

Patent Agency	545
Agency of Smaller Enterprises	94
Total	21,259
Ministry of Transportation	
Ministry Proper	18,435
Seamen's Labor Relations Commission.	59
Maritime Safety Agency	8,210
Total	26,704
Ministry of Postal Service	
Ministry Proper	260,655
Ministry of Tele-communications	
Ministry Proper	138,835
Radio Regulatory Agency	3,802
Aeronautical Aids Agency	1,096
Total	143,733
Ministry of Labor	
Ministry Proper	19,881
Central Labor Relations Commission	99
Public Corporations Arbitration Commission	19
National Railways Central Mediation Comm.	15
Monopoly Corporation Central Mediation Comm.	11
National Railways Local Mediation Comm.	63
Monopoly Corporation Local Mediation Comm.	45
Total	20,133
Ministry of Construction	
Ministry Proper	10,907
Economic Stabilization Board	
Board Proper	1,248
Price Agency	858
Economic Investigation Agency	3,719
Total	5,825
Grand Total	871,279



2. Notwithstanding the provisions of the preceding paragraph, the fixed number of personnel in the Repatriation Relief Agency may be increased by Cabinet Order within the limit of the Budget when the condition of the business of repatriation relief specially necessitates it.
3. Beside the fixed number of personnel prescribed in Paragraph 1, personnel not exceeding 5,406 in all may be employed, for the time being, in various administrative organizations, for the purpose of handling businesses defrayed by Termination of War Business Appropriation, Special Properties Settlement Auxiliary Business Appropriation, Allied Properties Reinstatement Appropriation, Looted Properties Reinstatement Appropriation, Reparation Equipment Settlement Auxiliary Business Appropriation and Reparation Equipment Administration Appropriation.
4. As to the division of the number of personnel provided for in the preceding paragraph into various administrative organizations, such shall be fixed by Cabinet Order.

(Fixed Number of Personnel in the Internal Subdivisions, Local Branch Offices and Auxiliary Organs)

Article 3. The number of personnel to be employed in the subdivisions, local branch offices and auxiliary organs of administrative organizations shall be fixed by ordinances of the Prime Minister's Office, of the Attorney General's Office, of the Economic Stabilization Board, or by ministerial ordinances within the limit prescribed in Paragraph 1 of the preceding Article. The foregoing provision, however, does not apply to the case in which such number is already fixed by law (including orders based on such law).

(Reporting of the Number of Personnel Actually Employed)

Article 4. Heads of administrative organizations shall report, as of the first day of each month, the number of personnel actually employed in their respective organizations to the Director of the Administrative Management Agency.



5 -

### Supplementary Provisions

1. The present law shall come into force as from June 1, 1949. However, in the provisions of Paragraph 1 of Article 2, the part dealing with the Ministry of International Trade and Industry shall come into force as from May 20, 1949, and the part dealing with the National Offenders & Rehabilitation Commission shall come into force as from July 1, 1949.
2. Notwithstanding the provisions of Paragraph 1 of Article 2, the fixed number of personnel in the Office Proper of the Attorney General's Office shall be 41,854 till June 30, 1949.
3. Personnel employed in various administrative organizations shall be gradually decreased within the period ending by September 30, 1949, so that their numbers as of October 1, 1949, will not exceed the fixed number prescribed in Article 2. During that period personnel supernumerary of the fixed number prescribed in the same Article shall be regarded as outside the limitation of fixed number.
4. Fixed number of personnel (including KOIN and YONIN) in the Prefectures as prescribed by Article 8 of the Supplementary Provisions of the Local Autonomy Law (Law No. 67 of 1947) shall be prescribed by Cabinet Order as provided for in the same Article. The provisions of the preceding paragraph shall be applied correspondingly to the above personnel.
5. In regard to personnel demoted or dismissed in accordance with the preceding two paragraphs, the provisions from Article 89 to Article 92 of the National Public Service Law shall not apply.
6. Personnel of the Japan Monopoly Corporation shall be gradually reduced during the period ending by September 30, 1949, so that their number will not exceed 38,114 as of October 1, 1949.
7. Personnel of the Japanese National Railways shall be gradually decreased during the period ending by <sup>September</sup> ~~November~~ 30, 1949, so that their number will not exceed 506,734 as of <sup>October</sup> ~~December~~ 1, 1949.
8. In executing the adjustment provided for in the preceding two paragraphs, the Presidents of the Japan Monopoly Corporation and the Japanese National Railways may demote or dismiss personnel against his will.



9. The provisions of Paragraph 2 of Article 8 and Article 19 of the Public Corporations Labor Relations Law (Law No. 257 of 1948) shall not apply to the case of the preceding three paragraphs.
10. The provisions of Article 17-2 of the Japan Monopoly Corporation Law (Law No. 255 of 1948) shall not apply to the personnel of the Japan Monopoly Corporation who retire by the adjustment prescribed in Paragraph 4.
11. Separation allowances to be paid to the personnel who retire by the adjustment prescribed in Paragraphs 3, 4, 6 and 7, shall be decided separately by Cabinet Order within the limit of the Budget for the Fiscal Year 1949-50 with consideration to their relationship with the allowances and other payments based on the Pension Law (Law No. 48 of 1923), the National Public Service Mutual Aid Association Law (Law No. 69 of 1948) and the Law for the Temporary Measures Concerning Allowances for the Government Personnel in Relation to the Enforcement of the Labor Standard Law (Law No. 167 of 1947).
12. As to the treatment of personnel not yet repatriated, the practice heretofore in force shall apply. The foregoing provision shall correspondingly apply to the personnel of the Japan Monopoly Corporation and the Japanese National Railways not yet repatriated.
13. Law for the Temporary Measures Pending the Enactment and Enforcement of the National Government Organization Law (Law No. 30 of 1948) and Law for the Provisional Measures concerning the Establishment and Increase of the Fixed Number of Personnel in the Administrative Organizations (Law No. 247 of 1948) shall be null and void.

(Reason)

Following the enforcement of the National Government Organization Law and in order to effect a proper-sized administrative structure, it is necessary to fix the number of personnel in the administrative organizations and also to provide for the adjustment of personnel supernumerary of such fixed number. This is the reason for submitting the present Bill.



GENERAL HEADQUARTERS  
SUPREME COMMANDER FOR THE ALLIED POWERS  
Government Section

7 May 1949

MEMORANDUM FOR THE RECORD

SUBJECT: Discussions with State Minister HONDA Ichiro;  
Law for the Fixed Number of Personnel

On Friday, 6 May 1949, State Minister HONDA Ichiro again saw Mr. Rizzo on the issue of the proposed payment of four months separation pay.

Minister HONDA said that the Cabinet had again taken up the problem but had not reached final decision. HONDA said that it is contemplated in the Government to dismiss the younger, more recently hired government employees; the National Personnel Authority is preparing such a program. Payment of four months separation pay could be made to these younger employees possibly within the limits of the budget or, at most, a relatively small margin beyond the budget since the original plans were based upon higher paid employees. The Cabinet felt, therefore, that four months separation pay could thus be made practically within the framework of the budget.

Mr. Rizzo very clearly and emphatically informed HONDA that the above proposal was impossible and that regardless of how little or how much the budget would be unbalanced, there could not be any changes to the budget, as Mr. HONDA had been informed on the previous day.

Minister HONDA, during these two visits, has clearly understood Mr. Rizzo on this vital issue. He has not offered objections to Mr. Rizzo's statements, and appeared to have known all the time that the Cabinet proposal to pay four months separation pay would not be approved by this headquarters. It has also been evident that Minister HONDA has understood exactly how such a plan would be entirely in conflict with the 9-point economic stabilization directive to the Japanese Government.

T. DIAMANTES

(14)



GENERAL HEADQUARTERS  
SUPREME COMMANDER FOR THE ALLIED POWERS  
Government Section

7 May 1949

MEMORANDUM FOR THE RECORD

SUBJECT: Discussions with State Minister HONDA Ichiro;  
Law for the Fixed Number of Personnel

On Thursday, 5 May 1949, State Minister HONDA Ichiro and HAKAGAWA Toru presented a draft of the above law to Mr. Rizzo. Minister HONDA said that the Cabinet had approved the draft and that it would be submitted to Government Section formally on this date.

Mr. Rizzo, noting that the draft proposed payment of four (4) months separation pay for the government service personnel to be dismissed by the streamlining plan, informed HONDA that any proposal to unbalance the budget could never be approved. HONDA was informed that the matter of separation pay was of course the responsibility of finance officials of the Japanese Government and the concern of the SCAP Section dealing in financial matters. The budget, however, had been settled prior to the departure of the Dodge Mission. It was understood by all, therefore, that a balanced budget was the keystone in the arch which would stabilize the economy of Japan. If the budget were unbalanced, the entire program for stabilizing Japan's economy would collapse in the same manner in which the arch would collapse after removal of the keystone.

Minister HONDA stated that it was his understanding that the budget could be changed if it proved that at a later date a substantial economy was effected. He added that this feeling prevailed among the other Cabinet Ministers and more important, the Finance Minister had concurred in the proposal to pay dismissed government employees four months separation pay.

Minister HONDA was cautioned that upon the budget, which is a closed issue and which has been reported to the Supreme Commander by the Dodge Mission as settled and final, rests the success of the 9-point economic recovery and stabilization program. HONDA was also told to take up the matter of separation pay with the responsible financial officials of the Japanese Government. Minister HONDA said that he would report the above facts to the Cabinet.

T. DIAMANTES

13



GENERAL HEADQUARTERS  
SUPREME COMMANDER FOR THE ALLIED POWERS  
Government Section

7 May 1949

MEMORANDUM FOR THE RECORD

SUBJECT: Erroneous Press Articles on Four Months Separation Pay

State Minister HONDA came to Government Section 5 May 1949 on the morning in which the Japanese press had erroneously reported that Mr. Blaine Hoover had, on the previous day, discussed with him the issue of four (4) months separation pay. HONDA said that the newspaper articles were entirely erroneous. He said that at no time had he discussed his conference with Mr. Hoover with the press, and that he would take appropriate steps to have the press articles corrected.

Mr. Hoover had not discussed separation pay with HONDA, and had actually informed HONDA at the conclusion of their conference that excepting facts and figures and, of course, actions taken by the Japanese Government, no press statements should be issued by HONDA on the issue of reduction of personnel since these matters were entirely the responsibility of the Japanese Government.

T. DIAMANTES

12



GENERAL HEADQUARTERS  
SUPREME COMMANDER FOR THE ALLIED POWERS  
Government Section  
Public Administration Division

4 May 1949

MEMORANDUM FOR: Major Napier *an*

SUBJECT: Reduction in Government Personnel

1. At 1100 hours, 4 May 1949, Minister of State I. HONDA, Director of the Administrative Management Agency, called on Mr. Blaine Hoover, Civil Service Division, Government Section. Present at the conference were: Mr. W. P. McCoy, CSD; Mr. K. ONOGI and Mr. T. NAKAGAWA, Administrative Management Agency. Captain Diamantes and Captain McWherter, GS, sat in the conference as observers only.

2. Mr. HONDA stated the purpose of his call was to present a draft of "The Law for the Fixed Number of Personnel in the Administrative Organizations," and the Cabinet approved plans entitled "Exceptions to the Uniform Rate Reduction in the Administrative Adjustment Program."

3. Questioned by Mr. Hoover, Mr. HONDA submitted the following information:

Positions in the regular Government Service to be reduced per Cabinet Decision, 4 May 1949	263,000
Vacancies now existing	100,000
New positions to be created	26,000 (approx.)

Of the 100,000 vacancies, Mr. HONDA believes 70% are included in the 263,000 to be reduced under the Cabinet's plan. He does not believe that all of the new 26,000 positions can be filled by transferring discharged employees.

Mr. Hoover re-arranged the statistics as follows:

Positions to be reduced	263,000
New positions to be created	<u>26,000</u>
Actual number of positions to be reduced	237,000

Vacancies:  
(70% of the 100,000 vacancies are included in the 263,000 positions to be cut out)

	<u>70,000</u>
--	---------------

Total number of persons to be discharged	167,000
--	---------

*J. J.*



Memo for Major Napier (Cont.)

1,560,000 persons are now employed by the national government, according to Mr. HONDA. Originally, he proposed this number be reduced by 310,000, but by Cabinet decision 30,000 were not removed from the Communications Ministry, 5,500 from the Crop Reporting Agency, nor 7,500 from tax collection agencies. Mr. HONDA emphasized that this is the first step only, and a future Cabinet-created special council will make an additional study of government organizations with an eye to further streamlining.

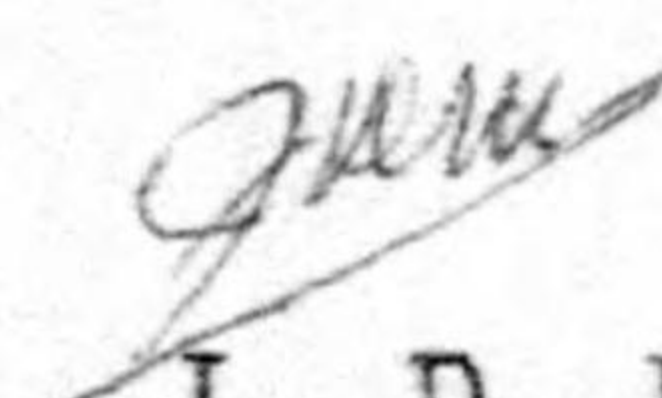
4. Mr. Hoover accepted the attached plan and draft, but stated that Articles 4, 5 and 6 of the Supplementary Provisions were objectionable to Civil Service Division and might tend to embarrass the Administrative Management Agency's efforts. Specifically, Mr. Hoover emphasized:

- a. That persons dismissed under Article 4 would naturally come under and could be handled under Article 78 of the National Public Service Law;
- b. That Article 5 was ill-advised in that Article 69 of the National Public Service Law provided for an equity to dismiss persons and should not be suspended even under these special circumstances; and
- c. That Article 6 will not interfere with the present program in that the provisions of paragraphs 2 and 3 of Article 103 of the National Public Service Law will not necessarily apply in so far as rules permitting discharged employees to seek re-employment in similar private organizations will be automatically approved by NPA under its own authority.

5. In conclusion, Mr. Hoover stated that he would expect the provisions of Articles 4, 5 and 6 to be eliminated from the draft law.

2 Incls

1. Draft Fixed Personnel Law
2. Cabinet Exceptions to Program

  
J. D. M.



*M*

GENERAL HEADQUARTERS  
SUPREME COMMANDER FOR THE ALLIED POWERS  
Government Section  
Public Administration Division

4 May 1949

MEMORANDUM FOR MAJOR NAPIER

SUBJECT: Reduction in Government Personnel

1. Mr. NAKAGAWA Toru of the Administrative Management Agency submitted the following figures on the proposed thirty percent over all personnel cut in the Government organizations:

Positions in the regular Government service to be reduced per Cabinet decision of 30 March 1949 . . . . .	268,000 <sup>5</sup>
Vacancies now existing . . . . .	100,000
New positions to be created (approximate number) . . . . .	26,000

2. The 268,000 positions are divided among the various Government organizations as outlined in the plan: "Exceptions to the Uniform Rate Reduction in the Administrative Adjustment Program."

3. The exact positions to be done away with within the organizations are a decision of the Ministers and other heads of organizations concerned. Their report on the internal cuts are expected to be presented and discussed in the Cabinet meeting of 4 May 1949.

4. Until the decisions of this meeting are forwarded to Government Section, there will be no information on how many of the 100,000 existing vacancies will be included in the 268,000 positions to be reduced, nor how many of the actual persons so discharged will be reemployed to fill the 26,000 newly created positions.

5. Employees of Kodans are not considered in any of the above figures. In addition to the above cuts, approximately 30,000 Kodan positions are slated to be reduced.

*J. D. M.*  
J. D. M.

29

(10)



GENERAL HEADQUARTERS  
SUPREME COMMANDER FOR THE ALLIED POWERS  
Government Section

3 May 1949

MEMORANDUM FOR MR. HOOVER

SUBJECT: Problems Pertaining to Personnel Reduction, Japanese Government

Mr. Nakagawa Toru of the Administrative Management Agency submitted a draft bill for the fixed number of Government personnel, 3 May 1949, and a table "Exceptions to the Uniform Rate Reductions in the Administrative Adjustment Program," 30 April 1949. (attached)

According to verbal statement of Mr. Nakagawa, the Japanese Cabinet will act upon the draft bill for the fixed number of Government personnel on 4 May 1949.

At present, the Cabinet has decided to reduce the number of positions in regular Government organizations by 268,000. In addition to this, approximately 30,000 positions will be reduced in Kodans. There are approximately 100,000 vacancies as authorized by the budget at the end of March 1949. As yet the Administrative Management Agency does not know how many of these vacancies will be affected. In addition, Nakagawa reported that approximately 26,000 new positions will be created "since business conditions have improved". Without considering, therefore, the Kodans the actual number of persons to be reduced will be approximately 168,000. If the reduction does not affect those position vacancies presently existing, the actual number of persons will be 268,000.

There are two serious problems as proposed by the personnel reduction plan: 1) the Administrative Management Agency proposes temporary suspension of the review normally made by the National Personnel Authority of appeals presented by discharged Government employees as provided for (Articles 89-92, National Public Service Law). The reason why temporary suspension of these articles must be made, according to Nakagawa, is that so many employees will be discharged that such review will not be feasible; 2) the Administrative Management Agency proposes temporary suspension of paragraph 2, Article 103 of the National Public Service Law which forbids Government employees from entering for two years private enterprises closely connected with their former Government positions. The reason for proposing the suspension, according to Nakagawa, is that Ministries now have the responsibility for finding new positions for discharged employees.

Articles 5 and 6 of draft Law for the Fixed Number of Personnel in the Administrative Organizations, 1 May 1949, provide for the exceptions to the National Public Service Law as mentioned in 1) and 2) above.

T. DIAMANTES

9



RE: Draft Bill for the Fixed Number  
of Government Personnel.

May 3, 1949.

Administrative Management Agency

1. On April 29 and 30, the Cabinet reached decision on how much exceptions are to be allowed in the proposed plan for the reduction of government personnel. While Mr. Honda's original plan called for a slash of some 310,000 positions altogether, the new plan adopted by the Cabinet reduces it to some 268,000 (figures subject to change). The Administrative Management Agency are now collecting exact figures based on the above-mentioned Cabinet decision from various Ministries, the result of which will be incorporated into the Bill for the Fixed Number of Government Personnel.

2. The form of the proposed Bill will be as attached hereto. The main changes compared with the former draft of April 25 are as follows:

a) Personnel of the Prefectures who have status as officials of National Government.

Article 8 of the Supplementary Provisions of the Local Autonomy Law states that the "Personnel of Prefectures who deal with businesses stipulated by Cabinet Order may remain, for the meantime, as government officials. Necessary matters in regard to such cases shall be provided for by Cabinet Order". A Cabinet Order ( Cabinet Order No. 19 of 1947) lists following items as "businesses" mentioned in the fore-going Article 8:

- i) Business of Juvenile Protection Houses.
- ii) Business concerning the enforcement of Health Insurance Law, Welfare Annuity Insurance Law, Seamen's Insurance Law and

8



Welfare Insurance Special Account Law.

iii) Business concerning enforcement of Employment Stabilization Law, Unemployment Insurance Law, Unemployment Allowance Law and Unemployment Insurance Special Account Law.

iv) Business concerning development of Hokkaido financed by Government's public fund or industrial and economic fund:

As these personnel are employed in Prefectures and not in National government organizations, they do not come under the National Government Organization Law, and their number is fixed, not by law, but by Cabinet Order. However, as far as reduction of personnel is concerned, they ought to be treated just like other government employees. So a provision was made to that effect in Paragraph 3 of the Supplementary Provisions.

b) Review of disadvantageous action taken ~~in~~ against the will of personnel:

As the Ministries are asking for the temporary suspension of this reviewing system in connection with the coming reduction in force, a provision to that effect was made in Paragraph 5.

c) Exclusion from private enterprise.

As the Ministries are also asking for the temporary suspension of Paragraph 2 of Article 103 of the National Public Service Law, a provision to that effect was inserted as Paragraph 6 of the Supplementary Provisions.

d) Personnel of Public Corporations.

Necessary provisions for the discharge of personnel in the Japanese National Railways and Japan Monopoly Corporation were inserted as Paragraph 7 and 8 of this law instead of issuing a separate law as originally planned.



RE: Draft Bill for the Fixed Number  
of Government Personnel.

May 3, 1949.

Administrative Management Agency

1. On April 29 and 30, the Cabinet reached decision on how much exceptions are to be allowed in the proposed plan for the reduction of government personnel. While Mr. Honda's original plan called for a slash of some 310,000 positions altogether, the new plan adopted by the Cabinet reduces it to some 268,000 (figures subject to change). The Administrative Management Agency are now collecting exact figures based on the above-mentioned Cabinet decision from various Ministries, the result of which will be incorporated into the Bill for the Fixed Number of Government Personnel.

2. The form of the proposed Bill will be as attached hereto. The main changes compared with the former draft of April 25 are as follows:

a) Personnel of the Prefectures who have status as officials of National Government.

Article 8 of the Supplementary Provisions of the Local Autonomy Law states that the "Personnel of Prefectures who deal with businesses stipulated by Cabinet Order may remain, for the meantime, as government officials. Necessary matters in regard to such cases shall be provided for by Cabinet Order". A Cabinet Order ( Cabinet Order No. 19 of 1947) lists following items as "businesses" mentioned in the fore-going Article 8:

- i) Business of Juvenile Protection Houses.
- ii) Business concerning the enforcement of Health Insurance Law, Welfare Annuity Insurance Law, Seamen's Insurance Law and



Welfare Insurance Special Account Law.

iii) Business concerning enforcement of Employment Stabilization Law, Unemployment Insurance Law, Unemployment Allowance Law and Unemployment Insurance Special Account Law.

iv) Business concerning development of Hokkaido financed by Government's public fund or industrial and economic fund.

As these personnel are employed in Prefectures and not in National government organizations, they do not come under the National Government Organization Law, and their number is fixed, not by law, but by Cabinet Order. However, as far as reduction of personnel is concerned, they ought to be treated just like other government employees. So a provision was made to that effect in Paragraph 3 of the Supplementary Provisions.

b) Review of disadvantageous action taken against the will of personnel:

As the Ministries are asking for the temporary suspension of this reviewing system in connection with the coming reduction in force, a provision to that effect was made in Paragraph 5.

c) Exclusion from private enterprise.

As the Ministries are also asking for the temporary suspension of Paragraph 2 of Article 103 of the National Public Service Law, a provision to that effect was inserted as Paragraph 6 of the Supplementary Provisions.

d) Personnel of Public Corporations.

Necessary provisions for the discharge of personnel in the Japanese National Railways and Japan Monopoly Corporation were inserted as Paragraph 7 and 8 of this law instead of issuing a separate law as originally planned.



*To Maj. Napier*  
*From S. Kimman*  
*C.L.C.O.*

Re: Reduction of Government Personnel

May 2, 1949  
2

1. The Cabinet, at its meetings on April 29 and 30, decided how much exceptions are to be allowed in the coming reduction of personnel. The main changes from the original plan of Mr. Honda are as follows:

(1) Communications Special Account personnel:

In stead of proposed cut of 81,678, the final cut will be 48,183 or 11% of the total number of authorized positions.

(2) Tax-collection personnel:

The original plan was for the slash of uniform 30%. The new plan calls for cuts of 25% for Regional Finance Office, 20% for Tax Stations, 10% for customs inspectors and administrators and 30% for others. The total number of positions to be eliminated in the new plan is not available yet .

(3) Crop reporting personnel:

In stead of original plan of 30% cut, the present plan calls for the slash of 20%

(4) Staple Food Offices personnel:

30% cut was reduced to 20% cut.

(5) Price Board personnel:

30% cut was reduced to 20% cut

(6) Tobacco Monopoly personnel, Economic Investigation Board personnel and Economic Stabilization Board personnel:

No change from the original plan.

7



2. Because of the above-mentioned alleviations in the rate of reduction, which represent the result of hot discussions between the interested Cabinet members, the total number of positions to be reduced will amount to some 268,000 (subject to change) instead of 310,000 as proposed by Mr. Honda. This represent the figures for the positions in the regular government administration organs.

Beside these some 30,000 positions in the Kodans and other organs financed by the Government will be reduced.

3. The Administrative Management Agency is now collecting exact figures based on Saturday's Cabinet decision from various Ministries and agencies. The result will be embodied in the Bill for the Fixed Number of Government Personnel and will probably be discussed at the Cabinet meeting of coming Wednesday.

*S. K. H. H.*



Law for the Fixed Number of Personnel  
in the Administrative Organizations  
(Draft)

Administrative Management  
Agency

May 1, 1949

(Definitions)

Article 1. "Administrative organizations" in the meaning of this law are the Prime Minister's Office, the Attorney General's Office, various ministries, Economic Stabilization Board and external organs attached thereto, while "personnel" means all persons in the regular government service regularly employed in such administrative organizations.

(Fixed Number of Personnel)

Article 2. The fixed numbers of personnel to be employed by each administrative organization are as follows:

Prime Minister's Office				
Office Proper		x	x	x
External Organ	A	x	x	x
External Organ	B	x	x	x
Total				
		x	x	x
Ministry of Foreign Affairs				
Ministry Proper		x	x	x
Total				
		x	x	x
Ministry of Education				
Ministry Proper		x	x	x
National Schools under the Jurisdiction of the				
Ministry		x	x	x
Total		x	x	x
Grand Total		x	x	x

6



(Fixed Number of Personnel in the Internal Subdivisions, Local Branch Offices and Auxiliary Organs)

Article 3. The heads of administrative organizations shall fix the numbers of personnel to be employed in the subdivisions, local branch offices and auxiliary organs of their respective organizations within the limit prescribed in the preceding Article by ordinances of the Prime Minister's Office, of the Attorney General's Office, of the Economic Stabilization Board, or by ministerial ordinances. The foregoing provision, however, does not apply to the case in which such number is already fixed by law (including orders based on such law).

(Reporting of the Number of Personnel Actually Employed)

Article 4. Heads of administrative organizations shall report, each month, the number of personnel actually employed in their respective organizations to the Director of the Administrative Management Agency.

#### Supplementary Provisions

1. The present law shall come into force as from June 1, 1949. However, in the case of the Ministry of International Trade and Industry, it shall come into force as from May 20, 1949.
2. The personnel who are supernumerary of the fixed number prescribed in Article 3 at the time of ~~the~~ coming into force of the present law shall be temporarily regarded as outside the limitation of fixed number notwithstanding the provisions of the said Article, and shall be discharged gradually within the period ending <sup>by</sup> September 30, 1949.
3. The number of personnel in the Prefectures as prescribed in Article 8 of the Supplementary Provisions of the Local Autonomy Law (Law No. 67 of 1947) shall be fixed by Cabinet Order as provided for in the above-mentioned Article. In regard to



personnel who are supernumerary of the fixed number at the time of ~~the~~ coming into force of the present law the provisions of the foregoing paragraph shall be applied correspondingly.

4. In executing the adjustment mentioned in the preceding two paragraphs, if a person is to be demoted or dismissed, such will be done in accordance with Article 78 of the National Public Service Law (Law No. 120 of 1947).
5. In regard to personnel demoted or dismissed in accordance with the preceding paragraph, the provisions from Article 89 to Article 92 of the National Public Service Law shall not be applied.
6. In regard to personnel who retire in the adjustment provided for in Paragraphs 2 and 3 the provisions of Article 103 of the National Public Service Law shall not be applied.
7. The personnel of the Japanese National Railways and of the Japan Monopoly Corporation who are supernumerary of the following numbers at the time of coming into force of the present law shall be discharged gradually, in the case of the Japanese National Railways, within the period ending by March 31, 1950, and in the case of the Japan Monopoly Corporation, within the period ending by September 30, 1949.

Japanese National Railways:	x	x	x
Japan Monopoly Corporation:	x	x	x

8. In executing the adjustment mentioned in Paragraph 7, the provisions of Paragraph 2 of Article 8 and Article 19 of the Public Corporation Labor Relations Law (Law No. 257 of 1948) shall not be applied.
9. Law for the Temporary Measures Pending the Enactment and Enforcement of the National Government Organization Law (Law No. 30 of 1948) and Law for Provisional Measures concerning the Establishment and Increase of the Fixed Number of Personnel in the Administrative Organizations (Law No. 247 of 1948) shall be null and void.



Law for the Fixed Number of Personnel  
in the Administrative Organizations  
(Draft)

Administrative Management  
Agency

May 1, 1949

(Definitions)

Article 1. "Administrative organizations" in the meaning of this law are the Prime Minister's Office, the Attorney General's Office, various ministries, Economic Stabilization Board and external organs attached thereto, while "personnel" means all persons in the regular government service regularly employed in such administrative organizations.

(Fixed Number of Personnel)

Article 2. The fixed numbers of personnel to be employed by each administrative organization are as follows:

Prime Minister's Office				
Office Proper		x	x	x
External Organ	A	x	x	x
External Organ	B	x	x	x
Total		x	x	x
Ministry of Foreign Affairs				
Ministry Proper		x	x	x
Total		x	x	x
Ministry of Education				
Ministry Proper		x	x	x
National Schools under the Jurisdiction of the				
Ministry		x	x	x
Total		x	x	x
Grand Total		x	x	x



(Fixed Number of Personnel in the Internal Subdivisions, Local Branch Offices and Auxiliary Organs)

Article 3. The heads of administrative organizations shall fix the numbers of personnel to be employed in the subdivisions, local branch offices and auxiliary organs of their respective organizations within the limit prescribed in the preceding Article by ordinances of the Prime Minister's Office, of the Attorney General's Office, of the Economic Stabilization Board, or by ministerial ordinances. The foregoing provision, however, does not apply to the case in which such number is already fixed by law (including orders based on such law).

(Reporting of the Number of Personnel Actually Employed)

Article 4. Heads of administrative organizations shall report, each month, the number of personnel actually employed in their respective organizations to the Director of the Administrative Management Agency.

#### Supplementary Provisions

1. The present law shall come into force as from June 1, 1949. However, in the case of the Ministry of International Trade and Industry, it shall come into force as from May 20, 1949.
2. The personnel who are supernumerary of the fixed number prescribed in Article 2 at the time of ~~the~~ coming into force of the present law shall be temporarily regarded as outside the limitation of fixed number notwithstanding the provisions of the said Article, and shall be discharged gradually within the period ending <sup>by</sup> September 30, 1949.
3. The number of personnel in the Prefectures as prescribed in Article 8 of the Supplementary Provisions of the Local Autonomy Law (Law No. 67 of 1947) shall be fixed by Cabinet Order as provided for in the above-mentioned Article. In regard to



personnel who are supernumerary of the fixed number at the time of ~~the~~ coming into force of the present law the provisions of the foregoing paragraph shall be applied correspondingly.

4. In executing the adjustment mentioned in the preceding two paragraphs, if a person is to be demoted or dismissed, such will be done in accordance with Article 78 of the National Public Service Law (Law No. 120 of 1947).

5. In regard to personnel demoted or dismissed in accordance with the preceding paragraph, the provisions from Article 89 to Article 92 of the National Public Service Law shall not be applied.

6. In regard to personnel who retire in the adjustment provided for in Paragraphs 2 and 3 the provisions of Article 103 of the National Public Service Law shall not be applied.

7. The personnel of the Japanese National Railways and of the Japan Monopoly Corporation who are supernumerary of the following numbers at the time of coming into force of the present law shall be discharged gradually, in the case of the Japanese National Railways, within the period ending by March 31, 1950, and in the case of the Japan Monopoly Corporation, within the period ending by September 30, 1949.

Japanese National Railways:	x	x	x
-----------------------------	---	---	---

Japan Monopoly Corporation:	x	x	x
-----------------------------	---	---	---

8. In executing the adjustment mentioned in Paragraph 7, the provisions of Paragraph 2 of Article 8 and Article 19 of the Public Corporation Labor Relations Law (Law No. 257 of 1948) shall not be applied.

9. Law for the Temporary Measures Pending the Enactment and Enforcement of the National Government Organization Law (Law No. 30 of 1948) and Law for Provisional Measures concerning the Establishment and Increase of the Fixed Number of Personnel in the Administrative Organizations (Law No. 247 of 1948) shall be null and void.



Exceptions to the Uniform Rate Reductions in

the Administrative Adjustment Program

Cabinet Decision of April 30, 1949

Categories	Rates Proposed by the respective Ministries	Rates adjudged by the Headquarters Cabinet Meeting	Budgetary Fixed Positions MAR. 31, 1949	Remarks		
				Actual Number	Reduction in the Budget	Reduction by the Present Plan
1. Prime Minister's Office						
(1) General Affairs Section, Accounts Section & Personnel Section of the Secretariat	No reduction	General Affairs Sec. Chiefs, Telephone Operators of the Account Sec: No reduction				
(2) Councillor's Room of the Secretariat & Personnel of the Public Opinions Investigation Div.	id	Councillor's Room: No reduction 20% <del>20%</del>	33 67		0 200	13
(3) Autonomy Sec. of the Secretariat	Special Consideration	20% <del>10%</del>	50			10
(4) Pensions Bureau	10% reduction starting from June, 1950	id	246		15	49
(5) Imperial Household Agency	10%	10%	1,041	1,015	104	104
(6) Decorations Bureau		Same as in the Budget	87	81	37	37
(7) War Prisoner's Information Office		id id	96	88	10	10
(8) Economic Investigation Board	No Reduction	30%	5,313	3,644	813	1,593
(9) Price Board	Special Consideration	20%	1,020	975	45	204
(10) Administrative Management Agency		20%	82	55	16	16
(11) Reparations Board	No reduction	id	109	109	33	21
(12) Policemen & Police personnel	No reduction	No reduction. However, business staff (excluding scientific investigation personnel) is to be reduced by 20%	Policemen 36,530 others 18,349	32,626 15,342	0 3,650	0 3,453

*Communications &*



(13) National Fire-Prevention Board	No reduction. Business staff to be reduced by 1/3 of the vacancies	20%	43	39	13	8
(14) Paper Allocation Agency	No reduction	id	64	60	19	12
(15) National Election Management Commission	10%	id	69	51	18	13
(16) Local Finance Commission	No reduction	Same as in the Budget	67	55	2	2
(17) Fair Trade Commission	Same as in the Budget	Judicial personnel vacancies reduced Others: 20%	354	295	11	
(18) Statistics Commission	No reduction	10%	66	62	6	6
(19) Public Office Qualification Appeal Commission	id	No reduction	60	0	0	0
(20) Japan Academic Council Secretariat	id	10%	94	0	9	9
(21) Scientific & Technical Administration Council Secretariat	id		14	0	4	2
(22) Foreign Exchange Management Commission		No reduction				00
(23) Economic Stabilization Board		30%	1,891	1,640	0	567
(24) Special Procurement Board		40%	11,567	9,505	3,470	4,626
<b>2. Ministry of Foreign Affairs</b>						
Foreign Service Official Training Institute	30%	Same as in the Budget	398	342	159	159
<b>3. Ministry of Finance</b>						
(1) Internal tax & Custom houses personnel (excluding Ministry proper)	10%	(Financial Offices 25%, Tax Stations 20%, Customs Inspectors & Administrators 10%, Others 30%)	79,049	63,008	7,847	<del>20,194</del>
(2) Higher Financial Instituted Taxation Training Institute	20%	25%	148	121	29	29



(3) Securities Exchange Commission		30%	207	141	62	682
(4) Public Accountants' Management Commission		No reduction	113	13	0	0
(5) Monopoly Bureau	Tobacco	10%				
	Salt & Camphor:	20%	36,767	33,175	3,654	7,353
		30%	5,099	4,376	1,037	1,020
(6) Mint		30%	2,890	2,347	657	867
(7) Printing Bureau		10%	11,287	9,722	1,693	2,257
4. Attorney General's Office						
(1) Procuratorial Personnel	No reduction. Business staff will be reduced by 1/2 of the vacancies	No reduction. Business staff will be reduced by 1/2 of the vacancies	11,392	8,451	768	
(2) Judicial Affairs Offices	Same as in the Budget	Same as in the Budget	8,875	7,541	399	399
(3) Juvenile Courts	No reduction	No reduction. Business staff to be reduced by 1/2 of the vacancies	735	332	0	
(4) Prison Personnel						
(5) Juvenile Houses, Juvenile Supervision Houses, Juvenile Study Stations	id	id	2,859	839	0	
(6) Prison Officials Training Institute						
(7) Correction & Protection Regional Headquarters	id	No reduction	104	84	0	0
(8) Procurators Investigation Commission		No reduction				0
(9) Judicial Protection Commissions	No reduction	id	177	135	0	0
5. Ministry of Education						
(1) Ministry Proper						
a. Education Supervisors	} 20%					
b. Science Officials						
c. Physical Education Official						
d. National treasures Investigators						
e. Building engineers						
f. Researchers						
g. accountants						



g. Accountants	No reduction	30%				
h. Textbooks Publication Officials	20%					
i. Textbooks examiners	No reduction					
j. Music, Motion Pictures Stage, Copyrights & other Official						
k. Translators						
l. English typist						
(2) Osaka Detached Station	No reduction	1d				
(3) Detached Stations of Educational Facilities Bureau	20%	1d				
(4) Universities & Other Schools directly under the Ministry	Professors & teachers: No reduction Others: $\frac{1}{2}$ of the vacancies	No reduction $\frac{1}{2}$ of the vacancies	28,438 21,865	24,870 20,770	0 456	0 547
(5) Hospitals attached to Universities	No reduction	No reduction Business Staff: $\frac{1}{2}$ of the vacancies	10,642	10,034	0	
6. Ministry of Welfare						
(1) Hospital personnel	Same as in the Budget	No reduction Business Staff: $\frac{1}{2}$ of the vacancies	18,222	17,436	0	
(2) National Sanatoriums personnel	Same as in the Budget	No reduction Business Staff: $\frac{1}{2}$ of the vacancies	15,341	14,734	0	
(3) Quarantine Stations	No reduction	1d	508	505	3	
(4) National Juvenile Protection House	1d	1d	46	46	0	
(5) Public Sanitation House personnel	1d	vacancies reduced	238	236	2	2
(6) National "Komeiryō" House personnel			31	31	0	0
(7) Welfare insurance & Seamen's insurance special accounts	5% ~ 10%	Welfare insurance 20%, Seamen's insurance No reduction	5,937 343	5,818 327	1,170 68	1,187 0
(8) Repatriation Relief Agency	No reduction	Same as in the Budget	7,177	6,289	3,212	3,212
7. Ministry of Agriculture & Forestry						
(1) Marine Products Training Institute	$\frac{1}{2}$ of the vacancies	Teachers: No reduction Business Staff: $\frac{1}{2}$ of the vacancies	320 108	320 108	0 0	0 0



(2)Ships' personnel	No reduction	10%	43	43	4	4
(3)Agricultural Village Industrial Guidance Institute	Vacancies reduced	No reduction	59	59	0	0
(4)Forestry Bureau personnel (Special Account)	20%	20%	200	195	40	40
(5)Forestry rangers	Vacancies reduced	10%				
(6)Forestry Offices & Stations: Reformation personnel (General Account)	10%	20% <del>10%</del>	1,021	1,021	204	204
(7)Forestry Offices & Stations (Special Account)	id	id	24,243	24,238	2,606	4,847
(8)Agricultural Land Offices: Reclamation, irrigation & land development personnel	id	30%				
(9)Agricultural Machinery Control Offices	10%	30%				
(10)Foundation Seed Potato Farms Tea Reproductive Seed Farms	Vacancies reduced	Technical staff: vacancies reduced Business staff: 20%	220 220 9	220 220 9	1 0	0 0
(11)Livestock Breeding Farms	id	20%	2,203	2,195	440	440
(12)Horse Race Div. personnel	Same as in the Budget	id	715	698	142	142
(13)Animals & Plants Quarantine Stations	Vacancies reduced	Vacancies reduced	209	209	0	0
(14)Inspection Offices a. Export Articles Inspection Offices b. Fertilizer Inspection Offices c. Agricultural Insecticide & Fungicide Inspection Office d. Raw-silk Inspection Office	Vacancies reduced	30%   Vacancies reduced	a. 106 b. 85 c. 30 d. 958	106 85 30 926	31 0 0 32	31 0 0 32
(15)Crop Reporting Offices	id	20%	19,626	19,605	1,660	3,925
(16)Staple Food Offices	id	id	34,463	34,463	6,892	6,892



(17) Agricultural Materials Adjustment Offices	10%	30%	3,462	3,218		1,038
(18) Insurance Special Accounts						
a. Agricultural Mutual-aid Re-insurance	20%	30%	a. 73	72	14	21
b. Forest Fire Insurance			b. 9			
c. Fishing-boats Reinsurance			c. 32	31	6	9
(19) Marine Products Detached Stations	20%	30%				
(20) Staple Food Control Bureau personnel (Special Account)	id	id	667	667	133	200
(21) Charcoal Offices (Special Account)	10%	id	2,421	2,238	485	726
8. Ministry of Commerce & Industry						
(1) Mine Affairs Supervisors	No reduction	Same as in the Budget	295			
(2) Fire-arms, compressed Gas & Liquid Gas Control personnel	id	No reduction	8	8		0
(3) Patent Bureau: Judicial Officials, Examiners & Printing Staff	id	No reduction	206	206	0	0
(4) Agency of Industrial Science and Technology	id	20%				
(5) Commerce & Industry Offices: Mine rights registration and Map-drawing personnel	id	30%	150			
(6) Mineral Examination personnel	Technical staff: Vacancies reduced Others:20%	20%	120			24



(7) Inspection Officers							
a. Machines & Tools Inspection Offices	No reduction	20%	a.	123	123	24	24
b. Chemical Reagent Inspection Offices			b.	76	76	15	15
c. Textile Fabrics Inspection Offices			c.	423	423	84	84
d. Daily Necessaries Inspection Offices			d.	99	95	19	19
(8) Export & Import Goods Custody personnel. Export & Import Contract personnel.	10%	20%		39			8
(9) Agency of Smaller Enterprises	No reduction	id		133	112	38	39
(10) Accountants & Personnel Affairs Management Staff	id	id					
(11) Alcohol Monopoly personnel (Special Account)	id	20%		2,820	2,252	568	564
(12) Detached Stations of Commerce & Industry Offices		30%					
(13) Ministry of International Trade & Industry	To be treated differently from other Ministries	30%					
9. Ministry of Transportation							
(1) Railway Guards	No reduction	Same as in the Budget (Total reduction)					
(2) Maritime Safety Board: Safety Bureau personnel	id	Same as in the Budget		3,250	2,716	26	26
(3) Mine-sweeping personnel	id	Same as in the Budget (10%)		1,754	1,680	175	175
(4) Maritime Safety Board: Lighthouse & other navigation signals personnel	id	10%		697	697	70	69



(5) Waterway Bureau personnel		id				
(6) Seamen's Labor Relations Commission Secretariat	id	30%	83	.58	25	24
(7) Seamen's Employment Stabilization Offices	id	vacancies reduced	95	85	10	10
(8) Seamen Labor Officials	10%	30%				
(9) Marine Disaster Adjudgement Court	No reduction	No reduction	68	67	0	0
(10) Seamen's Training Institutes	Teachers: No reduction Others: $\frac{1}{2}$ of the vacancies reduced	Teachers: No reduction Others: $\frac{1}{2}$ of the vacancies reduced				
(11) Ships' personnel	No reduction	10%				
(12) Personnel Training Institutes a. Maritime Safety Board Training Institute b. Weather Bureau Training Institute	id		191	178		6
(13) Harbor Construction Offices	20%	Business staff: 30% Others: 20%	4,686	4,429	1,405	
(14) Weather Bureau personnel	id	22%	6,041	6,369	1,713	1,329
(15) National Railways Special Account personnel		Same as in the <del>id</del> Budget	623,485	616,988	120,413	120,413
(16) Road Transportation Supervision Offices (Excluding Special R.T.S. Offices)		30%	1,564	1,499		469
10. Ministry of Communications						



(1) General Account						
a. Radio-wave Standard Office; Radio-wave Measurement Office; Radio-wave Control Facilities	No reduction	Vacancies reduced				
b. Aeronautical Safety Division: Airfield & Air-navigation Signals personnel	Airfield personnel: 20% Special consideration for air-navigation signals personnel	20% No reduction for 40 persons despatched to Allied Signal Corps.				
(2) Communications Special Account personnel		11%	438,034	436,629	37,875	48,183
<b>11. Ministry of Labor</b>						
(1) Labor Standard Supervisers	10%	30%	2,219			665
(2) Labor Damages Insurance personnel	No reduction	No reduction	2,150	1,987		0
(3) Unemployment Insurance personnel		20%	2,832	2,705	566	566
(4) Public Employment Stabilization Offices	id	id	10,830	9,785	2,166	2,166
(5) Central Labor Relations Committee		30%	141	106	42	42
(6) Prefectural Employment Stabilization Sections		id	3,528	3,432		1,063
<b>12. Ministry of Construction</b>						
(1) Road Bureau personnel	No reduction	30%				
(2) Local Construction Offices	20%	Field staff: 20% Others: 30%	10,410	10,410	2,581	2,294
(3) Accountants	No reduction	30%	71			21
<b>13. Items Common to Various Ministries</b>						
(1) Reparation Goods Custody personnel		Same as in the Budget				



(2) Statistics personnel	No reduction	20%				
(3) Laboratories & Institutes						
a. Fire-prevention Study Institute		Technical staff: No reduction Others: Vacancies reduced	87	72	4	
b. Institutes attached to Universities etc.	No reduction	Teachers & Technical Staff: $\frac{1}{2}$ of the vacancies reduced Others: Vacancies reduced Exceptions: Lattitude Observatory. National Language Institute. Technical staff: No reduction. Others: $\frac{1}{2}$ of the vacancies				
i) Tokyo Scientific Museum			i) 91	86	27	
ii) National Museum			ii) 364	354	109	
iii) National Library			iii) 144	131		
iv) Statistical Mathematics Institute			iv) 75	68	13	5
v) Education Research Institute			v) 76	65	15	7
vi) Lattitude Observatory			vi) 42	42	8	2
vii) National Language Institute			vii) 52	52	4	0
viii) Preventive Hygiene Institute			viii) 389	375	56	11
ix) Hygienic Laboratory etc.	ix) 231	213	33	7		
c. Weight & Measurement Gauges Examination Office.	id	No reduction	257	257	4	0
d. Electric Measurement Gauges Examination Office.	id	id				
e. Other Laboratories & Institutes attached to Ministries		Technical staff: Vacancies reduced. Others: 20%				
(4) Hokkaido Development personnel	20%	20%	4,871			974

(Remarks): In counting vacancies, following items will be kept outside of considerations:

- (1) Budgetary positions increased after Dec. 24, 1948 by utilizing Reserve Fund.
- (2) Positions specifically designated in the Budget to increase after January 1949, and
- (3) Those positions for which the authorization by Cabinet Order was greatly delayed though their increase was provided for in the Budget for 1948-49.



Exceptions to the Uniform Rate Reductions in  
the Administrative Adjustment Program

Cabinet Decision of April 30, 1949

Categories	Rates Proposed by the respective Ministries	Rates adjudged by the Headquarters Cabinet Meeting OF 30 APRIL 1949	Budgetary Fixed Positions MAR. 31, 1949	Remarks		
				Actual Number	Reduction in the Budget 1949-1950	Reduction by the present plan
<b>1. Prime Minister's Office</b>						
(1) General Affairs Section, Accounts Section & Personnel Section of the Secretariat	No reduction	General Affairs Sec. Chancery, Telephone Operators of the Account Sec: No reduction				
(2) Councillor's Room of the Secretariat & Personnel of the Public Opinions Investigation Div.	id	Councillor's Room: No reduction 20%	33 67		0 200	13
(3) Autonomy Sec. of the Secretariat	Special Consideration	20% id	50			10
(4) Pensions Bureau	10% reduction starting from June, 1950	id	246		15	49
(5) Imperial Household Agency	10%	10%	1,041	1,015	104	104
(6) Decorations Bureau		Same as in the Budget	87	81	37	37
(7) War Prisoner's Information Office		id id	96	88	10	10
(8) Economic Investigation Board	No Reduction	30%	5,313	3,644	813	1,593
(9) Price Board	Special Consideration	20%	1,020	975	45	204
(10) Administrative Management Agency		20%	82	55	16	16
(11) Reparations Board	No reduction	id	109	109	33	21
(12) Policemen & Police personnel	No reduction	No reduction, however, business staff (excluding scientific investigation personnel) is to be reduced by 20%	Policemen 32,626 36,530 18,349	32,626 15,342	0 3,650	0 3,453

*Communications &*



(13) National Fire-Prevention Board	No reduction. Business staff to be reduced by 1/3 of the vacancies	20%	45	39	13	8
(14) Paper Allocation Agency	No reduction	id	64	60	19	12
(15) National Election Management Commission	10%	id	69	51	18	13
(16) Local Finance Commission	No reduction	Same as in the Budget	67	55	2	2
(17) Fair Trade Commission	Same as in the Budget	Judicial personnel vacancies reduced Others: 20%	354	295	11	
(18) Statistics Commission	No reduction	10%	66	62	6	6
(19) Public Office Qualification Appeal Commission	id	No reduction	60	0	0	0
(20) Japan Academic Council Secretariat	id	10%	94	0	9	9
(21) Scientific & Technical Administration Council Secretariat	id		14	0	4	2
(22) Foreign Exchange Management Commission		No reduction				00
(23) Economic Stabilization Board		30%	1,891	1,640	0	567
(24) Special Procurement Board		40%	11,567	9,505	3,470	4,626
<b>2. Ministry of Foreign Affairs</b>						
Foreign Service Official Training Institute		30%	398	342	159	159
<b>3. Ministry of Finance</b>						
(1) Internal tax & Custom houses personnel (excluding Ministry proper)	10%	(Financial Offices 25%, Tax Stations 20%, Customs Inspectors & Administrators 10%, Others 30%)	79,049	63,008	7,847	<del>7,847</del>
(2) Higher Financial Instituted Taxation Training Institute	20%	20%	148	121	29	29



(3) Secretaries Exchange Commission		30%	207	141	62	682
(4) Public Accountants' Management Commission		No reduction	113	13	0	0
(5) Monopoly Bureau	Tobacco	10%				
	Salt & Camphor:	20%	36,767	53,175	3,854	7,353
		30%	5,099	4,376	1,037	1,020
(6) Mint		30%	2,890	2,347	867	867
(7) Printing Bureau		10%	11,287	9,722	1,693	2,257

4. Attorney General's Office

(1) Procuratorial Personnel	No reduction. Business staff will be reduced by 1/2 of the vacancies	No reduction. Business staff will be reduced by 1/2 of the vacancies	11,392	8,451	768	
(2) Judicial Affairs Offices	Same as in the Budget	Same as in the Budget	8,875	7,541	399	399
(3) Juvenile Courts	No reduction	No reduction. Business staff to be reduced by 1/2 of the vacancies	735	332	0	
(4) Prison Personnel						
(5) Juvenile Houses, Juvenile Supervision Houses, Juvenile Study Stations	id	id	2,859	839	0	
(6) Prison Officials Training Institute						
(7) Correction & Protection Regional Headquarters	id	No reduction	104	84	0	0
(8) Procurators Investigation Commission		No reduction				0
(9) Judicial Protection Commissions	No reduction	id	177	135	0	0

5. Ministry of Education

(1) Ministry Proper						
a. Education Supervisors	} 20%					
b. Science Officials						
c. Physical Education Official						
d. National treasures Investigators						
e. Building engineers						
f. Researchers						
g. Accountants						



g. Accountants	30% reduction	30%				
h. Textbooks Publication Officials	20%					
i. Textbooks examiners	No reduction					
j. Music, Motion Pictures Stage, Copyrights & other Official						
k. Translators						
l. English typist						
(2) Osaka Detached Station	No reduction	id				
(3) Detached Stations of Educational Facilities Bureau	20%	id				
(4) Universities & other Schools directly under the Ministry	Professors & teachers: No reduction Others: $\frac{1}{2}$ of the vacancies	No reduction $\frac{1}{2}$ of the vacancies	28,438 21,865	24,870 20,770	0 456	0 547
(5) Hospitals attached to Universities	No reduction	No reduction Business Staff: $\frac{1}{2}$ of the vacancies	10,642	10,034	0	
6. Ministry of Welfare						
(1) Hospital personnel	Same as in the Budget	No reduction Business Staff: $\frac{1}{2}$ of the vacancies	18,222	17,436	0	
(2) National Sanatoriums personnel	Same as in the Budget	No reduction Business Staff: $\frac{1}{2}$ of the vacancies	15,341	14,734	0	
(3) Quarantine Stations	No reduction	id	508	505	3	
(4) National Juvenile Protection House	id	id	46	46	0	
(5) Public Sanitation House personnel	id	vacancies reduced	238	236	2	2
(6) National "Komeiryō" House personnel			31	31	0	0
(7) Welfare insurance & Seamen's insurance special accounts	5% ~ 10%	Welfare insurance 20%, Seamen's insurance No reduction	5,937 345	5,818 327	1,170 68	1,187 0
(8) Repatriation Relief Agency	No reduction	Same as in the Budget	7,177	6,289	3,212	3,212
7. Ministry of Agriculture & Forestry						
(1) Marine Products Training Institute	$\frac{1}{2}$ of the vacancies	Teachers: No reduction Business Staff: $\frac{1}{2}$ of the vacancies	320 108	320 108	0 0	0 0



(2) Ships' personnel	No reduction	10%	43	43	4	4
(3) Agricultural Village Industrial Guidance Institute	Vacancies reduced	No reduction	59	59	0	0
(4) Forestry Bureau personnel (Special Account)	20%	20%	200	195	40	40
(5) Forestry rangers	Vacancies reduced	10%				
(6) Forestry Offices & Stations: Reafforestation personnel (General Account)	10%	20% <del>10%</del>	1,021	1,021	204	204
(7) Forestry Offices & Stations (Special Account)	id	id	24,243	24,238	2,606	4,847
(8) Agricultural Land Offices: Reclamation, irrigation & land development personnel	id	30%				
(9) Agricultural Machinery Control Offices	10%	30%				
(10) Foundation Seed Potato Farms Tea Reproductive Seed Farms	Vacancies reduced	Technical staff: vacancies reduced Business staff: 20%	220 9	220 9	1 0	0 0
(11) Livestock Breeding Farms	id	20%	2,203	2,195	440	440
(12) Horse Race Div. personnel	Same as in the Budget	id	715	698	142	142
(13) Animals & Plants Quarantine Stations	Vacancies reduced	Vacancies reduced	209	209	0	0
(14) Inspection Offices a. Export Articles Inspection Offices b. Fertilizer Inspection Offices c. Agricultural Insecticide & Fungicide Inspection Office d. Raw-silk Inspection Office	Vacancies reduced	30%   Vacancies reduced	a. 106 b. 85 c. 30 d. 958	106 85 30 926	31 0 0 32	31 0 0 32
(15) Crop Reporting Offices	id	20%	19,626	19,605	1,660	3,925
(16) Staple Food Offices	id	id	34,463	34,467	3,892	6,892



(17) Agricultural Materials Adjustment Offices	10%	30%	3,462	3,218		1,038
(18) Insurance Special Accounts						
a. Agricultural Mutual-aid Reinsurance	20%	30%	a. 73	72	14	21
b. Forest Fire Insurance			b. 9			
c. Fishing-boats Reinsurance			c. 32	31	6	9
(19) Marine Products Detached Stations	20%	30%				
(20) Staple Food Control Bureau personnel (Special Account)	id	id	667	667	133	200
(21) Charcoal Offices (Special Account)	10%	id	2,421	2,238	485	726
8. Ministry of Commerce & Industry						
(1) Mine Affairs Supervisors	No reduction	Same as in the Budget	295			
(2) Fire-arms, compressed Gas & Liquid Gas Control personnel	id	No reduction	8	8		0
(3) Patent Bureau: Judicial Officials, Examiners & Printing Staff	id	No reduction	206	206	0	0
(4) Agency of Industrial Science and Technology	id	20%				
(5) Commerce & Industry Offices: Mine rights registration and Map-drawing personnel	id	30%	150			
(6) Mineral Examination personnel	Technical staff: Vacancies reduced Others:20%	20%	120			24



(7) Inspection Officers						
a. Machines & Tools Inspection Offices	No reduction	20%	a. 123	123	24	24
b. Chemical Reagent Inspection Offices			b. 76	76	15	15
c. Textile Fabrics Inspection Offices			c. 423	423	84	84
d. Daily Necessaries Inspection Offices			d. 99	95	19	19
(8) Export & Import Goods Custody personnel. Export & Import Contract personnel	10%	20%	39			8
(9) Agency of Smaller Enterprises	No reduction	id	133	112	38	39
(10) Accountants & Personnel Affairs Management Staff	id	id				
(11) Alcohol Monopoly personnel (Special Account)	id	20%	2,820	2,252	568	564
(12) Detached Stations of Commerce & Industry Offices		30%				
(13) Ministry of International Trade & Industry	To be treated differently from other Ministries	30%				
9. Ministry of Transportation						
(1) Railway Guards	No reduction	Same as in the Budget (Total reduction)				
(2) Maritime Safety Board: Safety Bureau personnel	id	Same as in the Budget	3,250	2,716	26	26
(3) Mine-sweeping personnel	id	Same as in the Budget (10%)	1,754	1,680	175	175
(4) Maritime Safety Board: Lighthouse & other navigation signals personnel	id	10%	697	697	70	69



(5) Waterway Bureau personnel		id				
(6) Seamen's Labor Relations Commission Secretariat	id	30%	83	58	25	24
(7) Seamen's Employment Stabilization Offices	id	vacancies reduced	95	85	10	10
(8) Seamen Labor Officials	10%	30%				
(9) Marine Disaster Adjudgement Court	No reduction	No reduction	68	67	0	0
(10) Seamen's Training Institutes	Teachers: No reduction Others: $\frac{1}{2}$ of the vacancies reduced	Teachers: No reduction Others: $\frac{1}{2}$ of the vacancies reduced				
(11) Ships' personnel	No reduction	10%				
(12) Personnel Training Institutes a. Maritime Safety Board Training Institute b. Weather Bureau Training Institute	id		191	178		6
(13) Harbor Construction Offices	20%	Business staff: 30% Others: 20%	4,686	4,429	1,405	
(14) Weather Bureau personnel	id	22%	6,041	6,369	1,713	1,329
(15) National Railways Special Account personnel		Same as in id the Budget	623,485	616,988	120,413	120,413
(16) Road Transportation Supervision Offices (Excluding Special R.T.S. Offices)		30%	1,564	1,499		469
10. Ministry of Communications						



(1) General Account a. Radio-wave Standard Office; Radio-wave Measurement Office; Radio-wave Control Facilities b. Aeronautical Safety Division: Airfield & Air-navigation Signals personnel	No reduction	Vacancies reduced  20% No reduction for 40 persons despatched to Allied Signal Corps.				
(2) Communications Special Account personnel		11%	438,034	436,629	37,875	48,183
11. Ministry of Labor						
(1) Labor Standard Supervisors	10%	30%	2,219			665
(2) Labor Damages Insurance personnel	No reduction	No reduction	2,150	1,987		0
(3) Unemployment Insurance personnel		20%	2,832	2,705	566	566
(4) Public Employment Stabilization Offices	id	id	10,830	9,785	2,166	2,166
(5) Central Labor Relations Committee		30%	141	106	42	42
(6) Prefectural Employment Stabilization Sections		id	3,528	3,432		1,063
12. Ministry of Construction						
(1) Road Bureau personnel	No reduction	30%				
(2) Local Construction Offices	20%	Field staff: 20% Others: 30%	10,410	10,410	2,581	2,294
(3) Accountants	No reduction	30%	71			21
13. Items Common to Various Ministries						
(1) Reparation Goods Custody personnel		Same as in the Budget				



(2) Statistics personnel	No reduction	20%				
(3) Laboratories & Institutes						
a. Fire-prevention Study Institute		Technical staff: No reduction Others: Vacancies reduced	87	72	4	
b. Institutes attached to Universities etc.	No reduction	Teachers & Technical Staff: $\frac{1}{2}$ of the vacancies reduced Others: Vacancies reduced Exceptions: Lattitude Observatory. National Language Institute. Technical staff: No reduction. Others: $\frac{1}{2}$ of the vacancies				
i) Tokyo Scientific Museum		i) Teachers & Technical Staff: $\frac{1}{2}$ of the vacancies reduced	91	86	27	
ii) National Museum		ii) Teachers & Technical Staff: $\frac{1}{2}$ of the vacancies reduced	364	354	109	
iii) National Library		iii) Teachers & Technical Staff: $\frac{1}{2}$ of the vacancies reduced	144	131		
iv) Statistical Mathematics Institute		iv) Teachers & Technical Staff: $\frac{1}{2}$ of the vacancies reduced	75	68	13	5
v) Education Research Institute		v) Others: Vacancies reduced	76	65	15	7
vi) Lattitude Observatory		vi) Exceptions: Lattitude Observatory.	42	42	8	2
vii) National Language Institute		vii) National Language Institute.	52	52	4	0
viii) Prever Hygiene Institute		viii) Technical staff: No reduction. Others: $\frac{1}{2}$ of the vacancies	389	375	56	11
ix) Hygienic Laboratory etc.		ix) Technical staff: No reduction. Others: $\frac{1}{2}$ of the vacancies	231	213	33	7
c. Weight & Measurement Gauges Examination Office.	id	No reduction	257	257	4	0
d. Electric Measurement Guages Examination Office.	id	id				
e. Other Laboratories & Institutes attached to Ministries		Technical staff: Vacancies reduced. Others: 20%				
(4) Hokkaido Development personnel	20%	20%	4,871			974

(Remarks): In counting vacancies, following items will be kept outside of considerations:

- (1) Budgetary positions increased after Dec. 24, 1948 by utilizing Reserve Fund.
- (2) Positions specifically designated in the Budget to increase after January 1949, and
- (3) Those positions for which the authorization by Cabinet Order was greatly delayed though their increase was provided for in the Budget for 1948-49.



Law for the Fixed Number of Personnel  
in the Administrative Organizations  
(Draft)

(Definitions)

Article 1. "Administrative Organizations" in the meaning of this Law are the Prime Minister's Office, the Attorney General's Office, various ministries, Economic Stabilization Board and external organs attached thereto, while "personnel", with exceptions of Paragraph 4 and Paragraphs 7 to 12 of the Supplementary Provisions, means all persons in the regular government service regularly employed (excluding persons employed for a period less than two months) in such administrative organizations.

(Fixed Number of Personnel in Administrative Organizations)

Article 2. The fixed numbers of personnel to be employed by each administrative organization are as follows:

Prime Minister's Office	
Office Proper	2,260
Statistics Commission	63
Fair Trade Commission	323
National Election Management Commission	48
National Public Safety Commission	
National Rural Police	47,001
Among this number, 30,000 are police officials.	
National Fire-prevention Agency	122
Public Office Qualifications, Appeal Comm.	60
Foreign Exchange Control Commission	44
Imperial Household Agency	928
Special Procurement Agency	6,941
Reparations Agency	172
Administrative Management Agency	66
Local Autonomy Agency	105
Total	58,133

4



## Attorney General's Office

Office Proper	40,876
---------------	--------

Among this number, 11,476 are personnel  
of Procuratorial Office.

National Offenders <sup>Preventive</sup> & Rehabilitation Comm.	1,029
Total	41,905

## Ministry of Foreign Affairs

Ministry Proper	1,556
-----------------	-------

## Ministry of Finance

Ministry Proper	73,816
-----------------	--------

Security Exchange Commission	145
------------------------------	-----

Mint	2,023
------	-------

Printing Agency	9,030
-----------------	-------

Total	85,014
-------	--------

## Ministry of Education

Ministry Proper	63,090
-----------------	--------

Among this number, 60,940 are personnel  
of National schools.

## Ministry of Welfare

Ministry Proper	40,297
-----------------	--------

Repatriation Relief Agency	5,066
----------------------------	-------

Total	45,363
-------	--------

## Ministry of Agriculture and Forestry

Ministry Proper	32,634
-----------------	--------

Food Agency	29,202
-------------	--------

Forestry Agency	23,314
-----------------	--------

Fishery Agency	1,852
----------------	-------

Total	87,002
-------	--------

## Ministry of International Trade and Industry

Ministry Proper	13,882
-----------------	--------

Resources Agency	2,373
------------------	-------

Among these two numbers, 183 are mine  
affairs supervisors.

Agency of Industrial Science and Technology	4,365
---	-------



Patent Agency	545
Agency of Smaller Enterprises	94
Total	21,259
Ministry of Transportation	
Ministry Proper	18,435
Seamen's Labor Commission	59
Maritime Safety Agency	8,210
Total	26,704
Ministry of Postal Service	
Ministry Proper	260,655
Ministry of Tele-communications	
Ministry Proper	138,835
Radio Regulatory Agency	3,802
Aeronautical Aids Agency	1,096
Total	143,733
Ministry of Labor	
Ministry Proper	19,881
Central Labor Relations Commission	99
Public Corporations Arbitration Commission	19
National Railways Central Mediation Comm.	15
Monopoly Corporation Central Mediation Comm.	11
National Railways Local Mediation Comm.	63
Monopoly Corporation Local Mediation Comm.	45
Total	20,133
Ministry of Construction	
Ministry Proper	10,907
Economic Stabilization Board	
Board Proper	1,248
Price Agency	858
Economic Investigation Agency	3,719
Total	5,825
Grand Total	871,279



2. Notwithstanding the provisions of the preceding paragraph, the fixed number of personnel in the Repatriation Relief Agency may be increased by Cabinet Order within the limit of the Budget when the condition of the business of repatriation relief specially necessitates it.
3. Beside the fixed number of personnel prescribed in Paragraph 1, personnel not exceeding 5,406 in all may be employed, for the time being, in various administrative organizations, for the purpose of handling businesses defrayed by Termination of War Business Appropriation Special Properties Settlement Auxiliary Business Appropriation, Allied Properties Reinstatement Appropriation, Looted Properties Reinstatement Appropriation, Reparation Equipment Settlement Auxiliary Business Appropriation and Reparation Equipment Administration Appropriation.

As to the division of the number of personnel provided for in the preceding paragraph into various administrative organizations, such shall be fixed by Cabinet Order.

(Fixed Number of Personnel in the Internal Subdivisions, Local Branch Offices and Auxiliary Organs)

Article 3. The number of personnel to be employed in the subdivisions, local branch offices and auxiliary organs of administrative organizations shall be fixed by ordinances of the Prime Minister's Office, of the Attorney General's Office, of the Economic Stabilization Board, or by ministerial ordinances within the limit prescribed in Paragraph 1 of the preceding Article. The foregoing provision, however, does not apply to the case in which such number is already fixed by law (including orders based on such law).

(Reporting of the Number of Personnel Actually Employed)

Article 4. Heads of administrative organizations shall report, as of the first day of each month, the number of personnel actually employed in their respective organizations to the Director of the Administrative Management Agency.



### Supplementary Provisions

1. The present law shall come into force as from June 1, 1949. However, in the provisions of Paragraph 1 of Article 2, the part dealing with the Ministry of International Trade and Industry shall come into force as from May 20, 1949. and the part dealing with the National Offenders<sup>Preventive</sup> & Rehabilitation Commission shall come into force as from July 1, 1949.
2. Notwithstanding the provisions of Paragraph 1 of Article 2, the fixed number of personnel in the Office Proper of the Attorney General's Office shall be 41,854 till June 30, 1949.
3. Personnel employed in various administrative organizations shall be gradually decreased within the period ending by September 30 1949 so that their numbers as of October 1, 1949. will not exceed the fixed number prescribed in Article 2. During that period personnel supernumerary of fixed number prescribed in the same Article shall be regarded as outside the limitation of fixed number.
4. Fixed number of personnel (including KOIN and YONIN) in the Prefectures as prescribed by Article 8 of the Supplementary Provisions of the Local Autonomy Law (Law No. 67 of 1947) shall be prescribed by Cabinet Order as provided for in the same Article. In regard to personnel supernumerary of such fixed number, the provisions of the preceding paragraph shall be applied correspondingly.
5. In regard to personnel demoted or dismissed in accordance with the preceding two paragraphs, the provisions from Article 89 to Article 92 of the National Public Service Law shall not apply.
6. As to the separation pay to be paid to the personnel who retire by the adjustment prescribed in Paragraphs 3 and 4, the practice hereto for in force shall apply. However, if the amount of such Separation pay is smaller than the total of four months' salaries including family and regional allowances at the time of separation, such amount may be increased as provided for by Cabinet Order.
7. Personnel of the Japan Monopoly Corporation shall be gradually reduced during the period ending by September 30, 1949, so that their number will not exceed 38,114 as of October 1, 1949.



8. Personnel of the Japanese National Railways shall be gradually decreased during the periods ending by September 30, 1949, and March 30, 1950, so that their number will not exceed 536,734 as of October 1, 1949, and 506,734 as of March 31, 1950, respectively.
9. In executing the adjustment provided for in the preceding two paragraphs the Presidents of the Japan Monopoly Corporation and the Japanese National Railways may demote or dismiss personnel against his will.
10. The Provisions of paragraph 2 of Article 8 and Article 19 of the Public Corporations Labor Relations Law (Law No. 257 of 1948) shall not be applied to the case of preceding three Paragraphs.
11. The provisions of Article 17-2 of the Japan Monopoly Corporation Law (Law No. 255 of 1948) shall not apply to the personnel of the Japan Monopoly Corporation who retire by adjustment prescribed in Paragraph 7.
12. As to the Separation pay to be paid to the personnel of the Japan Monopoly Corporation and the Japanese National Railways who retire by adjustment prescribed in Paragraphs 7 and 8, the provisions of Paragraph 6 shall be applied correspondingly.
13. As to the treatment of personnel not yet repatriated, the practice heretofore in force shall apply. The foregoing provision shall correspondingly apply to the personnel of the Japan Monopoly Corporation and the Japanese National Railways not yet repatriated.
14. Law for the Temporary Measures Pending the Enactment and Enforcement of the National Government Organization Law (Law No. 30 of 1948) and Law for Provisional Measures concerning the Establishment and Increase of the Fixed Number of Personnel in the Administrative Organizations (Law No. 247 of 1948) shall be null and void.

(Reason)

Following the enforcement of the National Government Organization Law and in order to effect a proper-sized administrative structure, it is necessary to fix the number of personnel in the administrative organizations and also to provide for the adjustment of personnel supernumerary of such fixed number. This is the reason for submitting this Bill.



Law for the Fixed Number of Personnel  
in the Administrative Organizations

(Draft)

(Definitions)

Article 1. "Administrative Organizations" in the meaning of this Law are the Prime Minister's Office, the Attorney General's Office, various ministries, Economic Stabilization Board and external organs attached thereto, while "personnel", with exceptions of Paragraph 4 and Paragraphs 7 to 12 of the Supplementary Provisions, means all persons in the regular government service regularly employed (excluding persons employed for a period less than two months) in such administrative organizations.

(Fixed Number of Personnel in Administrative Organizations)

Article 2. The fixed numbers of personnel to be employed by each administrative organization are as follows:

Prime Minister's Office	
Office Proper	2,260
Statistics Commission	63
Fair Trade Commission	323
National Election Management Commission	48
National Public Safety Commission	
National Rural Police	47,001
Among this number, 30,000 are police officials and 930 are Imperial Household guards.	
National Fire-prevention Agency	122
Public Office Qualifications, Appeal Commission	60
Foreign Exchange Control Commission	44
Imperial Household Agency	928
Special Procurement Agency	6,941
Reparations Agency	172
Administrative Management Agency	66
Local Autonomy Agency	105
Total	58,153

Attorney General's Office

Office Proper 40,876

Among this number, 11,476 are personnel of Procuratorial Office

Central Welfare and Protection Commission 1,029

Total 41,905



## Ministry of Foreign Affairs

Ministry Proper	1,556
Ministry of Finance	
Ministry Proper	73,816
Security Exchange Commission	145
Mint	2,023
Printing Agency	9,030
Total	85,014

## Ministry of Education

Ministry Proper	63,090
-----------------	--------

Among this number, 60,940 are personnel of National schools.

## Ministry of Welfare

Ministry Proper	40,297
Repatriation Relief Agency	5,066
Total	45,363

## Ministry of Agriculture and Forestry

Ministry Proper	32,634
Food Agency	29,202
Forestry Agency	23,314
Fishery Agency	1,852
Total	87,002

## Ministry of International Trade and Industry

Ministry Proper	13,882
Resources Agency	2,373

Among these two numbers, 183 are mine affairs supervisors.

Agency of Industrial Science and Technology	4,365
Patent Agency	545
Agency of Smaller Enterprises	94
Total	21,259

## Ministry of Transportation

Ministry Proper	18,435
Seamen's Labor Commission	59
Maritime Safety Agency	8,210
Total	26,704

## Ministry of Postal Service

Ministry Proper	260,655
-----------------	---------



Ministry of Tele-communications

Ministry Proper	138,835
Radio Regulatory Agency	3,802
Aeronautical Aids Agency	1,096
Total	143,733

Ministry of Labor

Ministry Proper	19,881
Central Labor Relations Commission	99
Public Corporations Arbitration Commission	19
National Railways Central Mediation Commission	15
Monopoly Corporation Central Mediation Commission	11
National Railways Local mediation Commission	63
Monopoly Corporation Local Mediation Commission	45
Total	20,133

Ministry of Construction

Ministry Proper	10,907
Economic Stabilization Board	
Board Proper	1,248
Price Agency	858
Economic Investigation Agency	3,719
Total	5,825

Grand Total 871,279

2. Notwithstanding the provisions of the preceding paragraph, the fixed number of personnel in the Repatriation Relief Agency may be increased by Cabinet Order within the limit of the Budget when the condition of the business of repatriation relief specially necessitates it.

3. Beside the fixed number of personnel prescribed in Paragraph 1, personnel not exceeding 5,406 in all may be employed, for the time being, in various administrative organizations, for the purpose of handling businesses defrayed by Termination of War Business Appropriation, Special Properties Settlement Auxiliary Business Appropriation, Allied Properties Reinstatement Appropriation, Looted Properties Reinstatement Appropriation, Reparation Equipment Settlement Auxiliary Business Appropriation and Reparation Equipment Administration Appropriation.

As to the division of the number of personnel provided for in the preceding paragraph into various administrative organizations, such shall be fixed by Cabinet Order.



(Fixed Number of Personnel in the Internal Subdivisions, Local Branch Offices and Auxiliary Organs)

Article 3. The number of personnel to be employed in the subdivisions, local branch offices and auxiliary organs of administrative organizations shall be fixed by ordinances of the Prime Minister's Office, of the Attorney General's Office, of the Economic Stabilization Board, or by ministerial ordinances within the limit prescribed in Paragraph 1 of the preceding Article. The foregoing provision, however, does not apply to the case in which such number is already fixed by law (including orders based on such law).

(Reporting of the Number of Personnel Actually Employed)

Article 4. Heads of administrative organizations shall report, as of the first day of each month, the number of personnel actually employed in their respective organizations to the Director of the Administrative Management Agency.



### Supplementary Provisions

1. The present law shall come in to force as from June 1, 1949. However, in the provisions of Paragraph 1 of Article 2, the part dealing with the Ministry of International Trade and ~~Commerce~~<sup>Industry</sup> shall come into force as from May 20, 1949. and the part dealing with the Central Welfare and Protection Commission shall come into force as from July 1, 1949.
2. Notwithstanding the provisions of Paragraph 1 of Article 2, the fixed number of personnel in the Office Proper of the Attorney General's Office shall be 41,854 till June 30, 1949.
3. Personnel employed in various administrative organizations shall be gradually decreased within the period ending by September 30<sup>1949</sup> so that their numbers as of October 1, 1949. will not exceed the fixed number prescribed in Article 2. During that period personnel <sup>su</sup>pernumerary of fixed number prescribed in the same Article shall be regarded as outside the limitation of fixed number.
4. Fixed number of personnel (including KOIN and YONIN) in the Prefectures as prescribed by Article 8 of the Supplementary Provisions of the Local Autonomy Law (Law No 67 of 1947) shall be prescribed by Cabinet Order as provided for in the same Article. In regard to personnel supernumerary of such fixed number, the provisions of the preceding paragraph shall be applied correspondingly.
5. In regard to personnel demoted or dismissed in accordance with the preceding two paragraphs, the provisions from Article 89 to Article 92 of the National Public Service Law shall not apply.
6. As to the separation pay to be paid to the personnel who retire by the adjustment prescribed in Paragraphs 3 and 4, the practice hereto<sup>for in</sup> force shall apply. However, if the amount of such separation pay is smaller than the total of four months' salaries including family and regional allowances at the time of separation, such amount may be increased as provided for by Cabinet Order.
7. Personnel of the Japan Monopoly Corporation shall be gradually reduced during the period ending by September 30, 1949, so that their number will not exceed 38,114 as of October 1, 1949.
8. Personnel of the Japanese National Railways shall be gradually decreased



during the periods ending by September 30, 1949. and March 30, 1950, so that their number will not exceed 526,734 as of October 1, 1949, and 506,734 as of March 31, 1950, respectively.

9. In executing the adjustment provided for in the preceding two paragraphs the Presidents of the Japan Monopoly Corporation and the Japanese National Railways may demote or dismiss personnel against his will.

10. The provisions of paragraph 2 of Article 8 and Article 19 of the Public Corporations Labor Relations Law (Law No 257 of 1948) shall not be applied to the case of preceding three Paragraphs.

11. The provisions of Article 17-2 of the Japan Monopoly Corporation Law shall not apply to the personnel of the Japan Monopoly Corporation who retire by adjustment prescribed in Paragraph 7.

12. As to the Separation pay to be paid to the personnel of the Japan Monopoly Corporation and the Japanese National Railways who retire by adjustment prescribed in Paragraphs 8 and 9, the provisions of Paragraph 6 shall be applied correspondingly.

13. As to the treatment of personnel not yet repatriated, the practice hereto for in force shall apply. The foregoing provision shall correspondingly apply to the personnel of the Japan Monopoly Corporation and the Japanese National Railways not yet repatriated.

14. Law for the Temporary Measures Pending the ~~Enactment~~ and Enforcement of the National Government Organization Law (Law No 30 of 1948) and Law <sup>for</sup> Provisional Measures concerning the Establishment and Increase of the Fixed Number of Personnel in the Administrative Organizations (Law No 247 of 1948) shall be null and void.

#### REASON

Following the enforcement of the National Government Organization Law and in order to effect a proper-sized administrative structure, it is necessary to fix the number of personnel in the administrative organizations and also to provide for the adjustment of personnel supernumerary of such fixed number. This is the reason for submitting this Bill.



Some Problems concerning the Cabinet's  
Program for Reduction in Force.

April 27, 1949

Administrative Management Agency.

1. On Feb. 25, 1949, the Cabinet made a decision that a reduction of approximately 30% (in the case of Government Enterprises Special Accounts, 20%) would be made in the number of Government personnel as compared with the number allowed in the budget of March 1, 1949, excluding Police, procuratorial and prison officials as well as teachers. The figures after making such reduction were to be incorporated in a Law for Fixed Number of Government Personnel to become effective on June 1, 1949.

2. The number of Government personnel authorized by the Budget is as follows as of March 1, 1949.

General Account	478,003
Special Accounts	1,214,463
Total	1,692,466

The number of personnel coming under the categories to be excluded from the reduction program such as police officials etc. is as follows:

General Account	111,371
Special Accounts	12,767
Total	124,138

If we apply rigidly the percentages of reduction — 30 and 20 respectively of General and Special Accounts — to the remaining number, the result would be reduction of some 350,000 positions. However, there are many cases in which such rigid application is not practical in view of special character or circumstances. The Cabinet is now studying particular cases for which special considerations are necessary. As the outcome of this study is not yet known, we cannot tell what will be the final number of positions to be eliminated. It may, however, be surmised that it will be somewhere between 250,000 and 300,000.

3. As soon as the final figures become available, the Government will submit, after approval of G H Q, a Bill for the Fixed Number of Government Personnel to the Diet. The form of that Bill will be as attached hereto.

One problem in connection with this draft Bill is its relationship to the provisions of the National Public Service Law. Our basic idea is that the provisions of Article 78 of the National Public Service Law is, and ought to be, the sole legal basis for the coming reduction in force. That Article, in paragraph 4, states that "When a person becomes supernumerary of his position abolished due to an amendment or abrogation of law concerning official organization or of the fixed number of personnel, or as a result of a reduction in budget," such person may be demoted or dismissed. In the present instance, the fixed number will be reduced as of June 1, but the supernumerary personnel will temporarily be allowed to remain on payroll in order to facilitate smooth operation of the reduction plan. The heads of each agencies will be given four months time to complete the reduction in force. Persons with sure re-employment prospects will be discharged first and then will be followed by others as they find their new jobs. Those who failed to find new employment in spite of his own efforts and those of the agency chief will be discharged last.

This is the traditional practice followed in Japan in such cases of wholesale reduction, and we believe this method is better suited to the circumstances than to divide into parts the total number to be eliminated and to set a date for each of them. This is why Paragraph 2 was inserted in the Supplementary Provisions. Paragraph 3 was put in order to forestall any possible argument as to the legality of applying Article 78 to the present instance in view of the fact that a certain "waiting period" is provided for after the coming into effect of the new fixed number.

4. The next problem in connection with the proposed reduction plan is that of "standard for elimination". The N.P.A. Rule 11-0 (March 31, 1949) states that "In demoting or dismissing personnel in accordance with Item 4 of Article 78, the appointing officer will decide whom to be demoted or dismissed. However, he shall not act contrary to the principle of equal treatment provided for in Article 27 or the rules set forth in Paragraph 3 of Article 98." By this provision, the appointing officers are, so to



speaking, given discretion to pick up persons to be dismissed provided that they do not infringe the principles of equal treatment. This is rather too wide a discretion, and the Ministries are desiring for more specific standards. Up to now, usual practice in such cases was to eliminate so-called "old-agers" first. In some instances persons over 45 years were dismissed as belonging to this category. We feel that this practice must be changed from now on. If only persons of long experience are to be discharged en masse, the efficiency of remaining organization will be greatly handicapped. Moreover, the amount of separation allowances will be much greater if only persons with long service were dismissed. However, it is rather difficult to change this old practice unless some specific standards are established and announced, inasmuch as the most of the Government labor unions are composed of younger men. Can we expect that some standards are to be announced by N.P.A. in this connection?

5. Paragraph 2 of Article 103 of the National Public Service Law states that "Any person is hereby prohibited for a period of two years after leaving the service from accepting or serving in a position with a profit-making enterprise which directly or indirectly involves a close connection with any agency defined by rules of the Authority with which such person was formerly employed within five years prior to separation from the service". The proposed plan for Government personnel reduction is a very large scaled program with possible discharge of more than two hundred thousand persons. The Ministries and agencies will face a tremendous task of assisting these persons to find new employment. They point out that if the above-mentioned provision of the Law were suspended just for the present occasion it will be a great help for relieving unemployment problem.

6. There is also an argument to the effect that the application of the provisions in the National Public Service Law dealing with the "Review of disadvantageous action taken against the will of personnel" to the coming large-scale reduction is not practical.

We would like to know, if possible, the opinion of Civil Service Division and N.P.A. on these two questions.

7. Lastly, there is a problem of how to deal with the personnel of National Railways and Monopoly Corporation which will be separated from Government organization and will be started as public corporations from June 1.

Article 29 of the Japanese National Railways Law and Article 22 of the Japan Monopoly Corporation Law state that "a personnel may be demoted or dismissed against his will when the volume of business has decreased or other unavoidable circumstances in the management has occurred". Article 4 of the Public Corporations Labor Relations Law provides that "Standards for demotion, dismissal and seniority may become an object of collective bargaining and a labor contract may be concluded about them". If either side has grievances, such will be submitted to the Grievance Management Council and also to the Public Corporations Labor Relations Committee. The final decision will be made by the Public Corporations Arbitration Committee.

All these councils or committees are to be organized after June 1, and as the standards for dismissal will naturally become a controversial issue between the management and the labor, it will take months before such standards were finally agreed upon between them. The reduction in force of these two Government Corporations will start, therefore, not from June 1, as other Government organizations but from sometime in the Fall and perhaps take the whole calendar year to finish. That will have a very bad effect on the Budget. In order to avoid such situation, we are thinking of making a law for the specific purpose of expediting the reduction program of these two Corporations. The proposed law will state that two corporations shall reduce the number of their personnel to such and such by September 30, and that the provisions of the Public Corporations Labor Relations Law will not apply to the foregoing reduction.



Some Problems concerning the Cabinet's  
Program for Reduction in Force.

April 27, 1949

Administrative Management Agency.

1. On Feb. 25, 1949, the Cabinet made a decision that a reduction of approximately 30% (in the case of Government Enterprises Special Accounts, 20%) would be made in the number of Government personnel as compared with the number allowed in the budget of March 1, 1949, excluding Police, procuratorial and prison officials as well as teachers. The figures after making such reduction were to be incorporated in a Law for Fixed Number of Government Personnel to become effective on June 1, 1949.

2. The number of Government personnel authorized by the Budget is as follows as of March 1, 1949.

General Account	478,003
Special Accounts	1,214,463
Total	1,692,466

The number of personnel coming under the categories to be excluded from the reduction program such as police officials etc. is as follows:

General Account	111,371
Special Accounts	12,767
Total	124,138

If we apply rigidly the percentages of reduction — 30 and 20 respectively of General and Special Accounts — to the remaining number, the result would be reduction of some 350,000 positions. However, there are many cases in which such rigid application is not practical in view of special character or circumstances. The Cabinet is now studying particular cases for which special considerations are necessary. As the outcome of this study is not yet known, we cannot tell what will be the final number of positions to be eliminated. It may, however, be surmised that it will be somewhere between 250,000 and 300,000.

3. As soon as the final figures become available, the Government will submit, after approval of G H Q, a Bill for the Fixed Number of Government Personnel to the Diet. The form of that Bill will be as attached hereto.

One problem in connection with this draft Bill is its relationship to the provisions of the National Public Service Law. Our basic idea is that the provisions of Article 78 of the National Public Service Law is, and ought to be, the sole legal basis for the coming reduction in force. That Article in paragraph 4, states that "When a person becomes supernumerary of his position abolished due to an amendment or abrogation of law concerning official organization or of the fixed number of personnel, or as a result of a reduction in budget," such person may be demoted or dismissed. In the present instance, the fixed number will be reduced as of June 1, but the supernumerary personnel will temporarily be allowed to remain on payroll in order to facilitate smooth operation of the reduction plan. The heads of each agencies will be given four months time to complete the reduction in force. Persons with sure re-employment prospects will be discharged first and then will be followed by others as they find their new jobs. Those who failed to find new employment in spite of his own efforts and those of the agency chief will be discharged last. This is the traditional practice followed in Japan in such cases of wholesale reduction, and we believe this method is better suited to the circumstances than to divide into parts the total number to be eliminated and to set a date for each of them. This is why Paragraphs 2 was inserted in the Supplementary Provisions. Paragraph 3 was put in order to forestall any possible argument as to the legality of applying Article 78 to the present instance in view of the fact that a certain "waiting period" is provided for after the coming into effect of the new fixed number.

4. The next problem in connection with the proposed reduction plan is that of "standard for elimination". The N.P.A. Rule 11-0 (March 31, 1949) states that "In demoting or dismissing personnel in accordance with Item 4 of Article 78, the appointing officer will decide whom to be demoted or dismissed. However, he shall not act contrary to the principle of equal treatment provided for in Article 27 or the rules set forth in Paragraph 3 of Article 98." By this provision, the appointing officers are, so to



speaking, given discretion to pick up persons to be dismissed provided that they do not infringe the principles of equal treatment. This is rather too wide a discretion, and the Ministries are desiring for more specific standards. Up to now, usual practice in such cases was to eliminate so-called "old-agers" first. In some instances persons over 45 years were dismissed as belonging to this category. We feel that this practice must be changed from now on. If only persons of long experience are to be discharged en masse, the efficiency of remaining organization will be greatly handicapped. Moreover, the amount of separation allowances will be much greater if only persons with long service were dismissed. However, it is rather difficult to change this old practice unless some specific standards are established and announced, inasmuch as the most of the Government labor unions are composed of younger men. Can we expect that some standards are to be announced by N.P.A. in this connection?

5. Paragraph 2 of Article 103 of the National Public Service Law states that "Any person is hereby prohibited for a period of two years after leaving the service from accepting or serving in a position with a profit-making enterprise which directly or indirectly involves a close connection with any agency defined by rules of the Authority with which such person was formerly employed within five years prior to separation from the service". The proposed plan for Government personnel reduction is a very large scaled program with possible discharge of more than two hundred thousand persons. The Ministries and agencies will face a tremendous task of assisting these persons to find new employment. They point out that if the above-mentioned provision of the Law were suspended just for the present occasion it will be a great help for relieving unemployment problem.

6. There is also an argument to the effect that the application of the provisions in the National Public Service Law dealing with the "Review of disadvantageous action taken against the will of personnel" to the coming large-scale reduction is not practical.

We would like to know, if possible, the opinion of Civil Service Division and N.P.A. on these two questions.

7. Lastly, there is a problem of how to deal with the personnel of National Railways and Monopoly Corporation which will be separated from Government organization and will be started as public corporations from June 1.

Article 29 of the Japanese National Railways Law and Article 22 of the Japan Monopoly Corporation Law state that "a personnel may be demoted or dismissed against his will when the volume of business has decreased or other unavoidable circumstances in the management has occurred". Article 4 of the Public Corporations Labor Relations Law provides that "Standards for demotion, dismissal and seniority may become an object of collective bargaining and a labor contract may be concluded about them". If either side has grievances, such will be submitted to the Grievance Management Council and also to the Public Corporations Labor Relations Committee. The final decision will be made by the Public Corporations Arbitration Committee.

All these councils or committees are to be organized after June 1, and as the standards for dismissal will naturally become a controversial issue between the management and the labor, it will take months before such standards were finally agreed upon between them. The reduction in force of these two Government Corporations will start, therefore, not from June 1, as other Government organizations but from sometime in the Fall and perhaps take the whole calendar year to finish. That will have a very bad effect on the Budget. In order to avoid such situation, we are thinking of making a law for the specific purpose of expediting the reduction program of these two Corporations. The proposed law will state that two corporations shall reduce the number of their personnel to such and such by September 30, and that the provisions of the Public Corporations Labor Relations Law will not apply to the foregoing reduction.



Some Problems concerning the Cabinet's  
Program for Reduction in Force.

April 27, 1949

Administrative Management Agency.

1. On Feb. 25, 1949, the Cabinet made a decision that a reduction of approximately 30% (in the case of Government Enterprises Special Accounts, 20%) would be made in the number of Government personnel as compared with the number allowed in the budget of March 1, 1949, excluding Police, procuratorial and prison officials as well as teachers. The figures after making such reduction were to be incorporated in a Law for Fixed Number of Government Personnel to become effective on June 1, 1949.

2. The number of Government personnel authorized by the Budget is as follows as of March 1, 1949.

General Account	478,003
Special Accounts	1,214,463
Total	1,692,466

The number of personnel coming under the categories to be excluded from the reduction program such as police officials etc. is as follows:

General Account	111,371
Special Accounts	12,767
Total	124,138

If we apply rigidly the percentages of reduction — 30 and 20 respectively of General and Special Accounts — to the remaining number, the result would be reduction of some 350,000 positions. However, there are many cases in which such rigid application is not practical in view of special character or circumstances. The Cabinet is now studying particular cases for which special considerations are necessary. As the outcome of this study is not yet known, we cannot tell what will be the final number of positions to be eliminated. It may, however, be surmised that it will be somewhere between 250,000 and 300,000.

3. As soon as the final figures become available, the Government will submit, after approval of G H Q, a Bill for the Fixed Number of Government Personnel to the Diet. The form of that Bill will be as attached hereto.

One problem in connection with this draft Bill is its relationship to the provisions of the National Public Service Law. Our basic idea is that the provisions of Article 78 of the National Public Service Law is, and ought to be, the sole legal basis for the coming reduction in force. That Article in paragraph 4, states that "When a person becomes supernumerary of his position abolished due to an amendment or abrogation of law concerning official organization or of the fixed number of personnel, or as a result of a reduction in budget," such person may be demoted or dismissed. In the present instance, the fixed number will be reduced as of June 1, but the supernumerary personnel will temporarily be allowed to remain on payroll in order to facilitate smooth operation of the reduction plan. The heads of each agencies will be given four months time to complete the reduction in force. Persons with sure re-employment prospects will be discharged first and then will be followed by others as they find their new jobs. Those who failed to find new employment in spite of his own efforts and those of the agency chief will be discharged last. This is the traditional practice followed in Japan in such cases of wholesale reduction, and we believe this method is better suited to the circumstances than to divide into parts the total number to be eliminated and to set a date for each of them. This is why Paragraph 2 was inserted in the Supplementary Provisions. Paragraph 3 was put in order to forestall any possible argument as to the legality of applying Article 78 to the present instance in view of the fact that a certain "waiting period" is provided for after the coming into effect of the new fixed number.

4. The next problem in connection with the proposed reduction plan is that of "standard for elimination". The N.P.A. Rule 11-0 (March 31, 1949) states that "In demoting or dismissing personnel in accordance with Item 4 of Article 78, the appointing officer will decide whom to be demoted or dismissed. However, he shall not act contrary to the principle of equal treatment provided for in Article 27 or the rules set forth in Paragraph 3 of Article 98." By this provision, the appointing officers are, so to



speaking, given discretion to pick up persons to be dismissed provided that they do not infringe the principles of equal treatment. This is rather too wide a discretion, and the Ministries are desiring for more specific standards. Up to now, usual practice in such cases was to eliminate so-called "old-agers" first. In some instances persons over 45 years were dismissed as belonging to this category. We feel that this practice must be changed from now on. If only persons of long experience are to be discharged en masse, the efficiency of remaining organization will be greatly handicapped. Moreover, the amount of separation allowances will be much greater if only persons with long service were dismissed. However, it is rather difficult to change this old practice unless some specific standards are established and announced, inasmuch as the most of the Government labor unions are composed of younger men. Can we expect that some standards are to be announced by N.P.A. in this connection?

5. Paragraph 2 of Article 103 of the National Public Service Law states that "Any person is hereby prohibited for a period of two years after leaving the service from accepting or serving in a position with a profit-making enterprise which directly or indirectly involves a close connection with any agency defined by rules of the Authority with which such person was formerly employed within five years prior to separation from the service". The proposed plan for Government personnel reduction is a very large scaled program with possible discharge of more than two hundred thousand persons. The Ministries and agencies will face a tremendous task of assisting these persons to find new employment. They point out that if the above-mentioned provision of the Law were suspended just for the present occasion it will be a great help for relieving unemployment problem.

6. There is also an argument to the effect that the application of the provisions in the National Public Service Law dealing with the "Review of disadvantageous action taken against the will of personnel" to the coming large-scale reduction is not practical.

We would like to know, if possible, the opinion of Civil Service Division and N.P.A. on these two questions.

7. Lastly, there is a problem of how to deal with the personnel of National Railways and Monopoly Corporation which will be separated from Government organization and will be started as public corporations from June 1.

Article 29 of the Japanese National Railways Law and Article 22 of the Japan Monopoly Corporation Law state that "a personnel may be demoted or dismissed against his will when the volume of business has decreased or other unavoidable circumstances in the management has occurred". Article 4 of the Public Corporations Labor Relations Law provides that "Standards for demotion, dismissal and seniority may become an object of collective bargaining, and a labor contract may be concluded about them". If either side has grievances, such will be submitted to the Grievance Management Council and also to the Public Corporations Labor Relations Committee. The final decision will be made by the Public Corporations Arbitration Committee.

All these councils or committees are to be organized after June 1, and as the standards for dismissal will naturally become a controversial issue between the management and the labor, it will take months before such standards were finally agreed upon between them. The reduction in force of these two Government Corporations will start, therefore, not from June 1, as other Government organizations but from sometime in the Fall and perhaps take the whole calendar year to finish. That will have a very bad effect on the Budget. In order to avoid such situation, we are thinking of making a law for the specific purpose of expediting the reduction program of these two Corporations. The proposed law will state that two corporations shall reduce the number of their personnel to such and such by September 30, and that the provisions of the Public Corporations Labor Relations Law will not apply to the foregoing reduction.



Law for the Fixed Number of Personnel  
in the Administrative Organizations

(Draft)

Administrative Management Agency

April 25, 1949.

(Definitions)

Article 1. "Administrative organizations" in the meaning of this law are the Prime Minister's Office, the Attorney General's Office, various Ministries and external organs attached thereto, while "personnel" means all persons regularly employed in such administrative organizations.

(Fixed Number of Personnel)

Article 2. The fixed numbers of personnel to be employed by each administrative organization are as follows:

Prime Minister's Office	x	x	x
Office Proper	x	x	x
External Organ A	x	x	x
External Organ B	x	x	x
Total			
Ministry of Foreign Affairs			
Ministry Proper	x	x	x
Total			
Ministry of Education	x	x	x
Ministry Proper	x	x	x
National Schools under the Jurisdiction of the Ministry	x	x	x
Total	x	x	x
Grand Total	x	x	x

(Fixed Number of Personnel in the Internal Subdivisions, Local Branch Offices and Auxiliary Organs)

Article 3. The heads of administrative organizations shall fix the numbers of personnel to be employed in the subdivisions, local branch offices and auxiliary organs of their respective organizations within the limit stipulated in the preceding Article. The foregoing provision, however, does not apply to the case in which such number is already fixed by law (including orders based on such law).



(Reporting of the Number of Personnel Actually Employed)

Article 4. Heads of administrative organizations shall report, each month, the number of personnel actually employed in their respective organizations to the Director of the Administrative Management Agency.

Supplementary Provisions

1. The present law shall come into force as from June 1, 1949.
2. The personnel who are supernumerary of the fixed number stipulated in Article 2 at the time of the coming into force of the present law shall be temporarily regarded as outside the limitation of fixed number not withstanding the provisions of the said Article, and shall be discharged within the period ending by September 30, 1949.
3. In executing the adjustment mentioned in the preceding paragraph, if a person is to be demoted or dismissed, such will be done in accordance with Article 78 of the National Public Service Law (Law No. 120 of 1947).
4. The Law for Provisional Measures concerning the Establishment and Increase of the Fixed Number of Personnel in the Administrative Organizations (Law No. 247 of 1948) shall be null and void.



Law for the Fixed Number of Personnel  
in the Administrative Organizations

(Draft)

Administrative Management Agency

April 25, 1949.

(Definitions)

Article 1. "Administrative organizations" in the meaning of this law are the Prime Minister's Office, the Attorney General's Office, various Ministries and external organs attached thereto, while "personnel" means all persons regularly employed in such administrative organizations.

(Fixed Number of Personnel)

Article 2. The fixed numbers of personnel to be employed by each administrative organization are as follows:

Prime Minister's Office	x	x	x
Office Proper	x	x	x
External Organ A	x	x	x
External Organ B	x	x	x
Total			
Ministry of Foreign Affairs			
Ministry Proper	x	x	x
Total			
Ministry of Education	x	x	x
Ministry Proper	x	x	x
National Schools under the Jurisdiction of the Ministry			x x
Total	x	x	x
Grand Total	x	x	x

(Fixed Number of Personnel in the Internal Subdivisions, Local Branch Offices and Auxiliary Organs)

Article 3. The heads of administrative organizations shall fix the numbers of personnel to be employed in the subdivisions, local branch offices and auxiliary organs of their respective organizations within the limit stipulated in the preceding Article. The foregoing provision, however, does not apply to the case in which such number is already fixed by law (including orders based on such law).



(Reporting of the Number of Personnel Actually Employed)

Article 4. Heads of administrative organizations shall report, each month, the number of personnel actually employed in their respective organizations to the Director of the Administrative Management Agency.

Supplementary Provisions

1. The present law shall come into force as from June 1, 1949.
2. The personnel who are supernumerary of the fixed number stipulated in Article 2 at the time of the coming into force of the present law shall be temporarily regarded as outside the limitation of fixed number not withstanding the provisions of the said Article, and shall be discharged within the period ending by September 30, 1949.
3. In executing the adjustment mentioned in the preceding paragraph, if a person is to be demoted or dismissed, such will be done in accordance with Article 78 of the National Public Service Law (Law No. 120 of 1947).
4. The Law for Provisional Measures concerning the Establishment and Increase of the Fixed Number of Personnel in the Administrative Organizations (Law No. 247 of 1948) shall be null and void.



**Law for the Fixed Number of Personnel  
in the Administrative Organizations**

(Draft)

Administrative Management Agency

April 25, 1949.

(Definitions)

**Article 1.** "Administrative organizations" in the meaning of this law are the Prime Minister's Office, the Attorney General's Office, various Ministries and external organs attached thereto, while "personnel" means all persons regularly employed in such administrative organizations.

(Fixed Number of Personnel)

**Article 2.** The fixed numbers of personnel to be employed by each administrative organization are as follows:

Prime Minister's Office	x	x	x	
Office Proper	x	x	x	
External Organ A	x	x	x	
External Organ B	x	x	x	
Total				
<b>Ministry of Foreign Affairs</b>				
Ministry Proper	x	x	x	
Total				
<b>Ministry of Education</b>				
Ministry Proper	x	x	x	
National Schools under the Jurisdiction of the Ministry				x x x
Total	x	x	x	
Grand Total				
	x	x	x	

(Fixed Number of Personnel in the Internal Subdivisions, Local Branch Offices and Auxiliary Organs)

**Article 3.** The heads of administrative organizations shall fix the numbers of personnel to be employed in the subdivisions, local branch offices and auxiliary organs of their respective organizations within the limit stipulated in the preceding Article. The foregoing provision, however, does not apply to the case in which such number is already fixed by law (including orders based on such law).



(Reporting of the Number of Personnel Actually Employed)

Article 4. Heads of administrative organizations shall report, each month, the number of personnel actually employed in their respective organizations to the Director of the Administrative Management Agency.

Supplementary Provisions

1. The present law shall come into force as from June 1, 1949.
2. The personnel who are supernumerary of the fixed number stipulated in Article 2 at the time of the coming into force of the present law shall be temporarily regarded as outside the limitation of fixed number not withstanding the provisions of the said Article, and shall be discharged *within the period ending* by September 30, 1949.
3. In executing the adjustment mentioned in the preceding paragraph, if a person is to be demoted or dismissed, such will be done in accordance with Article 78 of the National Public Service Law (Law No. 120 of 1947).
4. The Law for Provisional Measures concerning the Establishment and Increase of the Fixed Number of Personnel in the Administrative Organizations (Law No. 247 of 1948) shall be null and void.



M

Strictly Confidential

Re: Proposed Plan for Reduction of Government Personnel

Mar. 26, 1949

1. Since early March, the Administrative Adjustment Headquarters have been studying particular cases for which the uniform reduction percentages of 30 and 20 (General and Government Enterprises Special Accounts respectively) are not applicable. The Cabinet decision of Feb. 25 lists police official, procuratorial officials, prison officials and teachers as categories to be excluded. However, there are many cases beside these in which rigid application of the reduction standard are not practical. The Ministries submitted their desires to the Administrative Management Agency which number 160 items. The Administrative Adjustment Headquarters reached to a tentative conclusion on April 6. At that time, however, the content of the new Budget came to be known, and as the idea of personnel reduction was already embodied in the Budget, a new problem of how to harmonize the Headquarters' plan to the Budget came to the fore. The Headquarters delegated that task to the Administrative Management Agency, and the final plan was submitted to Mr. Honda on April 21. However, some of the controversial items involving political character, were left for Mr. Honda to decide. Based on the report of the Administrative Management Agency and also on his own judgement, Mr. Honda submitted his plan to the Cabinet meeting yesterday afternoon (Monday, April 25).
2. The general line of Mr. Honda's plan is based on the Budget. The Budget embodies reduction of 239,000 positions. Mr. Honda's plan, however, makes further cuts where the Budget stops short. On the other hand he makes some

(1)



alleviations in the case of agencies with very small staff. In total, his plan would mean slashing of some 310,000 positions.

3. Some of the items in Mr. Honda's plan which are expected to be hotly debated at the Cabinet meeting are as follows:

(1) Communications Special Account personnel:

They number 438,000. The Budget made a cut of 37,875 or about 8.6%. Mr. Honda wishes to cut 43,800 more.

(2) Tax-collection personnel:

They number 75,812. The Budget made a cut of 10%. As there are vacancies of 15,600 or just about 20% of the total number, Mr. Honda wants to make a slash of 30% in this group.

(3) Tobacco Monopoly personnel:

They number 41,866. The Budget made a cut of 10%. Mr. Honda wants to raise it to 20%.

(4) Crop Reporting personnel:

They number 19,626. The Budget made a cut of 10%. Mr. Honda would raise it to 30%.

(5) Staple Food Offices personnel:

They number 34,463. The Budget made a cut of 20%. Mr. Honda wishes to raise it to 30%.

(6) Economic Investigation Board personnel:

They number 5,313. The Budget made a cut of 813. Mr. Honda wants to make a full 30% cut.

(7) Price Board personnel:

Total number is 1,020. The Budget slashed only 45 out of them. Mr. Honda would cut 30%.



(8) Economic Stabilization Board personnel:

Total number 1,891. The Budget cut is nil. Mr. Honda would cut 30%.



Strictly Confidential

Re: Proposed Plan for Reduction of Government Personnel

Mar. 26, 1949

1. Since early March, the Administrative Adjustment Headquarters have been studying particular cases for which the uniform reduction percentages of 30 and 20 (General and Government Enterprises Special Accounts respectively) are not applicable. The Cabinet decision of Feb. 25 lists police official, procuratorial officials, prison officials and teachers as categories to be excluded. However, there are many cases beside these in which rigid application of the reduction standard are not practical. The Ministries submitted their desires to the Administrative Management Agency which number 160 items. The Administrative Adjustment Headquarters reached to a tentative conclusion on April 6. At that time, however, the content of the new Budget came to be known, and as the idea of personnel reduction was already embodied in the Budget, a new problem of how to harmonize the Headquarters' plan to the Budget came to the fore. The Headquarters delegated that task to the Administrative Management Agency, and the final plan was submitted to Mr. Honda on April 21. However, some of the controversial items involving political character, were left for Mr. Honda to decide. Based on the report of the Administrative Management Agency and also on his also on his own judgement, Mr. Honda submitted his plan to the Cabinet meeting yesterday afternoon (Monday, April 25).
2. The general line of Mr. Honda's plan is based on the Budget. The Budget embodies reduction of 239,000 positions. Mr. Honda's plan, however, makes further cuts where the Budget stops short. On the other hand he makes some



alleviations in the case of agencies with very small staff. In total, his plan would mean slashing of some 310,000 positions.

3. Some of the items in Mr. Honda's plan which are expected to be hotly debated at the Cabinet meeting are as follows:

(1) Communications Special Account personnel:

They number 438,000. The Budget made a cut of 37,875 or about 8.6%. Mr. Honda wishes to cut 43,800 more.

(2) Tax-collection personnel:

They number 75,812. The Budget made a cut of 10%. As there are vacancies of 15,600 or just about 20% of the total number, Mr. Honda wants to make a slash of 30% in this group.

(3) Tobacco Monopoly personnel:

They number 41,866. The Budget made a cut of 10%. Mr. Honda wants to raise it to 20%.

(4) Crop Reporting personnel:

They number 19,626. The Budget made a cut of 10%. Mr. Honda would raise it to 30%.

(5) Staple Food Offices personnel:

They number 34,463. The Budget made a cut of 20%. Mr. Honda wishes to raise it to 30%.

(6) Economic Investigation Board personnel:

They number 5,313. The Budget made a cut of 813. Mr. Honda wants to make a full 30% cut.

(7) Price Board personnel:

Total number is 1,020. The Budget slashed only 45 out of them. Mr. Honda would cut 30%.



(8) Economic Stabilization Board personnel:

Total number 1,891. The Budget out is nil. Mr. Honda  
would cut 30%.