

REMARKS:

5452-I-307

DUMP  
NUMBER

Handa whs.

Q.M.

CLASS  
SUPPLY

25DW 6-2RP #54

OCCUPYING  
UNIT

1181.8-1357.3

LOCATION

JAP  
INVENTORY

U. S.  
INVENTORY

FINAL  
REPORT



男女

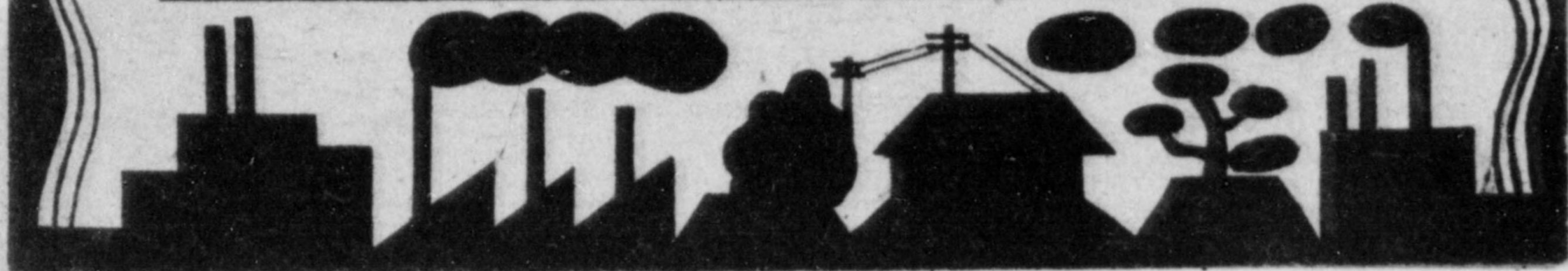
番号

# 働く少年少女のメモ

労働省婦人少年局

昭和 年 月 日記

雇われている 所のなま之	
雇われている 所の所在地	
あまたの 生年月日	昭和 年 月 日生





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書き入れかた

- 1 下に書いてある言葉にあてはまるものには「O」をつけなさい。
- 2 ( )の中には答をかきなさい。



◎ 証明書について

- |                                 |             |
|---------------------------------|-------------|
| 〔1〕 あなたは勤めるときに「年令証明書」を出しましたか？   | はい。<br>いいえ。 |
| 〔2〕 あなたは勤めるときに「就業許可申請書」を出しましたか？ | はい。<br>いいえ。 |

I あなたの仕事について。

- |                             |   |                   |  |
|-----------------------------|---|-------------------|--|
| 〔1〕 仕事の名前は？                 | ( )                                       |                   |  |
| 〔2〕 どんなことをしますか？             | ( )                                       |                   |  |
| 〔3〕 今の仕事についてからどの位になりますか？    | 1ヶ月以内, 3ヶ月以内, 6ヶ月以内, 1年以内,<br>3年以内, 3年以上。 |                   |  |
| 〔4〕 今の仕事を覚えるにはどの位かかりましたか？   | 10日以内<br>6ヶ月以内                            | 1ヶ月以内<br>1年以内     | 3ヶ月以内<br>1年以上                                    |
| 〔5〕 仕事をしていると次のようなことを感じませんか？ | むづかしい<br>苦しい<br>つかれる                      | ふつう<br>ふつう<br>ふつう | やさしい<br>たのしい<br>つかれない<br>すきだ<br>自分にむかない<br>不親切です |
|                             | 今の仕事はきらいだ<br>今の仕事は自分にむく<br>指導者は親切だ        | ふつう<br>ふつう<br>ふつう |  |



II あなたの働く日と時間について。

- |                         |  |
|-------------------------|--|
| (6) 先月は何日働きましたか？        | ( 日) (病氣, その他の休みを入れて)  |
| (7) 勤め先の休みは1ヶ月に何日ですか？   | ( 日)   |
| (8) 一日の働く時間は？           | ( 時間)  |
| (9) 一日の休み時間は？           | ( 時間)  |
| (10) 居のこりは？             | ない。先月は( 日(合計 時間)あつた)   |
| (11) 夜業は？               | ない。ある( 時から 時まで)  |
| (12) 交たいは？              | ない。ある。(1)二交たい, (2)三交たい,<br>(3)晝夜交たい, (4)循環交たい。   |
| (13) 働く日や時間についてどう考えますか？ | もつと休日がほしい。ほしくない。<br>理由…休日を自由に使いたい。つかれる。<br>もつと休み時間がほしい。ほしくない。その他<br>理由…休み時間に自由なことをしたい。<br>つかれる。その他。<br>もつと働きたい。働きたくない。<br>理由…賃金をもつとたくさんほしいから。<br>つかれる。その他。 |



III あなたの賃金について。

<p>(14) 先月はいくらもらいましたか？</p>	<p>手 どり ( ) 円位。</p>
<p>(15) 給料の他に何かもらうものがありますか？</p>	<p>な い。                  作 業 服 (年 着)                  食 事 ( 食) 無料で。実費で。                  交 通 費 いくら (月 円位)                  その他 [もらうもの] ( )                  もらいたいものは？ ( )</p>
<p>(16) 賃金を何につかいますか？</p>	<p>家へ出します (月 円位)                  自分の生活費にします(月 円位)                  貯金をします (月 円位)                  学資にします (月 円位)                  小遣にします (月 円位)</p>
<p>(17) 賃金についてどう考えますか？</p>	<p>今の給料でたります。たりない。                  ( 円位)あつたらたりますか？</p>



## IV あなたの勤め場所や、住んでいる所の教育施設について。

- |                                     |  |
|-------------------------------------|--|
| 〔18〕 勤めている場所には次のような施設<br>がありますか？    | 病院か診療所 (ある, ない)<br>寄 宿 舎 (ある, ない)<br>図書室, 読書の設備 (ある, ない)<br>運動の設備 (ある, ない)<br>娛 楽 場, 遊 び の 設 備 (ある, ない)  |
| 〔19〕 住んでいる町や近くに, 次のような<br>ものがありますか？ | 無料診療所 (ある, ない)<br>(利用している, していない)<br>図書館又は読書室 (ある, ない)<br>(利用している, していない)<br>運 動 場 (ある, ない)<br>(利用している, していない)<br>遊 び 場 (室内無料) (ある, ない)<br>(利用している, していない) |
| 〔20〕 勤めがすんでから何をしますか？                | その他の設備 (ある, ない)<br>読書 (科学, 技術, 修養, 娯楽本や雑誌, その他)<br>家の手伝い, 他の仕事 (お金になるもの)<br>学校へ通います, スポーツ, 娛 楽 場。<br>労働組合の仕事, 子供会の討論会など。<br>つかれすぎて何も出来ない。<br>その他。          |



V あなたの身の上について。

- |                             |  |
|-----------------------------|--|
| 〔21〕 身の上について。               | 戦災者, 引揚者, 孤兒, 家が貧しい。<br>父, 母がない。父, 母, その他が病氣。                          |
| 〔22〕 あなたの他に誰か働いていますか?       | 父, 母, 兄, 姉, 妹, 弟。  |
| 〔23〕 住居(すまい)について。X          | X 家族と一しょに住んでいます。<br>友だちと一しょに住んでいます。<br>ひとりで間借りをしています。<br>寄宿舍や寮に住んでいます。 |
| 〔24〕 通勤時間は?                 | 30分以内, 1時間以内, 2時間以内, 2時間以上。  |
| 〔25〕 学校はどこを出ましたか?           | 小学校(在学, 中退, 卒業)<br>中学校(商業, 工業, 実業, その他)在学中・中退)                         |
| 〔26〕 いまの勤めの前にどんな所に勤めていましたか? | ( )  |
| 〔27〕 前のつとめを何故やめましたか?        | 給料がやすいから, 仕事がつらい, やめさせられた。その他。   |
| 〔28〕 誰の世話で勤める様になりましたか?      | 先生, 知人, 家族, 今の勤め先の人, 職業安定所の人, その他。                                     |



VI 書きたいことを自由に書きなさい。

(29) 勤め先について。

(30) 労働組合について。

(31) お役所について。

(32) その他なんでも。



Translator  
T. Kawashima

MEMO OF WORKING JUVENILES

Women's Juvenile Bureau,  
Ministry of Labor

( COVER )

Boy	Girl	Number
MEMO OF WORKING JUVENILES		
WOMEN'S JUVENILE BUREAU,		MINISTRY OF LABOR
		Date.....
Name of your employer		
Address of your employer		
Your birth date	Showa.....Month.... Date....	

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3	About your wages....."	3
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5	About your own personal matter.."	5
6	Free writings,....."	6

HOW TO WRITE

- Put ~~word~~ ring around the word ~~meaning~~ *yes for your answer* ( O 7 )
- Write your answer in ( )



5452-I-301

DUMP  
NUMBER

REMARKS:  
Yogima Kogo Nagoya Factory

ORD

CLASS  
SUPPLY

25th. DIV  
6-2 Rpt. #43

OCCUPYING  
UNIT

1195.7-13<sup>5</sup>9.1

LOCATION

JAP  
INVENTORY

Per. Record on File  
At 25 DIV.

U. S.  
INVENTORY

closed. Sum. Rpt.  
5 Feb. 46

FINAL  
REPORT



\* About Certificate

(1) Did you submit "certificate of your age"?

Yes.  
No.

(2) Did you submit "application to permit working"?

Yes.  
No.

1 About your work

(1) Name of work ?

( )

(2) What kind of work do you do?

( )

(3) How long is it since you started present work ?

Within one month, " 3 months, " 6 months,  
" 1 year, " 3 years, over 3 years.

(4) How long did you take to learn present work?

Within 10 days, " one month, " 3 months,  
" 6 months, " 1 year, over 1 year.

(5) ~~Did~~ you feel following ?

Didn't  
Difficult, common, easy,  
Hard, common, enjoying,  
Get tired, common, don't get tired.  
Present work fits me common, Does't fit  
Leader is kind, common, not kind.

-- 2 -- About your working days and hours.

(6) How many days did you work last month ?

( days ) ( including sickness and other holidays)

(7) How many days there are off-days in one month at your working place ?

( days )

(8) How many working hours in a day?

( hours )

(9) How many hours a day you get rest ?

( hours )

(10) Staying behind ?

none, but last month ( days ( total hours I stayed )

(11) Night work ?

None, yes (from ....o'clock to.....o'clock

(12) Changing shift ?

None, Yes (1) 2 shifts, (2) 3 shifts,  
(3) day ad night shift  
(4) Rotation shift

(13) What do think about working days or nights ?

I want more rest days, I do not want any rest day....Reasons-I want to use rest days freely- I am tired- I want more resting hours. I do not want any, othrs. Reasons- I want to do what I wish-Because I am tired, others. I want more work, I don't want work any more....Reasons-I want to get more wages & am tired, others



5452-I 300

DUMP  
NUMBER

Q.M.

CLASS  
SUPPLY

25 Div. Rpt G-2441

OCCUPYING  
UNIT

75.1-70-8

LOCATION

\_\_\_\_\_

JAP  
INVENTORY

Per Record on file  
A+25DIK

U. S.  
INVENTORY

closed sum Rpt.

FINAL  
REPORT

18 Jan. 46

REMARKS:

*Asahima Tekkocho  
Okashi Factory.*



--- 3 --- ABOUT YOUR WAGES

- ( 14 ) How much did you get last month ?
- ( 15 ) Did you get anything else besides wages ?

Net receipt ( ) about yen.  
 None-  
 Working cloth ( .... suits a year )  
 Meals ( Meals ) without charge , at  
 cost.  
 Transportation expenses ( ¥ a month )  
 Other gifts & ( )  
 Wish to be given free ? ( )

- ( 16 ) How do you use your given wages ?

Give to the House ( per month....about ¥  
 Spend for my living exp. ( " , , , , about ¥  
 I save some and deposit ( Month. about ¥.....  
 Use for my study ( month.....about ¥.....

- ( 17 ) What do you think about your wages ?

" " general expense ( month... " ¥.....  
 Present wages is enough. Not enough  
 Will it be enough if you had ( ¥..... ) ?

-- 4 -- ABOUT EDUCATIONAL EQUIPMENTS OF YOUR WORKING PLACE AND YOUR HOME PLACE

- ( 18 ) Are there these equipments at your working place ?

are  
 Hospital or clinic ? ( Yes, No, ^ not )  
 Dormitory ( Yes, No )  
 Library, equipments of books? ( Yes, No )  
 Equipments of exercise ? ( Yes, No )  
 Amusement, Playground ? ( Yes, No )

- ( 19 ) Are there these places ?

Free clinic ? ( Yes, No )  
 Library or reading room ? ( using it, No )  
 ( Yes, No )  
 ( using it, Not using it )  
 Sports ground ? Yes, No )  
 ( Using it, Not using it )  
 Play ground ( indoor, free? ) ( Yes, No )  
 ( Using it, Not using it )  
 Other equipments? ( Yes, No )

- ( 20 ) What do you do after your work ?

Reading: ( science, technical, moral cul-  
 ture, magazine ) help house work , other  
 work for money, sports, dabates, others



5452-I-299

DUMP  
NUMBER

QM

CLASS  
SUPPLY

25 Div Rpt G-2#41

OCCUPYING  
UNIT

1180.2-1370.9

LOCATION

\_\_\_\_\_

JAP  
INVENTORY

Per Record ON File  
AT 25 DIV.

U. S.  
INVENTORY

closed Sum. Rpt  
22 Dec. 45

FINAL  
REPORT

REMARKS:

*Ochinomiya Factory*



## -- 5 -- ABOUT YOUR PERSONAL MATTER

- |   |   |
|---|---|
| ( 21 ) About your personal matter   | War sufferer, Repatriate, Orphan,<br>My home is poor, No father, No mother<br>My parents and others are sick.   |
| ( 22 ) Who are working beside you ?   | Father, mother, brother, sister   |
| ( 23 ) About your living quarters ?   | I am living with my family,<br>I am living with my friend,<br>I am alone living in a rented room,<br>I am living in a dormitory, or <del>lead</del><br>lodging house. |
| ( 24 ) How long does it take to<br>reach your school ?                                | Within 30 minutes, within one hour<br>Within two hours, Takes over 2 hours  |
| ( 25 ) From what school did you<br>graduate ?   | Primary school ( stayed.....left...<br>( graduated )<br>Middle school ( Commercial, technical<br>( business, others )<br>( was in...left before<br>( graduation.      |
| ( 26 ) In what place were you working<br>before you came before present<br>position ? | ( )   |
| ( 27 ) Why did you leave last position?   | Because the wages was too cheap;<br>the work was too hard; was discharged;<br>other reasons.  |
| ( 28 ) By whose introduction did you<br>come to work here?                            | Teacher, friend, family, one who is<br>working in my present place , others   |
| ( 29 ) About your employer ?  |   |
| ( 30 ) About labor union ?  |   |
| ( 31 ) About Government office ?  |   |
| ( 32 ) All others ?   |   |



5452-1-298

DUMP  
NUMBER

REMARKS

186<sup>TH</sup> ENGR. SPEC.  
GUARD UNIT (MORI-  
YAMA)

MISC.

CLASS  
SUPPLY

25 DIV  
G-2 RPT #38

OCCUPYING  
UNIT

1194.0-13578

LOCATION

JAP

INVENTORY

U.S.

INVENTORY

FINAL

REPORT



冠略

今般労働省より幼と年少者の教育、健康、福祉及び環境  
 その他の改善向とを固りもつて年少者の労働条件の具体的改善向  
 とを期する為、労働基準法及び女子年少者労働基準規則の  
 実施一週年記念行事として来る十一月一日から十日同別紙要綱  
 により幼と年少者保護運動を府下全般に亘り実施する様に  
 京都婦人少年局宛指示があり、了したので特に貴 局の格別のご理  
 解とご協力を賜り、おたのしみ願ひ致し、了す

尚右の件につき各関係主要者と細部に亘り果体的打合せ会  
 を来る十八日午後一時より労働基準局会議室で開催する事  
 可障と御合せは、お集下さる、お集下さる、お集下さる、お集下さる、

十月十三日

婦人少年局 京都職員室

主任 物島 ことと 忌

殿



Translator  
T.Kawashima

October 13, 1948

To.....

Dear .....

In commemoration of the anniversary of enforcement of the Standard Labor Law and the Standard Labor Regulation of young women, and taking this opportunity to improve education, health, welfare, environment, as well as other conditions of working young people, in the hope of realizing a substantial betterment of working conditions of juveniles The Kyoto Chapter Of the Bureau Of Women and Youth has been instructed to work for the movement of " Protecting Young working people " throughout the Prefecture as a memorial function starting with November 1st and ending on November 10th, as per the program set forth in the separate cover. You are requested to give this matter a special attention and assistance.

In conjunction with above matter we are going to hold a conference of heads of all organizations to discuss the details of our activities on October 18th at 1 o'clock P.M. in the Conference room of Labor Standards Bureau, and we sincerely hope that you <sup>will</sup> be present.

Kikuye Fukushima, Secretary  
Kyoto Staff Room, Bureau Of Young  
Women.



HEADQUARTERS  
KINKI MIL GOVT REGION  
APO 301 (Kyoto, Honshu)

300.4 - Travel Orders


6 October 1948

SUBJECT: Letter Order No. 10 - 7

TO : See Distribution

1. Miss Catherine L. Beachem, DA Civilian Employee, P-1, Aichi Mil Govt Team, APO 710, now casually at this sta in compliance with LO 924, Hq Eighth Army, dtd 4 Oct 48, WP o/a 6 Oct 48 to Aichi Mil Govt Team, APO 710, rptg en route to CO, Tokai-Hokuriku Mil Govt Region, APO 710 for orientation. Govt mtr and rail T atzd. TCNT. TDM. Auth: Sec I Cir 135, Hq Eighth Army 15 Nov 47 and Memo 109, Hq I Corps 23 Dec 47. No per diem. Not atzd sep rat.

BY ORDER OF COLONEL BURNS:

  
J. E. ENGLEHARDT  
Captain, AGD  
Adjutant

DISTRIBUTION:

- 5 - Ind conc
- 2 - CG I Corps
- 2 - Orgn conc
- 2 - File



「働く年少者の保護全国運動」実施要綱

一、目的

年少労働者を封建的遺制から解放するとともにその身心の正常な発育を図り以てその保護を徹底することは労働者の民主化はもとより産業再建の根基を培うため以外より最も要望されるところである。労働基準法中年少者に関する規定を施行せしめから内一歳を繰えんとしてゐるが年少労働者の約半数は労働保護官署にまか把握されざるものゝ認められしの際(1)年少労働者の把握を一層促進せしめ(2)年少労働者保護法規の周知徹底を図り併せて(3)年少労働者に健全な慰安娯樂を提供せんとするものである。

二、名稱

「働く年少者の保護全国運動」

三、主唱労働者

- 協力 使用者団体
- 労働者団体
- 婦人団体
- 父母と先生の會及び其他関係





採団体

協賛

法務省

文部省

厚生省

運輸省

逓信省

新聞社

放送協

会 映画館

ニース映画社

四 運動 期間

十一月一日より十日まで

五 運動 目標

- (一) 年少者の適職開拓(年少者のために適当した職業を提供する)
- (二) 保護法規の周知(年少労働者自身及び彼等とともに働く労働者全部に年少労働者保護法規を周知させる)
- (三) 安全上の配慮(労働基準法に定められた危険業務から年少労働者を除く、年少労働者が従事する仕事に含まれる危険発生の一切の要素を排除し、この改善及び教育を行う)
- (四) 衛生上の配慮(労働基準法に定められた有害業務から年少労働者とし、年少労働者が従事する仕事に含められる衛生上の有害な一切の要素を排除し、この改善及び教育を行う)



休

六 実施要領

- (五) 労働環境に関する配慮（職場 寄宿舎 福利施設等年少労働者利用又は彼等が置かれる環境の整備高揚及び改善を行う）
  - (六) 健康増進上の配慮（年少労働者の健康及び体位向上の方法を講じ且つ行う）
  - (七) 教育的反省（労働教育、技能教育及び養育等年少労働者の教育に於て反省の改善の具体案を作成し且つ実施する）
  - (八) 慰安娛樂（健康的にして愉快な慰安娛樂を年少労働者に与える）
- 一 本運動の主流は協力団体が行う各種の活動におもふものとし労働省及び各協賛団体はこの主流の活動を補綴して強化化するに構えて活動するものとする。
- 二 本運動の目的を達成するには、その準備活動を通じて、関係者自体の理解を得ることが肝要であるから、九十兩月を準備期間



としてこの期間中の活動に重点を置くものとし、運動期間中の行  
事はその最終的三つの役割のものとするべきこと。

七、準備期間の活動

1. 協力団体の準備活動

(1) 協力団体は、その自発的且積極的な参加協議によつて、本  
運動の中心となる実行委員会と中央及び地方に結成すること。

(2) 各協力団体は実行委員会の協議に基づいて、それなれ一定の役割  
を明確に実行する計画を準備すること。但し右の役割は  
それ以上実行可能な小範囲のものとし、多数の団体の分担によつて  
全体の運動を達成するよう心掛けること。

(3) 各協力団体が引受けた役割の実行に關しては実行委員会が  
その推進の中心となること。

2. 労竹省の準備活動

(1) 労竹省婦人青年局



ほ

ハ、調査の進捗に即ち報告書の提出を要する。

イ、中央の協力団体の設けようとする実行委員会の結成、幹旋及

び庶務を行うとともに、協賛団体との連絡にあたること。

ロ、本運動に必要な法規解釈集、ポスター、リーフレット、チラシ、その他実

態調査用紙、移動展用品、紙芝居用品等を作成し、婦人十年局地

方職員室に配布すること。X

ハ、「ゆし年」者の保護中央大会開催の準備を行うこと。

ロ、婦人十年局地方職員室

イ、各地方の協力団体の設けようとする実行委員会についてその結成の幹旋及び

庶務を行うとともに、協賛団体との連絡にあたること。

ロ、協力団体及び各事業考場との準備活動中、その需めに応じ、ポスター、

リーフレット、移動展、紙芝居を配布又は貸与する等各種の応援を

行うこと。

ハ、本者計画の実態調査又は本運動に関する予備調査を準備し又は実

施すること。

(5)



二 幼少者者の保護展覧会及び相談所。開設準備を行うこと。

ホ 幼少者者の保護地方大会の開催の準備を行うこと。

(3) 都道府県庁の基準局の前項各号につき、前項中(イ)及び(ホ)につき共同主催となつた外他の各項につきも積極的に職員室の活動を支援するよう心掛けること。

(4) 都道府県(職責安定及び労政関係)は前項中(イ)及び(ホ)について共同主催者としての準備を行うこと。

3. 協賛団体等の準備活動

1. 法務庁及び文部 厚生 運輸 逓信の各者はそれぞれ先般閣内各

団体等に対し本運動の目的と内容も周知させ併せて積極的に参加協力する

ための具体的実施事項を計画準備すること。

口逓信者は全国主要局が記念スタンプを用いさせるよう準備すること。

ハ 新报社 映画館等は運動期間中の宣伝報道及び慰安娯楽等に協力

するための有効な計画を準備すること。

ニ 放送協会は運動期間中の放送プログラムの編成及び幼少者保護

大会参加につき特に有効な計画を準備すること。



保護之會等がたつと特に有商の計画を準備すること。

### 八 運動期間、実施事項

#### 1. 地方団体(一例)

中央及地方の各地方団体は、実行委員会協議によつて自主的に決めた役割をもつ。地方又は事業場の実施に即して実施することあるが例之は次の様な役割を分担することの望ましいこと。

1. 使用者はこれこれ日程を定め、毎日の行事に「五層運動目標」の項目づつを割り込むこと。且つ実行すること。

2. 労組組合はこれを此日程を定め「五層新目標」の項目づつを組合掲示板に掲げ、且つ実行すること。

3. 労組組合、婦人部は、当該事業場内の行事又は竹の子者保護大会に際して、音楽、歌謡、舞踊又は演劇(自作、上演)等を以て竹の子者、慰安娛樂に弾力に参加すること。

4. 使用者団体及び労組者団体は共同して今下の事業場の中で竹の子者





竹青、多々竹、職場、について、その労働環境及び労働条件を探討し、  
 其なものも、要一定すること。

本婦人団体は、竹、若者保護大会に際して、音楽、歌謡、舞謡又は演劇  
 等、及び竹、若者、慰安、娯楽に強かに参加すること。

へ、婦人団体、竹、若者、保護大会に際して、會場の清掃及び裝飾等  
 の労働奉仕を行うこと。

ト、父母と先生、會は、若者、若者に適した、雇傭、後會（満十五才以上、満十  
 八才未満に、適した、もの、四種、及び、満十五才以上、満十五才未満に、適した、もの、四  
 種）について、自ら、研究し、その結果を、寫眞、繪画、ポスター、又は、談話の形  
 式で、展覽會又は、竹、若者、保護大会に、発表すること（その、研究  
 は、所在地、の、公共、職業、安定、所の、調査、勉學、の、傍ら、労働、しつ、ある、児  
 童、生徒、及び、最近、の、卒業、生、各々、四、名、との、面接、等、を、基礎、とする）



4 職業指導団体 安全衛生指導団体 教育文化団体等々  
これこれ

ゆい年々者の職業指導 神事 技能の養成 安全衛生 業務上又  
は一時的の文化 教養の向上等 他にこれ展覽会又はゆい年々者  
傷病大会に資料を展示し又は意見を発表すること。

5 民生委員団体 児童福祉団体及び司法保健団体等々  
ゆい年々者の生活保健環境の改善 向上等にこれ展覽会又はゆい年々者保  
護大会に資料を展示し又は意見を発表すること。

ゆい年々者

6 本省

7 新中社 放送協会に依頼して全国に運動目的を報導すること。

8 十一月九日東京（共立講堂）に於いてゆい年々者保護中央

大会（大会次第、予定別紙一のとおり）を開催すること。



八、運動期間中、東京に展覧会（提出資料の別添別紙二のとおり）及び相談所を開設すること。

(2) 地方

1. 協力団体 協賛団体及び関係官公庁等の支援を得る運動

期間中一般市民の立ち入り易い場所には展覧会を開催すること。

展覧会にはその地方の職業指導 職業指導 労働保護 労働

教育 児童福祉 司法保護等の関係資料を別添別紙として展示し

労働関係の甲種乙種 児童生徒及びその父兄の参加に供すること。

口、展覧会場には必ずしも青少年者相談所を併設し、労働基準監督

官の指導 公共職業安定所、公共職業指導所、労働基準監督

官、労働関係の官公庁の出席を求め、来訪者はその総合的指導を

行うこと。

ハ、婦人少年局の計画に基づき簡単な労働者者の実態調査又は世論調査を

本運動の一環として行うこと。但し右の実施時期は運動期間の一部に止るも差支

へないこと。



二、北海道、宮城、神奈川、新潟、愛知、京都、大阪、兵庫、山口、愛媛、福岡の十一地方においては前各項の行事を行外更にその地方労働基準局と共同して幼く年少者保護地方大会を開催すること。(大会次第の予定別紙一の例による)

この大会は幼く年少者及び児童生徒並に父母、先生を対象とする。

3 勸奨団体

1) 法務庁及び文部、厚生、運輸、逓信の各省はそれぞれの出発機関団体等に対し、具体的な行事を以て全面的に参加協力するよう通知し、且つ展覧会、幼く年少者保護大会への参加、全国主要局の記念スリッパ使用等のことを行ふこと。

2) 放送協会は「五運動目標」の一項目が、放送の合同毎に端的な表現で聴取者に訴えること。

幼く年少者保護大会に適當な慰安娯樂を提供し且つ移動





別に本運動期間中有効な放送を以つて全面的に協力  
すること

(3) 新聞社は「五運動目標」の一項目づつ、を適當な記事として  
連載すること

適當な映畫を提供して何れも年少者保護大会の慰安  
行事に参加すること

(4) 映畫館 興業場は「五運動目標」の一項目づつ、を映畫  
又は興業の合同毎に端的な表現で場内拡声機を以  
つて観客に訴へること

地方職員室より委託した「ちらし」を出札又は改札  
の際に観客に配布すること

(5) ニュース映畫社は本運動を画面にとり上げること



別紙一

労働省  
主催

幼く年少者保護中央大会(予定)

日時

昭和二十三年十一月九日午後二時—五時

場所

神田一ツ橋 共立講堂

第一部

一 開会の辞

年少労働課長

藤本喜八

二 挨拶

婦人少年局長

山川菊枝

三 講演

総司令部労働課

加藤勤十  
ミス・スミス

第二部

四 演劇

放送劇団

五 演奏

放送楽団

六 自立演劇

年少労働課長 監督課長 雇用安定課長 労政課長

七 移動式イタに  
よる負傷被害

八 映画

新聞社提供

自立演劇の幕間を行用し簡単に実態調査を行う。



別紙 二

展覧会及び年少者保護大会提出資料  
婦人少年局関係

年少労働課

一 ポスター

ニ パンフレット

三 リーフレット

四 シリーズ

労働基準局関係

労政局 関係

職業安定局関係

労働統計調査局

産業安全研究所

使用者の保護活動資料

労働組合の保護活動資料

働く年少者の作品

協賛団体提出資料



## Attached Paner No. I.

Program of Working Children Protection Meeting

Date: 1 - 5 p.m. 9 November 1948

at : Kyoritsu Auditorium.

## Part 1.

1. Opening Address      Juvenile Labor Division Chief,  
Mr. Kihachi Fujimoto
2. Greetings            Women and Juvenile Section Chief,  
Mrs. Kikue Yamakawa,
3.                         Labor Minister Kanju Kato
3. Speech                Miss. Smith, Labor Division, ESS, GHQ, S

## Part. 2

- 4 Drama                 Broadcasting Theatrical Band
  5. Music                 "                     Band
  6. Drama                 Labor Unions
  7. Questions and Answers through moving microphone
  8.                         Juvenile Labor Division Chief  
Surveillance Division Chief  
Employment Stabilization Div. Chief
  8. Motion Pictures
- Press Companies Present



Recent editorial which appeared in Nippon Times on Prefectural Information Offices.

#### LOCAL PUBLIC INFORMATION OFFICES

It is reported that plans are afoot to encourage the various metropolitan and prefectural governments to set up local public relations offices to disseminate information among the general public concerning official activities. This is a new departure which should prove very helpful to the sound development of local self-government.

All too often in the past when local government offices were monopolized by bureaucratic officials appointed by some higher authority, the people were kept in ignorance of what went on in the government. The people were merely expected to obey orders.

Under the new system of local self-government which is now in operation, however, the chief officials are elected by the people, and the local ordinances are legislated by the elected representatives of the people. In order that the people may exercise intelligently the power which they now have over their local government, it is essential that they be fully informed about their local government.

The affairs of the central government are quite fully reported in the metropolitan newspapers which circulate all over the country. The various ministries of the national government also maintain public information offices which maintain relations, though with varying degrees of satisfactoriness with various news media. But the supplying of information to the public concerning local governments has heretofore been haphazardly organized.

Of course there is the theoretical danger of the various governmental agencies flooding the nation with special pleading and propaganda. But such a danger is still pretty remote in this country. Far more dangerous is the present lack of adequate information about governmental activities guide the electorate's thinking concerning its political responsibilities.

Therefore the establishment of systematically organized public information offices in the various local governments is a step to be warmly welcomed in the interests of better local self-government.



Attached Paper No. II

Materials Presented in Exhibitions and Working  
Children Protection Meetings

Women and Juvenile Labor Relations

Juvenile Labor Division

1. Posters
2. Pamphlets
3. Leaflets
4. Series

Labor Standard Relations:

Labor Administration Relations

Labor Stabilization Research Relations:

Labor Statistics Research Relations:

Industry Stabilization Research Relations:

Employees' Protection Activities Relations:

Labor Unions Protection Activities Relations:

Pictures and other works made by working children

Materials offered by Cooperative Associations.



2. The office should be headed by a qualified publicist, a man with newspaper, radio and, if possible, display advertising experience.

3. One, and even more desirable, two artists should be engaged.

4. Each of the prefectural government sections should assign a representative on a full time basis to act as liaison between the section and the Information office. His job should be to coordinate closely all material having informational value.

5. Adequate clerical help should be available to the Information Section.



Daily Operation: (25 Oct. 1948)

Attendance, as observer, at the over-all Committee Meeting for Planning Minors Protection Week Event.

At Labor Standard Bureau, at 1300 - 1530

1. Report by Ishida of the first overall committee meeting held on 18 Oct. was given and approved.

2. Report of the Sub Committee No. one, held 21 Oct, was given by Fukushima, at which time, the following decisions were made:

Date of the Lecture Meeting..... 5 Nov. 1300 - 1700

Place: Maruyama Park or the Press Hall

Program: Opening address by Fukushima and Labor Standard Bureau Chief, Lecture by MG Officer, Simposiam by 5 people on Minor's Protection, followed by discussion. Songs of Labor sung by the participants. The reading of Proclamation (Ketsugi-bun)

3. Report of the Sub Committee No. two, held 22 Oct. was given by Mr. Morikawa of Chi-ro-kyo. (Local Labor Union. It was decided:

To give up song contest by working children, because we have not time to get them practice; the Sports program was also abolished.

Movie Program will be followed by discussion. Films are to be rented from Mil Govt.

Time of the event will be 4 Nov. at the Press Hall.

Time for showing film on Baseball is undecided.

The part Unions play in the event will be: will be to inform all members of union of the significance of the event, using organ papers, pamphlet, bulletin board and through committee or staff meetings held daily in each union.

4. Report of the Sub Committee No. three, held 22 Oct. was given by Maeda of Establishment Association (Keieisha-Kyokai) General schme of the Exhibition upon: Speeches on 6 Nov. will be Mr. Ishida, Mrs Fukushima, & Mr. Ninomiya Materials for exhibition will be collected from factories. Consultation Office at Daimaru will last five days, with three officers, from Kami & Shimo Kentokusho, Anteisho, Juvenile Court, Labor Standard Bureau etc. Exhibition will be combined at the Movie as well. Posters will be hung in every streetcar of Kyoto City.

\*\*\*\*\*



5. Ishida took chairmanship for today's program;  
Mrs. Watanabe vice chairmanship.

6. Result of Women's Minors Bureau's activity after the last meeting was asked and was stated by Mrs. Fukushima as follows:

The Press Hall & Daimaru have offered free service.

A draft plan was drawn for the event as follows:

4 Nov. 1300 - 1700 at the Press Hall

Opening address by Mr. Ishida & Fukushima & Mochida &  
Encouragement by Mil Govt Officer & Ikegami (one hour)  
Performances, stunt, song, stage dance (one hour)  
American Film (one hour)

Conference Room...9 - 14 Nov. 0900 - 1700 hours

Exhibition: Minor workers drawings & paintings photograph  
depicting Minors at work. Material will be  
obtained from Kyoto Textile, Sugimoto Fabric, Ma  
Kawashima Weaving, Shimazu & Morikawa

The Eight Objectives will be handled by Local Labor Union:

- a. Bulletin Board, Signs in stret, news in organ paper
- b. Publicity about good establishments
- c. Radio Speaker at Kyoto Station, Keihan Station, Daimaru.
- d. Street Scene Broadcast...1 - 10 Nov. Expense 3250 Yen
- e. Posters inside streetcars for two days.....300 Yen
- e. Press publicity.....Mr. Yamaji & Mr. Ueda, of  
Asahi & Yukan Kyoto.
- f. Certificate System dissemination...Women's groups  
Distribution of leaflet, house to house investigation  
& making statistics. Watanabe, Mrs. Watanabe, Morisada  
& Tomita representing Geographical Group, New Japan  
Women's Org. Working Women's League, Akatsuki Women's  
Association held responsible.
- g. PTA to present posters and literature concerning four  
suitable jobs for minors above 15 and four suitable  
jobs for minors above 12. Kyoto Pref. Teachers Union  
will contact PTA.
- g. Special Cancellation Stamp for use at post offices.
- h. Distribution of leaflet...Transportation Office  
held prsponsible (Kotsu Kosha)

All material prepared by each responsible agent will be sent  
in at the Women's and Minors Bureau by 13 Nov.

- i. 16 Nov. Evaluation Meeting.
- j. In Prefecture, each locality will follow the general  
scheme of Kyoto City. However, the local autonomy  
according to the condition of each locality will be  
permissible except for the following points which  
they must observe: 1. To hold a Convention, 2. To  
set up Consultation Office, 3. To hold Exhibition,  
4. To disseminate Certificate system and to 5. Report

Budget & Expenditure:

General Meeting....¥2000 (Microphone transportation)  
Exhibition & Consultation.....¥1000 (Decoration)



Broadcast in Street Scene.....	¥3000
Cruise in Prefectural Area.....	¥3000
Paper, Telephone, Postage	¥2000
Posters in Streetcars.....	¥300
Total	¥11570

7. The chairman called for questions and discussions item by item of Mrs. Fukushima's Draft Plan.

8. Morikawa, as regard the Performance Program, the brought up how the employers are ready to allow minors take part in the performance. He, representing the committee, has sent out request to the employers, 600 establishments in all and seeking for their understanding and cooperation. It was ascertained that Women's & Minors Bureau also will do the same.

9. As regard Exhibition, Morikawa suggested that not only the works of minors but also adults' works may well be included to show the concern of general public in the matter of child labor. It was agreed that any type of adult, parent or teacher, businessman or farmers may be asked to send in their drawings and painting. How to collect them was a question. The collection is to be taken care of by the Local Labor Union. As regard the actual preparation of exhibition, putting up the pictures and arranging them, besides eliminating what seems very unworthy, will be done by cooperation of the Labor Local Union, Women's Organizations, and Women's & Minors Bureau. All material will be sent in by 6 Nov. Also how to make commendations of good establishment was discussed. It was suggested and agreed that newspaper publicity be given to specific establishment who proved conscientious in handling minors.

10. Newspaper publicity of the event is to be handled by newspapers autonomously. Special items will be prepared and sent to newspapers by Women's and Minors Bureau.

11. Thorough dissemination of the certificate system is the responsibility of Women's organizations. Radio and newspaper will cooperate. Geographical Women's organizations agreed to conduct house to house visits to minor workers houses. It was suggested that each district Children's Welfare Committee be enlisted for the service but since it is the policy of the Tokyo Bureau to let Women's organizations handle the problem the former plan was accepted.



少女少年少女の保護全國運動分担要綱

一、大会について

日時 十一月四日 午後一時より五時迄

場所 新聞会館

プログラム

第一部 (二時五分)

開会の辞 石田市労働課長

挨拶 婦人少年局長 佐藤島

祝辞 持永労働基準局長

神代市長 井原労働局長

第二部 (一時五分)

芸能祭 司会者 石田市労働課長

軽音楽 大建産業 二十分

歌謡 未定 十分

舞踊 大阪ガス 江崎物産 山科紡織 三十分

第三部 (一時間)

映画 政府公債 二十分

野球場をやらう 七十分

府文化課提供

第一部 責任者 婦人少年局長

第二部 責任者 工部局 所

第三部 責任者 婦人少年局長

二、展覧会及び相談所について

日時 十一月九日より十四日 (六日)

場所 大丸七階食堂

出品物 婦人少年局長の作成品 ポスター

絵画 小作品 職場風景 ハンカチ

運動会等の写真

文芸先 女子 京都織物 日本レーズ

男子 杉本福徳 川島織物

以上の責任者 東京協 森川製作所

世労働 六日迄に作品を他の募集

責任者 出品物は当市事務所

相談所 婦人会で行ふ

相談所 世労働 婦人団体 婦人局

出張者 以下監督署 三下安定所

中央児童相談所 労働課 婦人局

児童課 労働課 職業課

労基局 婦人局 以上二つの相談所

相談所の人員配置その他相談所

一切の責任者 児童相談所

三二代に依頼

三、各事業場において掲げる八目標の掲示について

その実行 保護法規の下部組織への徹底その他

壁新聞 看板 三三式 大会 その他(念合下)

母中労働者 責任者 世労働

責任者 渡辺アキ子 渡辺フミ子

責任者 渡辺アキ子 渡辺フミ子

責任者 渡辺アキ子 渡辺フミ子



野球場をやらうと七分

府文化課提供

第一節 責任者 婦人少年局  
第二節 責任者 工安室 所  
第三節 責任者 婦人少年局

表題 労働者  
白と婦人少年局  
正位

- 三、各事業場において掲げられる八目標の揭示に付してその実行、保護法規の下部組織への徹底その他壁新聞、看板、ポスター、大会、その他各場合に、各労働者を出席させる。(責任 地労協)
  - 四、優良事業場の表彰に付して、各労働者優良事業場の選出(責任 労基局)
  - 五、ラケット、スローカー(十月一日—十日)場所 大丸、京橋驛、京阪電車驛、各映画館責任者 興行協会、相左
  - 六、街頭放送(十一月一日—十日)場所 京橋驛、本中五費責任者 工安室 所
  - 七、市電の夕夕一、三十日、三十日市電全線に掲載責任者 市交通局
  - 八、ラケット放送責任者 放送局、同所
  - 九、原稿 婦人少年局
  - 新開園係
  - 行司 宣傳(記者)その他新聞に掲載する一切の責任は朝日以外(山道)夕刊京橋(岡田)
  - 婦人団体
- 証明書制度の周知徹底を固り地域一般に浸透させると共に各労働者のあふる家庭へ行つて雇傭条件と同一待遇にあり得る場合は直ちに手続させると共に

児童課 労働課 職業課  
労基局 婦人少年局  
朝日より一日三紙出張のこ  
相談所の人員配置その他相談所  
一切の責任者児童相談所  
三二式に依頼

- 十、めると共に統計を取ること  
責任者 渡辺アキラ、渡辺フミ子
- 十一、P、T、A (婦人労働者の先生)  
各労働者に通じた雇傭機会(約十五才以上二十才未満に適用)の四種及び二十才以上二十才未満に適用したものの四種に付して自ら研究しその結果を報告(責任 労基局)
- 十二、これに付して之を献作とする(責任 労基局)
- 十三、児童相談所の調査及び児童の卒業生各々四名との面接を基礎とする(責任者 京橋道 石田)
- 十四、記念スタンプ
- 十五、京橋郵便局のつどり板の材料 本局有る
- 十六、ポスターの貼布 本局有る
- 十七、以上責任者付して担当部門の報告書を十日前迄に必ず作成し婦人少年局へ送付する
- 十八、但し展覧会相談所は十月十日迄とす
- 十九、十六日 批評会
- 二十、提出書類をとりため本局に送付す



Tran: M. Megata

Nation-wide Working Children Protection Movement

## 1. General Meeting:

Date: 1 - 5 p.m., 4 November 48

At : SHIMBUN KAIKAN (Press Hall)

Program

## PART I

Opening Address: Mr. Ishida, Labor Division Chief, Kyoto  
Municipal OfficeGreetings : Mrs. Fukushima, Women and Juvenile Bureau  
Mr. Mochinaga, Labor Standard Bureau Chief

Congratulatory Address:

Mr. Kambe, Mayor of Kyoto City

Mr. Ikegami, Labor Section Chief, Pref. Office

## PART II

Entertainment and Recreation Program:

Presided by Mr. Yoshijiro Ueda

Light Music: Daiken-sangyo Co. Employees

Popular Songs: Undecided

Dancing: Osaka Gas Co., Sumie Textile Co.,  
Yamashina-Spinning Co., Employees

## PART III

Movie Show

"Government is a Servant for the Public"

"Community School"



5452-I-244

DUMP  
NUMBER

REMARKS:  
ICHINOMIYA Pol. STA.

MISC.

CLASS  
SUPPLY

25DIV.

OCCUPYING  
UNIT

11775-1370.8

LOCATION

JAP  
INVENTORY

Per Record ONE file  
A+25DIV.

U. S.  
INVENTORY

Closed Sum. Rpt.

FINAL  
REPORT

14 Dec. 45



## Working "Let's play base-ball"

Culture Division, Kyoto Pref. Office  
Presents

## Responsibilities Assignment

- PART I Women and Juvenile Bureau  
 PART II Kami-Employment Stabilization Bureau  
 PART III Women and Juvenile Bureau

## 2. Exhibitions and Consultation Rooms:

Dates: 9 - 14 November 48

9 a.m. - 5 p.m.

At : 7th Floor of Daimaru-Building

## Materials Presented:

Works by Working Children

Posters, Pictures, Little Works, Photographs of  
Office, or factory, hiking, Athletic Meeting, etc.

## Those presenting Materials:

Women Workers: Kyoto Textile, Nippon Lace, Sugimoto  
Textile Refining, Kawashima Textile, Co. Employees  
Men; Shimazu, Morikawa Production Factories.

## Those responsible for the above activities:

<sup>Union Congress</sup>  
Local Labor ~~Committee~~, Kami and Shimo Labor Super-  
vision Bureau.

<sup>Union Congress</sup>  
Local Labor ~~Committee~~ is responsible for collecting  
materials by November 6, and materials will be brought  
to our office.

Exhibition will be done by women association.



5452-I-266

DUMP  
NUMBER

REMARKS

Misc.

CLASS  
SUPPLY

25 DIV. G-2 RPT  
#115

COOPERATING  
UNIT

*Found to be negative*

1185.0-1373.0

LOG TICKET

JAF  
INVENTORY

U.S.  
INVENTORY

FINAL  
REPORT



Local Labor Union Congress, Women Associations, Women and Juvenile Bureau will be assigned to examination of these materials offered.

Consultation Rooms

Personnel: Those concerned with:  
Kami and Shimo Labor Standard Supervision Bureaus, Kami and Shimo Employment Stabilization Bureaus, Central Child Consultation Office, Labor Administration Office, Juvenile Court, Mother and Child-Health Division, Child-welfare Division, Labor Administration Division, Employment Division, Labor Standard Bureau, Women and Juvenile Bureau.

Three officials a day will be dispatched <sup>in turn</sup> from the offices mentioned above.

Mr. Mikami, Child Consultation Office, is responsible for ~~the~~ all the affairs concerned.

3. It is requested that working children will participate in various sorts of executive meetings regarding posting up 8 movement-targets in places of work, publicity of protection regulations, wall-newspapers, sign-board, News, general meeting, etc.

4. Commendation of Excellent Places of Work

Selection of good places of work in protecting working children. (Method of commendation is entirely left to the responsibilities of Labor Standard Bureau, and







Women and Juvenile Bureau..

5. Radio Speakers:

Locations: Daimaru, Kyoto Station, Kei-Han Electric  
Line Stops, Movie-theatres,

Mr. Kiritani, Theatre Association, is responsible  
for this activity.

Materials to be broadcast will be prepared by Kami-  
Employment Stabilization Office.

6. Street Broadcasting:

At: Kyogoku Teramachi, Sembon Nakatachiuri

Responsibility: Kami Employment Stabilization Bureau

7. Posters posted up in Street-cars:

Posters will be posted in Street-cars on October 30 and  
31. Transportation Bureau, Kyoto Municipal Office is  
responsible for this activity.

8. Radio Broadcasting:

Responsibility: Kyto Broadcasting Center,

Speech will be prepared by Women and Juvenile Bureau.

9. Press Relations.

Responsibility for the enlightenment by Press is  
attributed to Asahi Press (Mr. Yamaji) and Yukan Kyoto  
Press (Okada).







## 10. Women Organizations:

Women Organizations will endeavor to enlighten the public on the certificate system of child labor, and get information about child labor conditions by visiting the homes of working children. If any violation of employment regulations <sup>is found,</sup> they recommend those concerned to make necessary procedures of rectification.

Those responsible for this function:

Aiko Watanabe, Tsurue Watanabe, Harue Morisada, Fusa Tomita

## 11. PTA (Especially school teachers)

It is desirable that teachers study about the job patterns <sup>n</sup> fit for working children (four sorts for those 15 - 18 years of age and four types for those of 12 - 15 years of age. Their findings will be published in the forms of pictures, photographs and posters on occasions of exhibitions. Documents will be arranged <sup>n</sup> by them along this line. Such study is to be based on the information offered by Labor Stabilization Bureau concerned, and <sup>that</sup> obtained through the interview with <sup>4</sup> working pupils and 4 working new school graduates.

Responsibility: Mr. Ishida, Kyoto Teachers' Union

12. Commemorative Post-marks will be stamped by <sup>Kyoto</sup> Post Offices.

## 13. Moving Exhibitions:

Materials will come from Welfare and Labor Ministries.



5452-I-261 ✓

DUMP  
NUMBER

REMARKS

Dump Office

Misc

CLASS  
SUPPLY

25 Div

OCCUPYING  
UNIT

✓ 82.9-72.5

LOCATION

Found to Be Negative  
G-2 RPT #83

JAP  
INVENTORY

U.S.  
INVENTORY

FINAL  
REPORT



Japan Travel Bureau will be responsible for posting up posters, and distributing leaflets.

Those responsible for carrying out the activities listed above are required to make and send reports to Women and Juvenile Bureau by November 13. However, for Exhibition Consultation Room not later than November 16.

Result of achievements will be studied on November 16. Materials submitted will be sent to Welfare and Labor Ministries.



5452-I-260

DUMP  
NUMBER

REMARKS:  
MISHIBIWAJIMA POL. STA.

Ord

CLASS  
SUPPLY

25 DIV. 62

OCCUPYING  
UNIT

1185.7-1357.6

LOCATION

JAP  
INVENTORY

Per Record ON File  
At 25 DIV.

U. S.  
INVENTORY

closed sum. RPT  
14 Dec. 45

FINAL  
REPORT



*File*

HEADQUARTERS  
SHIGA MILITARY GOVERNMENT TEAM  
APO 25, Unit 3, (Otsu, Honshu)

30 November 1948

SUBJECT: Protection of Minor Workers Drive

TO: Commanding Officer, Kinki Mil Govt Region, APO 301.  
Attn: Capt Ahlgren

1. Submitted herewith is a report on the execution and results of the protection of minor workers drive held during the period 1-10 November 1948.

2. This drive was conducted by the Women's and Minors' Bureau of this prefecture. The following sections in the prefecture government assisted in the drive:

a. Labor Standards Bureau by concentrating their inspections during this period on plants which employed minor labor such as textile etc. Also posters were exhibited in many of the larger factories throughout the prefecture concerning the articles of the labor standard law which are concerned with women and minors work.

b. Public Employment Security Offices by checking on the types of jobs that women and minors are being placed into through their offices. Also by consultation with minors to see if they are satisfied with the particular type of work they are doing.

c. Labor Administration Section by making lectures at the plants which employed high numbers of minors on labor legislation and labor union activities.

d. Welfare Section by using the Minse-iin to locate cases of discrimination against minors and reporting them to the Labor Standards Bureau.

e. Child Welfare Section to investigate and see that provisions of child welfare law is being abided within the plants using minor labor.

f. Social Education Section through talks to women's organizations and publication of articles in the newspapers.

g. School Education Section by checking on compliance with the compulsory education law, checking on children who have been absent from school an excessive length of time, education of the Parent-Teacher

01634  
*46*



SUBJECT: Protection of Minor Workers Drive

30 November 1948

Association on child labor laws and education of the graduating classes on labor agencies which will help them find a job in industry.

h. Management by concentration on safety, health and sanitation of minor workers. Also efforts to promote night schools for workers and reassignment of minors into more suitable jobs.

i. Labor unions by investigation of the work shop and dormitory life of minor workers in the factories. Also concentrating on labor education for minors in the union.

j. Women's and Minors' Bureau by newspaper publicity, distribution of pamphlets and handbills, and radio broadcasts. Also town-hall meetings were held in the four principal cities of the prefecture to educate the public. Numerous consultation periods were held in all the main industrial areas in which most of the minor workers in these areas participated.

3. As a result of 194 factory inspections made during this campaign, violations of the labor standards law in relation to minor workers were discovered as follows:

Violation of minimum ages	6 cases
Certificate for minors	66 "
Working hours and holidays	54 "
Extra wages	11 "
Restriction and hazardous and harmful employment	6 "

Of the violations noted above, 5 cases have been turned over to the procurator for prosecution. These 5 cases are being prosecuted because it is willful and flagrant violation of the law of which the employer was well aware. In the remainder of these cases warning was given.

4. It is felt by this Headquarters that this drive was a success. More was accomplished during these 10 days than has been accomplished since the time the Women's and Minors' Bureau was set up. The success of this drive has shown the various labor agencies the necessity for closer liaison and cooperation between the sections. Also liaison with other sections such as Welfare and Education. The Women's and Minors' Bureau is attempting to follow through with this program which was started during the 10-day period and educate all employers and employees concerning the rights of women and minors in industry.

*E. D. Lucas*  
E. D. LUCAS  
Lt Col, CAV  
Commanding



HEADQUARTERS  
SHIGA MIL GOVT TEAM  
APO 25 UNIT 3 (Ostu, Honshu)

26 November 1948

TO: Miss A. Aderton

SUBJECT: Tentative Program for Workers Minors Week.

I am submitting in compliance with your verbal request of 23 November. A translated copy of Mrs. Takebe report on the "Tentative Program for Workers Minors Week."

The report is on attached sheets.

*George K. Kawaguichi*  
(66)  
George K. Kawaguichi DAC  
Chief CE Section



## I. Schedule of Workers Minors Week Activities

- 1 November 1948 Otsu District Meeting  
Lecture: Labor Section of Shiga MG  
Plays : Humorous Monologue, dances, and  
dramas  
Capacity: 700 - 800
- 2 November 1948 Opening of Advisory Office concerning Minor  
Workers  
Attendants:  
1. Members of Children Welfare Section  
2. Members of Labor Stabilization Office  
3. Chief of Children's Advisory Office  
4. Members of Labor Standard Inspection  
Office  
5. Members of Shiga Office  
(Members of Civil Welfare Committee and  
members of women's organization were absent)  
Place : CPH  
Results : Nothing decided
- 3 November 1948 8 Holiday  
Radio Announcement  
Announcement of Women's and Boys' Bureau
- 4 November 1948 Inspection of Plants  
The investigation of the actual condition  
of Minor Workers in Toyo Rayon Plant
- 5 November 1948 Inspection and encouragement of the current  
Propagation of this movement  
(Propaganda bills have been already  
distributed among cinemas and theaters)
- 6 November 1948 Arrangements and preparations concerning  
regional meetings
- 7 November 1948 Sunday - Announcement in papers
- 8 November 1948 Nagahama District Meeting and the opening of  
Advisory Office concerning Minor Workers  
(The procedure in Otsu is applicable to  
this region)  
Nothing decided  
Radio Announcement - Employers and employees
- 9 November 1948 Yokaichi District  
Ditto  
Publication in papers (Messages given to  
this movement from various circles)
- 10 November 1948 Hikone Region, Ditto  
Radio Announcement (by member of civil  
welfare committee)  
Publication in papers (continued from  
paper dated 9)



## II. The General Plan for Future Activities

### 1. Dissemination of the Law

#### a. Penetration of the Law into General Public

- 1) To keep close connection with civil welfare committee
- 2) To take a move positively for women's organizations
- 3) To keep connection with schools
  - a) The dissemination of the Law among jr. high school pupils
  - b) To take a move for sr. high school pupils

Provocation of concerns for Minor Workers (especially those in middle and small scale industry)

#### b. Dissemination and penetration of the Law and its spirit by keeping close connection with governmental offices concerned.

- 1) Welfare Labor Administration (Pref)
- 2) Social Education (Pref)
- 3) Vocation Stabilization (Pref)
- 4) Children Section ( Pref)
- 5) Education and Civil Welfare Sections (Municipal)
- 6) School Boards, etc.

#### c. Dissemination of the Law among the employers

- 1) To those employers who got the general idea of the law, it must be strongly recommended to plan how to disseminate the law among their workers.
- 2) The dissemination and penetration of the law is desirable among the middle and small scale industry employers and the emphasis will be laid in this sphere in future.

### 2. Labor Education

#### a. Education for general public

- 1) The uplifting of their concerns toward Minor Workers by means of letting them understand the spirit of the law.
- 2) The tendency toward the revision of Labor Standard Law should be arisen by means of provocation of concerns for Minor Workers not contrary to the law.

#### b. Labor Education

- 1) All workers must have more attention to Minor Workers protection.
- 2) Minor workers must realize their responsibility
- 3) Should improve their fields of work and technique



4) Let them study fitness to job and its professional improvement

c. Recreation for Minor Workers

1) Better rationing of cakes, reading books  
2) Study of recreation

a) Recreation and its development (Cooperation between worker and employer)

III. Evaluation

1. Cooperation

a. Although this movement is very important for Japan's future, the initial stage does not run smoothly as might be expected. Workers must understand these necessity and importance, and act through their initiative. Movement is very difficult as is generally so in any new project in Japan. But cooperation is the key to success. By encouragement of Shiga Military Government Team, cooperation became strong. As I am Japanese, I felt ashamed that we lacked enthusiasm and initiative in such a project as this.

2. Result

a. People were taught that these were Minor Workers Law.  
b. Succeeded to instil the spirit of this law to school.  
c. Workers minors came to understand this law.  
d. This law, has been widely disseminated to the citizens of Shiga Prefecture.  
e. It is believed that the necessary of protection of minor workers has been well understood by the public.  
f. Women's and Minors' Bureau has been recognized in Shiga Prefecture.

3. This movement needs repeated experiences

a. Since the preparatory period of this movement has been very brief some minor parts were not carried on smoothly.  
b. This movement was made known in Shiga Prefecture, so it should be continued with effort.  
c. This movement must keep the enterprises of middle and minor scales.  
d. Should extend its protection to the workers minors in their minute activities.



Yamato Shimbun  
15 November 1948

Translator:  
M. Megata

**Protection of Women and Minor Workers  
Stressed by Nara Labor Standard  
Bureau**

On the women and minor workers protection problems, Nara Labor Standard Bureau made public the following views regarding women worker's menstrual leave extra wage of minor workers, etc.

**Off-duty for Women Worker's Monthly Issue**

Women workers must be given a menstrual leave for as long as they request. In some establishments, menstrual leave is limited uniformly to three or four days. But this is not right. Women worker's menstrual leave should be given to them as they request. However wage during leave will be decided by negotiation between employer and employee. \*

**Night-work of Minor Workers**

? This is prohibited by law. But in case the employers unknowingly impose night work on minor workers, or when employees do it unknowingly, employers are required to pay extra wage of 125% just like adult workers.

**Wage of Minor Workers**

However young minor workers may be, they are independent personalities. They are not an appendix of their parents. Therefore their wages should be directly handed to them by employers.



*File*

## OSAKA LIAISON &amp; COORDINATION OFFICE

Prefectural Building  
OSAKAMemo (For Mr. Anderson)

30 October, 1948

## Program for "Minor Labourers' Week" in Osaka

Osaka Labour Standard Bureau is planning to carry out its campaign starting on 1 Nov. 1948 under the following programs:

- |  |  |
|--|--|
| 1 Nov. ....                                      | Propaganda campaign by motor-cars with loud-speaker.   |
| 1 - 10 Nov. ....<br>(except 2 holidays, 3 and 7) | Exhibition of materials and statistics and consultation for guidance of the juvenile vocation at the Sanitary Hall of the Reconstruction Exposition. |
| 5 Nov. ....                                      | Round-table conference with officials of the Education and the Labour Sections, Osaka Prefecture and of other Governmental Agencies concerned.       |
| 6 Nov. ....                                      | Conference with members of female departments of labour unions pertaining to the dissemination of the Juvenile Protection Law.                       |
| 8 Nov. ....                                      | Conference with members of P.T.A. and Women's groups.  |
| 9, 10 & 11 ....                                  | Entertainment to juvenile workers numbering about ten thousands at the outdoor play-house of the Reconstruction Exhibition.                          |



NARA MILITARY GOVERNMENT TEAM  
APO 25 Unit 4

WDB/fs

File

000.8

30 November 1948

SUBJECT: Report on Laboring Minor's Week

TO : Commanding Officer  
Kinki Military Government Region  
APO 301  
ATTENTION: Civil Education Section

As requested in telephone message, 24 Nov 48 the following information is submitted.

1. The Planning Phase

The planning committee for Laboring Minor's Week met on 20 Oct 1948 at the Public Labor Security Office. On this committee were:

- a. The Chief of the Labor Administration Office.
- b. The Chief of the Employment Security Section.
- c. Representatives from other prefectural offices concerned with Labor.
- d. A representatives from the Prefectural Social Education Section.
- e. A representatives from the ZENRÖKYÖ Executive Office.
- f. Representatives from various PTAs.
- g. A representative from the Nara Juvenile Court.
- h. Various newspaper editors.
- i. The Chief of the Nara Branch of the National Broadcasting Association.
- j. Representatives from the Child Welfare committee of the Welfare Department. (also MINSEI-IN)
- k. A representative from the Labor Standards Supervision office.

This committee prepared a 10-day program and sent copies to all the factories and corporations in the prefecture that employ minors. This suggested program was as follows:

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Ltr, Nara Mil Govt Team, APO 25, Unit 4, dtd 30 Nov 48, subj:  
"Report on Laboring Minor's Week" cont'd

- 1 Nov - "Understanding Labor Protective Laws and Regulations Day"
- 2 Nov - "Emphasizing Safety and Security Day"
- 3 Nov - National Holiday
- 4 Nov - "Emphasizing Sanitation Day"
- 5 Nov - "Improving Labor Conditions Day"
- 6 Nov - "Promoting Labor Health Day"
- 7 Nov - Rest
- 8 Nov - "Recreation and Entertainment Day" (Minor's festivals)
- 9 Nov - "Labor Education Day"
- 10 Nov - "Meditation on the Working Minor's Movement Day"

This program, together with a detailed explanation of suggested activities was sent to all factories, and widely publicized through newspapers, posters etc.

At the second meeting of this committee on 27 Oct, plans were made for two large conferences (festivals) for Minors to be held at Nara and Takada cities. Furthermore each agency represented on the committee worked out a program of its own activities during the week and coordinated them with other agencies (see Incl 1).

2. Actual activities during the Minors Week.

What activities were carried out independently by factories, corporations, etc is unknown, since no supervision or observation was carried out in this field and no reports are available. The enclosed program (see Incl 1) will give some idea of the probable functioning of agencies other than the Women's and Minor's Bureau during Minor's Week. The only concrete detailed information available as to actual activities during this week is from the Women's and Minor's Bureau. Their activities were as follows:

- 1 Nov - Held a round-table discussion with Minors at the Saidaiji Dyeing Plant (50 persons)



Ltr, Nara Mil Govt Team, APO 25, Unit 4, dtd 30 Nov 48, subj:  
"Report on Laboring Minor's Week" cont'd

- 5 Nov - Participated in the Minor's festival at Nara City (700 persons attended)
- 5 Nov - Spoke at Employer's Conference at the Nara Social Education Hall. (50 employers)
- 6 Nov - Participated in the Minor's festival at Takada City (800 persons attended)
- 8 Nov - Spoke at Employer's Conference at Takada Social Hall (45 employers)
- 8 Nov - Spoke at staff conference of all labor officials in Nara.
- 9 Nov - Participated in round-table discussion about young girl's working standards and laws at Electrical Association Bldg, Nara City (15 participated in discussion)
- 10 Nov - Participated in a Working Children's Festival at the Nara City Children's Hall.
- 16 Nov - Participated in a round-table discussion on "Finding jobs for released juvenile delinquents" at the Juvenile prison.

### 3. Evaluation

In spite of the fragmentary nature of available information on actual activities during this week, it appears that a great deal more was accomplished on this project than on past "Health Week" and "Safety Week" projects.

It is improbable that any large scale activities were carried on by factories and corporations on their own initiative, but the labor agencies concerned appear to have made a concerted effort. The comparative success of this project may perhaps be partially attributed to the number of labor agencies and funds which were available for its accomplishment. The stimulus of various sections of Military Government also played a decisive part. Nevertheless, a great deal of credit should also be given to the personnel of the Women's and Minor's Bureau and other labor agencies who apparently put a lot of time and effort into this program.

### 4. Observations and Suggestions.

a. Experience of CE in regard to these and other "Weeks" has been that they are normally just "on paper". The instructions



Ltr, Nara Mil Govt Team, APO 25, Unit 4, dtd 30 Nov 48, subj:  
"Report on Laboring Minor's Week" cont'd

usually arrive too late to do any thorough preparation. There is usually a tremendous amount of last-minute planning and coordination and other types of "paper-shuffling" and speech-making by top officials, but it rare indeed when these plans are transformed into actual activities, particularly at the lower levels of administration where they are most vitally needed. They very rarely get down to the person who is actually to benefit from the program. The "Minors Week" is unique in that apparently the minors themselves were actually informed of what was going on and even participated in the activities.

To actually plan a completely successful "Week" so that it gets to the very bottom level requires months of preparation on the part of prefectural officials and MG. It is recommended that future plans for "Weeks" reach prefectures and MG several months prior to the beginning of the "Week".

b. The impecunious financial status of the Women's and Minor's Bureau was revealed by this "Week." Although they played a dominant role in all the activities, they had no funds to actually sponsor conferences, etc by themselves. They merely attended and gave speeches like "poor relations" at various conferences sponsored by other more affluent labor agencies. The insolvency of this Bureau was particularly conspicuous during "Minor's Week", the activities of which would normally be sponsored mainly by them.

FOR THE COMMANDING OFFICER:

*William J. Grand*  
ROBERT E. MOORE *for*  
Major, FA  
Adjutant

1 Incl



# Current Publications

of the

## Women's Bureau

U.S. DEPARTMENT OF LABOR

WASHINGTON 25, D. C.

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(Single copies of bulletins or a small supply for special purposes may be secured free from the Women's Bureau; also material not priced. Bulletins can be purchased direct from the Superintendent of Documents, Washington 25, D. C., at prices listed, with discount of 25 percent on order of 100 or more.)

**FACTS ON WOMEN WORKERS**—issued monthly. 2 sheets. (Latest statistics on employment of women; earnings; labor laws affecting women; news items of interest to women workers; women in the international scene.)

### EMPLOYMENT OUTLOOK FOR WOMEN

The Outlook for Women in Occupations in the *Medical and Other Health Services*, Bull. 203:

1. Physical Therapists. 14 pp. 1945. 10¢.
2. Occupational Therapists. 15 pp. 1945. 10¢.
3. Professional Nurses. 66 pp. 1946. 15¢.
4. Medical Laboratory Technicians. 10 pp. 1945. 10¢.
5. Practical Nurses and Hospital Attendants. 20 pp. 1945. 10¢.
6. Medical Record Librarians. 9 pp. 1945. 10¢.
7. Women Physicians. 28 pp. 1945. 10¢.
8. X-Ray Technicians. 14 pp. 1945. 10¢.
9. Women Dentists. 21 pp. 1945. 10¢.
10. Dental Hygienists. 17 pp. 1945. 10¢.
11. Physicians' and Dentists' Assistants. 15 pp. 1946. 10¢.
12. Trends and Their Effect upon the Demand for Women Workers. 55 pp. 1946. 15¢.

The Outlook for Women in *Science*. (Astronomy; bacteriology; botany; chemistry; engineering and architecture (including engineering aides and draftsmen); geography; geology; mathematics and statistics; meteorology; physics; zoology.) (In press.)

Your Job Future After College. Leaflet. 1947.



**LABOR LAWS**

Fair Labor Standards Act; Public Contracts Act. 1-sheet summary. Mimeo.  
Summary of State Labor Laws for Women. 7 pp. 1947. Mimeo.

**Minimum Wage**

State Minimum-Wage Laws and Orders, 1942: An Analysis. Bull. 191. 52 pp. 1942. 20¢. Supplements through 1947. Mimeo.

State Minimum Wage Laws. Leaflet 3, 1947.

Model Bill for State minimum-wage law for women. Mimeo.

Map showing States having minimum-wage laws. (Desk size; wall size.)

**Equal Pay**

Chart analyzing State equal-pay laws and Model Bill. Mimeo. Also complete text of State laws (separates). Mimeo.

Equal Pay for Women. Leaflet 2, 1947. (Rev. 1948.)

Model Bill for State equal-pay law. Mimeo.

Selected References on Equal Pay for Women. 9 pp. 1947. Mimeo.

**Hours of Work and Other Labor Laws**

State Labor Laws for Women, with Wartime Modifications, Dec. 15, 1944. Bull. 202.

I. Analysis of Hour Laws. 110 pp. 1945. 15¢.

II. Analysis of Plant Facilities Laws. 43 pp. 1945. 10¢.

III. Analysis of Regulatory Laws, Prohibitory Laws, Maternity Laws. 12 pp. 1945. 5¢.

IV. Analysis of Industrial Home-Work Laws. 26 pp. 1945. 10¢.

V. Explanation and Appraisal. 66 pp. 1946. 15¢.

State labor legislation enacted in 1945, 1946, 1947. Mimeo.

Unemployment Compensation—How it Works for Working Women. Leaflet. 1945.

Map of United States showing State hour laws. (Desk size; wall size.)

**LEGAL STATUS OF WOMEN**

International Documents on the Status of Women. Bull. 217. (In press.)

Legal Status of Women in the United States of America.

United States Summary, January 1938. Bull. 157. 89 pp. 1941. 15¢.

Cumulative Supplement 1938-45. Bull. 157-A. 31 pp. 1946. 10¢.

Pamphlet for each State and District of Columbia (separates). 5¢ ea.

Women's Eligibility for Jury Duty. Leaflet. 1947.

**INDUSTRY**

Women Workers in Power Laundries. Bull. 215. 71 pp. 1947. 20¢.

The Woman Telephone Worker [1944]. Bull. 207. 28 pp. 1946. 10¢. Typical Women's Jobs in the Telephone Industry [1944]. Bull. 207-A. 52 pp. 1947. 15¢.

**EARNINGS**

Earnings of Women Factory Workers, 1946. Bull. 219. (In press.)



**EMPLOYMENT**

Employment of Women in the Early Postwar Period, with Background of Pre-war and War Data. Bull. 211. 14 pp. 1946. 10¢.

Women's Occupations Through Seven Decades. Bull. 218. (In press.)

Women Workers After VJ-Day in One Community—Bridgeport, Conn. Bull. 216. 37 pp. 1947. 15¢.

**Charts—**

Number of Women Workers and All Workers, 1870-1950.

Proportion of All Workers Who Are Women, 1870-1950.

Occupations of Women Workers, 1940.

A Social-Economic Grouping of Women Workers, 1910-1940.

The Leading 10 Occupations of Women Workers, 1870-1940.

Women in Selected Clerical Occupations, 1870-1940.

Women in Selected Operative and Laborer Occupations, 1870-1940.

Women in Selected Service Occupations, 1870-1940.

Women in Selected Professional Occupations, 1870-1940.

Occupations of Employed Women, 1940 and 1944.

Occupation and Industry of Women Workers, 1944, by Former Activity: Marital Status, 1944.

**HOUSEHOLD EMPLOYMENT**

Old-Age Insurance for Household Workers. Bull. 220. (In press.)

Household Employment—What's Happening and Where. (In press.)

**REPORTS ON WOMEN IN WARTIME:** 16 reports on women's employment in wartime industries; community services; part-time employment; equal pay; recreation and housing for women war workers.

Changes in Women's Employment During the War. Sp. Bull. 20. 29 pp. 1944. 10¢.

Women's Wartime Hours of Work—The Effect on Their Factory Performance and Home Life. Bull. 208. 187 pp. 1947. 35¢.

Women Workers in Ten War Production Areas and Their Postwar Employment Plans. Bull. 209. 56 pp. 1946. 15¢. Why Women Work. Leaflet. 1946. Multilith.

Negro Women War Workers. Bull. 205. 23 pp. 1945. 10¢.

Employment Opportunities in Characteristic Industrial Occupations of Women. Bull. 201. 50 pp. 1944. 10¢.

Employment and Housing Problems of Migratory Workers in New York and New Jersey Canning Industries, 1943. Bull. 198. 35 pp. 1944. 10¢.

Successful Practices in the Employment of Nonfarm Women on Farms in the Northeastern States. Bull. 199. 44 pp. 1944. 10¢.

Women's Emergency Farm Service on the Pacific Coast in 1943. Bull. 204. 36 pp. 1945. 10¢.

Industrial Injuries to Women [1945]. Bull. 212. 20 pp. 1947. 10¢.

Posters (7) showing women in wartime jobs.



**RECOMMENDED STANDARDS** for women's working conditions, safety and health:

- Standards of Employment for Women. Leaflet 1, 1946. 5¢ ea. (Rev. 1948).  
 When You Hire Women. Sp. Bull. 14. 16 pp. 1944. 10¢.  
 The Industrial Nurse and the Woman Worker. Sp. Bull. 19. 47 pp. 1944. 10¢.  
 Women's Effective War Work Requires Good Posture. Sp. Bull. 10. 6 pp. 1943. 5¢.  
 Washing and Toilet Facilities for Women in Industry. Sp. Bull. 4. 11 pp. 1942. 5¢.  
 Lifting and Carrying Weights by Women in Industry. Sp. Bull. 2. Rev. 1946. 12 pp. 5¢.  
 Safety Clothing for Women in Industry. Sp. Bull. 3. 11 pp. 1941. 10¢.  
 Supplements: Safety Caps and Shoes. 4 pp. ea. 1944. 5¢ ea.  
 Night Work: Bibliography. 39 pp. 1946. Multilith.

**WOMEN UNDER UNION CONTRACTS**

- Maternity-Benefits under Union-Contract Health Insurance Plans. Bull. 214. 19 pp. 1947. 10¢.

**TRAINING**

- See "Outlook for Women in Occupations in the Medical and Other Health Services" (Bull. 203: 12 pamphlets) and "Outlook for Women in Science" (In press) for training required in these professional fields.  
 See Household Employment—What's Happening and Where" (In press) for training programs in certain localities for household employees.  
 Training for Jobs—for Women and Girls. [Under public funds available for vocational training purposes.] Leaflet 1. 1947.

**WOMEN IN LATIN AMERICA**

- Women Workers in Argentina, Chile, and Uruguay. Bull. 195. 15 pp. 1942. 5¢.  
 Women Workers in Brazil. Bull. 206. 42 pp. 1946. 10¢.  
 Women Workers in Paraguay. Bull. 210. 16 pp. 1946. 10¢.  
 Women Workers in Peru. Bull. 213. 41 pp. 1947. 10¢.  
 Social and Labor Problems of Peru and Uruguay. 1944. Mimeo.

**REPORTS ON WOMEN WORKERS IN PREWAR YEARS:** Women at work (a century of industrial change); women's economic status as compared to men's; women workers in their family environment (Cleveland and Utah); women's employment in certain industries (clothing, canneries, laundries, offices, government service); State-wide survey of women's employment in various States; economic status of university women.

**THE WOMEN'S BUREAU—Its Purpose and Functions.** Leaflet. 1946.

Write the Women's Bureau, U. S. Department of Labor, Washington 25, D. C., for complete list of publications available for distribution.



THE WOMEN'S BUREAU

## Its Purpose and Functions

United States Department of  
Labor Women's Bureau

"Today the main business of the Women's Bureau is to assist those who are concerned with the transition of women called into a war economy to a responsible and satisfactory place in a civilian economy."

---- Frieda S. Miller, Director

## Its Beginning

The Women's Bureau was created by Act of Congress (1920)\* and its functions are prescribed by law. It is authorized to formulate standards and policies to promote the welfare of wage earning women, improve their working conditions, increase their efficiency, and advance their opportunities for profitable employment. It investigates and reports to the Secretary of Labor upon all matters pertaining to women workers. Its program is constantly shaped in accordance with changing economic conditions, whether caused by war or peace, prosperous conditions or depressions. Its activities are based also on the fact that women's employment situation is inextricably bound up with the community's welfare and the Nation's forward development. The bureau carries out its duties through three main divisions:

- Research
- Legislation
- Information

The Inter-American activities of the Bureau are part of the State Department's program of cooperation with the other American Republics.

\* It was an outgrowth of the temporary wartime Woman in Industry Service set up in the U.S. Department of Labor, July 1918.

## Its Scope

The Bureau is concerned with all women at work, or seeking work, irrespective of race, creed, or marital status; with women in all fields of employment---manufacturing, service trades, household employment, farm work, business, and the professions; with the girl on her first job and the older woman worker; and with women who are both homemakers and wage earners.

## Research

Continuous research of various types is carried on by the Bureau's technical experts to help it formulate policies and programs. Some studies aim particularly to give information on the demand for and supply of women workers in selected occupations; others are concerned with wages and conditions of work in individual industries. Surveys on health questions concerning women workers, job analysis, methods of determining wages, the financial responsibility of women for family support, and their participation in unions are also



undertaken. Information on which reports are based is collected from various official sources; from places of employment, such as factories, offices, stores, laundries; and through home interviews with women workers. Another important phase of the work is the compilation and analysis of statistical data on women workers from Federal agencies like the Bureau of Labor Statistics, Bureau of the Census, and the U.S. Employment Service, and from State labor departments.

#### Legislation

The Bureau does not administer any laws. It does, however, make thorough studies of existing laws and administrative procedures, and of the legislative needs for improving both labor standards for women and their civil and political status. To help extend good labor legislation applying to women and to promote better administration of such laws, the Bureau's technical staff advises with State labor department officials, unions, women's organizations, and Federal authorities. It makes analyses of and recommendations on existing and proposed labor laws and regulations covering women. The major types of legislation on which the Bureau compiles data and gives assistance are equal pay, minimum wage, hours of work, and laws related to the political and civil status of women.

#### Information

The Bureau, as the Government agency responsible for studying safeguarding, and promoting the interests of women in all their various fields of employment, gives out information in many forms and for many purposes. It furnishes technical advice on the economic and legal status of women to all concerned with such questions --- public agencies, women's organizations, unions, employers, and the general public. It is also consulted in regard to women's employment trends and status by international organizations. It supplies facts and features to the press and radio. Its published reports on its research studies, labor laws for women, and legal status of women are circulated through special mailing lists.

#### Inter-American Activities

The Inter-American Division of the Women's Bureau cooperates with Government agencies in the other American Republics as well as with women's and other civic organizations concerned with improving working conditions for employed women. This work is carried on through an exchange of information and publications, through training courses for women labor department officials, and through assistance to visitors from the various American Republics.



**LABOR****U. S. DEPARTMENT OF LABOR**

Robinson - Ext. 39

## WOMEN'S BUREAU

**FOR RELEASE:** Sunday Papers  
January 12, 1947

## A BALANCE SHEET ON WOMEN'S EMPLOYMENT

by

Frieda S. Miller, Director, Women's Bureau

Postwar readjustment problems of women workers have been the chief concern of the Women's Bureau during the past year. Major considerations have been: (1) to safeguard women's essential place in the labor force in relation to the needs of the National economy, to their skills, and to their financial responsibilities; (2) to prevent discriminatory employment practices which tend to force women into substandard jobs; (3) to help improve wages and working conditions in large woman-employing fields and to promote equal pay for women doing comparable work with men.

The total of 17 million women workers in November 1946 represents a decrease of 1 million since November 1945—resulting chiefly from voluntary withdrawals from the labor market. The amount of unemployment among women has been small, hovering around the half million mark for most months, but dropping to 410,000 in the late fall of 1946. Of considerable significance has been the occupational reshifting of large numbers of women.

In October 1946 the hiring rate of women as factory workers remained higher than for men for the fifth month of the last six, according to a Bureau of Labor Statistics report. Women were hired at a greater rate in all the soft goods groups and all but two of the heavy industry groups. "Total separation rates also continued higher for women, reflecting higher quits but somewhat lower lay-offs than for men."

The following trends among women workers during the year are revealed by Women's Bureau studies and by other sources (including the U. S. Employment Service):

1. Women have done much shopping around for jobs. Those whose experience has been limited to war-industry jobs have had difficulty in finding suitable post-war work. Most of them have been reluctant to take employment in old-line woman-employing fields with a reputation for low wages or other undesirable conditions. Typical illustrations of such shifts are furnished by a current Women's Bureau study in Baltimore. Two shipyard workers who had earned over \$60 for a 48-hour week are now employed in a department store and in a public utility company for \$22 and \$26 respectively, for a 40-hour week.

Unmet needs for women workers in service industries still prevail in many communities. A survey of women's wages and other working conditions in power laundries in 38 cities and towns, completed by the Women's Bureau during the year, shows not only the need to improve conditions in many plants, but the feasibility of good labor standards as revealed by practices of progressive employers.



- 2 -

Improvement of conditions in some parts of this service field is indicated by the Bureau's continuing analyses of trends in labor legislation affecting women. These disclose important and widespread developments in minimum wage administration during the year, such as: Upward revision of existing rates in a number of States; broader occupational and industrial coverage in some; improved provisions safeguarding certain other employment conditions closely related to wages. Efforts also are being made to enact minimum wage laws in certain States still lacking this type of legislation.

2. The general postwar tightening up in hiring specifications for workers remains effective, with many reconverted war plants which laid off women workers after V-J Day now calling back these experienced women. For example, in Baltimore women dropped by a large aircraft plant and from other types of war work are being recalled to peacetime production jobs with similar but somewhat different duties. U.S.E.S. reports indicate a reviving interest elsewhere in the use of women in similar plants--the aircraft industry in Hartford (Connecticut) asking recently for 125 women, and machine tool manufacture in Springfield (Massachusetts) for 75. San Diego aircraft firms in need of all types of aircraft assembly workers expect to employ women after the supply of male labor is exhausted. The same holds true for the automobile industry in general if the stringency of male workers continues. Electrical machinery plants in various localities are trying to recruit considerable numbers of women.

3. Women with varied occupational background have shown lack of interest in the many openings for semi-skilled and unskilled workers in such plants as textile mills and garment factories in city after city in different parts of the country. Employers in certain localities are going to the lengths of trying to recruit "learners." In some plants the low wages offered are a deterrent to women; in others where wages are attractive, dislike of the work or of working conditions is the reason for women's refusal to take the jobs.

4. The marked war exodus of women from household employment has not been followed by a postwar return to the field by the ex-domestics, except in a minor degree. Some Negro women are reported accepting household jobs in various communities, Baltimore and Washington, for example. A notably successful experiment in placement of Negro women, mostly for day work, is being carried on by the New York City household employment office of the U.S.E.S. Widespread efforts to improve conditions in this field are revealed by a Women's Bureau survey, of projects for this purpose now under way in 19 communities in different sections of the United States. Making available facts concerning proposed standards for employment conditions, training, and placement, as well as ways to meet homemakers' needs for help will, it is hoped, stimulate similar developments in other localities.

5. Shortages in such important occupations for women as stenographers, typists, teachers, nurses, librarians, dietitians, social workers are still being widely advertised. This situation results from diversion into war jobs of women formerly employed in these fields, and more important for the future, of girls who would ordinarily have taken training in them. Many women, after their wartime occupational experiences, are loath again to accept old handicaps.



- 3 -

6. Certain professional and semi-professional fields newly opened up to women during the war have not contracted enough to force those who entered them to return to prewar pursuits. The promising prospects for women in some of their newer or more unusual occupations as therapists, laboratory technicians, medical record librarians, dental hygienists, dentists and physicians and their assistants (as well as the traditional job of nursing) are discussed in detail in a series of Women's Bureau publications on job opportunities.

A similar report, not yet completed, on the outlook for women in the fields of chemistry, physics, biology, architecture, engineering, and other scientific branches reveals that, despite the postwar closing of some establishments utilizing the services of such technically trained women, they have found similar work elsewhere. Some gains made by those on the professional level have been retained—with the current picture showing more opportunities than before the war. A more striking development, numerically at least, is the continued use of women on a semi-professional basis, as laboratory assistants, engineering aides, test analysts, computers, and so on, to assist professional workers.

Despite the end of the wartime "heyday" for women as lawyers, journalists, economists, and in other occupations where men are generally preferred women can hope for developing opportunities. Though women's war expanded employment along administrative, industrial personnel, and professional Government lines is contracting, a residue above prewar levels persists in these fields.

7. A significant trend for women in industrial, white collar, and professional fields is the year's advance on the "equal-pay" front. The wartime drive to promote adoption of the principle of equal pay for comparable work regardless of sex—so essential for protecting general wage levels and for sustaining purchasing power—has gained momentum since V-J Day. Women workers—along with other groups—have participated in intensified efforts to increase equal-pay practices through both voluntary and legislative action.

Many major unions have included equal-pay clauses in their contracts, not only to benefit women members but to safeguard men's job rates as well.

In the last session of Congress a Federal equal-pay bill for women was favorably reported by a Committee of both the Senate and the House, though it did not come to a vote. To date 7 States have an equal-pay law for women in private employment, and over a fourth of the States have an equal-pay law for teachers. In many of the 44 States having legislative sessions in 1947, a campaign for an equal-pay law has been initiated.

The Women's Bureau, cooperating extensively in the whole equal-pay program, is conducting studies which show that though considerable progress has been made much more must be done to eliminate all the old discriminatory wage practices against women. The Bureau is assisting the State administrators of equal-pay laws and developing criteria for administrative procedures and enforcement.

(WB 47-135)



## PROFILE

W-125  
June, 1946

MILLER, Frieda S. ....Director, Women's Bureau, United States Department of Labor

When Frieda S. Miller, one of America's foremost authorities on labor, became director of the Women's Bureau of the United States Department of labor in August, 1944, women formed a third of the nation's workers and their employment had reached an all-time high of 18,500,000. Today, Miss Miller is concerned with the challenging task of fitting the millions of women workers into the postwar pattern.

The Women's Bureau, of which she is chief, investigates and reports on problems and working conditions of wage-earning women. It formulates standards and policies to improve their working conditions, increase their efficiency and advance their opportunities for profitable employment. It renders advisory and consultative services, makes many studies concerning working women and furnishes technical information to guide labor, management and interested voluntary agencies.

Miss Miller has been an active champion of the cause of labor since the end of the first World War. More than three decades of her 57 years have been devoted to the cause of women workers. Her own life is a throughgoing example of the rounded career almost from her college days she has held public office and has campaigned for labor reform.

Before her Federal appointment, Miss Miller long was identified with the New York State Department of Labor, first as director of what was then the Division of Women in Industry and Minimum Wage and later as Industrial Commissioner. She was the second woman in the history of the state to fill the latter position, which she resigned at the end of 1942. Early in 1943 she went to Great Britain as a special assistant to Ambassador John G. Winant, where for 10 months she studied both war adjustments and postwar plans of Britain's women workers.

Miss Miller was born in Iacrosse, Wisconsin, in the agricultural Midwest. Her father and mother died when she was a child, and she and her sister were reared by their grandmother. Her interest in labor relations dates back to her childhood when she "took lessons" in employer-employee relations at her grandfather's Wisconsin lumber mill. Her native state, she recalls, had early become a laboratory for social reform and was a good place to develop experience in labor relations.

Miss Miller attended Milwaukee-Downer College in Wisconsin receiving her Bachelor's degree in 1911, and then did four year's post graduate work (three of them on fellowship) in economics, sociology, political science and law at the University of Chicago. She also has an honorary Doctor of Humane Letters degree from Russell Sage College in New York.

From Chicago Miss Miller went to a position as research assistant in the newly established department of social economy at Bryn Mawr College in Pennsylvania, and the following year became secretary of the Philadelphia Women's Trade Union League. Filling this position during the years following



World War I, she was in close touch with the American labor movement in a period of great activity. She became interested in the establishment of the Workers Education Bureau of America and served on its executive board until 1924.

In 1923, Miss Miller was delegate to the International Congress of Working Women in Vienna. She remained in Europe a year, studying labor conditions in England, Germany and Austria. On her return to New York in 1924 she became a factory inspector for the Joint Board of Sanitary Control of the women's garment industry. There she gained a wide and very useful knowledge of matters relating to health and safety. In 1927 she joined the staff of the New York City Welfare Council to work on a study of chronic sickness among social dependents.

Much of Miss Miller's experience in human welfare and labor legislation was gained in her next position, that of director of what was then the Division of Women in Industry and Minimum Wage of the New York State Department of Labor. In the key position, which she filled for about ten years, she worked incessantly to improve the lot of the working women and child and was instrumental in the passage in 1933 of New York's State Minimum Wage Law for Women and Minors. The administration of this new law was a pioneering achievement in an important program of social legislation, and later led to more effective administration of other types of laws, particularly those affecting the conditions of work of young persons.

In 1933 she was appointed Industrial Commissioner of New York State by the Governor. Miss Miller resigned this position in 1942 to go abroad as a special assistant to Ambassador Winant.

Miss Miller's participation in international meetings has been extensive and she has been particularly active in the conferences of the International Labor Organization. She served as an adviser to the United States delegation at the Central Assembly of the United Nations in London in January and February of 1946 and was also the Government's representative at the ILO's Constitutional Committee Meeting which was held concurrently in the same city. She also had the distinction of becoming the first woman to represent the United States on the Governing Body of the International Labor Office, and was one of three women who ever have served the 27-year-old ILO on its executive body.

Through her appointment to that particular session of the Governing Body, which was held in Montreal in May 1946, she had the added experience of working on final arrangements for establishing the official relationship of the International Labor Organization with the United Nations, and she was a member of the committee which went to New York following the Montreal meeting to negotiate the draft agreement for bringing the ILO to the new world organization.

She also served as official delegate to the ILO's Inter-American Regional Conference in Santiago, Chile, in 1935, and the conferences in Geneva in 1936 and 1938, New York City in 1941 and Philadelphia in 1944. In July 1946 ~~she~~ she will become a member of the ILO's Committee of Experts on Women's Work.



Miss Miller is opposed to the Equal Rights amendment to the Constitution, now pending on the United States Senate calendar, on the ground that it will upset many laws that are for the good of women without securing for them either equal pay or equal job opportunity, or eliminating discrimination based on custom or social practice.

A tall and vigorous figure, Miss Miller is blonde, and has keen blue eyes that suggest humor and perception. She speaks German and French, and is a brilliant lecturer. A completely domestic woman, she is skilled in the kitchen and calls herself an "experimental" cook—Russian pancakes are one of her specialties. People stimulate her, and she likes swimming and enjoys the theater and reading. For many years she had a farm and country home in Connecticut, which she finally sold because of its distance from Washington. But she hopes to acquire another one, this time closer to her work in the nation's capital.

Miss Miller has a daughter Elizabeth, whom she adopted when she was in Germany in the early 1920's. Elizabeth was graduated from Vassar College in New York in January, 1945, and is now with the National Labor Relations Board in Cleveland, Ohio.



MILITARY GOVERNMENT ROUTING SLIP

S'CO		PUBLIC WELFARE		ECONOMICS	
DEPUTY S'CO		PUBLIC HEALTH		INDUSTRY	
EXECUTIVE		SANIT OFF		NAT RES & FOOD	
ASST EXEC		PH NURSE		IMP & EXP	
ADJUTANT		VETERINARIAN		LABOR	
ADM ASST					
CHIEF CLERK		CIVIL INFO		GOVT & LEGAL	
CORRES CLERK		CIVIL EDUC		FUE SUPPLY	
SUPPLY		<i>auditor</i>	<i>2</i>		
ASST AD' OFF				PROCUREMENT	
PERS SEC		CLASSIFIED SEC		CIVIL PROP	

FILE

INFO

ACTION BY

REMARKS:

*If you can remember that far back - this is the long awaited translation - Quite interesting and worth careful reading*



# 婦人少年局月報

Monthly Bulletin  
W. M. B., I. M.

婦人少年問題審議會は、婦人および少年の保護と、地位の向上をはかるために労働大臣の諮問機關として本年五月三十一日設置、委員は三十三名で、第一回審議會總會は六月二十一日開催、藤田たき氏が會長に選ばれた。  
尙、婦人労働、年少労働および婦人問題部會にもそれぞれ委員が委嘱された。

## 月報の發刊に際して

山川 菊榮

一九四八年九月一日、労働省 婦人少年局が、一週年の記念日として、このささやかな月報の第一號を見て頂けるまでには、誠にありがとうございました。  
婦人少年局のおもな任務は、女子及び年少労働者、並びに一

かしいことです。日本民主化のたには、婦人及び年少者の地位が改善されなければならず、それをするためには、具體的な現在の實態をはつきりつきとめる必要がありま。そして、男も女もそれを知り、それをもととして案をねる必要がありま。この月報はそういうお役に立つ目的で編まれるものであり、もつぱら事實を提供することを使命とするものであります。

### 全國産業別女子従業者數

一昭和22年事業所統計調査— 總理廳統計局

産業分類	男女總數	女子従業者數	總數に對する女子の割合
全 産 業	16,944,916	4,246,273	25%
1 農 業 (農家を除く)	64,138	18,530	29
2 林 業 (林産)	523,564	84,595	16
3 水 産	723,784	143,304	19
4 建 設 (土木建築)	661,481	100,337	15
5 工 業 (工業)	1,492,318	1,208,7	8
6 電 氣 (電気)	6,333,033	1,691,539	27
7 水 道 (水道)	150,752	14,578	10
8 商 業 (商業)	2,448,017	784,046	32
9 融 通 (金融)	282,827	96,694	33
10 運 送 (運輸)	1,617,447	226,707	14
11 サ ー ビ ス (サービス)	794,407	420,500	53
12 自 由 業 (自由業)	1,103,059	407,025	37
13 公 務 及 團 體 業 (公務及團體業)	706,885	131,050	19
14 その他	33,204	5,272	16

### 労働組合員數と賃金

	總 數	男 子	女 子
組 合 員 數 (6月末)	6,533,954	5,026,937	1,507,017
平 均 賃 金 (5月)	¥4,163.35	¥4,761.37	¥2,184.60

註 男子に對する女子の割合をとつてみると、組合員數では30%、賃金(毎月勤勞統計調査による一人當り一ヶ月間の平均現金給與)では45.9%となつている。

## 婦人少年局の 仕事と責任者

婦人少年局は昨年九月創立された労働省の一局として發足、局長には山川菊榮、婦人労働課長に谷野せつ、年少労働課長に堀秀夫、婦人課長に新妻イトの諸氏がそれぞれ就任した。本年八月堀氏は労働基準局監督課長となり、その後任には藤本喜八氏が就任した。

尙、婦人少年局の分課規程は左のとおりである。

- 婦人労働課
  - 労働基準法中女子に特殊の規定の制定、改廢及び解釋に關する事項
  - 労働基準法中女子に特殊の規定の施行に關し労働基準局長及びその下級の官廳の長に對する勸告並びに労働基準局長がその下級の官廳に對して行う指揮監督に對する事項
  - 家族労働問題及び家事使用人に關する事項
  - 婦人労働者に關する調査に關する事項
  - 婦人労働者に關するラヂオ映畫その他の方法による刊行發表の資料整備に關する事項
  - 局中他課と連絡して行う地方駐在職員に對する一般的指導監督及び統轄に關する事項
  - その他婦人労働者に特殊の問題に關する事項
- 年少労働課
  - 労働基準法中年少者に特殊の規定の制定、改廢及び解釋に關する事項
  - 労働基準法中年少者に特殊の規定の施行に關し労働基準局長及びその下級の官廳の長に對する勸告並びに労働基準局長がその下級の官廳に對して行う指揮監督に對する事項
  - 児童の使用禁止及びその規定に關する事項
  - 年少労働者問題に關する調査に關する事項
  - 年少労働者に關するラヂオ映畫その他の方法による刊行發表の資料整備に關する事項
  - その他年少労働者に特殊の問題に關する事項
- 婦人課
  - 婦人の地位向上その他婦人問題の調査及び連絡調整に關する事項。但し婦人問題の連絡調整については他省が法律に基づいてその所管に屬せしめられた事務を行うことを妨げるものではない。
  - 労働者の家族問題に關する事項。但し、法律に基づいて他省の所管に屬せしめられたものを除く。
  - 婦人の地位向上その他婦人問題及び労働者の家族問題に關するラヂオ、映畫その他の方法による刊行發表の資料整備に關する事項





### 女性の進出

△初の婦人政務次官—さる一月衆議院議員榊原千代氏(五一)は日本で最初の婦人次官として司法政務次官に就任。

△厚生省に婦人課長—同じく一月、厚生省児童局に新設された保育課の初代課長に前興望館々長吉見静江氏(五〇)が就任。

△二人目の政務次官—菅内閣の厚生政務次官としてさる四月参議院議員、前社会党婦人部長赤松常子氏(五二)が就任。

△法務廳上席事務官—法務廳矯正局にさる五月上席事務官(他官廳の課長に相當)として東まさ氏(五六)が任官。

△都の看護課長—六月新設の東京都衛生局看護課長に平野ミドリ氏(五一)が就任。

△厚生省にも看護課長—八月には厚生省婦務局に新設された看護課に初代課長として保良せき氏(五六)が就任。

### 男女同一賃金違反の事實

去る三月局換労働基準局ではある會社の賃金形態の中に食事手当と物賃手当が何れも男一日十圓、女七圓、出勤手当は男一日五圓、女三圓、さらに男の家族手当は家族一人につき三五〇圓、一人増す毎に二五〇圓であるのに女の場合はその半額であるといはつきり男女を差別した賃金規定のあることを発見した。そこで地元の監督署では昨年の九月労働基準法實施の時にさかのぼつて同社の規定を改正した。

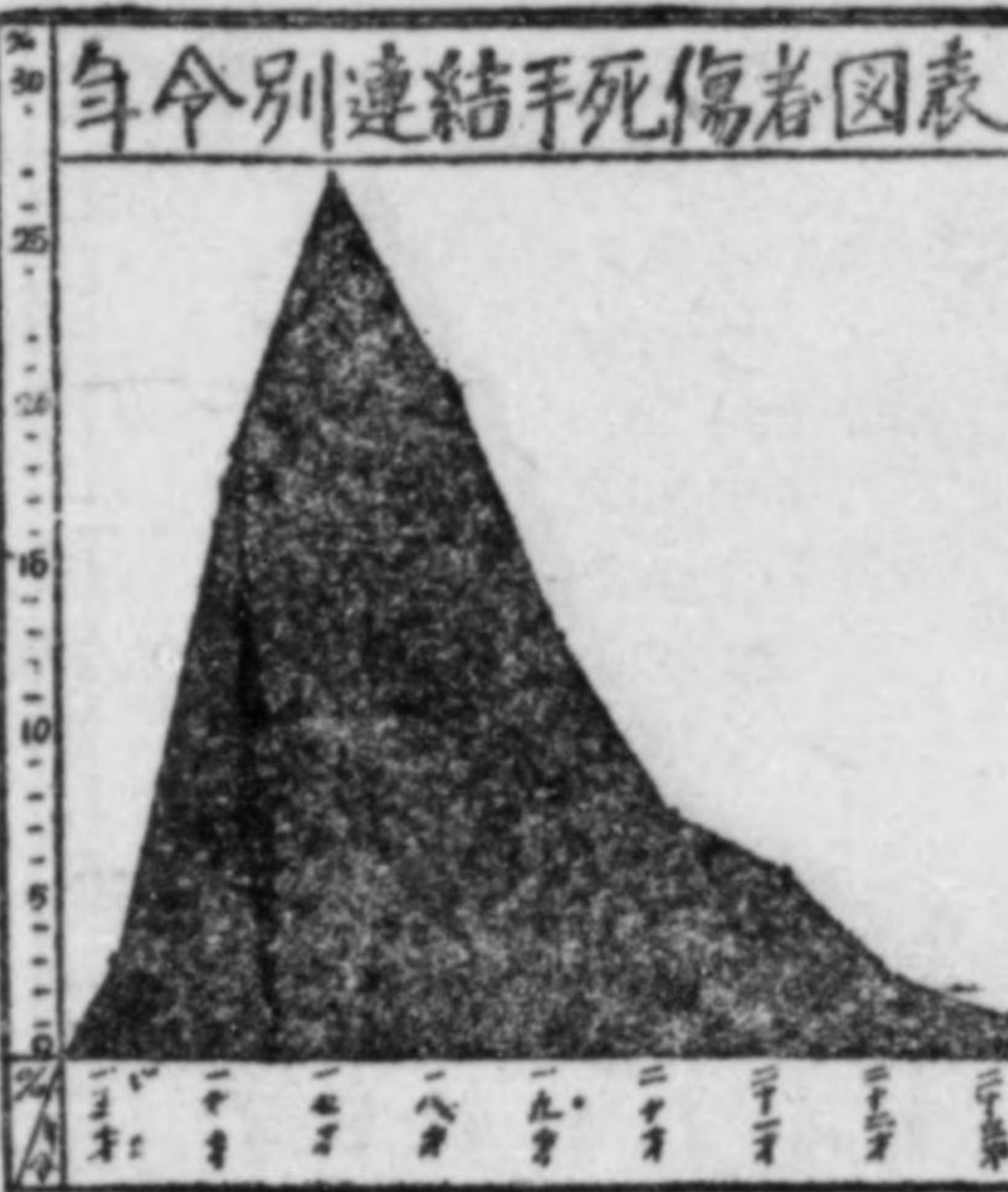
### 女子監督官現在數

現在全国の労働基準局および労働基準監督署に任命されている女子労働基準監督官は二級八名、三級四七名、合計五五名である。

### 危い連結手の仕事

次の圖表は十八歳未満の年少労働者の就業を禁じた(女子年少労働基準規則第十三條第二十六號による)連結手の死傷災害率を示すものである。

これは昭和二十一年度の鐵道では、理科、經濟科がいちじるしい増加率を示し、二十一年度では文科、理科、經濟科は増加、家政科は逆に減少率を示している。



人少年局でまとめたもの、全死傷者數三三五名に對する年齢別の割合で十七歳(數元年)を最高に年少者がその大部分を占めている。

圖は二十三歳までであるが、それ以上の者はわずか十名で、二十歳以下は全體の七二・二%を占めている。

### 女子の就學傾向

別表の統計は女子の就學傾向をみるために、文部省の學事報告により婦人少年局で集計したものである。

これによると、昭和二十一年度では、理科、經濟科がいちじるしい増加率を示し、二十一年度では文科、理科、經濟科は増加、家政科は逆に減少率を示している。

### 地方職員講習會

婦人少年局の出先機關である地方職員室の職員配置を一應おえたのを機會に労働關係法令やその他の所掌行政事務の周知徹底とその指導を期する目的をもつて、さる五月十日から三日間にわたり、東京都小金井の浴恩館において、第一回地方職員講習會を開催、全國職員室主任および補佐員計八六名が出席した。

尚、八月末現在の地方職員數は一四五名である。

### 公立女子専門學校卒業生科別調

年度別	文 科		家 政 科		經 濟 科		理 科		そ の 他		計 人員
	人員	%	人員	%	人員	%	人員	%	人員	%	
昭和19年度	1,149	27.6	2,637	63.7	23	0.5	30	0.7	316	7.5	4,155
昭和20年度	970	24.0	2,569	63.8	107	2.7	128	3.2	255	6.3	4,029
昭和21年度	1,750	26.8	3,338	51.5	218	3.4	693	10.7	486	7.5	6,465

### 新刊紹介

婦人少年局とは何をするとおるか? 婦人(婦人部)のありか? 労働組合と婦人(婦人部のありか?)

### 海外ニュース

八月十五日獨立國家として誕生した韓國政府は現在國際連合に同國非公式代表として派遣されている任永信女史を初代商工部長官に任命した。

農家の婦人へ(農業協同組合の手引) 以上婦人少年局發行

婦人部の榮(労働組合婦人部の必要性、そのあり方と活動への手引など)についての解説、總同盟本部婦人對策部編 定價 一五圓

東京都中央區京橋二ノ四明治屋ビル七階 日本労働組合總同盟出版部發行

労働問答(ラジオの「労働の時間」にとりあげられた労働問題や労働立法の解説) 中央労働學園編 第一集 定價 五〇圓 第二集 定價 六五圓 送料各一〇圓

### 海外ニュース

### 韓國に初の婦人長官

八月十五日獨立國家として誕生した韓國政府は現在國際連合に同國非公式代表として派遣されている任永信女史を初代商工部長官に任命した。

一九四八年九月一日發行 每月一回發行 編集者兼 東京都千代田區代官町 山 川 菊 榮 印刷所 東京都港區芝南佐久間町一ノ七 研文社 中 川 二 郎 發行所 東京都港區財團中央労働學園 (定價一圓五十錢)



HEADQUARTERS I CORPS  
163d Language Detachment  
APO 301

Translation from a Monthly Bulletin, W.M.B., L.M.  
(1 September 1948, issue)

K. Goto  
Translator

COUNCIL FOR WOMEN AND CHILD WELFARE

On 31 May 1948, as a consultative body to Labor Minister, the Council for Women and Child Welfare was established for the protection and social improvement of women and minors. The Council consists of 33 members. Its first plenary meeting was held on 21 June 1948, and TAKI FUJITA was elected as Chairwoman. Furthermore, committee members were appointed to the Women Labor, Child Labor, and Women's Problems Sections of the Council.

ON THE OCCASION OF PUBLISHING THIS MONTHLY BULLETIN (By KIKUE YAMAKAWA)

On 1 September, 1948, the day the Labor Ministry was established, the Women and Minors Bureau also came into existence, and on this memorable day the first edition of the Monthly Bulletin is published.

The main functions of the W.M.B. are: Collection of materials concerning female workers and juvenile workers, investigation of their actual conditions, establishment of policies based upon investigations, publication of data to furnish information to the public, etc.

To take counter-measures without reliable material is the same as building a house on loose ground, and is very dangerous. In order to democratize Japan, the social improvement of women and minors must be accomplished.

To gain this goal it is necessary to know for certain their present actual conditions. It is also necessary that all men and women take this into consideration and make plans accordingly. This Monthly Bulletin is compiled to serve that purpose and to present facts.

FEMALES EMPLOYED IN JAPAN ACCORDING TO CLASSIFICATION OF INDUSTRIES

<u>Industries</u>	<u>Total No. of Workers</u>	<u>No. of Female Workers</u>	<u>Per Cent</u>
Agriculture (excluding farmers)	64,138	18,530	29%
Forestry	528,564	84,595	16%
Fishery	723,784	143,304	19%
Mining	661,481	100,337	15%
Construction	1,492,318	12,087	8%
Manufacturing	6,333,033	1,691,539	27%
Gas, Light, Water	150,752	14,578	10%
Commerce	2,445,017	784,046	32%
Finance	282,827	96,694	33%



Transp. and Com.	1,617,447	226,707	14%
Service	794,407	420,509	53%
Free Enterprise	1,108,059	407,025	37%
Public Industries and Organizations	706,885	131,050	19%
Other Industries	33,204	5,272	16%
Total	16,944,916	4,246,273	25%

(Prepared by the Statistic Bureau of the Cabinet for Japanese enterprises in 1947.)

#### NUMBER OF TRADE UNION WORKERS AND THEIR WAGES

	<u>Total No.</u>	<u>Male</u>	<u>Female</u>
No. of Union Workers (at the end of June)	6,533,954	5,026,937	1,507,017
Average Wage (in May)	¥4,163.35	¥4,761.37	¥2,184.60

Remarks: The percentage of female workers as compared to male workers who are members of various unions is 30% and the percentage in wage is 45.9% which is based upon the average monthly wages according to the labor statistics prepared monthly.

#### TASKS AND PERSONS RESPONSIBLE IN W.M.B.

W.M.B. was established as a sub bureau attached to the Labor Ministry which was established in September 1947. Director KIKUE YAMAKAWA of the Bureau, Chief SETSU YANO of the Women's Labor Section, Chief HIDEO HORI of the Minors' Labor Section, and Chief ITO NIZUMA of the WOMEN'S Section took their offices respectively. In August, Mr. HORI became the director of the Superintendants Section of the Labor Standards Bureau and Mr. KIHACHI FUJIMOTO replaced Mr. HORI.

The stipulations of the Sections within the jurisdiction of W.M.B. are as follows:

##### Women's Labor Section:

1. Drafting, revising, and interpreting regulations pertaining to females described in the Labor Standards Law.
2. Give advice and assist directors of the Labor Standard Bureau and the chiefs of lower offices relative to regulations pertaining to females described in the Labor Standards Law.
3. Articles relative to domestic problems as well as persons employed by private families.
4. Articles relative to the investigation of female laborers.
5. Rearrangement of materials for publications and announcements through radio, motion picture, etc, in regard to female employees.
6. General supervision of laborers in rural areas by communicating other Section of this Bureau.
7. Problems of female laborers.



Minors' Labor Section:

1. Drafting, revising, and interpreting the regulations pertaining to minors described in the Labor Standards Law.
2. Give advice and assist directors of the Labor Standards Bureau and the chiefs of lower offices relative to the enforcement of regulations pertaining to minor described in the Labor Standards Law.
3. Articles relative to the prohibition of child labor and its stipulations.
4. Articles relative to the investigation concerning the problems of child labor.
5. Articles relative to the rearrangement of materials for publications and announcements through radio, motion pictures, etc., in regard to child labor.
6. Technical problems of child labor.

Women's Section:

1. Items relative to investigations and adjustments in regard to improving social positions of females and their problems. However, in doing so it should not interfere with the duties of other Ministries.
2. Articles relative to domestic and laborer's problems. This should be done so it does not interfere with the duties of other Ministries.
3. Articles relative to the rearrangement of materials for publication and announcements through radio, motion pictures, etc., in regard to improving the social position of females.

DEBOUCHMENT OF FEMALESTHE FIRST FEMALE PARLIAMENTARY VICE-MINISTER

In January 1948, CHIYO SAKAKIBARA, 51, member of the House of Representatives, took office as the first female parliamentary vice-minister of the Justice Ministry in Japan.

FEMALE SECTION CHIEF IN THE WELFARE MINISTRY

In January 1948, SHIZUE YOSHIMI, 50, former superintendant of the KOBOKAN, took office as the first vice-chief of the Nursing Section of the Children's Bureau, Welfare Ministry.

THE SECOND FEMALE PARLIAMENTARY VICE-MINISTER

In April 1948, TSUNEKO AKAMATSU, 52, former chairwoman of the Women's Section, Socialist Party, member of the House of Councillors, took office as the parliamentary vice-minister of the Welfare Ministry in the ASHIDA Cabinet.

SENIOR SECRETARY OF THE JUDICIAL BOARD

In May 1948, MASA AZUMA, 56, was appointed as a senior secretary (equivalent to a section chief in other Government Offices) of the Reform Bureau of the



Judicial Board.

CHIEF OF THE NURSE SECTION IN TOKYO

MIDORI HIRANO, 51, took office as Chief of the Nurse Section, TOKYO Metropolitan Board of Health, which was newly established in June 1948.

CHIEF OF THE NURSE SECTION, WELFARE MINISTRY

In August 1948, SEKI YASURA, 56, took office as the first section chief of the Nurse Section which was newly established within the Medical Bureau of the Welfare Ministry.

FACTS ON VIOLATIONS OF WAGE DISCRIMINATION ACCORDING TO SEX

In March 1948, the SHIMANE Labor Standards Bureau disclosed a certain company's wage regulations in which discrimination of males and females was clearly expressed in form of wages. It was disclosed that males were receiving 10 yen per day and females 7 yen as food and commodity allowances. Furthermore, males were receiving 5 yen per day and females 3 yen per day as attendance allowances.

Male employees were receiving a family allowance of 350 yen for one family member and 250 yen for each additional family member while female employees were receiving half the amount.

The competent authorities in the locality made the company change its regulations with the enactment of the Labor Standards Law in September 1947. Consequently, female employees received the total sum of 82,000 yen as retroactive pay.

In addition, violations of wage discrimination for males and females handled by the Labor Standards Bureau in various places totaled 212 cases at the end of June 1948.

PRESENT NUMBER OF FEMALE SUPERVISORS

At present, there are 55 female Labor Standard Supervisors throughout Japan who were appointed by the Labor Standards Bureau in conjunction with the Labor Standards Supervisors Office.

TREND OF SCHOOL ATTENDANCE BY JAPANESE GIRLS

In order to see the trend of school attendance by girls, W.M.B. compiled the following data based upon the Educational Report of the Education Ministry.

According to this report, in 1945 science and economic sections showed a marked difference in the rate of increase and in 1946 literature, science and economic sections increased while domestic science section showed a decrease.

Public and Private Girls College Graduates classified according to Sections.

<del>Year</del>	<del>Lit No.</del>	<del>Dom Sc Per Cent</del>	<del>Econ. No.</del>	<del>Per Cent</del>	<del>Sc</del>	<del>Per Cent</del>	<del>Others</del>	<del>No.</del>	<del>Per Cent</del>	<del>Tot.</del>
<del>1944</del>	<del>1,149</del>	<del>77.6</del>	<del>2,637</del>	<del>66.7</del>	<del></del>	<del></del>	<del></del>	<del></del>	<del></del>	<del></del>



Years	Lit.		Dom. Sc		Econ.		Sc.		Others		Total
	No.	%	No.	%	No.	%	No.	%	No.	%	No.
1944	1,149	27.6	2,637	63.7	23	0.5	30	0.7	316	7.5	4,155
1945	970	24.0	2,569	63.8	107	2.7	128	3.2	255	6.3	4,029
1946	1,730	26.8	3,338	51.5	218	3.4	693	10.7	488	7.5	6,465

#### TRAINING SCHOOL FOR LOCAL OFFICIALS

The first lecture meeting of the District employees was held at the YOKUON Hall, in Tokyo from 10 March to 13 March. A total of 86 persons attended the lecture meeting. At the end of August 1948, the number of local officials totaled 145.

#### BOOK REVIEWS

What W.M.B. is doing.

Trade Unions and Women

(Explanations are given for the existence of the Women's Section)

Labor Standards Law, Girls and Minors

(Easy explanations of regulations in regard to females and minors described in the Labor Standards Law)

On Behalf of Working Boys and Girls

(Easy explanation of the system)

Popular Court for Domestic Problems

(Written in plain Japanese what the Court is doing)

To the Farmerette

(Guide book of the Agricultural Cooperative Union)

All the above books are published by W.M.B.

Guide Book of the Women's Section

(Explanations on the necessity of the Women's Section in the Trade Union and introduction to its existence and activity)

The General Federation of Japanese Trade Unions, Women's Counter Measures Section, edition.

Price: 15 yen

Postage: 4 yen

Published by the Publishing Section of JFL, 7th flr, MEIJIYA Bldg., 4, 2-chome, KYORASHI, CHYUO-KU, TOKYO.

Questions and Answers on Labor Problems

(Comments on the labor questions and labor legislations which were broadcasted during 'Labor Hour')

The Central Labor School Edition.

Vol. I Price: 50 yen

Postage: 10 yen.

Vol. II Price: 65 yen

Postage: 10 yen.

Published by the Central Labor School, Foundation, 6, SHIBA KOEN, MINATO-KU, TOKYO.

#### OVERSEAS NEWS

The Korean Government which was established on 15 August 1948 as an independent nation appointed Madam NIN EI SHIN as Chief Officer of the Commerce and Industry



Department. She was sent to the United Nations Assembly as an informal delegate from Korea.









働く年少者の保護に關する全國運動

労働基準法中、年少者に關する規定が施行されてから滿一年を迎へようとしているが、年少労働者の約半数は労働保護官署によりまだその實態が把握されて...

婦人少年問題審議會委員

婦人少年問題審議會委員は、はじめ三十三名であつたが、一名辭退、その後二名増員されて現在では計三十四名、左の諸氏である。

- 公衆衛生院労働衛生學部長 石川 知福(婦勞・年少)
三井厚生病院院長 岩田 正道(婦勞)
東大 教授 尾高 邦雄(婦勞・年少)
歴史科學研究所理事 岡崎 三郎(年少)
參議院議員 奥 むめを(年少・婦)
新生活研究所員 大森 松代(婦)
東京YWCA總幹事 渡邊 松子(婦勞・婦)
衆議院議員 加藤 シズ子(婦)
三菱電氣株式會社取締役 加藤 威夫(年少)
中央労働學園理事長 桂 泉(婦勞・年少)

一九四八年十月一日發行 編輯者 労働省婦人少年局 山川菊榮 發行者 港區芝公園六號地 飯田北理 印刷所 東京都港區芝南佐久間町一ノ七 發行所 東京都港區芝公園六號地 中央労働學園 (定價一圓五十錢)

- 日教組婦人部長 富士紡本庄支部婦人部長 神田橋公共職業安定所長 著 遠 家 日本協同組合婦人對策部長 愛宕中學校長 衆議院議員 衆議院議員 日本纖維連合會勞務部長 津田英學教授(審議會會長) 東京都職業補導協會 日本電氣産業勞務組總務員 日本放送協會企畫部 參議院議員 東京都民生局兒童課 文部省教科書局教材研究課長 労働管理研究會會長(東大教授) 國鐵勞組婦人部 著 遠 家 日本商工會議所專務理事 東京家事審判所委員 作 家 通信工業連盟理事 文學 座 員

- 高田 なほ子(婦勞) 丹野 ふさ(婦勞・年少) 竹村 一男(婦勞・年少) 田邊 繁子(婦) 野村 かつ子(婦) 野口 彰(年少) 山崎 道子(婦勞・婦) 山下 春江(婦勞・年少) 眞下 一太郎(婦勞・年少) 藤田 たき(婦勞・婦) 福岡 やす子(婦勞) 五明 しげ子(婦勞・年少) 江上 フジ(婦勞・婦) 赤松 常子(年少・婦) 朝原 梅一(年少) 青木 誠四郎(年少) 淡路 圓治郎(婦勞) 榊 孝子(婦勞・年少) 三瓶 孝子(婦勞・婦) 三樹 三三(婦勞) 鹽原 靜(婦) 平林 たい子(婦勞・婦) 森田 良雄(年少) 杉村 春子(年少・婦)

女性の進出



職安關係女子職員の増加 最近關係當局の積極的な指導によつて、全國の職業安定主務課及び公共職業安定所に働く女子職員数は急に増加し、さる三月の一九二一人から七月末には二〇三九人となり、その中三級事務官は七九人から一一六人となつてゐる。

女子沖仲仕の配置轉換狀況

労働基準局、婦人少年局および新潟縣下の労働組合三者の絶えまない協力によつて最近相當多數の婦人をそれぞれの職場で合法的な仕事に配置轉換させることに成功した。

新刊紹介

働くこどもの保護について(年少労働基準規則のやさしい解説) 婦人少年局發行 日本女性社會史(日本女性の生活に社會史的に明らかにしたもの) 定價一六〇圓 送料二〇圓 大阪市北區堂島(堂島ビル八二七號室) 眞日本社發行

海外ニユース

年少者保護法改正の要求 一九四八年一月十五日、十七日にわたりワイマール共和国以來はじめてドイツのハルシュームで年少者連合のハルシュームで年少者連合の労働組合會議が開かれた。この會議で通過した決議の中には次のような年少者保護法の改正を要求してゐる。

これは労働組合員による印刷物です



HEADQUARTERS I CORPS  
163d Language Detachment  
APO 301

KOREHISA GOTO  
Translator

Translation No. 5732

Translated from a Monthly Bulletin, W.M.B., 1 October, 1948, issue.

Number of Employed Women in America according to Vocations.

as of January, 1947.

Office Workers	4,330,000
Factory Workers, Skilled Workers, Supervisors	3,500,000
Service Girls (except domestic servants)	1,750,000
Professional, Semi-professional	1,500,000
Domestic Servants	1,500,000
Saleswomen	1,330,000
Others	1,500,000

WOMAN'S HOME LIFE IN AMERICA.

(From the "American Woman - - - Her Changing Role" published by the Women's Bureau, Labor Department, U.S.A., 1948)

An American woman marries at an average age of 21.6 years. (about three years younger than the American man). Fifteen percent of the married women have no children. If they have children, the first child is born within the first year of marriage and two additional children are born within the following four and a half years. Therefore, the average woman bears her third child when she is 27.2 years old. This usually ends her child bearing.

By the eleventh year of married life there will be at least one child of six years or younger, these children by the thirteenth years, and one or two adult children by twenty third year. When the youngest child is 18 years old, the mother will be 45 years old.

If the children marry at the same age as their parents they will be married when the mother is fifty to fifty-three years old. She will continue life with her husband for about eleven years. She will survive her husband.

After forty, her burden of raising children will decrease. Also a few years before she reaches sixty five, her domestic duties will decrease.

NUMBER OF UNION WORKERS CLASSIFIED ACCORDING TO INDUSTRIES.

(At the end of July, 1948)

Industries	Total No.	Females	Females' % to the Total No.
All Industries	6,546,502	1,509,369	23%
Marine & Forestry	85,598	9,387	11%
Mining	566,943	75,578	13%
Manufacturing	2,202,644	653,615	30%
Commerce	189,940	45,775	24%
Trans. & Commu.	1,253,513	183,823	15%
Services	37,589	13,525	36%



Casual	636,031	244,668	39%
Others	1,574,244	282,998	18%

WORKING POPULATION AND WAGE.

	Total No.	Male	Female
Working Population (June)	36,100,000	21,650,000	14,450,000
Average Wage (June)	¥4,813	¥5,541	¥2,426

Remarks: The proportion of female to the male is 67%, however, the proportion of female wages to male wages is 44%. (This wage is based upon the average cash allowance per worker per month according to the monthly labor statistic.)

THIS IS PRINTED BY UNION WORKERS.

(On the movement for the popularization of union made goods (Union labeled goods))

In order to have the consumers support the labor movement, trade unions in foreign countries, for a long time, have been placing union labels on manufactured products. Thus, the consumers know that the products are made by union workers. The consumers willingly cooperate with the union and choose union labeled goods.

In Japan, we have decided to popularize such a movement, therefore, we are devoting space to union label goods in this Monthly Bulletin. (Refer to the Overseas Column.)

LAWS RELATIVE TO FEMALES.

--- Laws approved in the First and Second Diets ---  
Approved in the First Diet

1. The Labor Ministry Law  
(Law No. 92) 31 August 1947, Articles I and VII.  
Relative to the establishment of W.M.B.
2. Revision of the Health Centers Law  
(Law No. 101) 5 September 1947,  
Article II (Items within the jurisdiction of Health Centers)  
5. Relative to the instruction of Health Center nurses  
7. Relative to the health of mothers and babies.
3. Revision of the Criminal Law  
(Law No. 124) 26 October, 1947  
Article CLXXXIII (adultery) was rescinded.
4. Agricultural Cooperatives Law  
(Law No. 132) 19 November 1947.

The purpose of this law is to hasten the development of farmers' cooperative associations, rehabilitate national economy by increasing agricultural productivity, and better the farmers' economic and social.



position. If the unions expand soundly, farming girls will be freed from their hard life and face a hopeful future.

5. Employment Security Law  
(Law No. 141) 30 November, 1947  
Relative to the Employment Security Committee.  
Article XII, Clause VI,  
The Employment Security Committee must include one committee-woman.
6. Court of Family Affairs Law  
(Law No. 152) 6 December, 1947  
Following the great change in in the Civil Law, and in order to democratize judgement under the law re the family affairs, prompt, warm and kind action must be taken to maintain the peace of family as well as harmony among relatives.  
Protection of minors is also to be guaranteed.
7. Regulations relative to the enforcement of the Court of Family Affairs Law  
(Law No. 153) 6 December 1947
8. Children's Welfare Law  
(Law No. 164) 12 December 1947  
Happiness for youths under eighteen years old must be guaranteed by the Japanese citizens. This is a progressive law unprecedented in Japan.
9. Law for the Revision of a part of the Civil Law  
(Law No. 222) 12 December 1947  
Based upon the rights of individuals as well as the equality of sexes, radical changes were made in the Civil Law. A clause treating a wife as a person without legal rights was rescinded. The new law admitted equal rights for both male and female in all occasions including marriage and inheritance.
10. Law for the Revision of the House Registration Law  
(Law No. 224) 22 December 1947  
The head of a family is abolished, and a census register centered around the man and wife and their children is adopted.

Remarks: All above dates are the dates of official announcement of the laws.

#### NATIONAL MOVEMENT RE THE PROTECTION OF MINOR WORKERS.

It has been almost a year since the enforcement of the regulations relative to the minors described in the Labor Standards Law, was put into practice. It must be regarded that the actual conditions of minor employees are not known by the competent authorities. Accordingly, under the auspice of the Labor Ministry, the various organizations of employers, workers, and women got together and decided to develop a nationwide Minor Employees Protection Movement for a ten day period beginning 1 November, to attain the following: (1) facilitate the acknowledgement of the actual conditions of minor employees (2) thorough popularization of laws and regulations concerning the protection of minor employees (3) the presentation of sound and healthy recreation for minor employees.

The following eight items are the objects of this movement for the ten day period.

1. To find suitable jobs for minor employees.
2. Familiarization of protection laws and regulations.
3. Emphasize safety.



4. Emphsize health.
5. Improve working enviroment.
6. Promote health.
7. Promote education.
8. Recreation.

It has been decided that the exhibition will be held in all important cities in Japan, and furthermore, mass meetings for minor employees planned for twelve districts, including TOKYO, Japan.

MEMBERS OF THE DELIBERATION COMMITTEE ON WOMEN AND MINORS PROBLEMS.

At first, the Deliberation Committee on Women and Minors consisted of 33 members, but one resigned and later two were added, making a total of 34 members. Members are as follows:

TOMOYOSHI ISHIKAWA, chief of Hygienics Section of the Public Health Institution. (Women employees; Minors)

MASAMICHI IWATA, director of the MITSUI Welfare Hospital. (Women employees)

KUNIO ODAKA, professor at the TOKYO University. (Women employees; Minors)

SABURO OKAZAKI, director of the Historical Science Research Institute. (Minors)

MUMEO OKU, member of the House of Councillors. (Minors; Women)

MATSUYO OMORI, member of the New Life Research Institute. (Women)

MATSUKO WATANABE, general secretary of the TOKYO YWCA. (Women employees; Women)

SHIZUO KATO, member of the House of Representatives. (Women)

TAKEO KATO, director of the MITSUBISHI DENKI K.K. (Minors)

KO KATSURA, chief director of the Central Labor School. (Women employees; Minors)

NAOKO TAKADA, chairwoman of the Women's Section of Japanese Teachers Union. (Women employees)

FUSA TANNO, chairwoman of the Women's Section of the HONJO Local of the FUJI Spinning Workers Union. (Women employees; Minors)

KAZUO TAKEMURA, head of the KANDABASHI Public Employment Office. (Women employees; Minors)

SHIGEKO TANABE, writer. (Women)

KATSUKO NOMURA, chief of the Women's Counter Measure Section of the Japanese Cooperative Union. (Women)

AKIRA NOGUCHI, principal of the ATAGO High School. (Minors)

MICHIKO YAMAZAKI, member of the House of Representatives. (Women employees; Women)

HARUE YAMASHITA, member of the House of Representatives. (Women employees; Women)

ICHIRO MASHITA, chief of the Labor Department, Japan Textile Association. (Women employees; Minors)

TAKI FUJITA, professor at the TSUDA English College, chairwoman of the Deliberation Committee. (Women employees; Women)

YASUKO FUKUOKA, of the TOKYO Vocational Guidance Society. (Women employees)



SHIGEKO GOMEI, functionary of the Organization Department, Japan Electric Industry Workers Union.  
(Women employees; Minors)

FUJI EGAMI, of the Planning Section of J.H.K. (Japan Broadcasting Corporation)  
(Women employees; Women)

TSUNEKO AKAMATSU, member of the House of Councillors.  
(Minors; Women)

UMEICHI ASAHARA, of the Children's Section, TOKYO Metropolitan Welfare Bureau.  
(Minors)

SEISHIRO AOKI, chief of the Teaching Material Research Section, Text Books Bureau, Education Ministry.  
(Minors)

ENJIRO AWAJI, president of the Society for the Study of Labor Administration, professor at the TOKYO University.  
(Women employees)

TAKAKO SAKAKI, of the Women's Section, Government Railway Workers Union.  
(Women employees; Minors)

TAKAKO MIHBI, writer.  
(Women employees; Women)

KIZO MIKI, managing director of the Japanese Chamber of Commerce and Industry.  
(Women employees)

SHIZU SHIOBARA, committeewoman of the Court of Domestic Affairs in TOKYO.  
(Women)

TAIKO HIRABAYASHI, Novelist.  
(Women employees; Women)

YOSHIO MORITA, director of the Federation of Communication Industries.  
(Minors)

#### DEBOUCHMENT OF FEMALES

\* MADAM YAEKO NCGAMI, 64, FOR THE MEMBER OF THE ACADEMY OF ARTS.

As a new member of the Japan Academy of Arts, YAE NCGAMI, of TOKYO, was appointed as of 17 August.

\* ACADEMY REWARD WAS GIVEN TO HARUKO SUGIMURA.

On 21 August, 1948, the reward of the Academy of Arts was given to SUGIMURA who is an actress of the Theatrical Literati Theatre and a committeewoman of the Deliberation Committee on Women and Minors Problems.

\* INCREASE OF FEMALE OFFICIALS RE THE PUBLIC EMPLOYMENT OFFICES.

Under the active leadership of the authorities concerned, the number of female officials of all competent offices of the Employment Stabilization Boards and the public employment offices increased tremendously. At the end of July, their number became 2,039 as compared with 1,921 in March. The number of the third class administrative officials increased to 116 persons from 79 persons. In the Employment Stabilization Bureau of Labor Ministry, the number of female officials in March was 39, but at the end of July it became 51, including 4 third class administrative officials which they did not have before.

\* CONDITION OF CHANGING AND REARRANGING JOBS FOR FEMALE STEVEDORES.

By means of unceasing cooperation by the Labor Standards Bureau W.M.B., and labor unions in NIIGATA Prefecture, a considerable number of women succeeded in changing their jobs legally in their respective shops.



These female stevedore's were previously engaged in transporting heavier loads than that set by regulations. They were to be discharged in accordance with the Labor Standards Law. However, by means of this procedure all of the 334 women, with the exception of 19, could find jobs. The 19 women will be discharged by necessity. Some of them are resigning voluntarily in order to get their discharge allowance, and others were selected by labor unions because they are not the main supporters of their families. The public employment offices in NIIGATA Prefecture are trying hard to find new jobs in other companies for those discharged.

#### BOOK REVIEWS

On the Protection of Working Children  
(Plain explanations on the Minor Labor Standards Regulations.)

Social History of Japanese Women  
(Explained the life of Japanese Women by social historical arrangement.)

Written by ITSUE TAKAMURE

Price : 160 yen

Postage: 20 yen

Published by the SHIN NIPPON SHIA, Room No. 827, DOJIMA Bldg., DOJIMA, KITA Ward, OSAKA City.

New Principle on Wage

(Introduction of the study on Beaurtrice Webb's "Wage equality of Both Sexes")

Written by KIKUE YAMAKAWA

Price : 40 yen

Postage: 5 yen

Published by the KOKUSAI BUNKA KYODO SHIA (International Cultural Association), c/o the Central Labor Hall, 6, SHIBA Park, MINATO Ward, TOKYO.

Fundamental Problems of Women's Labor.

(Post-war investigations of spinning factories)

Compiled by the Political Economy Research Institute.

Price : 170 yen

Postage: 35 yen (book)

Published by the Central Labor School, 6 SHIBA Park, MINATO Ward, TOKYO.

#### OVERSEAS NEWS

##### DEMAND FOR REVISION OF THE PROTECTION OF MINOR'S LAW.

From 15 January to 17 January, 1948, a convention of Minor's Federation of Labor was held for the first time since the WEIMAR Republic held it's convention some time ago, at HARUSAAMU in Germany. Among the resolutions passed in this convention, the following demands for the revision of legislations concerning the protection of minors were brought forth:

- \* Vacations with pay for the minor employees shall be extended to 24 days.
- \* Physical examination before employment, and annual physical examinations shall be enforced.
- \* Strict limitation on child labor.
- \* Prohibit work at night, sundays and holidays.
- \* Minors under the age of 16 must be banned from piece work system. Piece work system which injure or hampers the growth of mind and body shall be banned for minors over the age 16.
- \* 42 hours a week for minors under 16 years old, and 45 hours a week for minors under 18 years old.



- \* "Same wages for adults and minors" must be guaranteed.
- \* Participation of trade unions in the supervision and enforcement of the Protection Laws and regulations.











HEADQUARTERS I CORPS  
163d Language Detachment  
APO 301

KOREHISA GOTO  
Translator

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EQUAL WAGE SYSTEM FOR AMERICAN WOMEN.

In America, the following nine states presently have laws stipulating non discrimination of wages by sex:

Illinois, Massachusetts, Michigan, Montana, New Hampshire, New York, Pennsylvania, Rhode Island, and Washington.

Among these, Illinois and Michigan apply this law only to those engaged in the manufacturing industry. Since 1945, a Federal Wage Parity Bill has been presented to Congress every year, however, it has not yet been passed.

ON THE ELECTION OF SCHOOL BOARD COMMISSIONERS.

On 5 October 1948, the first public election of School Board Commissioners was held in order to carry out educational administration impartially in accordance with the general will of the nation and to meet the problems arising in the various localities. Hereafter, educational administration which had been handled by the local self-governing bodies shall be transferred to the School Board. This does not apply to private schools, colleges and universities. Many person from various occupations throughout Japan ran as candidates in the election and the following thirty nine women were elected (Age & prefecture in parenthesis):

REN HIRAYAMA (AOMORI, 49)  
HISAYO SHOJI (MIYAGI, 49)  
YOSHI SUZUKI (MIYAGI, 62)  
MIKIKO TSHIHARA (FUKUSHIMA, 40)  
ITSU OTAKA (YAMAGATA, 47)  
SEKI TANAKA (YAMAGATA, 52)  
RUNAKO IIZUKA (TOCHIGI, 29)  
ASA YUMOTO (GUMMA, 47)  
AI SUZUKI (GUMMA, 43)  
KIMI NORIMA (IBARAGI, 64)  
SEI YOSHIDA (KANAGAWA, 40)  
TSUNEKO HIRANO (KANAGAWA, 40)  
CHIZU TAKAYAMA (YAMANASHI, 43)  
MATSUE KODAMA (NIIGATA, 59)  
CHIYO FUJII (SHIZUOKA, 51)  
HATSUE HIRAOKA (TOYAMA, 58)  
SHITSU HIRATA (GIFU, 58)  
SHIKIE NAKAJIMA (GIFU, 63)  
YAE YOSHIDA (KYOTO, 41)  
SHIZUKO FUJII (SHIGA, 38)  
ETSU HORIKAWA (MIE, 56)  
SUGI MUROFU (HYOGO, 58)  
SHIZUYO OKAMOTO (WAKAYAMA, 43)  
CHIYOKO SEKO (HIROSHIMA, 45)  
HARUE KUSHI (TOKUSHIMA, 47)  
URA NORIUCHI (AICHI, 55)