DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

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(Compiled by *National Diet Library*)

婦人少年局分課（案）

婦人
一、労働課
二、労働基準法中女子に特殊の規定の制定改廃及び解釈に関する事項
三、労働基準法中女子に特殊の規定の施行に関し労働基準局長及びその下級官庁の長に対する勧告並びに労働基準局長がその下級官庁に対して行う指導監督についての援助に関する事項
四、家族労働問題及び家事使用人に関する事項
五、婦人労働者に関する調査に関する事項
六、婦人労働者に関するラヂオ、映画その他の方法による刊行発表の準備に関する事項
七、その他婦人労働者に特殊の問題に関する事項

少年
一、労働課
二、労働基準法中年少者に特殊の規定の制定改廃及び解釈に関する事項
三、労働基準法中年少者に特殊の規定の施行に関し労働基準局長及びその下級官庁の長に対する勧告並びに労働基準局長がその下級官庁に対して行う指導監督についての援助に関する事項

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

六、その他婦人労働者に特殊の問題に関する事項

年少労働課

一、労働基準法中年少者に特殊の規定の制定改廃及び解釈に関する事項

二、労働基準法中年少者に特殊の規定の施行に関し労働基準局長及びその下級官庁の長に対する勧告並びに労働基準局長がその下級官庁に対して行う指揮監督についての援助に関する事項

三、児童の使用禁止に関する事項

四、年少労働者に関する調査に関する事項

五、年少労働者に関するラヂオ・映画その他の方法による刊行発表の準備に関する事項

六、その他年少労働者に特殊の問題に関する事項

婦人課

一、婦人の地位向上その他婦人問題の調査及び連絡調整に関する事項。但し婦人問題の連絡調整は、他省が法律に基いてその所管に属せしめられた事務を行うことを妨げるものではない。

二、労働者の家族問題に関する事項。但し、法律に基いて他省の所管に属せしめられたものを除く。

三、婦人の地位の向上その他婦人問題及び労働者の家族問題に関するラヂオ・映画その他の方法による刊行発表の準備に関する事項。

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

婦人少年局所掌事項（案）

一、婦人及び年少労働者に特殊の労働條件及び保護に関する事項

二、児童の使用禁止に関する事項

三、家族労働問題及び家事使用人に関する事項

四、その他婦人及び年少労働者に特殊の労働問題に関する事項

五、労働者の家族問題に関する事項。但し、法律に基いて他省の所管に属せしめられたものを除く。

六、婦人の地位の向上その他婦人問題の調査及び連絡調整に関する事項。但し、婦人問題の連絡調整は、他省が法律に基いて、その所管に属せしめられた事務を行うことを妨げるものではない。

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

Art. 6. The Labor Standard Bureau shall be in charge of affairs ralating to the following items.

1. Wages, labor hours and rest period and other working conditions.
2. Industrial safety.
3. Labor hygine.
4. Workmen's accident compensation and workmen's accident compensation insurance, (exclusive of those matters relating to the Workmen's Accident Compensation Insurance Law which are designated as the responsibility of the Welfare Ministry.) deleted
5. Improvement of labor efficiency.
6. Welfare of Laborers.
7. Inspection of factories, mines and other establishments.
8. Other working conditions and protection of laborers including all matters covering the Labor Standard Law which are not within the jurisdiction of other bureaus.

Art. 7. Women's and Minors' Bureau shall be in charge of affairs relating to the following items.

1. Working condition and labor protection peculiar to women and minor laborers.
2. Prohibition of employment of children.
3. Problems of family workers and domestic workers.
4. Other problems peculiar to women and minor laborers.
5. Problems of worker's families, excepting in so far as the responsibility is by law assigned to other Ministries.
6. Research, liaison and coordination of the problem of the promotion of women's status and all other women's problems, except that such liaison and coordination shall not include management of matters assigned by law to other Ministries.

Art. 8. Employment security Bureau shall be in charge of affairs relating to the following items.

1. Adjustment of supply and demand of labor such as employment exchanges, guidance, and training.
2. Counter-measures against unemployment.
3. Unemployment insurance or unemployment compensation, (exclusive of those matters relating to unemployment insurance which are designated as the responsibility of Welfare Ministry.) deleted
4. Other problems on employment and vocation.

Art. 9. Labor Statistics and Research Bureau shall be in charge of affairs relating to the following items.

1. Regular statistics and publications concerning Labor Unions, labor disputes and other labor relations.
2. Regular statistics and publications concerning working condition.
3. Regular statistics and publications concerning wage and remuneration.
4. Regular statistics and publications concerning Laborers' living cost.
5. Regular statistics and publications concerning Employment.
6. Collection, compilation, analysis and publications of the materials concerning Home and Foreign labor circumstances.
7. Special surveys and publications concerning Economic problems affecting the Welfare, remuneration and employment security of laborers.

Art. 10. There shall be in the Ministry an Industrial Safety Laboratory which conducts researches and investigations of, and training of technicians for, the prevention of accidents in factories and workshops.

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

Art. 11. Necessary matters concerning divisions, bureaus, agencies and officials of the Labor Ministry shall be fixed by Cabinet Order.

Art. 12. For the purpose of uniting and cordinating with administration of Labor Ministry in regard to the vital matters on the Labor of Seamen, a seamen's labor coordinating committee will be established in the Labor Ministry which will be composed of the competent officials of the Ministries of Labor and Transport.

Matters necessary for the committee will be decided by Labor Minister with consultation of Minister of transport.

Supplementary Provisions

Art. 13. The date of the enforcement of this Law shall be fixed by Cabinet Order, but ~~in no case shall the effective date be more than~~ 30 days after the enactment of the Law. within

Art. 14. A part of the system of official organization of Welfare Ministry shall be amended as follows:

Of Article 1 "labor" is canceled and next to "social insurance" "exclusive of those matters which are designated as the responsibility of Labor Ministry" shall be added.

Art. 15. A part of Labor Standard Law shall be amended as follows:

Articles 100-2 Director of the Women's and Minors' Bureau within the Ministry of Labor, under the supervision and direction of Minister of Labor, shall administer matters concerning the establishment, revision and interpretation of stipulations peculiar to women and minors of this law, and concerning matters pertain to the enforcement thereof shall advise the Chief of Labor Standard Bureau and assist in the direction and supervision of the Chief of Labor Standard Bureau and assist in the direction and supervision of the Chiefs of Regional Labor Bureau, the chiefs of prefectural labor standard offices, chiefs of local Labor Standard Offices and their staffs. delete

Director of Women's and Minors' Bureau of officials designated by the Director shall have access to inspection and other records relating to women's and minors of the Labor Standard Bureau and its subordinate offices.

** and its subordinate Offices & assist in the direction & supervision of the Chiefs of the subordinate offices.

** of art 3

art. 7 (abrogated).
art 7-2 & art. 7-3 (abrog.)
art. 8 Item 1

art 23 (abrogated)

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

DRAFT

MATTERS UNDER THE JURISDICTION OF
THE WOMEN'S AND CHILDREN'S BUREAU

1. Matters pertaining to protection and labor conditions peculiar to women and minor workers.

2. ~~Matters pertaining to~~ the prohibition of use of children.

3. ~~Matters pertaining to~~ family labor problems and domestic employees.

4. ~~Matters pertaining to~~ other labor problems peculiar to women and minor workers.

5. ~~Matters pertaining to~~ the problems of workers' families, except those which come under the jurisdiction of other Ministries according to law.

6. ~~Matters pertaining to~~ research, liaison, and adjustment of women's problems including the improvement of women's status. However, liaison and adjustment (work) may be done by other Ministries within their jurisdiction provided by law.

SECTIONS IN THE WOMEN'S AND CHILDREN'S BUREAU

Woman Labor Section

1. ~~Matters pertaining to~~ institution, revision, abolition and interpretation of those provisions in the Labor Standards Law which are peculiar to women.

2. ~~Matters pertaining to~~ recommendations to be made to the Chief of the Labor Standards Bureau and the chiefs of government agencies under it and assistance to be given to the Chief of the Labor Standards Bureau in his guidance to and supervision over government agencies under it, in connection with the enforcement of those provisions in the Labor Standards Law which are peculiar to women.

3. ~~Matters pertaining to~~ family labor problems and domestic employees.

4. ~~Matters pertaining to~~ research regarding women workers.

5. ~~Matters pertaining to~~ preparation of publications and announcements regarding women workers by radio, motion pictures and other media.

6. Matters pertaining to other problems peculiar to women workers.

Minor Labor Section

1. Matters pertaining to institution, revision, abolition and interpretation of those provisions in the Labor Standards Law which are peculiar to minors.

2. Matters pertaining to recommendations to be made to the Chief of the Labor Standards Bureau and the chiefs of government agencies under it and assistance to be given to the Chief of the Labor Standards Bureau in his direction to and supervision over government agencies under it, in connection with the enforcement of those provisons in the Labor Standards Law which are peculiar to minors.

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

3. Matters pertaining to the prohibition of use of children.

4. Matters pertaining to research regarding minor workers.

5. Matters pertaining to preparation of publication and announcement regarding minor workers by radio, motion pictures and other media.

6. Matters pertaining to other problems peculiar to minor workers.

Women's Section

1. Matters pertaining to research, liaison, and adjustment of women's problems including the improvement of women's status. However, liaison and adjustment of women's problems may be done by other Ministries within their jurisdiction provided by law.

2. Matters pertaining to the problems of workers' families, except matters coming under the jurisdiction of other Ministries according to law.

3. Matters pertaining to preparation of publication and announcement regarding the improvement of women's status and other women's problems and the problems of workers' families by radio, motion pictures and other media.

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

MILITARY GOVERNMENT ROUTING SLIP

SMGO	PUBLIC WELFARE	ECONOMICS
EXECUTIVE	PUBLIC HEALTH	INDUSTRY
ADJUTANT	PH NURSE	NAT RES
ADM ASST		IMP&EXP
CHIEF CLERK	CIVIL INFO	LABOR
CORRES CLERK	CIVIL EDUC	
SUPPLY		LEGAL&GOVT
PERS SEC		PUB SAFETY
	CLASSIFIED SEC	
		PROCUREMENT
		FIN&CIV PROP

FILE _____ INFO _____ ACTION BY _____

REMARKS:

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

KYOTO MILITARY GOVERNMENT TEAM
APO 301 (Kyoto Honshu)

000.8 6 May 1949

SUBJECT: Women's Week

TO : Headquarters Kinki Military Government Region, APO 25

Women's Week (April 10-16) was observed under the sponsorship of the Women's and Minor's Bureau and the various organizations of Kyoto with the aid of KMGT, Labor Office, and Civil Education Section.

Several preparatory meetings were held to make this week a success at the Okumura Kaikan. A program of interest was made and carried out.

In spite of the efforts of the certain members, and the expenses, the week was not a complete success due to the lack of unity, cooperation, responsibility, and a strong leader. The women had good ideas but seemed to be limited to own field, and actually exercising self-interest and not for the organization as a whole. What they were saying were more or less theory and did not really give constructive ideas of the majority, and not knowingly falling into sectionalism, disregarding the Economic Stabilization 9 pt act.

In spite of some good points in the speeches on the slogans, a newspaper article criticized it as "table speeches" and the program as being inappropriate to the slogans of March 8th, (Away with erotic and grotesque culture).

2 red flags were seen in the audience and several members were on the alert to ask questions pertaining to the speeches. Capt. Vickerman put a stop to this by saying that this was not a day to drag in politics, but to celebrate. It was also requested that the flags be put down, but was said that they were of the Union and not of the communist.

The activities as compared to the past have shown improvement. But it is apparent that some of the undesirable factions are attempting to control the both the Women's Week and the Women's organization.

"Fujin Mondai Kenkyu Kai" (Women's Problem Study Club) was one of the features of this conference.

1 Incl:
1. Program of Women's Week

L. P. Gregory
CE Officer

4968

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

000.8

6 May 1949

SUBJECT: Women's Week

Program of the week as follows:

1. General meeting on April 10
   Location .....Music Hall, Maruyama Park.
   Time .....Music from the city band from 1:00p.m.
   Meeting from 2:00p.m.
   Chairman.....Mrs. Kato (Christian Women's League)
   Opening address...Mrs. Aiko Watanabe (District Women's Org.)
   Message of Women's Week...Mrs. Fukushima (Women's & Minor's Bureau)
   Speeches .....Speakers from the various organizations.
   a. Realization of the Eugenic Law
      Mrs. Mizuta - District Women's Organization

   b. Give Nursery for the sake of the Working Women
      Miss Masa Okada - Working Women's League

   c. Anti-war and for World Peace
      Mrs. Kazu Fukumori - Women's Dept. Labor Union

   d. Price Stabilization
      Mrs. Tanaka - Price Watching Committee

   e. Give work to the housewives
      Mrs. Tanizawa - Yomei Club

   f. Difficulties of getting married and the simplification of marriage
      Mrs. Jika - Akatsuki Club

   g. Right understanding of Law concerning liberation of Women
      Mrs. Yamada - New Japan Women's League

   h. Women, get stronger and wiser
      Mrs. Tokumaru - Voter's League

   i. Rationalization of Living
      Mrs. Sakai - Christian Church

   j. 6-3 system
      Miss Mikiko Kanzaki - City School Board member
   Attraction: Sawada Tango Band
   Several "Ballet" dancing
   Japanese dancing

Letter of Thanks - Mrs. Kurobe
Closing address - Mrs. Kysaga

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

00.8 6 May 1949

SUBJECT: Women's Week

2.

April 11 - Women's Consultation Office
Women's and Minor's Bureau
Location .. Kyoto Prefectural Library, Okazaki
Visual aids .. CIE films and exhibition

April 12

Discussion on Kempo - By Sumiya
Music by Kanda Chizuko
7:00 p.m. (25 attend)
Okumura Kaikan

April 13

Lecture and Movie on Birth Control -District Women's
Movie "Haruno mesame"
2:00 p.m. (300 attend)
Kacho Kaikan

April 13

7:00p.m. (25 attend)
Discussion on -Protection for Working Women by
Insurance, Pension, etc.. - Working Women's Org.
Okumura Kaikan

April 14

Visual aids - Women's and Minor's Bureau
10:00a.m. and 1:00p.m. (20 people)
Kyoto Prefectural Library, Okazaki (40 people)
Repetition of April 11.
Films-Women Speak
Los Angelos Boy
A day at school
Stephen Foster Melodies 1st edition

P.M. Stephen Foster Melodies 1st edition
Films-Stephen Foster Melodies 2nd edition
Te o tsunagu koro (Children hand in hand)

April 14

Guidance democratization and self-governing system
of Factory Dormitories - Miss T. Watanabe
2:00p.m. (16 attend.)
Okumura Kaikan

April 15

Was the standard of women elevated? (discussion)
Labor - Miss Watanabe
Education - Miss Matsuda
Politics - Mrs. Nakagawa
Administration - Miss Kiriya
7:00p.m. (30 attend)
Okumura Kaikan

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

00.8 6 May 1949

SUBJECT: Women'sWeek

April 15

10:00a.m. Rode in trucks to make speeches on Know the new laws for women. Women, get stronger and Wiser. - New Japan Women's League
Women's Voters League
Christian Church
Akatsuki Club

1:00p.m.
Okumura Kaikan
Discussion
Cancelled due to lack of attendance.

April 16

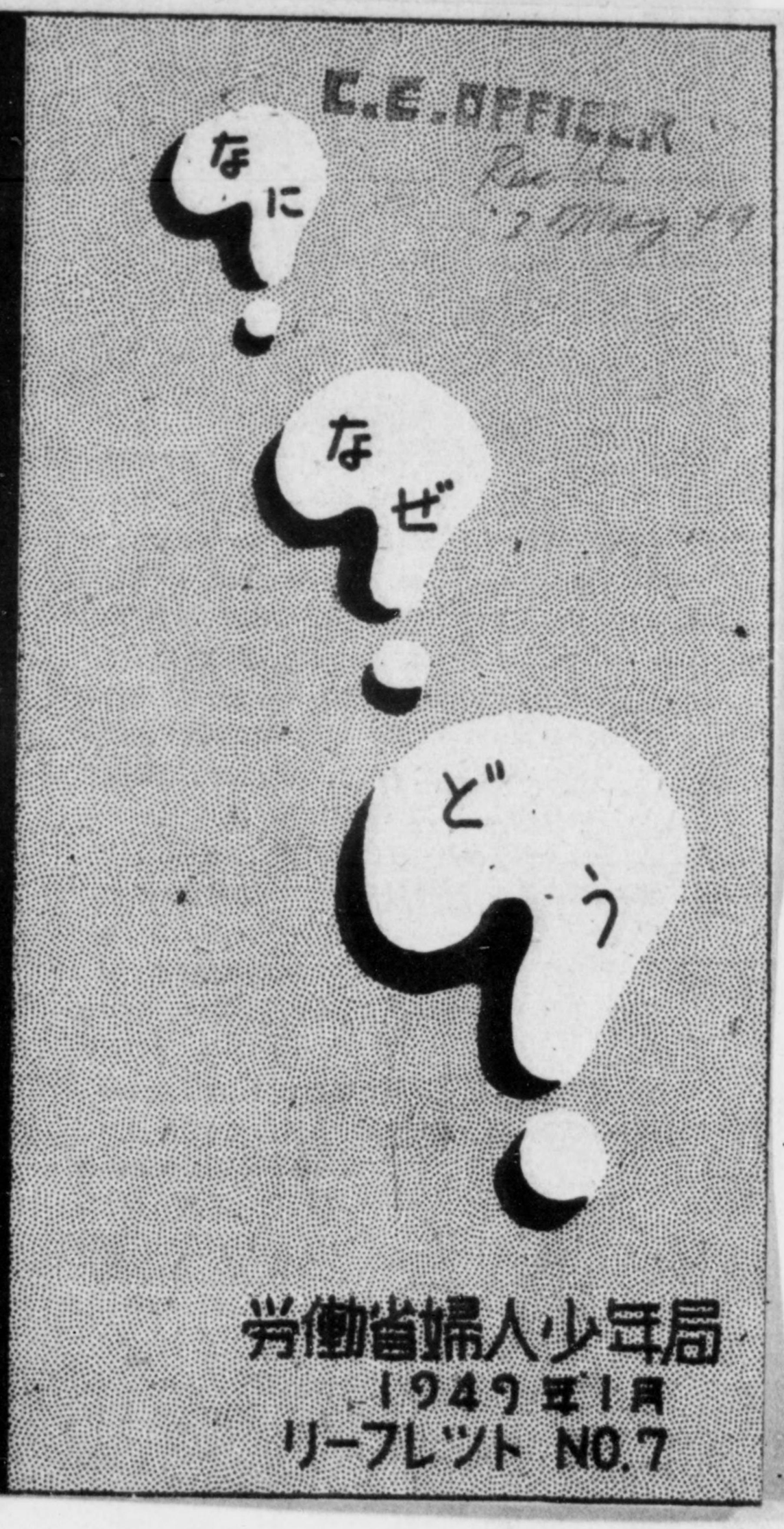
Mock Trial by professionals
Report on the activities of the week.
Speech by Capt. Vickerman
1:00p.m. (1,000 attend.)
Maruyama Music Hall in conjunction with the Kyoto, Kyoto Nichi Nichi Press.

April 18

Reflection meeting
2:00p.m. (27 attend.)
Okumura Kaikan.

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

男女同労働同賃金とは



男女同一労働同一賃金

労働基準法第四條

使用者は，労働者が女子であることを理由として，賃金について男子と差別的取扱をしてはならない

一，男女同一労働同一賃金とは？

男にも女にも差別なく，仕事に應じて同じ割合で給料を支拂うことです。何故なら男と女とは本質的に平等ですから。

二，男女同一労働同一賃金はなぜ必要なのでしょう？

イ，婦人労働者の賃金がひきあげられますから生活程度は高くなります。

ロ，男子の賃金水準もまもられます。やすい賃金で働く婦人がたくさんいれば，男子の賃金を切り下げることになるのですが，その心配がなくなるからです。

ハ，使用者のためには，正しい労働條件によつて，男も女も能力に應じた仕事につきますから生産を増します。また，女子をやすく雇つて生産費を切り下げようとする他の企業家との競爭をなくします。

ニ，主婦には，家族の人々の幸福がとりもなおさず自分の幸福となるのですが，家計を男女のどちらが負担している場合でも，收入がそれぞれ増し，また維持されますので暮しがらくになります。

ホ，以上のことから，一般國民の生活が安定し，生産が増しますので社会の福祉に役立ちます。

三，同一賃金の違反とは？

それではどんなのが同一賃金の違反なのでしょう？

イ，基本給（給料の主要部分となつているもの）の場合仕事の格づけが同じなのに，下のように決めてあれば同一賃金の違反です。

（例）

1，初任給		男五〇〇円	女四六〇円
2，年令給		男	女
	二十一才未満	二〇円	一八円
	二十一才以上	二五円	二〇円

ロ，諸手当（基本給に加えて支給される給料）の割合が仕事の種類に関係なく下のようにきめてあれば違反です。

	男	女
	三〇〇円	〇〇円

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 77 5013

働 同一賃金 とは

一賃金の違反です。

(例)

1, 初任給	男五〇〇円	女四六〇円	
2, 年令給	男	女	
二十一才未満	二〇円	一八円	
二十一才以上	二五円	二〇円	

ロ, 諸手当（基本給に加えて支給される給料）の割合が仕事の種類に関係なく下のようにきめてあれば違反です。

	男	女
1, 物価手当	二〇〇円	一〇〇円
2, 能率給	本給の五五%	本給の四五%
3, 勤務給	基本給の 三五%	基本給の二五%
4, 勤続手当	毎年昇給	二十五才で打切
5, 独身者手当	一〇〇円	七〇円
6, 時間外手当の算出比率	三割	二割
7, 年令給	三十五才まで昇給	二十五才で打切
8, 食事手当 勤勉手当 住宅手当	女は男の七割五分	

四, 同一賃金にするには

イ, まづ自分たちの給料がどんなになつているかしらべましょう。現在の賃金制度は複雑ですから, 自分の賃金がどういう風に組立てられているか, 他の人の賃金はどうなつているか, その内容一つ一つに先きの例にあげるような男女の差別がないか, よくしらべてみる必要があります。職場で, あらゆる機会に, 男子労働者の協力を得て研究しあいましょう。

諸外国では, 同一賃金運動は, 賃金の低下をふせぐために, 男子の協力によつて起つたものです。

ロ, 同一賃金違反か又はその疑があるときには

組合としてでも, また一人でも近くの労働基準監督署に相談して下さい。

五, 婦人の地位の向上のために

民主日本を建設するためには, 婦人が法律の上だけでなく, 経済的にも地位を高めねばなりません。みんなで男女同一労働同一賃金を実現するように, 力をあわせて努力しましょう。

なお委しいことについては, 婦人少年局地方職員室又は労働基準監督署にお問い合わせ下さい。

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDC NO. 77 5013

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

婦人少年局既刊リーフレット・パンフレット

リーフレット　No.1　働く少年少女のために証明書制度
リーフレット　No.2　家事審判所とは
リーフレット　No.3　選挙と婦人（未刊）
リーフレット　No.4　農家の婦人へ
リーフレット　No.5　働く子供の保護について
リーフレット　No.6　働く婦人に生理休暇は必要か
パンフレット　No.1　労働組合と婦人
パンフレット　No.2　労働基準法と女子年少者

東京都千代田區代官町1番地
（都電・錦町河岸下車）
労働省婦人少年局
電　日本橋（21）1554 1557 1622 1632

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

C.E.OFFICER

WHAT? WHY? HOW?

WHAT IS THE EQUAL PAY FOR EQUAL WORK FOR MEN AND WOMEN?

1. What is the Equal Pay for Equal Work for Men and Women?

It means that wages are paid to both men and women, without making any discriminations, at the same rate according to the work because men and women are essentially equal.

2. Why is then Equal Pay for Equal Work Necessary?

A. Women workers' wages are raised, and so their living standard rises.

B. Men workers' wage standard is protected, too. Many women working with cheap wages tend to lower men's wages, this fear is removed.

C. For employers, just working conditions allow men and women to engage in the jobs proper to their abilities, and so production is increased. Also, competitions between the employers for the reduction of cost of production by employing women with cheap wages, will be removed.

D. For house-wives, the happiness of the family members are directly their own happiness, and whether the family is supported by men or women, their incomes increase are maintained, and so are benefited by better economy.

E. From the above-mentioned reasons, the living of the people in general is made secure, and the production increases, and so it contributes to the social welfare.

3. What are Violations of Equal Pay?

Then, what are the violations of equal pay?

Basic wages (---basic part of workers' payment)---

In the basic wages, if the amount of payment is fixed as follows when the workers are classified to the same jobs, they are violating the law.

e.g.

1) Entrance pay

for men----------¥500
for women--------¥460

2) Wages for ages

(e.g.)
Under full 21

Rec'd 3 May 1949

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

for men----------¥20
for women--------¥18

Over full 21

for men----------¥25
for women--------¥20

Rates of allowances---(to be paid in addition to the basic wages.)---If the allowances are fixed as follows, they are violations.

e.g.

1) Allowances for commodity prices

for men----------¥200
for women--------¥100

2) Efficiency allowances

for men-----55% of basic wages
for women---45% of basic wages

3) Service allowance

for men----125% of basic wages
for women---25% of basic wages

4) Allowances for the length of service

for men-----to be increased every year
for women---to cease the increase after 25 years of age.

5) Allowances for unmarried persons.

for men------¥100
for women----¥ 70

6) Rate of calculation of the overtime premium pay

for men------30%
for women----20%

7) Age allowances

for men-----to be increased till 34 years of age.
for women---to cease the increase after 24 years of age.

8) Allowances for meals)
Allowances for dilligence) 75% of men's pay to
Allowances for residence) be paid to women.

4. How to Realize Equal Pay.

A. First of all, you must examine your wages.

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

As the present wage system is very complicated, it is necessary for you to examine how your wages are constructed, how other workers' wages are and whether there are any discrimination as given in examples, in each element of your wages. Let us study together, catching every chance at the working-place, with the help of men workers. In other countries, the equal pay movement arose with support of men workers

B. In case there are violations or uncertainty.

Consult with the Labor Standards Inspection Office near by, either by the union or by the individual.

5. For the Elevation of Women's Status.

In order to build up democratic Japan, women's status must be elevated not only legally but also economically. Let us try our best to realize the equal pay for equal work for men and women.

---------o----------

Labor Standards Law Article 4.

The employer shall not discriminate women against men concerning wages by reason of the workers being women.

(Notice)

For further reference, consult with the Field Representatives' Office of Women's & Minors' Bureau or Labor Standards Bureau.

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

C.E. OFFICER

To: Field Representatives February 1949

From: Women's and Minors Bureau

1. The functions of the Women's and Minors' Bureau field representatives with regard to the Labor Standards Law continue to be a confusing problem, perhaps because the field representatives are located in the labor standards offices and are still connected in the public mind with labor standards. Two kinds of misunderstanding exist, first, the wrong idea that field representatives' main job is the Labor Standards Law, and, further, confusion as to what <u>are</u> appropriate actions for field representatives in regard to the Labor Standards Law. Some discussion of the matter, therefore, seems necessary so that all concerned may have good understanding.

2. First, it should be well understood that, with regard to labor, the field representatives have interest in union, manpower, and all other labor matters in addition to labor standards. In this connection, it has become increasingly clear that in many matters the Women's and Minors' Bureau's work consists on the one hand of pressure on and assistance to other agencies or groups to make sure that their operations include and reach women and minor workers and, on the other hand, of assistance to the women and minors to utilize such operations. By operations is meant such programs as placement of workers in jobs or the enforcement of a law. Let us apply this idea to the program for women and minor workers for the early months of this year. Since the program for women workers is directed at helping women to participate in unions, the Women's and Minors' Bureau must work very closely with the Labor Administration Bureau on the one hand and the women unionists on the other. The program concerning minor workers is emphasizing vocational guidance and, therefore, the Women's and Minors' Bureau must work very closely with the Employment Security Bureau and with schools on the one hand, and young people on the other.

3. Functions of the Women's and Minors' Bureau concerning labor standards should be thought of in the same way, that is, not actual enforcement of the Law but working with the Labor Standards Bureau to assure that the Law fully protects women and minors. How can the Women's and Minors' Bureau use its powers of information, liaison, and research to perform this function with regard to labor standards? Let us consider some examples. (a) The field representatives might plan jointly with labor standards officials educational meetings of employers, workers, and the public on the women and minor provisions of the Labor Standards Law. Such meetings might be initiated, publicized, and arranged by the field representatives, with the labor standards officials supplying information, speakers, etc. This would aim at educating all on standards of women and minors. (b) Another good activity would be

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

discussion groups with women workers at establishments or at meetings on all provisions of the Labor Standards Law, encouraging them to know the Law's provisions, to get information from the labor standards offices, to look for violations themselves, and to report violations to the labor standards offices. This would aim at educating women workers not only on special provisions for women but the other protections which they have as workers in the same way as men. At such visits to establishments, the field representative herself should not look for violations in the plant, nor check the books. She works to educate the women workers to do it themselves. If the women workers tell her of violations while she is at the establishment, she does not investigate but helps them refer them to the labor standards inspectors. (c) The field representative also can be sure to disseminate any available information on the Labor Standards Law, using both Women's and Minors' Bureau publications and Labor Standards Bureau publications, and encouraging workers with whom they come in contact to study this material. (d) Contacts can be made with all kinds of community groups to encourage them to take an interest in labor standards of women and minors, to plan programs on the Labor Standards Law, to form study groups, etc. (e) The field representative should assist women workers who wish to report violations or to ask for interpretations of the Law to get to the labor standards inspectors. Some women may be shy or may not know to whom to go in the labor standards offices. The field representative should know to whom to go and make sure that workers' complaints get there for inspection and correction. The field representative should also follow up to make sure that violations reported by women workers to the labor standards inspectors are inspected and corrected. This can be done by working out with the responsible labor standards official a system whereby a date is agreed on by which time the field representative will have a report of the inspection of the violations reported by the women workers and also an indication of what corrective action has been taken. Under no circumstances should the field representative herself go out to investigate the reported violation. It is not her job. It is the responsibility of the labor standards offices. If the violation is not inspected or corrected, the field representative should forward to the central Women's and Minors' Bureau the same information brought in by the woman worker and passed on to the labor standards officials. (f) Further, the field representative can study the records of the labor standards offices--inspection records, employment certificate records, files of dormitory regulations, files of rules of employment, etc. From this study she can point out any matters which seem to need improvement and she can plan a program of her own. Let us see how this would work. Let us suppose that the field representative studies the employment certificates filed in the prefectural labor standards bureau and discovers that they are not properly filled out according to the regulations; she may call this to the attention of the labor standards officials and recommend correction. Or suppose that she studies the

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

inspection records and discovers that, because the inspectors are concentrating on factories, which are the largest group of establishments covered, they have not yet included hospitals in their inspections. The field representative, knowing from discussions with groups of nurses that working conditions in hospitals are especially bad, may recommend that inspectors regularly include hospitals in their inspections. Another example is that she may study the dormitory regulations and discover that the regulations clearly are approved by persons not truly representative of the girls living in the dormitories; she may suggest to the labor standards officials that they check on this in their inspections and also plan that she will visit dormitories, meet with workers living in them, and help them to get material on, discuss, and put into practice true self-government.

4. The information and liaison functions of the Women's and Minors' Bureau with regard to labor standards are relatively clear at this point. However, misunderstanding regarding the investigation functions seems widespread and this needs special clarification. The study of labor standards records described above is one type of investigation. Investigation in establishments themselves is another type but it is here that the confusion exists. It has been said many times that the field representatives have research authority but not inspection authority. This, however, is continually misinterpreted. It is said that visits by field representatives to plants to find whether there are violations of the Labor Standards Law are proper investigations so long as the field representatives do not order the employer to correct the violations but only report them to the labor standards office. This is absolutely wrong interpretation, which both wastes time and makes more difficult true research by the Women's and Minors' Bureau. Let us consider why.

First of all, how is time wasted? Inspection means to check an establishment to find violations. The fact that one does not order correction does not change the looking for violations, but merely means that it is an ineffective inspection which will have to be repeated by the labor standards inspectors before they can order correction. Therefore, time is wasted because duplicate inspection was necessary before correction was ordered and the field representative has accomplished very little by doing an inspection which must be repeated.

As for creating difficulties in the way of real research, she does this because she makes people think that the Women's and Minors' Bureau is a law-enforcing agency. Let us consider an example of true research. Let us suppose that the field representative in one prefecture decides to investigate the conditions of nurses in hospitals. She prepares a specific list of questions on various phases of nurses' employment, whether covered by the Labor Standards Law

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

or not; she picks out a representative number of hospitals in the area, making effort to include different sizes and types of hospitals so as to get a good sample; she then fills in the questionnaire at each such hospital through full copying of records of working conditions, interviewing concerned management officials, interviewing union or association officials, interviewing nurses themselves, etc. She makes very clear to all concerned that all information gathered is confidential and that any Law violations in a given hospital will not be reported to the concerned Law-enforcing agency. Upon completion of such a survey the field representative might have information which would enable her to take a variety of actions. (a) Without reference to any specific hospital, she might inform the prefectural labor standards bureau that hours of nurses in the hospitals in the area are too long and request that special effort be given to enforcement of the hours regulations in hospitals. (b) She might inform the ration officials that nurses generally are having trouble getting their rations and recommend improvement. (c) She might recommend to the welfare officials that they work out a program to hire a larger number of unskilled helper workers in hospitals so that nurses wouldn't have to do cleaning, scrubbing, and other miscellaneous work and could concentrate only on professional work; this would reduce nurses' hours and decrease the shortage of nurses. (d) She might work out with the welfare officials a joint program of public meetings to clarify generally the professional nature of nurses' work, thereby raising their status. (e) She might work out a joint program with the Labor Administration Section to hold discussion groups with nurses for education on union activity to get better wages. (f) She might herself plan to visit nurses' dormitories to teach them the principles of dormitory self-government.

Compare the results of such broader research with the results of investigation of one hospital for violations of the Labor Standards Law. In the latter case, the field representative accomplishes only that the labor standards inspectors will make a second investigation and then require correction of the violations in that hospital. In the former case she achieves improved working conditions, status, living conditions,--and for all such establishments. In this way the field representative both assists various agencies to accomplish their objectives and assists a large group of women to make their lives better. And one of the reasons she can accomplish this is that she makes clear to employers that her request to study his records and his establishment is in order to do fact-finding research, not to find violations of the Labor Standards Law. Accordingly he is willing and even helps her to find out all true facts and does not try to keep the facts hidden.

5. Since there is much misunderstanding of this problem on all sides, including the labor standards office, it is suggested that the field representative

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

discuss the above points with the Labor Standards Bureau chief in her prefecture so that he too may have good understanding. This will make clear to the labor standards officials that, although shortage of budget makes it necessary for the field representative to have her office in the Labor Standards Bureau building, she is not concerned only with the Labor Standards Law but with all phases of women and minor workers.

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

Supposed to be a Personnel Relations Bulletin for W.S.B. Field Representatives.

22 November 1948

Chief of Kyoto Staff:

1. It is desired that authority and responsibility of the section chief be more clearly understood and carried out.

First, section chief is responsible for improving the office, training of members and making them happy. For this purpose, all instructions are to be understood and all reference materials are to be fully utilized by all members. Meetings must be held regularly and problems discussed in a democratic way. Assistants and employees must be given assigned jobs in order to develop their abilities.

Third, in order to bring about harmonious personnel relations, section chief is required to talk with members over their mistakes and faults and continuously advise them to correct. If the employee indicates no sign of correction in spite of repeated advice, section chief is required to make a report of her opinions to the Head Office.

2. Since Labor Standards Bureau and the Women's and Minors' Bureau differ in their characteristics and setups, inside affairs of each office are desired to be dealt with internally.

Chief of Women's and Minors' Bureau

(Tran. By M. Megata)

記

一、職員室における主任の権限と責任がなお一層明確に把握されることを望みます

二、労働基準局と婦人少年局は本来その性格、機構が違うので職員室内部の問題は内部的に処理されることを望みます。

三、労働基準局

一、主任は公平、中立でなければなりません

二、主任は職員室の発展をはかり、職員を訓練し、幸福にする責任がありますそのため指令や参考書類等は職員すべてに役立てることや、定期的に会合をもち民主的に審議すること。また補佐員、雇員に出来る限り仕事を與えてその能力を育てて下さい。

三、に円満な人事関係をもたらすために、主任は職員の間違いや不十分な点をよく話し合い、幾度も助言して改めさせることが大切であります。

幾度もの助言にもかかわらず改められないときは主任は意見を本省に具申して下さい。

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

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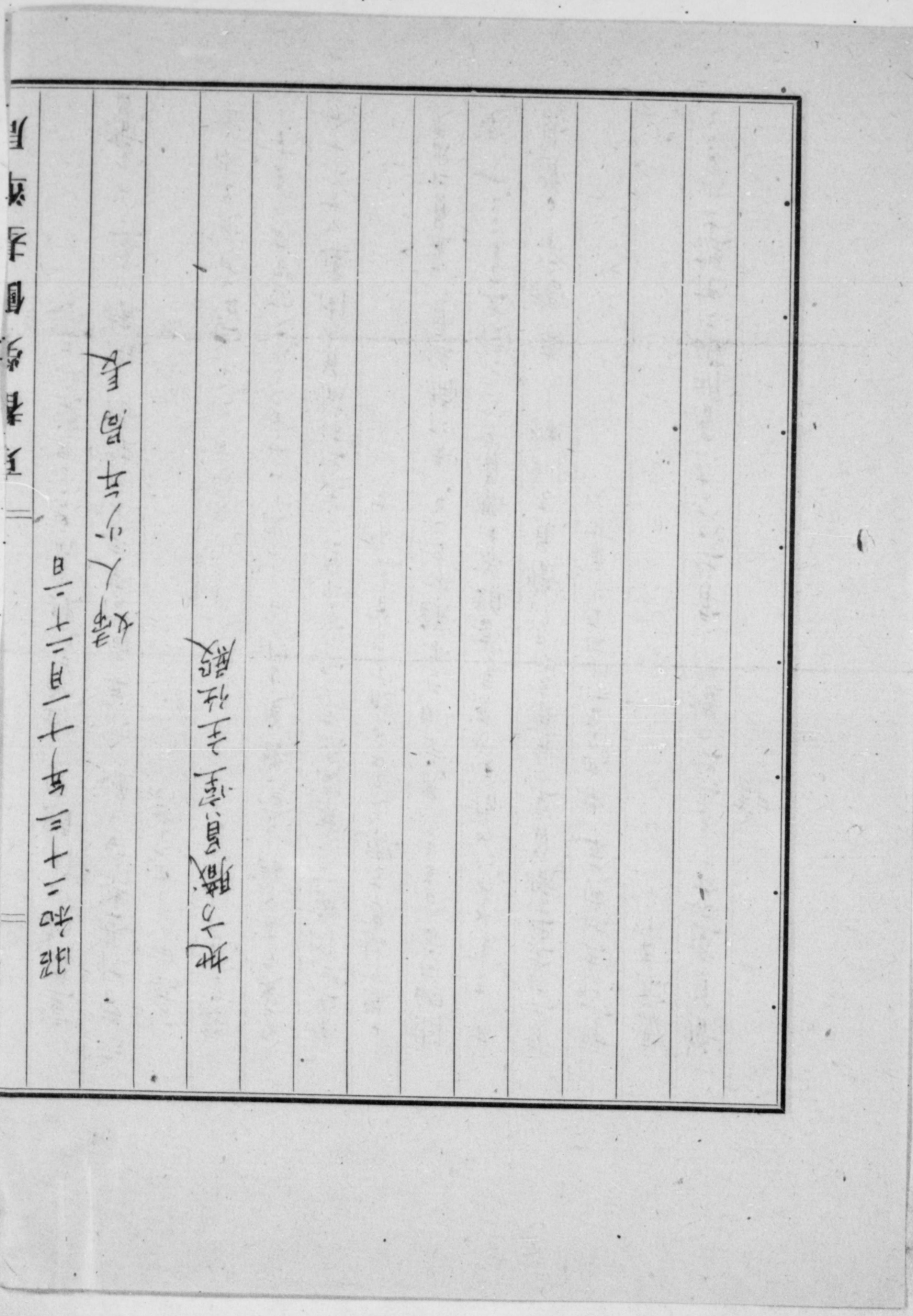

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1. Use care in the selection and placement of personnel with a view to making it possible for the employee to do her best work.	1. Be prepared to do the work required.
2. Prepare the worker by explaining company policies, practice, regulations, benefits, provisions, product or service. Provide clear instructions about the job and its requirements or specific work.	2. Familiarize yourself with company policies, rules and regulations, product or service. Familiarize yourself with the job and its relation to the company.
3. Maintain a fair wage policy, including equal pay, payment irrespective of sex or race, and rewards consistent with efforts and merit.	3. Give service to the employer. Make yourself more valuable through enthusiasm for the work, through improving your methods. Take responsibility for doing your job.
4. Make a periodic review of employees. Give encouragement toward and make provision for promotion.	4. Develop yourself for advancement.
5. Make "give and take" possible. Welcome and encourage discussion of mutual problems. Welcome suggestions.	5. Use initiative and judgment. Make suggestions.
6. Maintain comfortable working conditions. Provide good equipment and pleasant clean surroundings.	6. Maintain good health and good health habits, with care in appearance. Take care in use of equipment and supplies.
7. Set the tone for the organization. Maintain a sincere but impersonal interest in employees. Set an example in attitude and conduct.	7. Maintain a cooperative attitude. Be courteous and friendly toward workers and employer. Be loyal, dependable, and discreet.
8. Have a sense of humor.	8. Have a sense of humor.

July, 1947

Price 5¢

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

REFORMS OVERDUE IN TRADE UNIONS, SCAP EXPERT SAYS

Measures to Remedy Abuses In Pyramid System Urged By Deverall

Reforms in the structure of many Japanese trade unions are long overdue, Mr. Richard L-G. Deverall, Chief, Labor Education Branch, ESS, SCAP, told the press yesterday. The spokesman recommended four measures to remedy the abuses in the pyramid system by which union officials have been elected since it was set up in 1946.

He pointed out in illustration, that should Japanese Diet members be elected by these methods, the average citizen would have nothing to do with Diet elections.

The system used in some Japanese unions, he explained, consists of a seven-level pyramid, namely, top officers, staff, central executive committee, executive committee, district council and branch local union—all consisting of full-time paid officials—and finally the local union made up of the rank-and-file workers.

Has No Function

Each level elects the one above it. Under present procedures the voice of the rank-and-file worker reaches only to the election of the local union level, as the local union has no function in the election of convention delegates.

"In my three years of study of Japanese trade unions, I find that the full-time paid officials of the branch local unions able to control large groups of workers," he declared.

"The branch local union is a purely Japanese product with no parallel in American organizations," he went on, "and the district council in all western trade unions is only a coordinating body with no elective functions."

Repeatedly emphasizing that "there can't be too much democracy" in the made-up of trade unions, Mr. Deverall recommended that:

1. Delegates to trade union conventions be elected by secret ballot vote by the entire membership of the local unions. Constitutional provisions which now provide for their election or selection by branch unions or dis[illegible]

(Continued o[illegible]age 2)

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

The throng, massed in a square in the U.S. sector, roared approval as speakers denounced the "cold cynicism of communism that blockades innocent women and children."

Field Marshal Returns

Kyodo-AP

HAMBURG, Germany, July 19—Field Marshal Manfred von Brauchitsch, former chief of the German army, returned to Germany by British hospital ship last Friday. An ambulance took him to the prisoner of war camp at Munster.

The former Marshal had been held in Britain since the end of the war.

Air Show Called Off

Kyodo-AP

MOSCOW, July 19—The Soviet air show was called off Sunday because of bad weather. The show was rescheduled for next Sunday.

Reforms Overdue In Trade Unions, SCAP Expert Says

(Continued from Page 1)

should be eliminated as speedily as possible.

2. All officers and standing committees on the local union level should be elected by secret ballot vote of the entire membership following a previous nominating meeting. The function and election should be separated in order to encourage intelligent rank-and-file voting.

3. The present practices of pyramiding election or selection at the top level should be discontinued because it denies the union member the right to vote for his local or national representatives.

4. Top union officers and standing committee members of national unions and federations should be elected by directly-elected local union delegates either at a convention, or by a rank-and-file referendum vote.

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The *Women's Bureau*

Its Purpose and Functions

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

June 1946

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

"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)[1] 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.

[1] 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.

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DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

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.

For information regarding the work and publications of the Women's Bureau, or the location of its regional offices, address

Women's Bureau
U. S. Department of Labor
Washington 25, D. C.

S. GOVERNMENT PRINTING OFFICE 16—48678-1

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

PRELIMINARY KNOWLEDGE AND DATA
NECESSARY FOR MANAGING THE BUSINESS

I. Function of the Women's and Minors' Bureau and its Local Staff Offices.

1) Accompanied with the establishment of the Labor Ministry, the Women's and Minors' Bureau was set up. This bureau shall manage the business concerning the labor problems on women and minors and the women's problems in general, as mentioned below in details. (Refer to the Establishment Law of Labor Ministry, Regulations concerning Labor Ministry Sections and the Labor Standards Law, Article 100, paragraph 2).

a. In regard to the Labor Standards Law, the Women's & Minors' Bureau is not concerned with their conforcement and its supervision, but the enactment of the regulations specific to women and minors, their amendments, abolishment and explanations shall be carried out by the Bureau. In regard to its enforcement, adequate recommendations shall be made to the Director of the Labor Standards Bureau and Head of the Labor Standards Inspection Office, giving at the same time necessary assistance about the guidance and supervision.

b. Of the women's problems in general, this Bureau shall take initiatives in the intermediation and arrangement among the ministries concerned and make the investigations and publications about the workers' family problems and other necessary matters, while aiming at the elevation of women's position on one hand.

2) The Local Staff Offices of the Women's and Minors' Bureau, as the organs in the front line, shall make intermediations and investigations in regard to the labor problems of women and minor workers and the women's problems in general in their respective prefectures. Of the Labor Standards Law, necessary investigations on the labor conditions in each district shall be carried out, in order to provide materials for the proper recommendations and assistance mentioned above, and also, the Local Offices shall always be good advisers of women and minors of each prefecture, and shall give kind guidance in such matters as, which offices to confer with about such and such questions and which organs to go for the educational materials about such and such questions, etc., and thus should render good services to the people.

II. Central Ministries concerned.

Following are the names of central ministries concerned:--

1) Women's labor relations

a. The Labor Standards Bureau, Labor Ministry is responsible for the enforcement and its supervision of the regulations specific to women in the Labor Standards Law.

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DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

b. The Labor Administration Bureau, Labor Ministry and the Central Labor Committee is responsible for the workers' labor education and the adjustment of labor relations.

c. The Employment Security Bureau, Labor Ministry is responsible for the occupation problems in general.

2) Minor workers relations

a. The Labor Standard Bureau, Labor Ministry is responsible for the enforcement and its supervision of the regulations specific to minors in the Labor Standards Law.

b. The Labor Administration Bureau, Labor Ministry is responsible for workmen's labor education in general and adjustment of labor relations.

c. The Employment Security Bureau, Labor Ministry is responsible for the vocational problems in general.

d. The Children's Bureau, Welfare Ministry is responsible for the welfare of children in general, waifs and orphans, etc.

e. The School Education Bureau, Education Ministry is responsible for the childrens' education in general.

f. The Juvenile Reformation Bureau, Attorney-General's Board is responsible for the prevention of juvenile delinquency and its juridical protection.

3) Women's problem relations in general

a. The Public Health Bureau, Welfare Ministry for the women's health problems (sanitation)
The Medical Affairs Bureau (medical treatment)

b. The Epidemic Prevention Bureau (epidemic prevention)
The Children's Bureau (preservation of health and sanitation of mother, child, pregnant woman and woman in child-bed)

c. The Social Bureau, Welfare Ministry for the protection of Women's livelihood.

d. Attorney-General's Board for the Women's juridical problems

e. The School Education Bureau and Social Education Bureau
Education Ministry
for the women's school education and social education.

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

f. Bureaus concerning Agriculture and Forestry Ministry; Commerce and Industry Ministry for the women's economic problems

III. Local Governments concerned.

Following are the local governments concerned and the Local Staff Offices shall work in close connection with these governments. There are also various kinds of associations concerning women's and minors' problems in the local districts, and the Local Staff Offices must keep contact with such associations. It is necessary for the field representatives to visit such government offices and associations concerned and explain about the purpose of the establishment of Women's & Minors' Bureau and its Local Staff Offices and their functions, and to try to get informed of the plans of the local governments and associations.

1) Women's labor relations

a. Local Labor Standard Bureaus and Labor Standards Inspection Offices.
for the enforcement and its supervision of the regulations specific to women in the Labor Standards Law.

b. Labor Administration Sections and other departments and sections relating to labor and Labor Administration Offices in all the prefectures
for the workmen's labor education in general and adjustment of labor relations.

c. Employment Sections in prefectural governments and local labor committees and Public Employment Security Offices.
for vocational problems in general.

2) Minors' labor relations

a. Local Labor Standards Bureau and Labor Standards Inspection Offices
for the enforcement of the regulations specific to women in the Labor Standards Law and its supervision.

b. Labor Administration Sectionsand other departments and sections concerning labor in prefectural governments and Labor Administration Offices and local labor committees.
for the workers' labor education in general and adjustment of labor relations.

c. Employment Section in prefectural governments and Public Employment Security Offices.
for vocational problems in general.

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

d. Children's Section and other departments and sections concerned in prefectural governments and Juvenile Reformatory.
for the welfare of children in general, waifs and orphans, etc.

e. School Affairs Sections in prefectural governments.
for the children's education in general.

f. Juvenile Court and Juvenile Institute.
for the prevention of juvenile delinquency and its juridical protection.

3) Women's problems in general

a. Health and Welfare Departments and Sections in prefectural governments
for the women's health and sanitation problems.

b. Social Sections of Welfare Departments and other departments and sections in prefectural governments.
for the protection of women's livelihood.

c. Domestic Affairs Court and local organs of Attorney-General's Board.
for the women's juridical problems.

d. School Affairs Sections, Social Education Sections in prefectural governments.
for the women's school education and social education

e. Provisions Sections, Commerce and Industry Sections and agricultural affairs sections and other departments and sections relating to economical affairs in prefectural governments and respective local organs of Agriculture and Forestry Ministry and Commerce and Industry Ministry
for the women's economic problems.

IV. Laws and regulations concerning the women's and minors' problems.

Following are the chief laws and regulations concerning the women's and minors' problems, and are necessary to be kept by the Local Staff Offices of the Women's and Minors' Bureau. Those of special importance among them shall be printed by our Ministry and shall be sent to the Local Offices. Local Staffs are required to study fully the contents of the following laws and regulations and to have good understanding of them.

1) Laws and regulations concerning labor.

a. Labor Union Law

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

b. Labor Relations Adjustment Law

c. Labor Standards Law

d. Workmen's Accident Compensation Law

e. Unemployment Insurance Law

f. Employment Security Law

g. Law Establishing Labor Ministry

2) Others

a. Constitution

b. Civil Code

c. Livelihood Protection Law

d. Child Welfare Law

e. Domestic Affairs Court Law

f. Standard Education Law

g. School Education Law

h. Juvenile Law

i. Reformatory Law

j. Health Insurance Law

k. Welfare Pension Law

l. National Health Insurance Law

m. Welfare Committee Ordinance

n. Public Health Nurse, Midwife and Nurse Ordinance

o. Local Government Law

p. Fundamental Law in Education

q. Consumers' Cooperative Bill

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

r. Eugenic Protection Bill

s. Land Reform Law

t. Agricultural Cooperative Association Law

V. The establishment of the Local Staff Offices of the Women's and Minors' Bureau shall be informed to the said ministries and associations concerned and made known to the general public through local newspapers, radio and other organs. As for the principles of future practical management a consultation conference will be held in the near future in Tokyo. It is desirable that for the present, the members of the Local Staff Offices will keep close consultations with the government offices and associations concerned, and at the same time will collect materials concerning women's and minors' problems in their districts.

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

HEADQUARTERS EIGHTH ARMY
United States Army
Military Government Section
APO 343

FOR THE WOMEN'S AFFAIRS OFFICER: 21 Oct 1948

Title of Material Disseminated: PROTECTION OF WORKING CHILDREN

Prepared by: Women's and Minors' Bureau

Distribution data: 2,000 copies were distributed during the 1 Sep labor exhibit week and,
3,000 copies will be distributed to local officials for use in the November campaign for minor workers.

Reference material: "Official Gazette" No. 303 - 7 April 1947 - Chapter VI - page 6. (Labor Standards Law)
" " 31 Oct. 1947 - M.J.L. Ordinance # 8

Contents of Pamphlet:

1. What is the certificate system?

(1) Protection age and minimum age.

a. Protection age ... From above full 15 years of age to full 18 years of age.

Age certificate

b. Minimum age ... From above full 12 years of age to full 15 years of age.

Employment permission certificate.

For those above full 14 years of age and who have completed their compulsory education, a graduation certificate or copy thereof is sufficient.

(2) Its formalities.

A. You may obtain the "age certificate" from the municipal office or the ward office where your domicile is.

B. Concerning the "employment certificate":

1. First obtain the age certificate from the municipal office or the ward office where your domicile is
2. Secondly obtain employment permission application from the Labor Standards Inspection Office in your residence area
3. Fill in your name, date of birth and address
4. Get the type of work, wage and working hours filled in by the employer
5. Get the opinion of the principal of the school which you attend filled in

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

6. Get your parent or guardian to fill in their permission for you to work
7. You may report to the Labor Standards Inspection Office with your parent or guardian.

2. What is the employment limit of hazardous occupation?

Working children are at a stage where they grow physically and mentally so they cannot be treated in the same way as adult laborer. They are prohibited, or limited in hazardous occupations from the point of health, sanitation, education and welfare.

A. DIVISION		INTERMITTENT OPERATIONS	CONTINUOUS OPERATIONS
Below full 16 yrs of age	(girls)	12 kg.	8 kg.
" " " " " "	(boys)	15 kg.	10 kg.
Above " " " " "	(girls)	25 kg.	15 kg.
Up to " 18 " " "	(boys)	30 kg.	20 kg.

B. From the point of safety

1. 41 items like eruption of boilers, operation of cranes, big buses, and driving of trucks are prohibited.
2. Prohibition of mine operations for those below full 18 years of age

C. From the point of sanitation

Prohibition of all boys and girls under full 18 years of age working with, or around items that are explosive and inflammable (gunpowder, manufactured explosives, celluloid, carbide, yellow phosphorus and amorphus phosphorus) and poisonous chemicals (mercury, arsenic, nitric acid and hydrochloric acid)

D. From the point of welfare

Prohibition of all boys and girls under full 18 years of age of work such as distilling sake, attendants at a revel, attendants at a circus, acrobatic feats singing in the streets, entertaining, work in inns and resturants and operating elevators.

3. Labor conditions

A. Labor contract

Various agreements concerning working for the employer (wage, type of work, etc.) should be decided by oneself. Up to now the parents or the guardians decided things as they liked instead of the person concerned, but now it is forbidden. Wages earned for working should be received by oneself and the parents or guardians should not receive it as they like.

B. Labor hours

1. Over full 15 years of age to full 18 years of age: 8 hours per day. If the working hours of a week do not exceed 48 hours - when the working hours of a day are shortened to 4 hours - the working hours of another day may be lengthened to 10 hours. The maximum of working hours must be kept within 48 hours a week.

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

2. Over full 12 years of age to full 15 years of age: 7 hours per day. The hours at school are included in this 42-hour-week period. The maximum of working, and school hours must be kept within 42 hours a week

C. Holiday ... Once a week (minimum)

D. Recess ... 45 minutes when the working hours exceed 6 hours
1 hour when the working hours exceed 8 hours

E. Midnight labor

Minors shall not be employed for work during the following hours:

1. Over full 15 to full 18 years of age: between the hours 10 PM - 5 AM
Over full 12 to full 15 years of age: between the hours 8 PM - 5 AM
2. Minors will, however, be permitted to work between the hours 10:30 PM-5 AM if permission to do so is granted by the Chief of the Labor Standards Inspection Office.
3. Boys over full 16 years of age who are employed by the rotating shift system will be permitted to work between the hours 10:30 PM - 5 AM

F. Travel expenses for returning home

If a woman or minor is forced to resign at the convenience of the employer, and they wish to return to their homes within 14 days after dismissal - The employer will bear all the necessary travel expenses. This ruling, however, will not apply if the woman or minor were dismissed for personal reasons.

The foregoing is a general explanation of the laws which have been promulgated for the protection of the working children, but in order to thoroughly protect these children, vocational and apitude suitability should be fully considered.

For further information ask the Labor Standards Inspection Office, Labor Standards Bureau, Local Staff Room of the Women's and Minor's Bureau, or the Labor Section of the Women's and Minors' Bureau, Ministry of Education.

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

働くこどもの保護について

労働省婦人少年局

1948年 8月 NO.5

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

働くこどもの保護について

1 証明書制度とはどんなものでしょうか?

1. 保護年令と最低年令

A 保護年令……満15才以上満18才未満……年令証明書

B 最低年令……満12才以上満15才未満……使用許可証明書

但し満14才以上で義務教育を終つたものは卒業証明書か又はその写でよろしいのです。

2. その手続

A,「年令証明書」は自分の本籍のある役場か区役所からもらつて雇主に出せばよろしいのです。

B,「使用許可証明書」は

(1) 第一に「年令証明書」を自分の本籍のある役場か区役所からもらつて

(2) 第二に自分の住所地の労働基準監督署から「就業許可申請書」をもらい,

(3) はじめに自分の姓名、生年月日、住所などを……

(4) 雇主から仕事の種類、賃金、労働時間等を……

(5) 学校へ行つて校長先生の御意見を……

(6) 両親か後見人から働いてもよいということを……書込んでもらいます。

(7) そしてあわせて両親か後見人と共に労働基準監督署へ出頭して出せばよろしいのです。

2 危険有害業務の就業制限とは?

働くこどもたちは心身共に成長する時なので成年労働者と同じ取扱いは出來ません、健康、衛生、教育、又は福祉上、危険や有害な仕事につくことを禁止又は制限されています。

A 重量物の制限

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

区　　分		断続作業	継続作業
満 16 才未満	女	12　Kg	8　Kg
	男	15　〃	10　〃
満 16 才以上	女	25　〃	15　〃
満 18 才未満	男	30　〃	20　〃

B 安 全 上

1. 汽罐のふん火、起重機の運轉、大型バス、トラックの運轉、など 41 項目を禁止されています。

2. 坑内作業の禁止

満18才未満のものは炭鉱や鉱山の坑内で働くことは出來ません。

C 衞 生 上

爆発性又は発火性のもの（火薬、火工品、セルロイド、カーバイト、黄りん、赤りんなど）有害な薬品（水銀、砒素、硝酸、塩酸など）など10項目を禁止されています。

D 福 祉 上

酒類醸造、酒席に侍することなど 5 項目と曲馬、かるわざ、路上における歌謡、遊藝、旅館、料理飲食店の仕事、エレベータの運轉などを禁止されています。

3 労働條件について

A 労働契約

雇主と働くことについてのいろいろの約束（賃金とか仕事の種類など）は自分できめなければなりません。今までは父母や後見人が本人のかわりに勝手にきめたりしていましたが今では禁止されています。又働いて得た賃金は自分で受取り、父母や後見人が勝手に受取ることは出來ません。

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

B　労働時間

1. 満15才以上—満18才未満　　1日　8時間以内
但し1週間の働く時間が48時間を超えない限り1日の働く時間を4時間以内に縮めるときは他の日の働く時間を10時間まで延長することが出來ます。　1週　48時間以内

2. 満12才以上—満15才未満、1日 7時間以内、1週 42時間以内、これには学校の授業時間も含まれています。

C　休　　日　1週 1回（最低限度）

D　休　　憩　働く時間が6時間をこえる場合は……45分
働く時間が8時間をこえる場合は……1時間

E　深　夜　業

年少者は下記のとおり深夜業に就くことは出來ません。

1. 満15才以上満18才未満……午後10時—午前5時
満12才以上満15才未満……午後8時—午前5時

2. 但し労働基準監督署長の許可を受けた場合は……午後10時30分—午前5時

3. 交替制によつて使用される満 16 才以上の男子は深夜業が出來ます。

F　帰郷旅費

雇い主の都合によつて職をやめさせられたときは、その日から14日以内に帰郷する場合必要な旅費をもらえます。
但し自分の都合でやめたときは要求できません。

以上は働くこどもの保護についてあらましの説明ですが働くこどもの保護の徹底と向上をはかるためには、更に進んで適職適性その他のことについても充分考えられなければなりません。

なおわからないことは近くの労働基準監督署か
労働基準局、婦人少年局地方職員室、又は労働省婦人少年局年少労働課へ御問合せ下さい。

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

勞働力人口と組合員數

	總數	男子	女子	%
勞働力人口（8月）	35,820,000	21,750,000	14,070,000	39
組合員數（9月）	6,627,181	5,103,191	1,523,713	23

註　組合員において、男女の計が總數と一致しないのは、男女内譯不明があるためである。
%は總數に對する女子の割合である。

婦人少年局月報
Monthly Bulletin
W. M. B., L. M

年少勞働者の雇用をめぐる世界の動き

世界いずれの國でも戰後勞働力が缺乏しているので、その對策の一として年少勞働者の適正な雇用とその吸收に深い關心を示している。

國によつて勞働力の不足も度合が異るので、その對策の内容も異つているが、すくなくとも年少勞働者によりよい保護育成の機會を與え、彼等が將來有能な技能者となることをめざしている點では一致している。從つて個人特有の性能を生かして適當な業務につかせるために、職業指導に熱心な努力が拂われ、賃金の引上げ、勞働時間の短縮成年者より、より多くの有給休暇を與え、厚生福利施設の擴充を計つて具體的に勞働條件の改善を期している。

また諸國がとつている方法の一は年少勞働問題に關係のある行政廳の協力と擴充である。例えば、ベルギーの勞働厚生省は工場における年少者に對して積極的に厚生對策を充實するため最近監督部内に一課を新設し、ビルマでは婦人少年厚生局を新設して經濟的な理由により不適當な業務につく兒童を保護するために國家的な援助を與えることにしている。

さらに年少勞働問題の適正な運營を期するための委員會が歐洲諸國をはじめ、チリー、パナマ、ウルガイ、ヴェネズエラ、コスタリカ等に設置され、デンマークでは一婦人が無任所大臣に任命され、その權限内には生産面における兒童問題を含めてその適正な運營に寄與せしめている。（本年六月十七日から約三週間サンフランシスコで開かれた國際勞働總會における事務局總長の報告書による）

× × × ×

賣春等處罰法案について (一)

第二國會で審議未了になつた賣春等處罰法案は第四國會に再提出される豫定であるが婦人少年問題審議會では婦人解放の見地からこれを審議した結果、勞働大臣へ建議書が出されたので婦人少年局で檢討を加え附帶意見を附記して、十一月十二日勞働大臣から法務廳總裁へ要望書を提出した。尚、審議會では衆參兩院の法務委員會に對して法案上程の際は審議會の修正意見を採擇されたい旨を申入れた。

建議書作成經過

審議會第一回總會の席上で一委員からこの法案を審議することが提案されて婦人問題部會で取上げることになつた。第一回部會では法務廳刑事課長からこの法案の立案經過を聞き、第二回目は警視廳保安課長にヤミの女の生活實態の報告、厚生省防疫課員に保健衛生の立場からの實情報告を聞いた。第二回までは取締後の受入態勢ができていない現在、法律が公布されても空文に終る恐れがあり、取締には人權じゆうりんが伴うことが考えられるという意見が强く、この法律の制定を否定する聲が多かつたが、婦人少年局提出の諸外國の賣春對策などの資料を基にして愼重に審議した結果、第三回部會で原案に對する修正案を出すことに意見が一致して建議書案を作成し、九月廿二日の審議會總會にかけて一部訂正の上決定した。

賣春等處罰法案（括弧内は審議會修正案）

第一條　この法律において「賣春」とは報酬を受ける約束で不特定の相手方と性交することをいい、「しよう婦」とは賣春を業とする婦女子をいい、「しよう家」とは營利の目的でしよう婦に對し主として賣春の場所を提供するため經營される施設をいう。

第二條　賣春をした者は六月以下の懲役若しくは五千圓以下の罰金又は拘留若しくは科料に處する。常習者は三年以下の懲役又は一萬圓以下の罰金（賣春をした者及びその相手方となつた者を拘留、科料又は保護的措置にする）。

第三條　賣春の相手方は前條第一項に同じ。

第四條　人を欺き又は困惑させて賣春をさせた者は二年以下の懲役又は二萬圓以下の罰金（三年以下の懲役又は二萬圓以下の罰金）前項の關係を利用して賣春の報酬の全部又は一部を收受した者は五年以下の懲役及び五萬圓以下の罰金（五年以下の懲役及び五萬圓以下の罰金）。

第五條　親族、業務、雇用其他特殊の關係を利用して賣春をさせた者は三年以下の懲役又は二萬圓以下の罰金（三年以下の懲役及び二萬圓以下の罰金）前項の關係を利用して賣春の報酬の全部又は一部を收受した者は五年以下の懲役及び五萬圓以下の罰金（五年以下の懲役及び五萬圓以下の罰金）。

第六條　賣春の場所を提供し又は客引其他の方法で賣春の周旋をした者は第二條第一項に同じ（三年以下の懲役及び二萬圓以下の罰金）。常習者は第二條第二項に同じ（五年以下の懲役及び五萬圓以下の罰金）。

第七條　他人をしよう婦とすることを直接又は間接の内容とする契約の申込又は承諾をした者は三年以下の懲役又は二萬圓以下の罰金（三年以下の懲役又は二萬圓以下の罰金）。

第八條　しよう家を經營し又は管理した者は五年以下の懲役又は五萬圓以下の罰金（五年以下の懲役及び五萬圓以下の罰金）。

第九條　第二條、第三條、第五條第二項及び第六條から前條までの罪を犯した者には情狀により懲役及び罰金を併科することができる。

産業別賃金調（1948 年 9 月）

産業	男子	女子	%
全産業	¥7,374	¥3,030	42
工業	6,565	3,265	50
交通業	7,379	4,188	57
ガス電氣水道業	7,760	3,820	49
商業	9,261	3,773	41
鑛業	8,269	3,430	41

註　本表に引用した賃金は每月勤勞統計調査によるもので一人當り一ケ月間の現金給與總額を示している。百分率は男子に對する女子の割合である。

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

******次の選擧は新しい法律で******

選擧法の一部が改正されて次の總選擧から施行されることになつた。選擧公營を强化し、選擧を最も公平かつ適正に行い、腐敗を防止することを目的とする「選擧運動等の臨時特例に關する法律」も公布されて衆議院議員の選擧に適用されることになつている。一部では法定制限費用も供託金も增額され、二萬圓の豫納金も必要なので資力のない男女の進出が一層阻まれるのではないかとの聲もあるが、豫納金というのは今まで候補者が自辨していたポスター代などを國家が負擔することになつたためそれを各候補者が分擔する意味で納めるものである。このように新しい法律による選擧は半公營ともいうべき形で行われるわけで、演說會その他の宣傳戰にも細かい制限が加えられるから選擧に際して關係者は違反のないように法律をよく知ることが必要である。

健康保險について

働く人々のためにその業務上の災害、疾病に對しては勞働者災害補償保險法があり、業務外の災害、疾病等に對しては健康保險法がある。

健康保險制度を十分に活用するためには種々の保健施設があり、また、業務外の事由によつて怪我をしたり、病氣になつたり、死亡、分娩したとき、或は扶養されている家族が病氣、負傷或は分娩したときにもそれぞれの費用が給付される。その中特に女子勞働者に關係のある分娩費と出產手當金についてみると、分娩したときは被保險者の報酬月額の半額に相當する金額（但し、昨年八月以後はその金額が一、〇〇〇圓に滿たないときは一、〇〇〇圓）を分娩費として給付される。

また、母體を保護する建前から、產前四十二日、產後四十二日以內の勞務に服さなかつた期間、報酬日額の六割を出產手當金として給付される。

尤も指定の產院、病院、または診療所に入つて分娩するときはその間種々の便宜をうけるので分娩費または出產手當金として受領する金額は少くなる。

姙娠して事業場をやめても六ケ月以內にお產をしたときはやはり手當金が支給せられる。（尙健康保險法の適用をうける業種の範圍やその他の條件について不明の場合は健康保險組合またはその連合會の事務所、或は厚生省保險局、各都道府縣の保險課もしくは社會保險出張所等にお問い合わせのこと）。

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× × ×

お調べください
あなたの賃金はどうなっていますか
男女同じ仕事に
同じ賃金を
勞働省婦人少年局

女性の進出

▲農林省生活改善課長

農林省農業改良局生活改善課長に就任した大森松代氏（四〇）は東京女子大卒業後、ワシントン大學とコロンビア大學で家政學を專攻した。元文部省教科書局囑託。現在婦人少年問題審議會委員。

▲上村松園氏に文化勳章

復活した文化勳章初の女流受領者である上村松園氏（七五）は本名津禰、京都府畫學校に學び美人畫に名聲が高い。日本藝術院會員。

▲女子監督官合格者

本年度の勞働基準監督官試驗に合格した女子は四名で、その合格率は四人に一人、男子は三人に對して一人の割合であつた。

働く年少者保護運動おわる

既報のように働く年少者保護全國運動は十一月一日から十日間にわたつて實施、いろいろな成果をおさめて終了した。この運動の主な目的は年少勞働者に關する基準規則の施行をみてから滿一年を記念する行事であつたことと、次の世代を背負う年少者の保護に關する重要性について國民一般の認識を深めることにあつた。從つて、この運動には各方面にわたる關係團體はもとより一般の周知徹底を强調するために、新聞社、放送協會ニュース映畫社等の宣傳機關の協力に俟つところが多かつたのである。

東京では十一月九日神田一つ橋の共立講堂で、年少勞働者および關係者約二千名が集り「働く年少者保護中央大會」が催された。第一部では勞働大臣と婦人少年局長の挨拶があり、つづいて總司令部係官スミス女史から、アメリカにおける最底年令と證明書制度についての講演が行われた。また第二部の餘興の合間では年少者から「年少者にはなぜ酒や煙草の代りにお菓子を配給してくれないか」との質問があり、之に對しては、「皆さんの希望にそつて勞務用物資の配給ルートに乘せるよう極力努力する」との回答があり、さらに證明書制度の必要性、勞働時間、危險有害業務禁止の理由等について係官との間に質疑應答がなされた。

この期間中、三田の安全研究所を會場として展覽會および相談所が開設されたが、展示品は三十點にのぼり、日本經營者協會、勞組關係その他協力並びに協贊團體の自主的提供により一般の觀覽に供された。

全國各府縣において、實施した詳報はまだ全部屆かないが、大方は中央と同じ線に添つて行われたということは、數縣の報告によつても明らかである。

新刊紹介

勞働問答（ラジオの「勞働の時間」にとりあげられた勞働問題や勞働立法の解說）第三集 中央勞働學園編 定價八〇圓 送料一〇圓

女性のための新民法（女性の立場からみた新民法の紹介）田邊繁子著 定價一〇〇圓 送料二〇圓 東京都中央區大傳馬町二ノ四 京北書房

新しき女性のために 山川菊榮著 定價七〇圓 送料一〇圓 東京都千代田區代官町一 家の光協會發行

會議の知識（エマ・A・フオツクス著）富田展子譯 定價二二〇圓 送料四〇圓 東京都千代田區神田多町二ノ五 鎌倉書房發行

海外ニュース

比島に婦人局長

比島では最近新內閣の組織と同時にアスンション・ペレズ女史が保健福祉省の福祉局長に就任した。

一九四八年十二月一日發行 毎月一回發行
編集者 勞働省婦人少年局 山川菊榮
發行者 港區芝公園六號地 中央勞働學園 飯田北理
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 東京都港區財團芝公園六 法人中央勞働學園（定價一部一圓五十錢）

——これは勞働組合員による印刷物です——

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HEADQUARTERS EIGHTH ARMY
United States Army
Military Government Section
APO 343

FOR: CIVIL EDUCATION OFFICER
LABOR OFFICER
CIVIL INFORMATION OFFICER

30 Dec 1948

Material Disseminated: Women's Bureau Monthly Bulletin No. 3

Prepared by: Women's and Minors' Bureau

Distribution Date: 6,000 copies distributed to branches of the Bureau

Outline of Contents:

1. Names of 39 women elected to the Board of Education in the prefectures and the five big cities. Fifty-nine percent of the women who ran as candidates were elected in the prefectural contest, as opposed to a rate of 44% for the men; and 8[illegible]% of women in the five big cities as opposed to 18% for the men.

2. Brief description, continued from Bulletin No. 2, of laws of special interest to women which passed the 2nd Diet session, including a law for the Mutual Aid Association for National Public Service Workers; Laws to revise the Welfare Pension Law; Eugenic Protection Law; VD Prevention Law; Public Welfare Commissioners Law; Consumers' Cooperatives Law; and the Law on Public Health Nurses, Midwives, and Nurses.

3. Brief description of the progress of United States national and state legislation prohibiting discrimination in rate of pay because of sex, showing that to date nine states have such legislation.

4. Chart showing the number of minor workers in major industries throughout Japan.

5. The number of Japanese workers as of July, 1948, 35,850,000 of which 21,710,000 are men and 14,140,000, women; the number of union members and average wage as of August 1948, showing that there are 6,587,282 union members of which 5,070,592 are men and 1,516,431, women; the average wage of all, ¥5,961; of men, ¥6,856 and of women ¥2,952.

6. Survey and charts on women's sections of trade unions as of 30 June 1948, showing that the number of unions having a women's section is 8,396 and the total number of union members 3,246,227 of which the number of women section members is 781,262.

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7. Chart showing that as of March, 1947, 2,639,134 children had quit or finished primary school. Of these, 458,183 (227,547 boys and 230,636 girls) or 17.6% were working in major industries.

8. Survey of the actual working status of students of the middle school as of 1 July 1947, showing that among 3,508 students 65 were working 1 to 4 hours a day at that time; that their wages on an average per month were 212 yen for a boy and 162 yen for a girl.

9. Items on the appointment of Tsuruyo Kondo as Parliamentary Vice-minister of Foreign Affairs; appointment of Sada Funae the head of Tokyo-to Vocational Guidance Office as the first women to receive prominence in the vocational guidance field; appointment of Ichiko Hamada as the first woman economic inspector; and the granting to 11 women students of social science scholarships by the Science Education Bureau of the Education Ministry.

10. Report of the meeting of representatives of Local Women's Sections of Sodomai held on 20 October, showing that the following subjects were discussed: Need for additional Mothers' and Children's Homes; establishment of Nursery schools for children of working women, price stabilization movement, abolition of discrimination against women and the national drive for the protection of minor workers.

11. List of new publications of interest to women in industry: Guide for Interpreting Items Concerning Minor Workers in the Labor Standards Law by Women's and Minors' Bureau, publisher, Toyo Shoken, ¥100; Women's Century - a magazine on working women's problems, published by Towa Sha, ¥75; and Handbook for the Education of Labor Union Members by Labor Ministry, publisher, Kokusai Tosho Shuppan K.K., ¥15.

1 Incl
W&MB Bulletin No. 3

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

HEADQUARTERS EIGHTH ARMY
United States Army
Military Government Section
APO 343

22 Sep 48

FOR THE WOMEN'S AFFAIRS OFFICER:

Title of Material Disseminated: "Women's and Minors' Bureau Monthly Bulletin #1"

Prepared by: Women's and Minors' Bureau

Distribution data: 15,000 copies of the attached bulletin of the Women's and Minors' Bureau have been released to the branches of the Bureau throughout the country.

Brief outline of contents:

a. Message by Mrs. Yamakawa, Chief of the Women's and Minors' Bureau, stating that the monthly bulletin will appear regularly and will contain the results of surveys on the status of women and minors as well as important information of interest to agencies throughout the country concerned with the improvement of women's status.

b. Brief description of the organization of the Bureau.

c. Announcement concerning the Advisory Committee of the Bureau.

d. Chart showing the number of women woekers in major industries.

See Summation July, 1948 Labor Section

e. The number of union members and average wages showing that there are 6,533,954 union members of which 5,026,937 are men and 1,507,017 are women; the average wage of all, 4,163.35 yen - of men 4,761.37 and women 2,184.60 yen.

? 347.2. 98½

f. Thumbnail biographies of women appointed over the past several months to important governmental posts.

g. Facts on the violation of the equal pay for women and men provision in the Labor Standards Law including details of the Shimane Labor Standards Bureau's investigation of violations in their area. Number of cases reported from the enforcement of the law, 1 Nov 1947 to 30 Jun 1948.

h. An account of the progress of appointing women as labor inspectors showing a total of 55 appointed to date.

i. Survey of graduates of women's college showing the distribution of courses of study in 1944, 1945 and 1946. Graduates of science have increased, according to the figures, from .7 percent to 10.7 percent, while those of literature and domestic science courses have decreased from 91.3 percent to 78.3 percent.

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

j. Report on the first conference of field representatives held in May 1948 and attended by 86 of the field personnel.

k. List of new bulletins and publications of interest to women, including publications concerning women in Labor Unions, The Court of Domestic Relations, Women in Agricultural Co-operatives and Functions of the Women's Section of the Labor Union.

l. Announcement of the appointment of Louise Kim as the first Minister of Commerce in Korea.

DISTRIBUTION:
CG's I and IX Corps
CO's All MG Regions
CO's All MG Teams

70% Textiles
45% Finance
30% { Ceramics, Foodstuffs, Printing + Bldg., Service Profess., Communic.
33% Education

		Unions	Men	Women	Total
* 25%	Commerce	910	125,557	38,490	164,047
	Construction	1,482	394,768	20,252	415,020
45% *	Finance	664	105,435	77,725	183,160
	Gas - Elec. - Water	648	120,729	13,141	134,309
20% *	Govt. & Public Org	5235	460,646	134,011	594,734
*	Liberal Prof. 33⅓% Educ.	1508	296,367	180,968	479,882
	other	1378	61,346	47,211	108,567
		2886	357,713	228,179	588,449
Mfgtg. 30%	Ceramics	538	56,707	20,181	76,888
28%	Chemicals	2,019	268,819	97,933	366,752
30%	Foodstuffs	942	64,623	29,967	94,590
17%	Laundries Bd. Wk.	1859	101,623	25,504	127,127
17%	Machinery	3762	618,087	124,238	742,325
16%	Metals	1333	237,488	39,242	276,730
30%	Printing + Bldg.	349	27,435	12,338	39,773
70%	Textiles	1284	100,879	266,710	367,589
35%	other	383	21,893	13,831	35,724
		12,754	1,542,001	633,426	2,175,427
Mining	Coal	959	414,032	64687	478,719
	other	313	60,346	11195	71,541
		1,272	474,378	75,882	550,260
Occup.	Force Wkers.	291	98,336	18,457	116,793
30% Service	Professions	328	25,827	15,122	40,949
30%	Communicat.	1511	239,820	117,122	376,407
Transp.	Land Transport.	2723	789,837	73,926	959,694
& Communic.	other	300	142,803	5039	147,842
		4534	1,172,460	196,087	1,483,943
		31,915	5,039,673	1,471,080	6,629,422

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婦人少年局月報

Monthly Bulletin
W. M. B., L. M

婦人少年問題審議會

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。

尚、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、労働省と日を同じくして生れ出たわが婦人少年局も、一週年の記念日に際して、このささやかな月報の第一號を見て頂けるまでに育ちました。

婦人少年局のおもな任務は、女子及び年少労働者、並びに一般婦人についての資料の蒐集、實態調査、それにもとづいて政策をたてること、資料を公表しとして一般の參考にそなえることなどであります。確實な資料なしに對策をたてることは、丁度をいいかげんにして家をたてるようなもので、まことにあぶなつかしいことです。日本民主化のためには、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す。そして廣く男も女もそれを知り、それをもとととして案をねる必要があります。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。

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。

尚、婦人少年局の分課規程は左のとおりである。

婦人労働課

一、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

二、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ついての援助に關する事項

三、家族労働問題及び家事使用人に關する事項

四、婦人労働者に關する調査に關する事項

五、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

六、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揮監督及び統轄に關する事項

七、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

一、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

二、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ついての援助に關する事項

三、兒童の使用禁止及びその規定に關する事項

四、年少労働者問題に關する調査に關する事項

五、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

六、その他年少労働者に特殊の問題に關する事項

婦人課

一、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。

二、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。

三、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

全國産業別女子從業者數

—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	女子從業者數	總數に對する女子從業者の割合
全産業	16,944,916	4,246,273	25%
1 農業（農家を除く）	64,138	18,530	29
2 水産業	523,564	84,595	16
3 鑛業	723,784	143,304	19
4 建設工業	661,481	100,337	15
5 土木建築業	1,492,318	1 2,087	8
6 製造工業	6,333,033	1,691,539	27
7 ガス及電氣事業	150,752	14,578	10
8 商業	2,448,017	784,046	32
9 金融業	282,827	96,694	33
10 運輸通信業	1,617,447	226,707	14
11 サービス業	794,407	420,500	53
12 自由業	1,103,059	407,025	37
13 公務及他の團體	706,885	131,050	19
14 その他の産業	33,204	5,272	16

労働組合員數と賃金

組合平均（6月末）（5月賃金）	總數	男子	女子
員數	6,533,954	5,026,937	1,507,017
賃金	¥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（每月勤労統計調査による一人當り一ケ月間の平均現金給與）では45.9%となつている。

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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與望館々長吉見靜江氏（五〇）が就任。

△二人目の政務次官―芦田内閣の厚生政務次官としてさる四月参議院議員、前社會黨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―八月には厚生省醫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。

危い連結手の仕事

次の圖表は十八歳未滿の年少労働者の就業を禁じた（女子年少者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省労働科學研究室調査資料を婦人少年局で纒めたもの、全死傷者數三三五名に對する年齢別の割合で十七歳（數え年）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、昭和二十年度では文科、理科、經濟科がいちじるしい增加率を示し、二十一年度では文科は增加、理科、家政科は逆に減少率を示している。

公私立女子專門學校卒業生科別調

科別 / 區分 / 年度別	文科 人員	文科 %	家政科 人員	家政科 %	經濟科 人員	經濟科 %	理科 人員	理科 %	その他 人員	その他 %	計 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	1,730	26.8	3,338	51.5	218	3.4	693	10.7	486	7.5	6,465

男女同一賃金違反の事實

去る三月島根労働基準局ではある會社の賃金形態の中に食事手當と物價手當が何れも男一日十圓、女七圓、出勤手當は男一日五圓、女三圓、さらに男の家族手當は家族一人につき三五〇圓、一人增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うはつきり男女を差別した賃金規定のあることを發見した。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、差額金の支拂いを命じたので女子労働者一二〇名は總額八萬二千圓あまりの追給を受けた事實がある。尚、このほか、各地の労働基準局でとり扱つた男女同一賃金違反の件數は六月末現在で二一二件におよんでいる。

女子監督官現在數

現在全國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。

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。

新刊紹介

婦人少年局とは何をするところか？

労働組合と婦人（婦人部のあり方について說明）

労働基準法と女子年少者（基準法中女子と年少者に關する法規のやさしい解說）

働く少年少女のために（證明書制度のやさしい解說）

家事審判所とは（何をするところかをやさしく說明したもの）

農家の婦人へ（農業協同組合の手引）

――以上婦人少年局發行

婦人部の栞（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說）

總同盟本部婦人對策部編

定價　一五圓

送料　四圓

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說）

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

東京都港區芝公園六　財團法人中央労働學園發行

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。

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每月一回發行
編集者兼發行者　東京都千代田區代官町　労働省婦人少年局　山川菊榮
印刷所　東京都港區芝南佐久間町一ノ七　中川二郎
發行所　東京都港區芝公園六　財團法人中央労働學園
（定價一部一圓五十錢）

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

婦人少年局月報

Monthly Bulletin
W. M. B., L. M

婦人少年問題審議會

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。

尚、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、労働省婦人少年局も、一週年の記念日に際して、このささやかな月報の第一號を見て頂けるまでに育ちました。

婦人少年局のおもな任務は、女子及び年少労働者、並びに一般婦人についての資料の蒐集、実態調査、それにもとづいて政策をたてること、資料を公表してこれに對策をたてることは、土臺をいいかげんにして家をたてるようなもので、まことにあぶなつかしいことです。日本民主化のためには、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、具體的な現在の実態をはつきりつきとめる必要があります。そして廣く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す。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実を提供することを使命とするものであります。

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。

尚、婦人少年局の分課規程は左のとおりである。

婦人労働課

一、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

二、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ついての援助に關する事項

三、家族労働問題及び家事使用人に關する事項

四、婦人労働者に關する調査に關する事項

五、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

六、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揮監督及び統轄に關する事項

七、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

一、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

二、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ついての援助に關する事項

三、兒童の使用禁止及びその規定に關する事項

四、年少労働者問題に關する調査に關する事項

五、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

六、その他年少労働者に特殊の問題に關する事項

婦人課

一、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。

二、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。

三、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

全國産業別女子従業者數

—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	總數に對する女子従業者の割合
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	523,564	84,595	16
3 水産業	723,784	143,304	19
4 鑛業	661,481	100,337	15
5 建設工業（土木建築業）	1,492,318	1 2,087	8
6 製造工業	6,333,033	1,691,539	27
7 ガス電氣水道業及び衛生業	150,752	14,578	10
8 商業	2,448,017	784,046	32
9 金融業	282,827	96,694	33
10 運輸通信業	1,617,447	226,707	14
11 サービス業	794,407	420,500	53
12 自由業	1,103,059	407,025	37
13 公務及び他の生産業	706,885	131,050	19
14 その他の産業	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（毎月勤労統計調査による一人當り一ケ月間の平均現金給與）では45.9%となつている。

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

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靜江氏（五〇）が就任。

△二人目の政務次官―芦田内閣の厚生政務次官としてさる四月参議院議員、前社會黨婦人部長赤松常子氏（五二）が就任。

△法務廳上席事務官―法務總裁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―八月には厚生省傳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

去る三月島根労働基準局ではある會社の賃金形態の中に食事手當と物價手當が何れも男一日十圓、女七圓、出勤手當は男一日五圓、女三圓、さらに男の家族手當は家族一人につき三五〇圓、一人增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うはつきり男女を差別した賃金規定のあることを發見した。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、差額金の支拂いを命じたので女子労働者一二〇名は總額八萬二千圓あまりの追給を受けた事實がある。尙、このほか、各地の労働基準局でとり扱つた男女同一賃金違反の件數は六月末現在で二一二件におよんでいる。

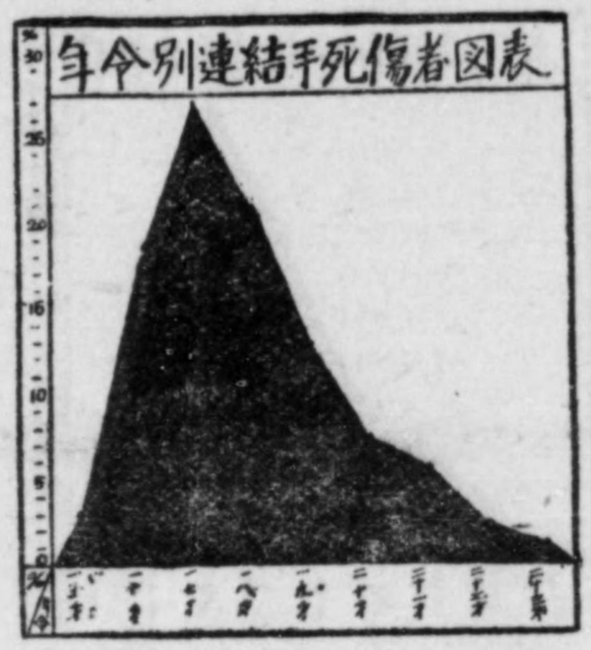
女子監督官現在數

現在全國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滿の年少労働者の就業を禁じた（女子年少者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省労働科學研究室調査資料を基しい增加率を示し、二十一年度では文科、理科經濟科は增加、家政科は逆に減少率を示している。



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、昭和二十年度では、理科、經濟科がいちじるしい增加率を示し、二十一年度では文科、理科經濟科は增加、家政科は逆に減少率を示している。

調別科生業卒校學門專子女立私公

科別 / 區分 / 年度別	文科 人員	%	家政科 人員	%	經濟科 人員	%	理科 人員	%	その他 人員	%	計 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	1,730	26.8	3,338	51.5	218	3.4	693	10.7	486	7.5	6,465

新刊紹介

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働く少年少女のために（證明書制度のやさしい解說）

家事審判所とは（何をするところかをやさしく說明したもの）

農家の婦人へ（農業協同組合の手引）

――以上婦人少年局發行

婦人部の栞（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說）

總同盟本部婦人對策部編

定價　一五圓　送料　四圓

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說）

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

東京都港區芝公園六　財團法人中央労働學園發行

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　毎月一回發行
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印刷所　東京都港區芝南佐久間町一ノ七　中川二郎
發行所　東京都港區芝公園六　財團法人中央労働學園　研文社
（定價一部一圓五十錢）

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

働く年少者保護強調運動日程

一奈良

日曜	行事名	場所	時刻	担当官庁団体
1 月	年少者との座談會	日染西大寺工場	10.—12.—	指導 出席
2 火				局年少人婦
3 水	文化の日			局準基働労
4 木				署督監各
5 金	使用者の會	教育會館	9.30 1	課政労県
	年少労働者會議	奈良社會館	10.— 午後3.—	所務事政労
6 土	働く少年少女の會	大和高田市日紡工場講堂	9.— 午後3.—	課定安業職県
7 日	休日			課定安
8 月	使用者の會	高田社會館	9.30 1	会議委働労方地県
	保護法規説明懇談会	奈良少年刑務所		所議会工商県
				会協合組労全県
				他 其

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

14 月	13 土	12 金	11 木	10 水	9 火	8 月	7 日	6 土	5 金	4 木
休	休	休	休	休	休	休	休	休	休	

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

婦人少年局月報
Monthly Bulletin
W. M. B., L. M.

アメリカ連邦政府に働く女子公務員

アメリカ連邦政府の行政執行部面に働いている女子（本土内常務員）の數は一九四八年五月の公務員會發表の資料によれば四〇二、四〇〇である。これは當時の連邦政府に働いていた全公務員の二五%にあたり、コロンビア地區（首都ワシントンの所在地）に職を奉じていた公務員の四五%であつた。

このような連邦政府職員總數の中の女子の割合は、戰時中は三九%であつたが現在では二五%に減少している。また、これらの職員中、女子の擔當している職域内容に關する最近の資料は明らかにされていない。戰前の資料によると、連邦政府女子職員の約四〇%は專門的、科學的あるいは技術的業務に從事していた。

女子勞働の現狀

戰時から戰後への女子勞働力の動きを國勢調査によつて一瞥してみよう。一九四七年度臨時國勢調査の結果では、全國女子有業者は一二、八六六、九六九人、その總人口に對する割合は約三一%である。この中農業家族勞働者の存在は壓倒的で、女子有業者十人の中農業從事者は七人の割でその大部分である六人强が農家の主婦や娘である。

一方、やとわれている女子勞働者は、女子有業者の四分の一で二、九三六、〇四三人を數えるに過ぎない。それ等の女子勞働者十萬人以上が働いている產業をみると、全體の六分の一を占める紡織工業を筆頭に教育、公務、機械器具工業、接客業、化學工業、醫療衛生等が女子勞働の主要な分野となつている。

いま、こころみに戰爭初期（一九四〇年）と一九四七年度の國勢調査の結果を比較してみると戰後女子人口の增加に伴い、その有業者數も增加しているが、それは主として農業その他の家族勞働者の增加によるものでやとわれている女子勞働者は二五%減少している。その中で戰後特に激減を示しているのは、戰爭初期にはそれぞれまだ全女子勞働者の五分の一以上を占めていた家事勞働と紡織業である。前者は約六十七萬から七萬五千（全女子勞働者の約五十分の一）となり、紡織業は戰後輸出產業として恢復しつつあり再び女子勞働の首位を占めているが、一九四〇年の半數にしかなつていない。戰後、男子と逆に女子の增加している分野は全女子勞働者の十分の一を占める公務および團體を初めとして鑛業、金屬工業、金融、印刷製本業等であり、また、建設工業、林業、水產業、ガス電氣水道業は各產業全體の膨脹に伴つて女子勞働者の增加を示している。

勞働力人口調（一九四八年九月）

產業別		總數	男子	女子	總數に對する女子の率
就業者	全產業	35,240,000	21,540,000	13,700,000	39
	農林水產業	17,240,000	8,650,000	8,590,000	50
	製造工業	5,280,000	3,780,000	1,500,000	28
	商業	3,480,000	2,110,000	1,370,000	39
	運輸通信業	1,660,000	1,440,000	220,000	13
	自由業	1,290,000	800,000	500,000	39
失業者		150,000	100,000	60,000	40

註 イ．數え年15歳以上の總人口は54,390,000である。ロ．全產業總數と主なる產業のみ．かかげたので各產業の合計は總數と一致しない。ハ．ここにかかげた數字は比率を除き．すべて總理廳勞働力調査に於ける實査の結果．推計乘率を乘じたものの四位以下を四捨五入したので男女合計は必ずしも總數と一致しない

賣春等處罰法案について（二）

前號に記したように賣春等處罰法案に對する審議會修正案では、婦人の犧牲において利益を得る者の罪を重くし、すべて懲役と罰金を併科することを要望してあるほか建議書には、當事者に對してはその情況により必要と認めるときは、一定の施設に收容し病氣を治療し、或は生產技術を與えて厚生の道を開かしめる等適當な保護を加えることそのためにはこの種婦人に對する厚生施設等に關する法案の提出を强く希望し、その實現を附帶條件としてこの案を提出するということがうたわれている更に賣淫の豫防策として、男女いずれに對しても健全な性道德への意識を高めること女子勞働者の合理的な賃金及び勞働條件を確保することが望ましく、これらのために文部省、勞働省、厚生省其他關係官廳の緊密な協力を希望すると記されてある。

勞働大臣から法務廳總裁へ

の要望書內容

一、賣春婦の處分としては、保護處分を原則的に科し、事情によつては拘留、科料を併科せしめるべきであると考える捕えて拘留、科料を科して放すという方法は、できるだけひかえることが賣春の根絶のために必要である。なお保護處分を科するための審判機關は、來年一月一日から發足の豫定といわれる家庭裁判所が適當と思われる。

二、保護處分の方法は、施設に收容して矯正、指導することが理想と思われるが、厚生省管下の此種施設の現況は到底需要を滿たすほどでない。また、施設の急激な擴充も困難と思われるので、施設の完備に努力してもらうと同時に、さしあたり保護觀察を主として、更生への途をはかるのが至當であると考える。賣春婦の教育、更生のためには原法案の六ケ月以下の懲役という短期自由刑は有害無益であるし、罰金刑を科することはかえつて賣春行爲を餘儀なくさせる結果を招くのではないかと思われる。從つて拘留、科料を科してそのまま放してしまうということも決して眞に親切なやり方とはいえない。保護處分の實現には種々の困難が伴うことも考えられるが現在世界の敗戰諸國における共通のなやみでもある賣春問題は、我國においても眞劍にとり上げてその根絶を期さなければならないものと思うのでこれが施策については一段の配慮を希望する。

三、賣春婦の相手方に對しては拘留、科料の外、賣春婦に科する保護處分に代わるべきものとして罰金刑くらいまではみとめてもよいと思われる。

十五歳未滿の年少者就業狀況

地方職員室の調査によると熊本縣における一九四八年六月一日現在の適用事業場報告による十五歳未滿の年少勞働者數は三九八名で、その中、滿十四歳以上で義務教育を修了した者が二一一名いる。從つて就業許可を要する者は一八七名である。ところが七月末現在迄の就業許可件數は一七一件であるから一六名という者が就業許可を受けずに働いていることになる。しかも七月末現在迄の就業許可件數は六月一日以前に就業許可を受けて六月一日以後七月一日までの間にやめた者および六月一日以後、許可をうけて雇入れられた者も算入されているから、六月一日現在の年少勞働者數よりも當然多くなければならないはずである。從つて就業許可を受けずに働いている者は一六名以上に上ることになる。

熊本縣におけるこれらの十五歳未滿の、年少者一八七名は、どんな職業についているかをみると、新聞配達が大部分で一八六名を占め、他の一名は農事手傳いである。

十五歳未滿の年少者の就業理由は、富山縣（昨年七月同縣學務課調）山梨縣（同九月縣學務課調による甲府市における實狀）の義務教育未就學兒童について調査した結果によると、大部分が家計困難の經濟的理由からである。即ち、富山縣における新制中學に就學すべき兒童四四、三七五名中四九七名が長期にわたつて缺席しており、その中家計困難のために缺席して就業しているものが三八五名（長期缺席者の七七%）を占めている。山梨縣甲府市の場合は、新制中學就學中の兒童五、六〇〇名中一一五名が長期缺席者で、その中家事手傳、貧困という理由で工場、農家手傳、かつぎや等をやつている者が九四名（長期缺席者の八二%）の多きに上つている。學業をきらつて缺席し、仕事についている者は一一名、（一〇%）である。

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

勞働基準法中年少者關係違反狀況

違反の内容

勞働基準法中年少者關係のものは一九四七年十一月から施行されたが大部分の規定が昨年五月から實施された爲監督行政の强化に伴い違反件數がそれ以來急激に增加を示している。同年八月の監督月報によると二一、一七四事業場を監督實施した結果違反の最も多いのは使用許可證明書、年齡證明書を備付ける義務に關する形式的違反で四、二五九件に上つている。次に多いのは年少者の勞働時間および休日に關する實質的違反であつて六六九件である。これは年少者と比較的多く使用する中小企業が、大企業と競爭するためには年少者を長時間勞働、休日勞働に追込まねばならないという過去の誤つた考え方からする故意の違反と、勞働基準法の存在さえ知らぬ無智によるものであり、監督の活發化と共に益々表面化しているが、違反の事實もまた急速に是正されつつある現狀である。

勞働基準法の中小企業における違反狀況

昨年四月を契機とする新年度の活發な監督實施に伴い規模の大小にかかわらず、多くの事業場では急激に違反率（三月大事業場は二七・八%から四月五九・八%へ、中小事業場は三月三五・七%から八四・七%へ）の上昇を示している。特に中小事業場においては九〇%の高い違反率で、殆んどの工場が基準法違反の事實を示している。また大事業場においては五月八五・七%をピークとしてその後六月八四・七%七月八〇・四%八月七六・八%と下向の傾向にあり基準法の理解徹底が漸く見えはじめたのに反し、中小事業場においては五月九三%六月九四・二%七月九〇・五%八月九一・三%といまだに違反率が上昇しており、勞働基準法實施上最も問題の多い事業場と言えば中小企業であるが、ここでも監督機關は前述のようにその是正に全力をつくしている實情である。

註　ここにいう中小事業場とは百人未滿の勞働者を使用するもの、大事業場とは百人以上の勞働者を使用するものをいう。

日本國有鐵道法第三十三條について

國鐵勞働組合では第三臨時國會に提案中であつた日本國有鐵道法案に對して檢討を加えていたが、その中、特に第三十三條の規定が女子および年少勞働者の保護に關して重大な缺陷があり、勞働基準法の精神に反するものとしてその削除についてかねて國會議員その他の關係當局と折衝中であつた。

この動きと並行して婦人少年問題審議會第三回總會は、赤松、山崎兩委員の提案により、昨年十一月二十五日右の規定について愼重な審議を行い、その結果右條項の全面的な削除を建議することとなり、同會委員、前記兩委員が翌二十六日增田勞相に建議書を手交した。

尙、國會における同法案審議の經過は、政府の正誤表提出により、問題の同法案第三十三條について、第三號の後段および第四號が削除せられ、さらに、同條は勞働基準法第三十三條の解釋規定とみなされることが明白にせられた。從つて、同條が勞働基準法に基づく監督機關の行政監督の下にあること並びに勞働基準法所定の時間外勞働および休日勞働に對する割增賃金が保障せられることは明らかとなり、大體審議會の建議の趣旨は達せられたが、十一月三十日、原案は兩院を無修正で通過し、日本國有鐵道法は成立したのである。

（註）日本國有鐵道法第三十三條

日本國有鐵道は、左の各號の一に該當する場合においては、勞働基準法第三十二條、第三十五條又は第四十條の規定にかかわらず、その職員をして勤務時間をこし、又は、勤務時間外もしくは休日に勤務させることができる。

一、災害その他の事故の發生したるとき。

二、災害の發生が豫想される場合において警戒を必要とするとき。

三、列車（自動車、船舶を含む）が遲延したとき。

女性の進出

△**高等試驗司法科女子合格者**

昭和二十三年度高等試驗司法科合格者は三一八人で、その中女子合格者は左の六人であつた。

井野千鶴子（二六）明大二年
大内　淑子（二五）同　三年
桂　靜子（二二）京大二年
澤井　光子（二三）東大二年
松本　靜江（二六）明大三年
永石　泰子（二六）中大三年

婦人少年局勤務

△**日本放送協會婦人課長**

十二月十日日本放送協會企畫部婦人課長に婦人の時間、主婦日記「メロデーにのせて」の企畫主任（チーフプラナー）であつた江上フジ氏（三八）が就任した。聖和女子學院（舊ランバス女學院）保育專修部卒業。

△**アジアキリスト敎學生運動指導者會議への婦人代表**

十二月二十日からセイロンで開かれる右會議への日本代表四名の中婦人代表としてYWCA學生部幹事武田清子、津田塾大學敎授山崎孝子の二氏がすでに出發したが、武田氏はこの會議の實行委員にも任命されており「大學におけるキリスト敎學生運動」について講演し、協議會の指導をすることとなつている。

御覽になりました？

日本農村婦人問題（新しき出發）
丸岡秀子著　定價一四〇圓　送料二〇圓
東京都文京區森川町一一一
八雲書店發行

日本社會の家族的構成（日本人の封建的家族倫理を實證的データーに基いて、判り易く法社會學的立場から考察したもの）
川島武宜著　定價一四〇圓　送料三〇圓
東京都文京區本鄉六の二五
學生書房發行

働く婦人に生理休暇は必要か
勞働省婦人少年局發行

勞働科學研究（昭和十年十二卷一號）（勞働者最低年齡法の心理學的、醫學的、法制的批判）
著者暉峻、桐原外三氏
倉敷勞働科學研究所發行

勞働組合讀本（勞働組合の理論と實際とをやさしく解說したもの）
鮎澤　巖著　定價六五圓　送料二〇圓
東京都千代田區神田小川町一ノ三小川町ビル　政治敎育協會發行

移動展
「働く少年少女のための證明書制度」
（問答式に、平易に勞働基準法の證明書制度を解說したもの）
定價五五〇圓一組（十枚）
B二判　東京都千代田區神田鍛冶町三ノ十一　日本移動展協會印刷部發行

海外ニュース

アメリカに婦人上院議員

メイン州出身のマーガレット・チェース・スミス夫人は昨年九月上院議員に當選した。在任期間は六年である。彼女は一九四〇年以來四回にわたり下院議員に當選、上下兩院に選出された最初のアメリカ婦人である。

國際勞働機關に婦人代表出席

第三十一回國際勞働總會（昨年六―七月サンフランシスコで開催）に出席したアメリカ代表の中には六名の婦人顧問があつた。中、四名は政府を、一名は人事管理專門家で使用者を代表し、他の一名（ローズ・シュナイダー女史）は全國組合婦人同盟會長で女子勞働者の顧問として出席した。

この外、フインランド、オランダ、フランス、英國、ニユージーランド、ポーランド、ウルグアイ等から各國政府代表、隨員、顧問等の資格で十名の婦人が出席している。

英國勞働組合會議議長フロレンス・ハンコツク女史

英國勞働組合の核心をなしている勞働組合會議（Trades Union congress）は昨年九月マルゲートで全國大會を開催したがその總評議會議長（一九四七―四八年度）はフロレンス・ハンコツク女史（五五）であつた。勞働組合會議は現在一八八の參加組合と約八百萬近くの組合員を擁している。

ハンコツク女史は同會議總評議會の議長をつとめた三人目の婦人で、最初は英國ではじめて婦人閣員となつたマーガレット・ボンドフイールド女史が一九二三―二四年度に、アン・ロフリン夫人が一九四二―四三年度にそれぞれ議長をつとめている。

一九四九年一月一日發行　毎月一回發行　編集者　勞働省婦人少年局　山川菊榮　發行者　港區芝公園六號地　中央勞働學園　飯田北理　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　東京都港區芝公園六　財團法人中央勞働學園（定價一部一圓五十錢）

―これは勞働組合員による印刷物です―

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

HEADQUARTERS EIGHTH ARMY
United States Army
Military Government Section
APO 343

FOR THE WOMEN'S AFFAIRS OFFICER: 21 Oct 1948

Title of Material Disseminated: PROTECTION OF WORKING CHILDREN

Prepared by: Women's and Minors' Bureau

Distribution data: 2,000 copies were distributed during the 1 Sep labor exhibit week and,
3,000 copies will be distributed to local officials for use in the November campaign for minor workers.

Reference material: "Official Gazette" No. 303 - 7 April 1947 - Chapter VI - page 6. (Labor Standards Law)
" " - 31 Oct. 1947 - M. of L. Ordinance # 8.

Contents of Pamphlet:

1. What is the certificate system?

(1) Protection age and minimum age.

a. Protection age ... From above full 15 years of age to full 18 years of age.

Age certificate

b. Minimum age ... From above full 12 years of age to full 15 years of age.

Employment permission certificate.

For those above full 14 years of age and who have completed their compulsory education, a graduation certificate or copy thereof is sufficient.

(2) Its formalities.

A. You may obtain the "age certificate" from the municipal office or the ward office where your domicile is.

B. Concerning the "employment certificate":

1. First obtain the age certificate from the municipal office or the ward office where your domicile is
2. Secondly obtain employment permission application from the Labor Standards Inspection Office in your residence area
3. Fill in your name, date of birth and address
4. Get the type of work, wage and working hours filled in by the employer
5. Get the opinion of the principal of the school which you attend filled in

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

6. Get your parent or guardian to fill in their permission for you to work
7. You may report to the Labor Standards Inspection Office with your parent or guardian.

2. What is the employment limit of hazardous occupation?

Working children are at a stage where they grow physically and mentally so they cannot be treated in the same way as adult laborer They are prohibited, or limited in hazardous occupations from the point of health, sanitation, education and welfare.

A. DIVISION		INTERMITTENT OPERATIONS	CONTINUOUS OPERATIONS
Below full 16 yrs of age	(girls)	12 kg.	8 kg.
" " " " " "	(boys)	15 kg.	10 kg.
Above " " " " "	(girls)	25 kg.	15 kg.
Up to " 18 " " "	(boys)	30 kg.	20 kg.

B. From the point of safety

1. 41 items like eruption of boilers, operation of cranes, big buses, and driving of trucks are prohibited.
2. Prohibition of mine operations for those below full 18 years of age

C. From the point of sanitation

Prohibition of all boys and girls under full 18 years of age working with, or around items that are explosive and inflammable (gunpowder, manufactured explosives, celluloid, carbide, yellow phosphorus and amorphus phosphorus) and poisonous chemicals (mercury, arsenic, nitric acid and hydrochloric acid)

D. From the point of welfare

Prohibition of all boys and girls under full 18 years of age of work such as distilling sake, attendants at a revel, attendants at a circus, acrobatic feats singing in the streets, entertaining, work in inns and resturants and operating elevators.

3. Labor conditions

A. Labor contract

Various agreements concerning working for the employer (wage, type of work, etc.) should be decided by oneself. Up to now the parents or the guardians decided things as they liked instead of the person concerned, but now it is forbidden. Wages earned for working should be received by oneself and the parents or guardians should not receive it as they like.

B. Labor hours

1. Over full 15 years of age to full 18 years of age: 8 hours per day. If the working hours of a week do not exceed 48 hours - when the working hours of a day are shortened to 4 hours - the working hours of another day may be lengthened to 10 hours. The maximum of working hours must be kept within 48 hours a week.

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

2. Over full 12 years of age to full 15 years of age: 7 hours per day. The hours at school are included in this 42-hour-week period. The maximum of working, and school hours must be kept within 42 hours a week

C. Holiday ... Once a week (minimum)

D. Recess ... 45 minutes when the working hours exceed 6 hours
1 hour when the working hours exceed 8 hours

E. Midnight labor

Minors shall not be employed for work during the following hours:

1. Over full 15 to full 18 years of age: between the hours 10 PM - 5 AM
   Over full 12 to full 15 years of age: between the hours 8 PM - 5 AM
2. Minors will, however, be permitted to work between the hours 10:30 PM-5 AM if permission to do so is granted by the Chief of the Labor Standards Inspection Office.
3. Boys over full 16 years of age who are employed by the rotating shift system will be permitted to work between the hours 10:30 PM - 5 AM

F. Travel expenses for returning home

If a woman or minor is forced to resign at the convenience of the employer, and they wish to return to their homes within 14 days after dismissal - The employer will bear all the necessary travel expenses. This ruling, however, will not apply if the woman or minor were dismissed for personal reasons.

The foregoing is a general explanation of the laws which have been promulgated for the protection of the working children, but in order to thoroughly protec these children, vocational and apitude suitability should be fully considered.

For further information ask the Labor Standards Inspection Office, Labor Standards Bureau, Local Staff Room of the Women's and Minor's Bureau, or the Labor Section of the Women's and Minors' Bureau, Ministry of Education.

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

働くこどもの保護について

労働省婦人少年局

1948年 8月 No.5

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

働くこどもの保護について

1 証明書制度とはどんなものでしょうか?

1. 保護年令と最低年令

A 保護年令……満15才以上満18才未満……年令証明書
B 最低年令……満12才以上満15才未満……使用許可証明書
但し満14才以上で義務教育を終つたものは卒業証明書か又はその写でよろしいのです。

2. その手続

A,「年令証明書」は自分の本籍のある役場か区役所からもらつて雇主に出せばよろしいのです。

B,「使用許可証明書」は

(1) 第一に「年令証明書」を自分の本籍のある役場か区役所からもらつて

(2) 第二に自分の住所地の労働基準監督署から「就業許可申請書」をもらい

(3) はじめに自分の姓名、生年月日、住所などを……

(4) 雇主から仕事の種類、賃金、労働時間等を……

(5) 学校へ行つて校長先生の御意見を……

(6) 両親か後見人から働いてもよいということを……書込んでもらいます。

(7) そしてあわせて両親か後見人と共に労働基準監督署へ出頭して出せばよろしいのです。

2 危険有害業務の就業制限とは?

働くこどもたちは心身共に成長する時なので成年労働者と同じ取扱いは出來ません、健康、衛生、教育、又は福祉上、危険や有害な仕事につくことを禁止又は制限されています。

A 重量物の制限

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

区　　分		断続作業	継続作業
満 16 才未満	女	12　Kg	8　Kg
	男	15　〃	10　〃
満 16 才以上	女	25　〃	15　〃
満 18 才未満	男	30　〃	20　〃

B 安 全 上

1. 汽罐のふん火、起重機の運轉、大型バス、トラツクの運轉、など 41 項目を禁止されています。

2. 坑内作業の禁止

満18才未満のものは炭鉱や鉱山の坑内で働くことは出來ません。

C 衞 生 上

爆発性又は発火性のもの（火薬、火工品、セルロイド、カーバイト、黄りん、赤りんなど）有害な薬品（水銀、砒素、硝酸、塩酸など）など10項目を禁止されています。

D 福 祉 上

酒類醸造、酒席に侍することなど５項目と曲馬、かるわざ、路上における歌謡、遊藝、旅館、料理飲食店の仕事、エレベータの運轉などを禁止されています。

3 労働條件について

A 労働契約

雇主と働くことについてのいろいろの約束（賃金とか仕事の種類など）は自分できめなければなりません。今までは父母や後見人が本人のかわりに勝手にきめたりしていましたが今では禁止されています。又働いて得た賃金は自分で受取り、父母や後見人が勝手に受取ることは出來ません。

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

B　労働時間

1. 満15才以上—満18才未満　　1日　8時間以内
但し1週間の働く時間が48時間を超えない限り1日の働く時間を4時間以内に縮めるときは他の日の働く時間を10時間まで延長することが出來ます。　1週　48時間以内
2. 満12才以上—満15才未満、1日 7時間以内。 1週 42時間以内。これには学校の授業時間も含まれています。

C　休　　日　1週　1回（最低限度）

D　休・憩　働く時間が6時間をこえる場合は……45分
働く時間が8時間をこえる場合は……1時間

E　深　夜　業

年少者は下記のとおり深夜業に就くことは出來ません。
1. 満15才以上満18才未満……午後10時—午前5時
満12才以上満15才未満……午後8時—午前5時
2. 但し労働基準監督署長の許可を受けた場合は……午後10時30分—午前5時
3. 交替制によつて使用される満16才以上の男子は深夜業が出來ます。

F　帰郷旅費

雇い主の都合によつて職をやめさせられたときは、その日から14日以内に帰郷する場合必要な旅費をもらえます。
但し自分の都合でやめたときは要求できません。

以上は働くこどもの保護についてあらましの説明ですが働くこどもの保護の徹底と向上をはかるためには、更に進んで適職適性その他のことについても充分考えられなければなりません。
なおわからないことは近くの労働基準監督署か
労働基準局、婦人少年局地方職員室、又は労働省婦人少年局年少労働課へ御問合せ下さい。

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

Plan regarding the enforcement of "Nationwide drive for Protection of Minor Workers."

1. Purpose: It is ardently desired to free the Minor workers from the feudalistic practices, to effect the healthy growth both physically & spiritually and to enforce the thorough protection for them. This means not only the democratization of labor but also it is very important from the point of economic rehabilitation. Although it is one full year since the enforcement of the regulations of Labor Standards Law regarding minor workers, nearly one half of the minor workers seem to be still not working under the good working standards required by the Law. Therefore this drive aims (1) to bring more minors under the good working conditions set by the Law, (2) to permeat the Law more thoroughly and (3) to afford them with healthy recreations.

2. Title of the drive: National Drive for Protection of Minor workers.

3. Initiator: Labor Ministry.
   Co-operator: Employers' Ass'n Laborers' Ass'n, Womens' Ass'n. PTA and other similar associations.
   Supporter: Justice Ministry, Ministry of Education, Ministry of Welfare, Ministry of Transportation, Ministry of Communication, Press Agencies, Radio Broadcasting Association, Cinema agencies.

4. Period: Nov. 1 -- No. 10.

5. Objectives of the drive:
   (1) Give appropriate work to your workers - either part-time work for those still in school or full-time work for those who have completed school.
   (2) Permeation of the Protection Law:
   (Make the Law familiar to all the minors themselves as well as the adult workers who work with the minors.)
   (3) Considerations regarding safety:
   (Exclude the minors from the dangerous works specified in the Labor Standards Law. Also try to improve the dangerous elements included in the works assigned to minors and try to educate the minors about those dangers.)
   (4) Considerations regarding Health:
   (Exclude the minors from the injurious works specified in the Labor Standards Law. As for the hygienically injurious elements which are included in the works assigned to the minors, try to improve the conditions as well as try to educate them against the possibilities.
   (5) Considerations on working conditions:
   (Adjustment, cleaning and improvement of working places, lodgings and other recreationary facilities.)
   (6) Considerations regarding the improvement of health:
   (Establish and enforce methods regarding the improvement of health)
   (7) Educational Reconsiderations:
   (Reconsider about labor education, technical education and discipline for the minors.)
   (8) Recreation:
   (Try to give the minor workers healthy and attractive means of recreation.)

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

6. Essentials of the enforcement:
   (1) This drive should be carried out by Co-operative bodies on the main. The Labor Ministry and other supporters are only supposed to assist at the drive.

   (2) In order to attain the final objectives, it is very important that the people concerned in the drive understand the matter themselves. Therefore the months Sept. and October shall be regarded as preparatory period and the activities during this time shall be regarded as very important, whereas the final 10 days' drive should only mean a finishing up.

7. Activities during the preparatory period:
   (1) Preparatory activities of the Co-operative bodies:
      A. Co-operative bodies shall by voluntary & positive cooperation appoint an executive committee in Tokyo as well as in other local districts, who shall become the centre of this drive.
      B. Each Co-operative body shall be made responsible for a certain fixed part of action and it shall set up plans which will enable the enforcement of the plans positive. The part which shall be assigned to each body must be small & within the limit of realization, so that as many such bodies as there are can participate in the drive successfully.
      C. The executive committee shall become the centre of the activity of each body.
   (2) Preparatory Activity of the Labor Ministry.
      A. Women and Minors Bureau.
         (a) Assistance & general business at the appointment of executive committee in Tokyo: Liaison activity between other supporters of the drive.
         (b) Production and distribution to the local offices of the Bureau, explanatory book lets of the Law, posters, leaflets, questionairs to inquire into the actual state of labor. Articles for movable exhibition & Kamishibai etc.
         (c) Preparation for the "central meeting for the protection of minor workers."
      B. Local Offices of the Women & Minors Bureau.
         (a) Assistance & general business at the appointment of executive committee in each district. Liaison activity between other supporting bodies.
         (b) Distribution or lending out of posters, leaflets, shifting exhibition, Kamishibai as well as other assistance to co-operative bodies whenever necessary.
         (c) Preparation for or enforcement of preparatory investigation on this drive or on actual state of labor planned by the central Bureau. (only on instruction from central Bureau)
         (d) Preparation for opening of exhibition on protection of minors as well as consulting offices.
         (e) Preparation for opening of Local General Meeting for protection of minors.
      C. Each prefectural Labor Standards Bureau should try to help positively the activity of its members regarding the aforementioned articles.

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

D. Each prof. authority of Employment Security and Labor Administration shall do the preparation regarding the articles (a) and (c) as joint initiator.

(3) Preparatory activities for the Supporters of the Drive:

A. Justice Ministry; Ministries of Education, Welfare, Transportation, Communication shall try to permeat the purpose & contents of this drive to their local offices & various associations in contact. They shall prepare concrete plans in order to participate positively in the drive.

B. Ministry of Communication shall prepare memorial stamps for use in their main offices all over the country.

C. Press Agencies and Cinema companies shall prepare effective plans to participate in the propaganda and recreation during the period.

D. Radio Broad-casting Association shall prepare effective plans for the participation in the General Meeting for Protection of the Minor Workers and shall also write down programs for broad-casting during the period.

8. Items to be enforced during the period.

(1) Cooperative bodies (one example)

It is self-evident that the Central as well as local cooperative bodies should fulfill the parts assigned to them by the executive committees through discussion. We shall give some examples below.

(a) Employer shall divide the period so that one of the "5 objectives of the drive" can be included in each of the period and try to put that into practice during the period.

(b) Labor Union shall divide the period and write on the bulletin board one of the "5 objectives of the drive" during each period, aiming at its practice.

(c) Women of Labor Union shall participate powerfully in the recreation by providing plays or other on child labor (self-written and staged) at their own work-places or at the occasion of the General Meeting for the protection of the Minor Workers.

(d) Employer Ass'n and Labor Union shall select model work-place by inspecting surrounding & conditions of labor in various work-place under their control where there are many Minor Workers - for use at exhibit & meeting.

(e) Women Association shall participate powerfully in the recreation by providing music, folk-song, dance and stage-plays or at the occasion of the General Meeting for the protection of the Minors.

(f) Women Association shall offer free service to the Minor Workers living in the lodgings of the local work-places by cleaning and mending their cloths.

(g) Women Association shall offer free service by cleaning of the General Meeting.

(h) PTA shall study about different works suitable for Minor Workers - 4 kinds for those above the age of 15 to 18: another 4 kinds for those above 12 to 15, and publish the result by means of photographs, pictures posters or speeches in an exhibition or at the General Meeting for the Minors protection. (Data for the study should be gathered from the investigation made by Public Employment Security Office or by talking with children working after school hours or with graduates who have a job.)

See change Bulletin

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

(i) Associations for vocational guidance, Associations for safety & health guidance, Associations for Education & culture shall work for education of the minors in various aspects and publish their opinion or exhibit various data at the exhibition or at the General Meeting.

(j) "Minsei-iin" Association, Association for Childrens happiness, Association for judicial protection etc. shall publish their opinion or exhibit data at the exhibition or at the General Meeting regarding the improvement of the surroundings of the minors or protection of their living right.

(2) Labor Ministry.

a. Central Office.

(a) Ask the press and the Radio to publish the objectives of the drive all over the country.

(b) Open "Central Meeting for Protection of the Minor Workers" Nov. 11 at "Kyoritsu" Lecture Hall, Tokyo.

(c) Open an exhibition and consulting office in Tokyo during the period.

B. In the local districts:

(a) By the cooperation of cooperative associations, supporters and government authorities an exhibition shall be held at a place where the general public can have easy access. Various data gathered from various authorities concerned shall be exhibited there for the visits of laborers, employers, children and parents and teachers.

Labor St. Off
Public Labor
Standrds. Bureau
Public

(b) At each exhibition, officials representing various authorities concerned shall give all-round explanations and guidance to each individual.

(c) Simple public opinion survey or survey of real state of the minor workers based on the plan made by Women & Minors Bureau shall be done as a part of the drive. This need not necessarily be done within the period of the drive.

(d) Hokkaido, Miyagi, Kanagawa, Niigata, Aichi, Kyoto, Osaka, Hyogo, Yamaguchi, Ehime, and Fukuoka Prefectures shall hold "Local Meeting for Protection of Minors Workers" in cooperation with Local Labor Standards Bureau besides doing all else enumerated in the previous paragraphs. (Model program for refference, attached paper No. 1) This meeting shall have as its object Minor workers and school children.

C. Supporter Associations:

(a) Ministries of Justice, Education, Welfare, Transportation & Communication shall urge their local offices to join the undertakings with positive plans of their own. Memorial stamps shall be used.

(b) Radio shall announce at intervals of daily program one of the "5 objectives of the Prive" at q time, in easy expressions to appeal to the listeners in. Afford an appropreate recreational program to the General assistance through a special program during the drive period.

(c) Press shall comment on one of the "5 objectives of the Drive" at a time. Join in the recreation of the General Meeting by offering appropreate novies.

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

(d) Theaters shall appeal to the public by announcing one of the "5 objectives of the Drive" at a time, in easy expressions through a microphone. They shall give out throw-aways entrusted by local offices to the audience at the entrance.
(e) News-pictures Companies shall take news on this drive.

Added Information from Women's and Minors' Section,
Labor Division, SCAP.

Note 1: The original instructions from the Women's and Minors Bureau concerning the suggested projects for womens groups to perform laid emphasis on recreational or cleaning activities. Subsequent instructions changed these suggestions completely to those outlined below but special emphasis has been laid by the Women's and Minors Bureau as to whether the subsequent instructions are being followed and the less desireable activities originally suggested completely eliminated from the program.

Reference 8, (1), (e), (f), (g)
e.f.g. combined:
Womens organizations can prepare a report for the general meeting on the subject of percentage of children in their area who are absenting themselves from school and how many of these absentees are employed without employment certificates.

Note 2: As a follow up for the November campaign the various agencies and organizations involved are being requested by the Labor Ministry to take back to their membership information obtained and to plan programs which would serve to carry on the purpose of the minor workers campaign.

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

MS/not
27 Sep 48

SEPTEMBER AND OCTOBER --LOCAL

A. Women's and Minors' Bureau Field Representatives

1. Meet with other local labor officials to discuss (a) who, when, where, and how to invite to committee of community organizations; and (b) place and details of arrangement for meeting, exhibit, and consultation.

2. Meet with committee of community organizations, discuss theme, discuss suggested projects and have them decide, set date for progress report meeting.

3. Meet with invited representatives of local newspapers to request coverage of local groups' activities, printing of specific items during November period, and coverage of November period.

4. Meet with invited representatives of theaters to ask for spot announcements and other assistance.

5. At progress report meeting, hear what each group has done on its projects, discuss publicity including each group's informing membership. Decide final details of exhibit.

6. Distribute Bureau's printed material for use during the November period and plan its use in the prefectural exhibit.

7. Carrying out of any details of exhibit and meeting arrangements which were allocated to field representatives under (1).

B. Other Local Labor Officials

1. Meet together (including the field representative) to plan details of exhibit, formation of local committee meeting, and to allocate responsibility for various arrangements, as indicated under A. (1).

2. Prepare own exhibit material.

3. Carry out any details of arrangement which were allocated under A (1), including meeting with committee of community organizations in initial and follow-up meetings.

4. Assist in any publicity possible.

C. Community Organizations

1. Meet in first committee meeting and determine various projects.

2. Carry out specific project through membership.

3. Meet in progress report meeting to report action taken on project.

4. Assist in publicity, especially in informing membership.

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

Military Government

It is desirable that Military Government contribute publicity; encourage local publicity media to cooperate; assist in guiding the projects, meetings, etc.; and ensure that the above agencies and organizations carry out the above program.

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

CAMPAIGN TO PROTECT MINOR WORKERS SET

Rally and Exhibition Decided From November 1 to 9

A nation-wide drive to educate employers and encourage the better handling of minor workers throughout the country will be held during the period from November 1 to 10, the labor officer of the Tokyo Military Government Team said yesterday.

He stated that although it is a full year since the regulations of the Labor Standards Law regarding minor workers were enforced, nearly one-half of the minor workers seem to be still not working under proper working standards required by the law.

The campaign has as its main purposes: (1) Bringing more minors under the proper working conditions set by the law, (2) To further educate all people concerned with the laws regarding minors, and (3) To take steps to offer minors more healthy recreation facilities.

The program in Tokyo includes an Educational Exhibition on the topic "Protection of Minor Workers" to be held from November 1 to 9 at the Industrial Safety Building at Shiba Tamachi, Minato Ward.

In addition, a rally sponsored by the Labor Standard Bureau and the Labor Ministry will be held from 1 to 4 p.m. on November 9 at the Kyoritsu Hall. This rally will include a number of speakers both from SCAP and the Labor Ministry.

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

CI&E BULLETIN SUPPLEMENT V

LABOR MINISTRY DESIGNATES 1-10 NOVEMBER AS MINOR WORKERS' WEEK

The Labor Ministry has designated 1-10 November as Minor Workers' Week at the request of the Women's and Minors' Bureau. Branches of the Bureau throughout the country have been instructed to initiate the planning of appropriate programs in local areas.

This "Nation-wide Drive for the Protection of Minor Workers" has several important objectives: (a) to publicize details of the Labor Standards Law that apply to minor workers; (b) to provide minor workers with jobs that are consistent with the law; (c) to focus attention on health and safety regulations applying to minor workers; and (d) to ensure that employed minors have the necessary certificates and credentials.

Local branches of the W&MB with representatives from appropriate government and citizens' organizations will organize community councils to assist in the preparation of exhibits and public meetings for minor workers, their parents, and employers. It is anticipated that representatives from labor unions, employers' associations, women's organizations, PTA's, vocational guidance associations, health and cultural organizations will work in each council with local officials from various ministries. Detailed instructions including suggested programs for the meetings and procedures for operating the council have been sent to the local W&MB offices.

The need for assigning a special task to each participating organization has been stressed, and various groups will be urged to write and present original skits with children-in-industry as themes. All information media will be asked to cooperate. It is hoped that, in addition to community meetings, many organizations will hold educational meetings on their own initiative, studying the provisions of the law and informing themselves of infractions and the reasons therefor.

Major provisions of the Labor Standards Law affecting minor workers include:

1. Minors aged full 14 who have completed compulsory school and those aged full 15-18 are permitted to work in any industry but may not work (a) on specified dangerous jobs, (b) on assignments requiring conveyance of goods over a certain weight limit, or (c) underground. Employers must maintain on file census registers as proof of such employees' ages, and for those aged 14 who have completed school, diplomas or other documents proving completion of school.

2. Minors aged full 12 to 15 years (excluding those of 14 who have finished school) may be employed in certain occupations in agriculture and forestry, in commercial, recreational, educational and other specified enterprises, provided standards are met to ensure that neither the welfare nor education of the child will be endangered. Employers must maintain on file an employment certifi-

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

cate for each such employee, showing that the minor is employed in work meeting these standards. All labor standards offices have application blanks which the minor may take to the employer, school authority, and his parents; when the details of the proposed job have been supplied by the employer and the school's approval entered, the minor and his parents in person must submit the application. After checking over information and ascertaining whether the employment is desirable or undesirable for the minor in question, the labor standards official mails to the minor applicant either the employment certificate or a rejection of the application.

3. Maximum hours of work permitted by law for children under 15 are seven a day and 42 a week, including school time (see above: item No. 2). For persons 15 to 18 years, maximum working hours are eight per day and 48 per week, with the exception of some light employment such as in hotels, restaurants, movies, and hospitals, for which basic hours are 9 and 54. Children under 15 are not permitted to work between 8:00 PM and 5:00 AM.

Among the major aims of the Minor Workers' Section of the W&MB are placing of minors needing employment in legal and appropriate jobs and ensuring that employed minors from 12 to 15 years obtain employment certificates and that others under 18 obtain the required age certificates.

- 0 -

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

Other Representatives

京都職員室	
婦人少年局	Women's & Minors Bureau Kyoto Branch
各訪問社	Newspapers
地域婦人連合会	Local Women's Assoc
生活協同組合	Livelihood Union
暁婦人会	"Akatsuki" Women's Club
勤労婦人連盟	Working Women's Fed.
新日本婦人同盟	New Japan Women's Fed.
興業協会	Industrial Assoc
放送局	Radio Broadcasting Corp
中央児童相談所	Central Child Welfare Bureau
民生委員救護部	Pub Welfare Assoc.
教育	Kyoto Educ. Federation
労働	Local Labor Org.
京都郵便局	Kyoto Post Office
経営者協会	Employers' Assoc.
交通交社	Travel Bureau
商工会議所	Chamber of Commerce
軍政部	Mil Govt, I Corps
第六軍団	

Watanabe

Govt. Representatives

監督課	Inspector Chief, Juvenile Court
少年審判所	Juvenile Court, Chief
社会教育課長	Social Educ Chief
市警	City Police
〃	Shimokyo Ward Chief Inspector
監督署長	Kamikyo Ward Chief Inspector
〃	Shimokyo Ward Employment Bureau
職業安定所長	Kamikyo Ward Employment Bureau
労災保険課長	Old Age Insurance L.S.B.
安全衛生課長	Safety & Health, L.S.B
給養課長	Supply, L.S.B
監督課長	Inspector, L.S.B
労働基準局長	Labor Standards Bureau Chief
文化課長	Cultural Sect
労働部長	Labor Sect
教育部長	Education Sect
体育課長	Physical Educ Sect
児童課長	Children's Sect
母子衛生課長	Health & Sanitation Women & Children
民生部長	Pub Welfare, Chief

Ward Empl. Bureau

必要者 必要

Names of Organization
& " " Representatives

13000

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

Names of Organization
& " " Representatives

13000

Budget Planning

To decide on the date to meet for making general report on the campaign

2. To decide upon the division of functions of each group

1. To have this committee recognized as the initiating committee by all present

Subjects:

1. 議事

2. 挨拶及経過報告 — Report on up to date Information

3. 開会 — Opening Words

「仂く年少者の保護全國運動」第一回打合せ会

1st Preparatory Committee Meeting for the nation-wide campaign for "The Protection of ~~Working~~ Minors".

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

年少労働者保護強調運動実施週間行事日程

労働省婦人少年局京都職員室案

期	月日	行事	目標及主催	連絡場所	経費
宣傳啓蒙 (speeches big meeting)	11 1	講演会展覧会	使用者大会	官公庁及使用者(堀川)	一〇〇〇 茶菓、雑費
	〃 2	同 同	父兄大会	学校、P.T.A(府一又は堀川)	一五〇〇
	〃 3	ラヂオ(社談) 新聞(記事)	地域、職域に徹底をはかる	OK及新聞社	
娯楽慰安 (recreation)	〃 4	年少労働者ののど自慢大会	労組大会	労組 円山公園	二〇〇〇 賞品
	〃 5	年少労働者の野球大会	同	同 法所	二五〇〇
	〃 6	映画大会	軍政部主催		五〇〇 会場諸費
調査(視察) (Report to Hq)	〃 7	巡回講演展覧会	下京工場地帯		出張費(労婦)
研究(報告)	〃 8	同	節鶴、綾部地帯		同
	〃 9	同	奥丹、加悦、峰山		同
整理	〃 10	BK街頭録音及報告書作成	効果判定	慰労	八〇〇(労婦)

registered within Kyoto pref. from May to ~~[illegible]~~ 15 Total
number 18 29863
15 boy 13309
girl 17524
under 15 1082 3945
12 boy 589
girl 493

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

Mr. Takeuchi, Central Liaison Officer, Kyoto
To: Col Burns
Re: Juvenile Labor. The following is the finding that this office has made with the Local Labor Standard Boards in Osaka, Wakayama, and Nara with regard to the above subject.

Since the full enforcement of Labor Standard Law on 1 May last, inspectors are making inspections at each factory to check the actual condition of juvenile labor. As far as Article 56 of the Law is concerned, which prohibits the employment of laborers under the age of 15, violations thereof are decreasing month by month as shown in the table below. Most of violations are found in smaller factories. In order to disseminate the purport of Labor Standard Law, Women and Juvenile Bureau of Labor Ministry is planning to hold a nation-wide campaign for "protection of juvenile workers" for 10 days starting on 1 November.

Table showing violation of Article 56:

Prefecture	May	June	July	August	Total
Osaka	121	74	59	47	301
Wakayama	8	5	4	4	21
Nara	8	7	7	0	22

(Remarks: Violating employers have been prosecuted in two cases in Osaka).

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DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

働く少年少女のみなさんのために！

労働基準法ができ、昭和二十二年十一月一日から、働く少年少女のために「**証明書制度**」が定められ、新しく働く人はもちろん、現在働いている人も、**昭和二十三年五月一日**から、この証明書の手続が必ずいるようになりました。これは心身共にまだ発達していない少年少女のしあわせをはかるためにできた大事な規則です。

一、満十五才未満の人には「使用許可証明書」と「年令証明書」

満十五才未満の人は、人に雇われて働くことはできません。しかし満十四才以上で義務教育を終つた人は、差支ありません。

ただこれについては、多少の例外があります。

イ、満十二才以上満十五才未満の人は、労働基準監督署の許可を受けて、学校の授業時間外に、たとえば農村漁村の手つだいや、会社、役所、病院、お店などのつとめのような心身に無理のない軽い仕事には、働くことができます。

ロ、満十二才未満の人でも労働基準監督署の許可をうけて学校の授業時間外に、心身に無理のない軽い仕事ならば、芝居や映画の子役にだけは、働いてもよいのです。**ではこの場合どんな手続が必要でしょうか？**

(1) まず役場から「**年令証明書**」をもらうことが必要です。

それは、あなたの戸籍のある役場か又は区役所へ、手紙に返信料を入れてたのんでも、又もらいに行つてもよいのです。ただあなたの名前、生年月日、出生地、御両親の名前に「**右証明**

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

ます。

ロ、満十二才未満の人

でも労働基準監督署の許可をうけて学校の授業時間外に、心身に無理のない軽い仕事ならば、芝居や映画の子役にだけは、働いてもよいのです。**ではこの場合どんな手続が必要でしょうか？**

(1) まず役場から「**年令証明書**」をもらうことが必要です。それは、あなたの戸籍のある役場か又は区役所へ、手紙に返信料を入れてたのんでも、又もらいに行つてもよいのです。ただあなたの名前、生年月日、出生地、御両親の名前に「**右証明す**」と書いてもらえばよいのです。この場合証明料はいりません。

(2) それから、あなたのお家のちかくの労働基準監督署に行き、「**就業許可申請書**」の用紙をもらいます。

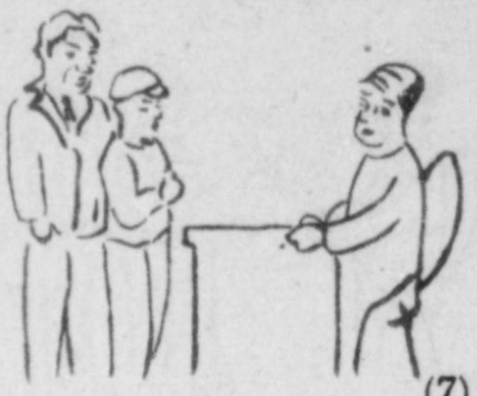
(3) 今もらつた「**就業許可申請書**」の用紙にあなたの名前、生年月日、住所などを書き込みます。

(4) 次に雇主に、しごとの種類や賃金、労働時間などを書き込んでもらいます。

(5) その次に、それを今通つている学校か又は今まで通つていた学校にもつて行き、校長先生の御意見を書き込んでもらいます。

(6) これまで書きましたら、この用紙を御両親か又は親がわりの方にお見せして、働いてもよいということを書き込んでもらいます。

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013



(7) これですつかり書き込み終りましたので、その用紙にさきほどもらいました「**年令証明書**」をそえて、御両親か又は親がわりの方と一しよにあなたのお家の受持の監督署に行きます。もしどうしてもあなたが監督署に行けず、又は御両親か親がわりの方があなたと一しよに行けないときは、監督署に今書きました「**就業許可申請書**」を手紙でおくるか、又はあなたがひとりで監督署に行つて相談してもよいのです。

(8) 監督署の人は申請書とあなたをみくらべて、働いてもよいと思えば「**使用許可証明書**」を発行して雇主にわたし、あなたに「**働いてよい**」と知らせます。

もしあなたがどうしても監督署に行けず、又は御両親か親がわりの方があなたと一しよに行けないときは、監督署は「**臨時使用許可証明書**」を発行して雇主にわたし、あなたに「**働いてよい**」と知らせます。そしてあとであなたの働くところを監督署の人が調べに行つてから、普通の「**使用許可証明書**」ととりかえることになつています。

二、満十五才未満・満十四才以上で義務教育を終つた方には「卒業証明書」か「年令証明書」と「年令証明書の写」と

あなたが働くときには、許可はいりませんが学校長の「**卒業証明書**」又は「**卒業証明の写**」とそれに前の(1)で申し上げました「**年令証明書**」の**二つ**が必要です。

三、満十八才未満・満十五才以上の人には、「年令証明書」

あなたが働くときには許可はいりませんが、前の(1)で申し上げました「**年令証明書**」だけが必要です。

四、雇い主はこれらの証明書を少年少女の働くところに備えつけておき、監督署の人がくれば、いつでもそれを見せることができるようにしておかなければなりません。

今までのべましたことは、一寸めんどうのようですが、これは働くみなさんの現在と将来のしあわせをまもり、これからの日本をしつかりきずいていただくために、ほん

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

わりの方と一しよにあなたのお家の受持の監督署に行きます。もしどうしてもあなたが監督署に行けず、又は御両親か親がわりの方があなたと一しよに行けないときは、監督署に今書きました「**就業許可申請書**」を手紙でおくるか、又はあなたがひとりで監督署に行つて相談してもよいのです。

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なお、おわかりにならないところがありましたら、近くの労働基準監督署か労働局か、婦人少年局地方職員室又は労働省婦人少年局年少労働課におたずね下さい。

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

働く少年少女のみなさんのために！

労働基準法ができ、昭和二十二年十一月一日から、働く少年少女のために「**証明書制度**」が定められ、新しく働く人はもちろん、現在働いている人も、**昭和二十三年五月一日**から、この証明書の手続が必ずいるようになりました。これは心身共にまだ発達していない少年少女のしあわせをはかるためにできた大事な規則です。

一、満十五才未満の人には「使用許可証明書」と「年令証明書」

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イ、満十二才以上満十五才未満の人は、

労働基準監督署の許可を受けて、学校の授業時間外に、たとえば農村漁村の手つだいや、会社、役所、病院、お店などのつとめのような心身に無理のない軽い仕事には、働いてもよいのです。

ロ、満十二才未満の人

でも労働基準監督署の許可をうけて学校の授業時間外に、心身に無理のない軽い仕事ならば、芝居や映画の子役にだけは、働いてもよいのです。**ではこの場合どんな手続が必要でしょうか？**

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DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

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(2) それから、あなたのお家のちかくの労働基準監督署に行き、「**就業許可申請書**」の用紙をもらいます。

(3) 今もらつた「**就業許可申請書**」の用紙にあなたの名前、生年月日、住所などを書き込みます。

(4) 次に雇主に、しごとの種類や賃金、労働時間などを書き込んでもらいます。

(5) その次に、それを今通つている学校か又は今まで通つていた学校にもつて行き、校長先生の御意見を書き込んでもらいます。

(6) これまで書きましたら、この用紙を御両親か又は親がわりの方にお見せして、働いてもよいということを書き込でもらいます。

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

(7) これですつかり書き込み終りましたので、その用紙にさきほどもらいました「**年令証明書**」をそえて、御両親か又は親がわりの方と一しよにあなたのお家の受持の監督署に行きます。もしどうしてもあなたが監督署に行けず、又は御両親か親がわりの方があなたと一しよに行けないときは、監督署に今書きました「**就業許可申請書**」を手紙でおくるか、又はあなたがひとりで監督署に行つて相談してもよいのです。

(8) 監督署の人は申請書とあなたをみくらべて、働いてもよいと思えば「**使用許可証明書**」を発行して雇主にわたし、あなたに「**働いてよい**」と知らせます。

二、満十五才未満・満十四才以上で義務教育を終つた方には「卒業証明書」と「年令証明書」

証明書」か「**卒業証書の写**」と「**年令証明書**」

あなたが働くときには、許可はいりませんが学校長の「**卒業証明書**」の**二つ**が必要です。

三、満十八才未満・満十五才以上の人には、「年令証明書」

あなたが働くときには許可はいりませんが、前の(1)で申し上げました「**年令証明書**」だけが必要です。

四、雇い主はこれらの証明書を少年少女の働くところに備えつけておき、監督署の人がくれば、いつでもそれを見せることができるようにしておかなければなりません。

今までのべましたことは、一寸めんどうのようですが、これは働くみなさんの

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

(8) 監督署の人は申請書とあなたをみくらべて、働いてもよいと思えば「**使用許可証明書**」を発行して雇主にわたし、あなたに「**働いてよい**」と知らせます。そしてあとであなたの働くところを監督署の人が調べに行つてから、普通の「**使用許可証明書**」と取りかえることになつています。

二、満十五才未満・満十四才以上で義務教育を終つた方には「**卒業証書の写**」と「**年令証明書**」か「**卒業証明の写**」と「**年令証明書**」だけが必要です。

あなたが働くときには、許可はいりませんが学校長の「**卒業証明書**」又は「**卒業証明の写**」とそれに前の(1)で申し上げました「**年令証明書**」の**二つ**が必要です。

三、満十八才未満・満十五才以上の人には、「**年令証明書**」

あなたが働くときには許可はいりませんが、前の(1)で申し上げました「**年令証明書**」だけが必要です。

四、雇い主はこれらの証明書を少年少女の働くところに備えつけておき、監督署の人がくれば、いつでもそれを見せることができるようにしておかなければなりません。

今までのべましたことは、一寸めんどうのようですが、これは働くみなさんの現在と将来のしあわせをまもり、これからの日本をしつかりきずいていただくために、ほんとうに大切な制度です。かならず御実行下さい。

なお、おわかりにならないところがありましたら、近くの労働基準監督署か労働局か、婦人少年局地方職員室又は労働省婦人少年局年少労働課におたずね下さい。

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

Employment Certificate
Full Explanation

Translator
T.kawashima

FOR WORKING YOUNG BOYS AND GIRLS !

Women's Juvenile Bureau,
Ministry Of Labor

The Standard Labor Law was enacted, and the " Certificate syatem " was established for woring young boys and girls on Novemebr 1st. 1947, and since May 1st of 1948 it became necessary for new working youths as well as the ones already working then to obtain a certificate. This is for the welfare of young boys and girls whose mentality and physical conditions are not yet fully developed and this is very important Rule.

1, For minors of less than 15 years in full " Employment permit " and " Age certifcate "

The minor less than full 15 years cannot be emplo yed and work, but if the minor is more than fully 14 years and finished compul-sory education it will be alright to work. However there are certain exemptions in this.

A, The minor whose age is more than 12 years and less than full 15, after obtaining a permit from the Super-vising office of the Standard Labor Bureau, can go to work, outside of school hours, to help in a light work which does not affect the child mentally and physically in the farm or fishery place, or in a company, official place, hospital or a store.

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

5452-I-311 — DUMP NUMBER

atd — CLASS SUPPLY

25 Div. 6-2 RP 756 — OCCUPYING UNIT

74.8-47.8 — LOCATION

— JAP INVENTORY

— U. S. INVENTORY

— FILAL REPORT

REMARKS:

Okamotokogyo KK
Hagihara Fact.

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

B, The minor less than full 12 years.

Even a child less than full 12 years can , after obtaining permit from the Supervising office of the Standard Labor Bureau, and outside of school hours, work in a light easy sort of work-such as acting child in a play in theatre or movie picture.

What step must be taken in such case ? Well----

(1) It is necessary to obtain your " Certificate of age " from your Village office, and to do this you just simply go to your Village office or Ward office and tell your name, birth date, birth place and the names of your parents and get the official stamp of " Certified ", or you might write to the Village office or the Ward office with a return mail stamp enclosed in it. In either case they will not charge anything.

(2) Then you go to the nearest Standard of Labor Office and get an application blank for " Permit to work."

(3) Then on this application blank write your name, birth date and yor address.

(4) Next you write the name of your employer, ~~and his address, etc.~~ the kind of work, wages and working hours, etc.

(5) Next you go the schol where you are a student now, or you were before , ad ask the Principal to write his or her oipnion.

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

5452-I-309 — DUMP NUMBER

Atd — CLASS SUPPLY

25DIVG-2RPT.57 — OCCUPYING UNIT

94.5-57.2 — LOCATION

_____ — JAP INVENTORY

_____ — U. S. INVENTORY

_____ — FINAL REPORT

REMARKS:

Mitsubichi Jukagyo Co. Ltd. NAGOYA HAtsudoki Fact

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

(6) After this you take this paperrto your parents or the people whom you are depending on; and ask them to write their consent for your work.

(7) This finishes all writings, so youtake this paper together with your " Age certificate ", accompanied by your parents or your depending people, to the Supervising Office of your residence. If however you yourself, and your parents or ~~or your~~ dependants could not go, then you might write to said Supervising Office enclosing the " Application for permit to work," or you might go aone that office and get their consideration.

(8) The officer in the Supervisng office will look at you and the application and if he thought that that will be alright for you to work, then he will issue a "Permit to employ " to the employerand will tell you that you can work.

If you could not go to the Supervicing office nor your parents or your dependants accompany you the Supervising office might issue a " Temporaly employment permit " to the employer and notify you that you may go to work. Then afterwards, when the officer goes to your working place he might change the Temporaly employment permit with a Regular permit.

2, A minor less than full 15 years or one who is over full 14 years and finished the Compulsory education with a "Graduation certificate " or its copy and a " Certificate of age "

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

5452-I-310 — DUMP NUMBER

otd — CLASS SUPPLY

25DIV.G-2RPt.#57 — OCCUPYING UNIT

91.8-59.2 — LOCATION

— JAP INVENTORY

— U. S. INVENTORY

— FINAL REPORT

REMARKS:

Kobe Seisakysho
NAGOYA Fact.

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

Though you do not need a permit when you go to work it is necessary to show the " Garduation certificate " of the Principal or a "Copy of the Graduation certificate " together with afores id " Age certif cate "

3, A minor less than full 18 years or one more than full 15 years with a " Certificate of age "
When above said minor goes to work that person does not need a permit, but need only a " Certificate of age " which mentioned in (1,).

4, The employer must keep these certificates where these minors work and when the inspector from the Supervising office comes must show them to the officer.

Although the above mentioned matters look as though a little " Troublesome yet they are very important. They protect working you and all of your present and future welfare and happiness, and they are very important system matters for building future Japan. Therefore be sure you abide by these Rules.
If there were anything not clear to you please do not hesitate to make inquiries to nearby Supervising office or Standard Labor Bureau, or the District Staff-room of The Women's Juvenile Bureau or The Laboring Minors' Section of Women' Juvenile Bureau of Ministry of Labor.