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- (2) Folder title/number: (36)
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- (3) Date: Mar. 1950 - Feb. 1951

(4) Subject:

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 - ii) Includes Contents Lists

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0 L-201

HEADQUARTERS
CHUGOKU CIVIL AFFAIRS REGION
ECONOMICS SECTION
Labor Division

1 February 1951

MEMORANDUM FOR: Record

SUBJECT: Conference with Hiroshima Labor Standard Bureau
Officials Concerning Internal Operation

1. Appeal

The number of appeals transmitted to the bureau referee through the various Labor Standard Inspector's Office in Hiroshima Prefecture during 1950 was only 8 or 9. Two cases actually reached the reviewing committee. (Yamaguchi Prefecture alone had 149 appeals during the first half period of 1950)

The Labor Officer pointed out that most of the LSIO chiefs in this prefecture, were found to be bureaucratic and archaic, obsessed with fear that any appeal made by a discontented worker on the decision given by the LSIO, would reflect upon their own judgement, ability and integrity, and therefore are taking active steps to discourage appeals from being made.

It was explained that the labor laws were intended to protect and encourage democratic practices. LSIO chiefs operating in the traditional sense have no place in a democratic society. The volume of appeals usually is a barometer, indicating the confidence the workers have placed in the service of government agencies to grant fair hearings.

It was further pointed out that the Labor Standard Inspectors should not suggest to workers in any way that they give up the idea of making appeals or try to discourage them from so doing. On the contrary, they should be glad to have appeals made because it shows increased public confidence upon the entire structure of the Bureau. Furthermore, no person is so perfect as to make perfect decisions, and therefore, the inspectors should profit from learning the basis for decisions differing from their own.

Recommendation:

It was recommended that the Bureau, in the next LSIO chiefs meeting, would inform them that they must not, under any circumstance, discourage people from making appeals, that it carry out publicity, by media of newspapers and radio, that people should report efforts to discourage their making appeals, and that LSIO chiefs or inspectors who actively discourage people from making appeals should be demoted, fired or otherwise disciplined.

2. Collection of Accident Compensation Insurance Premium

As of 27 Jan 1951:

Collection goal	¥147,124,041
Premium collected	132,864,330
Collection percentage	90.3%

3. Payment of Accident Compensation Insurance

As of 31 Dec 1950:

Payment	¥129,660,000
Payment not made	23,000,000

4. Application of Article 19 of WACL during 1950.

Five cases, totalling ¥33,398, had Article 19 applied during 1950.

5. Relationship between Safety & Sanitation Unit and Worker Accident Compensation Unit

Salient points of discussion:

a. Both units are most closely tied, and coordination is deemed most essential in the application of Article 19 of WACL. In Hiroshima prefecture last year, some 5,000 correction orders were issued by the safety units. Accident compensation units should be informed and check should be made to determine whether or not the accident had occurred because correction orders had not been previously followed. In such cases, Article 19 should be applied without mercy. The employer should be taught that compliance with safety measures will be extremely advantageous in reducing accidents and that it will eventually save the company money.

b. Another way of reducing the cost of LSB is to correct the laxity in checking the validity of claims. In Osaka Prefecture, as many as 168 claims were rejected in one month when it discovered that claims were not justified. The Bureau reported that during the period of April - Dec 1950, 30,362 applications were received, and investigations were conducted for 10,972 cases (33%). It discovered 1,212 illegal recipients whose claims amounted to ¥14,716,620. Another 223 claims, involving ¥2,635,868, were rejected because accident were not incurred while on duty.

WALTER P. DOMANOWSKI

ES/tk

~~L-5-A~~

L-201

Hiroshima Labour Standard Bureau.

Serial No. Hiroeki-kan 222.

March 1950.

To : Commanding Officer,
Hiroshima Civil Affairs Team.

From: Hiroshima Labour Standard Bureau.

Subject: Monthly Report of Inspection Business by Labour Standard Law for February.

Submitted cordially herewith the subject monthly report per the attached sheets.

Teruya Iwabuchi

TERUYA IWABUCHI
Director

Incl. : Subject report.

Monthly Report of Inspection Business by Labour
Standard Law of February

1. Number of Working places inspected (Except those inspected according to Labourer's Complaints).

Article	8	Number	
"	"	"	1 408
"	"	"	2 2
"	"	"	3 143
"	"	"	4 32
"	"	"	5 7
"	"	"	6 5
"	"	"	8 115
"	"	"	9 18
"	"	"	10 2
"	"	"	12 5
"	"	"	13 15
"	"	"	14 26
"	"	"	16 58
"	"	"	17 41
Total			877

2. Number of Labourer's Complaints.
Applicable provision of the Law.

Article	8	Number	Cases.
"	"	"	1 78
"	"	"	2 2
"	"	"	3 10
"	"	"	4 5
"	"	"	8 15
"	"	"	9 2
"	"	"	10 3
"	"	"	13 1
"	"	"	14 2
"	"	"	17 4
Total			122

3. Number of working places according to Labourer's Complaints.

Article	8	Number	
"	"	"	1 59
"	"	"	3 10
"	"	"	4 3
"	"	"	8 14
"	"	"	9 1
"	"	"	10 1
"	"	"	13 1
"	"	"	14 3
"	"	"	16 1
"	"	"	17 2
Total			95

4. Number of Violation.

Article	Number of Violation
5	2
" 6	10
" 14	1
" 15	42
" 17	2
" 19	1
" 20	46
" 23	20
" 24	166
" 26	13
" 27	9
" 32	141
" 33 I Note	2
" 34	14
" 35	136
" 36 Note	1
" 37	95
" 39	60
" 42 (Saf. 9)	4
" (" 60)	12
" (" 62)	3
" (" 63)	2
" (" 64)	27
" (" 66)	1
" (" 67)	1
" (" 68)	5
" (" 69)	1
" (" 76)	4
" (" 77)	16
" (" 79)	5
" (" 80)	1
" (" 86)	1
" (" 88)	5
" (" 90)	2
" (" 92)	3
" (" 93)	2
" (" 96)	2
" (" 103)	2
" (" 111)	3
" (" 124)	7
" (" 132)	1
" (" 137)	1
" (" 142)	3
" (" 144)	54
" (" 303)	2
" (" 394)	1
" 43 (" 89)	1
" (" 181)	2
" (" 193)	3
" (" 195)	3
" (" 208)	1
" (" 209)	1
" (" 210)	1
" (" 212)	24
" (" 219)	2
" (" 220)	1

Article	43	(Saf.	221)	1
"	"	("	223)	43
"	"	("	224)	15
"	46	("	34)	9
"	"	("	38)	6
"	"	("	237)	1
"	"	("	241)	1
"	"	("	244)	1
"	"	("	254)	1
"	"	("	261)	1
"	"	("	267)	1
"	"	("	278)	1
"	"	("	391)	1
"	47	("	39)	2
"	49	("	406)	3
"	52	("	49)	121
"	"	("	50)	48
"	"	("	53)	1
"	53			2
"	54	(Saf.	56)	22
"	56			1
"	57	(Wom.	2)	96
"	60			2
"	61			27
"	62			7
"	63			3
"	67	(Wom.	13)	1
"	75			3
"	76			4
"	89	(Ord.	49)	46
"	91			2
"	92			1
"	95	(Dor.	1)	3
"	101			1
"	106			162
"	107			247
"	108			325
"	109			78
"	110	(Ord.	57)	74
"	"	("	58)	59
Total				2,392

5. Major Violation and Disposition Taken.

(1) Case of Watanabe Mitsuo contractor.

i. Address In Hiroshima Nissan Motor-car Co. L.T.D.,
3 chôme, Misasa-honmachi, Hiroshima-shi.

ii. Articles violated: Article 6.

Mr. Mitsuo Watanabe gained the intermediary profits by contracting for the sheet metal work between workers and Nissan Motor-car Co. L.T.D. violating the Labour Security Law from 10th of March in 1949 to 31st of January this year.

Measures Taken:

This case was sent to Hiroshima District Public Procurators' Office 14th February of this year.

(2) Case of Shinobu Watanabe, contractor.

i. Address: Hiroshima Nissan Motor-car Co. L.T.D.,
3 chôme Misasa-honmachi, Hiroshima-shi.

ii. Articles Violated: Article 6.

Mr. Shinobu Watanabe gained the intermediary profits by contracting for the sheet-metal work violating the Labour Security Law from January 1945 to January this year.

Measures Taken:

This case was sent to Hiroshima District Public Procurators' Office 14th February of this year.

(3) Case of Yotsuhi Chemical Industry Co.

i. Address: Matsuhama-chô Hukuyama-shi.

ii. Articles Violated: Articles 23, 24, 110.

Mr. Ryôichi Tahara didn't report the application enterprise report and didn't pay the wages to one worker.

Measures Taken:

This case was sent to Hiroshima District Public Procurators' Office Fukuyama Branch 21st of February in 1950.

(4) Case of Tomotaki Timber-shop.

i. Address: Nuno-mura Futami-gun.

ii. Articles Violated: Article of law 24.

Mr. Tomotaki did not pay the wages for one worker from March to June last year.

Measure Taken:

This case was sent to Miyoshi Branch of Hiroshima District Public Procurators' Office February 23rd of this year.

(5) Case of Iwanoya eating-house.

i. Address: Kawachi-mura Futami-gun.

ii. Article Violated: Art. 110.

Mrs. Koharu Ueoka gave false testimony to an inspector of the Labour standard Bureau. She insisted upon that she did not employ any worker, but she was employing three workers. It is evident by the investigation.

Measures Taken:

This case was sent to Miyoshi Branch of Hiroshima public Procurators' Office 17th February of this year.

(6) Case of Miyaji Ship -Yard .

i. Address: Tanô-machi Mitsugi-gun.

ii. Articles Violated: Art. 110.

Mr. Miyaji Sengo did not pay the wages for about 33 workers from May to August last year and discharged about 33 workers without giving any retiring-allowance. Accordingly the authorities demanded him to attend but he did not attend to the authorities.

Measures Taken:

This case was sent to the Onomichi Branch of Hiroshima District Procurators' Office on 7th of February this year.

(7) Case of Katô Metal writing-materials Co. Ltd., Miiri Branch.

i. Address: Miiri-mura Asagun.

ii. Articles Violated: Arts. 23, 24.

Mr. Jinroku Katô didn't pay the wages for 10 weeks from Sept. to Dec. last year and also did not pay the retiring allowance for about 6 workers.

Measures Taken:

This case was sent to Hiroshima District Public Procurators' Office February 14th this year.

(8) Case of Kusada Building Co. Ltd., Fukawa Stone mine working-place.

i. Address: Fukawa-mura, asa-gun.

ii. Article Violated: Article 24.

Mr. Kusada did not pay the wages to 30 workers from Sept. to Dec. last year.

Measures Taken:

This one was sent to Hiroshima District Public Procurators' Office.

(9) Case of Mr. Ohba Risaburô, maker of charcoal and firewood.

i. Address: Kamiminochi-mura Saeki-gun.

ii. Articles violated: 5, 17.

Mr. Ohba and Mr. Tateda compelled the labourers to work against the workers intention and they offset the wages and money received in advance.

Measure Taken:

This case was sent to Hiroshima District Public Procurators' Office 23rd of February this year.

(10) Case of Kyokutô Machine factory.Co.

i. Location: Okinogami-chô Fukuyama-shi.

ii. Articles violated: Art. 20, 24, 26.

Mr. Gisaburô Sugata discharged 18 workers without giving the retiring allowance and did not pay the wages and allowance for resting from work.

Measures Taken:

This case was sent to Hiroshima District Public Procurators Office Fukuyama Branch February 21st of this year.

(11) Case of Mr. Tsukumo Sumida, Public works contractor.

i. Address: Ninoshima-chô Hiroshima-shi.

ii. Article violated: Art. 6.

Mr. Sumida gained the intermediary profits by contracting the reconstruction work of Ninoshima Agricultural Road between 36 workers and Hamada-gumi Co. Ltd., public-works contractor, violating Labour Security Law from 7th September to 22nd of January 1950.

Measures Taken:

This case was sent to Hiroshima Procurators' Office on 22nd of February this year.

L-202

HEADQUARTERS
CHUGOKU CIVIL AFFAIRS REGION
ECONOMICS SECTION
Labor Division

15 February 1951

MEMORANDUM FOR: Record

SUBJECT: Conference Between Okayama Labor Standard Bureau
Officials and Mr. Rose, ESS, GHQ on 8-9 February 1951

PREPARED BY: Edwin Sakai, Labor Division

1. General Picture of the Okayama Labor Standard Bureau

The population of Okayama Prefecture (as of 31 Oct 1950) is 1,661,186. Male population is 804,420 and female numbers 856,716. There are 7 cities, 71 towns and 368 villages which are covered by 7 Labor Standard Inspection Office. 12,247 establishments are covered by the Labor Standard Law involving 167,109 workers. (male - 120,289 and female 46,820). The Bureau has 70 staffs, LSIO has 93 staffs or a total of 163 throughout the prefecture. The staffs are classified as follows.

Inspectors	49
Jimuin	37
Yonin	66
Yatoi	11
Total	<u>93</u>

The major enterprises covered by the Law in the prefecture are:

- a. Article 8, item (1) Enterprises engaged in the manufacture etc., totalling 4,892.
- b. Article 8, item (8) Enterprises engaged in the selling etc., 1,968.
- c. Article 8, item (3) Enterprises engaged in the engineering, construction, etc., 1,078.
- d. Article 8, item (12) Enterprises engaged in the education, research etc., 882.

The breakdown of Article 8, item (1) indicates that lumber industry ranks first, food industry second, textile industry third, agricultural implement manufacturing industry fourth, chemical industry fifth and clay industry sixth in the number of establishments.

2. Conditions of Establishments

Number of Violations:

The following table shows the total number of violations since the promulgation of the Law.

	<u>No. of Violations</u>	<u>No. Referred to Procurator's Office</u>	<u>No. Indicted</u>	<u>No. of Non-Indictment</u>	<u>No. of cases pending</u>
1948	12,645	3	2	1	0
1949	30,658	45	6	21	18
1950	21,124	17	7	15	13

These violations could be divided into two major types of violations' namely, record violation and actual violation as follows:

	<u>Record Violation</u>	<u>Actual Violation</u>
1948	7,025	5,620
1949	14,144	16,514
1950	6,183	14,944

Greatest number of violations for record keeping record were Articles 107 and 108 of the Law while Articles 32, 24, 37 and 42 were most frequently violated in actual practices.

During the first year of the enforcement of the Law, number of violations was small because the first year was considered as enlightenment and guidance period. Noticeable increase of violations in 1949 was due to intensive inspection of all establishments coming under the Law.

3. Safety Programs

Seventeen establishments in which most frequent accidents occurred were designated as special establishments in 1949 in order to carry out safety education and to reduce the number of accidents. The program, however, proved to be a failure.

Survey carried out on these 17 establishments at the end of June 1949 showed that 40% of the establishments succeeded in decreasing the accidents, 30% remained stationary and 30% showed increase. At the end of the year, 40% showed decrease but 60% showed increased accident rates. Following reasons were given for the failure of the program:

- a. Retrenchment program and special war demand brought about increased working hours and overload of work.

b. Improvement of machineries and facilities did not go in parallel with the retrenchment program.

c. Top management lacked knowledge on safety techniques and safety consciousness.

d. Workers were interested more in wage than in safety program.

The safety promotion campaign carried out during November and December, however, brought about 30% overall decrease in accident rates. Consequently, payment of workmen's accident compensation insurance decreased greatly in November and December.

The safety promotion campaign is being carried out for February and March with 505 establishments being designated to bring about an improvement.

Mr. Rose pointed out that the general idea in Japan, it appears, is that it is costly to promote safety and to bring out improvement which is not true. The fundamental and important thing in avoiding accident is to arouse the workers consciousness in which little or no expense is involved. It need not go into expensive program in improvement of housekeeping. Many things contribute to good housekeeping. Many accidents are caused by falling objects, stumbling over objects and carelessness on the part of the workers. It should be pointed out to the employer and workers what they could do without going into expenses and train workers and management in housekeeping, primarily to get them interested in doing things by themselves.

4. Sanitation

Sanitation condition of plants in this prefecture is considered to be average of the nation. The major problem in this field is the silicosis disease prevalent in the ceramic and mining districts. It is estimated that there are about 400 silicosis cases. Yanahara Pyrite Mine is one of the chief sources. 40 patients are covered by the Workmen's Accident Compensation Insurance. Counter measures have been effected along the line of instruction given by the Ministry.

5. Unpaid Wages

Generally speaking, unpaid wage cases are on declining trend.

6. Women's and Minor Office

The Labor Ministry designated fifteen textile factories throughout the country in which extensive survey will be carried out by the women officials of the Bureau. Three out of the above fifteen plants happened to be located in Okayama Prefecture. Aside from the five other surveys ordered by the Ministry, the survey on cotton spinning factories

are taking up most of two women official's time. Five surveys now being carried out are:

- a. Improvement of facilities of women workshop.
- b. Working conditions of minor.
- c. Survey on Free Lance Nurses.
- d. Survey on Women Unemployment.
- e. List of Plants Employing over 50 female workers.

WALTER P. DOMANOWSKI
Chief, Labor Division

~~L-17-0~~
L-202

Okayama Labor Standards Bureau

13 November 1950

Participants:

- Tokuni, Shinpei Chief
- Kato, Chief, General Affairs Section
- Umaba, Shizuto Chief, Inspection Section
- Tsuyunashi, Katashi Chief, WC Section
- Saito, Tetsuo Chief, Wage Section
- Horiie, Tooru Chief, Safety and Sanitation Section

1. Organization and Structure:

	(General Affairs Section	14 persons	
	(Inspection Section	7 "	(5 inspectors)
Bureau	(WC Section	27 "	(7 ")
	(Wage Section	13 "	(2 ")
	(Safety & Sanitation Sec.	8 "	(2 ")
	Total	70 including chief	(17 inspectors)
	(Okayama LSIO	17 persons	(7 inspectors)
	(Kurashiki LSIO	14 "	(5 ")
	(Tamano LSIO	13 "	(5 ")
Offices	(Tsuyama LSIO	15 "	(5 ")
	(Kasaoka LSIO	12 "	(4 ")
	(Kake LSIO	11 "	(3 ")
	(Shinmi LSIO	10 "	(3 ")
	Total	93 persons	(32 inspectors)

2. Statistics:

The chief explained that statistics for accidents and violations are kept by industries. The WC Section keeps separate statistics from Safety and Sanitation Section, however, maintain close cooperation. Cooperation between S&S Section and WC Section was emphasized and statistics indicating frequency of accidents and violations by plants was recommended.

3. Application of Art 18 and Art 19 of WCIL.

Art 19 --- 4 cases
Art 18 --- 20 " (as of September)

Strict and fair application of Art 19 of WC Law was recommended in order to eliminate violations by employers, and to lesson work load of the LSIO's.

It was explained that Art 19 was applied to a lumber mill that failed to comply with the advice of the LSIO in Okayama, and to the Kurashiki Rayon Co. that also failed to follow the advice of the LSIO. In the former, the worker was killed, and in the later the workers was injured.

4. Non-payment of wage:

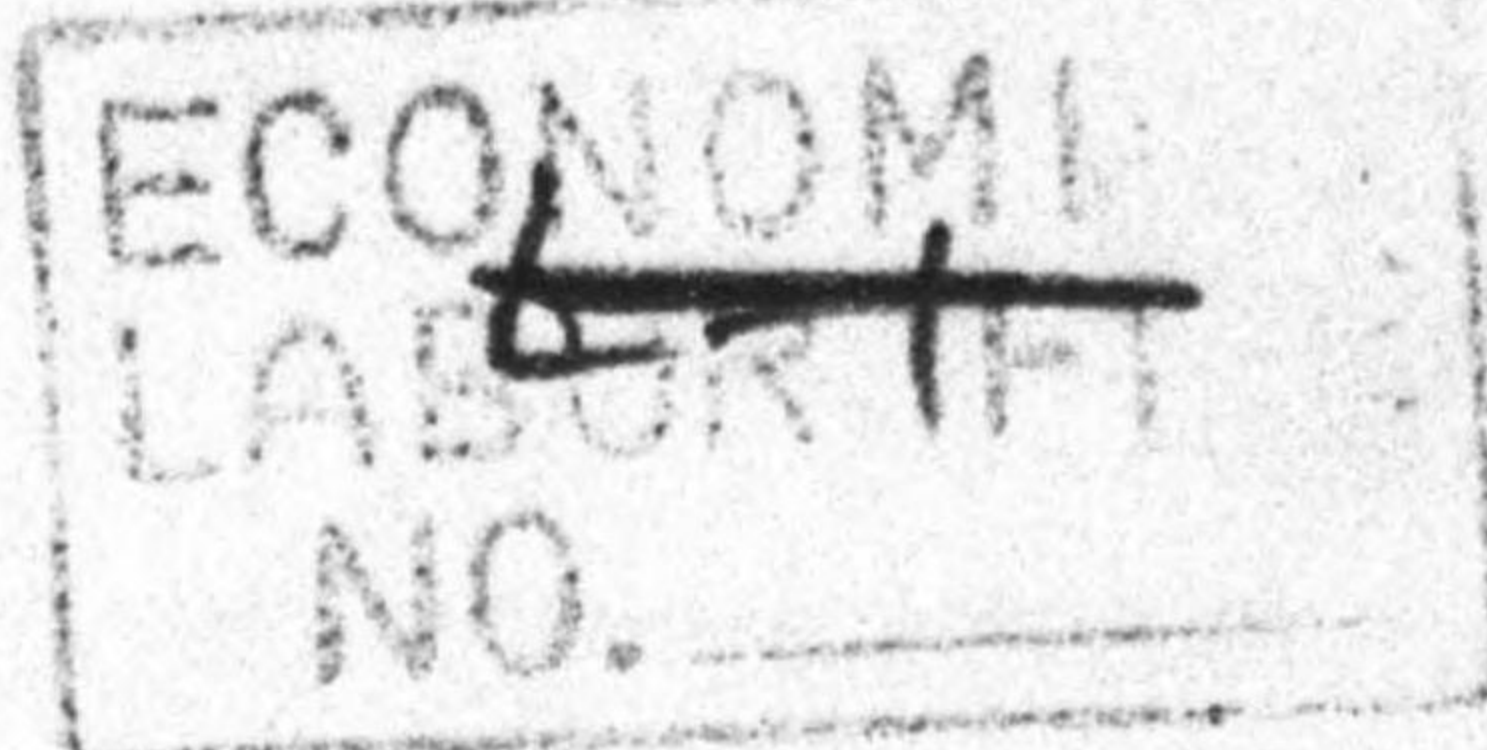
The situation is same compared with previous month. Boseki industry and brick (pottery) have improved.

5. WC insurance premium collection:

May	--	69%
June	--	70%
July	--	72.8%
Aug.	--	84%
Sep.	--	89%
Oct.	--	93%

6. Referral to prefectural referee

24 cases during past 6 months. (April - September)



SUBJECT: Violation of Labor Standards Law at Okayama Prefecture.

L 202.0

Reference: Petition date 20 February 1950 as per attached.

Mr. Hibino, Chief of the Labor Standards Inspection Office in Tsuyama explained this case as follows:

This case has been inspected by Tsuyama Labor Standards Inspection Office on 15 August 1949, and re-inspected on 20 August 1949, due to the complication of the case. It was very difficult for this Inspection Office to recognize whether the man Mr. Maki should pay the compensation for Mr. Aoki who died by accident during his work, because it is difficult to recognize whether Mr. Aoki is employed of Mr. Maki or not.

Therefore, this case was brought to the attention of the Okayama Labor Standard Bureau. The Okayama Labor Standards Bureau made its investigation on 14 September 1949. As a result of their investigation, the bureau has made a decision that he was not employed by Mr. Maki, and Mr. Maki has no obligation to pay Mr. Aoki due to the fact that there was not contract for employment existing, and that Mr. Aoki was engage in transportation business independantly. Also, it was considered that Mr. Maki made no profit through Mr. Aoki.

This case was also brought to the attention of the Labor Ministry by petition from Mr. Tanaka who is the relative of Mr. Aoki. In compliance of this petition Mr. Kikuchi of the Labor Ministry made a investigation of this case on 3 March 1950. Mr. Kikuchi also visited the Okayama Labor Standards Bureau and made investigation regarding the bribe said in the petition. As a result, there was no fact that the Labor Standards Bureau accepted bribe.

No definate decision has been revealed regarding this case by the Labor Ministry yet. It is expected to be announced in near future.

Facts discovered by investigation

There was no definate contract existing to bind Mr. Aoki to work nor to set Mr. Aokis' wage. Due to the mutual agreement of both people which met for the reason that it happened that Mr. Maki was in need of transportation seriously and Mr. Aoki was in financial difficulty that he was not able to repair his wagon. These two people agreed that Mr. Maki will pay for the repair and the new tire for the wagon however, in exchange Mr. Aoki promised to pay not below 10,000 yen and if he happens that he obtain over 10,000 yen by engaging in other peoples' job, Mr. Maki will pay 2,000 yen for the new tire each month. This certify that Mr. Aoki also paid for the fodder provide by Mr. Maki. It was a fact that the harder Mr. Aoki worked he got more money especially when he worked for other people. Nothing was force upon Mr. Aoki during his period of employment.

JN/5 May 1950

ECONOMICS
LABOR FILE
NO. _____

SUBJECT: Violation of the Labor Standard Law.
TO : Chief of Labor Division
FROM : TANAKA (Toyomi)
Tsuboishimo, Oaza, Oinishi-mura, Okayama Prefecture.
DATE OF COMMUNICATION: 20 February 1950

Depending solely upon his horse for a living, ^AAoki (Niichi) at Kawachi-Mura, Maniwa-gun, Okayama Ken had been engaged in the transportation business before he was placed at the end of 1949 under employment of Maki (Susume), who lives in the same village. Maki, fixed Aoki's salary at ¥10,000 a month and promised him that he would offer him fodder sufficient to feed his horse. Aoki could not rest from his work even on holidays; he was always sent to work, finding it almost impossible to do domestic matters.

with a considerable number of persons working for him in a dangerous work, Maki had failed to take steps to have them insured under the worker's Accident Compensation Law. Moreover, he forcibly exchanged a wild horse for Aoki's horse, disregarding for what Aoki's family had to say.

Shortly after that, Aoki, while carrying woods on his wagon, was unfortunately caught under the wagon and killed. It is already eight months since officials of the Tsuyama Labor Standard Supervision Office first investigated this case. And yet no step has ever been taken until now. On the other hand, rumour has it that Maki offered a bribe amounting to ¥100,000 YEN, to the Labor Office.

What strikes us most is that Maki called Aoki's bereaved family before him in the midst of the funeral service and asked them not to speak of the salary the dead was drawing from him while living.

It's not a problem of whether the bereaved family can get insurance money or not. It is a problem of whether the law could be circumvented by money.

I hope that you will investigate this case at an earliest possible date and take necessary steps to bring it to light.

2/25
1044

Telephone Tsuyama Lab
Standard
TAL. 1044
日比野正次
津山基準局監督所

菊地

夏の飼料は材料がたつ
 専属の台... といふ
 夏の変更は甚だしい

独立して
 12月9日運送はたつた
 契約
 車輪が 40000 円
 約 2 万円

- ◎ 月給 1 万円
- ◎ 中途退社の場合 = X ~ ~ あり
- ◎ 他、精進の... あり
 女給は 4 万円

2 配

4 町...
 1. 3000 円

◎ 個人の仕事

6月29日
死亡 翌 30日

同中 - 本人事の第

村 在 草

中江

7月15日 実地調査

8月2日 在 調査

8月19日 局へ 3054

9月14日 15日 局 211 2期地 調査

10月7日 局へ 芳竹若 等 11 事ヲ決定シ

11月上旬 村の有力者 妻山 局へ 来テ 和解

12月上旬 村長 局へ 来リ (45 報威)

1月8日 以上の結果ヲ局へ 打込 宛ニ 届

局は 1人ノ 申請 未 出

1月14日 7月 芳竹若 等 11 事ヲ 届 出

1月20日 録 4 107 (

新 表 2) 局 中 21 結果, 照 合 5 出 7 左

2月22日 新 表

3月2日 公文書ヲ 見 せ 3.

3月12日

4月3日 菊 地

5月10日 2期地 調査

L-203

Shimane Labor Standards Bureau

15 November 1950

Participants:

Nagai Matsuo ----- Chief
 Mochidome, Masashi --- Chief, Inspection Section
 Ito Kazuo ----- Chief, Wage Section
 Kurashige Katsuhisa -- Chief, General Affairs Section

1. Collection of Workmen's Compensation Premium
 as of October ---- 89%
 expected to be about 95% by end of December.
 Situation improving

2. Nonpayment of wage:

The Nagahama industry company was in arrears of wage for 10 months which amounts to 500,000 yen. The manager paid 267,000 yen in compliance with the Labor Standards Office's advice. In case the management fails to pay the remainder in a near future it will be referred to the procurators office.

3. Application of Art 18 and 19:

Art 18 ----- 34 cases
 Art 19 ----- 1 cases (Jan - Oct)

4. Number of advices or orders issued to the managements:
 1955 advices

5. Daily Labor:

Art 21 of the Labor Standards Law has been explained. Strict enforcement has been advised.

6. Women & Minors Bureau:

The chief pointed out that the women activity in this prefecture is very negative.

7. Referral to prefectural referree:
 during 1950 JFY 7 cases

TOTTORI Labor Standards Bureau

14 November 1950

File 17-7
L-204

Participants:

Satomura, Fujimatsu	Chief
Sudo, Koetsu	Chief, Inspection Section
Taneda, Kenji	Chief, Wage Section
Yanawaki, Kaoru	Chief, General Affairs Section
Shimai, Satoyo	W & M Bureau

1. Application of Art 18 and 19

Art 18 --- 19 cases	517,681 yen
Art 19 --- 3 cases	132,825 yen
(Apr - Oct)	

2. There were 1,512 advices issued to employers during Jan-Oct. Almost in all cases, the employers complied to the advice. The disasters are mainly due to the carelessness of the workers.

3. Education:

The chief considers an inspection a sort of an education. Safety and sanitation education to employers are conducted by the S & S Committee.

4. Accidents:

The majority of the accidents occurred in the forestry industry. The Labor Standards Bureau established a standards for the Forestry Workers by it's own initiative in order to eliminate accident.

5. The LSB Chief insisted that the merit system based on prefectural level should be adopt in the WC Law. (Art 27).

6. Statistics by Industries and Plants.

This LSB has a statistic by Industry.

7. Daily employees.

Defect of Art 21 of the Labor Standards Law has been indicated. It has been pointed out that strict enforcement of the intention of the law should be carried out. Also, it was pointed out that Art 21 needs revision.

8. Referral to refereee

6 cases (April - October)

9. Women and minors

There are 11,500 women workers in this prefecture. There is one case of white-slavery in this prefecture which is now under investigation by the procurator.

The activity of women workers in the union are very negative, and is considered very hard to stimulate these women.

The wages of the women are very low. For instance; there is a place where minor (16 years) receiving 30 yen a day, a women (18 years or over) receiving 2,300 yen monthly.

10. Labor Union.

50 - 100 workers	16 plants
10 - 50 "	272 "
5 - 10 "	882 "

The main company ^{is the} Nippon Rayon Company in Yonago City, and Gunze Silk Company in Kurayoshi town.

L-2040

Kurayoshi Labor Standards Inspection Office

Among 100 violations which were discovered during July there were 9 cases of women and minors, 45 cases of safety and sanitation and 35 cases of working hours. Two cases were referred to the Procurators' Office on 24 July 1950, as per attached sheet.

During the month of June, 29 cases of non-payment, 4,000,000 yen in arrear were discovered. Out of the amount 1,900,000 yen was paid by end of that month. During the month of July, 8 cases were discovered. A total of 20 cases are left unsettled including 12 cases left over from June.

The Chief of Kurayoshi Labor Standards Office made a complaint that the action of the Procurators' Office is slow. There are several cases pending at the Procurators' Office at present and the Labor Standards Office desires the Procuratorial Office to take urgent measure through the matter is not concerned to him after it is referred to the Procurator. Moreover, the chief complains that the cooperations of the PESO are not satisfactorily in elimination of labor boss.

The PESO and the Labor Standards Office are required to cooperate each other. For instance, according to Article 6 of the Labor Standards Law it is prohibited to obtain profit as vocation by intervening in the employment of others unless permitted based on law. However, in case no evidence is discovered that profit is obtained, even if it is, it will not constitute violation. On the other hand, it is prohibited even to operate non-fee charging employment exchange project without permission according to Employment Security Law. In such cases, close cooperation between these two organs are required.

0561 5/28

Mr. Tsujiyama, the Chief of Kurayoshi Labor Standards Office also explained that the Labor Standards top officials are feudalistic, and that the labor standards organ power is concentrated in the center. The Local Labor Standards Office budget is inadequate to maintain normal operation as required by the central office, it is considered.

Yonago Labor Standards Inspection Office

Among 155 cases of violations discovered during the month of July, there were 20 cases of non-payment of wage, 1 case of mid-night work, 15 cases of women and minors, 2 cases of safty and no forced labor. Of these, 20 cases were disclosed by complaints submitted to the Labor Standard Inspection Office, none were referred to the Procurators' Office during this month. There are few cases pending at the Procurators' Office. The Chief of the Labor Standards Office made a complaint that the action of the procurators are slow. In Yonago district, there are a total of 17 plants, at present, delaying the payment of wage amounting to 3,740,900 yen. The main reason for non-payment of wage is financial difficult.

July 1950

REFERRAL TO PROSECUTOR

KURAGUCHI A.S.O.

Name of Plant : Igi Shoji Gumi (Contractor)
Location : Masaki, Tottori Prefecture.
Name of manager: Igi Shoji
Violations : Article 42, Labor Standards Law.
Date Inspected : 25 July 1950
Date Referred : 31 July 1950

Remarks:

The employer failed to submit to the Labor Standards Office, a plan of the project, in advance as stipulated in Article 54 of the Labor Standards Law and, moreover, he failed to comply with Article 42 of the same law. Thus, the employer inflicted injury on two employees.

The Labor Standards Office ordered the management to pay the compensation and, at the same time, referred the case to the prosecutor.

REFERRAL TO PROCURATOR**KURASHIKI L.S.O**

Name of Plant : Akasaki Rolling Stock Company.
Location : Adasaki-cho, Tohaku-gun, Tottori Pref.
Name of Manager : Koizumi Masaharu
Violations : Article 24, Labor Standards Law.
Date of Inspection : 10 March 1950
Date Referred to Procurator: 24 April 1950

Remarks:

Mr. Koizumi failed to pay to 4 employees the wages amounting to 55,653 yen in defiance of the wage payment promotion drive then being conducted by the Labor Standards Office. This company is not operating currently. The individual workers are now preparing to take action by civil code.

REFERRED TO PROCURATOR
KURASHIKI A.S.D.

Name of Plant : Osaka Railway Industry K.K.,
 Yonago Branch (Contractor)
Location : Yodayama, Tottori Prefecture.
Name of Manager : Yamamoto Kyuichiro, Nakamura Ituro,
 Yamada Kanetoshi.
Violations : Article 42, Labor Standards Law.
Date of Inspection : 17 July 1950
Date referred to procurator: 24 July 1950

Remarks:

The above mentioned contractor under the contract with the Municipal Office was engaged in construction of leveling the ground for use of the public. The manager ignored the safety regulation Article 116 and 120 and, as a result, 2 employees were killed by the collapse.

The Labor Standards Office, without delay, ordered the manager to pay the compensation to the families of two killed employees.

REFERRAL TO PROCURATOR

YONAGO L.S.O

Name of Company	: Yato Gami, (Contractor)
Location	: Kawasaki, Yonago City, Tottori Pref.
Name of Owner	: Yato Gyoum
Violations	: Art. 42, 54, 106, 107, 119 and 120
Date of Inspection	: 30 November 1949
Date Referred to Procurator:	: 27 December 1949
Date Indicted	: 3 April 1950

Remarks:

1. Mr. Yato, a contractor, having about 35 employees under him, was engaged in construction of leveling the ground to be used for the Yonago Exhibition.
2. The manager Mr. Yato, continued to carry out his construction ignoring the safety regulation which provides for proper supervision and methods when employees are engaged at work at place where there are dangers of landslide or collapse. As a consequence, Mr. Yasuda died due to the collapse.
3. Mr. Yato, failed to report to the Labor Standards Office in advance, the plan of the project, as stipulated in Article 54 of the Labor Standards Law.
4. Mr. Yato, also, failed to prepare workers roster and wage ledger at working place as stipulated in Article 107 and 108 of the Labor Standards Law.

JW 5 August 1950

REFERRAL TO PROCURATOR

YONAGO L.S.O.

Name of Company : Yodoe Lumber Mill
 Location : Seihaku-gun, Tottori Prefecture.
 Name of Owner : Muraki Sadao
 Violation : Article 24, Labor Standards Law.
 (Non-payment of wage)
 Date Inspected : 18 June 1949
 Date referred to procurator: 25 June 1949
 Date Indicted : 31 August 1949
 Date of Court Decision : 30 November 1949
 Court Decision : 3,000 yen Fine

Remarks:

Mr. Muraki, the manager, failed to accomplish his obligation of paying the total wages of ¥39,794 to 6 employees who had been engaged in operation of the mill for 3 months, despite of the frequent advice given by the Labor Standards Inspection Office in Yonago City.

This case was referred to the procurator for not taking proper measures in compliance with the advice - the manager deliberately ignored the advice.

C O P Y

ON THE PROBLEMS CONCERNING THE WORKERS EMPLOYED
IN THE ALLIED FORCES IN YAMAGUCHI
PREFECTURE

L-205

The Director of the Labor Standard Bureau, Labor Ministry, ordered H. Tsuji, the labor standard inspector to make field investigation concerning the dismissal case of the workers employed in the Allied Forces at Bofu district and Iwakuni district in Yamaguchi Prefecture and have arrived at the conclusion as follows:

- (1) Concerning the cases of dismissal of the workers at Bofu district
 - a) The advance notice of dismissal which was made on August 24, 1948 in the name of Lieutenant Cook, the labor officer, to the workers employed in the 14th Flying Corps of New Zealand Forces is invalid as advance notice stipulated in Article 20 of the Labor Standard Law, because it had not any definite period of dismissal.
 - b) Therefore, dismissal of the workers based on the above-mentioned advance notice is invalid as immediate dismissal, but taking actual circumstances of those days into consideration it is judged to be valid as advance notice.
 - c) Therefore, the labor contract between Japanese Government and the workers who were dismissed ends after lapse of 30 days from the date on which the workers each received the dismissal notice.
 - d) Therefore, legally, the following steps is considered to be necessary to be taken.

1. Concerning 22 workers who were hired within 30 days from the date of dismissal in order to be employed by U. S. Forces taking over from New Zealand Forces, allowance equivalent to 60 per cent of the worker's average wage should be paid as rest-day allowance during the period from the date of dismissal to the date of re-employment.

(ii) Concerning 58 workers who were not employed within 30 days from the date of dismissal by New Zealand Force, allowance equivalent to 60 per cent of the worker's average wage for 30 days should be paid as rest-day allowance during the period from the date of dismissal to the date on which the labor contract ends effectively.

Besides, the rest-day allowance for 30 days has already been paid to 27 workers among above-mentioned 58 workers.

(Annexed Table)

Item of dismissed workers	
Total	598
Number of workers who were employed by U.S. Forces taking over from New Zealand Forces.	518
Number of workers who were employed by U.S. Forces within 30 days	22
Others	58
Number of workers who were dismissed on September 24, 1948	28
Number of workers who were dismissed after September 24, 1948.	30

- (2) Concerning the cases of dismissal of workers at the 5th Construction Party at Iwakuni district.
- a) The advance notice of dismissal which was made on October 7, November 11, December 31, 1948 in the name of Captain Wesleigh, the labor officer, to the workers employed in 5th Air Field Construction Party of Australia Forces is invalid as advance notice stipulated in Article 20 of the Labor Standard Law, because it had not any definite period of dismissal.
 - b) Therefore, dismissal of the workers based on the above-mentioned advance notice is invalid as immediate dismissal, but taking actual circumstances of those days into consideration it is judged to be valid as advance notice.
 - c) Therefore, the labor contract between Japanese Government and 151 workers who were dismissed ends after lapse of 30 days from the date on which the workers each received the dismissal notice. So, the Japanese Government should pay allowance equivalent to 60 per cent of the worker's average wage for 30 days to each workers as rest-day allowance during that period.
- (3) Concerning the cases of dismissal of workers according to the refusal of the V. D. examination.
- a) Nakao Onori and 5 other workers were dismissed immediately by reason that in case the V. D. examination of the house girls were enforced according to the order of Captain Seymensen, the district labor officer, in August, 1948, they refused it and caused trouble.
 - b) The chief of Iwakuni Labor Management Office applied for approval

of omission of dismissal notice stipulated in the proviso clause to the Labor Standard Law, Article 20, to the chief of Iwakuni Labor Standard Inspection Office on December 6, 1948, and this application was approved on July 12, 1949, so there is no need to treat this case as the violation of the Labor Standard Law.

- (4) Concerning the so-called unfair dismissal of workers at Iwakuni district.
- a) There are 66 workers who were dismissed immediately by reason of unfitness, idleness, disobedience and so forth from August, 1948 to February 5, 1949, at Iwakuni district and have not been paid dismissal allowance in place of advance notice and the approval of omission of dismissal notice have not been obtained.
 - b) This case is the violation of Article 20 of the Labor Standard Law. But the application for approval of omission of dismissal notice have been submitted by the chief of Iwakuni Labor Management Office to the chief of Iwakuni Labor Standard Inspection Office, so in case this application is approved after investigation, there is no need to treat this case as the violation of the Labor Standard Law.

-The end-



L-205

YAMAGUCHI LABOR STANDARD BUREAU

23 February 1951

SUBJECT: Liaison Between the Yamaguchi Labor Standard Bureau and the Ube Branch of the Hiroshima Mining Safety Supervision Department

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

For the efficient management of our business, the liaison between this bureau and the Ube Branch of the Hiroshima Mining Safety Supervision Department is required to be tightened more closely. Therefore, after mutual deliberations, we have decided to put into execution the following measures.

R E P O R T

In view of the urgent necessity to tighten the contact between us and the said Ube Office, we have agreed to take the following measures to grasp the actual situation of accidents, facilitate the exchange of information, and thereby to contribute to the promotion of effective labor administration.

1. The coal mine keeper will be requested to submit an extra copy of a report on death and injury cases besides its fixed number to each of the said offices.

The above offices will exchange this extra copy of report mutually to obtain accurate statistics on these cases and to grasp the actual situation of accidents for the prevention of their occurrence.

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2. The Ube Office will exercise control over working places in pursuance of the Safety Preservation Law and give them appropriate instructions whenever violations are found.

However, in case any working place is found delinquent in observance of the instructions, the Ube Office will report the details thereof to the Labor Inspection Office concerned so that the data thus collected may be used in the payment of accident insurance money.

Yours respectfully,

M. Sawara.

MINORU TAHARA
Chief
Yamaguchi Labor
Standard Bureau

Sn/to