ATTACHMENT A (CONT.)

MINISTRY OF TRANSPORTATION

RAILWAY BOARD (CONT.)

Traffic Bureau
Train Operation Bureau
Construction and Maintenance Bureau
Electricity Bureau
Rolling Stock and Machinery Bureau
Material Bureau
J. G. R. Liaison Office
Headquarters for Increasing Provisions
Railway Public Safety Office

MARITIME BOARD

Director General's Secretariat
Maritime Transport Bureau
Ships Bureau
Seaman Bureau
Ports and Harbors Bureau
Material Division
Maritime Liaison Office
Surveillance Headquarters for Illegal Entry of Vessels

ROAD AND PRIVATE RAILWAY TRANSPORTATION SUPERVISION BUREAU

Motor Transportation Division
Private Railway Supervision Division
Government Motor Transportation Division
Equipment Division

Committees

Wooden Vessels Insurance Investigation
Maritime Investigation Council
Railway Traffic Council
Railway Conference
Ports and Harbors
Seaman's Central Labor
Shipbuilding Industry

ATTACHMENT B

GOVERNMENTAL ENTERPRISES

1. PRINCIPAL ACTIVITIES

MINT

PRINTING BUREAU

ALCOHOL MONOPOLY

MONOPOLY BUREAU

Tobacco
Salt
Camphor

STATE FOREST ENTERPRISE SPECIAL ACCOUNT

CHARCOAL AND FIRE WOOD SPECIAL ACCOUNT

GOVERNMENT RAILWAYS

COMMUNICATION ENTERPRISE SPECIAL ACCOUNT

2. SPECIAL ACTIVITIES

WELFARE INSURANCE SPECIAL ACCOUNT - (GOVERNMENT EMPLOYEES)

FISHING BOAT RE-INSURANCE * (INSURES INSURANCE COMPANIES)

FOREST FIRE INSURANCE

AGRICULTURE AND LIVESTOCK RE-INSURANCE - (INSURES INSURANCE COMPANIES)

POSTOFFICE INSURANCE AND POSTAL ANNUITY

COMPENSATION INSURANCE FOR LABORERS IN CASE OF ACCIDENT

RELIEF :INSURANCE, LIABILITY FOR LABORERS IN CASE OF ACCIDENT

UNEMPLOYMENT INSURANCE

ATTACHMENT B

GOVERNMENTAL ENTERPRISES

1. PRINCIPAL ACTIVITIES

MINT

PRINTING BUREAU

ALCOHOL MONOPOLY

MONOPOLY BUREAU

Tobacco
Salt
Camphor

STATE FOREST ENTERPRISE SPECIAL ACCOUNT

CHARCOAL AND FIRE WOOD SPECIAL ACCOUNT

GOVERNMENT RAILWAYS

COMMUNICATION ENTERPRISE SPECIAL ACCOUNT

2. SPECIAL ACTIVITIES

WELFARE INSURANCE SPECIAL ACCOUNT - (GOVERNMENT EMPLOYEES)

FISHING BOAT RE-INSURANCE * (INSURES INSURANCE COMPANIES)

FOREST FIRE INSURANCE

AGRICULTURE AND LIVESTOCK RE-INSURANCE - (INSURES INSURANCE COMPANIES)

POSTOFFICE INSURANCE AND POSTAL ANNUITY

COMPENSATION INSURANCE FOR LABORERS IN CASE OF ACCIDENT

RELIEF :INSURANCE, LIABILITY FOR LABORERS IN CASE OF ACCIDENT

UNEMPLOYMENT INSURANCE

ATTACHMENT C

Control Corporations - Kodans

1. The following Kodans are now in existence:

Title	Date	Agency Having Subject Matter Interest
Textile Foreign Trade Kodan (Seni Booki Kodan)	May 27, 1947	Board of Trade Foreign Trade Section
Raw Materials Foreign Trade Kodan (Yushutsu Genzairyo Kodan)	May 27, 1947	Board of Trade Foreign Trade Section
Foodstuffs Foreign Trade Kodan (Shokuryohin Bueki Kodan)	May 27, 1947	Board of Trade Foreign Trade Section
Mineral & Industrial Products Foreign Trade Kodan (Kohohin Boeki Kodan)	May 27, 1947	Board of Trade Foreign Trade Section
Shipbuilding Kodan (Sempaku Kodan)	May 22, 1947	Ministry of Transportation General Maritime Board Maritime Transport Bureau Supervision Section
Industrial Reconstruction Kodan (Sangyo Fukko Kodan)	May 1, 1947	Ministry of Commerce and Industry General Affairs Bureau Materials Adjustment Section
Solid Fuels Kodan (Haitan Kodan)	June 2, 1947	Ministry of Commerce and Industry Board of Coal Supervision Bureau Supervision Section
Price Adjustment Kodan (Kakaku Chesei Kodan)	June 2, 1947	Price Board 1st Division General Affairs Section
Fertilizer Kodan (Hiryo Kodan)	July 15, 1947	Ministry of Agriculture and Forestry Agricultural Administration Bureau Fertilizer Section
Petroleum Kodan (Sekiyu Kodan)	June 2, 1947	Ministry of Commerce and Industry Mining Bureau Petroleum Section

ATTACHMENT C CONT'D

Control Corporations - Kodans

Title	Date	Agency Having Subject Matter Interest
Special Procurement Board (Tokebetsu Chotatsu Cho)		
2. The following Kodans have been authorized but not yet activated:		
Staple Foods Distribution Kodan (Shokyryo Haikyu Kodan)		Ministry of Agriculture and Forestry Bureau of Staple Food Administration
Feedstuffs Distribution Kodan (Shiryo Naikyu Kodan)		Ministry of Agriculture and Forestry Livestock Bureau
Oil and Fats Distribution Kodan (Yuryo Haikyu Kodan)		Ministry of Agriculture and Forestry Foodstuff Bureau Oil and Fat Section
Grocery Distribution Kodan (Shokuryohin Haikyu Kodan)		Ministry of Agriculture and Forestry Foodstuff Bureau Industrial Food Section
Liquor Distribution Kodan (Shurui Haikyu Kodan)		Ministry of Finance Revenues Bureau Second National Tax Section

ATTACHMENT D

National Policy Companies - (Koku-Saku-Kaisha and Toku-Shu-Kaisha)

FINANCE

Hokkaido Colonial Bank - Hokkaido Takushoku Ginko
National Rehabilitation Bank - Kokumin Kosei Ginko
Bank of Japan - Nippon Ginko
Hypothec Bank of Japan - Nippon Kangyo Ginko
Industrial Bank of Japan - Nippon Kogyo Ginko
Central Bank for Agriculture and Forestry - Norin Chuo Ginko
Central Bank for Commercial and Industrial Association - Shoko Kumiai Chuo Ginko
People's Bank - Shomin Ginko
Reconversion Finance Bank - Fukko Kinyu Kinko

DEVELOPMENT AND COLONIZATION

Agricultural Land Development Corporation - Nochi Kaihatsu Eidan
Tohoku Development Co. Ltd. - Tohoku Kogyo K.K.

KEY INDUSTRIES

Imperial Mining Development Co. Ltd. - Teikoku Kogyo Kaihatsu K.K.
Imperial Fuel Co. Ltd. - Teikoku Nenryo Kogyo K.K.
Imperial Oil Co. Ltd. - Teikoku Sekiyu K.K.

CENTRAL CONTROL COMPANIES

Japan Fertilizer Co. Ltd. - Nippon Hiryo K.K.
Japan Silk Control Co. Ltd. - Nippon Sanshi Tosei K.K.
Japan Coal Co. Ltd. - Nippon Sekitan K.K.
Japan Export Agricultural Products Co. Ltd. - Nippon Yushutsu Nosanbutsu K.K.
Metropolis High Speed Transportation Corporation - Teito Kosokudo Kotsu Eidan

STATE MONOPOLY INDUSTRIES

Japan Electric Supply Co. Ltd. - Nippon Hasso Den K.K.
Japan Transportation Co. Ltd. - Nippon Tsuun K.K.

ATTACHMENT E

Control Associations of Unions - Tosei-Kai or Tosei-Kumiai

Remarks: A Auxiliary Allocation Organization
B Sole Agency of Selling and Buying Goods

Coal Board

Japan Coal Mining Ass.	Nihon Sekitan Kogyokai	A
National Lignite Mining Ass.	Zenkoku Atan Kogyokai	A

Bureau of Mines, Commerce and Industry Ministry

Mining Inquiry Ass. est. 22 Apr 47	Kozan Chosakai	A
Rolled Copper Ind. Ass.	Shindo Kogyokai	A
J. Electric Wire Ass.	Densen Kyokai	A
All Japan Copper Alloy Casting Ind. Ass.	Zen Nihon De-Gokin Ghuzo Kogyokai	A
Light Metal Casting Ind. Ass.	Keikinzoku Chuzo Kogyokai	A
J. Die cast Ind. Conf.	N. Daikasto Kogyo Kyogikai	A
J. Exhausted Oil Restoring Ind. U.	N. Haiyu Saiseigyo Kumiai est. 1 Apr 47	A
J. Asphalt Emulsion Ind. Ass.	N. Asufaruto Nyuzai Kogyokai	A

Bureau of Machinery, Commerce and Industry Ministry

J. Watch and Clock Ind. Ass.	N. Tokei Kogyokai	A
J. Gramophone & Records Ind. Ass.	N. Chikuonki Recoodo Kogyokai	A
J. Bearing Ass.	N. Bearingu Kyokai	A
Optical & Precise Instrument Ind. Ass.	Kogaku Seiki Kogyokai	A
J. Tools Conf.	N. Kigu Kyogikai	A
Cemented Carbide Tools Conf.	Chokokogu Kyogikai	A
J. Cutting Machine Ind. Ass.	N. Kikai Hamono Kogyokai	A
J. Saws Ind. U.	N. Nokogiri Kogyo Kumiai	A
J. Lumber Working Saws Ind. Ass.	N. Seizaiyo Nokogiri Kogyokai	A
J. Conjoined Tools Ind. Ass.	N. Sagyoyogu Kogyokai	A
J. Files Ind. Ass.	N. Yasuri Kogyokai	A
J. Diamond Tools Ind. Ass.	Diayamondo Kogu Kogyokai	A
J. Weight & Measures Ind. Ass.	N. Doryokoki Keiryoki Kogyokai	A
Tost Machine Ass.	Shikonki Kyokai	A
J. Machine Tool Ass.	N. Kisakukikai Kyokai	A
National Wood-Working Machine Ass.	Zenkoku Mokukokikai Kyokai	A
National Casting Conf.	Zenkoku Imono Kyogikai	A
J. Malleable Casting Iron Ind. Fed.	N. Katanchutetsu Kogyo Rengokai	A
National Drawing Machine Ass. (est. 26 Feb. 1947)	Zenkoku Seizukikai Dogyo Kyokai	A
J. Physical and Chemical Apparatus Ass.	N. Rikagakukikai Kyokai	A

ATTACHMENT E CONT'D

Control Associations of Unions - Tosei-Kai or Tosei-Kumiai

Bureau of Machinery, Commerce and Industry Ministry Cont'd

J. Office Machine Ass.	N. Jimuyokikai Kyokai	A
J. Metallic Stationery Ind. U.	N. Kinozokubungu Kogyo Kumiai	A
J. Printing and Book-binding Machine Mfg. U.	N. Insatsuseihonkikai Seizokogyo Kumiai	A
Industrial Machine Ind. Ass.	Sangyokikai Kogyokai	A
J. Furnace Ind. Ass., est. 3 Mar 47	N. Yoro Kogyokai	A
J. Civil Engineering Machine Ind. Ass.	N. Dobokukikai Kogyokai	A
J. Sewing Machine Mfg. Ass.	N. Mishin Seizokai	A
Torch Lamp Ind. Ass.	Toochirampu Kogyokai	A
J. Silk Mfg. Machine Ind. Ass.	N. Sanshikikai Kogyokai	A
J. Carbon Bisulphite Retort Ind. Ass.	N. Ryutan Retoruto Kogyokai 4 Oct 47	A
J. Agricultural Implement Ind. Coop. U. est. 16 Apr 47	N. Nokigu Kogyo Kyodo Kumiai	A
J. Textile Machine Ind. Fed.	N. Senikiki Kogyo Rengokai	A
J. Card Clothing Ind. Ass.	N. Harinuno Kogyokai	A
J. Textile Ind. Wooden Products Union	N. Senikogyo Mokuseihin Kumiai	A
J. Wire Hold Ind. Ass.	N. Waiyaherudo Kogyokai	A
J. Needle for Knitting Machine Ind. Ass.	N. Meriasubari Kogyokai	A
Automobile Mfg. Ind. U.	Jidosha Seizo Kogyo Kumiai	A
J. Small Automobile U.	N. Kogata Jidosha Kumiai	A
National Automobile Parts Ind.Ass.	Zenkoku Jidosha Buhin Kogyokai	A
J. Automobile Body Ind. Ass.	N. Jidosha Shatai Kogyokai Kumiai	A
J. Special Automobile Ind. U.	N. Tokushu Jidosha Kogyo Kumiai	A
Electric Automobile Ind. Ass.	Denki Jidosha Kogyokai	A
Industrial Vehicle Ind. Ass.	Sangyo Sharyo Kogyokai	A
Terrestrial Internal Combustion Engines Ind. Ass.	Rikuyo Naienkikan Kogyokai	A
Small Vehicle Conf.	Kogata Sharyo Kyogikai	A
J. Spring Ind. Ass.	N. Bane Kogyokai	A
Bicycle Conf.	Jitensha Kyogikai	A
Bicycle Mfg. U.	Jitensha Seizo Kumiai	A
Rearcars Mfg. U.	Riakaa Seizo Kumiai	A
Bicycle Rearcar Parts Mfg. U.	Jitensha Riakaa Buhin Seizo Kumiai	A
J. Machine & Appliance Ind. Ass.	N. Kikai Kigu Kogyokai	A
J. Value Ind. Ass.	N. Barubu Kogyokai	A
J. Screw Ind. Ass. Fed.	N. Neji Kogyokai Rengokai	A
J. Gear Wheel Ind. Ass.	N. Haguruma Kogyokai	A
J. Table Ware Ind. Fed.	N. Yoshokuki Kogyo Rengokai	A
National Pattern for Casting Conf.	Zenkoku Kikai Kigata Kyogikai	A
J. Oxygen Cutting Machine Ind. Ass.	N. Sanso Yodanki Kogyokai	A
J. Refrigerator Ind. Coop. U.	N. Reizoki Kogyo Kyodekumiai	A

ATTACHMENT E CONT'D

Control Associations of Unions - Tosei-Kai or Tosei-Kumiai

Bureau of Machinery, Commerce and Industry Ministry Cont'd

Conjective Radiator Conf. 11 Mar. 47	Tairyu Honetsuki Kyogikai	A
J. Radiator Conf. est. 10 Apr 47	N. Honetsuki Kyogikai	A
Steel Plate Radiator Conf.	Koban Honetsuki Kyogikai	A
National Cabinet Ind. Fed.	Zenkoku Kabinetto Kogyo Rengokai	A
J. Fire Fighting Implements Ind. Coop U. est. 5 May 47	N. Shokaki Kogyo Kyodakumiai	A
J. Fire Pump Ind. Ass.	N. Shobo Pompu Kogyokai	A
J. Electric Machine Mfg. Ass.	N. Denkikikai Seizokai	A
J. Electric Meters U.	N. Denkikeisokuki Kumiai	A
J. Electric Bulb Ind. Ass.	N. Denkyu Kogyokai	A
Tube and Bulb Mfg. Machine Ind. Ass.	Kwankyu Seizokikai Kogyokai	A
J. Illuminating Apparatus Ind. U.	N. Shomeikigu Kogyo Kumiai	A
J. Storage Battery Ind. Ass.	N. Chikudenchi Kogyokai	A
National Storage Battery Insulated Plate Ind. Ass.	Zenkoku Chikudenchi Kakuriban Kogyokai	
J. Drycell Ind. U.	N. Kandenchi Kogyo Kumiai	A
J. Wiring Apparatus Ind. U.	N. Haisenkigu Kogyo Kumiai	A
J. Fuse Ind. Coop U.	N. Fyuzu Kogyo Kyodokumiai	A
J. Electric Wire & Metallic Apparatus Ind. U.	N. Denki Kasen Kanamono Kogyo Kumiai	A
J. Mica Plate Mfg. Ind. Ass.	N. Unomoban Seizo Kogyokai	A
J. Insulating Cloths & Pipes Ind. U.	N. Zetsuenfukan Kogyo Kumiai	A
J. Portable Lamp Ind. U. 25 Jun 47	N. Keitakdento Kogyo Kumiai Kyogikai	A
J. Medical Electric Machine U.	N. Ika Denki Kumiai	A

Bureau of Chemistry, Commerce and Industry Ministry

Chemical Ind. League	Kagaku Kogyo Renmei	A
Soda Chemical Ind. Inquiry Ass.	Sooda Kogyo Chosakai est, 23 Jan 47	A
Methonol Formalin Society 1 Jan 47	Metanoru Horumarin Konwakai	A
Acetylen Chemical Ind. Ass.	Asechiren Kagaku Kogyokai	A
Tar Products Ind. Ass.	Taaru Seihin Kogyokai	A
Synthetic Chemicals Ind. Ass.	Kaseihin, Kogyokai est. 30 May 47	A
Carbon Black Ind. Ass.	Kaabonbrakku Kogyokai est. 30 Jan 47	A
Powder Society est 1 Apr 47	Kayaku Konwakai	A
Synthetic Resin Ind. Fed.	Gosejushi Kogyo Rengokai	A
Celluloid Materials Ind. Coop U. Fed.	Seruroido Kiji Kogyokai	A
J. Celluloid Ind. Coop. U. Fed. est. 30 May 47	N. Seruroido Kogyo Kyodokumiai Rengokai	A
J. Nitro Cellulose Ind. Ass. est. 1 Mar 47	N. Shokamen Kogyokai	A
J. Protein Adhesive Plaster Ind. Ass.	N. Tampaku Secchakuzai Kogyokai	A
J. Test Chemicals Ind. Ass.	N. Shiyaku Kogyokai	A

ATTACHMENT E CONT'D

Control Associations of Unions - Tosei-Kai or Tosei-Kumiai

Bureau of Chemistry, Commerce and Industry Ministry

J. Ore Pressing Chemicals Ind. Coop U.	N. Senkozai Kogyo Kyodokumai	A
J. Organic Acid Ind. Ass.	N. Yukisan Kogyokai est. 1 Mar 47	A
Photographic Film Paper & Dry Plate Conf. est 1 Apr 47	Shashin Kankozairyo Kyogikai	A
J. Inorganic Ind. Chemicals Conf.	N. Muki Kogyoyakuhin Kyogikai	A
Glamber Salt and Sodium Bisulphite Ass. est. 1 Feb 47	Bosho Ryuka Soda Kyokai	A
Carbon Bisulphite Ind. Ass.	Niryuka Tanso Kogyokai 1 Feb 47	A
Sodium Sillicate Ass. est. 1 Apr 47	Kaisan Soda Dogyokai	A
J. Sparking Plug Ind. Coop U. est. 10 Apr 47	N. Shihatsuto Kogyo Kyododumiai	A
Ammonium Sulphate Society	Ryuan Konwakai est. 31 Mar 47	A
Calcium Cyanamide Conf. 1 Apr 47	Sekkai Chisso Kyogikai	A
Phosphate Acid Fertilizer Ind. Ass.	Rinsan Hiryo Kogyokai 29 Mar47	A
Glass Plate Ind. Ass. 5 Feb 47	Ita Garasu Kogyokai	A
Cement Ind. Ass.	Semento Kogyokai	A
J. Carbon Ind. Conf.	N. Tanso Kogyo Kyogikai	A
Oxygen Ind. Fed.	Sanso Kogyo Rengokai	A
Pitch Coke Fed.	Picchi Kokus Kyogikai	A
Magnesium Carbonate Society	Tamma Konwakai est. 1 Apr 47	A
Mineral Textile Goods Ind. Coop U. est. 20 Feb 47	Kobutsu Seni Sihin Kogyo Kyodokumiai	A

Bureau of Textile, Commerce and Industry Ministry

J. Cotton Yarn and Staple Rayon Dealers Ass.	N. Menshi Sufuito Sho Dogyokai	B
J. Throstle Yarn Mfg. Coop U. est 11 May 47	N. Garaboshi Kogyo Kyodokumiai	B
J. Cottonstate Fibre Dealers Manufacturers Coop U.	N. Menjoseni Shokygyo Kyodo-kumiai	B

Bureau of Reparation, Commerce and Industry Ministry

National Reparation Excelsior Delivery Ass. 15 Jan 47	Zenkoku Baisho Mokumo Nonyu Kumiai	B
Urgent Lumber Delivery Ass. 25 January 1947	Kinkyu Mokuzai Nonyu Kumiai	B

ATTACHMENT E CONT'D

Control Associations of Unions - Tosei-Kai or Tosei-Kumiai

Bureau of Daily Necessaries, Commerce and Industry Ministry

J. Insulating Ind. Ass. 1 March 1947	N. Hoon Korei Kogyokai	A
J. Metallic Products for Construction Ind. Fed. 18 Mar 47	N. Kenchiku Kanamono Kogyo Rengokai	A
National Mat Placing C & I Coop. U. Fed. 31 May 1947	Zenkoku Tatami Shokogyo Kyodo-kumiai Rengokai	A
J. Asphalt Works U. 29 May 1947	N. Asufaruto Koji Kumiai	A
J. Building Construction Ind. Ass.	N. Kensetsu Tekko Kogyokai	A
Aluminum Plate Goods Ind. Ass.	Aruminium Ita Seihin Kogyokai	A
J. Daily Necessary Pig Iron & Casting Goods Ind. Coop. U.	N. Seikatsuyo Senimono Kogyo Kyodokumiai	A
J. Living Hardware Ind. Ass. Fed.	N. Seikatsuyo Kanamono Kogyokai Rengokai	A
Malleable Casting Solw Metal Fittings Ass.	Katan Chutetsu Kutsusokogane Kogyokai	A
J. Crown Cork Ind. Conf. unregistered	N. Okan Coruku Kogyo Kyodo Kumiai Rengokai	A
J. Antimony Ind. Coop U.	N. Anchimonii Kogyo Kyodo-kumiai	A
National Needle Ind. Ass.	Zenkoku Nuibari Kogyokai	A
National Sharp-edged Hand Tool Conf.	Zenkoku Riki Koshogu Kyogikai	A
National Musical Instrument Ind. U. Fed.	Zenkoku Gakkigyo Kumiai Rengokai	A
J. Umbrella Ind. Coop. U. Fed. 16 April 1947	N. Yogasa Kogyo Kyodokumiai Rengokai	A
National Japanese Umbrella C & I Coop. U. Fed. 28 Feb 47	Zenkoku Wagasa Shokogyo Kyodokumiai Rengokai	A
J. Tex Ind Coop U 28 Feb 47	N. Tekkusu Kogyo Kyodokumiai	A
National Wooden Tub Ind. Coop U. 28 February 1947	Zenkoku Oke Kogyo Kyodokumiai Rengokai	A
National Packing Wooden Box Ind. Coop. U. Fed. 28 April 1947	Zenkoku Hoso Kibako Kogyo Kyodokumiai Rengokai	A
National Round Clip and Box C & I Coop U Fed. 16 June 1947	Zenkoku Magemono Magewa Sho-kogyo Kyodokumiai Rengokai	A
National Sacred Goods C. I. Coop. U. 7 April 1947	Zenkoku Shukyoyogu Shokogyo Kyodokumiai	A
J. Pencil Ind. Coop. U. Fed.	N. Empitsu Kogyo Kyodokumiai Rengokai	A
J. Pencil Wood Ind. Coop. U. Fed.	N. Empitsuban Kogyo Kyodo-kumiai	A
J. Export Personal Ornaments Ind. Coop U. 18 June 1947	N. Yushitsu Shimpen Saika Kogyo Kyodokumiai	A
J. Button Ind. U.	N. Botan Kogyo Kumiai	A
J. Lacquer Fed.	N. Shikki Rengokai	A
J. Zori C. and I. U. Fed.	N. Zori Shokogyo Kumiai Rengokai	A
J. Clog Cover C & I Coop. U. Fed.	N. Tsumakake Shokogyo Kumiai Rengokai	A

ATTACHMENT E CONT'D

Control Associations of Unions - Tosei-Kai or Tosei-Kumiai

Bureau of Daily Necessaries, Commerce and Industry Ministry

J. Bag. C & I Coop. U. 28 February 1947
J. Pouches C & I Coop. U. Fed. Kyodokumiai Rengokai
J. Toy C I Coop. U. 1 Mar 47
J. Sports Goods Ass. unregistered
J. Steel-pen Ind. Coop U.
J. Fountain-pen Ind. Coop. U.
J. Mimeograph U.
All Japan Colors Ind. Coop. U. Fed.
India Rubber Ass.
J. Children Vehicles U. Fed.
J. Celluloid Brush Coop. U.
Eastern Japan Export Artificial Flower Ind. Coop. U. est. May 12, 1947
Japan Everyday Use Sandal C. and I Coop U. Fed.
Hide & Leather Ass. est Mar 1, 1947
Leather Mfg. Ind. Ass.
Industrial Leather Ind. Ass.
Shoemaking Ind. Ass.
Glue and Gelatine Ind. Ass. est. May 2, 1947
Oil & Fat Mfg. Ind. Ass. est. Feb. 27, 1947
Raw Material of Oil and Fat Ind. Ass., est. Feb 28, 1947
J. Paint Ass. est. Mar 1, 1947
Soap Ind. Ass. est. Feb 28, 1947
J. Match Ind. Col. Ltd.
J. Gall Nut Co. Ltd.
National Imitation Leather Ind, Coop. U. est. Mar 15, 1947
J. Rubber Ind. Coop. U. Fed.
J. Rubber Powder Ind. Coop. U. est. May 3, 1947
J. Utility of Rubber Ind. U.
All Japan Reclaimed Rubber Material C. & I. Coop. U. est. Jan 28, 1947
National Tire Restoration Ind. Coop. U. est. Mar 18, 1947

N. Hono Shokogyo Kyodokumiai A
N. Fukuromono Shokogyo Kyodokumiai Rengokai A
N. Gangu Shokogyo Kyodokumai A
N. Undoyogu Kyokai A
N. Kopensaki Kogyo Kyodo-kumiai A
N. Mannenhitsu Kogyo Kyodo-Kumiai A
N. Toshaban Kumiai A
Zen Nihon Enogu Kogyo Kyodokumiai Rengokai A
Jikeshigomu Kai A
N. Shokokumin Norimono Kumiai Rengokai A
N. Seruroido Burashi Kyodo-kumiai A
Higashi Nihon Yushitsu Zoka Kogyo Kyodokumiai A
N. Jitsuyo Zori Shokogyo Kyodokumiai Rengokai A
Hikaku Kyokai A
Soikaku Kogyokai A
Kokaku Kogyokai A
Seika Kogyokai A
Nikawa Zerachin Kogyokai A
Yushi Kako Kogyokai A
Yuzai Kogyokai A
N. Toryo Kyokai A
Sekken Kogyokai A
N. Macchi Sangyo K. K. A
N. Gobaishi K. K. A
Zenkoku Tosofu Kogyo Kyodo-kumiai A
N. Gomu Kogyo Kyodokumiai Rengokai A
N. Funmatsu Gomu Kogyo Kyodo-kumiai A
N. Gomu Riyo Kogyo Kumiai A
N. Saisei (Kosei) Gomu Zairyo (Kyokai) Shokogyo Kyodo-kumiai A
Zenkoku Taiya Saisei Kogyo Kyodokumiai A

ATTACHMENT E CONT'D

Control Associations of Unions - Tosei-Kai or Tosei-Kumiai

Bureau of Daily Necessaries, Commerce and Industry Ministry

All Japan Printing Ind. Coop. U. est. May 20, 1947
J. Book Binding Paper Mfg. C. I. Coop. U. est. Feb 21, 1947
National Paper Products Mfg. Coop. U. Fed. est. Feb 28, 1947
J. Blue Print Ind. Ass. est. Jun 3, 1947
J. Manufactured Paper Ind. Coop. U. est. May 15, 1947
National Paper Box Ind. Coop. U. Fed.

J. Cellophane Coop. U. est. Mar 12,1947
Japan Light Metal Products Co. Ltd.
All Japan Pig-Iron Daily-ware Wholesalers U.
All Japan Umbrella Wholesalers Ass.

J. Sewing Needle Wholesalers League
J. Sport Goods Distribution Co. Ltd.
J. Sandpaper and Sandcloth Mfg. Coop. U. est. May 7, 1947
Oil and Fats Products Sales [illegible]. Co. Ltd.
Blue Print Sensitive Paper Producers Coop. U.
J. Paper Products Mfg. Coop. U.

Zen Nihon Insatsu Kogyo Kyodo-kumiai A
N. Seihon Kamiko Shokogyo Kyodokumiai A
Zenkoku Kami Seihin Sizokogyo Kyodokumiai Rengokai A
N. Aojashin Kogyokai Kyodo Kumiai A
N. Kakoshi Kogyo Kyododumiai A

Zenkoku Kamibako Kogyo Kyodokumiai Rengokai A
N. Serofan Kogyokai A
N. Keikinzoku Seihin K. K. B
Zenkoku Sentetsu Imono Oroshisho Kumiai B
Zenkoku Yogasa Motooroshi Shogyo Kumiai B
N. Nuibari Oroshigyo Renmei B
N. Taiikuyohin Haikyu K. K. B
N. Kenma Fushi Seizo Kyodo-Kumiai B
Yushi Seihin Hanbai K. K. B.
Aohashin Kankoshi Kogyo Kyodokumiai B
N. Kakoshi Kogyo Kyodokumiai B.

Agriculture & Forestry Ministry

National Staple Food Corporations Fed.

National Barley Polishing Ind. Coop. U.

J. Gunnysack Commercial Coop. U.
Milling Ind. Coop. U. est. 1 Apr 47
National Bread Mfg. Coop. U. est. 1 Apr 47
Bread Yeast Council
J. Hard Tack Mfg. Coop. U. est. 10 May 47
Baking Powder Assn.
J. Starch Chemical Ind. Coop. U., est. 31 Mar 47
Central Pulverized Food Assn., 30 Jul 47

Zenkoku Shokuryo Eidan Rengo-kai A
Zenkoku Seibaku Kogyo Tosei Kumiai A
N. Matai Shogyo Kyodokumiai A
Seifun Kogyo Kyodokumiai A
Zenkoku Pan Kogyo Kyodo-kumiai A
Pan-yo Kobo Kyogikai A
N. Kanpan Kogyo Kyodokumiai A

Bozai Kyokai A
N. Denpun Kagakukogyo Kyodo-kumiai A
Chuo Funshoku Kyokai A

ATTACHMENT E CONT'D

Control Associations of Unions - Tosei-Kai or Tosei-Kumiai

Agriculture & Forestry Ministry Cont'd

National Vermicelli Mg. Coop U., est. 2 Apr 47	
Imported Food Management Coop. U., est. 16 Jun 47	
Western Japan Danisience Fisheries U.	
J. Sea Animal Co., Ltd.	
J. Fishing Tackle Control U., est. 1 Mar 47	
National Tangle Processing Ind. Coop. U. Fed.	
National Yakichikuwa Mfg. Assn. Fed.	
National Tsukudani Ind. Coop. U. Fed. est. 22 Mar 47	
National Aquatic Paste Mfg. Coop. U.	
National Confectionary C. & I Coop. U., est. 27 Mar 47	
J. Mizuame Ind. Coop. U. est. 27 Feb 47	
National Vinegar C. & I Coop. U., est. 28 Feb 47	
Central Barrel Assn. est. 18 Feb 47	
J. Caramel Ind. Coop. U. est. 12 Mar 47	
J. Original Malt Mfg. Coop. U. est. 28 Feb 47	
National Cool Beverage Mfg. Coop. U. Fed.	
J. Sauce Ind. Coop. U. est. 28 Feb. 47	
J. Dairy Mfg. U.	
J. Forestry Assn., est. 1 Apr 47	
Plywood Mfg. U. Fed.	
National Milling Ind. Coop. Assn. Fed., est. 1 Apr 47	
National Briquet Ind.Coop. U.	
National Agricultural Assn.	
Imperial Oil & Fats Co., Ltd.	
National Bean-Paste Co., Ltd.	
National Soy Sauce Co., Ltd	
J. Amino Acid Co., Ltd.	
J. Canned Goods Co., Ltd.	
J. Sugar Co., Ltd.	
J. Starch Co., Ltd.	
J. Sweet Potato & White Potato Co., Ltd.	
Zenkoku Seimen Kogyo Kyodo-kumiai	A
Yunyu Shokuryo Toriatsukai Kyodokumiai	A
Nishi Nihon Kisen Sokobikiami Gyogyo Suisan Kumiai	A
N. Kaiju K. K.	A
N. Tsuri Gyogu Tosei Kumiai	A
Zenkoku Konbu Kogyo Kyodo-kumiai Rengokai	A
Zenkoku Yakichikuwa Seizogyo Rengokai	A
Zenkoku Tsukudani Kogyo Kyodo-kumiai Rengokai	A
Zenkoku Suisan Renseihin Kogyo Kyodokumiai	A
Zenkoku Kashi Shokogyo Kyodo-kumiai Rengokai	A
N. Mizuame Kogyo Kyodokumiai	A
Zenkoku Shokusu Shokogyo Kyodokumiai	A
Wataru Chuokai	A
N. Karameru Kogyo Kyodokumiai	A
N. Tanekoji Kogyo Kyodokumiai	A
Zenkoku Seiryoinryo Kogyo Kyodokumiai Rengokai	A
N. Sosu Kigyo Kyodokumiai	A
N. Seirakugyo Kumiai	A
N. Rengyo Kai	A
Goban Kogyo Kumiai Rengokai	A
Zenkoku Seifun Kogyo Kyodo-kumiai Rengokai	A
Zenkoku Rentan Kogyo-kumiai	A
Zenkoku Nogyo Kai	A.B
Teikoku Yuryo K. K.	A.B
Zenkoku Miso K. K.	A.B.
Zenkoku Shoyu K. K.	A.B
N. Aminosan K. K.	A.B.
N. Kanzume K. K.	A.B
N. Sato K. K.	B.
N. Denpun K. K.	A.B
N. Kansho Bareisho K. K.	B

ATTACHMENT E CONT'D

Control Associations of Unions - Tosei-Kai or Tosei-Kumiai

Agriculture & Forestry Ministry Cont'd

Agricultural Medicine Control Co., Ltd.	Noyaku Tosei K. K.	A.B.
National Rush Products Assn.	Zenkoku I. Sihin Kyokai	B.
J. Export Agriculture Products Co.,Ltd.	N. Yushitsu Nosanbutsu K.K.	B.
J. Feedstuffs Co., Ltd.	N. Shiryo K. K.	A.B.
J. Rubber Mfg. for Farm Implements Distribution Co. Ltd.	N. Noki Gomu Haikyu K. K.	B

Finance Ministry

National New Specialist Salt Producers Assn.	Zenkoku Seien Kyokai	A.
Salt Producers Central Assn. A.	Engyo Kumiai Chuokai	A.
Great Japan Liquor Sales Co.,Ltd.	Dainihon Shurui Hanbai K.K.	B
National Fruits Wine Wholesale Assn.	Zenkoku Kajitsushu Oroshi Kyohan Kumiai	B
National Miscellaneous Liquor Wholesale Assn.	Zenkoku Zasshu Oroshi Kyokai Kumiai	B.
Beer Distribution Co., Ltd.	Biru Haikyu K. K.	B.

Transportation Ministry

J. Railway Assn.	N. Tetsudo Kai	A.
Rail Signal Mfg. Assn.	Tetsudo Shingo Hoansochi Kyokai	A.
Rollingstock Ind. Assn.	Tetsudo Sharyo Kogyo KyoKai	A.
J. Babies Nourishment Assn.	N. Nyuyoju Eiyohin Kyokai	B.

Industrial Organization on the Prefectural or Regional Level

Prefectural Shoe C. & I. Coop.U.	Todofuken Kutsu Shokogyo Kyodokumiai(")	A.
Prefectural Printing In. Coop U.	Todofuken Insatsu Kogyo Kyodokumiai(")	A.
Prefectural Book-Binding Paper Mfg. C. & I. Coop. U.	Chiho Seihon Kamiko Shogyo Kyodokumiai(Aichi, Hiroshima, Hokkaido, Kansai, Kanto, Kyushu, Miyagi	A.
Prefectural Paper Products Mfg. Ind. Coop. U.	Todofuken Kami Seihin Seizokogyo Kyodokumiai(Aichi, Akita, Aomori, Ehime, Fukui, Fukushima, Gifu, Gunma, Hiroshima, Hyogo, Ibaragi, Ishikawa, Iwate, Kagawa, Kanagawa, Kaniagae, Kochi, Kyoto, Kyushu, Mie, Miyagi, Nara, Nagoya, Niigata, Okayama, Osaka, Sapporo, Shimane, Shizuol, Tochigi, Tokyo, Tokushima, Tottori, Toyama, Wakayama, Yamagata, Yamanashi)	

ATTACHMENT E CONT'D

Control Associations of Unions - Tosei-Kai or Tosei-Kumiai

Industrial Organization on the Prefectural or Regional Level Cont'd

Prefectural Paper Box Ind. Coop. U.	Todofuken Kamibado Kogyo Kyodokumiai (all prefectues)	A.
Prefectural Japanese Umbrella Dealers & Mfgrs. Coop. U.	Tofuken Wagasa Shokogyo Kyodokumiai (all prefectures except Aomori and Hokkaido)	B.
Prefectural Food Corp.	Todofuken Shokuryo Eidan (all prefectures)	B.
Prefectural Marine Products Mfg. Assn.	Todofuken Suisanbutsu Seizogyo Kai (Aichi, Aomori, Ehime, Fukushima, Hiroshima, Hokkaido, Ibaragi, Ishikawa, Kagawa, Kagoshima, Kochi, Kumamoto, Miyagi, Miyazaki, Nagasaki, Okayama, Saga, Shizuoka, Tottori, Toyama, Yamagata, Yamaguchi)	B.
Prefectural Bean-Paste & Soy-Sauce Control Co., Ltd.	Doken Miso Shoyu Tosei K. K. (Aichi, Akita, Aomori, Gifu, Hiroshima, Hokkaido, Fukui, Fukushima, Iwata, Kagoshima, Mie, Miyagi, Miyazaki, Nagasaki, Saga, Toyama, Yamagata, Yamanashi)	B.
Prefectural Bean-Paste Control Co., Ltd.	Tofuken Miso Tosei K. K.	B.
(All prefectures except those where there are Prefectural Bean-Paste and Soy-Sauce Control Co., Ltd.)		
Prefectural Soy-Sauce Control Co., Ltd.	Tofuken Shoyu Tosei K. K.	B.
(All prefectures except those where there are Prefectural Bean-Paste & Soy-Sauce Control Co., Ltd.)		
Aichi Bean-Paste Tamari Soy-Sauce Control Co., Ltd.	Aichi Miso Tamari Shoyu Tosei K. K.	B.
Prefectural Feedstuffs Commerce Coop. U.	Tofuken Shiryo Shogyo Kyodokumiai (Aichi, Akita, Chiba, Ehime, Fukui, Fukuoka, Gifu, Gumma, Hiroshima, Ibaragi, Ishikawa, Kagawa, Kagoshima, Kanagawa, Kochi, Kumamoto, Kyoto, Mie, Miyagi, Miyazaki, Nara, Nagasaki, Okayame, Osaka, Saga, Saitama, Shiga, Shimane, Shizuoka, Tochigi, Tokyo, Tokushima, Tottori, Toyama, Wakaya Yamaguchi, Yamanashi)	B.
Hokkaido Feedstuffs Coop. U.	Hokkaido Shiryo Kyodokumiai	B.
Hyogo Prefecture Feedstuffs Co., Ltd.	Hyogo-kan Shiryo K. K.	B.
Prefectural Agricultural Assn.	Todofuken Nogyokai (All prefectures)	B.
Prefectural Salt Producers U. Fed. (Ehime, Hiroshima, Hyogo, Kagawa, Kagoshima, Oita, Okayame, Tokushima, Yamaguchi)	Dofuken Engyo Kumiai Rengokai	A.
Prefectural Liquor Sales Co., Ltd.	Todofuken Shurui Hanbai K. K. (All prefectures)	B.

ATTACHMENT E

CONTROL ASSOCIATIONS OF UNIONS - TOSEI-KAI or TOSEI-KUMIAI

LIST OF INDUSTRIAL ORGANIZATIONS DESIGNATED BY E. S. B. (cont'd.) -
Additions between 1 Aug. and 15 Oct. 1947.

Cotton Spinners' Association	Nihon Boseki Dogyokai	A
Silk Spinning Industry Assn.	Kenbo Kogyokai	A
Japan Floss-Silk Industry Coop. Union	Nihon Kenmen Kogyo Kyodo Kumiai	A
Japan Sifted Silk Commerce and Industry Coop. Union.	Nihon Furuikinu Shokogyo Kyodo Kumiai	A
Japan Wool Industry Federation	Nihon Yomo Kyokai	A
Japan Felt Industry Coop. Union	Nihon Felt Kogyo Kai	A
Japan Wool Spinners' Assn.	Nihon Yomo Kogyokai	A
Japan Woolen Weavers' Assn.	Nihon Keori Kogyokai	A
Japan Woolen Dyers' and Finishers Assn.	Nihon Keorimono Senshoku Seiri Kogyokai	A
Japan Throstle Spinning Industry Coop. Union	Nihon Garaboseki Kogyo Kyodo Kumiai	A
Japan Throstle Fabrics Industry Coop. Union	Nihon Garabo Orimono Kogyo Kyodo Kumiai	A
Japan Felt Hat and Body Industry Assn.	Nihon Felt Boshi Kogyokai	A
Japan Textile Dyers' Association	Nihon Orimono Senshoku Kyokai	A
Japan Textile Sundry Goods Dyers' Association	Nihon Seni Zappin Senshoku Kyokai	A
Federation of All Japan Laundry, Dyeing, Commerce & Industry Cooperative Assn.	Zenkoku Sen-sen Shokogyo Kyodo Kumiai Rengokai	A
Japan Knitting Industry Assn.	Nihon Meriyasu Kogyokai	A
Japan Lending Quilts Commerce and Industry Coop. Union	Nihon Kashibution Shokogyo Kyodo Kumiai	A
Japan Matting Yarn Commerce and Industry Coop. Union	Nihon Tatami-Ito Shokogyo Kyodo Kumiai	A
Japan Export Knitted Straw Commerce and Industry Coop. Union	Nihon Yushutsu Sanada Kyodo Kumiai	A
Japan Tabi (Socks) Sole Finishing Industry Coop. Union.	Nihon Tabisoko Kakogyo Kyodo Kumiai	A
Japan Tabi (Socks) Industry Coop. Union	Nihon Tabi Kogyo Kyodo Kumiai	A
Japan Thread Industry Coop. Union	Nihon Nuiito Kogyo Kyodo Kumiai	A
Japan Towel Industry Coop. Union	Nihon Towel Kogyo Kyodo Kumiai	A
Japanese Garment Industry Coop. Union	Zen Nippon Waso Kogyo Kyodo Kumiai	A
Japan Mosquito Net Industry Coop. Union	Nihon Kaya Kogyo Kyodo Kumiai	A
Japan Firemen Clothing Industry Coop. Union	Nihon Shobo Fukuso Kogyo Kyodo Kumiai	A
All Japan Hand Spun Yarn Industry Coop. Union	Zenkoku Teboshi Kogyo Kyodo Kumiai	A
Japan Warp Knitting Industry Coop. Union	Nihon Tateami Kogyo Kyodo Kumiai	A
Japan Fireman's Rubber Soled Tabi Industry Coop. Union	Nihon Keiboyo Chikatabi Kogyo Kyodo Kumiai	A

ATTACHMENT E

CONTROL ASSOCIATIONS OF UNIONS - TOSEI-KAI or TOSEI-KUMIAI

LIST OF INDUSTRIAL ORGANIZATIONS DESIGNATED BY E. S. B. (cont'd.) -
Additions between 1 Aug. and 15 Oct. 1947.

Japan Federation of Sundry Textile's Commerce and Industry Coop. Union
Japan Federation of Shirushibanten (Marked Short Coats) Commerce and Industry Union)
All Japan Federation of Clothing Industry Coop. Union
Japan Federation of Readymade Suits Ind. Coop. Union
Japan Federation of Middle School Boy's Suit Ind. Coop. Union
Japan Federation of Hat Ind. Coop. Union

Japan Federation of Cotton and Rayon Staple Fabrics Industry Assn.
Japan Silk and Rayon Fabrics Ind. Assn.
All Japan Federation of Clothing Products Ind. Co-operative Unions
All Japan Federation of Wadding Cotton Manufacturing Ind. Coop. Union
Export Textile Products Com. & Ind. Coop. Union
Japan Special Spinners' Assn.
Japan Hard Fiber Assn.
Japan Hemp Rope Assn.
Japan Hempen Bags Commerce and Industry Coop. Union
Japan Net and Rope Industry Coop. Union
Japan Hemp Fabrics Industry Coop. Union
All Japan Federation of Twisted Yarn Ind. Coop. Union
Japan Chemical Textile Industry Assn.
Federation of Japan Textile Assn.
Metal Collection Co., Ltd.
Japan Reed Industry Co.
Japan Pharmaceutical Co., Ltd.
Japan Glass Ind. Cooperative Assn.

Abrasive Material Ind. Assn.
Central Furnace Materials Assn.
All Japan Brick Ind. Assn.
Talk Ind. Assn.
Lime Stone Mining Ind. Assn.
Japan Emery Cloth & Paper Ind. Assn.
Japan Hemp Yarn Dealers' Association

Nihon Sei sen Shokogyo Kyodo Kumiai Rengokai A
Nihon Shirushibanten Shokogyo Kyodo Kumiai Rengokai A

Zenkoku Hifuku Kogyo Kyodo Kumiai Rengokai A
Nihon Kisei Yofuku Kogyo Kyodo Kumiai Rengokai A
Nihon Chutogakko Fuku Kogyo Kyodo Kumiai Rengokai A
Nihon Boshi Kogyo Kyodo Kumiai Rengokai A
Nihon Men Sufu Orimono Kogyo Kai A

Nihon Kinu Jinken Orimono Kogyokai A
Zenkoku Fuhaku Seihin Kogyo Kyodo Kumiai Rengokai A
Zenkoku Seiman Kogyo Kyodo Kumiai Rengokai A
Yushutsu Seni Seihin Shukogyo Kyodo Kumiai A
Nihon Tokushu Boseki Dogyo Kai A
Nihon Magyo Kyokai A
Nihon Mako Kyogikai A
Nihon Asabukuro Shokogyo Kyodo Kumiai A
Nihon Komo Kogyo Kyodo Kumiai A

Nihon Asaorimono Kogyo Kyodo Kumiai A

Zenkoku Nenshi Kogyo Kyodo Kumiai Rengokai A
Nihon Kagaku-Seni Kogyokai A
Nihon Seni Rengokai A
Kinzoku Kaishu K. K.
Nihon Riido Kogyo Kai
Nihon Yakugyo K. K.
Nihon Garasu Kogyo Kyodokumiai Rengokai
Kensakuzai Kyogikai
Chuo Rozai Kyogikai
Zenkoku Akarenga Kogyo Kyodokumiai
Taruku Kyogikai
Sekkaiseki Kogyokai
Nihon Kenma Nunokami Kogyo Kyodokumiai
Nihon Asaito Kumiai

ATTACHMENT E

CONTROL ASSOCIATIONS OF UNIONS - TOSEI-KAI or TOSEI-KUMIAI

LIST OF INDUSTRIAL ORGANIZATIONS DESIGNATED BY E. S. B. (cont'd.) -
Additions between 1 Aug. and 15 Oct. 1947.

Optical Glass Assn.	Kogaku Garasu Kyogikai
Japan Tabi Mfg. Coop. Assn.	Nihon Tabi Kogyo Kyodo Kumiai
Ink Pad and Stamp Holders Indus. Assn.	Inniku Stamp-Dai Kogyo Ren
Light Metal Casting Mfg. Corp.	Keikinzoku Chuzo Kogyo Kyodo Kumiai

SCHEDULE F

RELATED NATIONAL ORGANIZATIONS

Lawyers Society, including those of national and prefectural level, the term "prefecture" including here and hereafter To, Do, Fu and Ken - Bengoshi kai

Cement Ind. Society - Cement Kogyo Kai

Central Horse Affairs Society - Chuo Baji Kai

Central Social Work Society - Chuo Shakai Jigyo Kai

Great Japan Education Association - Dai Nippon Ikueikai

Great Japan Medical Service - Dai Nippon Iryo Dan

Great Japan Guarding Parties Association - Dai Nippon Keibo Kyokai

Great Japan Athletics Society - Dai Nippon Taiiku Kai

Liquid Fuel Council - Ekitai Nenryo Kyogikai

Central Association of Salt Industry Union - Engyo Kumiai Chuo Kai

Rubber Ind. Society - Gomu Kogyo Kai

Fishing Association - Gyogyo

Travelling Motion Pictures Projection League - Ido Eisha Renmei

Doctor's Association, including those of national and prefectural level - Ishi Kai

Automobiles Mfg. Ind. Union - Jidosha Seizo Kogyo Kumiai

Liberal Publisher's Association - Jiyu Shuppan Kyokai

Paper and Pulp Ind. Federation - Kami oyobi Pulp Kogyo Rengokai

Super-phosphate fertilizer production Union - Karisan Hiryo Seizogyo Kumiai

Penitentiary Association - Keimu Kyokai

Federation of Economic Organizations - Keizai Dantai Rengokai

Japan Electrical Machinery Mfg. Association - Nippon Denki Kikai Seizokai

Japan Starch Co. Ltd. - Nippon Denpun K.K.

Japan Motion Picture Education Association - Nippon Eiga Kyoika Kyokai

Japan Learning and Study Advancement Society - Nippon Gakujutsu Shinko Kai

Japan Travelling Drama Performance League - Nippon Ido Engeki Renmei

Japan Colonization Association - Nippon Kaitaku Kyokai

Japan Industries Club - Nippon Kogyo Club

Japan Automobiles Council - Nippon Jidosha Kaigisha

Japan Navigation Association - Nippon Kaium Kyokai

Japan Sweet Potatoes and Potatoes Co. Ltd. - Nippon Kansho Bareisho K.K.

Japan Tool Machine Federation - Nippon Kosaku Kikai Rengokai

Japan Central Harbour Transportation Society - Nippon Koun Chuokai

Japan Education Society - Nippon Kyoiku Kai

Japan Agricultural Instrument Council - Nippon Nokigu Kogyokai

Japanese Federation of Industrial Organizations - Nippon San gyo Dantai Kyogikai

Japan Dairy Union - Nippon Seirakugyo Kumiai

Japan Red Cross - Nippon Seki Jyuji-Sha

Japan Coal Mining Society - Nippon Sekitan Kogyokai

Japan Textile Association - Nippon Seni Kyokai

Japan Newspapers Association - Nippon Shinbun Kyokai

Japan Securities Exchange - Nippon Shoken Torihikisho

Japan Fodder Co. Ltd. - Nippon Shiryo K.K.

Japan Publishers Association - Nippon Shuppan Kyokai

Japan Central Warehousing Society - Nippon Sokogyo Chuokai

Japan Iron and Steel Council - Nippon Tekko Kyogikai

Japan Railways Society - Nippon Tetsudo Kai

Japan Communication Machinery Ind. Association - Nippon Tsushin Kikai

Japan Taxation Affairs Association - Nippon Zeimu Kyokai

Agricultural Association, including those of national, prefectural and local level, the term "local" including here and hereafter Shi, Machi and Mura - Nogyokai

Forestry Society, including those of national and prefectural level - Ringyo Kai

Sulphuric and Nitrate Acid Mfg. Association - Ryu-sho San Seisan Kyogikai

Sulphuric Ammonia Fertilizer Mfg. Industry Union - Ryuan Hiryo Seizogyo

Sericultural Association, including those of national and prefectural level - Sanshigyokai

Industrial Machinery Ind. Assn. - Sangyo Kikai Kogyokai

Central Life Insurance Association - Seimei Hoken Chuokai

Life Insurance Association - Seimei Hoken Kyokai

Nitrate of Lime Fertilizer Mfg. Industry Union - Sekkai Chisso Hiryo Seizogyo Kumiai

Shipping Management Association - Senpaku Uneikai

Ex-Offenders Protection Association - Shio Nogo Kyokai

Social Education Federation - Shakai Kyoiku Rengokai

Dentists Association, including those of national and prefectural level - Shika Ishi Kai

Trust Companies Association - Shintaku Kyokai

Chamber of Commerce and Industry including those of national, prefectural and local level - Shoko Kaigisho

Central Association of Commerce and Industry Union - Shoko Kumiai Chuokai

Vocational Guidance Association - Shokugyo Hodo Kyokai

Central Association of Liquor Sale Unions - Shuhan Kumiai Chuokai

Central Association of Brewers Union - Shuzo Kumiai Chuokai

Soda Ind. Assn. - Soda Kogyokai

Central Damage Insurance Association - Sengai Hoken Chuokai

Damage Insurance Association - Sengai Hoken Kyokai

Aquatic Products Ind. Assn. Suisanbutsu Seizogyo Kai

Aquatic Industry Association, including those of national and prefectural level - Suisan Gyo Kai

Special Fishing Assn. - Tokubetsu Gyogyo Kai

Pharmacists Association, including those of national and prefectural level - Yakuzaishi Kai

National Federation of Banks Association - Zenkoku Ginkogyo Kyokai

National Mining Assn. - Zenkoku Kozankai

All Japan District Committee League - Zen Nippon Homen Iin Renmei

Shipbuilders' Federation - Zosen Rengokai

C
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Y

CIVIL SERVICE DIVISION
GOVERNMENT SECTION

4 February 1948

MEMORANDUM TO: W. Pierce MacCoy

FROM: James B. Vaughn

SUBJECT: Gist of Conversation with James W. Killen, Chief, Labor Division

Upon reaching my billet, the Dai Iti Hotel, on 3 February at approximately 5:15 p.m., I encountered Mr. Killen as I was about to enter the elevator. After the usual greetings, Mr. Killen made a remark to the effect that it appeared that the Labor Division and the Civil Service Division were going to battle, to which I professed amazement. At this point Mr. Killen asked if I had seen a memorandum which had been received that day in his office. I replied that I had not seen the memorandum nor did I know its contents and asked would he expand, to which he replied that it was a "lulu" of a memorandum and was over the signature of "Courtney." At this point the elevator arrived. Mr. Killen, myself and other residents of the billet entered the elevator. In proceeding to our respective floors he made a remark to the effect that it appeared to him the battle was rapidly approaching which would be very interesting and he did not know who would win, but "may the best man win."

/s/ J.B.V.

GENERAL HEADQUARTERS
SUPREME COMMANDER FOR THE ALLIED POWERS

Government Section

MEMORANDUM 4 February 1948

TO: Brig. Gen. Courtney Whitney
Chief, Government Section

FROM: Mr. Blaine Hoover
Chief, Civil Service Division

I hesitate to direct your attention to small matters but think you may desire to be informed as to how the straws are blowing.

The report from Stars and Stripes reflects an interesting usurpation of official function.

The press report on post-office sabotage and the Vaughn memorandum are self-explanatory.

Enclosures - 3 -

Vaughn memo
Stars and Stripes clipping 3 January "JAPAN TAX COLLECTION DEFINITELY IMPROVED: ESS COMMENDS UNION"

Nippon Times " 4 January "SAGA POSTAL EMPLOYES USE SABOTAGE TACTICS: REFUSE TO SELL STAMPS"

GOVERNMENT SECTION
Civil Service Division

MEMORANDUM

TO: Blaine Hoover

FROM: R. S. Hare

SUBJECT: Recommended revision of Article 29 of National Public Service Law.

Article 29 of the National Public Service Law provides in part that the Position Classification Plan shall be submitted to the Diet for approval before the enforcement of the law which is July 1, 1948.

There is no definition in the law of the term "classification plan". The authors of the section possibly had in mind that the plan would constitute a simple framework of grades, each of which would be defined in rather general terms. Technically speaking, however, a classification plan includes not only such basic framework but also the complete or at least adequate set of class specifications.

It is my understanding that any matter which requires the approval of the Diet must be submitted by the end of February. Such a requirement would, of course, apply to the classification plan as well as any other proposals that might be made.

In view of the size of our staff, the complexity of the whole classification picture, and the fact that we will not even have organizational charts until after the end of January, it will be impossible to develop anything worthwhile in the short length of time that we have.

Actually, there is no immediate need and no absolute necessity for having a classification plan in effect by July 1, 1948.

In view of this situation, it is recommended that steps be taken to amend Paragraph 4 of Article 29 by simply striking out the last six words of the paragraph which are "before the enforcement of this law" so that the sentence will read "the plan as provided in the preceding three paragraphs shall be submitted to the Diet for approval."

RSH:vo
23 January 1948

RSH

PROPOSED REVISIONS
1948

PROPOSED REVISIONS

PROPOSED REVISIONS

PROPOSED REVISIONS OF THE NATIONAL PUBLIC SERVICE LAW (LAW NO. 120)

Make the following revisions throughout the Law, except where otherwise specified, as in Articles 2 and 55 and in new material in revisions set forth hereinafter:

For "National Personnel Commission" substitute "National Personnel Authority".

For "Commission" substitute "Authority".

For "Chairman of the National Personnel Commission" substitute "President of the National Personnel Authority".

For "Commissioners of the National Personnel Commission" substitute "Commissioners of the National Personnel Authority".

For "Executive Director" substitute "Director-General".

For "Prime Minister" substitute "Cabinet".

Article 1. Revise as follows:

Add after paragraph one the following two paragraphs:

"If any provision of this Law or the application thereof is held invalid, the remainder of this Law or other applications of such provision shall not be affected."

"Insofar as they are inconsistent or in conflict with prior laws or implementations thereunder, the provisions of this Law shall control."

Article 2. Revise as follows:

Paragraph three -

Lines 4-5, after "2. Ministers of State", insert "3. Commissioners of the National Personnel Authority and Auditors of the Board of Audit".

Line 5, delete "3." and substitute "4." therefor.

Line 6, delete "4." and substitute "5." therefor.

Lines 8-9, delete "5. Director-General of the Bureau of Legislation".

Lines 10-11, delete "6. Parliamentary Vice-Minister of each Ministry".

Line 12, delete "7. Vice-Minister of each Ministry" and substitute therefor "6. Parliamentary Vice-Ministers and Vice-Ministers".

Line 13, delete "8. Counselor of each Ministry" and substitute therefor "7. Director-General of the Economic Stabilization Board".

Lines 14-15, delete all and substitute therefor "8. Director of the Liaison and Coordination Agency".

Line 16, delete "10." and substitute "9." therefor.

Line 21, delete "11." and substitute "10." therefor.

Line 22, insert after "election", and before "resolution" "or requires a".

Lines 24-27, delete "12. Personnel of Government enterprises, "Kodan" and others similar thereto as designated by law or rules of the National Personnel Commission."

Lines 28-31, delete "13. Advisers, Consultants, Committee-men and other personnel similar thereto as designated by law or rules of the National Personnel Commission".

Line 32, delete "14. Employees engaged in common labour".

Line 33, delete "15." and substitute "11." therefor. Delete "Grand Steward" and substitute therefor "Director of the Imperial House Agency".

Lines 34-35, delete "Imperial House Office" and substitute therefor "Imperial House Agency".

Line 37, delete "16." and substitute "12." therefor. Delete "and" and substitute a comma (,) therefor. Add after "Ministers", "and Consuls".

Line 38, delete "17." and substitute "13." therefor. Delete the comma (,) after "Judges" and substitute "and" therefor.

Lines 39-40, delete "and Judicial Research Officials".

Line 41, delete "18." and substitute "14." therefor.

Paragraph four, line 5, add "The National Personnel Authority shall have authority to determine whether positions are in the national public service or other service, and, within the provisions of this Article, to determine whether positions are in the regular government service or the special government service."

Add as a sixth paragraph "The Government shall not pay salary, wage, or other compensation for services to personnel other than in the regular government service or the special government service.".

Add as a seventh paragraph "The provision of the preceding paragraph shall not apply to contracts between the National Government or a subdivision thereof, and foreign nationals for personal services on an individual basis."

Article 3, Revise as follows:

Paragraph one, line 3, delete "Commission" and substitute therefor "Authority (hereinafter referred to as the Authority)".

Paragraph one, line 4, delete "Prime Minister" and substitute therefor "Cabinet and shall report direct to the Prime Minister".

Paragraph two, delete all and substitute therefor

"Subject to this Law the Authority shall develop, coordinate, integrate, and order policies, standards, procedures, rules, and programs and recommend legislative and other necessary action for the government service with respect to the following matters:

1. Position classification, compensation, dual compensation, pay plan, examination, qualifications, recruitment, employment eligible lists, certification of eligibles, appointment, conditional period, temporary appointment, part-time employment, dual employment, oath of office, promotion, demotion, transfer, reinstatement, reassignment, retirement, pension, dismissal, reduction in force, evaluation of work performance, the definition of technical personnel terms and related matters.

2. Hours of work, leave of absence, temporary retirement, health, safety, recreation, education and training, welfare, personal conduct, political activity, exclusion from private enterprise, preservation of secrecy, discipline, impeachment, equitable treatment, status, guarantee, employee application for administrative action, grievance procedure, compensation for illness and injury, and investigation, research, and inspection regarding governmental personnel administration and related matters.

3. Personnel records and statistics, control and audit of payrolls to the extent that the delivery of authorized compensation in conformity with this law and rules and directives of the Authority is assured.

4. Administration of the National Personnel Council.

5. Other matters placed under its jurisdiction on the basis of law."

Paragraph three, delete all and substitute therefor

"Within the administrative sphere in which the Authority is empowered to act by this Law, the decisions and actions of the Authority shall be subject to review only by the Authority under its own procedures."

Article 4. Revise as follows:

Delete all and substitute therefor

"The Authority shall be composed of three Commissioners.

"One of the Commissioners shall be designated and appointed as President.

"The Authority shall appoint a Director-General and such other personnel as it may deem necessary to properly and adequately conduct the business of the Authority within the limitations of its budget.

"The Authority shall control its own internal operating organizational structure, and the provisions of the National Government Organization Law (Law No. 120 of 1948) shall not apply to the National Personnel Authority."

Article 5. Revise as follows:

Paragraph five, line 5, delete "one year" and substitute "five years" therefor.

Paragraph six, line 4, delete "the same professional subdivision of".

Line 5, delete "or high school" and place a period (.) after "university".

Lines 6-7, delete all.

Article 6. No change.

Article 7. Revise as follows:

Paragraph three, Lines 5-6, delete "Exceptions, however, may be authorized by rules of the Commission."

Article 8. Revise as follows:

Paragraph three, lines 5-7, delete "However, in cases specifically provided by rules of the Commission, a Commissioner may be immediately removed by the Cabinet.".

Article 9. Revise as follows:

Paragraph two, Lines 2-3, delete "he shall file charges" and substitute therefor "charges shall be filed by the Cabinet".

Lines 4-5, delete "submit them" and substitute "submitted" therefor.

Article 10. Revise to read as follows:

"A Commissioner shall be compensated on the same basis as a Minister of State, and no Minister of State for all purposes shall be paid by the Government more in total compensation than is paid any Commissioner."

Article 11. Revise as follows:

Paragraph one, Line 3, insert "the" after "among".

Article 12. Revise as follows:

Title of Article, delete "(Commissioners' Conference)" and substitute therefor "(Meetings of the Authority)".

Paragraphs one through six inclusive, delete all and substitute therefor

"Regular meetings of the Authority shall, as a rule, be held at least once a week at a fixed place, as provided by rules of the Authority.

"Proceedings at a meeting of the Authority shall be recorded in its minutes.

"The minutes specified in the preceding paragraph shall be prepared by the Executive Secretary.

"Necessary determinations concerning the proceedings of the Authority shall be provided by rules of the Authority.

"The Director-General of the Authority shall be present at the meetings of the Authority as Executive Secretary.

"When exercising the powers enumerated below, the Authority shall require a resolution of the Authority:

1. The enactment, amendment, or abrogation of rules of the Authority;
2. Disbursements from the reserve fund as specified in Article 13;
3. Recommendations to the head of the appropriate agency of government as specified in Article 22;
4. Submitting opinions of the Authority to the Cabinet as specified in Article 23;
5. Report to the Cabinet as specified in Article 24;
6. Drafting of a position classification plan as specified in Article 29;
7. Determination of standards for evaluation and designation of an evaluating body as specified in Article 36 (including cases to be correspondingly applied in Article 37);
8. Designation of examining bodies as specified in Article 48;
9. Approval of temporary employment and its renewal, restriction of number of personnel for temporary employment and determination of their qualifications, and cancellation of temporary employment as specified in Article 60, except as provided by rules of the Authority;
10. Drafting of a pay plan as specified in Article 63;
11. Preparation of revisions of the pay plan as specified in Article 67;
12. Recommendations to the head of an appropriate agency of government, and drafting plans concerning recognition for efficient performance or measures for correcting failure to perform efficiently as specified in Article 72, except as provided by rules of the Authority;
13. Evaluation of a case as specified in Article 87;
14. Drafting of important matters concerning compensation as specified in Article 95;
15. Evaluation of a protest as specified in Article 103;
16. Drafting of important matters concerning pension as specified in Article 108;
17. Other matters which, by a resolution of the Authority, require a resolution of the Authority."

Article 13. Revise as follows:

Title of Article, delete "(Secretariat of the Commission and other agencies)" and substitute therefor "(Secretariat and Budget of the Authority)".

Paragraph one, line 1, add after the comma (,) "and legal counsel under its own jurisdiction.".

Lines 2-3, delete "which shall take charge of general affairs concerning matters under the jurisdiction of the Commission.".

Add, as a second paragraph, "The organization of the Authority's Secretariat and necessary determinations concerning legal counsel shall be as provided by rules of the Authority.".

Add, as a third paragraph, "The Authority shall annually, and prior to the beginning of each fiscal year, present to the Cabinet a request

for appropriations necessary to administer its program for the ensuing fiscal year. Such requests shall cover purchase of land, construction of buildings, rental of offices, purchase of furniture, equipment, supplies, payments of salaries and wages of staff together with all other services and things necessary to the complete administration and enforcement of this Law. Such requests for appropriations shall be submitted to the Cabinet for inclusion in the national budget."

Add, as a fourth paragraph, "A reserve fund which shall be under the supervision of the President of the Authority shall be provided among the expenditures mentioned in the preceding paragraph. Disbursements from this fund shall require a resolution of the Authority."

Add, as a fifth paragraph, "In the event the Cabinet or the governmental budget authority desires to revise the annual request of the Authority for operating funds so presented, the request as compiled by the Authority and the request as revised by the Cabinet and/or the governmental budget authority shall be presented to the Diet for consideration."

Paragraph five (original paragraph two), line 1, insert after "offices" "as it deems necessary".

Article 14. Revise as follows:

Paragraph one, delete all and substitute therefor "The Director-General of the Authority shall be the executive assistant to the President. Subject to general supervision of the President, the Director-General shall direct and supervise all administrative and technical activities of the Authority; plan programs to achieve the objectives of this Law; plan, recruit, organize, direct staff of the Authority; and do such other proper and legal acts as may be necessary to achieve the objectives of this Law; act as the Executive Secretary of the meetings of the Authority and Chairman of the National Personnel Council."

Add, as a final paragraph, "The Director-General of the Authority shall be compensated on the same basis as a Vice-Minister and no Vice-Minister for all purposes shall be paid by the Government more in total compensation than is paid the Director-General."

Article 15. No change.

Article 16. Revise as follows:

Title of Article, delete all and substitute therefor "(Rules and Directives of the Authority)".

Paragraph one, delete all and substitute therefor "The Authority shall make rules, issue directives and establish procedures concerning matters necessary for the execution of this Law. The Authority may revise its rules from time to time at its discretion."

Paragraph two, delete all and substitute therefor, "Rules and revision of the rules of the Authority shall be published in the Official Gazette."

Add, as a third paragraph, "The Authority is authorized to issue directives in the absence of a rule or to implement a rule by the issuance of directives in any area where it is authorized to make rules or take other action under this Law.".

Article 17. No change.

Article 18. Revise as follows:

Line 2, delete the period (.) and add after "service" "and no compensation shall be paid or delivered to personnel of the service contrary to the directives of the Authority as provided for by rules of the Authority."

Article 19. Revise as follows:

Paragraph two, lines 1-2, delete "Soricho (the Prime Minister's Office)" and substitute therefor "Sōrifu (the Prime Minister's Office)".

Paragraph four, line 1, after "records" delete "prescribed in Paragraph 2" and substitute therefor "maintained by the Prime Minister's Office (Sōrifu) or any ministry or agency of the government".

Article 20. No change.

Article 21. Revise as follows:

Paragraph one, lines 2-3, delete "unimportant functions" and substitute therefor "certain of these functions as prescribed by rules of the Authority".

Article 22. Revise as follows:

Lines 5-6, after "Government" insert "or other matters relating to labor utilization".

Paragraph three, line 3, add "and the budget authority of the government.".

Article 23. No Change.

Article 24. Revise as follows:

Paragraph 1, lines 1-2, delete", as provided by the Prime Minister."

Article 25. Revise as follows:

Paragraph one, line 1, delete "Soricho (the Prime Minister's Office)" and substitute therefor "Sōrifu (the Prime Minister's Office)".

Article 26. Revise as follows:

Paragraph one, lines 3-4, delete "Soricho (the Prime Minister's Office)" and substitute therefor "Sorifu (the Prime Minister's Office)".

Article 27. Revise as follows:

Line 4, delete "or" and substitute a comma (.) therefor.

Line 5, delete the period (.) and add after "origin" "or political opinions or affiliations except as provided in Item 5, Article 38."

Article 28. Revise as follows:

Lines 3-5, delete all after "may" and substitute therefor "be from time to time revised by the Diet to meet changing conditions. It shall be the duty of the Authority to recommend such changes.".

Article 29. Revise as follows:

Paragraph two, Line 3, delete "by classes determined".

Line 4, delete "grades according to".

Paragraph three, lines 5-6, delete "grade and class." and substitute therefor "class under substantially the same employment conditions."

Paragraph four, line 3, delete "before the enforcement of this Law".

Add, as a fifth paragraph

"The classification plan as provided by Article 14 of The Law Administering the New Pay, enacted May 31, 1948, shall be construed as being and meeting the requirements of the plan referred to in this Article and otherwise in this Law and shall remain in effect until subsequent modifications are recommended by the National Personnel Authority and enacted by the Diet."

Article 30. Revise as follows:

Paragraph one, line 1, delete "shall" and substitute "may" therefor.

Article 31. Revise as follows:

Paragraph one, line 1, delete "the event of enforcing" and substitute "effectuating" therefor.

Article 32. Revise as follows:

Line 1, after the first "to" insert "all".

Lines 1-2, delete "to which the position classification plan is applicable" and substitute therefor "in the regular service".

Lines 4-7, delete all after "made" and substitute a period (.) therefor.

Article 33. Revise as follows:

Paragraph one, line 1, delete "and dismissal".

Line 5, delete the period (.) and substitute therefor "as determined by the rules of the Authority. Dismissal of a person in the service shall be according to the rules of the Authority.".

Add, as a second paragraph, "The Authority shall at its discretion determine whether an examination shall be original entrance, or promotional, or both.".

Paragraph three (original paragraph two), line 3, delete "paragraph" and substitute "paragraphs" therefor.

Article 34. Revise as follows:

Title of Article, delete "(Definition of Employment, Initial Appointment, Promotion, Demotion and Transfer)" and substitute therefor "(Definition of Technical Terms)".

Paragraphs one, two, three, four, and five, delete all and substitute therefor, as a single paragraph "The Authority by rule shall define, amplify and authorize the use of technical terms as it deems necessary in administering this Law.".

Article 36. Revise as follows:

Paragraph one, lines 3-4, delete "a grade or grades of a class or classes of".

Paragraph three, delete all.

Article 37. Revise as follows:

Paragraph one, line 2, insert a comma (,) after "examination".

Line 3, delete parenthesis and substitute a comma (,) therefor.

Lines 3-4, delete "in the next lower grade of the same class" and substitute therefor "of lower levels than that".

Line 7, delete "Commission" and substitute therefor "Authority at its discretion".

Line 8, delete all after "examined", including the comma (,), and substitute therefor "when such restriction is deemed necessary.".

Article 38. Revise as follows:

Line 4, delete "or quasi-incompetent:"

Article 39. No change.

Article 40. Revise as follows:

Paragraph one, line 2, insert a comma (,) between "mark" and "rating".

Add as a second paragraph "No person shall willfully violate or attempt or conspire to violate this Law or any part of it, or the rules or directives issued thereunder, or commit or attempt to commit any fraud incident to the administration of or obstruct the enforcement of this Law or the rules or regulations enacted or directives issued thereunder.".

Article 41. No change.

Article 42. Revise as follows:

Line 2, delete all after "the" and substitute "Authority." therefor.

Article 43. No change.

Article 44. Revise as follows:

Lines 4-5, delete "a grade or grades of a class or classes of".

Article 45. Revise as follows:

Line 4, delete "grade and class of".

Lines 4-5, delete all after "concerned", including the comma (,) and place a period (.) after "concerned".

Article 46. No change.

Article 47. Revise as follows:

Paragraph two, line 3, delete "grade and class of".

Lines 5-6, delete "the subjects of examination and the individual weights thereof,".

Paragraph three, Line 5, delete "unfailingly" and substitute "reasonably" therefor.

Line 6, add "Examinations announced or in process may be cancelled or revised by the Authority.".

Article 48. No change.

Article 49. No change.

Article 50. Revise as follows:

Line 4, delete "by grade and class of positions,".

Article 51. Revise as follows:

Line 6, delete "appropriate" and "in the grade and class".

Article 52. Revise as follows:

Line 6, delete "appropriate" and "in the grade and class".

Article 53. No change.

Article 54. Revise as follows:

Line 2, delete "either in whole or in part" and the two commas (,).

Article 55. Revise as follows:

Paragraph two, line 3, after "ministers," insert "and".

Lines 4-6, delete all after "government", place a period (.) after "government", and add "The authority of the Prime Minister, Ministers, and the head of each other administrative agency of government to appoint personnel in the service shall be restricted to positions within the respective organizational structure of such official. The Cabinet shall appoint personnel only to positions within the organizations directly presided over by the Cabinet."

Paragraph three, line 5, delete all after "agency", place a period after "agency", and add "All such delegations of appointing power shall be certified to the Authority in writing in advance of the effective date.".

Add, as a fourth paragraph, "No person shall be appointed, employed, promoted or transferred in the service or assigned to perform the duties of any position in the service who has not met the requirements of this Law and the rules enacted and directives issued thereunder.".

Article 56. Revise as follows:

Line 3, delete the period (.) and add after "filled" "except that prior to July 1, 1951, the National Personnel Authority by resolution may restrict the choice to less than the top five names as applied to any position or group of positions.".

Article 57. No change.

Article 58. No change.

Article 59. Revise as follows:

Paragraph one, lines 1-2, after "initial" insert "or promotional"; delete "the grade or class prescribed by rules of the Commission" and substitute therefor "any position in the regular service".

Paragraph two, line 2, after "appointment" insert "or the establishment of a conditional period in excess of six months".

Article 60. Revise as follows:

Paragraph two, Lines 2-3, delete "by grade and class of positions".

Paragraph three, Line 3, delete the period (.) and add after "paragraphs" "or rules of the Authority.".

Paragraph five, lines 2-3, delete "Cabinet Orders issued thereunder".

Article 61. Revise as follows:

Line 3, delete the period (.), substitute a comma (,) therefor, and add after the comma (,) "subject to this Law and rules of the Authority.".

Article 62. Revise as follows:

Paragraph two, line 2, place a period (.) after "possible".

Lines 3-4, delete "and in so far as practicable giving due consideration to existing practices.".

Article 63. No change.

Article 64. Revise as follows:

Paragraph two, delete all and substitute therefor "The compensation schedule, which shall be determined, after taking into consideration the cost of living, prevailing wage rates and other pertinent factors as determined by the Authority, shall include a clearly specified range of pay for each grade or class.".

Article 65. Revise as follows:

Paragraph one, line 3, delete "Matters concerning:".

Line 5, delete the semi-colon (;) and add after "grade" "or class;".

Article 66. Revise as follows:

Paragraph one, line 3, delete "grade and class of the position" and substitute therefor "class of positions".

Paragraph two, delete all.

Article 67. No change.

Article 68. Revise as follows:

Paragraph three, line 3, delete "Cabinet Order and".

Article 69. No change.

Article 70. No change.

Article 71. No change.

Article 72. Revise as follows:

Paragraph three, line 4, delete "submit them to the Prime Minister." and substitute therefor "take appropriate action thereon."

Article 73. No change.

Article 74. No change.

Article 75. Revise as follows:

Paragraph one, line 4, delete the period (.) and add after "law" "or rules of the Authority.".

Paragraph two, line 2, delete "grade".

Article 76. No change.

Article 77. Revise as follows:

Line 2, delete "law." and substitute therefor "this Law and rules of the Authority.".

Article 78. Revise as follows:

Line 6, delete "any" and substitute "sufficient" therefor.

Lines 11-12, delete "positions of a grade or grades or a class or classes." and substitute therefor "the position he holds.".

Article 79. Revise as follows:

Line 2, after the comma (,) insert "or in other cases established by rules of the Authority,".

Article 80. Revise as follows:

Paragraph one, line 3, delete "one year;" and substitute therefor "as provided by rules of the Authority;".

Paragraph three, line 4, delete "receive one-third of his pay." and substitute therefor "be paid as provided in the compensation plan.".

Article 81. Revise as follows:

Paragraph one, line 17, delete "grade".

Paragraph three, line 2, delete "demoted, or be" and substitute therefor "demoted or".

Lines 4-5, delete "on the basis of the merit of their performance on duty and other demonstrated abilities." and substitute therefor "according to the rules of the Authority.".

Article 82. No change.

Article 83. Revise as follows:

Paragraph one, lines 1-2, delete "shall range from one month to one year.".

and substitute therefor "and the period of such suspension shall be at the discretion of the Authority.".

Paragraph two, lines 3-5, delete "While he is suspended from duty, he shall receive one-third of his pay." and substitute therefor "A person suspended from duty shall not be paid for services during such period of suspension except under provisions of Article 92.".

Paragraph three, delete all.

Article 84. Revise as follows:

Line 2, add "The Authority may file charges against any member of the service subject to investigation as herein provided.".

Article 85. Revise as follows:

Delete all and substitute therefor

"While a case which is to be subjected to disciplinary punishment is in the criminal court, administrative disciplinary proceedings may be taken on the same case at the discretion of the Authority. Any person subjected to administrative investigation and findings under this Law, if subjected to criminal prosecution on the same or related facts, shall not be deemed to have been placed in double jeopardy."

Article 86. No change.

Article 87. No change.

Article 88. No change.

Article 89. Revise as follows:

Title of Article, line 2, delete "Grade".

Paragraph one, line 2, delete "grade".

Article 90. No change.

Article 91. No change.

Article 92. Revise as follows:

Paragraph one, lines 1-2, insert a comma (,) after "investigation" and delete "specified in the preceding Article,".

Lines 3-5, delete "confirm the action of the employing agency of government." and substitute therefer "approve or in its discretion revise the action of the employing agency of government. If, as a result of such investigation, it is established that the accused was not guilty as charged, the Authority shall reverse the action of the employing agency of government and take such action as may be advisable and necessary to restore employment rights to the member of the service and correct any injustice

that may have been done him by reason of such inaccurate accusation. The Authority may in such cases order that the accused be reimbursed for any salary lost by reason of such inaccurate accusation. Findings of the Authority in such cases shall be final and subject to review only by the Authority under its rules.".

Paragraph two, delete all.

Paragraph three, delete all.

Article 93. No change.

Article 94. No change.

Article 95. Revise as follows:

Line 4, add "The injury compensation plan shall be administered by the Authority."

Article 96. No change.

Article 97. No change.

Article 98. Revise to read as follows:

"Personnel of the service in the performance of their duties shall comply with laws and orders and faithfully observe the orders of their superiors on matters pertaining to the performance of their official duties. They shall be permitted to join or refrain from joining associations or other employee organizations, and through such organizations to designate representatives for purposes of consultation or cooperation with proper authorities relative to conditions of employment and for other lawful purposes including social and welfare activities except that police, firemen, and personnel of the Maritime Safety Board (Coast Guard) and penal institutions shall be denied the right to organize trade unions or to join trade unions. Personnel of the service shall not strike or engage in delaying or other dispute tactics against the public of Japan represented by the National Government as employer or resort to delaying tactics which reduce the efficiency of governmental operations. Any person in the service who shall resort to strike or any or all of the unlawful tactics herein prescribed shall lose all rights to employment by the National Government acquired and possessed by him under this law or otherwise at the time of such strike, dispute or delaying tactics."

Article 99. No change.

Article 100. No change.

Article 101. Revise as follows:

Lines 2-3, delete "the head of their employing agency of government because of special circumstances," and substitute therefor "rules of the Authority,".

Line 5, delete the period (.) after "position" and add"and perform only those duties which it is the responsibility of the National Government to perform. Except as authorized by rules of the Authority, personnel of the service may not hold concurrently two or more positions in the employ of the government. Personnel in the employ of the government shall not be paid for service in more than one position at any one time.".

Add as a second paragraph "Nothing contained in the preceding paragraph shall be construed to preclude the assignment, by competent authority, of personnel in the service to duties other than those of their public position in the event of an earthquake, fire, flood or other major catastrophe."

Add as a third paragraph "Personnel of the service shall not, while in the paid service of the National Government, perform duties or carry on activities for or in behalf of employee organizations, except that such personnel of the National Government may perform the activities specified in Article 98 of this Law on an occasional, or intermittent basis requiring only a minor portion of an employee's time under conditions or circumstances approved by, or prescribed by rules of the Authority."

Article 102. Revise as follows:

Paragraph two, lines 2-3, delete "in cases provided by the rules of the Commission." and place a period (.) after "office".

Paragraph three, lines 1-2, delete "specified by law or rules of the Commission".

Article 103. Revise as follows:

Paragraph two, line 3, delete "representation of" and substitute therefor "employment by".

Article 104. Revise as follows:

Line 7, delete "of the head" and substitute therefor "of the Authority and the head".

Article 105. No change.

Article 106. No change.

Article 107. No change.

Article 102. Revise as follows:

Paragraph three, line 2, after "sound" insert "actuarial".

Article 109. No change.

Article 110. No change.

Article 111. Revise as follows:

Line 8, after "be" insert "sentenced not to exceed one year in penal servitude or".

SUPPLEMENTARY PROVISIONS

Article 1. Revise as follows:

Paragraph three, lines 5-6, delete "law or rules of the Commission." and substitute therefor "law, rules or directives of the Authority.".

Article 2. Revise as follows:

Paragraph three, lines 6-7, delete all after "Commission' " and substitute therefor a period (.).

Paragraph four, line 2, delete "chairman and two members." and substitute therefor "President and two Commissioners.".

Paragraph five, line 1, delete "chairman and members" and substitute therefor "President and Commissioners".

Line 3, delete "chairman" and substitute "President" therefor.

Paragraph six, line 4, delete "chairman and members" and substitute therefor "President and Commissioners.".

Paragraph eight, delete all and substitute therefor "The Temporary Authority shall have a Director-General whose duties and compensation shall be those described in Article 14 and other necessary personnel prescribed by Cabinet Order.".

Add, as a ninth paragraph, "Personnel of the Temporary Authority shall on installation of the Authority become personnel of the Authority in conditional status for a period of six months thereafter. If not dismissed during the conditional period such personnel shall on termination of that period be regarded as having qualified themselves in the examination or the evaluation based on this Law, or otherwise as holding positions in which they are so serving under the procedure based on this Law and shall thereby be given permanent status in the service.".

Article 3. Revise as follows:

Line 2, delete "or high school".

Lines 4-5, delete "the high schools under the 'High School Ordinance'".

Article 4. No change.

Article 5. Revise as follows:

Lines 1-2, delete "Commissions" and substitute "Commissioners" therefor.

Article 6. No change.

Article 7. No change.

Article 8. No change.

Article 9. Revise as follows:

Delete all and substitute "Persons actually holding, on a date which shall be established by the Authority, positions as heads and assistant heads of bureaus, section heads, and assistant section heads, and other positions of similar organizational level in the service as designated by the Authority, shall, as provided by rules of the Authority, be deemed as having received temporary employment in such positions. Such temporary employment shall not exceed three years from July 1, 1948, and may be sooner terminated. The Authority shall from time to time designate additional positions as of similar organizational level and such positions shall be subject to the provisions of this Article. However, in the interest of the service the Authority may at its discretion hold examinations and effect replacements of personnel in any position, group of positions, or occupation or series of occupations in the service.

"In regard to the positions as specified in the preceding paragraph, it shall be the duty of the Authority by greatest diligence to administer the necessary examinations or evaluations under this Law within two years after July 1, 1948.".

Article 10. Revise as follows:

Delete all and substitute "Persons in positions other than those specified, and from time to time specified by the Authority under the foregoing Article, shall be regarded as having qualified under the procedures based on this Law for the positions held by them on dates as specified by the Authority and in all respects subject to the rules of the Authority.".

Article 11. Revise as follows:

Delete all and substitute "Prior to July 1, 1951, an appointing officer

may, with the permission of the Authority and subject to its rules, extend temporary employment beyond the limits specified in paragraph 1 of Article 60.".

Article 12. No change.

Article 13. Revise as follows:

Lines 4-7, delete "such as diplomatic and consular officials, other personnel stationed abroad, school teachers, court officials or public procurators,".

Article 14. No change.

After Article 14, add a fifteenth article as follows:

"Article 15. Persons actually holding appointments or employment in the Temporary National Personnel Commission on the effective date of this Law, shall be deemed to hold equivalent appointments or employment in the Temporary Authority, unless other written notification of action is given them."

After Article 15, add a sixteenth article as follows:

"Article 16. Prior to July 1, 1951, the Authority may extend cooperation and technical advice incident to the installation and operation of civil service agencies of prefectures, cities and other local public bodies based on the principles established under this Law.

After Article 16, add a seventeenth article as follows:

"Article 17. The coverage of the Trade Union Law (Law 51 of 1945), the Labor Relations Adjustment Law (Law 25 of 1946), the Labor Standards Law (Law 49 of 1947) and the Mariners Law (Law 100 of 1947), and any ordinances, rules, or orders issued under the provisions of these laws, shall not apply to any personnel of the regular service as defined in Article 2 of the National Public Service Law (Law 120 of 1947)

After Article 17, add an eighteenth article as follows:

"Article 18. The following amendments shall be made to the Employment Security Law (Law 141-1947):

In Paragraph 1, Line 3 of Article 9, delete "special". In line 4 of the same paragraph, delete "Labor Minister.", and add "the National Personnel Authority."

Delete all of paragraph 2 of Article 9.

Paragraph three of Article 9 becomes paragraph two and add at the beginning of this paragraph "Prior to application of the National Public Service Law (Law 120 of 1947)" preceding "the Labor Minister". In line 1, after "office" delete period (.) and substitute therefor semi-colon (;). In line 3, after "governor" delete period (.) and substitute therefor "and".

After Article 18, add a nineteenth article as follows:

"Article 19. Amend Article 1 of the Employment Security Law (Law 141 of 1947) in line 5 by deleting the period (.) after 'employment' and adding 'than the regular service as defined in Article 2 of the National Public Service Law (Law 120 of 1947).'

Amend Article 5 of the Employment Security Law, line 2 of Paragraph 4, by adding after 'employers' 'other than the National Government'.

In Paragraph 5 of the same Article, line 2, after 'employers' add 'other than the National Government.'

Amend Article 44 of the Employment Security Law by deleting in line 1, 'governmental or private,'".

After Article 19, add a twentieth article as follows:

"Article 20. Upon the coming into force of this Law, 'National Personnel Commission', 'Chairman of the National Personnel Commission', 'Commissioners of the National Personnel Commission', and 'rules of the National Personnel Commission' in other laws and Cabinet Orders shall read respectively 'National Personnel Authority', 'President of the National Personnel Authority', 'Commissioners of the National Personnel Authority', and 'rules of the National Personnel Authority'; and, similarly, 'Temporary National Personnel Commission', 'Chairman of the Temporary National Personnel Commission', and 'Commissioners of the Temporary National Personnel Commission', shall read respectively, 'Temporary National Personnel Authority', 'President of the Temporary National Personnel Authority', and 'Commissioners of the Temporary National Personnel Authority'".

THE LAW

INCLUDING

PROPOSED REVISIONS

THE LAW INCLUDING PROPOSED REVISIONS

THE NATIONAL PUBLIC SERVICE LAW (LAW NO. 120)
INCLUDING PROPOSED REVISIONS

Chapter I. General Provisions

(Object of this Law)

Article 1. The object of this Law is to assure the people democratic and efficient administration of their public affairs by establishing basic standards which shall be applicable to all official positions and places of employment in the national public service (excluding members of the Diet) and by providing that personnel shall be so selected and directed in a manner consistent with democratic practices as to promote maximum efficiency in the performance of public duties.

If any provision of this Law or the application thereof is held invalid, the remainder of this Law or other applications of such provision shall not be affected.

Insofar as they are inconsistent or in conflict with prior laws or implementations thereunder, the provisions of this Law shall control.

(Regular and Special Government Service)

Article 2. The national public service shall be divided into the regular government service and the special government service.

The regular government service shall be comprised of all positions in the national public service other than those in the special government service.

The special government service shall be comprised of the following types of positions:

1. The Prime Minister
2. Ministers of State
3. Commissioners of the National Personnel Authority and Auditors of the Board of Audit
4. Director-General of the Cabinet Secretariat
5. Deputy Director-General of the Cabinet Secretariat
6. Parliamentary Vice-ministers and Vice-ministers
7. Director-General of the Economic Stabilization Board
8. Director of the Liaison and Coordination Agency
9. Confidential Secretaries to the Prime Minister (not exceeding three in number) and other Confidential Secretaries (one for each Minister of State or head of agency included in the special government service)
10. Positions, the appointment to which requires an election or requires a resolution or consent of one or both Houses of the Diet
11. Director of the Imperial House Agency, Grand Chamberlain, Chamberlains and other personnel of the Imperial House Agency as designated by law or rules of the National Personnel Authority
12. Ambassadors, Ministers and Consuls
13. Judges and one Confidential Secretary to the Chief Justice of the Supreme Court
14. Employees of the Diet

The provision of this Law shall apply specifically to all positions in the regular government service (to be hereinafter referred to as the service and persons holding positions therein as personnel). The National Personnel Authority shall have authority to determine whether positions are in the national public service or other service, and, within the pro-

Article 2 (Continued)
visions of this Article, to determine whether positions are in the regular government service or the special government service.

The provisions of this Law shall not apply to positions in the special government service unless specifically provided by an amendment to this Law.

The Government shall not pay salary, wage, or other compensation for services to personnel other than in the regular government service or the special government service.

The provision of the preceding paragraph shall not apply to contracts between the National Government or a subdivision thereof, and foreign nationals for personal services on an individual basis.

Chapter II. The National Personnel Authority

(Installation)

Article 3. In order to ensure the thorough-going enforcement of this Law and attain its objectives, the National Personnel Authority (hereinafter referred to as the Authority) shall be set up under the jurisdiction of the Cabinet and shall report direct to the Prime Minister.

Subject to this Law the Authority shall develop, coordinate, integrate, and order policies, standards, procedures, rules, and programs and recommend legislative and other necessary action for the government service with respect to the following matters:

1. Position classification, compensation, dual compensation, pay plan, examination, qualifications, recruitment, employment eligible lists, certification of eligibles, appointment, conditional period, temporary appointment, part-time employment, dual employment, oath of office, promotion, demotion, transfer, reinstatement, reassignment, retirement, pension, dismissal, reduction in force, evaluation of work performance, the definition of technical personnel terms, and related matters.

2. Hours of work, leave of absence, temporary retirement, health, safety, recreation, education and training, welfare, personal conduct, political activity, exclusion from private enterprise, preservation of secrecy, discipline, impeachment, equitable treatment, status, guarantee, employee application for administrative action, grievance procedure, compensation for illness and injury, and investigation, research, and inspection regarding governmental personnel administration and related matters.

3. Personnel records and statistics, control and audit of payrolls to the extent that the delivery of authorized compensation in conformity with this Law and rules and directives of the Authority is assured.

4. Administration of the National Personnel Council

5. Other matters placed under its jurisdiction on the basis of law.

Within the administrative sphere in which the Authority is empowered to act by this Law, the decisions and actions of the Authority shall be subject to review only by the Authority under its own procedures.

(Personnel)

Article 4. The Authority shall be composed of three Commissioners. One of the Commissioners shall be designated and appointed as President.

Article 4. (Continued)

"The Authority shall appoint a Director-General and such other personnel as it may deem necessary to properly and adequately conduct the business of the Authority within the limitations of its budget."

"The Authority shall control its own internal operating organizational structure, and the provisions of the National Government Organization Law (Law No. 120 of 1948) shall not apply to the National Personnel Authority.

(Commissioners of the Authority)

Article 5. Commissioners of the Authority (to be hereinafter referred to as Commissioners) shall be appointed, with the consent of the Diet, by the Cabinet from among persons 35 years old or more, who are of highest moral character and integrity, in known sympathy with the democratic form of government and efficient administration therein based on merit principles, and possessing a wide range of knowledge and sound judgment concerning personnel administration.

In case the House of Councillors does not consent to the appointment of the Commissioner despite the consent of the House of Representatives, the consent of the House of Representatives shall be taken as the consent of the Diet in the same manner as provided by Paragraph 2 of Article 67 of the Constitution of Japan.

The appointment and dismissal of a Commissioner shall be attested by the Emperor.

No person falling under one of the following specifications shall be appointed as Commissioner:

1. A person who has been adjudicated incompetent, quasi-incompetent, or bankrupt and has not yet been rehabilitated;
2. A person who has been sentenced to a penalty heavier than imprisonment without hard labor by the criminal court or who has been punished upon conviction of an offense prescribed in Chapter IV;
3. A person who falls under one of the specifications mentioned in Item 3 or Item 5 of Article 38.

No person shall be eligible for appointment as a Commissioner who has been a candidate for national or prefectural elective public office or who is or has been an officer of a political party within five years previous to the proposed date of appointment, as provided by rules of the Authority.

With respect to the appointment of Commissioners, no two persons among them shall be members of the same political party or graduates of the same department of the same university.

(Oath Taking and Performance of Duties)

Article 6. After he has been appointed as a Commissioner, the new incumbent shall not exercise the powers pertaining to his office until he has signed a written oath before the Chief Justice of the Supreme Court, as provided by rules of the Authority.

The provisions of Section VII of Chapter III shall apply correspondingly to Commissioners.

(Term of Office)

Article 7. The term of office of a Commissioner shall be four years. However, a Commissioner who is appointed to fill a vacancy shall remain in office during the unexpired portion of the term of his predecessor.

Article 7 (Continued)

A Commissioner may be reappointed. However, he shall not remain in office continuously for a period exceeding 12 years.

A person who has been a Commissioner shall not be eligible to appointment to any position in any agency of the National Government other than the Authority for one year after the termination of his service as Commissioner.

(Retirement and Removal from Office)

Article 8. A Commissioner shall, automatically retire from office when he falls under one of the following specifications:

1. When he has come under one of the instances mentioned in Paragraph 4 of Article 5;
2. When his removal from office is affirmed on public impeachment proceedings based on charges filed by the Cabinet;
3. When he has been continuously in office as a Commissioner for 12 years.

The causes for impeachment prescribed in Item 2 of the preceding paragraph shall be as follows:

1. When he is mentally or physically incompetent to perform official duties;
2. When he has acted contrary to the duties of his position or is guilty of such malfeasance as to render himself unfitting to be Commissioner.

In cases when two persons or more among Commissioners have come to belong to the same political party, all except one person shall be removed from office, with the consent of the Diet, by the Cabinet.

The provision of the preceding paragraph shall not jeopardize the position of a Commissioner who has not changed his political status in regard to party affiliations.

The provision of Paragraph 2 of Article 5 shall apply correspondingly to the instances specified in Paragraph 3.

Except the cases mentioned in Paragraph 3, no Commissioner shall be removed from office against his will.

(Impeachment of Commissioner)

Article 9. Proceedings for impeachment of a Commissioner shall be conducted by the Supreme Court.

When the Cabinet intends to bring impeachment action against a Commissioner, charges shall be filed by the Cabinet in writing setting forth the alleged offense, both in general and particular, and submitted to the Supreme Court.

In the case of the preceding paragraph, the Cabinet shall forward a copy of the charges mentioned in the same paragraph to the accused Commissioner.

The Supreme Court shall set a date for hearing not less than thirty days and not more than ninety days after the filing of the charges mentioned in Paragraph 2, and notify the Cabinet and the accused Commissioner at least thirty days in advance of the date set for hearing.

Article 9 (Continued)

The Supreme Court shall announce its findings within one hundred days after the original date of hearing.

The proceedings for impeachment of Commissioners shall be provided by rules of the Supreme Court.

Costs of hearings shall be borne by the national treasury.

(Salary)

Article 10. A Commissioner shall be compensated on the same basis as a Minister of State, and no Minister of State for all purposes shall be paid by the Government more in total compensation than is paid any Commissioner.

(President of the Authority)

Article 11. The President of the Authority (to be hereinafter referred to as the President) shall be appointed by the Cabinet from among the Commissioners.

The President shall preside over the affairs of the Authority and represent the Authority.

When the President is unable to attend to his duties or if his post is vacant, a senior Commissioner shall act for the President in the performance of his duties.

(Meetings of the Authority)

Article 12. Regular meetings of the Authority shall, as a rule, be held at least once a week at a fixed place, as provided by rules of the Authority.

Proceedings at a meeting of the Authority shall be recorded in its minutes.

The minutes specified in the preceding paragraph shall be prepared by the Executive Secretary.

Necessary determinations concerning the proceedings of the Authority shall be provided by rules of the Authority.

The Director-General of the Authority shall be present at the meetings of the Authority as Executive Secretary.

When exercising the powers enumerated below, the Authority shall require a resolution of the Authority:

1. The enactment, amendment, or abrogation of rules of the Authority;
2. Disbursements from the reserve fund as specified in Article 13;
3. Recommendations to the head of the appropriate agency of government as specified in Article 22;
4. Submitting opinions of the Authority to the Cabinet as specified in Article 23;
5. Report to the Cabinet as specified in Article 24;
6. Drafting of a position classification plan as specified in Article 29;
7. Determination of standards for evaluation and designation of an evaluating body as specified in Article 36 (including cases to be correspondingly applied in Article 37);
8. Designation of examining bodies as specified in Article 48;
9. Approval of temporary employment and its renewal, restriction of number of personnel for temporary employment and determination of their qualifications, and cancellation of temporary employment as specified in Article 60, except as provided by rules of the Authority;

Article 12 (Continued)

10. Drafting of a pay plan as specified in Article 63;
11. Preparation of revisions of the pay plan as specified in Article 67;
12. Recommendations to the head of an appropriate agency of government, and drafting plans concerning recognition for efficient performance or measures for correcting failure to perform efficiently as specified in Article 72, except as provided by rules of the Authority;
13. Evaluation of a case as specified in Article 87;
14. Drafting of important matters concerning compensation as specified in Article 95;
15. Evaluation of a protest as specified in Article 103;
16. Drafting of important matters concerning pension as specified in Article 108;
17. Other matters which, by a resolution of the Authority, require a resolution of the Authority.

(Secretariat and Budget of the Authority)

Article 13. The Authority shall have a Secretariat, and legal counsel under its own jurisdiction.

The organization of the Authority's Secretariat and necessary determinations concerning legal counsel shall be as provided by rules of the Authority.

The Authority shall annually, and prior to the beginning of each fiscal year, present to the Cabinet a request for appropriations necessary to administer its program for the ensuing fiscal year. Such requests shall cover purchase of land, construction of buildings, rental of offices, purchase of furniture, equipment, supplies, payments of salaries, wages, and allowances of staff together with all other services and things necessary to the complete administration and enforcement of this Law. Such requests for appropriations shall be submitted to the Cabinet for inclusion in the national budget.

A reserve fund which shall be under the supervision of the President of the Authority shall be provided among the expenditures mentioned in the preceding paragraph. Disbursements from this fund shall require a resolution of the Authority.

In the event the Cabinet or the governmental budget authority desires to revise the annual request of the Authority for operating funds so presented, the request as compiled by the Authority and the request as revised by the Cabinet and/or the governmental budget authority shall be presented to the Diet for consideration.

The Authority may establish local offices as it deems necessary with the approval of the Diet.

(Director-General of the Authority)

Article 14. The Director-General of the Authority shall be the executive assistant to the President. Subject to general supervision of the President, the Director-General shall direct and supervise all administrative and technical activities of the Authority; plan programs to achieve the objectives of this Law; plan, recruit, organize, direct staff of the Authority; and do such otherproper and legal acts as may be necessary to achieve the objectives of this Law; act as the Executive Secretary of the meetings of the Authority and Chairman of the National Personnel Council.

Article 14 (Continued)

The Director-General of the Authority shall be compensated on the same basis as a Vice-Minister and no Vice-Minister for all purposes shall be paid by the Government more in total compensation than ispaid the Director-General.

(Prohibition of Personnel of the Authority from Holding Concurrent Positions)

Article 15. No Commissioner and Director-General shall hold any concurrent position in the service other than that in the Authority.

(Rules and Directives of the Authority)

Article 16. The Authority shall make rules, issue directives, and establish procedures concerning matters necessary for the execution of this Law. The Authority may revise its rules from time to time at its discretion.

Rules and revision of the rules of the Authority shall be published in the Official Gazette.

The Authority is authorized to issue directives in the absence of a rule or to implement a rule by the issuance of directives in any area where they are authorized to make rules or take other action under this Law.

(Investigation)

Article 17. The Authority, or any person or persons designated by the Authority may conduct investigations of an employment situation involving personnel of the service, the condition of personnel management and other matters related to personnel administration.

The Authority, or person or persons designated in accordance with the provision of the preceding paragraph, may, when necessary in conducting the investigations specified therein, subpoena witnesses or demand the presentation of books and records or copies thereof pertinent or alleged to be pertinent to any investigation or hearing.

(Control of Delivery of Compensation)

Article 18. The Authority shall control delivery of compensation to personnel of the service and no compensation shall be paid or delivered to personnel of the service contrary to the directives of the Authority as provided for by rules of the Authority.

(Personnel Records)

Article 19. The Authority shall administer matters concerning personnel records relating to personnel of the service.

The Authority shall prescribe that the Prime Minister's Office and any ministries or agencies of government prepare and maintain personnel records inclusive of all particulars relating to personnel of the agencies of government concerned.

The particulars to be entered in personnel records, the form thereof, and other necessary determinations concerning personnel records shall be provided by rules of the Authority.

Where it is deemed that the personnel records maintained by the Prime Minister's Office or any ministry or agency of the government are contrary to the rules of the Authority, the Authority may order revisions and such other steps as may be called for.

(Statistical Reporting)

Article 20. The Authority shall, as provided by rules of the Authority, prescribe and administer a system of statistical reporting concerning employment in the service.

When it is necessary in connection with the statistical reporting mentioned in the preceding paragraph, the Authority may require any appropriate agency of government to give required information on request or at specified time and in specified form.

(Delegation of Functions)

Article 21. Of the functions prescribed in this Law, the Authority may delegate certain of these functions as prescribed by rules of the Authority to other agencies of government. Even in these cases, the Authority shall not be free from responsibility in regard to the exercise of such functions.

(Recommendations for Improvement of Personnel Administration)

Article 22. The Authority may make recommendations to any appropriate minister or head of other agency of government concerning improvements of personnel administration.

The Authority may make recommendations to any appropriate minister or head of another agency of government concerning the change of placement and transfer of personnel between the various ministries or agencies of the National Government or other matters relating to labor utilization so as to contribute to the improved efficiency of administrative operations throughout the Government.

In the cases of the preceding two paragraphs, the Authority shall submit a due report thereon to the Cabinet and the budget authority of the government.

(Advice on Enactment, Amendment or Abrogation of Laws and Orders)

Article 23. If, in order to assure the realization of the objectives of this Law, the Authority has opinions concerning the enactment, or amendment or abrogation of laws and orders, it shall submit them to the Cabinet.

(Report on Business)

Article 24. The Authority shall make an annual report to the Cabinet of its activities and accomplishments covering each fiscal year of operation.

The Cabinet shall publish the report mentioned in the preceding paragraph.

(Directors of Personnel)

Article 25. In the Prime Minister's Office, the various ministries and other agencies of government designated by rules of the Authority, there shall be, as a member of its staff, a Director of Personnel.

The Director shall be head of a bureau or division in charge of business pertaining to personnel functions, and assist the head of the agency of government concerned by taking charge of business pertaining to personnel functions.

(National Personnel Council)

Article 26. In order to ensure close contact and mutual cooperation concerning the enforcement of this Law between the Authority and the Prime Minister's Office, the various ministries and other agencies of government, there shallbe set up in the Authority a National Personnel Council.

The National Personnel Council shall be composed of a Chairman and members.

The Chairman shall be the Director-General and members shall be the Directors specified in the preceding Article.

The National Personnel Council may submit recommendations to the President on important matters relating to personnel administration.

Except as prescribed in the preceding four paragraphs, necessary determinations concerning the National Personnel Council shall be provided by rules of the Authority.

Chapter III. Standard for the Service

Section I. General Rules

(Principles of Equal Treatment)

Article 27. In the administration of this Law, all of the people shall be accorded equal treatment and shall not be discriminated against by reason of race, religious faith, sex, social status, family origin, or political opinions or affiliations except as provided in Item 5, Article 38.

(Principle of Meeting Changing Conditions)

Article 28. The standards concerning compensation, hours of work and other working conditions to be established under this Law may be from time to time revised by the Diet to meet changing conditions. It shall be the duty of the Authority to recommend such changes.

Section II. Position Classification Plan

(Establishment of Position Classification Plan)

Article 29. The position classification plan shall be prescribed by Law.

The Authority shall develop a position classification plan whereby all positions in the service are classified according to the kinds of duties and by the degrees of complexity of duties and responsibilities involved.

In the position classification plan, classification of positions shall be so effected that the same qualifications may reasonably be required for and the same schedules of basic pay may be applied equitably to all positions in the same class under substantially the same employment conditions.

The plan as provided in the preceding three paragraphs shall be submitted to the Diet for approval.

The classification plan as provided by Article 14 of The Law Administering the New Pay, enacted May 31, 1948, shall be construed as being and meeting the requirements of the plan referred to in this Article and otherwise in this Law and shall remain in effect until subsequent modifications are recommended by the National Personnel Authority and enacted by the Diet.

(Enforcement of the Position Classification Plan)

Article 30. The position classification plan may be gradually enforced, commencing first with segments where it is practicable.

Except as prescribed in this Law, determinations necessary for the enforcement of the position classification plan shall be provided by rules of the Authority.

(Allocation of Positions)

Article 31. In effectuating the position classification plan, the Authority shall, as provided by rules of the Authority, allocate to one of the classes of the position classification plan every position to which such plan is applicable.

The Authority shall, as provided by rules of the Authority, review at any time the allocations prescribed in the preceding paragraph, and revise them, where deemed necessary.

(Prohibition of Classification of Positions by other than the Position Classification Plan)

Article 32. In regard to all positions in the regular service, no classification of positions on any basis other than the position classification plan shall be made.

Section III. Examination, Appointment and Dismissal

(Basic Standard for Appointment and Dismissal)

Article 33. Appointment of a person in the service shall be made entirely on the basis of the result of his examination and the merit of his performance of duties or other demonstrated abilities as determined by the rules of the Authority. Dismissal of a person in the service shall be according to the rules of the Authority.

The Authority shall at its discretion determine whether an examination shall be original entrance, or promotional, or both.

Except as prescribed in this Law, determinations necessary for enforcing the basic standard mentioned in the preceding paragraphs shall be provided by rules of the Authority.

Part I. General Rules:

(Definition of Technical Terms)

Article 34. The Authority by rule shall define, amplify and authorize the use of technical terms as it deems necessary in administering this Law.

(Method of Filling Vacancies)

Article 35. When a vacancy occurs in the service, an appointing officer, except as specially provided by law or rules of the Authority, may appoint a person by any one of the following means; transfer, initial appointment, promotion or demotion. This shall not, however, apply to cases where the Authority recognizes the special necessity and designates the method of employment.

(Method of Initial Appointment)

Article 36. Initial appointment of personnel shall be by competitive examination. However, in cases where, with respect to positions prescribed by rules of the Authority, the approval of the Authority has been obtained, this provision shall not preclude such initial appointment by means of an evaluation of demonstrated abilities other than by competitive examination.

The evaluation specified in the proviso of the preceding paragraph shall be conducted by the Authority or an evaluating body appointed by the Authority in accordance with standards established by the Authority.

(Method of Promotion)

Article 37. Promotion of personnel shall be by competitive examination, to be hereinafter referred to as examination, among incumbents of positions of lower levels than that to which the promotional position under consideration belongs. This provision shall not, however, preclude the Authority at its discretion from restricting the scope of persons to be examined when such restriction is deemed necessary.

In cases where, in view of the duties and responsibilities of the position to which appointment is to be made, the Authority deems it impracticable to hold an examination among the incumbents concerned, promotion may be made by means of an evaluation based on the past service record of such incumbents.

The provision of Paragraph 2 of the preceding Article shall apply correspondingly to the instances of the evaluation under the preceding paragraph.

(Provisions for Disqualification)

Article 38. No person falling under one of the following types of cases shall be eligible to appointment in the service, except as provided by rules of the Authority:

1. A person who has been adjudicated incompetent or quasi-incompetent;
2. A person who has been sentenced to a penalty heavier than imprisonment without hard labor by the criminal court, and of whom the execution of the sentence has not been completed or who has not yet ceased to be amenable to the execution of the sentence;
3. A person who was dismissed by disciplinary decision and of whom a period of two years has not expired since the date of dismissal;

Article 38 (Continued)

4. A Commissioner or Director-General who has committed a crime prescribed in Article 109, Item 3 of Article 110 and has been convicted;
5. A person who, on or after the date of the enforcement of the Constitution of Japan, formed or belonged to a political party or association which advocated the overthrow by force of the Constitution of Japan or the Government existing thereunder.

(Prohibition of Illegal Acts Concerning Personnel Matters)

Article 39. No person shall, for the purpose of realizing any one of the items mentioned below, pay or receive or offer or solicit or promise to pay or receive money or other benefit, or use threat, coercion or other similar method, or, directly or indirectly, use or offer or demand or promise to use public office or be in any way concerned with such acts.

1. Resignation, temporary retirement or failure to accept appointment;
2. Withdrawal of his application for examination or appointment, or suspension of competition for appointment;
3. Effecting or recommending employment, promotion, retention in employment or other advantage in the service.

(Prohibition of Acts of Fraud Concerning Personnel Matters)

Article 40. No person shall make any false or dishonest statement, record, certificate, mark, rating, evaluation or report with regard to any examination, evaluation, personnel record or appointment.

No person shall willfully violate or attempt or conspire to violate this law or any part of it, or the rules or orders issued thereunder, or commit or attempt to commit any fraud incident to the administration of or obstruct the enforcement of this Law or the rules or regulations enacted or the directives issued thereunder.

(Prohibition Against Obstructing the Right to Examination or Appointment and Furnishing of Information)

Article 41. No person belonging to any examining body or other personnel in the service shall obstruct any person in his right to examination or appointment or furnish any special or secret information for the purpose of favorably affecting or discriminating against the rights or prospects of any person with respect to examination or appointment in the service.

Part 2. Examination

(Instances of Holding Examination)

Article 42. Examination shall be held, as provided by rules of the Authority.

(Disqualifications for Examination)

Article 43. Persons who are ineligible to appointment for reasons other than those specified in Article 44 shall not compete in an examination.

(Prerequisites of Eligibility for Examination)

Article 44. For persons intending to compete in an examination, objective and uniformly applicable qualifications which constitute a minimum essential to the performance of the duties of positions involved, shall be determined as prerequisites by rules of the Authority.

(Content of Examination)

Article 45. Each examination shall have as its object the accurate measurement of the relative abilities of the persons examined to perform the duties of the positions concerned.

(Entrance Examination to be Open and Equal)

Article 46. Entrance examinations shall be open and on equal terms to any citizen who possesses the minimum qualifications determined as prerequisites by rules of the Authority.

(Announcement of Entrance Examination)

Article 47. Announcement of entrance examinations shall be given publication by means of Official Notification.

The announcement of examination of the preceding paragraph shall set forth the duties and responsibilities of the positions for which examination is to be held, the rates of pay, the prerequisites of eligibility, the time and place of examination and where, when and how necessary application forms may be secured and filed and other qualifying procedure observed and such other information as the Authority may deem pertinent.

The Official Notification prescribed in Paragraph 1 shall, as provided by rules of the Authority, be given publicity in such a way that all pertinent details relating to the examination in view may reasonably become known to all persons presumably qualified for such examination. Examinations announced or in process may be cancelled or revised by the Authority.

The Authority shall at all times exercise diligence in the efforts to secure adequate participation of presumably qualified persons in examinations.

(Examining Bodies)

Article 48. Examinations shall, as provided by rules of the Authority, be conducted only by examining bodies determined by the Authority.

(Time and Place of Examination)

Article 49. The time and place of examinations shall be so decided that they may be reasonably accessible to any qualified citizen in the country.

Part 3. Employment Eligible Lists

(Preparation of Eligible List)

Article 50. In regard to employment of personnel by examination, employment eligible lists (entrance eligible lists and promotion eligible lists) shall be prepared as provided by rules of the Authority.

(Persons to be Entered in Entrance Eligible List)

Article 51. The names and examination scores of those who have achieved the qualifying score or better under entrance examination shall be entered in the entrance eligible list in the precise order of their examination scores as eligible to appointment to the positions covered by the list.

(Persons to be Entered in Promotional Eligible List)

Article 52. The names and examination scores of those who have achieved the qualifying score or better in promotion examinations shall be entered in the promotional eligible list in the precise order of their examination scores as eligible to promotion to the positions covered by the list.

(Inspection of Eligible List)

Article 53. Employment Eligible Lists shall be at all times open to inspection of the persons examined, appointing agencies of government and other interested parties upon demand.

(Cancellation of Eligible List)

Article 54. The Authority may, at its discretion, cancel eligible lists which have been in use for over one year or at any time for one of the causes prescribed by the Authority.

Part 4. Employment

(Appointing Officer)

Article 55. Appointment to a position in the service, whether as the result of entrance examination, promotion examination, or other qualifying procedure, shall be made only by an appointing officer.

Article 55. (Continued)

Except as specifically prescribed by Law, the appointing power shall be vested with the Cabinet, the Prime Minister, various ministers and heads of other administrative agencies of government.

The authority of the Prime Minister, Ministers, and the head of each other administrative agency of government to appoint personnel in the service shall be restricted to positions within the respective organizational structure of such official. The Cabinet shall appoint personnel only to positions within the organizations directly presided over by the Cabinet.

The appointing officer who is the head of an administrative agency of government prescribed in the preceding paragraph, may delegate such appointing power only to a high official of such agency. All such delegations of appointing power shall be certified to the Authority in writing in advance of the effective date.

No person shall be appointed, employed, promoted or transferred in the service or assigned to perform the duties of any position in the service who has not met the requirements of this Law and the rules enacted and orders issued thereunder.

(Method of Appointment from Entrance Eligible List)

Article 56. Initial appointment from an entrance eligible list shall be made from amongst the top five names on such list for each vacancy to be filled except that prior to July 1, 1951, the National Personnel Authority by resolution may restrict the choice to less than the top five names as applied to any position or group of positions.

(Method of Promotion from Promotional Eligible List)

Article 57. Promotion of personnel from a promotional eligible list shall be made from amongst the top five names on such list for each vacancy to be filled.

(Recommendation of Eligibles for Employment)

Article 58. In cases where the appointing officer desires to fill an authorized vacancy by initial appointment or promotion and makes due application therefor, the Authority shall, as prescribed by rules of the Authority, submit the required number of eligibles prescribed in the preceding two Articles for the employment in view from among those entered in the appropriate employment eligible lists.

(Conditional Period of Initial Appointment)

Article 59. Any initial or promotional appointment to any position in the regular service shall be considered conditional and shall become regular only after the appointee shall have served in the position concerned a period of not less than six months during which he shall have performed satisfactorily the duties of that position.

Necessary determinations concerning conditional initial appointment or the establishment of a conditional period in excess of six months shall be provided by rules of the Authority.

(Temporary Employment)

Article 60. An appointing officer, as provided by rules of the Authority,

Article 60. (Continued)
may effect, with the approval of the Authority, temporary appointments each not to exceed six months in duration, in emergencies, to positions of an essentially temporary and transitory nature or in instances when an eligible list has not been established by the Authority. In such cases, temporary appointment may, with the approval of the Authority, be renewed once for an additional period of six months, as provided by rules of the Authority, but not more than once.

The Authority may, with respect to temporary appointment, limit the number of such appointments and specify qualifications of personnel so employed.

The Authority may cancel any temporary appointment which violates provisions of the preceding two paragraphs or rules of the Authority.

Temporary appointment shall not in any way confer the right to or preference in selection for permanent employment.

Except as prescribed in the preceding four paragraphs, this Law and rules of the Authority shall apply to temporary appointees.

Part 5. Temporary Retirement, Reinstatement, Retirement and Dismissal

(Temporary Retirement, Reinstatement, Retirement and Dismissal)

Article 61. The temporary retirement, reinstatement, retirement, and dismissal of personnel of the service shall be effected by the appointing officer, subject to this Law and rules of the Authority.

Section IV. Compensation

(Basic Standard for Compensation)
Article 62. Personnel of the service shall be compensated on the basis of the duties and responsibilities of their positions.

The purport of the provision of the preceding paragraph shall be achieved as quickly as possible.

Part 1. Pay Plan

(Delivery of Compensation Under Pay Plan)

Article 63. The Compensation to personnel of the service shall be effected under a pay plan prescribed by law, and, unless provided therein, no money or valuable thing of any kind may be given as compensation.

The Authority shall conduct necessary investigations and studies and, as a result thereof, draft and submit to the Cabinet a pay plan conforming to the position classification plan.

(Compensation Schedule)

Article 64. A compensation schedule shall be provided in the pay plan.

The compensation schedule, which shall be determined after taking into consideration the cost of living, prevailing wage rates and other pertinent factors as determined by the Authority, shall include a clearly specified range of pay for each grade or class.

(Matters to be Provided in Pay Plan)

Article 65. In addition to the compensation schedule of the preceding Article, the following items shall be provided in the pay plan:

1. Standards for an increase of pay within a same grade or class;
2. Compensation of positions upon the initial application of the position classification plan;
3. Compensation for overtime, night and holiday work;
4. Allowances for service in specially designated areas, for hazardous jobs and other extraordinary services;
5. Adjustments of compensation by the Authority in regard to positions not requiring full-time service, those for which the facilities necessary for living are wholly or partly supplied at official expense, and others with special working conditions.

The standards of Item 1 of the preceding paragraph shall be determined after taking into consideration length of service, efficiency of service and such other service connected factors.

(Determination of Amount of Compensation)

Article 66. Each person in the service shall be paid at one of the rates set forth in the pay plan for the class of positions in which he is employed.

(Revisions of Pay Plan)

Article 67. The Authority shall at all times conduct necessary investigations and studies concerning the pay plan and shall, as frequently as it deems such action necessary, prepare and submit to the Cabinet any revisions, either upward or downward, of the compensation schedules.

Part 2. Delivery of Compensation

(Payroll)

Article 68. A person or persons who deliver compensation of any kind to personnel of the service shall first prepare a payroll in regard to a recipient or recipients.

Article 68. (Continued)
Payrolls shall be kept available for examination by personnel of the Authority at any time.
Except as prescribed in the preceding two paragraphs, necessary determinations concerning payrolls shall be provided by rules of the Authority.

(Auditing of Payroll)

Article 69. Where it is necessary to ensure that delivery of compensation is conducted in compliance with law, order or rules of the Authority, the Authority may audit payrolls or order corrections when it is deemed necessary.

(Action Against Illegal Payment)

Article 70. In case it is discovered that compensation is paid contrary to law, order or rules of the Authority, the Authority, besides taking appropriate steps in regard to the matters under its own jurisdiction, shall, if it is deemed necessary, according to its nature report the case to the Board of Audit or the public procurator for action.

Section V. Efficiency

(Basic Standard for Efficiency)

Article 71. Personnel of the service shall have their efficiency fully developed and increased.
Except as prescribed in this Law, determinations necessary for enforcing the basic standard of the preceding paragraph shall be provided by rules of the Authority.
The Authority shall conduct necessary investigations and studies concerning programs which will develop and increase the efficiency of personnel of the service and take appropriate steps to assure the installation of such programs.

(Evaluation of Work Performance)

Article 72. The performance on duty of personnel of the service shall be periodically evaluated by the head of the administrative agency of government where they are employed, who shall take such appropriate action as the result of evaluation may call for.
The Authority shall have the power of making necessary determinations concerning the evaluation mentioned in the preceding Article and records thereof and of recommending to the head of the appropriate administrative agency such action consistent with this Law as may be calculated to develop and improve the efficiency of the personnel of the service.
The Authority shall draw up plans concerning recognition for efficient performance and measures for correcting failure to perform efficiently and take appropriate action thereon.

(Programs for Improving Efficiency)

Article 73. For the purpose of developing and improving the efficiency of persons in the service, the Authority and the head of the appropriate administrative agency involved shall formulate and exercise diligence in administering programs concerning:

1. Education and training of personnel;
2. Health of personnel;
3. Recreation of personnel;
4. Safety of personnel;
5. Welfare of personnel.

In regard to the formulation and administration of the programs of the preceding paragraph, the Authority shall be responsible for their overall planning, their integration and coordination with the appropriate agencies involved and surveillance over such agencies.

Section VI. Status, Disciplinary Punishment and Guarantee

(Basic Standard for Status, Disciplinary Punishment and Guarantee)

Article 74. In regard to their status, disciplinary punishment, and guarantee, personnel of the service shall be treated equitably.

Except as prescribed by this Law, determinations necessary for enforcing the basic standard mentioned in the preceding paragraph shall be provided by rules of the Authority.

Part 1. Status

(Guarantee of Status)

Article 75. Personnel of the service shall not, against their will, be demoted or be temporarily retired or be dismissed, unless they come under one of the causes provided by law or rules of the Authority.

Personnel of the service shall suffer reduction of pay when they come under one of the causes prescribed by rules of the Authority.

(Forfeiture of Office due to Disqualification)

Article 76. When a person in the service falls under one of the cases as specified in Article 38, he shall automatically forfeit his office, except as provided by rules of the Authority.

(Removal from Office by Impeachment)

Article 77. Provisions for impeachment of persons in the service shall be prescribed by this Law and rules of the Authority.

(Instances of Demotion and Dismissal Against His Will)

Article 78. In cases where a person in the service falls under one of the following cases, he may be demoted or dismissed against his will, as provided by rules of the Authority:

1. When his performance on duty fails to show sufficient merit;
2. When due to mental or physical debility, he has difficulty or is incompetent to perform official duties;
3. When otherwise he lacks the qualifications for fitness required for the position he holds.

(Instances of Temporary Retirement Against His Will)

Article 79. In cases where a person in the service falls under one of the following cases, or in other cases established by rules of the Authority, he may be temporarily retired against his will:

1. When he requires a prolonged period of rest due to mental or physical debility;
2. When he is prosecuted with respect to a criminal case.

(Effect of Temporary Retirement)

Article 80. The period of temporary retirement in any case as specified in Item 1 of the preceding Article shall be as provided by rules of the Authority; if the debility ceases to exist during the period of temporary retirement, the reinstatement shall be ordered forthwith, while a person who still remains temporarily retired on the expiration of the prescribed period shall automatically be treated as retired.

The period of temporary retirement in any case as specified in Item 2 of the preceding Article shall be the same as the inherence of the case in question with the law court concerned.

While still retaining his status in the service, a person who is temporarily retired does not attend to his official duties. During his temporary retirement, he shall be paid as provided in the compensation plan.

(Exceptions to Application)

Article 81. In regard to the status of personnel mentioned below, the provisions of Article 75, Article 78 to the preceding Article inclusive and Articles 89 to 92 inclusive shall not apply:

1. Temporary personnel;
2. Personnel in conditional period of initial appointment;
3. Personnel who become supernumeraries or whose positions are abolished due to an amendment or abrogation of the law concerning the official organization or of the fixed number of personnel or as a result of a reduction in budget;
4. Persons who, in consequence of a revision of the allocation of positions by the classification plan, suffer the same result as a reduction of pay or demotion.

In regard to the status of personnel enumerated in various items of the preceding paragraph, necessary determinations may be provided by rules of the Authority.

As to which of the persons enumerated in Item 3 of paragraph 1 shall be demoted or temporarily retired or dismissed, the decision shall be made according to the rules of the Authority.

Part 2. Disciplinary Punishment

(Instances of Disciplinary Punishment)

Article 82. When he falls under one of the following cases, a person in the service may, as disciplinary punishment, be dismissed, suspended from duty, suffer reduction in pay or administration of a reprimand:
1. When he has acted contrary to this Law or rules of the Authority;
2. When he has acted contrary to the duties of his position or has neglected his duties;
3. When he is guilty of such malfeasance as to render himself unfitting to be a servant of the community.

(Effect of Disciplinary Punishment)

Article 83. The period for suspension of duty and the period of such suspension shall be at the discretion of the Authority.

While still retaining his status in the service, a person who is suspended from duty does not attend to his official duties. A person suspended from duty shall not be paid for services during such period of suspension except under provisions of Article 92.

(Administrator of Disciplinary Punishment)

Article 84. Disciplinary punishment shall be administered by an appointing officer. The Authority may file charges against any member of the service subject to investigation as herein provided.

(Relations with Criminal Court)

Article 85. While a case which is to be subjected to disciplinary punishment is in the criminal court, administrative disciplinary proceedings may be taken on the same case at the discretion of the Authority. Any person subjected to administrative investigation and findings under this law, if subjected to criminal prosecution on the same or related facts, shall not be deemed to have been placed in double jeopardy.

Part 3. Guarantee

Division 1. Application for Administrative Action on Working Conditions

(Application for Administrative Action on Working Conditions)

Article 86. Personnel of the service may present application to the Authority relative to salary, wages, or any of the working conditions, and ask that they be accorded appropriate administrative action by the Authority or the head of an employing agency of government.

(Review and Evaluation of Case)

Article 87. When the application specified in the preceding Article is received, the Authority shall conduct such investigations, hearings or other fact finding operations as may in its discretion be necessary, and evaluate the situation with due regard to fairness to the public and all persons concerned and in terms of maintaining and improving the efficiency of personnel of the service.

(Action to be Taken as a Result of Evaluation)

Article 88. When the Authority considers action necessary in regard to working conditions on the basis of the evaluation specified in the preceding Article, it shall take its own action on the matters under its jurisdiction, and recommend to the head of an appropriate agency of government to take action in regard to other matters.

Division 2. Review of Disadvantageous Action Taken Against the Will of Personnel

(Delivery of Written Statement of Charges for Reduction of Pay, etc., Taken Against the Will of Personnel)

Article 89. When a person in the service, against his will, has his pay reduced, or is demoted, temporarily retired, dismissed or otherwise subjected to greatly disadvantageous action, or is about to be administered disciplinary punishment, he shall at the time of such action be given by the officer taking such action a written statement of charges fully setting forth the reasons therefor.

In cases where a person in the service considers that he has been subjected to greatly disadvantageous action specified in the preceding paragraph, he may demand delivery of the written statement of charges mentioned in the same paragraph.

(Appeal for Review)

Article 90. The employee subject to the action specified in Paragraph 1 of the preceding Article may, within thirty days after he has received the written statement of charges, appeal to the Authority for review thereof.

(Investigation)

Article 91. On receipt of the appeal specified in the preceding Article, the Authority, or an agency or agencies designated by the Authority, shall promptly investigate the case.

In the cases specified in the preceding paragraph, if the employee subject to the action demands a hearing, such hearing shall be accorded. If requested by the employee concerned, the hearing shall be a public hearing.

Article 91. (Continued)

The officer who took the action or his representative and the employee subject to the action may appear at all hearings, be represented by counsel of their own choosing, be heard and present witnesses, books, records and any pertinent facts and data.

Persons other than those mentioned in the preceding paragraph may present to the Authority any facts and data concerning the case.

(Action to be taken as a Result of Investigation)

Article 92. If, as a result of the investigation, the validity of the charges is established, the Authority shall approve or in its discretion revise the action of the employing agency of government. If, as a result of such investigation, it is established that the accused was not guilty as charged, the Authority shall reverse the action of the employing agency of government and take such action as may be advisable and necessary to restore employment rights to the member of the service and correct any injustice that may have been done him by reason of such inaccurate accusation. The Authority may in such cases order that the accused be reimbursed for any salary lost by reason of such inaccurate accusation. Findings of the Authority in such cases shall be final and subject to review only by the Authority under its rules.

Division 3. Compensation for Injury and Disease Incurred in Line of Duty

(Compensation for Injury and Disease Incurred in Line of Duty)

Article 93. In case a person in the service dies, is injured or incurs disease in line of duty or dies as the result thereof, a system of compensating the employee concerned and his immediate dependents for damage resultant of any such incident, shall be established and enforced.

The compensation system specified in the preceding paragraph shall be provided by law.

(Matters to be Provided in Law)

Article 94. In the compensation system mentioned in the preceding Article, the following matters shall be provided:

1. Protection of the employee concerned against economic distress during periods of incapacity resultant of injury or disease incurred in line of duty.
2. Compensation of the employee for permanent or prolonged damage to his earning capacity resultant of injury or disease incurred in line of duty.
3. In the event of the death of the employee resultant of injury or disease incurred in line of duty, compensation for damage sustained by the surviving members of his family or those who maintain their living by an income of the employee at the time of his death.

(Responsibility of the Authority for Drafting Compensation System)

Article 95. The Authority shall conduct essential studies in regard to the compensation system as soon as practicable, and submit its recommendations thereon to the Cabinet. The injury compensation plan shall be administered by the Authority.

Section VII. Performance on Duty

(Basic Standard for Performance on Duty)

Article 96. Any person in the service, as a servant of the community, shall attend to his duties in the interest of the public, and exert his utmost in the performance of his duties.

Except as prescribed in this Law, determinations necessary for enforcing the basic standard specified in the preceding paragraph shall be provided by rules of the Authority.

(Subscription to Oath)

Article 97. Personnel of the service shall subscribe to the oath of office, as provided by rules of the Authority.

(Duty to Obey Laws and Orders and Orders of Superiors)

Article 98. Personnel of the service in the performance of their duties shall comply with laws and orders and faithfully observe the orders of their superiors on matters pertaining to the performance of their official duties. They shall be permitted to join or refrain from joining associations or other employee organizations, and through such organizations to designate representatives for purposes of consultation or cooperation with proper authorities relative to conditions of employment and for other lawful purposes including social and welfare activities except that police, firemen, and personnel of the Maritime Safety Board (Coast Guard) and penal institutions shall be denied the right to organize trade unions or to join trade unions. Personnel of the service shall not strike or engage in delaying or other dispute tactics against the public of Japan represented by the National Government as employer or resort to delaying tactics which reduce the efficiency of governmental operations. Any person in the service who shall resort to strike or any or all of the unlawful tactics herein prescribed shall lose all rights to employment by the National Government acquired and possessed by him under this law or otherwise at the time of such strike, dispute or delaying tactics.

(Prohibition of Acts causing Loss of Credit)

Article 99. No person in the service shall act in such a way as to cause the loss of credit of his position or reflect adversely on the national public service.

(Duty to Preserve Secrecy)

Article 100. A person in the service shall not divulge any secret which may have come to his knowledge in the performance of his duties. This shall also apply after he has retired from office.

In case a person in the service is to make a statement concerning any secret in respect of his duties as a witness or an expert witness prescribed by law or order, he shall require the permission of the head of his employing agency of government (or in the case of a retired employee, the head of the agency of government having jurisdiction over the position he held at the time of retirement or any position similar thereto).

The permission referred to in the preceding paragraph shall not be refused, except under conditions and procedures provided by law or rules of the Authority.

(Undivided Attention to Duty)

Article 101. Personnel of the service, except in cases authorized by rules of the Authority, shall give their full working time and occupational attention to the duties of their public position. Except as authorized by rules of the Authority, personnel of the service may not hold concurrently two or more positions in the employ of the government. Personnel in the employ of the government shall not be paid for service in more than one position at any one time.

Nothing contained in the preceding paragraph shall be construed to preclude the assignment, by competent authority, of personnel in the service to duties other than those of their public position in the event of an earthquake, fire, flood or other major catastrophe.

Personnel of the service shall not, while in the paid service of the National Government, perform duties or carry on activities for or in behalf of employee organizations, except that such personnel of the National Government may perform the activities specified in Article 98 of this Law on an occasional, or intermittent basis requiring only a minor portion of an employee's time under conditions or circumstances approved by, or prescribed by rules of the Authority.

(Restriction of Political Activities)

Article 102. No person in the service shall solicit, or receive, or be in any manner concerned in soliciting or receiving any subscription or other benefit for any political party or political purpose.

No person in the service shall be a candidate for elective public office.

No person in the service shall be an officer of any political party or political organization.

(Exclusion from Private Enterprise)

Article 103. A person in the service shall not concurrently hold a position therein and a position of an officer, adviser or councillor in any company or other organization established for the purpose of carrying on any commercial, industrial or financial or other private enterprise aiming at pecuniary gain (to be hereinafter referred to as profit-making enterprise), nor shall he carry on, on his own account, any enterprise which aims at pecuniary gain.

Article 103 (Continued)

No person who was in the service shall, for a period of two years after leaving the service, accept an appointment involving employment by a profit-making enterprise which is closely connected with the duties of the public position he held for two years prior to retirement.

The provisions of the preceding two paragraphs shall not apply to cases wherein approval is given by the Authority on the recommendation of the head of the employing agency of government, as provided by rules of the Authority.

With respect to a profit-making enterprise, when a person in the service holds stocks, shares or other interests therein to such a degree as to be in a position to participate in the management of such enterprise, the Authority may call upon such employee to submit a report regarding his holdings of stocks, shares and other interests, as provided by rules of the Authority.

When the Authority, on the basis of the report specified in the preceding paragraph, considers it inappropriate for the person concerned to continue the holdings in question in the performance of his duties, it may serve notice to the employee to the same effect, as provided by rules of the Authority.

Upon receipt of the notice mentioned in the preceding paragraph, if the employee concerned has objection to the substance thereof, he may file a protest with the Authority within thirty days after he has received the said notice.

The provisions of paragraphs 2 and 3 of Article 91 shall apply correspondingly to the instances of protest as specified in the preceding paragraph.

An employee who has not filed any protest as specified in Paragraph 6 and an employee whose protest has not been sustained as the result of investigation by the Authority shall divest himself of his holdings either in whole or in part within a period provided by rules of the Authority or relinquish his position, as provided by rules of the Authority.

(Restriction of Participation in Other Undertaking or Business)

Article 104. If a person in the service is, in consideration of an honorarium, concurrently to hold a position therein and a position of an officer, adviser or councillor in any undertaking other than a profit-making enterprise, or to engage in any other undertaking or to carry on business, the permission of the Authority and the head of the employing agency of government shall be required.

(Scope of Duties of Personnel)

Article 105. Apart from taking charge of duties prescribed by law or order, personnel of the service as such shall assume no other obligation whatever.

(Conditions of Work)

Article 106. Necessary determinations concerning conditions of work and other matters pertinent to the performance of duties may be provided by rules of the Authority.

The rules of the Authority mentioned in the preceding paragraph shall be consistent with the purport of this Law.

Section VIII. Pension to Retired Employees

(Basic Standard for Pension to Retired Employees)

Article 107. Persons in the service who have faithfully served for a reasonable period of time and retired shall be given pension.

Necessary determinations concerning pension mentioned in the preceding paragraph shall be provided by law.

Persons who retire as the result of injury or disease incurred in line of duty or the surviving members of those who die in line of duty may be given a pension as provided by law.

(Object of the Pension System)

Article 108. The pension system shall have as its object the provision for each person, after retirement, of an income adequate to sustain him and his immediate dependents at the time of retirement or death in manner dignified and appropriate to the circumstances of retirement or death.

In the cases of Paragraph 3 of the preceding Article, due adjustments with the compensation system specified in Article 93 shall be effected.

The pension system shall be designed on a sound actuarial basis and administered by the Authority.

The Authority shall conduct essential studies in regard to the pension system as soon as practicable and submit its recommendations thereon to the Cabinet.

Chapter IV. Penal Provisions

Article 109. A person who violates the prohibition prescribed in Article 39 shall be sentenced not to exceed three years in penal servitude or fined not to exceed ten thousand yen.

Money or other benefit given or received by the person mentioned in the preceding paragraph shall be confiscated. When it is not possible to collect such amount either in whole or in part, its value shall be sought and collected.

Article 110. A person falling under one of the following cases shall be sentenced not to exceed one year in penal servitude or fined not to exceed five thousand yen;

1. A person who has been subpoenaed as a witness in accordance with the provision of Paragraph 2 of Article 17 and has made a false statement;

Article 110. (Continued)

2. A person who has been ordered to produce books, records or copies thereof in accordance with the provision of Paragraph 2 of Article 17 and has produced false books, records or copies thereof;
3. A person who violates the prohibition prescribed in Article 40 or Article 41;
4. A person who violates the prohibition prescribed in Paragraph 2 of Article 103.

Article 111. A person who has been subpoenaed as a witness in accordance with the provision of Paragraph 2 of Article 17 and has not responded, except for just cause, or who, in accordance with the provision of the same paragraph, has been ordered to produce books, records or copies thereof and has not complied with such order without any just cause shall be sentenced not to exceed one year in penal servitude or fined not to exceed three thousand yen.

SUPPLEMENTARY PROVISIONS:

Article 1. In this Law the provision of Article 2 of the Supplementary Provisions shall be enforced from November 1, 1947, and other provisions from July 1, 1948.

The Authority shall be set up not later than January 1, 1949.

In this Law provisions other than those concerning the establishment of the Authority and the Performance on Duty (inclusive of the supplementary provisions related thereto) may be gradually applied as practicable, as provided by law, rules or directives of the Authority.

Article 2. A Temporary National Personnel Authority (to be hereinafter referred to as the Temporary Authority) shall be set up under the jurisdiction of the Cabinet.

The Temporary Authority shall have the power of investigating positions, employment situations and other matters pertaining to personnel administration in general and making other preparations in so far as are necessary for the enforcement of this Law.

The Temporary Authority shall exercise the powers of the Authority as provided in this Law from July 1, 1948, up to the installation of the Authority. In this case, "the Authority" in this Law shall be taken to read "the Temporary Authority".

The Temporary Authority shall be composed of a President and two Commissioners.

The President and Commissioners of the Temporary Authority shall retire upon the installation of the Authority. In this case the President of the Temporary Authority shall promptly hand over charge to the President of the Authority.

The provisions of Paragraph 1 of Article 5, Paragraphs 3 to 5 inclusive of the same Article and Paragraph 2 of Article 11 shall apply correspondingly in respect of the President and Commissioners.

Article 2. (Continued)

The Temporary Authority shall have a Secretariat.

The Temporary Authority shall have a Director-General whose duties and compensation shall be those described in Article 14 and other necessary personnel prescribed by Cabinet Order.

Personnel of the Temporary Authority shall on installation of the Authority become personnel of the Authority in conditional status for a period of six months thereafter. If not dismissed during the conditional period such personnel shall on termination of that period be regarded as having qualified themselves in the examination or the evaluation based on this Law, or otherwise as holding positions in which they are so serving under the procedure based on this Law and shall thereby be given permanent status in the service.

Necessary determinations concerning the implementation of the powers of the Temporary Authority may be provided by Cabinet Order until July 1, 1948, after which time such determinations shall be provided by law or rules of the Authority.

Article 3. In Paragraph 6 of Article 5, the department of the university shall include the department of the universities under the "University Ordinance," or the colleges under the "College Ordinance."

Article 4. Of Commissioners who are appointed at the outset, the term of office of two shall, without prejudice to the provision of Paragraph 1 of Article 7 be five years for one and three years for the other. In this case, which Commissioner shall have which term of office shall be decided by the Cabinet.

Article 5. In case Commissioners other than the President are simultaneously appointed from the outset, in applying the provision of Paragraph 3 of Article 11, "a senior Commissioner" shall be taken to read "a Commissioner on a longer term of office."

Article 6. Dismissals by disciplinary decision referred to in Item 3 of Article 38 shall include those effected under the provisions heretofore in force.

Article 7. The temporary retirement or disciplinary punishment of a person who, under the regulations heretofore in force, has been ordered to be temporarily retired or has been under disciplinary proceedings or has been subjected to disciplinary action shall be the same as heretofore.

Article 8. The provision of Item 2 or Item 3 of Article 82 shall also apply to acts committed before the application of the provisions of the same Article.

Article 9. Persons actually holding, on a date which shall be established by the Authority, positions as heads and assistant heads of bureaus, section heads and assistant section heads, and other positions of similar organizational level in the service as designated by the Authority, shall, as provided by rules of the Authority, be deemed as having received temporary employment in such positions. Such temporary employment shall not exceed three years from July 1, 1948 and may be sooner terminated. The Authority shall from time to time designate additional positions as of similar organizational level and such positions shall be subject to the provisions of this article. However, in the interest of the service the Authority may at its discretion hold examinations and effect replacements of personnel in any position, group of positions, or occupation or series of occupations in the service.

In regard to the positions as specified in the preceding paragraph, it shall be the duty of the Authority by greatest diligence to administer the necessary examinations or evaluations under this Law within two years after July 1, 1948.

Article 10. Persons in positions other than those specified, and from time to time specified by the Authority under the foregoing article, shall be regarded as having qualified under the procedures based on this law for the positions held by them on dates as specified by the Authority and in all respects subject to the rules of the Authority.

Article 11. Prior to July 1, 1951, an appointing officer may, with the permission of the Authority and subject to its rules, extend temporary employment beyond the limits specified in paragraph 1 of Article 60.

Article 12. The provision of Article 100 shall also apply to former personnel who had retired before the enforcement of the provision of the same Article.

Article 13. In case it is necessary to make exceptions to this Law on the basis of the special nature of the duties and responsibilities of any positions in the regular government service, such exceptions may be separately provided by law or rules of the Authority. These exceptions shall not, however, be contrary to the spirit of Article 1 of this Law.

Article 14. Interim exceptions and other matters necessary for the revision or abrogation of the provisions of the laws and orders concerning personnel which are actually valid at the time of enforcing or applying the various provisions of this Law, and for applying the provisions of this Law to persons subject to those of such laws and orders shall be provided by law, rules or directives of the Authority.

Article 15. Persons actually holding appointments or employment in the Temporary National Personnel Commission on the effective date of this Law, shall be deemed to hold equivalent appointments or employment in the Temporary Authority, unless other written notification of action is given them.

Article 16. Prior to July 1, 1951, the Authority may extend cooperation and technical advice incident to the installation and operation of civil service agencies of prefectures, cities and other local public bodies based on the principles established under this Law.

Article 17. The coverage of the Trade Union Law (Law 51 of 1945), the Labor Relations Adjustment Law (Law 25 of 1946), the Labor Standards Law (Law 49 of 1947), and the Mariners Law (Law 100 of 1947), and any ordinances, rules, or orders issued under the provisions of these laws, shall not apply to any personnel of the regular service as defined in Article 2 of the National Public Service Law (Law 120 of 1947).

Article 18. The following amendments shall be made to the Employment Security Law (Law 141 - 1947):

In Paragraph 1, Line 3 of Article 9, delete "special". In line 4 of the same paragraph, delete "Labor Minister.", and add "the National Personnel Authority."

Delete all of paragraph 2 of Article 9.

Paragraph three of Article 9 becomes paragraph two and add at the beginning of this paragraph "Prior to application of the National Public Service Law (Law 120 of 1947)" preceding "the Labor Minister". In line 1, after "office" delete period (.) and substitute therefor semi-colon (;). In line 3, after "governor" delete period (.) and substitute therefor "and".

Article 19. Amend Article 1 of the Employment Security Law (Law 141 of 1947) in line 5 after "employment", delete period "(.)" and add "than the regular service as defined in Article 2 of the National Public Service Law (Law 120 of 1947)."

Amend Article 5 of the Employment Security Law, line 2 of Paragraph 4 after "employers" add "other than the National Government".

In Paragraph 5 of the same Article, line 2 after "employers" add "other than the National Government."

Amend Article 44 of the Employment Security Law by deleting in line 1", governmental or private,".

Article 20. Upon the coming into force of this Law, "National Personnel Commission", "Chairman of the National Personnel Commission", "Commissioners of the National Personnel Commission", and "rules of the National Personnel Commission" in other laws and Cabinet Orders shall read, respectively, "National Personnel Authority", "President of the National Personnel Authority", "Commissioners of the National Personnel Authority", and "rules of the National Personnel Authority"; and, similarly, "Temporary National Personnel Commission", "Chairman of the Temporary National Personnel Commission", and "Commissioners of the Temporary National Personnel Commission", shall read; respectively, "Temporary National Personnel Authority", "President of the Temporary National Personnel Authority", and "Commissioners of the Temporary National Personnel Authority".