers of the Local Union--  
 Sit in on negotiation meetings  
 Represent the local union at  
 outside meetings. Conduct union  
 meetings. Offer leadership  
 Supervise work of the union.



SHOP STEWARD COMMITTEE

Handle daily grievances  
 Meet weekly with management  
 to settle unresolved  
 grievances.  
 Inspire union members to  
 be active members.  
 Collect dues.  
 Distribute union leaflets  
 and educational materials.

THE VARIOUS COMMITTEES OF THE LOCAL UNION... including men, young men, and women.



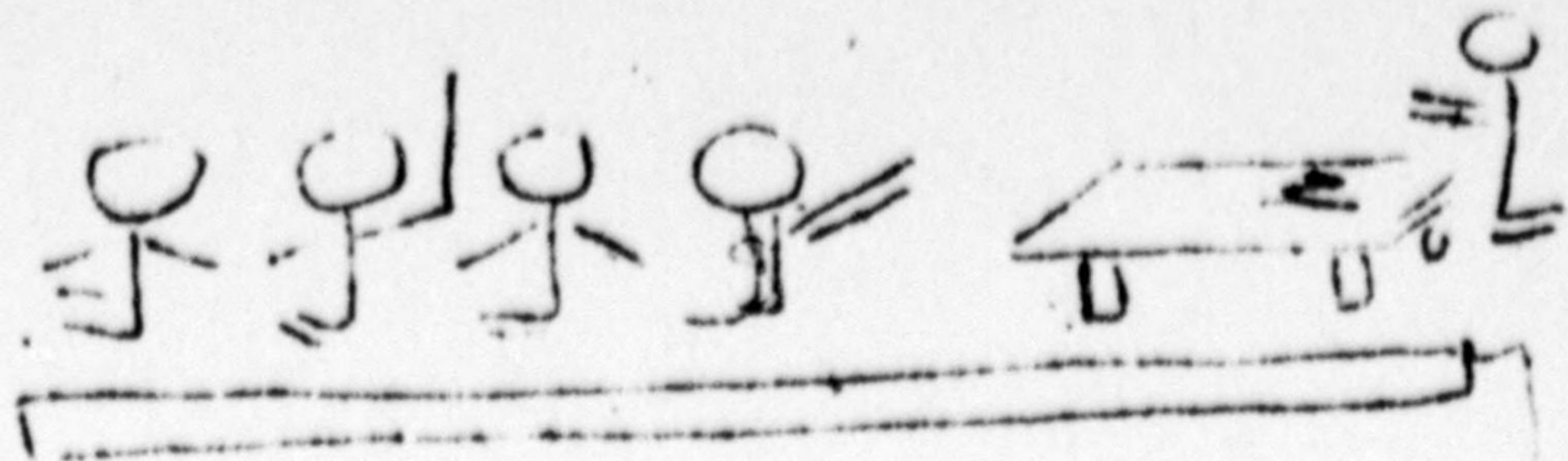
BUILD A SOUND AND VIGOROUS DEMOCRACY IN YOUR UNION...!

EVERYBODY ACTIVE ... NOW!



BUILD A LOCAL UNION STRUCTURE THAT GIVES A MAXIMUM OF RANK AND  
FILE COOPERATION IN CONTROL OF  
YOUR UNION!

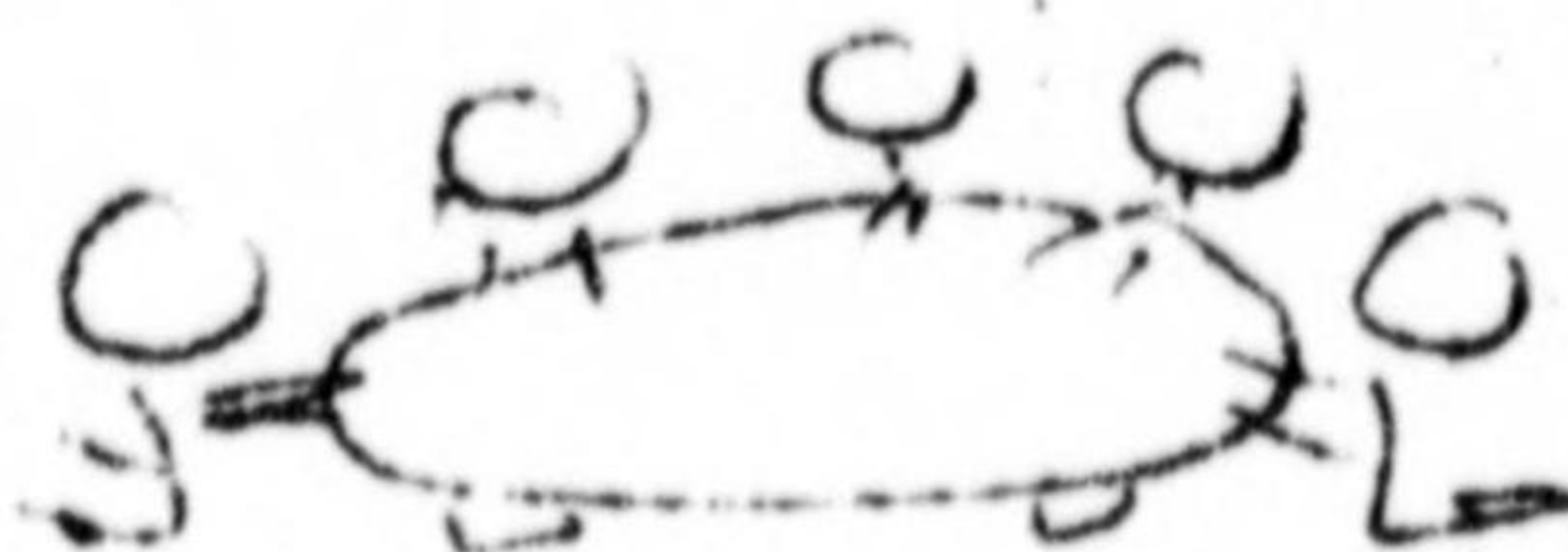
Monthly meetings of the entire rank and file membership to discuss problems and vote on all major policy decisions. Direct nomination and election of ALL officers and ALL standing committees



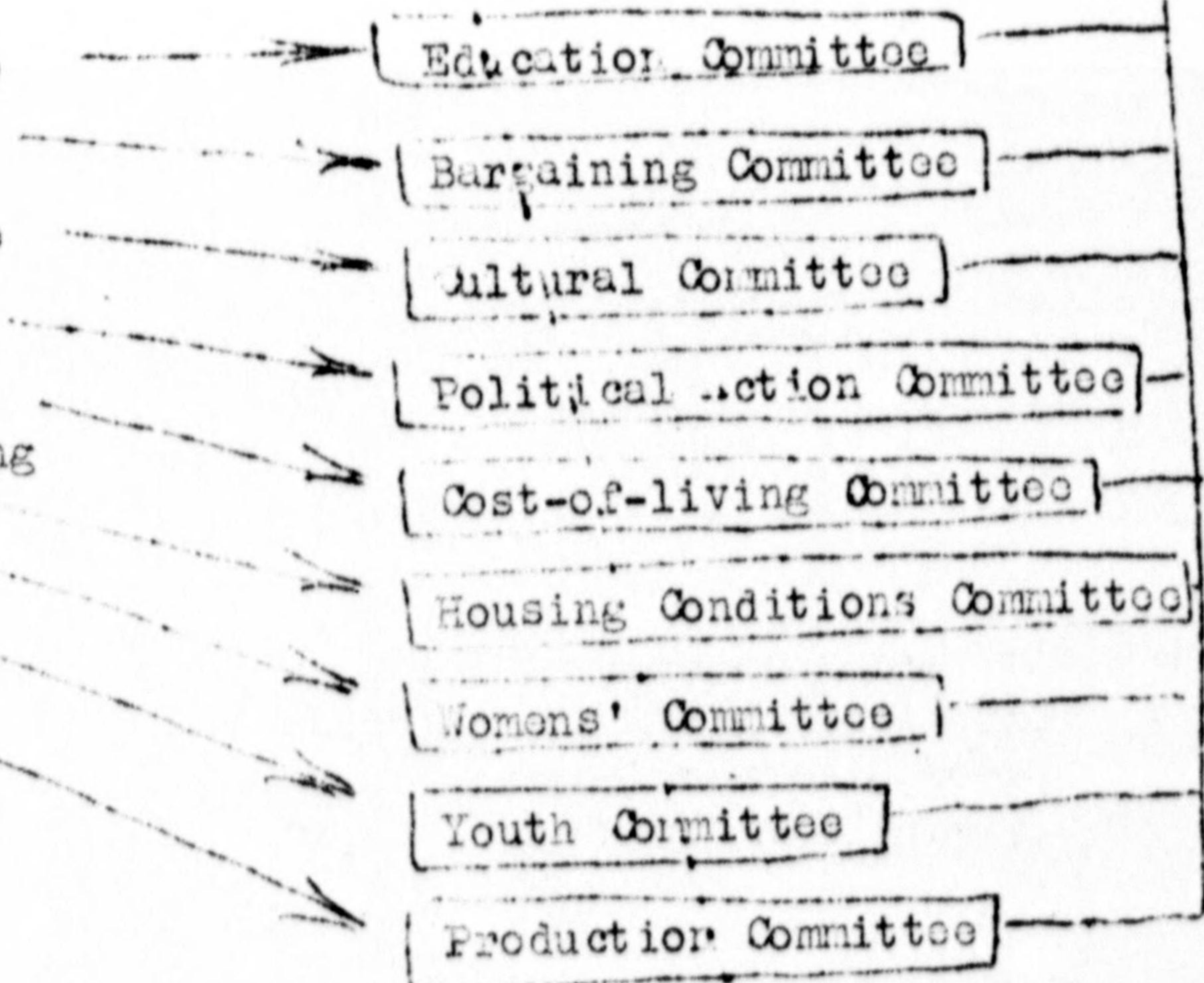
Chairman of the local union acting as chairman of the rank-and-file meetings. He obeys the decisions of the rank-and-file. He may remain a worker in the shop and do his union business on his own time.



Executive Board of the local union is elected by entire rank-and-file. Meet between regular meetings to discuss urgent problems, but submit all such emergency decisions to the rank-and-file for FINAL APPROVAL.



The union membership is divided into various committees of rank-and-file members who carry a large share of the burden of union business. These committees meet on their own time, plan their own activities, carry on their programs for ALL the members ... and learn democracy by practicing it every day.

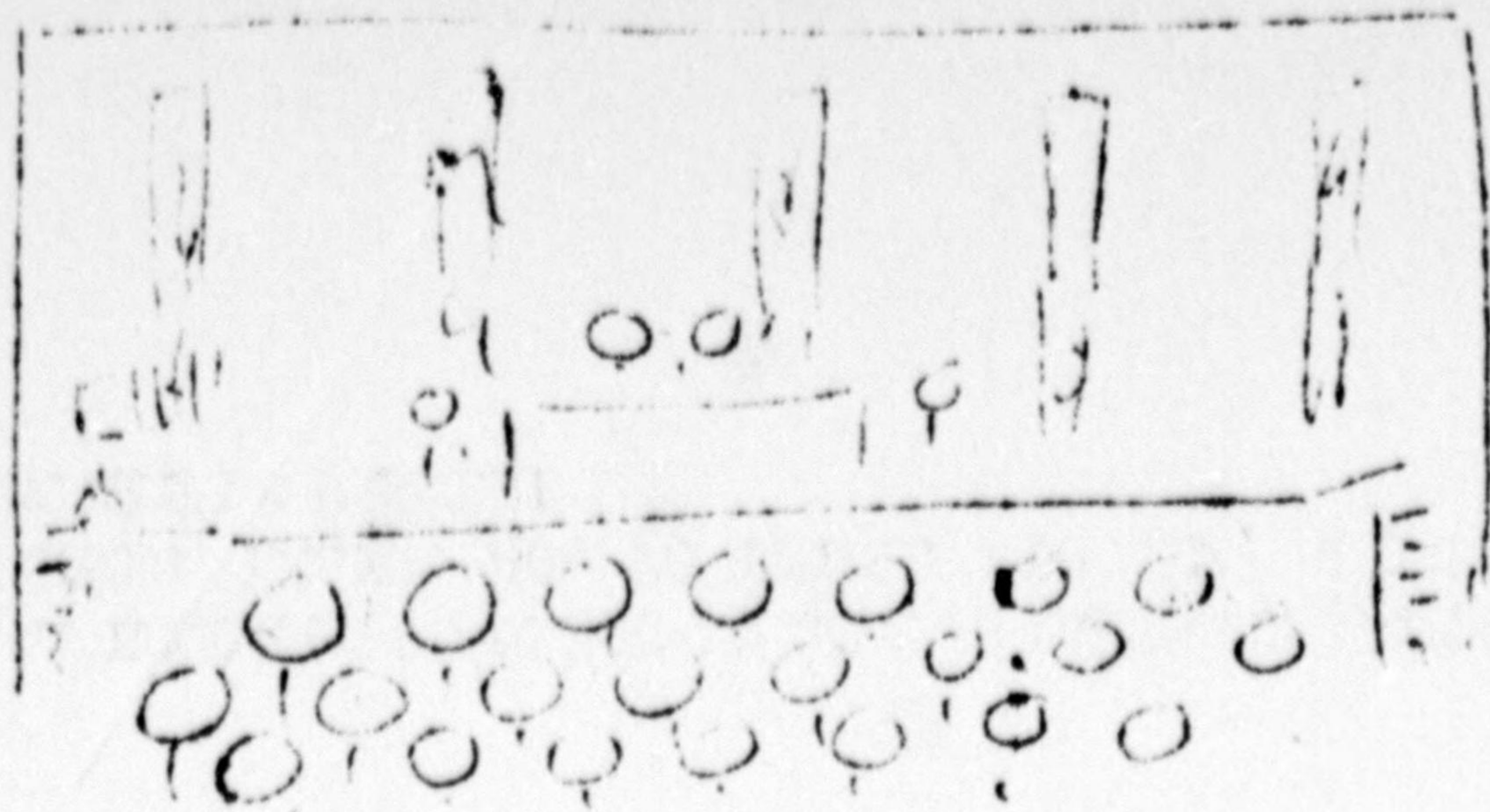


A FEW PERSONS MAY DO ALL OF THE WORK IN YOUR UNION ... BUT ONLY THEY WILL BECOME EXPERTS.

IN A DEMOCRATIC UNION EVERYONE TAKES AN ACTIVE PART ... AND EVERYONE LEARNS HOW TO THINK. TO LISTEN, AND TO SPEAK IN A DEMOCRATIC MANNER!

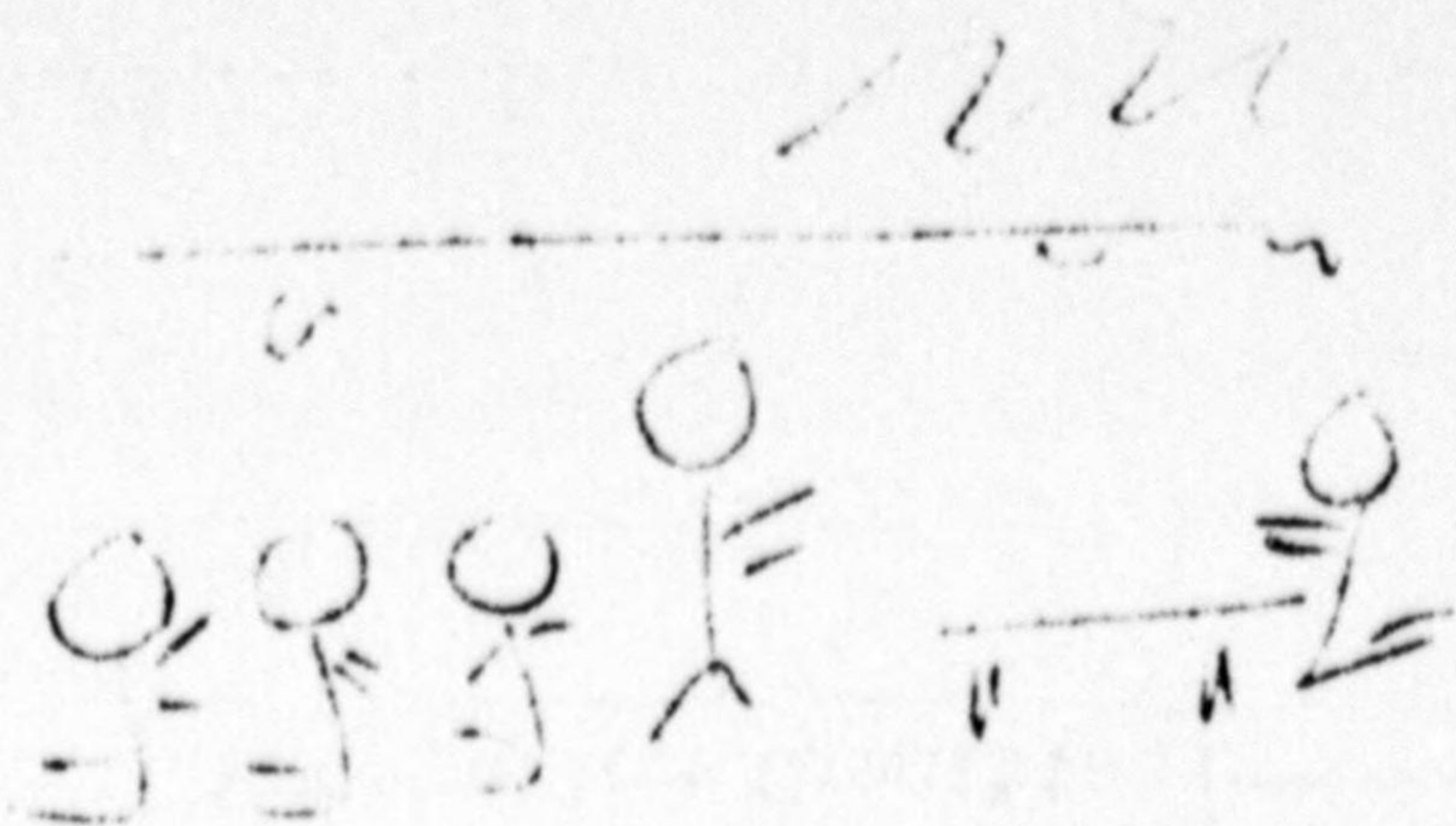


WHEN GETTING READY FOR A UNION ELECTION, SEPARATE NOMINATION FROM ELECTION!



any person nominated may decline to accept the nomination.

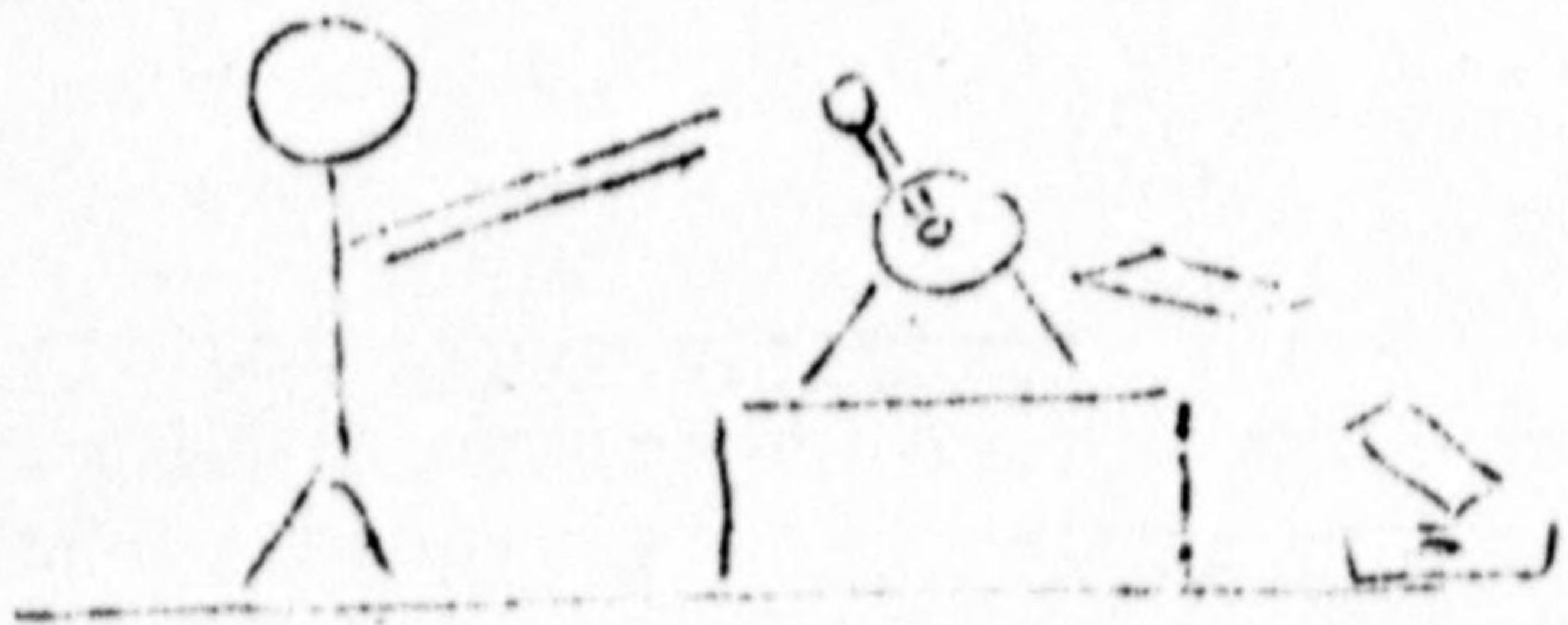
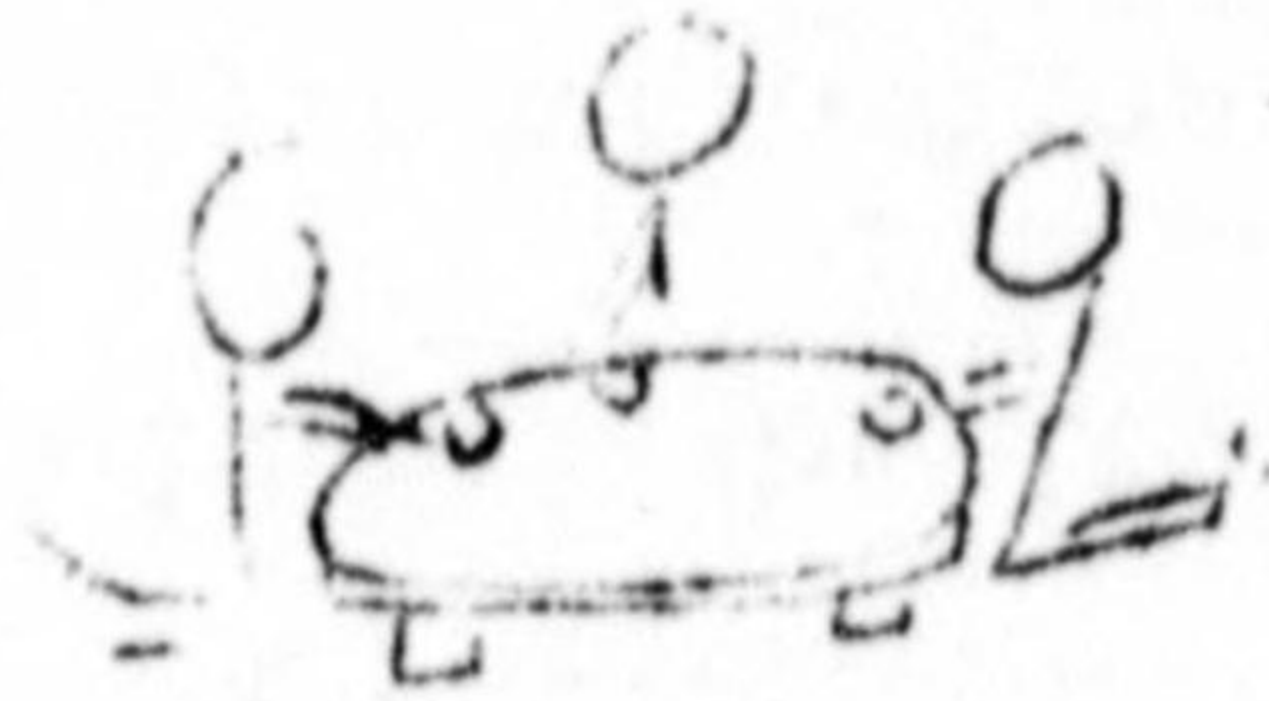
at a general meeting, each union office to be filled is open to nomination. any union member can name any person BUT himself.



All persons who accept are listed on the factory bulletin board opposite the office they have accepted nomination for.

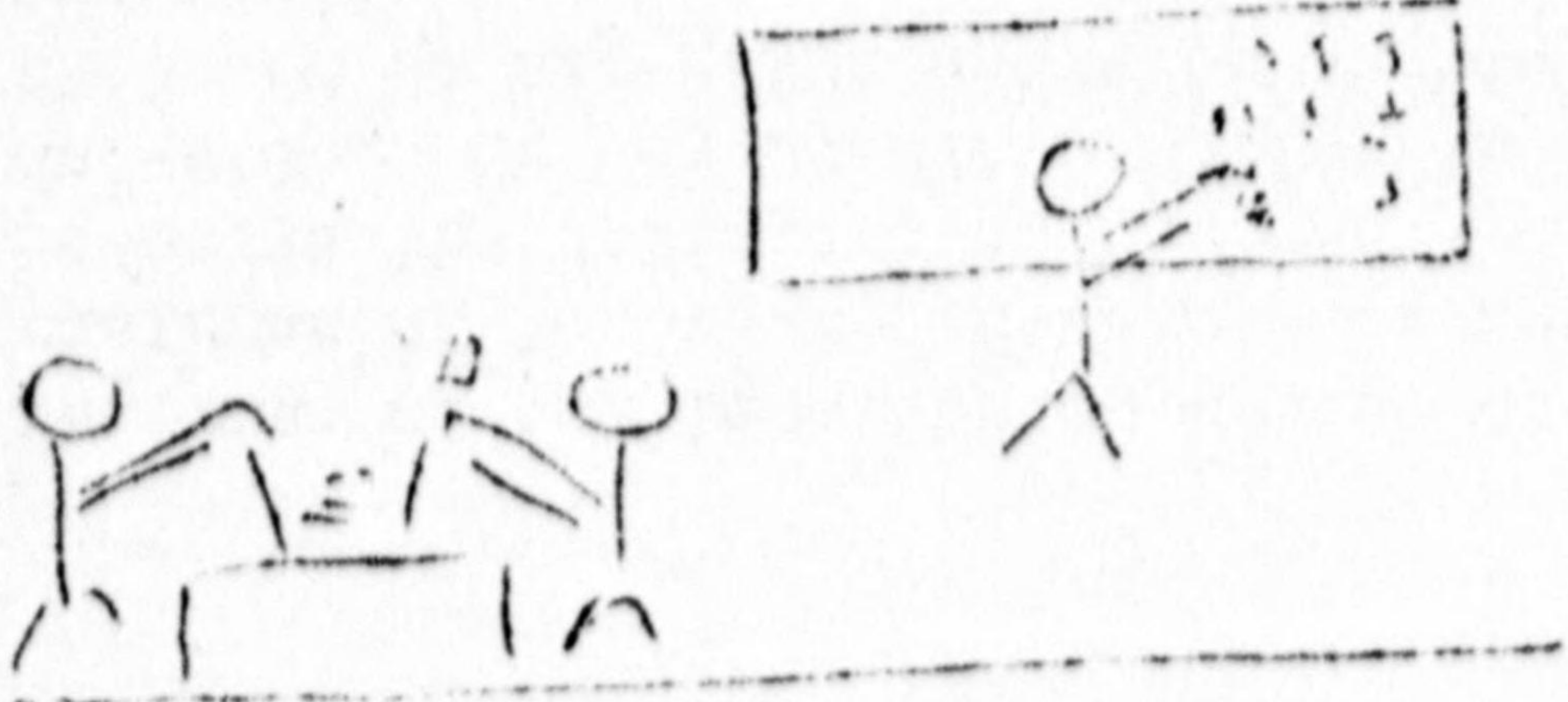
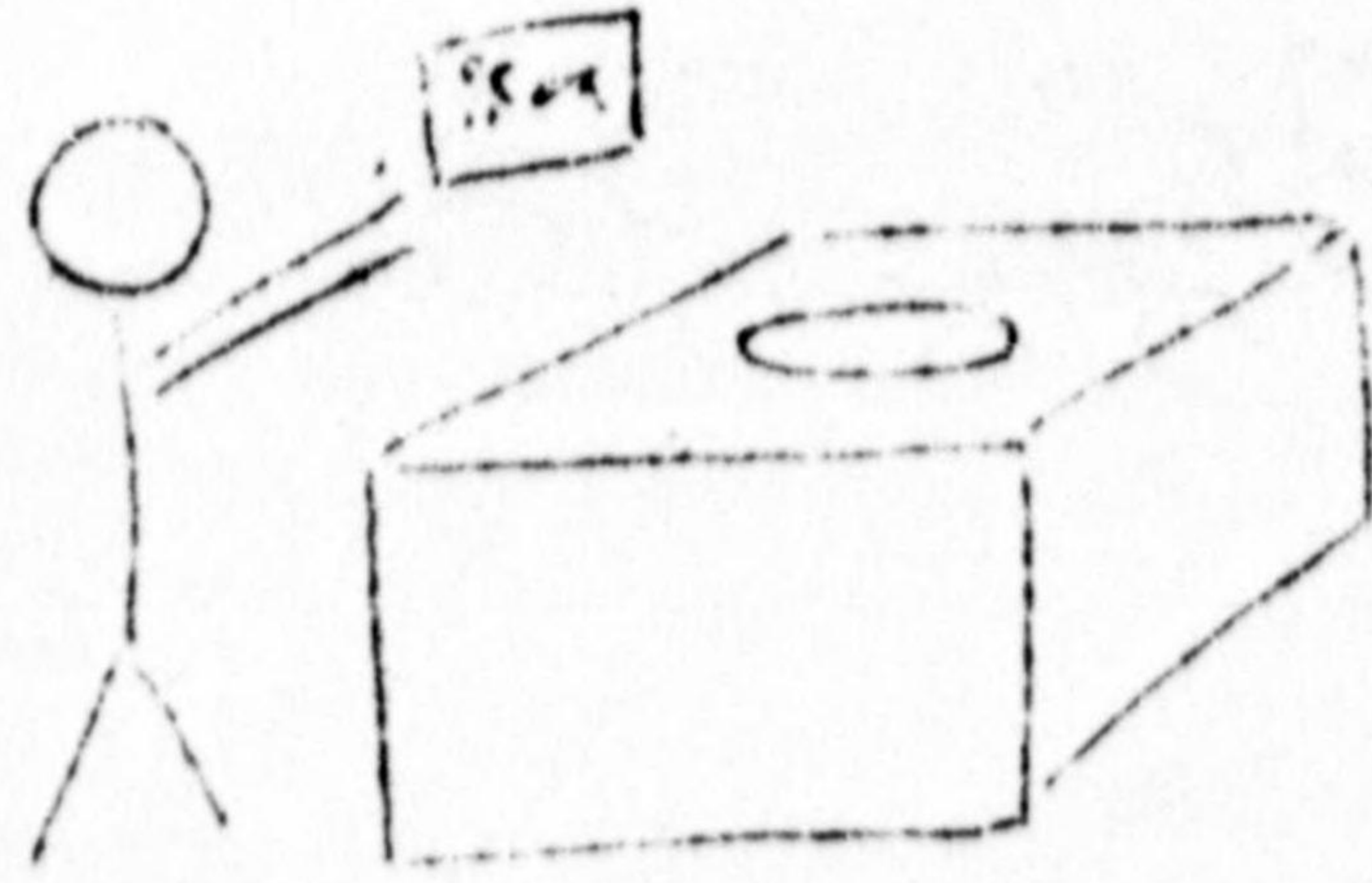


Workers discuss the various persons to find out as much as possible about each person.



The election committee of the union prepares secret ballots.

A month after the nominations, another general meeting is held. Each member casts a secret written ballot.



A rank-and-file committee opens the ballots after the voting, counting them in public.

Thus the new officers of the union clearly reflect the free will decision of the rank-and-file membership.





ELECT ALL UNION OFFICERS AND STANDING COMMITTEEMEN BY THE  
SECRET WRITTEN BALLOT OF ALL RANK-AND-FILE MEMBERS.....!

Board Member	Secretary Treasurer	Vice-Chairman	Chairman
vote for 6	vote for 1	vote for 1	vote for 1
s k k f s a a o u a t t j k s o o i a a i k a i <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	k y w a o a t s d a h a y i a d m a a <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	m w s l a a r t i i a t t n o a a b e <input type="checkbox"/> <input type="checkbox"/>	s s u a z t u o k k <input type="checkbox"/> <input type="checkbox"/>
m m n m s i u i a h k r n t i i a i s n y k u m a a m a m w o c a a t h o i <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	Note: Do NOT sign your name!		

.. STRIKE VOTE BALLOT IS CAST IN SECRET  
BY EVERY RANK-AND-FILE MEMBER

Strike	<input type="checkbox"/>
No Strike	<input type="checkbox"/>
Mark 1. Do NOT sign your name!	

The free and unintimidated will of the rank-and-file is determined by a freely operated secret ballot written vote cast by every rank-and-file voter and counted in the presence of the entire rank-and-file!



WHICH WAY DO YOU WANT TO SEE YOUR LOCAL UNION OPERATED?

THE BUREAUCRATIC WAY?

One membership meeting per year. Indirect election of officers by a central committee?

+

Control of the union by a small group of full-time officers?

+

No handling of daily grievances except through occasional work stoppages and sabotages?

+

An indefinite and poor labor agreement?

+

Small executive committee that carries on union business?

+

Officers who run the union by issuing orders and giving commands to the rank-and-file?

↓

This may give you bureaucracy and totalitarianism!

THE DEMOCRATIC WAY?

Monthly membership meetings of ALL the members. Direct secret ballot election of ALL officers and ALL standing committeemen.

+

Control of the union through union meetings of the rank-and-file?

+

Daily handling of workers' grievances through a shop steward system and grievance machinery permitting uninterrupted production?

+

A well written labor contract that specifies all conditions of working matters, hours, and pay?

+

Widespread rank-and-file committee work which spreads union activity to include as many workers as possible?

+

Officers who offer sound leadership faithful service, and obey the will of the rank-and-file?

↓

This will guarantee you a bright democratic trade union which you and your fellow workers control!

J.P. THESE WORKERS: IT IS YOUR UNION..... YOU CONTROL IT!



BIBLIOGRAPHY OF JAPANESE BOOKS AND PAMPHLETS  
DEALING WITH LABOR-MANAGEMENT SUBJECTS  
PUBLISHED IN JAPAN DURING THE PERIOD  
SEPTEMBER THROUGH DECEMBER 1948

Book List No. 4

ECONOMIC AND SCIENTIFIC SECTION  
GENERAL HEADQUARTERS  
SCAP

Tokyo -- 1949



Japanese names are written Western style--family name last.

Many of the publications may be ordered through the Central Labor College, #6, Shiba Park, Minato-ku, Tokyo.

The translations of American materials listed under "Foreign Labor" are especially recommended.

#### Democratic Trade Unionism

- SIXTEEN PRINCIPLES FOR JAPANESE TRADE UNIONS, by the Far Eastern Commission. Labor Policy Bureau, Labor Ministry, Tokyo. 4 pp. 10,000 copies. Not for sale.
- THE ROAD TO DEMOCRATIC TRADE UNIONISM, by Richard Deverall. Translations of nine pamphlets. Labor Department, Hyogo Prefecture, Kobe. 271 pp. Not for sale.
- WHAT IS A DEMOCRATIC UNION? by Richard Deverall and Elisabeth Wilson. Speeches at labor rally. Labor Policy Section, Osaka Prefecture. 72 pp. Not for sale.
- GUIDE TO HEALTHY TRADE UNIONISM, by Richard Deverall. Speech at labor rally in Oct. 1948. Labor Policy Section, Osaka Prefecture. 7 pp. Not for sale.
- DEMOCRATIC TRADE UNIONISM, by J. D. Hoover. Translation of speech. Labor Policy Section, Gunma Prefecture, Maebashi. 24 pp. Not for sale.
- THE STRUGGLE FOR TRADE UNION DEMOCRACY, by Richard Deverall. Labor Materials #7. Labor Policy Section, Aichi Prefecture, Nagoya. 39 pp. 2,000 copies. Not for sale.
- THE JAPANESE LABOR MOVEMENT, by John Harold. Press statement. Kansai Employers' Association, 6th floor, Daido Bldg., 1-chome, Tosabori-dori, Nishi-ku, Osaka. Not for sale.
- TRADE UNION PRACTICES AND PROBLEMS, by Willard Townsend, President, United Transport Service Employees, CIO. Published in Japanese by Education Department, UTSE, Chicago. 56 pp. 3,150 copies. Not for sale.
- TEXTBOOK FOR LABOR LEADERS: THE ROLE OF TRADE UNIONS IN A DEMOCRATIC ERA. Nakamura Labor Policy Office, Kochi Prefecture. 10 pp. Not for sale.
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- TRADE UNIONISM: THEORY AND PRACTICE, by Yoshio Daimon, Chief of Education Department of Sodomei. Central Labor College, Tokyo. 264 pp. 3,000 copies. ¥200.
- AIMS OF THE LABOR MOVEMENT, by Minoru Takano, Secretary of Sodomei. Rodo Shuppan-sha, #3, 22 Ogawa-machi, Kanda, Chiyoda-ku, Tokyo. 62 pp. ¥25.
- TRADE UNIONISM, by Katsumi Kikunami of Communist Party Central Committee. Nauka Co., #1, 25 Jimbo-cho, Kanda, Chiyoda-ku, Tokyo. 131 pp. ¥90.
- TRADE UNION POLITICAL ACTIVITY. Labor Education Materials No. 1. Labor Policy Section, Saitama Prefecture, Urawa. 9 pp. Not for sale.
- POLITICAL LIFE OF WORKERS, by Togo Kameda of Sanbetsu. Trade Union Notes No. 2. Shinri-sha, #164, 3 Koenji, Suginami-ku, Tokyo. 305 pp. ¥140.
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- CRITIQUE OF ZENTEI: FACTS ABOUT THE COMMUNIST FRACTION, by T. Yanagiwaka of Mindo. Tokyo Shoin, Nishikata-machi, Bunkyo-ku, Tokyo. 48 pp. ¥25.
- UNION STRUCTURE, by J. D. Hoover. Kansai Employers' Association, 6th Floor, Daido Bldg., 1-chome, Tosabori-dori, Nishi-ku, Osaka. Not for sale.
- TOP UNION ORGANIZATION AND STRUCTURE, by Richard Deverall. Labor Materials No. 9. Labor Policy Section, Aichi Prefecture, Nagoya. 24 pp. 2,000 copies. Not for sale.
- RELATIONS BETWEEN LOCAL AND NATIONAL UNIONS; THE PURPOSE AND MEANS OF WORKERS' EDUCATION, by Richard Deverall. Labor Education Data No. 2. Labor Department, Tokyo Prefecture. 41 pp. Not for sale.
- SEVERAL PROBLEMS ON THE UNIFICATION OF THE LABOR FRONT, by Ichiro Saito. Nippon Rono Tsushin-sha, Miki Building, #3, Ginza-nishi 2-chome, Chuo-ku, Tokyo. 133 pp. ¥90.



- CONSTITUTIONS AND BY-LAWS OF MAJOR JAPANESE UNIONS, as of 1 July 1948. Labor Policy Bureau, Labor Ministry, Tokyo. 124 pp. Not for sale.
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- SOME IMPORTANT POINTS ON TRADE UNION CONSTITUTIONS AND LABOR CONTRACTS. Labor Policy Section, Osaka Prefecture. 16 pp. Not for sale.
- PRINCIPLES OF CONDUCTING CONVENTIONS AND MEETINGS, by Tasashi Tadimitsu of Mainichi. Sample constitutions. Mainichi Press, 1-chome, Yuraku-cho, Chiyoda-ku, Tokyo. 138 pp. 5,000 copies. ¥90.
- HISTORY OF THE TEACHERS' UNION MOVEMENT, compiled by Dispute History Committee of All-Japan Teachers' Union Council (dissolved). Education Weekly Newspaper Co., Education Hall, Kanda Hitotsubashi, Kanda-ku, Tokyo. 407 pp. 10,000 copies. ¥240.
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#### Labor Education

- THE PURPOSE AND MEANS OF WORKERS' EDUCATION, by Richard Deverall. Labor Materials No. 4. Labor Policy Section, Aichi Prefecture, Nagoya. 22 pp. 2,000 copies. Not for sale.
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- LABOR COLLEGE LECTURES: VOL. I. Text of Lectures at Kanto Summer School, 1948. Published for Tokyo-to Labor Department by Central Labor College, Tokyo. 249 pp. 3,000 copies. ¥220.
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- THOUGHTS ON THE NEW EDUCATION FOR SEAMEN, by Kenya Sekiya. Seamen's Labor Education Series No. 2. Seamen's Bureau, Transportation Ministry, Tokyo. 53 pp. Not for sale.
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- WORD LIST OF LABOR TERMINOLOGY. Reprint of Labor Division pamphlet. Japan Coal Mining Industry Association, #16, 2-chome, Kayaba-cho, Nihonbashi, Chuo-ku, Tokyo. 32 pp. Not for sale.
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- COLLECTIVE BARGAINING PROCEDURES, by Richard Deverall. Labor Materials No. 6. Labor Policy Section, Aichi Prefecture, Nagoya. 43 pp. 2,000 copies. Not for sale.



- BUILDING INDUSTRIAL DEMOCRACY THROUGH SOUND LABOR CONTRACTS, by Richard Deverall. Labor Materials No. 5. Labor Policy Section, Aichi Prefecture, Nagoya. 41 pp. 2,000 copies. Not for sale.
- GRIEVANCE MACHINERY AND THE SHOP STEWARD SYSTEM, by Richard Deverall. Labor Materials No. 8. Labor Policy Section, Aichi Prefecture, Nagoya. 32 pp. 2,000 copies. Not for sale.
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- GUIDE FOR EMPLOYERS ON REVISING LABOR AGREEMENTS. Japan Federation of Employers' Associations, 1 Marunouchi, Chiyoda-ku, Tokyo. Not for sale.
- HOW THE LABOR AGREEMENT SHOULD BE. Kansai Employers' Association, 6th Floor, Daido Bldg., 1-chome, Tosabori-dori, Nishi-ku, Osaka. 117 pp. ¥70.
- THE TRUTH ABOUT LABOR AGREEMENTS IN THE KANSAI DISTRICT. Kansai Employers' Association, 6th Floor, Daido Bldg., 1-chome, Tosabori-dori, Nishi-ku, Osaka. Not for sale.
- COLLECTION OF (7) MODEL (JAPANESE) LABOR AGREEMENTS. Matsumoto Labor Policy Office, Nagano Prefecture. 87 pp. ¥50.
- STUDY OF WAGE STRUCTURE, by Shinzo Ono. Labor Democratic Series No. 3. Rodo Publishing Co., Sekai Minshu Kenkyusha, 7th Floor Meijiya Bldg., #4, Kyobashi 2-chome, Chuo-ku, Tokyo. 206 pp. ¥50.
- SLIDING SCALE WAGES: THEORY AND PRACTICE, by Toshinosuke Watanabe. Takeshi Inomata, Central Labor Hall, 6, Shiba Park, Minato-ku, Tokyo. 205 pp. ¥130.
- HOW TO CALCULATE THE NEW WAGE: EXPLANATIONS OF STATISTICAL MATERIALS, by Central Labor Relations Committee. Central Labor College, Tokyo. 264 pp. 3,000 copies. ¥90.
- PRODUCTION AND WAGES, JULY 1946 TO JULY 1948. Kansai Employers' Association, 6th Floor Daido Bldg., 1-chome, Tosabori-dori, Nishi-ku, Osaka. Not for sale.
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- WORKERS' PARTICIPATION IN MANAGEMENT, by Toru Arizumi. New Labor Library No. 3. Central Labor College, Tokyo. 155 pp. 3,000 copies. ¥90.
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- FUTURE OF THE JAPANESE ECONOMY: ECONOMIC REHABILITATION AND ITS CRITICISMS, edited by Hidezo Inaba. Central Labor College, Tokyo. 292 pp. 3,000 copies. ¥250.
- THE TALE OF MR. ELEPHANT: A TALE OF INCREASING PRODUCTION. Mitsubishi Bibai Branch, Zensekitan, Hokkaido. 8 pp. Not for sale.
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- STUDY OF LABOR EFFICIENCY, by Keisaku Sato. Nippon Noritsu Kyokai, #58, Nakameguro 1-chome, Meguro-ku, Tokyo. 101 pp. ¥100.
- THE INTRODUCTION OF FOREIGN CAPITAL AND LABOR-MANAGEMENT PROBLEMS. Employers' Series No. 3. Japan Federation of Employers' Associations, 1 Marunouchi, Chiyoda-ku, Tokyo. 24 pp. 5,000 copies. ¥20.

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- BASIC PROBLEMS OF LABOR LAW, by Otojiro Yako. Shinichi Fujita, 1066, 01, Kitahamakawa-cho, Shinagawa-ku, Tokyo. 191 pp. ¥150.
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OUTLINE OF THE TRADE UNION LAW, by Hiroshi Katsuna. Kokumin Tosho Keikokai,  
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 UNEMPLOYMENT INSURANCE LAW: Detailed Explanation of Provisions; Standards  
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 INTERPRETATION OF REVISED WORKMEN'S COMPENSATION LAW, by Labor Standards  
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 SEAMEN'S INSURANCE, by Yoshio Ouchi. Seamen's Labor Education Pamphlet No.  
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 Kindai Shobo, #34 Akashi-cho, Chuo-ku, Tokyo. 64 pp. ¥35.



## Jobs

- THE RIGHT TO WORK, by Teruhisa Ishii. New Labor Library No. 1. Central Labor College, Tokyo. 134 pp. ¥50.
- JOB CLASSIFICATION IN PRIVATE ENTERPRISE. Personnel Management Series No. 1. Japan federation of Employers' Associations, 1 Marunouchi, Chiyoda-ku, Tokyo. 120 pp. ¥70.
- EXAMPLES OF JOB CLASSIFICATION, by Japan Labor Research Institute. Rodo Times, Sanju Building, #1, 3 Kanda Jimbo-cho, Chiyoda-ku, Tokyo. 391 pp. ¥220.
- GUIDE FOR EMPLOYMENT SECURITY ADMINISTRATION. Employment Security Bureau, Labor Ministry, Tokyo. Looseleaf. 2,000 copies. Not for sale.
- DUTIES OF LABOR MARKET SURVEY SECTION. Employment Security Bureau, Labor Ministry, Tokyo. 48 pp. 1,000 copies. Not for sale.
- \*LUMBER MANUFACTURING. Job Explanation Series No. 6. 82 pp.
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- CARPENTRY. Job Explanation Series No. 8. 26 pp.
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- PRINTING INDUSTRY. Job Explanation Series No. 10. 144 pp.
- COAL MINING INDUSTRY. Job Explanation Series No. 11. 143 pp.
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- BAMBOO AND WILLOW PRODUCTS INDUSTRY. Job Explanation Series No. 21. 58 pp. Employment Security Bureau, Labor Ministry, Tokyo. 2,150 copies each. Not for sale.
- WOODEN SHIPBUILDING. Vocational Training Textbook No. 6. Employment Security Bureau, Labor Ministry, Tokyo. 120 pp. Not for sale.
- PRINCIPLES GOVERNING THE JAPANESE PUBLIC WORKS PROGRAM. Compiled by Construction Section, Economic Stabilization Board, Tokyo. 284 pp. Not for sale.

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- \*Previously published: No. 1 - Electric Light Bulb Manufacturing.  
No. 2 - Silk Manufacturing.  
No. 3 - Chemical Fertilizer Industry.  
No. 4 - Foundries.  
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## Foreign Labor

- DEMOCRATIC LABOR MOVEMENT, by James Myers. Translation of "Do you Know Labor?" Jin Imai, Kentosha, 6 Kandakamakuramachi, Chiyoda-ku, Tokyo. 332 pp. 5,000 copies. ¥200.
- WORLD LABOR CONDITIONS: REPORT OF DIRECTOR-GENERAL TO 31ST SESSION OF ILO. Published for the Labor Ministry by the International Book Publishing Corp., 25 Sakuragawa-cho, Nishiokubo, Shiba, Minato-ku, Tokyo. 168 pp. 5,000 copies. ¥90.
- THE WFTU AND JAPAN, by Koshiro Okakura. Sekai Hyoron-sha, Kansai Bldg., #1, Kanda Higashi, Fukuda-cho, Chiyoda-ku, Tokyo. 237 pp. ¥140.
- CHINESE LABOR STRUGGLING IN MUDDY WATERS, by Fumio Kusano. Labor Democratic Series No. 4. Rodo Publishing Co., Sekai Minshu Kenkyusha, 7th Floor Meijiya Bldg., #4, Kyobashi 2-chome, Chuo-ku, Tokyo.
- THE ACTUAL LIFE OF SOVIET WORKERS, by T. ruo Yamada. Labor Democratic Series No. 2. Rodo Publishing Co., Sekai Minshu Kenkyusha, 7th Floor Meijiya Bldg., #4, Kyobashi 2-chome, Chuo-ku, Tokyo. ¥25.
- THE RIGHTS OF LABOR: DEMOCRACY VS. TOTALITARIANISM, by American Federation of Labor. Publisher not listed, (Sendai). 16 pp. Not for sale.
- THE BRITISH LABOUR PARTY, by Y. Takeuchi. Fukumura Shoten, 36 Masago-cho, Bunkyo-ku, Tokyo. 146 pp. ¥120.
- SOCIALIZATION POLICY OF BRITISH LABOUR PARTY, by Jiji Economic Institute. Chizuko Itagaki, Shisei Kaikan, Hibiya Park, Chiyoda-ku, Tokyo. 97 pp. ¥60.
- HISTORY OF LABOR STRUGGLES IN AMERICA, by S. Isobe. Dai-Nippon Yubenkai Kodansha, #3, 19 Otowacho, Bunkyo-ku, Tokyo. 248 pp. ¥70.



- AMERICANS AT WORK. Introduction by Lewis B. Schwellenbach, late Secretary of Labor. Published in Japanese by Department of the Army, Washington 25, D. C. 25 pp. 50,000 copies. Not for sale.
- HOW THE A.F. OF L. OPERATES, by American Federation of Labor. Translation of "A Money-Saving Idea", a pamphlet on cooperatives. Labor Policy Section, Nagano Prefecture. 23 pp. Not for sale.
- COMMUNISTS WITHIN THE LABOUR MOVEMENT, by U. S. Chamber of Commerce. Shin Nippon Kokumin Kyokai, Do Bldg., Kinusaka-machi, Kita-ku, Osaka. 73 pp. ¥50.
- HOW TO ORGANIZE TRADE UNIONS: BY-LAWS OF AMERICAN LOCAL UNIONS. Compiled by Labor Policy Bureau, Labor Ministry. Kokusai Tosho Corp., #25 Shiba Nishikubo, Sakuragi-cho, Minato-ku, Tokyo. 154 pp. 10,000 copies. ¥100.
- DEMOCRACY FOR ALL, by National Maritime Union, CIO. Translation of handbook on parliamentary procedure. Seamen's Bureau, Transportation Ministry, Tokyo. 23 pp. Not for sale.
- PARLIAMENTARY USAGE, by Emma A. Fox. Kamakura Bookstore, Kamakura. ¥220.
- GOALS FOR AMERICAN EDUCATION, by Kirkendall, Kuenzli, and Reeves. Japan Teachers' Union, Education Hall, Kanda Hitotsubashi, Kanda-ku, Tokyo. 10,000 copies.
- THE ABC OF ABSENTEEISM AND LABOR TURNOVER, by U. S. Department of Labor. Overseas Materials No. 6. Bureau of Statistics and Research, Labor Ministry, Tokyo. 11 pp. 3,000 copies. Not for sale.
- COLLECTIVE BARGAINING ON THE AMERICAN RAILROADS. Translation of chapter from "How Collective Bargaining Works", by Twentieth Century Fund. Kotsu Rodo Kenkyujo, #1, 2 Kobiki-cho, Chuo-ku, Tokyo. 83 pp. ¥50.
- ARMCO CORPORATION. American Labor Contracts Series. Central Labor College, Tokyo. 68 pp. ¥45.
- UNION-MANAGEMENT COOPERATION, PLANT EFFICIENCY, AND TECHNOLOGICAL CHANGE, by U. S. Department of Labor. Collective Bargaining Provisions. Central Labor College, Tokyo. 96 pp. 3,000 copies. ¥55.
- STRIKE AND LOCKOUT CLAUSES, by U. S. Department of Labor. Collective Bargaining Provisions. Central Labor College, Tokyo. 69 pp. 3,000 copies. ¥45.
- WAGE ADJUSTMENT PLANS, by U. S. Department of Labor. Collective Bargaining Provisions. Central Labor College, Tokyo. 155 pp. 3,000 copies. ¥90.
- DISMISSAL PAY PROVISIONS, by U. S. Department of Labor. Collective Bargaining Provisions. Central Labor College, Tokyo. 48 pp. 3,000 copies. ¥35.
- WAGE RATES IN VARIOUS EUROPEAN COUNTRIES, by U. S. Department of Labor. Overseas Materials No. 8. Bureau of Statistics and Research, Labor Ministry, Tokyo. 46 pp. 3,000 copies. Not for sale.
- SAFETY CLOTHING FOR WOMEN IN INDUSTRY, by U. S. Department of Labor. Women's and Minors' Bureau, Labor Ministry, Tokyo. 9 pp. 1,000 copies. Not for sale.
- LIFTING OF HEAVY WEIGHTS BY WOMEN IN INDUSTRY, by U. S. Department of Labor. Women's and Minors' Bureau, Labor Ministry, Tokyo. 8 pp. 1,000 copies. Not for sale.
- THE MEANING OF THE BRITISH WORKMEN'S COMPENSATION LAW, by Machinori Ishii, Chief of Hokkaido Labor Standards Office. Sapporo. 64 pp. 5,000 copies. ¥30.
- JOB ANALYSIS AND COLLECTIVE BARGAINING, by William Gomberg of International Ladies' Garment Workers' Union. Translation of "A Labor Union Manual of Job Analysis." Central Labor College, Tokyo. 144 pp. 3,000 copies. ¥80.



File # 209

SAMPLE BY-LAWS  
OF AN  
AMERICAN LOCAL UNION

BY-LAWS OF LOCAL 1013, GOVERNMENT WORKERS UNION - CIO

Article I. Declaration of Principles

1. Government and public workers, like all other workers, in return for efficient and loyal service are entitled to fair pay, reasonable hours and proper conditions of work, and to a healthy, well-functioning economy of full employment on which pay, leisure, and good working conditions are based. Local 1013 of Government Workers Union will, therefore, sponsor and actively support measures that pertain directly to the welfare of government and public workers as to pay, promotion policies, job security, grievance procedures, retirement provisions, annual and sick leave regulations, etc. We will, further, take action in accordance with national CIO policy with respect to initiation or support of measures regarding housing, social security, taxation, economic controls or policies, and similar measures to the extent that they directly or indirectly affect the government worker's standard of living. Government Workers Union was formed to give government workers an effective and democratic instrument for reaching these goals, and Local 1013 pledges itself unreservedly to their fulfillment.

2. Government Workers Union will protect workers against all forms of discrimination on account of race, color, creed, religion, age, or sex, and against discrimination on account of political beliefs or affiliations protected by law. Government Workers Union will guard the rights of workers to their jobs, and will work for extension of the merit system. To enforce these rights, Government Workers Union supports the establishment of a permanent agency within government to compel compliance with fair employment practices, and proposes the creation of officially recognized grievance procedures in all government agencies.

3. Government Workers Union will take action to protect all workers against any infringement of their constitutional civil rights.

4. As members of Government Workers Union, we pledge ourselves: first, to promote efficiency, high working morale, and honest pride in our work; second, to strive to merit the respect of our fellow government workers and those members of the public with whom we come in contact; and third, to conduct the affairs of Local 1013 at all times so that the high reputation and good name of its members and other government workers will be enhanced.

5. Local 1013 will oppose communism, nazism, fascism, and all other forms of totalitarianism in and outside of the labor movement.

Article II. Name, Headquarters, and Membership

1. This union shall be called Local 1013 of the Government Workers Union, IUMSWA--CIO. It shall be affiliated with IUMSWA.

2. Offices of Local 1013 shall be in Washington, D.C.

3. All government and other public workers in the Washington area, including those employed by the District of Columbia and international organizations, are eligible for membership without discrimination. Any person, eligible as above, may become a member on receipt by the financial secretary of his application and payment of the current month's dues.

4. Chapters of the local may be established as occasion demands in accordance with the constitution of IUMSWA. Chapters so established shall elect annually a shop steward, secretary, treasurer and two alternates, who shall administer chapter affairs under the supervision and control of the local. Chapters shall, subject to the approval of the local, fill vacancies in office, provide for representation between meetings, establish shops, initiate action on matters pertinent to the chapter, present to the local recommendations for action, handle grievances, and take such other action as may be appropriate. Chapters and shops shall meet at least once a month.

5. Discipline. Charges of misconduct, within the meaning of Article V, Sec. 1 of the IUMSWA Constitution (including activity contrary to the interests of the local, Government Workers Union or organized labor generally) may be filed against any member or applicant for membership. Such charges shall be in writing, and a copy shall be furnished the accused. A hearing shall be held by the Executive Board of the local at its first regular meeting after charges are filed. The



accused may be represented by counsel of his own choosing, or at his option the Board will appoint counsel for him, and shall be given a fair opportunity to prepare his defense. After hearing all the evidence the Board shall make recommendations by majority vote as to appropriate discipline, if any. Recommendations of the Executive Board may be appealed at a membership meeting.

#### Article III. No-Strike Clause

In accordance with Federal law, Local 1013 does not assert a right to strike against the Government of the United States or any branch thereof.

#### Article IV. Meetings

1. The local shall meet on the first Wednesday of each month and shall meet at such other times as the Executive Board shall determine. Meetings shall be held at a place designated by the Executive Board. Meetings other than the regular meeting may be called by the President of the local or the Executive Board of the local upon three days' notice, and shall be held upon request of at least 25 members in good standing.

2. Twenty-five members in good standing shall constitute a quorum at any meeting.

3. Except as provided in these by-laws and in the constitution of IUMSWA, Robert's Rules of Order shall govern the conduct of meetings. The Executive Board shall formulate an agenda for each meeting and the chairman shall announce it at the beginning of the meeting. The agenda may be altered by majority vote. No membership meeting shall be kept in session beyond 11:00 p.m. Any provision of this section may be suspended for one meeting by a two-thirds vote of the membership present at that meeting.

#### Article V. Officers

1. Officers of the local shall be President, Vice-President, Recording Secretary, Financial Secretary, Treasurer, and 3 Trustees and such other officers as the membership may determine necessary. Terms of office, except Trustee, shall not exceed one year. There shall be the following standing committees: Publicity, Organization, Legislative, Grievance, Civil Rights, Recreation, and Education. The Executive Board of the local shall be the foregoing officers and the chairmen of the standing committees. Officers shall be elected annually except that trustees shall be elected initially for 3, 2, and 1-year terms, respectively, and thereafter one trustee shall be elected annually; the candidate receiving the highest number of votes for trustee shall serve a 3-year term, and candidate receiving the second highest number shall serve the 2-year term, and the candidate receiving the third highest number of votes, the 1-year term; thereafter one trustee shall be elected annually. In addition to their other duties the above officers except for the President, shall preside over membership meetings and executive committee meetings, in the absence of the President and in the absence of officers listed above them, in the order listed above.

2. All members in good standing are eligible for office except as provided by Article III, Sec. 3 of the IUMSWA constitution.

3. Officers shall be inducted at the membership meeting in April of each year. Nominations shall be made by nominating ballot, and three persons are required to nominate a candidate for annual elections. Trustees shall conduct the election; shall prepare ballots, and shall distribute concise statements from information submitted by the candidates, summarizing each candidate's background and qualifications. Such statements shall be distributed at least 10 days prior to the date of the election. Voting shall be in accordance with procedures to be established by the trustees. Candidates shall be elected by the Hare system of proportional representation; i.e., by a majority of the votes cast, and candidates with the least number of first choice votes shall be eliminated until one candidate receives a majority vote. If there are more than 2 candidates voters will indicate order of choice. In case of a tie, the runoff will be held at the next regular meeting.

Vacancies shall be filled during the year in the following manner: Members shall be notified of the vacancies and of the meeting at which nominations may be made. The election shall be held at the following meeting, at which further nominations may be made. For both nominating and election meetings there shall be notice in writing to the members. Any officer may be recalled by a two-thirds vote of the membership, upon petition of at least 25% of the members, and in accordance with procedures to be established by the trustees.



#### 4. Duties of Officers.

(a) President. The President shall preside at all meetings of the Executive Committee and of the Local, and shall be a member ex-officio of all the committees. He shall sign all checks issued by the financial secretary, enforce the provisions of the constitution, appoint committees not otherwise provided for, and sign all orders on the Treasury.

(b) Vice-President. The Vice-President shall assist the President in the discharge of his duties and shall perform the functions of the President in the absence of the President.

(c) Recording Secretary. The Secretary shall record all proceedings of the Local, and of the Executive Committee, shall be responsible for all correspondence and sign all orders on the Treasury authorized by the Local or by the Executive Committee, noting on the order the date the authorization was given and whether by the Local or by the Executive Committee, as recorded in the minutes.

(d) Financial Secretary. The financial Secretary shall receive all dues, fees, assessments, funds, and other income of the Local, and give receipts therefor; he shall report at every membership meeting the receipts during the previous month; he shall deposit all receipts with the Treasurer and shall receive applications for membership; notify candidates of their election or rejection; provide each member with an official receipt for all collections; shall keep a record of all members initiated, suspended, expelled, or transferred; shall notify the international officers in accordance with Article IV, Sec. 5 of the constitution, and shall maintain a list of all active members of the Local; he shall keep inventory of all property of the Local.

(e) Treasurer. The Treasurer shall receive all funds from the Financial Secretary and give a receipt therefor, and shall deposit such funds in such bank as the Local Trustee shall direct; he shall sign all checks, and shall report total receipts and total expenditures at each membership meeting, each calendar month.

(f) Trustees. Trustees shall audit financial records of the Local quarterly; shall report annually on each audit, and send to the International Secretary and Treasurer a copy of the audit; arrange for the bonding of the Financial Secretary and Treasurer, and serve as elections committee for conducting elections.

(g) Executive Committee. The Executive Committee shall act on all matters of interest to the Local, between meetings of the membership. The Executive Committee shall consist of the above officers of the Local, chairmen of the standing committees, and the presidents of the chapters at such time as chapters are established. The Executive Committee shall prepare and submit to the membership recommendations concerning any subject of interest to the Local. The Committee shall meet at least once a month or at any other time when called by the President or a majority of the Committee.

(h) The Executive Committee may hire, subject to the authorization and approval of the local, business agents and such other paid officials as may be necessary for conduct of affairs of the local. Secretarial and other office help may be hired by the executive board after authorization by the local of salaries for such purposes. No member of this local, who is a full time paid official of the union, shall be a member of the executive board of the local, or actively campaign (other than by an expression of opinion at a membership meeting) concerning any issue of policy to be determined by the local.

#### Article VI.

Members may be expelled, suspended, fined, or otherwise disciplined in accordance with Article V of the national constitution.

#### Article VII. Dues and Expenses.

1. Dues shall average \$1.25 per member, payable the first of each month. A member shall be in good standing unless he is in arrears for three months, when he shall be suspended, ineligible to vote, and shall not be reinstated until a reinstatement fee of \$3.00, which may be waived, has been paid.

2. Transfers from one local to another shall be made in accordance with article IV of the national constitution.

3. No expenditure in excess of \$50 shall be made without approval of the membership at a membership meeting, but recurring expenses such as rental shall not need approval more than once in a fiscal year, if they remain unchanged. Expenditures of \$50 or less shall be made solely on approval of the Executive Committee, except that a revolving fund of \$25 shall be set up for day-to-day expenses of the office



of the Local, to be placed in the hands of a person designated by the President and accounted for by such person to the Treasurer.

Article VIII.

Effective six months after the approval of these by-laws by the General Executive Board of IUMSWA, amendments shall be presented in writing to the Executive Committee, which shall act on the amendment and present their recommendation to the next membership meeting. The Executive Committee shall send to all members written notice of the proposed amendment and its action. The amendment may then be adopted at the succeeding regular membership meeting by a vote of two-thirds of the members in good standing present and voting.



STATISTICAL SURVEY  
OF  
LABOR UNIONS AND FEDERATIONS  
IN  
J A P A N

31 December 1947

GENERAL HEADQUARTERS  
SUPREME COMMANDER FOR THE ALLIED POWERS  
Economic and Scientific Section  
Labor Division



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SURVEY OF LABOR UNIONS AND LABOR FEDERATIONS IN JAPAN

The attached tables are compiled from a survey on the status of labor unions and federations as of 31 December 1947 made by the Bureau of Labor Statistics and Research of the Ministry of Labor. Following are highlights of the information obtained in the survey:

1. At the end of December there were 28,053 local unions with 6,371,188 members representing approximately 37 percent of industrial labor force.
2. The most highly unionized industry was transportation and communication with 89% of the workers as union members; mining was next with 82%; finance third with 75%; gas, electricity and water supply with 67% followed while in all manufacturing 37% of all workers were organized.
3. Women union members numbered 1,407,095 or 22 percent of total union membership.
4. Affiliation with major federations and national unions was reported:

General Federation of Japanese Trade Unions		
915,672 claimed	-	759,279 as reported by local unions

National Congress of Industrial Unions		
1,185,457	-	1,146,329 as reported by local unions

National unions and federations not affiliated with either the General Federation of Japanese Trade Unions or the National Congress of Industrial Unions		
3,245,622	-	2,813,611 as reported by local unions

Unaffiliated with any national organization		
--	-	1,651,969 as reported by local unions

5. Sixty-three percent of union members or 3,921,945 in 12,902 unions were covered by local collective bargaining agreements.
6. Dues were collected by check-off in 14,183 unions representing 3,613,195 members; collected directly from individuals in 13,244 unions representing 2,563,163 members and in 586 unions with 92,074 members no dues were collected.
7. In December ¥114,856,999 were collected in dues.
8. Most members paid dues ranging from ¥20 to ¥30 per month.
9. In 22,870 unions there were no full-time union officials. In 5,143 unions there were 17,504 full-time union officials of whom 4,829 were paid by the unions and 12,675 were paid by the employers.



Table I  
LABOR UNION MEMBERSHIP IN MAJOR FEDERATIONS AND NATIONAL LABOR  
ORGANIZATIONS  
 (31 December 1947)

ORGANIZATION	CLAIMED <sup>1/</sup> MEMBERSHIP	AS REPORTED BY LOCAL UNIONS <sup>2/</sup>	
		No. of Local Unions	Membership
General Federation of Japanese Trade Unions (Nippon Rodo Kumiai Sodomei)	915,672	2,848	759,279
National Congress of Industrial Unions (Zen Koku Sangyo-Betsu Kumiai Keigi)	1,185,457	4,066	1,146,329
All-Japan Council of Labor Unions <sup>3/</sup>	—	—	—
National labor unions and federa- tions not affiliated with either the General Federation of Japanese Trade Unions or the National Congress of Industrial Unions	3,245,622	7,987	2,813,611
Unaffiliated with any national organization	n.a.	13,152	1,651,969

- <sup>1/</sup> As reported by federations and national unions in the survey conducted by the Ministry of Labor, 31 December 1947.
- <sup>2/</sup> Affiliation reported by local unions in the survey conducted by the Ministry of Labor, 31 December 1947.
- <sup>3/</sup> Although the All-Japan Council of Labor Unions was organized with the objective to absorb unions not affiliated with either the General Federation of Japanese Trade Unions or the National Congress of Industrial Unions and has been claimed as the third major federation, it has been inactive and investigation disclosed that it does not maintain specific headquarters. Some activity is carried on in its name at infrequent and indefinite intervals by a few unions in the Osaka area.

SOURCE: Survey of Labor Unions and Federations, 31 December 1947, Ministry of Labor, Bureau of Labor Statistics and Research



Table II  
LIST OF UNIONS AND FEDERATIONS AFFILIATED WITH  
GENERAL FEDERATION OF JAPANESE TRADE UNIONS  
 (31 December 1947)

Name	Membership
<u>GRAND TOTAL</u>	<u>915,672</u>
<u>National Unions and Federations</u>	<u>502,960</u>
<u>Government</u>	
National Monopoly Bureau Workers Union (Zenkoku Senbaikyoku Rodo Kumiai) 全國專賣局勞働組合	17,238
<u>Private Industry</u>	
National Federation of Textile Industry Workers Unions (Zenkoku Sen-i Sangyo Rodo Kumiai Domei) 全國纖維產業勞働組合同盟	208,162
National Federation of Metal Industry Workers Unions (Zenkoku Kinzoku Sangyo Rodo Kumiai Domei) 全國金屬產業勞働組合同盟	96,820
National Federation of Occupation Forces Workers Unions (Zenkoku Shinchugun Rodo Kumiai Domei) 全國進駐軍勞働組合同盟	65,900
National General Construction Workers Union (Zenkoku Doken Ippan Rodo Kumiai) 全國土建一般勞働組合	52,818
Japan Federation of Municipal Transportation Workers Unions (Nihon Toshi Kotsu Rodo Kumiai Rengokai) 日本都市交通勞働組合連合會	29,242
National Federation of Chemical Industry Workers Unions (Zenkoku Kagaku Sangyo Rodo Kumiai Domei) 全國化學產業勞働組合同盟	16,155
Japan Miners Union (Nihon Kozan Rodo Kumiai) 日本礦山勞働組合	6,988
National Federation of Lumber Industry Workers Unions (Zenkoku Mokuzai Rodo Kumiai Domei) 全國木材產業勞働組合同盟	5,330
National Federation of Food Industry Workers Unions (Zenkoku Shokuhin Sangyo Rodo Kumiai Domei) 全國食料品產業勞働組合同盟	2,369
Japan General Federation of Medical Treatment Staff Employees Unions (Nihon Iryodan Shokuin Kumiai Sorengo) 日本医療團職員組合總連合	1,938
<u>Regional Federations</u> 3/	<u>4,380</u>
Kanto Federation of Traffic Workers Unions (Kanto Unyu Rodo Kumiai Domei) 關東運輸勞働組合同盟	4,380

(Continued)



Table II  
(Continued) <sup>1/</sup>  
LIST OF UNIONS AND FEDERATIONS AFFILIATED WITH  
GENERAL FEDERATION OF JAPANESE TRADE UNIONS  
(31 December 1947)

Name	Membership
<u>Prefectural Federations 3/</u>	<u>408,332</u>
Hokkaido Federation	13,080
Miyagi Federation	1,071
Akita Federation (Preparatory)	1,301
Fukushima Federation	7,898
Tochigi Federation	7,898
Gumma Federation	8,016
Saitama Federation	24,437
Chiba Federation	10,253
Tokyo Federation	38,272
Kanagawa Federation	20,771
Niigata Federation	9,615
Toyama Federation	275
Ishikawa Federation	435
Fukui Federation	3,464
Nagano Federation	2,545
Gifu Federation	4,099
Shizuoka Federation	7,312
Aichi Federation	17,698
Mie Federation	5,475
Shiga Federation	8,526
Kyoto Federation	9,328
Osaka Federation	823
Nara Federation	1,564
Hyogo Federation	89,736
Okayama Federation	9,407
Hiroshima Federation	10,618
Yamaguchi Federation	5,080
Tokushima Federation	5,409
Kochi Federation	14,689

(Continued)  
6



Table II  
 (Continued)  
LIST OF UNIONS AND FEDERATIONS AFFILIATED<sup>1/</sup> WITH  
GENERAL FEDERATION OF JAPANESE TRADE UNIONS  
 (31 December 1947)

Name	Membership <sup>2/</sup>
Kagawa Federation	11,907
Ehime Federation	45,676
Nagasaki Federation	7,943
Oita Federation	3,735

- <sup>1/</sup> Affiliates claimed by the General Federation of Japanese Trade Unions.
- <sup>2/</sup> Represents membership reported by local unions claimed to be members of the General Federation of Japanese Trade Union affiliates.
- <sup>3/</sup> Represents membership directly affiliated with the General Federation of Japanese Trade Unions through regional or prefectural federations.

SOURCE: Survey of Labor Unions, 31 December 1947, MINISTRY OF LABOR, Bureau of Labor Statistics and Research.



Table III  
LIST OF UNIONS AND FEDERATIONS AFFILIATED <sup>1/</sup> WITH  
NATIONAL CONGRESS OF INDUSTRIAL UNIONS  
 (31 December 1947)

Name	Membership <sup>2/</sup>
<u>GRAND TOTAL</u>	<u>1,185,457</u>
<u>National Unions and Federations</u>	<u>1,180,492</u>
<u>Government</u>	
All-Communications Workers Union (Zen-Toishin Rodo Kumiai) 全遞信労働組合	363,807
<u>Private Industry</u>	
All-Japan Chemical Industry Workers Union (Zen-Nihon Kagaku Sangyo Rodo Kumiai) 全日本化学産業労働組合	135,002
Japan Electric Power Workers Union (Nihon Denki Sangyo Rodo Kumiai) 日本電気産業労働組合	134,084
All-Japan Machines and Tools Workers Union (Zen-Nihon Kiki Rodo Kumiai) 全日本機器労働組合	100,605
All-Japan Express Workers Union (Zen-Nittsu Rodo Kumiai) 全日通労働組合	98,846
All-Japan Electrical Equipment Workers Union (Zen-Nihon Denki Kogyo Rodo Kumiai) 全日本電気工業労働組合	69,825
National Federation of Life Insurance Employees Unions (Zenkoku Seimei-Hoken Jugyoin Kumiai Rengokai) 全國生命保險從業員組合連合會	48,250
All-Japan Occupation Forces Workers Union (Zen-Nihon Shinchugun Yoin Rodo Kumiai) 全日本進駐軍要員労働組合	43,719
National Rolling Stock Industry Workers Union (Zenkoku Sharyo-Sangyo Rodo Kumiai) 全國車輛産業労働組合	33,464
All-Japan Iron and Steel Industry Workers Union (Zen-Nihon Tetsu Sangyo Rodo Kumiai) 全日本鐵鋼産業労働組合	31,929
All-Japan Council of Medical Treatment Employees Union (Zen-Nihon Iryo Jugyoin Kumiai Kyogikai) 全日本医療從業員組合協議會	28,985
Japan Press and Radio Workers Union (Nihon Shimbun Tsushin Hoso Rodo Kumiai) 日本新聞通信放送労働組合	26,754
All-Japan Federation of Harbor Workers Unions (Zen-Nihon Kowan Rodo Kumiai Domei) 全日本港灣労働組合同盟	19,338

(Continued)



Table III  
(Continued) <sup>1/</sup>  
LIST OF UNIONS AND FEDERATIONS AFFILIATED WITH  
NATIONAL CONGRESS OF INDUSTRIAL UNIONS  
(31 December 1947)

Name	Membership <sup>2/</sup>
All-Japan Printing and Publishing Workers Union (Zen-Nihon Insatsu Shuppan Rodo Kumiai) 全日本印刷出版労働組合	16,928
Japan Movie and Theatre Workers Union (Nihon Eiga Engeki Rodo Kumiai) 日本映畫演劇労働組合	14,097
All-Japan Lumber Workers Union (Zen-Nihon Mokuzai Rodo Kumiai) 全日本木材労働組合	10,439
All-Japan Foodstuffs Workers Union (Zen-Nihon Shokuryo Rodo Kumiai) 全日本食糧労働組合	4,420
<u>Prefectural Councils</u> <sup>3/</sup>	<u>4,965</u>
Hyogo Prefectural Council of NCIU Unions	267
Ehime Prefectural Council of NCIU Unions	2,756
Kanagawa Prefectural Council of NCIU Unions	517
Saitama Prefectural Council of NCIU Unions	187
Ishikawa Prefectural Council of NCIU Unions	1,238

- <sup>1/</sup> Affiliates claimed by the National Congress of Industrial Unions.  
<sup>2/</sup> Represents membership reported by local unions claimed to be members of National Congress of Industrial Unions affiliates.  
<sup>3/</sup> Represents membership directly affiliated with National Congress of Industrial Unions through prefectural councils.

SOURCE: Survey of Labor Unions, 31 December 1947, MINISTRY OF LABOR, Bureau of Labor Statistics and Research.



Table IV  
LIST OF NATIONAL UNIONS AND FEDERATIONS NOT AFFILIATED<sup>1/</sup>  
EITHER WITH GENERAL FEDERATION OF JAPANESE TRADE UNIONS  
OR NATIONAL CONGRESS OF INDUSTRIAL UNIONS  
 (31 December 1947)

Name	Membership <sup>2/</sup>
<u>GRAND TOTAL</u>	<u>3/ 3,230,325</u>
<u>Government</u>	<u>1,450,293</u>
National Council of All Government Office Workers' Unions (Zenkoku Kencho Shokuin Rodo Kumiai Kyogikai) 全國官廳職員勞動組合協議會	4/ 148,310
Japan General Federation of Local and Municipal Government Workers' Unions (Nihon Jichi Dantai Rodo Kumiai Sorengo) 日本自治團體勞動組合總連合	209,529
Japan Teachers' Union (Nihon Kyoshokuin Kumiai) 日本教職員組合	474,104
National Tax Collectors' Union (Zenkoku Zaimu Rodo Kumiai) 全國財務勞動組合	44,331
All-Printing Bureau Workers' Union (Zen-Insatsukyoku Rodo Kumiai) 全印刷局勞動組合	7,840
Minting Bureau Workers' Union (Zoheikyoku Jugyoin Kumiai) 造幣局從業員組合	3,300
Government Railway Workers' Union (Kokutetsu Rodo Kumiai) 國鐵勞動組合	562,879
<u>Private Industry</u>	<u>3/ 1,780,032</u>
<u>National Industrial Unions and Federations</u>	<u>1,520,981</u>
Japan General Federation of Private Railway Workers' Unions (Nihon Shitetsu Rodo Kumiai Rengokai) 日本私鐵勞動組合連合會	117,267
National Truck Drivers' Union (Zenkoku Kamotsu Jidosha Rodo Kumiai) 全國貨物自動車勞動組合	41,430
All-Japan Federation of Bus Workers' Unions (Zen-Nihon Ryokyaku Jidosha Rodo Kumiai Rengokai) 全日本旅客自動車勞動組合連合會	4,827
All-Japan Seamen's Union (Zen-Nihon Kaiin Kumiai) 全日本海員組合	102,756
Japan Federation of Coal Miners' Unions (Nihon Tanko Rodo Kumiai Domei) 日本炭坑勞動組合同盟	202,162

(Continued)



Table IV  
LIST OF NATIONAL UNIONS AND FEDERATIONS NOT AFFILIATED<sup>1/</sup>  
EITHER WITH GENERAL FEDERATION OF JAPANESE TRADE UNIONS  
OR NATIONAL CONGRESS OF INDUSTRIAL UNIONS  
 (31 December 1947)  
 (Continued)

Name	: Membership 2/
All-Japan Coal Industry Workers' Union (Zen-Nihon Sekitan Sangyo Rodo Kumiai) 全日本石炭産業労働組合	3/ 160,573
All-Japan Federation of Metal Mining Workers' Unions (Zen-Nihon Kinzoku Kozan Rodo Kumiai Rengo) 全日本金屬鑛山労働組合連合	73,239
National Construction Workers' Union (Zenkoku Doken Rodo Kumiai Domei) 全國土建労働組合同盟	220,454
All-Japan Automobile Industry Workers' Union (Zen-Nihon Jidosha Sangyo Rodo Kumiai) 全日本自動車産業労働組合	41,872
All-Japan Shipbuilding Workers' Union (Zen-Nihon Zosen Rodo Kumiai) 全日本造船労働組合	79,594
All-Japan Electric Wire Industry Workers' Union (Zen-Nihon Densen Kogyo Rodo Kumiai) 全日本電線工業労働組合	16,195
National Council of Electrical Machines Installation Workers' Union (Zenkoku Denki Koji Rodo Kumiai Kyogikai) 全國電氣工事労働組合協議會	6,917
All-Japan Federation of Rubber Tubing Industry Workers' Union (Zen-Nihon Gomu Sangyo Rodo Kumiai Rengokai) 全日本ゴム産業労働組合連合會	34,474
National Federation of Ammonia Sulphate Industry Workers' Union (Zenkoku Ryuan Kogyo Rodo Kumiai Rengokai) 全國硫安工業労働組合連合會	43,625
National Carbon Industry Workers' Union (Zenkoku Tanso Kogyo Rodo Kumiai) 全國炭素工業労働組合	1,481
All-Japan Federation of Salt Industry Workers' Union (Zen-Nihon Engyo Rodo Kumiai Rengokai) 全日本鹽業労働組合連合會	17,201
Council of Grease Industry Workers' Unions (Yushi Rodo Kumiai Kyogikai) 油脂労働組合協議會	5,384
All-Petroleum Industry Workers' Union (Zen-Sekiyu Sangyo Rodo Kumiai) 全石油産業労働組合	21,900
All-Japan Federation of Brine Mfg. Industry Workers' Union (Zen-Nihon Nigori Kogyo Rodo Kumiai Rengokai) 全日本苦汁工業労働組合連合會	1,371

(Continued)



Table IV  
LIST OF NATIONAL UNIONS AND FEDERATIONS NOT AFFILIATED<sup>1/</sup>  
EITHER WITH GENERAL FEDERATION OF JAPANESE TRADE UNIONS  
OR NATIONAL CONGRESS OF INDUSTRIAL UNIONS  
 (31 December 1947)  
 (Continued)

Name	Membership <sup>2/</sup>
Council of Marine Products Mfg. Employees' Unions (Suisan Jugyoin Rodo Kumiai Kyogikai) 水産従業員労働組合協議會	4,459
Paper Pulp Industry Workers' Union (Kami Parupu Sangyo Rodo Kumiai) 紙パルプ産業労働組合	26,011
National Council of Cement Workers' Unions (Zenkoku Semento Rodo Kumiai Kyogikai) 全國セメント労働組合協議會	16,495
All-Japan Lumber Workers' Union (Zen-Nihon Mokuzai Rodo Kumiai) 全日本木材労働組合	3,210
National Printing Industry Workers' Union (Zenkoku Insatsu Sangyo Rodo Kumiai) 全國印刷産業労働組合	3,671
Japan Federation of Textile Industry Workers' Unions (Nihon Sen-i Sangyo Rodo Kumiai Rengokai) 日本纖維産業労働組合連合會	51,586
National Federation of Raw Silk Workers' Unions (Zenkoku Sanshi Rodo Kumiai Rengokai) 全國蠶糸労働組合連合會	69,084
National Federation of Chemical Textile Workers' Unions (Zenkoku Kagaku Sen-i Sangyo Rodo Kumiai Rengokai) 全國化學纖維産業労働組合連合會	2,546
Japan Fishermen's Union (Nihon Gyomin Kumiai) 日本漁民組合	15,000
National Federation of Bank Employees' Unions (Zenkoku Ginko Jugyoin Kumiai Rengokai) 全國銀行従業員組合連合會	107,371
National Federation of Damage Insurance Employees' Unions (Zenkoku Songai Hoken Jugyoin Kumiai Rengokai) 全國損害保險従業員組合連合會	15,676
National Council of Gas Supply Industry Workers' Unions (Zenkoku Gasu Rodo Kumiai Kyogikai) 全國ガス労働組合協議會	8,204
National Warehouses Employees' Union (Zenkoku Sokogyo Jugyoin Kumiai) 全國倉庫業従業員組合	1,555
All-Japan Federation of Sea Transportation Companies Employees' Unions (Zen-Nihon Kaiun Kaisha Jugyoin Kumiai Rengokai) 全日本海運會社従業員組合連合會	948

(Continued)



Table IV  
LIST OF NATIONAL UNIONS AND FEDERATIONS NOT AFFILIATED<sup>1/</sup>  
EITHER WITH GENERAL FEDERATION OF JAPANESE TRADE UNIONS  
OR NATIONAL CONGRESS OF INDUSTRIAL UNIONS  
 (31 December 1947)  
 (Continued)

Name	Membership <sup>2/</sup>
National Movie and Theatre Workers' Unions (Zenkoku Eiga Engoki Rodo Kumiai) 全國映畫演劇勞動組合	2,443
<u>National Enterprise Unions and Federations</u>	<u>174,137</u>
Council of All Mitsubishi Mining Staff Employees' Unions (Mitsubishi Kogyo Zen-Shokuin Kumiai Kyogikai) 三菱礦業全職員組合協議會	5,532
Federation of Mitsubishi Heavy Industry Workers' Unions (Mitsubishi Jukogyo Rodo Kumiai Rengokai) 三菱重工業勞動組合連合會	48,892
Federation of Mitsubishi Electrical Industry Workers' Unions (Mitsubishi Denki Rodo Kumiai Rengokai) 三菱電機勞動組合連合會	16,544
Federation of Morinaga Company Employees' Unions (Morinaga Jugyoin Kumiai Rengo Kumiai) 森永從業員組合聯合組合	3,887
Federation of Meiji Confection Company Employees' Unions (Meiji Seika Jugyoin Kumiai Rengokai) 明治製菓從業員組合連合會	1,005
Matsushita Electrical Instrument Industry Workers' Union (Matsushita Denki Sangyo Rodo Kumiai) 松下電器產業勞動組合	7,122
Federation of Eikosha (Watch Mfg.) Company Employees' Unions (Eikosha Jugyoin Kumiai Rengokai) 英工舍從業員組合連合會	1,632
Japan Electric Association Laboratory Employees' Union (Sahden Hojin Nihon Denki Kyokai Keiki-bumon Jugyoin Kumiai) 社團法人日本電氣協會計器部門從業員組合	304
Japan Musical Instrument Mfg. Company Workers' Union (Nihon Gakki Rodo Kumiai) 日本樂器勞動組合	3,363
Japan Telephone Installation Company Workers' Union (Nihon Denwa Setsubi Rodo Kumiai) 日本電話設備勞動組合	1,703
Federation of Asahi Chemical Industry Workers' Unions (Asahi Kasei Rodo Kumiai Rengokai) 旭化成勞動組合連合會	11,720
General Federation of Teikoku Oxygen Mfg. Company Employees' Unions (Teikoku Senso Kabushiki Kaisha Jugyoin Kumiai Rengokai) 帝國酸素株式會社從業員組合連合會	1,187

(Continued)



Table IV  
LIST OF NATIONAL UNIONS AND FEDERATIONS NOT AFFILIATED<sup>1/</sup>  
EITHER WITH GENERAL FEDERATION OF JAPANESE TRADE UNIONS  
OR NATIONAL CONGRESS OF INDUSTRIAL UNIONS  
 (31 December 1947)  
 (Continued)

Name	Membership <sup>2/</sup>
Federation of Kobe Metallurgy Company Workers' Unions (Zen-Shinko Rengo Rodo Kumiai) 全神鋼連合労働組合	11,407
Japan Automobile Company Employees' Union (Nihon Jidosha Kabushiki Kaisha Jugyoin Kumiai) 日本自動車株式會社従業員組合	349
Toa Mining Industry Company Workers' Union (Toa Koko Kabushiki Kaisha Rodo Kumiai) 東亞鑛工株式會社労働組合	2,620
Federation of Ibana Mining Company Employees' Unions (Ibana Kogyo Kabushi Kaisha Shokuin Kumiai Rengokai) 井華鑛業株式會社職員組合連合會	5,182
Taihei Lumbering Company Employees' Union (Taihei Mokuzai Jugyoin Kumiai) 太平木材従業員組合	1,444
Japan Freight Ship Counting Association Workers' Union (Nihon Senpaku Kamotsu Kensu Kyokai Rodo Kumiai) 日本船舶貨物檢數協會労働組合	396
Omori Gumi (Construction) Employees' Union (Omori Gumi Jugyoin Kumiai) 大森組従業員組合	3,460
All-Japan Agricultural Association Employees' Union (Zen-Nihon Nogyokai Jugyoin Kumiai) 全日本農業會従業員組合	41,013
Railway Mutual Association Workers' Union (Totsudo Kosaikai Rodo Kumiai) 鐵道弘濟會労働組合	4,608
All-Japan Red Cross Staff Employees' Union (Zen-Nihon Sekijijisha Shokuin Kumiai) 全日本赤十字社職員組合	767
<u>National Quasi-Official Corporation Unions and Federations (Kodan)</u>	<u>3/ 84,914</u>
National Federation of Food Distribution Corporation Employees' Unions (Zenkoku Shokuryo Eidan Jugyoin Kumiai Rengokai) 全國食糧營團従業員組合連合會	65,580
National Federation of Coal Distribution Corporation Workers' Unions (Zenkoku Sekitan Haikyu Kodan Jugyoin Kumiai) 全國石炭配給公團従業員組合	3/ 10,950
Petroleum Distribution Corporation Employees' Union (Sekiyu Haikyu Kodan Jugyoin Kumiai) 石油配給公團従業員組合	2,730

(Continued)  
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Table IV  
LIST OF NATIONAL UNIONS AND FEDERATIONS NOT AFFILIATED<sup>1/</sup>  
EITHER WITH GENERAL FEDERATION OF JAPANESE TRADE UNIONS  
OR NATIONAL CONGRESS OF INDUSTRIAL UNIONS  
 (31 December 1947)  
 (Continued)

Name	Membership <sup>2/</sup>
National Federation of Land Reform Committee Staff Employees' Union (Nochi Iin-kai Zenkoku Shokuin Rengokai) 農地委員會全國職員連合會	1,337
Agricultural Land Cultivation Corporation Staff Employees' Union (Heisa Kiken Nochi Kaihatsu Eidan Shokuin Kumiai) 閉鎖機關農地開發營團職員組合	294
Fertilizer Distribution Corporation Headquarters Employees' Union (Hiryo Haikyu Kodan Honbu Jugyoin Kumiai) 肥料配給公團本部從業員組合	159
Fertilizer Distribution Corporation Employees' Union (Hiryo Haikyu Kodan Jugyoin Kumiai) 肥料配給公團從業員組合	2,751
Japan Building and Repair Corporation Staff Employees' Union (Heisa Kikan Nihon Bizenkai Shokuin Kumiai) 閉鎖機關日本營繕會職員組合	250
National Federation of Textile Foreign Trade Corporation Employees' Union (Zen-i Booki Kodan Jugyoin Kumiai Zenkoku Rengokai) 織維貿易公團從業員組合全國連合會	863

- <sup>1/</sup> National Unions or Federations which claimed not affiliated either with General Federation of Japanese Trade Unions or National Congress of Industrial Unions.
- <sup>2/</sup> Represents membership reported by local unions claimed to be members of the national union or federation affiliates.
- <sup>3/</sup> National Federation of Coal Distribution Corporation Workers' Unions with 10,950 members is affiliated with All-Japan Coal Industry Workers' Union and therefore represents duplication in the total number of members not affiliated with either General Federation of Japanese Trade Unions or National Congress of Industrial Unions.
- <sup>4/</sup> Excludes National Sanitariums Workers' Unions with 10,931 members which is affiliated with the National Congress of Industrial Unions through the All-Japan Council of Medical Treatment Employees' Unions.

SOURCE: Survey of Labor Unions, 31 December 1947, MINISTRY OF LABOR, Bureau of Labor Statistics and Research.



Table V  
LIST OF GOVERNMENT WORKERS LABOR UNION ORGANIZATIONS  
 (31 December 1947)

	<u>Membership 2/</u>
<u>Liaison Council of National and Local Government Workers' Unions 1/</u> (Zenkanko-cho Shokuin Rodo Kumiai Renraku Kyogikai)	<u>1,842,269</u>
<u>National Council of All Government Office Workers' Unions 3/</u> (Zenkoku Kancho Shokuin Rodo Kumiai Kyogikai)	<u>159,241</u>
Foreign Affairs Ministry Workers' Union	1,430
Finance Ministry Workers' Union	1,600
Education Ministry Workers' Union	2,296
Welfare Ministry Workers' Union	1,923
Union of All National and Regional Workers of Agriculture and Forestry Ministry	60,745
Federation of Unions of All National and Regional Workers of Commerce and Industry Ministry	13,428
Labor Ministry Workers' Union	1,208
All Judiciary Agencies Workers' Union	7,970
Audit Bureau Workers' Union	706
Cabinet Bureau of Pension Workers' Union	250
Cabinet Bureau of Statistics Workers' Union	1,584
Construction Board Workers' Union	7,123
War Damage Reconstruction Board Workers' Union	1,069
Federation of Transportation Ministry Construction and Maintenance Headquarters Workers' Union	3,748
Bureau of Monopolies Administrative Workers' Union	11,548
Price Board Workers' Union	493
Custom-Houses Workers' Union	2,303
Union of Workers in National Sanitariums	10,931
Union of Workers in National Hospitals	14,653
All-Japan Meteorological Observatory Workers' Union	5,846
Paper Allocation Committee Office Workers' Union	42
Statistics Committee Office Workers' Union	46
Federation of All Maritime Office Workers' Unions	8,299
<u>Government Railway Workers' Union</u> (Kokutetsu Rodo Kumiai)	<u>562,879</u>

(Continued)



Table V  
LIST OF GOVERNMENT WORKERS LABOR UNION ORGANIZATIONS  
 (31 December 1947)  
 (Continued)

	<u>Membership</u> <sup>2/</sup>
<u>All Communications Workers' Union</u> (Zen-Toishin Rodo Kumiai)	<u>363,807</u>
<u>National Tax Collectors' Union</u> (Zenkoku Zaimu Rodo Kumiai)	<u>44,331</u>
<u>Japan General Federation of Local and Municipal Government Workers' Unions</u> (Nihon Jichi Dantai Rodo Kumiai Sorengo)	<u>209,529</u>
<u>Finance Ministry Non-Administrative Bureaus Workers' Union</u> (Okura San-Gencho Rodo Kumiai)	<u>28,378</u>
All Printing Bureau Workers' Union	7,840
National Monopoly Bureau Workers' Union	17,238
Minting Bureau Workers' Union	3,300
<u>Japan Teachers' Union</u> (Nihon Kyoshokuin Kumiai)	<u>4/ 474,104</u>

- <sup>1/</sup> The Liaison Council of National and Local Government Workers' Unions, established in July 1947, is a loose organization including all government workers' unions and serves primarily as a coordinating and discussion body on general policy of government workers' unions. The degree of participation of the unions and activity of the Council itself varies with the issues involved. The Government deals through the Council on overall issues such as wages, however, unions individually make decisions and agreements.
- <sup>2/</sup> Membership as reported by unions.
- <sup>3/</sup> National Council of All Government Office Workers' Unions represents administrative workers except those in Transportation and Communication Ministries.
- <sup>4/</sup> Includes an estimated 50,000 teachers in private schools.

SOURCE: Survey of Labor Unions, 31 December 1947, MINISTRY OF LABOR, Bureau of Labor Statistics and Research.



Table VI  
LABOR UNIONS BY INDUSTRY, SEX AND PERCENT OF LABOR FORCE ORGANIZED 1/  
 (31 December 1947)

INDUSTRY	NUMBER	MEMBERSHIP			Percent Industrial Labor Force Organized 3/ 4/
		Men	Women	Total 2/	
<u>TOTAL</u>	<u>28,013</u>	<u>4,742,982</u>	<u>1,407,095</u>	<u>6,268,432</u>	<u>37%</u>
<u>AGRICULTURE</u>	<u>106</u>	<u>5,603</u>	<u>1,352</u>	<u>6,955</u>	
<u>FORESTRY</u>	<u>427</u>	<u>49,730</u>	<u>5,388</u>	<u>55,118</u>	
<u>FISHING</u>	<u>127</u>	<u>23,590</u>	<u>1,908</u>	<u>25,498</u>	
<u>MINING</u>	<u>1,116</u>	<u>470,741</u>	<u>74,857</u>	<u>545,598</u>	<u>82</u>
Coal Mining	825	410,109	63,751	473,860	
Other	291	60,632	11,106	71,738	
<u>CONSTRUCTION</u>	<u>1,332</u>	<u>376,047</u>	<u>19,474</u>	<u>395,521</u>	<u>30</u>
<u>MANUFACTURING</u>	<u>11,466</u>	<u>1,503,415</u>	<u>614,231</u>	<u>2,117,646</u>	<u>37</u>
Metal	1,218	232,005	39,147	271,152	
Machinery	3,480	609,776	122,361	732,137	
Chemicals	1,853	262,562	95,401	357,963	
Ceramics	468	54,351	19,156	73,507	
Textiles	1,141	96,515	257,879	354,394	
Lumber and woodworking	1,618	95,818	23,832	119,650	
Foodstuffs	785	61,172	28,153	89,325	
Printing and bookbinding	299	26,597	12,140	38,737	
Other	330	20,583	12,744	33,327	
Repair Services	274	44,036	3,418	47,454	
<u>GAS, ELECTRICITY AND WATER   SUPPLY</u>	<u>611</u>	<u>115,772</u>	<u>12,691</u>	<u>128,902</u>	<u>67</u>
<u>COMMERCE</u>	<u>800</u>	<u>122,271</u>	<u>37,057</u>	<u>159,328</u>	--
Wholesale Trade	151	17,812	4,942	22,584	
Retail Trade	273	29,852	16,722	46,574	
Other	376	74,777	15,393	90,170	
<u>FINANCE</u>	<u>614</u>	<u>103,465</u>	<u>75,904</u>	<u>179,369</u>	<u>75</u>
<u>TRANSPORTATION AND   COMMUNICATION</u>	<u>4,246</u>	<u>1,034,143</u>	<u>188,290</u>	<u>1,337,829</u>	<u>89</u>
Land transportation	2,580	763,653	71,860	931,444	
Longshoremen	240	39,267	4,966	44,233	
Communication	1,426	231,223	111,464	362,152	
<u>SERVICE PROFESSIONS</u>	<u>249</u>	<u>22,747</u>	<u>12,968</u>	<u>35,715</u>	<u>42</u>
Amusement and recreation	116	7,606	6,058	13,664	
Advertising and publicity	9	3,505	939	4,444	
Other	124	11,636	5,971	17,607	
<u>LIBERAL PROFESSIONS</u>	<u>2,471</u>	<u>337,894</u>	<u>211,943</u>	<u>552,357</u>	<u>49</u>
Education	1,406	277,441	170,935	450,886	
Other	1,065	60,453	41,008	101,471	
<u>GOVERNMENT AND PUBLIC   ORGANIZATIONS</u>	<u>4,093</u>	<u>407,406</u>	<u>122,525</u>	<u>529,931</u>	<u>42</u>
<u>NOT ELSEWHERE CLASSIFIED</u>	<u>355</u>	<u>170,158</u>	<u>28,507</u>	<u>198,665</u>	--
Occupation Force Labor	237	93,243	17,353	110,596	
Other	118	76,915	11,154	88,069	

(Continued)  
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Table VI  
(Continued)  
LABOR UNIONS BY INDUSTRY, SEX AND PERCENT OF LABOR FORCE ORGANIZED 1/  
(31 December 1947)

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- 1/ Excludes All-Japan Seamen's Union with 102,756 members.
- 2/ Where the totals for men and women do not add up, the difference represents membership for which no sex breakdown was available.
- 3/ Percentage is related to the labor force as reported in Population Census of 1 October 1947.
- 4/ Percentage is related to the industrial labor force and excludes labor force organized in Agriculture, Forestry and Fishing.

SOURCE: Survey of Labor Unions, 31 December 1947, MINISTRY OF LABOR, Bureau of Labor Statistics and Research



Table VII  
LABOR UNIONS BY PREFECTURE AND SEX 1/  
(31 December 1947)

PREFECTURE	NUMBER	MEMBERSHIP		
		Men	Women	Total 2/
<b>TOTAL</b>	<b>28,013</b>	<b>4,742,982</b>	<b>1,407,095</b>	<b>6,268,432</b>
Hokkaido	2,186	308,206	62,759	391,695
Aomori	552	46,358	10,700	64,143
Iwate	376	60,834	15,536	76,370
Miyagi	463	56,560	17,569	86,227
Akita	455	42,738	12,070	54,808
Yamagata	736	57,638	19,237	77,337
Fukushima	541	89,535	27,463	116,998
Ibaraki	340	66,047	20,011	86,058
Tochigi	513	59,154	20,723	79,877
Gunma	734	72,627	28,274	100,901
Saitama	611	83,561	26,905	110,466
Chiba	386	62,940	19,468	82,408
Tokyo	2,946	623,725	157,301	804,764
Kanagawa	862	224,352	47,485	271,837
Niigata	708	107,393	34,938	142,331
Toyama	410	59,246	29,291	88,537
Ishikawa	453	53,148	19,330	72,478
Fukui	242	27,137	12,626	39,763
Yamanashi	212	36,431	11,345	37,776
Nagano	936	93,497	43,124	137,205
Gifu	420	71,576	27,304	98,880
Shizuoka	694	91,144	35,879	127,023
Aichi	930	253,480	73,003	329,415
Mie	366	57,628	30,230	87,923
Shiga	270	39,911	17,196	58,355
Kyoto	710	106,225	38,665	144,890
Osaka	1,539	311,660	99,392	445,628
Hyogo	1,007	224,824	64,575	289,399
Nara	268	44,854	12,619	57,473
Wakayama	313	40,903	14,153	55,249
Tottori	251	31,879	7,508	39,387
Shimane	367	29,276	12,631	44,714
Okayama	364	67,524	20,850	88,374
Hiroshima	686	116,294	31,149	147,443
Yamaguchi	573	116,884	28,193	147,796
Tokushima	256	29,929	13,527	43,660
Kagawa	351	41,414	13,729	55,296
Ehime	404	59,796	25,090	84,886
Kochi	369	39,278	16,544	55,822
Fukuoka	1,009	366,057	86,781	453,277
Saga	255	55,713	15,554	71,267
Nagasaki	441	114,500	23,597	143,038
Kumamoto	374	65,901	19,527	88,725
Oita	364	41,734	15,737	57,471
Miyazaki	302	46,528	13,151	59,763
Kagoshima	468	56,943	14,356	71,299

1/ Excludes the All-Japan Seamen's Union with 102,756 members.

2/ Where totals for men and women do not add up, the difference represents membership for which breakdown by sex was not available.

SOURCE: Survey of Labor Unions, 31 December 1947, MINISTRY OF LABOR, Bureau of Labor Statistics and Research



Table VIII  
LABOR UNION AFFILIATION<sup>1/</sup> WITH THE TWO MAJOR FEDERATIONS AND OTHER NATIONAL  
LABOR ORGANIZATIONS BY INDUSTRY  
(31 December 1947)

INDUSTRY	: GENERAL FEDERATION OF : : JAPANESE TRADE UNIONS :		: NATIONAL CONGRESS OF : : INDUSTRIAL UNIONS :		: OTHER NATIONAL 2/ : LABOR ORGANIZATIONS :	
	Number	Members	Number	Members	Number	Members
<u>TOTAL</u>	<u>2,848</u>	<u>759,279</u>	<u>4,066</u>	<u>1,146,329</u>	<u>7,947</u>	<u>2,710,855</u>
<u>AGRICULTURE</u>	<u>3</u>	<u>963</u>	<u>1</u>	<u>12</u>	<u>31</u>	<u>1,197</u>
<u>FORESTRY</u>	<u>14</u>	<u>1,374</u>	<u>7</u>	<u>1,410</u>	<u>187</u>	<u>15,802</u>
<u>FISHING</u>	<u>5</u>	<u>1,340</u>	<u>4</u>	<u>271</u>	<u>12</u>	<u>6,251</u>
<u>MINING</u>	<u>241</u>	<u>99,030</u>	<u>57</u>	<u>29,439</u>	<u>440</u>	<u>347,218</u>
Coal	210	79,356	46	22,229	331	314,595
Other	31	19,674	11	7,210	109	32,623
<u>CONSTRUCTION</u>	<u>87</u>	<u>32,539</u>	<u>35</u>	<u>8,532</u>	<u>362</u>	<u>133,295</u>
<u>MANUFACTURING</u>	<u>2,135</u>	<u>495,602</u>	<u>1,344</u>	<u>412,626</u>	<u>1,169</u>	<u>507,705</u>
Metal	263	57,235	200	62,707	130	68,617
Machinery	659	135,805	584	211,444	275	173,218
Chemicals	296	66,301	239	86,393	294	99,455
Ceramics	83	18,283	21	5,986	39	10,672
Textiles	371	162,149	19	11,019	166	78,321
Lumber and wood- working	220	16,957	90	9,499	61	10,562
Foodstuffs	122	24,099	48	4,750	116	23,737
Printing and book- binding	30	2,416	95	13,692	14	9,211
Other	71	9,533	29	5,661	18	2,550
Repair services	20	2,824	19	1,475	56	31,362
<u>GAS, ELECTRICITY AND   WATER SUPPLY</u>	<u>15</u>	<u>7,039</u>	<u>367</u>	<u>95,577</u>	<u>105</u>	<u>12,017</u>
<u>COMMERCE</u>	<u>35</u>	<u>6,824</u>	<u>107</u>	<u>34,959</u>	<u>160</u>	<u>53,804</u>
Wholesale trades	8	555	11	4,318	24	8,006
Retail trades	9	335	22	3,446	41	13,961
Other	18	5,934	74	27,195	95	31,837
<u>FINANCE</u>	<u>4</u>	<u>388</u>	<u>83</u>	<u>39,707</u>	<u>301</u>	<u>102,102</u>
<u>TRANSPORTATION AND   COMMUNICATION</u>	<u>109</u>	<u>31,138</u>	<u>1,828</u>	<u>445,979</u>	<u>1,652</u>	<u>705,675</u>
Land transportation	101	30,348	400	120,494	1,547	693,538
Longshoremen	8	790	61	16,387	66	6,178
Communication			1,367	309,098	39	5,959
<u>SERVICE PROFESSIONS</u>	<u>13</u>	<u>2,642</u>	<u>51</u>	<u>9,361</u>	<u>23</u>	<u>6,018</u>
Amusement and recreation	2	159	46	8,063	9	942
Advertising and publicity					1	3,295
Other	11	2,483	5	1,298	13	1,781
<u>LIBERAL PROFESSIONS</u>	<u>29</u>	<u>7,088</u>	<u>100</u>	<u>15,457</u>	<u>1,568</u>	<u>455,792</u>
Education	1	783	19	2,804	1,119	406,993
Other	28	6,305	81	12,653	449	48,799
<u>GOVERNMENT AND PUBLIC   ORGANIZATIONS</u>	<u>29</u>	<u>5,293</u>	<u>25</u>	<u>21,988</u>	<u>1,918</u>	<u>356,332</u>
<u>NOT ELSEWHERE   CLASSIFIED</u>	<u>129</u>	<u>72,019</u>	<u>57</u>	<u>31,011</u>	<u>19</u>	<u>7,647</u>
Occupation force workers	110	59,891	54	29,530	4	244
Other	19	12,128	3	1,481	15	7,403

(Continued)



Table VIII  
LABOR UNION AFFILIATION<sup>1/</sup> WITH THE TWO MAJOR FEDERATIONS AND OTHER NATIONAL  
LABOR ORGANIZATIONS BY INDUSTRY  
 (31 December 1947)  
 (Continued)

INDUSTRY	UNAFFILIATED WITH ANY		TOTAL	
	NATIONAL LABOR ORGANIZATION			
	Number	Members	Number	Members
<u>TOTAL</u>	<u>13,152</u>	<u>1,651,969</u>	<u>28,013</u>	<u>6,268,432</u>
<u>AGRICULTURE</u>	<u>71</u>	<u>4,783</u>	<u>106</u>	<u>6,955</u>
<u>FORESTRY</u>	<u>219</u>	<u>36,532</u>	<u>427</u>	<u>55,118</u>
<u>FISHING</u>	<u>106</u>	<u>17,636</u>	<u>127</u>	<u>25,498</u>
<u>MINING</u>	<u>378</u>	<u>69,911</u>	<u>1,118</u>	<u>545,598</u>
Coal	238	57,680	825	473,860
Other	140	12,231	291	71,738
<u>CONSTRUCTION</u>	<u>848</u>	<u>221,155</u>	<u>1,332</u>	<u>395,521</u>
<u>MANUFACTURING</u>	<u>6,818</u>	<u>701,713</u>	<u>11,466</u>	<u>2,117,646</u>
Metal	625	82,593	1,218	271,152
Machinery	1,962	211,670	3,480	732,137
Chemicals	1,024	105,814	1,853	357,963
Ceramics	325	38,566	468	73,507
Textiles	585	102,905	1,141	354,394
Lumber and woodworking	1,247	82,632	1,618	119,650
Foodstuffs	499	36,739	785	89,325
Printing and bookbinding	160	13,418	299	38,737
Other	212	15,583	330	33,327
Repair services	179	11,793	274	47,454
<u>GAS, ELECTRICITY AND WATER SUPPLY</u>	<u>124</u>	<u>18,269</u>	<u>611</u>	<u>128,902</u>
<u>COMMERCE</u>	<u>498</u>	<u>63,741</u>	<u>800</u>	<u>159,328</u>
Wholesale trades	108	9,705	151	22,584
Retail trades	201	28,832	273	46,574
Other	189	25,204	376	90,170
<u>FINANCE</u>	<u>226</u>	<u>37,172</u>	<u>614</u>	<u>179,369</u>
<u>TRANSPORTATION AND COMMUNICATION</u>	<u>657</u>	<u>155,037</u>	<u>4,246</u>	<u>1,337,829</u>
Land transportation	532	87,064	2,580	931,444
Longshoremen	105	20,878	240	44,233
Communication	20	47,095	1,426	362,152
<u>SERVICE PROFESSIONS</u>	<u>162</u>	<u>17,694</u>	<u>249</u>	<u>35,715</u>
Amusement and recreation	59	4,500	116	13,664
Advertising and publicity	8	1,149	9	4,444
Other	95	12,045	124	17,607
<u>LIBERAL PROFESSIONS</u>	<u>774</u>	<u>74,020</u>	<u>2,471</u>	<u>552,357</u>
Education	267	40,306	1,406	450,886
Other	507	33,714	1,065	101,471
<u>GOVERNMENT AND PUBLIC</u> <u>ORGANIZATIONS</u>	<u>2,121</u>	<u>146,318</u>	<u>4,093</u>	<u>529,931</u>
<u>NOT ELSEWHERE CLASSIFIED</u>	<u>150</u>	<u>87,988</u>	<u>355</u>	<u>198,665</u>
Occupation force workers	69	20,931	237	110,596
Other	81	67,057	118	88,069

1/ Excludes All-Japan Seamen's Union with 102,756 members.

2/ Not affiliated with either General Federation of Japanese Trade Unions or National Congress of Industrial Unions.

SOURCE: Survey of Labor Unions, 31 December 1947, MINISTRY OF LABOR, Bureau of Labor Statistics and Research.



Table IX.

LABOR UNION AFFILIATION<sup>1/</sup> WITH THE TWO MAJOR FEDERATIONS AND  
OTHER NATIONAL LABOR ORGANIZATIONS BY PREFECTURES  
(31 December 1947)

PREFECTURE	: GENERAL FEDERATION OF : : JAPANESE TRADE UNIONS :		: NATIONAL CONGRESS OF : : INDUSTRIAL UNIONS :		: OTHER NATIONAL 2/ : LABOR ORGANIZATIONS :	
	Number	Members	Number	Members	Number	Members
<b>TOTAL</b>	<b>2,848</b>	<b>759,279</b>	<b>4,066</b>	<b>1,146,329</b>	<b>7,947</b>	<b>2,710,855</b>
Hokkaido	47	10,384	197	53,844	880	246,737
Aomori	4	1,171	57	9,427	182	31,973
Iwate	2	462	67	12,292	121	46,499
Miyagi	71	16,536	72	16,937	147	38,946
Akita	21	2,380	49	9,940	110	25,886
Yamagata	18	2,566	67	13,279	128	29,414
Fukushima	49	15,268	76	22,700	178	58,113
Ibaragi	6	2,113	78	30,409	108	39,320
Tochigi	62	13,720	73	15,491	130	31,406
Gumma	98	5,935	88	13,794	131	48,260
Saitama	120	22,883	78	18,331	134	38,855
Chiba	39	7,685	71	10,101	116	37,836
Tokyo	293	60,534	556	187,904	744	334,405
Kanagawa	74	39,016	190	80,665	279	86,728
Niigata	43	10,791	124	39,269	222	62,856
Toyama	37	14,422	91	31,356	134	27,205
Ishikawa	60	12,481	128	20,151	89	23,089
Fukui	18	6,370	39	5,637	79	17,502
Yamanashi	1	24	31	5,107	63	23,523
Nagano	15	7,371	106	22,293	221	56,673
Gifu	44	14,757	53	14,368	106	33,004
Shizuoka	52	15,260	140	31,754	217	51,527
Aichi	158	41,333	166	60,377	247	116,376
Mie	21	7,949	39	16,924	152	40,902
Shiga	34	10,270	24	9,816	79	18,648
Kyoto	143	28,849	70	21,988	130	47,724
Osaka	300	77,835	213	63,145	269	164,232
Hyogo	247	90,475	183	63,033	268	90,675
Nara	27	7,219	19	5,479	49	13,764
Wakayama	10	4,834	60	12,941	78	16,407
Tottori	3	1,587	23	4,675	98	23,863
Shimane	3	2,996	56	12,146	170	19,627
Okayama	83	23,501	47	11,999	76	38,412
Hiroshima	50	21,213	73	11,168	234	79,369
Yamaguchi	13	10,707	71	23,027	176	84,454
Tokushima	64	6,085	16	5,409	52	17,718
Kagawa	33	7,714	23	5,171	97	29,611
Ehime	88	25,261	65	16,673	98	33,279
Kochi	145	13,878	32	9,402	55	18,211
Fukuoka	101	34,825	143	49,048	365	264,262
Saga	22	3,644	22	4,677	69	30,322
Nagasaki	102	49,094	75	18,817	120	50,557
Kumamoto	9	3,471	58	14,730	172	44,855
Oita	18	4,410	68	11,999	93	27,973
Miyazaki	—	—	42	18,180	129	27,318
Kagoshima	—	—	47	10,456	152	32,539

(Continued)



Table IX  
 1/ (Continued)  
LABOR UNION AFFILIATION WITH THE TWO MAJOR FEDERATIONS AND  
OTHER NATIONAL LABOR ORGANIZATIONS BY PREFECTURES  
 (31 December 1947)

PREFECTURE	UNAFFILIATED WITH ANY NATIONAL LABOR ORGANIZATION		TOTAL	
	Number	Members	Number	Members
<u>TOTAL</u>	<u>13,152</u>	<u>1,651,969</u>	<u>28,013</u>	<u>6,268,432</u>
Hokkaido	1,062	80,730	2,186	391,695
Aomori	309	21,572	552	64,143
Iwate	186	17,117	376	76,370
Miyagi	173	13,808	463	86,227
Akita	275	16,602	455	54,808
Yamagata	523	32,078	736	77,337
Fukushima	238	20,917	541	116,998
Ibaragi	148	14,216	340	86,058
Tochigi	248	19,260	513	79,877
Gunma	417	32,912	734	100,901
Saitama	279	30,397	611	110,466
Chiba	160	36,786	386	82,408
Tokyo	1,353	221,921	2,946	804,764
Kanagawa	319	65,428	862	271,837
Niigata	319	29,415	708	142,331
Toyama	148	15,554	410	88,537
Ishikawa	176	16,757	453	72,478
Fukui	106	10,354	242	39,763
Yamanashi	117	9,122	212	37,776
Nagano	594	50,868	936	137,205
Gifu	217	36,751	420	98,880
Shizuoka	285	28,482	694	127,023
Aichi	359	111,329	930	329,415
Mie	154	22,148	366	87,923
Shiga	133	19,821	270	58,355
Kyoto	367	46,329	710	144,890
Osaka	757	140,416	1,539	445,628
Hyogo	309	45,216	1,007	289,399
Nara	173	31,011	268	57,473
Wakayama	165	21,067	313	55,249
Tottori	127	9,262	251	39,387
Shimane	138	9,945	367	44,714
Okayama	158	14,462	364	88,374
Hiroshima	329	35,693	686	147,443
Yamaguchi	313	29,608	573	147,796
Tokushima	124	14,448	256	43,660
Kagawa	198	12,800	351	55,296
Ehime	153	9,673	404	84,886
Kochi	137	14,331	369	55,822
Fukuoka	400	115,142	1,009	453,277
Saga	142	32,624	255	71,267
Nagasaki	144	24,570	441	143,038
Kumamoto	135	25,669	374	88,725
Oita	185	13,089	364	57,471
Miyazaki	131	14,265	302	59,763
Kagoshima	269	28,304	468	71,299

1/ Excludes All-Japan Seamen's Union with 102,756 members.

2/ Not affiliated with either General Federation of Japanese Trade Unions or National Congress of Industrial Unions.

SOURCE: Survey of Labor Unions, 31 December 1947, MINISTRY OF LABOR, Bureau of Labor Statistics and Research.



Table X  
LOCAL UNION COLLECTIVE BARGAINING AGREEMENTS 1/  
BY DATE OF CONCLUSION  
 (August 1945 through December 1947)

Period	Number of Unions	Workers Covered	CUMULATIVE TOTAL		Per Cent of Organized Workers Covered
			Number	Membership	
<u>1945</u>					
Aug - Dec	163	58,457	163	58,457	10
<u>1946</u>					
Jan - June	1,839	835,678	2,002	894,135	26
July - Dec	2,975	1,186,667	4,977	2,080,802	49
<u>1947</u>					
Jan - June	4,340	1,168,034	9,317	3,248,836	59
July - Dec	3,585	673,109	12,902	3,921,945	63
<u>TOTAL</u>	<u>12,902</u>	<u>3,921,945</u>	<u>12,902</u>	<u>3,921,945</u>	<u>63</u>

1/ Excludes Seamen's Union with 102,756 members.

SOURCE: Survey of Labor Unions, 31 December 1947, MINISTRY OF LABOR, Bureau of Labor Statistics and Research.



Table XI  
LABOR UNIONS COVERED BY LOCAL COLLECTIVE BARGAINING AGREEMENTS BY INDUSTRY  
 (31 December 1947)

INDUSTRY	: NO. OF : : UNIONS :	: WORKERS : : COVERED :	: PERCENT OF : : ORGANIZED WORKERS : : COVERED
<u>TOTAL</u>	<u>12,902</u>	<u>3,921,945</u>	<u>63</u>
<u>AGRICULTURE</u>	<u>25</u>	<u>1,799</u>	<u>26</u>
<u>FORESTRY</u>	<u>102</u>	<u>14,216</u>	<u>26</u>
<u>FISHING</u>	<u>56</u>	<u>12,072</u>	<u>47</u>
<u>MINING</u>	<u>696</u>	<u>469,813</u>	<u>86</u>
Coal	532	414,687	
Other	164	55,126	
<u>CONSTRUCTION</u>	<u>327</u>	<u>66,831</u>	<u>17</u>
<u>MANUFACTURING</u>	<u>5,917</u>	<u>1,636,691</u>	<u>77</u>
Metal	678	226,507	
Machinery	2,043	627,383	
Chemicals	1,055	277,843	
Ceramics	205	42,333	
Textiles	597	265,986	
Lumber and woodworking	544	52,465	
Foodstuffs	399	64,681	
Printing and bookbinding	137	26,969	
Other	128	16,871	
Repair Services	131	35,653	
<u>GAS, ELECTRICITY AND WATER SUPPLY</u>	<u>340</u>	<u>78,785</u>	<u>61</u>
<u>COMMERCE</u>	<u>396</u>	<u>115,692</u>	<u>73</u>
Wholesale trades	72	15,408	
Retail trades	120	30,659	
Other	204	69,625	
<u>FINANCE</u>	<u>331</u>	<u>117,987</u>	<u>66</u>
<u>TRANSPORTATION AND COMMUNICATION</u>	<u>2,183</u>	<u>737,981</u>	<u>55</u>
Land transportation	1,256	502,354	
Longshoremen	125	23,267	
Communication	802	212,360	
<u>SERVICE PROFESSIONS</u>	<u>94</u>	<u>21,456</u>	<u>60</u>
Amusement and recreation	47	8,631	
Advertising and publicity	5	4,348	
Other	42	8,477	
<u>LIBERAL PROFESSIONS</u>	<u>919</u>	<u>279,343</u>	<u>51</u>
Education	536	230,194	
Other	383	49,149	
<u>GOVERNMENT AND PUBLIC ORGANIZATIONS</u>	<u>1,413</u>	<u>311,577</u>	<u>59</u>
<u>NOT ELSEWHERE CLASSIFIED</u>	<u>103</u>	<u>57,702</u>	<u>24</u>
Occupation force labor	96	56,464	
Other	7	1,238	

SOURCE: Survey of Labor Unions, 31 December 1947, MINISTRY OF LABOR, Bureau of Labor Statistics and Research.



Table XII  
LOCAL UNIONS COVERED BY LOCAL COLLECTIVE BARGAINING AGREEMENTS BY PREFECTURES  
 (31 December 1947)

PREFECTURE	UNIONS	MEMBERS
<u>TOTAL</u>	<u>12,902</u>	<u>3,921,945</u>
Hokkaido	913	235,121
Aomori	190	27,175
Iwate	147	41,138
Miyagi	195	38,160
Akita	192	36,357
Yamagata	239	36,964
Fukushima	284	81,839
Ibaragi	166	65,770
Tochigi	224	43,632
Gunma	321	56,400
Saitama	334	78,286
Chiba	163	41,180
Tokyo	1,568	472,142
Kanagawa	497	190,877
Niigata	352	99,099
Toyama	224	61,616
Ishikawa	225	46,053
Fukui	57	17,542
Yamanashi	95	16,311
Nagano	415	84,462
Gifu	206	59,461
Shizuoka	398	92,428
Aichi	463	302,679
Mie	183	59,734
Shiga	126	34,639
Kyoto	333	90,677
Osaka	715	266,072
Hyogo	615	223,178
Nara	62	24,306
Wakayama	133	35,777
Tottori	65	15,446
Shimane	188	32,919
Okayama	184	60,521
Hiroshima	197	57,654
Yamaguchi	270	104,844
Tokushima	67	20,956
Kagawa	144	35,147
Ehime	207	65,021
Kochi	145	30,800
Fukuoka	562	369,831
Saga	92	40,990
Nagasaki	178	86,316
Kumamoto	214	61,081
Oita	123	26,522
Miyazaki	122	31,148
Kagoshima	109	23,674

SOURCE: Survey of Labor Unions, 31 December 1947, MINISTRY OF LABOR, Bureau of Labor Statistics and Research



Table XIII  
LABOR UNIONS BY DATE OF ORGANIZATION AND INDUSTRY  
(31 December 1947)

INDUSTRY	AUGUST-DECEMBER 1945		JANUARY-JUNE 1946		JULY-DECEMBER 1946	
	Number	Members	Number	Members	Number	Members
<u>TOTAL</u>	<u>855</u>	<u>602,706</u>	<u>9,506</u>	<u>2,801,647</u>	<u>4,982</u>	<u>864,032</u>
<u>AGRICULTURE</u>	<u>1</u>	<u>439</u>	<u>17</u>	<u>1,617</u>	<u>21</u>	<u>1,094</u>
<u>FORESTRY</u>	<u>6</u>	<u>2,086</u>	<u>66</u>	<u>17,170</u>	<u>60</u>	<u>9,581</u>
<u>FISHING</u>	<u>2</u>	<u>561</u>	<u>27</u>	<u>8,068</u>	<u>27</u>	<u>9,621</u>
<u>MINING</u>	<u>133</u>	<u>149,934</u>	<u>461</u>	<u>298,636</u>	<u>171</u>	<u>54,968</u>
Coal	105	136,358	330	256,927	121	51,104
Other	18	13,576	131	41,709	50	3,864
<u>CONSTRUCTION</u>	<u>15</u>	<u>18,959</u>	<u>386</u>	<u>129,271</u>	<u>200</u>	<u>51,063</u>
<u>MANUFACTURING</u>	<u>399</u>	<u>264,248</u>	<u>4,606</u>	<u>1,195,985</u>	<u>2,076</u>	<u>252,680</u>
Metallurgy	68	49,494	553	143,800	215	24,949
Machinery	156	137,796	1,482	404,742	606	79,434
Chemicals	67	29,697	821	220,238	324	37,044
Ceramics	9	8,961	168	40,336	89	9,423
Textiles	32	8,934	475	237,408	214	51,066
Lumber and woodworking	33	6,910	529	52,736	301	19,990
Foodstuffs	13	5,279	286	47,394	164	15,937
Printing and bookbinding	9	10,071	104	16,384	60	4,290
Other	12	2,414	91	13,696	67	5,907
Repair Services	10	4,692	97	19,251	36	4,640
<u>GAS, ELECTRICITY AND WATER SUPPLY</u>	<u>31</u>	<u>7,273</u>	<u>181</u>	<u>35,981</u>	<u>56</u>	<u>6,302</u>
<u>COMMERCE</u>	<u>23</u>	<u>21,022</u>	<u>238</u>	<u>62,501</u>	<u>155</u>	<u>29,455</u>
Wholesale trades	4	2,680	43	7,458	23	2,251
Retail trades	2	1,150	79	23,295	57	6,852
Other	17	17,192	116	31,748	75	20,352
<u>FINANCE</u>	<u>3</u>	<u>471</u>	<u>164</u>	<u>87,769</u>	<u>147</u>	<u>30,508</u>
<u>TRANSPORTATION AND COMMUNICATION</u>	<u>193</u>	<u>119,209</u>	<u>2,040</u>	<u>613,702</u>	<u>637</u>	<u>142,818</u>
Land transportation	114	91,767	1,156	376,224	279	70,814
Water transportation	10	3,307	81	17,885	38	4,492
Communication	69	24,135	803	219,593	320	67,512
<u>SERVICE PROFESSIONS</u>	<u>3</u>	<u>2,032</u>	<u>42</u>	<u>13,018</u>	<u>36</u>	<u>3,806</u>
Amusement and recreation	1	1,400	17	4,228	12	740
Advertising and publicity	-	-	1	3,295	3	317
Other	2	632	24	5,495	21	2,749
<u>LIBERAL PROFESSIONS</u>	<u>21</u>	<u>5,761</u>	<u>594</u>	<u>146,278</u>	<u>497</u>	<u>94,208</u>
Education	16	2,984	412	123,414	304	66,750
Other	5	2,777	182	22,864	293	27,458
<u>GOVERNMENT AND PUBLIC ORGANIZATIONS</u>	<u>28</u>	<u>7,003</u>	<u>613</u>	<u>157,276</u>	<u>340</u>	<u>117,757</u>
<u>NOT ELSEWHERE CLASSIFIED</u>	<u>7</u>	<u>3,708</u>	<u>71</u>	<u>34,375</u>	<u>59</u>	<u>60,171</u>
Occupation force workers	3	2,440	34	22,507	39	23,852
Other	4	1,268	37	11,868	20	36,319

(Continued)



Table XIII  
(Continued)  
LABOR UNIONS BY DATE OF ORGANIZATIONS AND INDUSTRY  
(31 December 1947)

INDUSTRY	JANUARY-JUNE 1947		JULY-DECEMBER 1947		TOTAL	
	Number	Members	Number	Members	Number	Members
<u>TOTAL</u>	<u>6,708</u>	<u>1,209,392</u>	<u>5,962</u>	<u>790,655</u>	<u>28,013</u>	<u>6,268,432</u>
<u>AGRICULTURE</u>	46	2,382	21	1,423	106	6,955
<u>FORESTRY</u>	173	13,691	122	12,590	427	55,118
<u>FISHING</u>	29	2,438	42	4,810	127	25,498
<u>MINING</u>	161	18,901	200	23,159	1,116	545,598
Coal	111	11,688	158	17,783	825	473,860
Other	50	7,213	42	5,376	291	71,738
<u>CONSTRUCTION</u>	437	147,504	294	48,724	1,332	395,521
<u>MANUFACTURING</u>	2,194	217,422	2,191	187,311	11,466	2,117,646
Metallurgy	190	16,646	192	36,263	1,218	271,152
Machinery	595	66,830	641	43,335	3,480	732,137
Chemicals	323	27,363	318	43,621	1,853	357,963
Ceramics	120	10,383	82	4,404	468	73,507
Textiles	218	32,896	212	24,090	1,141	354,394
Lumber and woodworking	387	25,559	368	14,455	1,618	119,650
Foodstuffs	156	12,654	166	8,061	785	89,325
Printing and bookbinding	59	4,760	67	3,232	299	38,737
Other	82	6,949	78	4,361	330	33,327
Repair services	64	13,382	67	5,489	274	47,454
<u>GAS, ELECTRICITY AND WATER SUPPLY</u>	310	74,658	33	4,688	611	128,902
<u>COMMERCE</u>	194	25,111	190	21,239	800	159,328
Wholesale trades	41	5,332	40	4,863	151	22,584
Retail trades	68	10,970	67	4,307	273	46,574
Other	85	8,809	83	12,069	376	90,170
<u>FINANCE</u>	163	40,720	137	19,901	614	179,369
<u>TRANSPORTATION AND COMMUNICATION</u>	852	317,781	524	144,319	4,246	1,337,829
Land transportation	647	285,225	384	107,414	2,580	931,444
Water transportation	74	7,906	37	10,643	240	44,233
Communication	131	24,650	103	26,262	1,426	362,152
<u>SERVICE PROFESSIONS</u>	65	9,238	103	7,621	249	35,715
Amusement and recreation	36	5,197	50	2,099	116	13,664
Advertising and publicity	2	759	3	73	9	4,444
Other	27	3,282	50	5,449	124	17,607
<u>LIBERAL PROFESSIONS</u>	738	152,289	621	153,821	2,471	552,357
Education	415	121,697	359	136,041	1,406	450,886
Other	323	30,592	262	17,780	1,065	101,471
<u>GOVERNMENT AND PUBLIC ORGANIZATIONS</u>	1,237	128,454	1,375	119,441	4,093	529,931
<u>NOT ELSEWHERE CLASSIFIED</u>	109	58,803	109	41,608	355	198,665
Occupation force workers	78	29,076	83	32,721	237	110,596
Other	31	29,727	26	8,887	118	88,069

SOURCE: Labor Unions Survey, 31 December 1947, MINISTRY OF LABOR, Bureau of Labor Statistics and Research



Table XIV  
LABOR UNIONS BY DATE OF ORGANIZATION AND PREFECTURE  
(31 December 1947)

PREFECTURE	AUGUST-DECEMBER		JANUARY-JUNE		JULY-DECEMBER	
	1945		1946		1946	
	Number	Members	Number	Members	Number	Members
<u>TOTAL</u>	<u>855</u>	<u>602,706</u>	<u>9,506</u>	<u>2,801,647</u>	<u>4,932</u>	<u>864,032</u>
Hokkaido	92	84,330	956	172,391	312	33,765
Aomori	10	2,362	183	30,107	75	6,634
Iwate	7	946	115	34,459	50	6,044
Miyagi	13	4,206	182	36,477	83	16,431
Akita	3	4,599	120	18,564	98	9,811
Yamagata	3	723	245	40,379	172	11,912
Fukushima	16	12,000	183	44,280	115	33,707
Ibaragi	16	6,817	130	35,548	67	18,998
Tochigi	21	8,512	135	33,058	91	14,130
Gunma	20	5,591	278	47,402	174	15,315
Saitama	18	9,222	246	65,186	119	12,656
Chiba	14	3,924	122	37,496	76	11,297
Tokyo	108	113,623	979	281,102	479	109,927
Kanagawa	61	64,209	343	103,145	128	29,235
Niigata	7	2,306	229	63,653	99	13,647
Toyama	17	7,264	124	40,224	59	12,682
Ishikawa	7	718	165	42,824	90	11,824
Fukui	2	192	64	15,319	36	3,337
Yamanashi	4	392	50	11,832	43	5,905
Nagano	6	1,964	255	60,090	154	23,795
Gifu	5	891	123	41,076	76	11,718
Shizuoka	17	9,085	272	73,357	127	16,663
Aichi	13	26,360	342	141,292	333	66,857
Mie	7	4,845	140	47,538	62	11,072
Shiga	2	3,067	89	34,024	53	5,839
Kyoto	14	6,136	220	73,637	111	19,961
Osaka	45	38,332	662	230,979	385	38,212
Hyogo	37	51,717	392	130,499	159	32,761
Nara	8	5,076	79	26,687	57	4,193
Wakayama	13	4,588	98	27,037	62	10,370
Tottori	3	549	62	12,301	22	2,389
Shimane	1	207	101	20,691	72	6,774
Okayama	6	5,911	116	34,636	70	24,347
Hiroshima	15	11,991	155	49,583	114	16,489
Yamaguchi	5	2,364	193	85,250	96	14,695
Tokushima	4	921	70	19,760	45	8,186
Kagawa	8	3,495	107	27,298	57	8,072
Ehime	2	560	114	43,973	64	10,063
Kochi	23	3,489	131	23,072	75	11,330
Fukuoka	60	57,052	338	229,012	170	42,992
Saga	13	15,149	81	22,347	33	9,203
Nagasaki	6	11,365	162	84,986	61	16,911
Kumamoto	1	660	123	39,074	100	15,930
Oita	—	—	86	21,935	79	8,530
Miyazaki	3	2,695	69	26,139	47	9,541
Kagoshima	1	300	69	17,668	109	19,882

(Continued)



Table XIV  
(Continued)  
LABOR UNIONS BY DATE OF ORGANIZATION AND PREFECTURE  
(31 December 1947)

PREFECTURE	JANUARY-JUNE 1947		JULY-DECEMBER 1947		TOTAL	
	Number	Members	Number	Members	Number	Members
<b>TOTAL</b>	<b>6,708</b>	<b>1,209,392</b>	<b>5,962</b>	<b>790,655</b>	<b>23,013</b>	<b>6,268,432</b>
Hokkaido	464	61,117	362	40,092	2,186	391,695
Aomori	142	10,405	139	14,635	552	64,143
Iwate	124	27,633	80	7,268	376	76,370
Miyagi	115	16,947	70	12,166	463	86,227
Akita	149	13,496	95	8,339	455	54,808
Yamagata	178	14,790	138	9,533	736	77,337
Fukushima	132	18,260	95	8,751	541	116,998
Ibaragi	54	3,044	73	14,651	340	86,058
Tochigi	158	13,019	108	7,158	513	79,877
Gumma	140	15,106	122	17,487	734	100,901
Saitama	120	11,604	108	11,798	611	110,466
Chiba	74	12,332	100	17,359	386	82,408
Tokyo	708	210,821	582	89,291	2,946	804,764
Kanagawa	163	37,879	167	37,369	862	271,837
Niigata	200	46,061	173	16,664	708	142,331
Toyama	120	15,976	90	12,391	410	88,537
Ishikawa	100	11,891	91	5,221	453	72,478
Fukui	83	14,253	57	6,662	242	39,763
Yamanashi	38	14,327	77	5,320	212	37,776
Nagano	290	28,867	231	22,489	936	137,205
Gifu	137	26,418	79	12,777	420	98,880
Shizuoka	145	16,448	133	11,460	694	127,023
Aichi	206	54,068	131	20,838	930	329,415
Mie	70	14,873	87	9,545	366	87,923
Shiga	51	6,420	75	9,005	270	56,355
Kyoto	157	24,817	208	20,339	710	144,890
Osaka	304	113,486	243	24,619	1,539	445,628
Hyogo	187	32,288	232	42,134	1,007	269,399
Nara	77	9,079	47	12,438	268	57,473
Wakayama	65	3,345	75	4,909	313	55,249
Tottori	111	19,133	53	5,015	251	39,387
Shimane	86	9,947	107	7,095	367	44,714
Okayama	85	12,196	87	11,264	364	86,374
Hiroshima	207	43,387	195	25,993	686	147,443
Yamaguchi	147	33,863	127	11,624	573	147,796
Tokushima	80	8,405	57	7,388	256	43,660
Kagawa	56	9,729	123	6,702	351	55,296
Ehime	134	18,991	90	11,299	404	84,886
Kochi	77	6,189	63	11,742	369	55,822
Fukuoka	216	51,461	225	72,760	1,009	453,277
Saga	52	5,325	70	19,243	255	71,267
Nagasaki	90	12,100	102	17,676	441	143,038
Kumamoto	89	25,114	61	7,947	374	88,725
Oita	103	14,048	96	12,953	364	57,471
Miyazaki	108	15,430	75	5,957	302	59,763
Kagoshima	116	16,004	173	17,245	466	71,299

SOURCE: Survey of Labor Unions, 31 December 1947, MINISTRY OF LABOR, Bureau of Labor Statistics and Research.



Table XV  
LABOR UNIONS BY DATE OF ORGANIZATION 1/  
 (31 December 1947)

PERIOD	ORGANIZED		CUMULATIVE TOTAL	
	Number	Membership	Number	Membership
<u>1945</u> Aug - Dec	855	602,706	855	602,706
<u>1946</u> Jan - June	9,506	2,801,647	10,361	3,404,353
July - Dec	4,982	864,032	15,343	4,268,385
<u>1947</u> Jan - June	6,708	1,809,392	22,051	5,477,777
July - Dec	5,962	790,655	28,013	6,268,432
<u>TOTAL</u>	28,013	6,268,432	28,013	6,268,432

Table XVI  
LABOR UNIONS BY SIZE OF MEMBERSHIP 1/  
 (31 December 1947)

SIZE OF MEMBERSHIP	NUMBER	MEMBERSHIP
Up to 49	10,431	280,159
50 - 99	5,678	408,801
100 - 199	4,922	702,476
200 - 499	4,281	1,336,636
500 - 999	1,602	1,095,639
1000 and over	1,099	2,444,721
<u>TOTAL</u>	28,013	6,268,432

1/ Excludes Seamen's Union with 102,756 members.

SOURCE: Survey of Labor Unions, 31 December 1947, MINISTRY OF LABOR, Bureau of Labor Statistics and Research.



Table XVII  
METHOD OF COLLECTING UNION DUES AND AMOUNTS COLLECTED BY INDUSTRY 1/  
(31 December 1947)

INDUSTRY	CHECK-OFF			COLLECTED FROM MEMBERS		
	No. of Unions	No. of Members	Amount Collected In December	No. of Unions	No. of Members	Amount Collected In December
<b>TOTAL</b>	<b>14,183</b>	<b>3,613,195</b>	<b>¥ 74,129,273</b>	<b>13,244</b>	<b>2,563,163</b>	<b>¥ 35,437,460</b>
<b>AGRICULTURE</b>	54	3,231	61,519	49	3,241	25,100
<b>FORESTRY</b>	184	14,870	143,586	237	39,387	340,931
<b>FISHING</b>	48	6,577	146,691	75	18,841	150,449
<b>MINING</b>	733	468,576	14,169,443	368	75,661	1,279,641
Coal mining	573	420,022	12,911,522	240	52,560	1,016,212
Other	160	48,554	1,257,921	128	23,101	263,429
<b>CONSTRUCTION</b>	364	60,923	862,513	943	327,837	2,446,583
<b>MANUFACTURING</b>	5,405	1,327,745	25,180,098	5,936	780,742	11,858,433
Metal	619	186,237	4,253,304	591	84,532	1,682,193
Machinery	1,750	469,671	8,953,514	1,702	260,339	4,659,051
Chemicals	885	226,855	5,359,025	955	130,458	2,092,819
Ceramics	202	35,169	923,036	256	37,211	370,089
Textiles	599	241,590	2,840,169	538	112,590	939,792
Lumber and wood-working	623	54,149	579,159	957	65,632	669,203
Foodstuffs	358	39,754	844,427	416	49,320	946,595
Printing and book-binding	104	23,691	487,228	192	13,204	209,817
Other	131	17,229	310,664	193	15,460	141,027
Repair services	134	35,400	629,572	136	11,996	147,847
<b>GAS, ELECTRICITY AND WATER SUPPLY</b>	343	66,099	2,014,496	265	62,674	1,761,448
<b>COMMERCE</b>	428	95,715	1,915,354	359	63,595	842,628
Wholesale trades	74	16,652	451,197	73	5,858	112,194
Retail trades	138	30,016	531,901	131	16,525	226,943
Other	216	48,647	932,256	155	41,212	503,491
<b>FINANCE</b>	342	82,028	1,429,506	263	96,871	1,269,031
<b>TRANSPORTATION AND COMMUNICATION</b>	2,890	919,313	19,240,627	1,201	368,515	6,688,256
Land transportation	1,733	623,325	11,557,556	734	266,171	3,768,546
Longshoremen	107	16,155	289,772	130	27,488	384,915
Communication	1,050	279,833	7,393,299	337	74,856	2,534,795
<b>SERVICE PROFESSIONS</b>	93	20,580	444,075	149	14,802	221,820
Amusement and recreation	47	8,736	223,199	66	4,847	90,704
Advertising and publicity	4	4,185	106,934	5	259	2,048
Other	42	7,659	113,942	78	9,696	129,068
<b>LIBERAL PROFESSIONS</b>	1,078	195,371	3,186,301	1,328	348,927	4,942,040
Education	514	134,185	2,143,256	873	311,611	4,478,989
Other	564	61,186	1,043,045	455	37,316	463,051
<b>GOVERNMENT AND PUBLIC ORGANIZATIONS</b>	2,142	302,150	4,817,782	1,804	215,132	2,533,939
<b>NOT ELSEWHERE CLASSIFIED</b>	79	50,417	517,282	267	146,938	1,077,161
Occupation force workers	59	26,863	459,653	175	83,196	770,146
Other	20	23,554	57,629	92	63,742	307,015

(Continued)  
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Table XVII  
METHOD OF COLLECTING UNION DUES AND AMOUNTS COLLECTED BY INDUSTRY 1/  
 (31 December 1947)  
 (Continued)

INDUSTRY	TOTAL		Amount	Average
	No. of Unions 2/	No. of Members	Collected In December (Yen)	Monthly Dues Per Member (Yen)
<u>TOTAL</u>	<u>27,427</u>	<u>6,176,358</u>	<u>¥ 109,566,733</u>	<u>¥ 17</u>
<u>AGRICULTURE</u>	<u>103</u>	<u>6,472</u>	<u>86,619</u>	<u>12</u>
<u>FORESTRY</u>	<u>421</u>	<u>54,257</u>	<u>484,517</u>	<u>9</u>
<u>FISHING</u>	<u>123</u>	<u>25,418</u>	<u>297,140</u>	<u>12</u>
<u>MINING</u>	<u>1,101</u>	<u>544,237</u>	<u>15,449,084</u>	<u>28</u>
Coal mining	813	472,582	13,927,734	29
Other	288	71,655	1,521,350	21
<u>CONSTRUCTION</u>	<u>1,307</u>	<u>388,760</u>	<u>3,309,096</u>	<u>8</u>
<u>MANUFACTURING</u>	<u>11,341</u>	<u>2,108,487</u>	<u>37,038,431</u>	<u>17</u>
Metal	1,210	270,769	5,935,497	22
Machinery	3,452	730,010	13,612,565	19
Chemicals	1,840	357,313	7,451,844	21
Ceramics	458	72,380	1,293,125	18
Textiles	1,137	354,180	3,779,961	11
Lumber and woodworking	1,580	117,781	1,248,362	10
Foodstuffs	774	89,074	1,791,022	20
Printing and bookbinding	296	36,895	697,045	18
Other	324	32,689	451,691	14
Repair services	270	47,396	777,419	16
<u>GAS, ELECTRICITY AND WATER SUPPLY</u>	<u>608</u>	<u>128,773</u>	<u>3,775,944</u>	<u>29</u>
<u>COMMERCE</u>	<u>787</u>	<u>158,910</u>	<u>2,757,982</u>	<u>17</u>
Wholesale trades	147	22,510	563,391	25
Retail trades	269	46,541	758,844	16
Other	371	89,859	1,435,747	16
<u>FINANCE</u>	<u>605</u>	<u>178,899</u>	<u>2,698,537</u>	<u>15</u>
<u>TRANSPORTATION AND COMMUNICATION</u>	<u>4,091</u>	<u>1,287,828</u>	<u>25,928,883</u>	<u>19</u>
Land transportation	2,467	889,496	15,326,102	16
Longshoremen	237	43,643	674,687	15
Communications	1,387	354,689	9,928,094	27
<u>SERVICE PROFESSIONS</u>	<u>242</u>	<u>35,382</u>	<u>665,895</u>	<u>18</u>
Amusement and recreation	113	13,583	313,903	23
Advertising and publicity	9	4,444	108,982	25
Other	120	17,355	243,010	14
<u>LIBERAL PROFESSIONS</u>	<u>2,406</u>	<u>544,298</u>	<u>8,128,341</u>	<u>15</u>
Education	1,387	445,796	6,622,245	15
Other	1,019	98,502	1,506,096	15
<u>GOVERNMENT AND PUBLIC ORGANIZATIONS</u>	<u>3,946</u>	<u>517,282</u>	<u>7,351,721</u>	<u>14</u>
<u>NOT ELSEWHERE CLASSIFIED</u>	<u>346</u>	<u>197,355</u>	<u>1,594,443</u>	<u>8</u>
Occupation force workers	234	110,059	1,229,799	11
Other	112	87,296	364,644	4

1/ Exclusive of All-Japan Seamen's Union with 102,756 members.

2/ Of total unions, 586 with 92,074 members reported that no dues were being collected.

SOURCE: Survey of Labor Unions, 31 December 1947, MINISTRY OF LABOR, Bureau of Labor Statistics and Research



Table XVIII  
MONTHLY PER CAPITA UNION MEMBERSHIP DUES 1/  
 (31 December 1947)

AMOUNT (YEN)	NUMBER OF UNIONS	MEMBERS
<u>TOTAL</u>	<u>28,013</u>	<u>6,268,432</u>
Up to 4	3,946	735,975
5 - 9	5,283	925,208
10 - 14	6,392	1,101,706
15 - 19	3,022	840,502
20 - 29	4,933	1,383,251
30 - 39	2,058	689,566
40 - 49	861	284,326
50 and over	873	208,358
None	645	99,540

1/ As provided by Union Constitutions.

Table XIX  
NUMBER OF LABOR UNION OFFICIALS BY UNION AFFILIATIONS WITH  
MAJOR FEDERATIONS AND OTHER NATIONAL OR REGIONAL ORGANIZATIONS  
 (31 December 1947)

UNION AFFILIATION	: Number : of Unions	: NO. OF UNIONS WITH FULL-TIME UNION OFFICIALS	: Number of Officials		
			: With No : Full-Time : Officials	: Number : of : Unions	: Total : Paid By : Paid By : : Union : Employer
General Federation of Japanese Trade Unions	2,182	666	1,818	565	1,253
National Congress of Industrial Unions	2,474	1,592	5,225	431	4,794
Other National Unions and Federations not Affiliated with GFJTU or NCIU	6,152	1,795	7,212	2,132	5,080
Prefectural or Regional Organizations	5,194	616	1,610	716	894
Unaffiliated with any Organization	<u>6,868</u>	<u>474</u>	<u>1,639</u>	<u>985</u>	<u>654</u>
TOTAL	22,870	5,143	17,504	4,829	12,675

SOURCE: Survey of Labor Unions, 31 December 1947, MINISTRY OF LABOR, Bureau of Labor Statistics and Research.



Table XX  
NUMBER OF LABOR UNION OFFICIALS BY INDUSTRY  
 (31 December 1947)

INDUSTRY	Number of Unions With No Full-Time Officials	NO. OF UNIONS WITH FULL-TIME UNION OFFICIALS			
		Number of Unions	Number of Officials		
			Total	Paid By Union	Paid By Employer
<u>TOTAL</u>	<u>22,870</u>	<u>5,143</u>	<u>17,504</u>	<u>4,829</u>	<u>12,675</u>
<u>AGRICULTURE</u>	<u>100</u>	<u>6</u>	<u>6</u>	<u>4</u>	<u>2</u>
<u>FORESTRY</u>	<u>379</u>	<u>48</u>	<u>83</u>	<u>61</u>	<u>22</u>
<u>FISHING</u>	<u>110</u>	<u>17</u>	<u>37</u>	<u>26</u>	<u>11</u>
<u>MINING</u>	<u>639</u>	<u>477</u>	<u>3,189</u>	<u>1,727</u>	<u>1,462</u>
Coal	421	404	2,982	1,664	1,318
Other	218	73	207	63	144
<u>CONSTRUCTION</u>	<u>1,003</u>	<u>329</u>	<u>1,453</u>	<u>1,197</u>	<u>256</u>
<u>MANUFACTURING</u>	<u>9,678</u>	<u>1,788</u>	<u>5,656</u>	<u>775</u>	<u>4,881</u>
Metal	974	244	889	98	791
Machinery	2,841	639	2,286	331	1,955
Chemicals	1,521	332	1,301	121	1,180
Ceramics	394	74	161	32	129
Textiles	965	176	337	40	297
Lumber and woodworking	1,503	115	184	80	104
Foodstuffs	697	88	173	24	149
Printing and bookbinding	254	45	118	6	112
Other	296	34	55	19	36
Repair services	233	41	152	24	128
<u>GAS, ELECTRICITY AND   WATER SUPPLY</u>	<u>361</u>	<u>250</u>	<u>937</u>	<u>58</u>	<u>879</u>
<u>COMMERCE</u>	<u>721</u>	<u>79</u>	<u>211</u>	<u>61</u>	<u>150</u>
Wholesale trade	134	17	41	10	31
Retail trade	246	27	82	34	48
Other	341	35	88	17	71
<u>FINANCE</u>	<u>553</u>	<u>61</u>	<u>216</u>	<u>19</u>	<u>197</u>
<u>TRANSPORTATION AND   COMMUNICATION</u>	<u>3,029</u>	<u>1,217</u>	<u>3,608</u>	<u>326</u>	<u>3,282</u>
Land transportation	1,937	643	2,102	224	1,878
Longshoremen	199	41	103	33	70
Communication	893	533	1,403	69	1,334
<u>SERVICE PROFESSIONS</u>	<u>219</u>	<u>30</u>	<u>71</u>	<u>30</u>	<u>41</u>
Amusement and recreation	105	11	13	10	3
Advertising and publicity	8	1	16	--	16
Other	106	18	42	20	22
<u>LIBERAL PROFESSIONS</u>	<u>2,082</u>	<u>389</u>	<u>805</u>	<u>172</u>	<u>633</u>
Education	1,105	301	614	112	502
Other	977	88	191	60	131
<u>GOVERNMENT AND PUBLIC   ORGANIZATIONS</u>	<u>3,782</u>	<u>311</u>	<u>869</u>	<u>278</u>	<u>591</u>
<u>NOT ELSEWHERE CLASSIFIED</u>	<u>214</u>	<u>141</u>	<u>363</u>	<u>95</u>	<u>268</u>
Occupation force labor	127	110	293	51	242
Other	87	31	70	44	26

SOURCE: Survey of Labor Unions, 31 December 1947, MINISTRY OF LABOR, Bureau of Labor Statistics and Research.



Table XXI  
LOCAL LABOR UNION-MANAGEMENT COUNCILS BY INDUSTRY  
 (31 December 1947)

INDUSTRY	NO. OF COUNCILS
<u>TOTAL</u>	<u>11,883</u>
<u>AGRICULTURE</u>	<u>27</u>
<u>FORESTRY</u>	<u>51</u>
<u>FISHING</u>	<u>55</u>
<u>MINING</u>	<u>708</u>
Coal	554
Other	154
<u>CONSTRUCTION</u>	<u>266</u>
<u>MANUFACTURING</u>	<u>5,460</u>
Metal	661
Machinery	1,908
Chemicals	989
Ceramics	197
Textiles	556
Lumber and woodworking	446
Foodstuffs	345
Printing and bookbinding	129
Other	113
Repair services	116
<u>GAS, ELECTRICITY AND WATER SUPPLY</u>	<u>380</u>
<u>COMMERCE</u>	<u>376</u>
Wholesale trades	62
Retail trades	122
Other	192
<u>FINANCE</u>	<u>317</u>
<u>TRANSPORTATION AND COMMUNICATION</u>	<u>2,182</u>
Land transportation	1,151
Longshoremen	118
Communications	913
<u>SERVICE PROFESSIONS</u>	<u>82</u>
Amusement and recreation	39
Advertising and publicity	5
Other	38
<u>LIBERAL PROFESSIONS</u>	<u>775</u>
Education	431
Other	344
<u>GOVERNMENT AND PUBLIC ORGANIZATIONS</u>	<u>1,127</u>
<u>NOT ELSEWHERE CLASSIFIED</u>	<u>77</u>
Occupation force workers	64
Other	13

SOURCE: Survey of Labor Unions, 31 December 1947, MINISTRY OF LABOR, Bureau of Labor Statistics and Research.



Table XXII  
LOCAL LABOR UNION-MANAGEMENT COUNCILS BY PREFECTURE  
 (31 December 1947)

PREFECTURE	NO. OF COUNCILS
<u>TOTAL</u>	<u>11,883</u>
Hokkaido	745
Aomori	164
Iwate	120
Miyagi	183
Akita	192
Yamagata	205
Fukushima	250
Ibaragi	168
Tochigi	172
Gumma	284
Saitama	278
Chiba	141
Tokyo	1,490
Kanagawa	467
Niigata	336
Toyama	202
Ishikawa	186
Fukui	69
Yamanashi	89
Nagano	391
Gifu	202
Shizuoka	372
Aichi	426
Mie	194
Shiga	86
Kyoto	327
Osaka	716
Hyogo	529
Nara	60
Wakayama	120
Tottori	76
Shimane	145
Okayama	183
Hiroshima	248
Yamaguchi	268
Tokushima	25
Kagawa	114
Ehime	198
Kochi	130
Fukuoka	549
Saga	91
Nagasaki	199
Kumamoto	157
Oita	123
Miyazaki	105
Kagoshima	108

SOURCE: Survey of Labor Unions, 31 December 1947, MINISTRY OF LABOR,  
 Bureau of Labor Statistics and Research



Table XXIII  
REGIONAL LABOR UNION FEDERATIONS BY PREFECTURE<sup>1/</sup>  
 (31 December 1947)

PREFECTURE	T O T A L		
	No. of Organi- zations	No. of Local Unions Affiliated	Claimed Membership
<u>TOTAL</u>	<u>574</u>	<u>7,557</u>	<u>3,075,373</u>
Hokkaido	45	811	200,887
Aomori	2	43	10,910
Iwate	3	14	14,432
Miyagi	13	300	94,178
Akita	1	4	1,302
Yamagata	4	48	13,072
Fukushima	7	74	23,238
Ibaragi	3	77	20,689
Tochigi	5	48	14,099
Gumma	2	63	12,097
Saitama	7	46	9,653
Chiba	2	51	13,117
Tokyo	153	1,835	766,179
Kanagawa	20	229	104,461
Niigata	14	90	45,949
Toyama	4	29	17,882
Ishikawa	5	81	34,941
Fukui	1	29	5,973
Yamanashi	2	100	17,089
Nagano	5	148	36,000
Gifu	1	19	8,794
Shizuoka	4	10	13,055
Aichi	14	268	80,692
Mie	3	34	6,714
Shiga	1	3	4,654
Kyoto	8	67	22,102
Osaka	61	829	390,461
Hyogo	15	139	57,724
Nara	—	—	—
Wakayama	3	19	3,700
Tottori	—	—	—
Shimane	2	17	10,578
Okayama	4	48	28,668
Hiroshima	15	305	144,046
Yamaguchi	5	48	29,403
Tokushima	1	14	3,170
Kagawa	13	144	55,775
Ehime	2	15	13,196
Kochi	—	—	—
Fukuoka	36	575	386,944
Saga	—	—	—
Nagasaki	4	13	35,741
Kumamoto	3	72	14,485
Oita	1	8	5,935
Miyazaki	3	59	10,248
Kagoshima	1	7	8,059
Unknown	73	664	285,081

(Continued)



Table XXIII  
REGIONAL LABOR UNION FEDERATIONS BY PREFECTURE<sup>1/</sup> (Cont'd)  
 (31 December 1947)

PREFECTURE:	AFFILIATED WITH GENERAL FEDERATION OF JAPANESE TRADE UNIONS			AFFILIATED WITH NATIONAL CONGRESS OF INDUSTRIAL UNIONS		
	No. of Organi- zations	No. of Local Unions Affiliated	Claimed Membership	No. of Organi- zations	No. of Local Unions Affiliated	Claimed Membership
<u>TOTAL</u>	<u>34</u>	<u>491</u>	<u>208,865</u>	<u>67</u>	<u>2,267</u>	<u>637,043</u>
Hokkaido	2	93	18,565	6	193	46,379
Aomori	--	--	--	--	--	--
Iwate	--	--	--	--	--	--
Miyagi	2	14	6,741	4	199	52,771
Akita	--	--	--	--	--	--
Yamagata	--	--	--	--	--	--
Fukushima	1	10	5,538	--	--	--
Ibaragi	--	--	--	--	--	--
Tochigi	--	--	--	--	--	--
Gumma	--	--	--	--	--	--
Saitama	2	29	6,115	1	3	686
Chiba	--	--	--	--	--	--
Tokyo	13	230	81,793	10	381	109,756
Kanagawa	--	--	--	1	8	889
Niigata	--	--	--	1	15	4,637
Toyama	2	13	10,603	1	13	7,049
Ishikawa	--	--	--	1	64	12,712
Fukui	--	--	--	--	--	--
Yamanashi	--	--	--	--	--	--
Nagano	--	--	--	2	95	21,354
Gifu	--	--	--	--	--	--
Shizuoka	--	--	--	--	--	--
Aichi	1	4	1,548	3	156	40,920
Mie	--	--	--	--	--	--
Shiga	1	3	4,654	--	--	--
Kyoto	1	9	3,838	1	5	3,423
Osaka	2	17	13,184	2	257	75,558
Hyogo	2	33	27,156	--	--	--
Nara	--	--	--	--	--	--
Wakayama	--	--	--	--	--	--
Tottori	--	--	--	--	--	--
Shimane	1	11	9,866	--	--	--
Okayama	1	1	340	1	15	1,103
Hiroshima	1	13	11,054	2	164	40,634
Yamaguchi	--	--	--	1	6	5,256
Tokushima	--	--	--	--	--	--
Kagawa	2	11	7,870	1	47	17,430
Ehime	--	--	--	--	--	--
Kochi	--	--	--	--	--	--
Fukuoka	--	--	--	6	310	112,797
Saga	--	--	--	--	--	--
Nagasaki	--	--	--	--	--	--
Kumamoto	--	--	--	--	--	--
Oita	--	--	--	--	--	--
Miyazaki	--	--	--	--	--	--
Kagoshima	--	--	--	--	--	--
Unknown	--	--	--	23	336	83,689

(Continued)



Table XXIII  
REGIONAL LABOR UNION FEDERATIONS BY PREFECTURE <sup>1/</sup> (Cont'd)  
(31 December 1947)

PREFECTURE:	AFFILIATED WITH OTHER NATIONAL <sup>2/</sup> LABOR ORGANIZATIONS			UNAFFILIATED WITH ANY NATIONAL LABOR ORGANIZATIONS		
	No. of Organi- zations	No. of Local Unions Affiliated	Claimed Membership	No. of Organi- zations	No. of Local Unions Affiliated	Claimed Membership
<b>TOTAL</b>	<b>266</b>	<b>3,285</b>	<b>1,353,357</b>	<b>207</b>	<b>1,514</b>	<b>876,108</b>
Hokkaido	26	437	105,221	11	88	30,722
Aomori	2	43	10,910	—	—	—
Iwate	2	9	12,471	1	5	1,961
Miyagi	8	74	25,134	2	13	9,532
Akita	1	4	1,302	—	—	—
Yamagata	2	35	9,703	2	13	3,369
Fukushima	5	60	16,708	1	4	992
Ibaragi	3	77	20,689	—	—	—
Tochigi	3	35	9,079	2	13	5,020
Gumma	1	48	10,675	1	15	1,422
Saitama	1	3	533	3	11	2,319
Chiba	2	51	13,117	—	—	—
Tokyo	34	483	144,053	96	741	430,577
Kanagawa	5	101	21,005	14	120	82,567
Niigata	6	44	21,717	7	31	19,595
Toyama	1	3	230	—	—	—
Ishikawa	4	17	22,229	—	—	—
Fukui	1	29	5,973	—	—	—
Yamanashi	2	100	17,089	—	—	—
Nagano	2	48	13,681	1	5	965
Gifu	1	19	8,794	—	—	—
Shizuoka	1	1	12,188	3	9	867
Aichi	7	85	24,613	3	23	13,611
Mie	1	24	4,790	2	10	1,924
Shiga	—	—	—	—	—	—
Kyoto	3	33	7,952	3	20	6,889
Osaka	29	416	216,414	28	199	85,305
Hyogo	4	45	9,511	9	61	21,057
Nara	—	—	—	—	—	—
Wakayama	2	13	3,129	1	6	571
Tottori	—	—	—	—	—	—
Shimane	1	6	712	—	—	—
Okayama	2	32	27,225	—	—	—
Hiroshima	11	125	91,511	1	3	847
Yamaguchi	3	36	22,753	1	6	1,394
Tokushima	1	14	3,170	—	—	—
Kagawa	10	86	30,475	—	—	—
Ehime	1	6	4,006	1	9	9,190
Kochi	—	—	—	—	—	—
Fukuoka	18	178	143,712	12	87	130,435
Saga	—	—	—	—	—	—
Nagasaki	3	11	24,451	1	2	11,290
Kumamoto	3	72	14,485	—	—	—
Oita	1	8	5,935	—	—	—
Miyazaki	2	39	6,561	1	20	3,687
Kagoshima	1	7	8,059	—	—	—
Unknown	50	328	201,392	—	—	—

1/ Organization is counted in the prefecture in which the headquarters office is located.

2/ Not affiliated with either the General Federation of Japanese Trade Unions or the National Congress of Industrial Unions.

SOURCE: Survey of Labor Unions, 31 December 1947, MINISTRY OF LABOR, Bureau of Labor Statistics and Research.



Table XXIV  
PREFECTURAL LABOR UNION FEDERATIONS BY PREFECTURE <sup>1/</sup>  
 (31 December 1947)

PREFECTURE	T O T A L		
	No. of Organi- zations	No. of Local Unions Affiliated	Claimed Membership
<u>TOTAL</u>	<u>779</u>	<u>11,705</u>	<u>3,929,376</u>
Hokkaido	5	95	24,479
Aomori	12	221	23,782
Iwate	23	169	40,126
Miyagi	16	203	80,345
Akita	22	254	67,605
Yamagata	14	224	60,074
Fukushima	18	262	76,703
Ibaragi	20	205	110,112
Tochigi	21	271	45,987
Gunma	21	217	80,420
Saitama	16	216	60,487
Chiba	11	172	119,111
Tokyo	32	685	499,909
Kanagawa	24	380	163,361
Niigata	25	305	85,532
Toyama	20	211	65,331
Ishikawa	18	271	66,620
Fukui	8	79	13,070
Yamanashi	11	126	53,487
Nagano	28	438	81,119
Gifu	16	201	76,243
Shizuoka	24	414	93,638
Aichi	18	356	189,258
Mie	15	152	64,989
Shiga	15	215	65,801
Kyoto	18	328	103,704
Osaka	22	429	141,260
Hyogo	17	570	187,771
Nara	12	197	58,949
Wakayama	16	137	27,308
Tottori	12	97	53,354
Shimane	14	175	22,336
Okayama	18	338	93,665
Hiroshima	21	344	95,387
Yamaguchi	19	278	76,832
Tokushima	12	184	30,018
Kagawa	13	142	37,857
Ehime	17	330	139,143
Kochi	10	321	36,169
Fukuoka	21	391	196,315
Saga	11	116	28,196
Nagasaki	17	297	118,300
Kumamoto	14	213	42,436
Oita	14	161	27,736
Miyazaki	12	120	36,743
Kagoshima	13	177	50,418
Unknown	3	18	17,890

(Continued)



Table XXIV  
PREFECTURAL LABOR UNION FEDERATIONS BY PREFECTURE <sup>1/</sup> (Cont'd)  
 (31 December 1947)

PREFECTURE:	AFFILIATED WITH GENERAL FEDERATION OF JAPANESE TRADE UNIONS			AFFILIATED WITH NATIONAL CONGRESS OF INDUSTRIAL UNIONS		
	No. of Organi- zations	No. of Local Unions Affiliated	Claimed Membership	No. of Organi- zations	No. of Local Unions Affiliated	Claimed Membership
<b>TOTAL</b>	<b>78</b>	<b>2,516</b>	<b>727,899</b>	<b>147</b>	<b>2,501</b>	<b>663,000</b>
Hokkaido	1	52	13,080	-	-	-
Aomori	-	-	-	4	110	8,993
Iwate	-	-	-	4	49	8,980
Miyagi	3	47	12,206	2	47	12,561
Akita	2	21	2,221	2	29	6,578
Yamagata	1	2	84	2	24	6,492
Fukushima	2	20	12,478	5	50	15,100
Ibaragi	-	-	-	5	62	20,244
Tochigi	3	71	12,355	3	49	9,686
Gunma	3	40	9,571	5	73	12,647
Saitama	1	42	24,437	4	69	15,643
Chiba	1	37	10,353	3	62	13,370
Tokyo	3	113	62,524	6	128	41,692
Kanagawa	3	64	38,667	8	149	66,475
Niigata	3	43	13,882	5	92	34,922
Toyama	2	28	14,827	3	56	16,872
Ishikawa	2	41	5,830	6	124	16,232
Fukui	-	-	-	3	41	6,438
Yamanashi	-	-	-	2	24	5,278
Nagano	1	10	2,545	4	93	19,254
Gifu	3	54	16,262	2	32	9,012
Shizuoka	4	108	23,911	5	113	25,403
Aichi	5	218	43,663	3	25	32,742
Mie	1	24	5,475	3	25	13,031
Shiga	3	43	10,979	2	11	4,408
Kyoto	2	67	12,306	2	35	12,343
Osaka	-	-	-	8	201	49,531
Hyogo	4	326	110,899	4	113	25,737
Nara	2	31	7,404	2	14	4,302
Wakayama	1	6	4,861	2	29	5,229
Tottori	-	-	-	3	25	4,581
Shimane	-	-	-	3	37	8,571
Okayama	4	111	20,565	2	28	8,752
Hiroshima	1	21	10,618	2	53	16,278
Yamaguchi	1	8	5,080	3	44	12,114
Tokushima	2	104	5,673	2	11	5,169
Kaga	2	65	17,262	2	20	4,811
Ehime	2	155	55,928	2	29	9,053
Kochi	1	233	14,689	3	26	4,506
Fukuoka	1	146	46,569	2	82	23,123
Saga	-	-	-	-	-	-
Nagasaki	4	99	43,232	2	46	8,566
Kumamoto	-	-	-	4	61	16,901
Oita	1	17	3,735	3	48	7,840
Miyazaki	1	12	10,046	2	22	5,273
Kagoshima	1	22	7,889	2	34	7,806
Unknown	1	15	15,903	1	1	461



Table XXIV  
PREFECTURAL LABOR UNION FEDERATIONS BY PREFECTURES<sup>1/</sup> (Cont'd)  
 (31 December 1947)

PREFECTURE	AFFILIATED WITH OTHER NATIONAL <sup>2/</sup> LABOR ORGANIZATIONS			UNAFFILIATED WITH ANY NATIONAL LABOR ORGANIZATIONS		
	No. of Organi- zations	No. of Local Unions Affiliated	Claimed Membership	No. of Organi- zations	No. of Local Unions Affiliated	Claimed Membership
<b>TOTAL</b>	<b>366</b>	<b>4,244</b>	<b>1,637,075</b>	<b>188</b>	<b>2,444</b>	<b>901,402</b>
Hokkaido	4	43	11,399	-	-	-
Aomori	4	57	12,057	4	54	2,732
Iwate	8	43	15,622	11	77	15,524
Miyagi	8	88	53,115	3	21	2,463
Akita	11	138	53,601	7	66	5,205
Yamagata	9	96	19,931	2	102	33,567
Fukushima	8	160	45,074	3	32	4,051
Ibaragi	11	90	48,158	4	53	41,710
Tochigi	10	104	16,957	5	47	6,989
Gumma	8	72	24,513	5	32	33,689
Saitama	9	88	19,913	2	17	494
Chiba	4	35	16,699	3	38	78,789
Tokyo	14	302	305,640	9	142	90,053
Kanagawa	8	112	40,112	5	55	18,107
Niigata	11	115	29,578	6	55	7,150
Toyama	10	64	11,754	5	63	21,878
Ishikawa	5	68	37,234	5	38	7,324
Fukui	5	38	6,632	-	-	-
Yamanashi	7	66	41,072	2	36	7,137
Nagano	8	132	30,086	15	203	29,234
Gifu	7	66	39,802	4	49	11,167
Shizuoka	13	177	37,045	2	16	7,279
Aichi	7	81	35,189	3	32	77,664
Mie	10	93	23,193	1	10	23,285
Shiga	6	60	14,397	4	101	36,017
Kyoto	8	77	20,954	6	149	58,101
Osaka	7	103	54,445	7	125	37,284
Hyogo	8	123	50,534	1	3	601
Nara	3	18	5,908	5	134	41,335
Wakayama	8	61	12,038	5	41	5,180
Tottori	5	55	17,015	4	17	31,758
Shimane	11	138	13,765	-	-	-
Okayama	9	165	59,317	3	34	5,031
Hiroshima	13	212	31,210	5	58	37,281
Yamaguchi	10	116	26,821	5	110	32,817
Tokushima	6	29	10,537	2	40	8,639
Kagawa	5	36	11,849	4	21	3,935
Ehime	9	101	50,416	4	45	23,746
Kochi	4	25	9,289	2	37	7,685
Fukuoka	16	119	118,820	2	44	7,803
Saga	6	62	20,091	5	54	8,105
Nagasaki	9	148	65,209	2	4	1,303
Kumamoto	7	99	30,432	3	33	5,103
Oita	5	60	14,334	5	36	1,827
Miyazaki	5	46	11,392	4	40	10,032
Kagoshima	6	61	22,395	4	60	12,328
Unknown	1	2	1,526	-	-	-

1/ Organization is counted in the prefecture in which the headquarters office is located.

2/ Not affiliated with either the General Federation of Japanese Trade Unions or the National Congress of Industrial Unions.

SOURCE: Survey of Labor Unions, 31 December 1947, MINISTRY OF LABOR, Bureau of Labor Statistics and Research.



Table XXV 1/  
DISTRICT LABOR UNION FEDERATIONS BY PREFECTURE  
 (31 December 1947)

PREFECTURE	T O T A L		
	No. of Organi- zations	No. of Local Unions Affiliated	Claimed Membership
<u>TOTAL</u>	<u>900</u>	<u>7,369</u>	<u>2,011,951</u>
Hokkaido	114	864	268,087
Aomori	20	168	42,221
Iwate	12	56	4,363
Miyagi	16	83	13,848
Akita	8	65	5,300
Yamagata	26	280	18,639
Fukushima	15	90	15,227
Ibaragi	15	78	15,245
Tochigi	22	176	37,358
Gunma	40	430	43,769
Saitama	16	179	23,315
Chiba	11	54	9,088
Tokyo	68	710	630,646
Kanagawa	14	82	20,099
Niigata	28	155	27,850
Toyama	13	71	8,127
Ishikawa	11	71	8,655
Fukui	5	34	4,225
Yamanashi	3	19	2,040
Nagano	23	154	23,606
Gifu	10	110	20,305
Shizuoka	23	188	30,224
Aichi	34	220	102,489
Mie	6	15	3,987
Shiga	11	41	7,550
Kyoto	27	233	47,962
Osaka	12	97	46,837
Hyogo	18	262	51,164
Nara	2	14	5,159
Wakayama	14	213	47,554
Tottori	14	114	18,616
Shimane	17	104	8,132
Okayama	12	80	7,722
Hiroshima	27	250	41,142
Yamaguchi	23	200	70,165
Tokushima	6	47	8,209
Kagawa	11	172	9,177
Ehime	13	124	25,445
Kochi	8	102	5,668
Fukuoka	47	377	118,006
Saga	8	68	20,559
Nagasaki	18	116	39,735
Kumamoto	10	38	9,092
Oita	10	62	3,736
Miyazaki	13	65	20,258
Kagoshima	23	205	15,107
Unknown	3	31	6,243



Table XXV  
DISTRICT LABOR UNION FEDERATIONS BY PREFECTURE<sup>1/</sup> (Cont'd)  
 (31 December 1947)

PREFECTURE	AFFILIATED WITH GENERAL FEDERATION OF JAPANESE TRADE UNIONS			AFFILIATED WITH NATIONAL CONGRESS OF INDUSTRIAL UNIONS		
	No. of Organizations	No. of Local Unions Affiliated	Claimed Membership	No. of Organizations	No. of Local Unions Affiliated	Claimed Membership
<b>TOTAL</b>	<b>67</b>	<b>814</b>	<b>146,327</b>	<b>49</b>	<b>305</b>	<b>79,089</b>
Hokkaido	1	7	822	6	30	8,592
Aomori	-	-	-	-	-	-
Iwate	-	-	-	-	-	-
Miyagi	-	-	-	1	9	1,607
Akita	-	-	-	-	-	-
Yamagata	-	-	-	1	4	162
Fukushima	-	-	-	-	-	-
Ibaragi	1	5	1,152	-	-	-
Tochigi	2	15	3,398	1	1	125
Gumma	7	108	6,725	-	-	-
Saitama	7	85	10,245	2	3	584
Chiba	1	5	1,829	-	-	-
Tokyo	4	80	15,825	19	140	37,166
Kanagawa	-	-	-	-	-	-
Niigata	2	6	738	3	12	1,463
Toyama	1	6	967	1	7	846
Ishikawa	2	8	571	2	12	1,887
Fukui	-	-	-	-	-	-
Yamanashi	-	-	-	2	14	2,110
Nagano	-	-	-	-	-	-
Gifu	-	-	-	-	-	-
Shizuoka	1	3	459	1	11	1,315
Aichi	8	64	7,837	3	11	1,759
Mie	-	-	-	-	-	-
Shiga	1	5	280	-	-	-
Kyoto	2	46	9,236	1	13	2,610
Osaka	1	3	10,365	-	-	-
Hyogo	3	98	23,309	2	10	1,220
Nara	-	-	-	-	-	-
Wakayama	-	-	-	-	-	-
Tottori	1	3	1,587	-	-	-
Shimane	-	-	-	2	19	2,680
Okayama	5	24	2,216	-	-	-
Hiroshima	2	21	12,835	-	-	-
Yamaguchi	-	-	-	-	-	-
Tokushima	1	13	354	-	-	-
Kagawa	1	19	2,822	-	-	-
Ehime	5	63	21,436	-	-	-
Kochi	3	76	3,339	-	-	-
Fukuoka	2	43	4,907	-	-	-
Saga	-	-	-	-	-	-
Nagasaki	3	8	2,573	-	-	-
Kumamoto	-	-	-	-	-	-
Oita	-	-	-	1	7	11,166
Miyazaki	-	-	-	-	-	-
Kagoshima	-	-	-	1	2	3,797
Unknown	-	-	-	-	-	-

(Continued)



Table XXV  
DISTRICT LABOR UNION FEDERATIONS BY PREFECTURE (Cont'd)  
 (31 December 1947)

PREFECTURE	AFFILIATED WITH OTHER NATIONAL <sup>2/</sup> LABOR ORGANIZATIONS			UNAFFILIATED WITH OTHER NATIONAL <sup>2/</sup> LABOR ORGANIZATIONS		
	No. of Organi- zations	No. of Local Unions Affiliated	Claimed Membership	No. of Organi- zations	No. of Local Unions Affiliated	Claimed Membership
<b>TOTAL</b>	<b>185</b>	<b>1,634</b>	<b>401,986</b>	<b>599</b>	<b>4,616</b>	<b>1,384,549</b>
Hokkaido	26	266	26,555	81	561	232,118
Aomori	4	40	27,983	16	128	14,238
Iwate	2	8	485	10	48	3,878
Miyagi	3	8	1,451	12	66	10,790
Akita	-	-	-	8	65	5,300
Yamagata	6	31	5,129	19	245	13,348
Fukushima	1	6	759	14	84	14,468
Ibaragi	5	20	1,843	9	53	12,250
Tochigi	2	10	1,351	17	150	32,484
Gumma	5	21	8,440	28	301	28,604
Saitama	2	29	5,069	15	62	7,417
Chiba	-	-	-	10	49	7,259
Tokyo	10	220	35,022	35	270	542,633
Kanagawa	4	16	4,554	10	66	15,545
Niigata	1	2	113	22	135	25,536
Toyama	5	29	4,396	6	29	1,918
Ishikawa	2	18	987	5	33	5,210
Fukui	1	1	126	4	33	4,099
Yamanashi	1	1	595	2	18	1,445
Nagano	4	32	6,602	17	108	14,894
Gifu	4	67	16,718	6	43	3,587
Shizuoka	-	-	-	21	174	28,450
Aichi	5	24	65,984	18	121	26,909
Mie	3	5	250	3	10	3,737
Shiga	2	2	57	8	34	7,213
Kyoto	6	56	12,257	18	118	23,859
Osaka	3	24	10,598	8	66	25,874
Hyogo	1	76	4,485	12	84	21,650
Nara	-	-	-	2	14	5,159
Wakayama	1	4	1,096	13	209	46,458
Tottori	7	30	6,933	6	81	10,096
Shimane	2	3	140	13	82	5,312
Okayama	-	-	-	7	56	5,506
Hiroshima	8	80	13,515	17	149	14,792
Yamaguchi	11	95	52,227	12	105	17,938
Tokushima	2	15	1,738	3	19	6,117
Kagawa	3	37	445	7	116	5,910
Ehime	-	-	-	8	61	4,009
Kochi	2	6	628	3	20	1,701
Fukuoka	12	112	43,173	33	222	69,926
Saga	3	26	14,947	5	42	5,612
Nagasaki	4	29	13,414	11	79	23,748
Kumamoto	-	-	-	10	38	9,092
Oita	1	4	336	9	58	3,400
Miyazaki	4	12	2,418	8	46	6,674
Kagoshima	17	169	9,167	6	36	5,940
Unknown	-	-	-	2	29	2,446

1/ Organization is counted in the prefecture in which the headquarters office is located.

2/ Not affiliated with either the General Federation of Japanese Trade Unions or the National Congress of Industrial Unions.

SOURCE: Survey of Labor Unions, 31 December 1947, MINISTRY OF LABOR, Bureau of Labor Statistics and Research.



File #1011

THE PURPOSE AND MEANS OF WORKERS' EDUCATION

(2nd Revised Edition)

ECONOMIC AND SCIENTIFIC SECTION  
LABOR DIVISION

GRS . . . . . SCAP

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## Introduction

Workers' Education essentially is the education of both young people, and older men and women who have left school, are working, are active in the trade union movement, and want to increase their knowledge of the trade union and industrial world in which they live.

The purpose of workers' education would seem to be twofold: (1) To increase the knowledge of each and every member of the union in order to improve the social and economic position of the individual member; and (2) to increase the educational level of all union members to such an extent that the unions become a mighty democratic force in the community.

Workers' Education is the very life-blood of the Japanese trade union movement. A few active leaders can organize unions, councils, federations, and national unions. But unless every member of every union knows the purpose of the union, and why he or she is in a union, the union has no real strength. Unions are only as strong as the people who join them. The most gifted orator, the wisest trade union leader cannot consolidate trade union gains unless every member of his union is solidly behind him, understands the issues, will not cease action until the union has achieved its goals.

Why then is workers' education important to the Japanese trade unions and to the men and women who are joining the unions of the New Japan?

First there is the all-important fact that prior to the outbreak of the war with the Allied Powers, the small pre-war trade union movement of Japan was forced out of existence. Zaibatsu opposition, Militarist hatred, and continual policy repression could allow no such thing in pre-war Japan as a free trade union movement. What unions existed were exterminated. Some of the leaders were put in jail. Others were effectively silenced.

The war came to an end. With the defeat of Japan came the concurrent defeat of the militarists. The domination of Japanese workers by the Japanese Military Policy and Thought Police had ended. The fake labor fronts of Sampo and Romu were dissolved.

Today thousands of Japanese young men and young women are working the mills, factories, mines, and shops of Japan. Tens of thousands of Japanese ex-soldiers and ex-sailors are working on the farms and in the factories of post-war Japan.

This new generation of workers - the generation that will participate in ruling the Japan of tomorrow - hears many things about the new rodo kuniai. But many of them do not yet understand what it is all about.

But they do know that a new day has dawned. For The Supreme Commander For The Allied Powers, General Douglas MacArthur, in October of 1945, told the then-Premier, the henceforth the Japanese Government would encourage the formation and growth of free and independent trade unions in Japan.

Later, the Far Eastern Commission, in its policy "Principles for Japanese Trade Unions," dated 6 December 1946, stated: "Japanese workers should be encouraged to form themselves into trade unions for the purpose of preserving and improving conditions of work, participating in industrial negotiations to this end, and otherwise assisting the legitimate trade union interests of workers, including organized participation in building up a peaceful and democratic Japan."

A new age was born for Japan!

The Japanese people know that a new instrument for the good of the world has come into being. A democratic form of government has been assured Japan, yes! but that democratic form can have little meaning to the little people of Japan unless they themselves can form unions of their own choosing, learn how to operate these democratic unions, understand



personally what democracy means.

The first item is that the workers must learn to understand the trade union movement, must know what a union is, and how it is administered.

This is one of the fundamentals of workers' education.

The Far Eastern Commission has stated: "Trade unions should be encouraged to promote adult education and an understanding of democratic processes and of trade union practices and aims among their members."

Unless all of the workers understand what the rodo Kumiai is for, it is easy for a small group of persons, who have outside knowledge, to take over the union and operate it. That is undemocratic, for a union must be operated by the union members. The girls at the reeling machine in Kyoto and coal miner in Hokkaido must be as well informed on the rodo kumiai as is the stationmaster, or the headmaster in an important middle school in Tokyo.

Having decided that workers' education means education in the building of a strong democratic trade union, what is next?

Well, if you have a union, what do you do with it?

Certainly the workers must become more aware of the world in which they live. They have food difficulties. What can the union do to help them solve the food problem? They cannot secure decent houses in which to live. What can the union do to help them?

In a word, the purpose of workers' education is to aid each and every worker to discover the world in which he lives, to understand it, and hence to be able to go to union meetings and make intelligent suggestions on what action might be taken.

In the old Japan, Sato San read the newspaper, and was told what to think, what to do, and what to say.

The New Japan can only be great if the little men and the little women in the factories, the machi and the mura of Japan decide that the world of tomorrow is going to be a world built by them, through them, and for them. There is no place in the New Japan for a Sato San who will sit back and let Suzuki San do all the work. There is too much to be done in the New Nippon. Democracy is a personal experience as well as a national policy. Each and every person in Japan, be he a spinner, a miner, or a locomotive engineer -- every person must know enough about the Japan of today to play a part today in building that Japan tomorrow.

Workers' education, then, consists in first, understanding the rodo kumiai itself; and second, finding out what can be done through it.

#### IDEOLOGICAL INDOCTRINATION

Such workers' education is often termed practical trade union education. It is education designed to raise the intellectual level of the workers while giving them a working knowledge of the trade union and economic world in which they live.

Practical trade union education must be founded in freedom of access to facts, and freedom to discuss the facts, to voice opinion, to agree or disagree.

Labor movements of most countries have often been plagued with the pseudointellectuals who, in order to hide their lack of practical knowledge, carry on workers' education of a highly impractical nature, such as a study of international labor ethics, cultural trends of the world labor movement, and such other vague and nebulous subjects.



The bitterest enemies of practical workers' education are found in the schools dominated by fascist or Communist groups. Thus, under the German and Italian brands of Fascism, labor fronts were maintained and workers' schools were operated. The schools consisted in presentation of pre-digested material which the students memorized. There was no question of the factual nature of the material. That was not the student's business. There was no discussion. The workers had but one duty, and that was to accept the concert of blood and race as the Dictator wanted them to so understand it.

Communist-dominated schools are of the same nature, for they present the pre-digested conclusions of Marx-Engels Leninism. As in other fascist schools there is no freedom of access to information, nor is their critical and free discussion and the holding of contrary opinions. The idea of class warfare and class egoism -- repugnant of course to true democracy -- these ideologies are presented as facts. Students memorize the Marx-Engels Leninist jargon until they are unable to think independently, merely replies to others by quoting long passages from the material they were given in the so-called labor school. As with the fascist schools, the Communist schools do not educate. They indoctrinate.

Fascist labor thought was founded on racial egoism. Communist labor ideology is founded on class egoism. Both are opposed to democracy for they overlook the basic human dignity of all men, their possession of rights, duties, and personal freedom, not by any one race or any one class.

True workers' education therefore must be free of indoctrination, propaganda, or ideological pre-conceptions of race or class egoism. Free men are a product of free thought, free discussion, free opinion!

## II

### Foreign Workers' Education

The United States Congress over a long period passed labor legislation protecting the *rodo kumiai*. With the passage of the labor laws of the United States, millions of workers joined the unions which had been originally formed during the Meiji period. The two major unions were originally, the American Federation of Labor (AFL) formed in 1881, and later the Congress of Industrial Organizations (CIO), formed in 1935.

These unions were very careful to educate their membership in trade unionism. They established schools, founded newspapers, issued booklets, and trained their workers in the philosophy of the *rodo kumiai*.

As they grew, their educational work expanded. American universities began to teach courses in *rodo kumiai*, *rodo kumiai* made moving pictures which told the story of the labor movement, and unions went on the radio in order to tell those who did not belong to *rodo kumiai* what the *rodo kumiai* were doing.

Today, in America, the great unions have extensive departments in their national headquarters which devote themselves to the preparation of books, magazines, newspapers, and so forth. Hundreds of men all over America are employed as *rodo kumiai* educators, teachers, artists, and writers.

Every summer, in many of the *ken* of America, the workers put down their tools, come to the University centers for a week or two, read books in classrooms, hold discussions, learn new ideas in *rodo kumiai*. And when they return to their factories, *nachi*, and *mura*, they bring back those ideas.

Thus the American *rodo kumiai* have learned that you cannot build strong unions unless you promote democratic workers' education.

One very important thing about the Americans is that they do not spend



endless hours in debate and speeches. When there is something to be done, they get to work and do it. When the American rodo kumiai found that they could not rent houses, the members of the rodo kumiai held a meeting and wondered what could be done. A small committee was formed, and for weeks the committee met and discussed the problem, read the housing laws, read books on housing. After the talk, they acted. They formed rodo kumiai housing cooperatives, they bought land, and they built houses for themselves.

The important thing to understand is not that they built houses for themselves. The important thing is that they took direct action. They did not wait on the Governor to act. They did not wait for some official to scratch on a pad. They found out what they could do for themselves. Then they acted.

That is also workers' education -- only it is a type of education which we call 'learning by doing', or functional education.

In Great Britain, the Workers' Education Association has for decades carried on intensive workers' education. Many of the present leaders of British labor never graduated from a university or college, but they have been active in the lectures, courses, and summer schools of the British labor movement, and today many of them are as well-trained and polished as any university graduate from Oxford.

In Canada, in France, in Holland, in Sweden, and in many other countries, you will find in the workers' education movement the life-spring of the labor movement.

Indeed, long hours in the factories necessitated by World War II in no way stopped the important workers' education movement. In fact, in England, even as the Fascist bombs dropped on the great production centers of the British people, workers' education classes increased, and there was more interest than ever before in extension of the knowledge of the working class.

### III

#### Japanese Workers' Education

It would seem that the Japanese will not have strong and democratic rodo kumiai unless they have strong and well-educated members. What will they teach, whom will they educate, and how will it be done?

That is a big problem. But if you just sit back and think for yourself, it will be an easy answer.

#### Foundations

First, everyone is talking about the labor union movement. Where did it come from? How has it been formed in Japan?

Obviously, study of the labor movements of America and Great Britain are essential, for those countries have the oldest labor movements in the history of the world. Study of the newer trade unions in France, Australia, China, Germany, and other democratic countries also provides valuable background on the aims and purposes of the world labor movement.

But there are many new laws in Japan which are of real concern to Japanese workers and the labor movement. The Trade Union Act stands out as the initial trade union legislation in Japan. It was followed by the Labor Relations Adjustment Act, and then the Labor Standards Law. Related laws include the Unemployment Compensation Law and the Employment Security Act.

Do these laws have any importance for the Japanese trade unionists?

Certainly! For the first time in two thousand years of Japanese history,



the Japanese workers have a law which not only gives them the right to form unions of their own choosing, but sets up a series of regulations to protect the union, keep it free and democratic.

All of the labor laws mentioned above grant certain rights and privileges to labor unions. Some impose duties and responsibilities. If you have a legal right, or a legal duty, you do not know what it is unless you have carefully read the law.

It is essential that in the building of the labor movement that each and every worker should have a good idea of the various labor laws, and a conception of the rights and duties outlined by such legislations. And that means that workers must be educated by the trade union, with the possible aid of government labor agencies.

#### UNION STRUCTURE

A constitution is the legal backbone of the union. It outlines the purpose of the union, tells what officers the union has and how they are to be elected, and specifies the various relations between the union, the officers, and the general membership.

When a few hundred persons band together to form a labor union, they have created a human association which represents power -- social, economic, and political power. That power must be used for the good of the members of the organization, and should also be used to promote the common good of all the people.

Officers elected to serve the union serve within the framework of their specific duties as outlined by the union constitution. In the constitution they are given rights and duties, privileges and responsibilities. But the ultimate power within the union ever remains in the hands of the rank-and-file union membership.

Do all union members know what power they have given to the officers of their union? Do they know what will happen to the money which they pay into their union?

If they have studied both their union constitution and the various labor laws of the country, Japanese workers will be well on the road to workers' education.

#### Labor Contract

The new Japanese trade unions have written many contracts with the employers which are quite general, vague, and lacking in details. Because no specification is made in many such current Japanese contracts, the signing of the contract often marks the opening of a series of disputes which seemingly are endless. The employer and union no sooner end one dispute than another one is in the making.

Obviously a nation still emerging from the greatest and most costly defeat in its history cannot afford the questionable luxury of continual work stoppages, sabotages, disputes, and turmoil within industry and government services.

Trade union members must examine carefully the labor contract under which they work. But that is only the beginning. They should examine the contracts concluded by trade unions with hundreds of years of experience; i. e., America and Great Britain. When they compare foreign contracts with what passes for a labor contract in Japan at this time they will notice that there is quite a difference.

Workers cannot criticize present Japanese contracts unless they are able to see how workers in other countries conclude collective agreements. As Japanese workers continue this process of education and self-criticism,



they will undoubtedly develop contracts which protect every right of the workers, include and go beyond the minimum standards of labor law, and guarantee to both employer and worker freedom from unnecessary labor disputes and other disturbances.

In summary, a well-educated trade unionist should know labor law, his union constitution, and his contract. He should understand foreign labor constitutions and foreign contracts in order to criticize and develop his own more intelligently.

#### CONTROL OF UNION

Even a democratic trade union can become undemocratic --- or even anti-democratic. As long as a trade union is run by the membership on a democratic basis, it is a free trade union. But if the membership sits back and allows one or two persons to run the union to their own liking, then the union members have sacrificed union democracy and their trade union has become bureaucratic and useful only to the top persons in control.

That is how labor union bureaucracy comes to power.

When that happens free trade unionism is dead.

There is only one way to maintain militant democratic unionism. That is by active participation in the everyday affairs of the *rodo kumiai* on the part of each and every member. Remember, it is a basic principle of democracy that you should never permit any higher agency to do anything for you which you yourself can do. The more you can handle yourself, the more control you have over the world you live in.

Summing up, the basic principle is that your local union will only be democratic if you yourselves run it. Second, you want your local unions to do as much as they can for themselves by themselves. Third, you cannot have strong unions unless you know your legal rights, legal duties; your union rights, union duties; and the contract with your employer.

#### IV.

##### Who Will Do It

Let us repeat that basic principle of democracy. Do not let any higher agency do anything for you that you yourself can do. That does not mean you forbid centralization. But it does mean that you promote democracy by doing as much for yourself as possible.

There are two extremes for a union education program. One way is for the national union in Tokyo to write a letter to the member unions in the Ken, shi, machi, and mura, simply telling them:

"Dear Friends:

Please start an education program. We hope to hear from you by Showa 25.

Sato San..."

Obviously, just asking a local union to do something means little. Perhaps they don't even know what an education program is. Or they want to know...-But they don't know where to start.

Now the other extreme in the approach to workers' education is when the national union is bureaucratic and undemocratic. Under this kind of a setup, the national union will have a large staff of experts who will write books, newspapers, pamphlets, and make movies. But everything will be done in Tokyo. The membership out in the Ken will be treated as if they are children, with the domineering *rodo kumiai* officials in Tokyo telling them exactly what to say, think, and do.