

MOSC. Doc. Reports on Chusan Camp, Hanota,
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R E P O R T
on
CHUSAN CAMP, HANAOKA, AKITA-KEN
submitted by
Mr. ODAGIRI, Ken
HANAOKA-KOGYOSHO, DOWA KOGYO K.K.

August 23, 1947

(STATEMENT SUBMITTED BY ODAGIRI
BUT COMPOSED BY Seiichiro KUBO)

P. Cheles
INVESTIGATOR
Legal Sec, GHQ

Enclosure to C.L.O. No 2473
(PH)

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1. Circumstances Inducing the North China Labor Association to Supply Labor to Japan.

(1) Circumstances.

The demand for labor in Japan steadily increased after the outbreak of the Great East Asia War. Especially a shortage of heavy muscular labor was so acutely felt that Japan was confronted with the necessity of obtaining laborers from China. Under such circumstances the Japanese Government, in accordance with the decision made at a Cabinet meeting on November 27, 1942, invited Chinese laborers tentatively to Futase, Tagawa and Yamano in Fukuoka Prefecture and Fushiki Harbor, intending to employ them exclusively in engineering and construction work and the mining industry. These Chinese showing excellent records of regular attendance and labor efficiency, the Japanese Government decided on a large-scale collection of laborers from China at a Cabinet meeting in February 1944, and the North China Labor Association, the sole labor control organ in North China, took upon itself the task of supplying 30,000 laborers for the 1944 fiscal year under the leadership of the Japanese Army on the spot, the Japanese Embassy and the North China Political Affairs Commission.

(2) Channels of labor supply.

The channels were roughly divided into (1) Administrative and (2) Military. Hereunder follow the details.

1. Administrative channel.

The North China Labor Association started collection of

laborers

laborers under the leadership of the prefectural governor (chief of the secretariat of Shinmin-hui), ^{with} ~~maintaining~~ close liaison ^{maintained} with the Japanese Army on the spot, mobilizing all the small administrative units. However, the bumper crops rarely experienced in North China disinclined laborers from leaving their villages, while the aggravation of vicious inflation made them indifferent to their wages. This, combined with the Communists' issuance of an ordinance prohibiting emigration and their policy for rationalizing laborers' burdens, proved a spur to the industrial rehabilitation of China. Thus the procurement of more than 2,000,000 Chinese immigrant laborers, which was possible before the Greater East Asia War, had now become a dream of the past. Idle workers who are known as "coolies" had completely gone out of existence. The increasing difficulty of procuring labor made it necessary to resort to village-to-village allocation of labor and other compulsory measures. True, the adoption of such illegal measures was virtually suicidal to the military authorities or the prefectural administration who contemplated the establishment of peace in North China. But this was an imperative necessity for the successful execution of the sacred war, and despite all difficulties the collection of laborers was continued with painstaking efforts. It is greatly to be regretted that the industrial organizations in Japan leveled at the Association the criticism that "the Association collects funds for invitation of Chinese

laborers

laborers but the fact is that it is bringing them 'against their will'. This is causing so many troubles." Such criticism, however, came from their abysmal ignorance of the real state of things in North China.

(2) Military channel.

Of the prisoners of war and native insurgents detained in the POW camps, those who were well qualified for labor for rehabilitation purposes with a good understanding of the spirit of the Shinmin-hui and the significance of Chinese participation in the war with labor service were temporarily released. These were trained for three months at labor training stations in various places (Tsinan, Shihmen, Tsingtau, Kantau, Hsuchow, Tungkyu), and as soon as they were found physically fit they were sent to Japan. They were, however, a set of Chinese who were least inclined to work believing the proverb that "A man of merit does not care to be a soldier". It was therefore very difficult to procure genuine laborers who were "as strong as an ox and obedient as a pig." These laborers were supplied on condition that they be retrained in Japan.

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2. Acceleration of Importation of Chinese Laborers.

Welfare Ministry
February 1, 1944.

Inasmuch as the result of trial importation of Chinese laborers which has been in progress according to "the arrangements for importation of Chinese laborers" decided at the cabinet meeting on November 27, 1942, has been generally satisfactory, it is now intended to accelerate the regular importation of same in the under-mentioned manner on the basis of Measure 3 contained in the arrangements referred to above:

Plan for Importation of Chinese Laborers

Article 1. General Rules.

1. The offering of Chinese laborers for importation into Japan (hereinafter simply called Chinese laborers) or mediation therefor shall be undertaken by local labor service control organs (in the case of North China, the North China Labor Association) under the guidance of the Japanese Embassy, the Japanese Army out there, or the National Government (in the case of importation from North China, the North China Political Council).

2. The Chinese laborers shall be ex-prisoners of war who have undergone necessary training, those ex-enemy soldiers who have sworn allegiance to the National Government and also those who have been raised specially for ^{the said} ~~this~~ purpose.

These laborers shall be selected from among males mostly under 39 years old who are of good character and who are sound

both physically and mentally, but in the selection of same priority shall be given as far as possible to unmarried males under 29.

3. Prior to the importation, the Chinese laborers shall be given as far as possible necessary training for a fixed period (not longer than one month) by proper local organs.

With regard to inexperienced laborers, further training shall necessarily be given for a fixed period (not longer than 6 months) at factories or other places of work in Japan where they are employed.

4. Care shall be taken as far as possible not to make places of work for Chinese laborers lie scattered.

5. The period for employment of Chinese laborers shall be in principle two years (excluding the days required for trips to and from Japan), but in case the same laborer is to be employed continuously after the said period, he may be sent home on leave at his request at an opportune time.

6. In handling and treating Chinese laborers, special care shall be taken with due regard to the racial characteristics, and at the same time guarding against sharp discrimination according to the types and places of work. No restriction shall be inflicted in principle on the amount of money to be remitted to their families or carried home by Chinese laborers.

Article 2. Conditions for Employment.

1. The factories and other places of work where the employment of Chinese laborers is to be recognized (hereinafter simply called factories and other places of work) shall be selected on condition that a cos

that a considerable number of these laborers can work there collectively.

The detailed procedures for the importation of Chinese laborers shall be based on the provisions to be made separately.

2. In the control of Chinese laborers, care shall be taken not to make a sudden change to the custom of Chinese taking into consideration the under-mentioned points:

- a. The factories and other places of work shall make Japanese instructors who have accompanied Chinese laborers from China, direct^{ly} responsible persons, and cause them maintain liaison between the employers and laborers and look after the latter.
- b. In using Chinese laborers, the employers shall utilize as far as possible the formation of the former into groups made at the time they were recruited, and orders concerning work shall be given through Japanese instructors and responsible Chinese (band-leaders or foremen). The employers shall strictly refrain from giving orders directly to Chinese laborers.
- c. The places of work for Chinese laborers shall be separated from those for Koreans or prisoners of war.
- d. On the arrival at places of work, Chinese laborers shall be given sufficient rest before setting them to work.
- e. With regard to the quarters, care shall be taken against moisture and separate blocks shall be erected for Chinese laborers distinctly apart from those for Korean laborers.
- f. With regard to meals, diets usual to Chinese laborers shall be provided as far as possible.

g. To provide comfort and amusement facilities, adequate measures shall be taken at factories and other places of work, but the establishment of "special comfort centres" shall be decided upon only after obtaining approval of the prefectural authorities concerned.

3. The wages for Chinese laborers shall be based on the scale for laborers in Japan, but in view of great differences in wages and commodity prices ^{between} Japan and China, necessary arrangements shall be made so as to ensure for Chinese laborers their remittance of money to their families and carrying money home. Separate provisions shall be made in respect to the details of wages and allowances, and ways of payment thereof, as well as prevention of epidemics, preservation of health, ~~hygienics in general~~, and protection and relief.

4. With regard to the working hours, the practice in Japan shall be followed.

5. In addition to the four grand national holidays, one day shall be kept as a legal holiday on each of the occasions of the lunar new year's day, dragon festival (the fifth day of the fifth month of the lunar calendar), and mid-autumn festival.

Article 3. Measures for Importation and Repatriation.

1. The expenses for importation and repatriation of Chinese laborers shall not be deducted from their wages and such expenses shall be in principle borne by factories and other places of work. For the present some suitable measures, such as compensation by the State, shall be devised if necessary.

2. With regard to the transportation of Chinese laborers, necessary arrangements shall be made by the Japanese, Manchoukuo, and Chinese authorities concerned.

3. After the termination of contracts, the ^{management of} factories and other places of work concerned shall in principle transport Chinese laborers to the meeting place for repatriates.

The same facilities shall be given to those laborers who were unable to work owing to sickness or other causes.

Article 4. Others.

1. The factories and other places of work shall give special consideration to the measures for prevention of espionage and abscondence of Chinese laborers.

2. Special arrangements shall be made for the training of Chinese laborers at the places of work with members of staff of the factories and others concerned acting as instructors.

The instructors who have undergone necessary training shall replace gradually and smoothly those Japanese instructors who have accompanied Chinese laborers from China.

3. Separate provisions shall be made in respect to the arrangements for the training of Chinese youths who are to be entrusted with places of work in Japan for training.

4. With regard to the measures for the compensation by the State and the extent thereof, stipulations shall be made separately.

The following are the contents of Notification Toku-Ko-Hi-Shu No. 230 (Aki-Shu-Hon-Kin No.260) of Chief of the Akita Prefectural Police:

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Aki-Shu-Hon-Kin No.260
Toku-Ko-Mitsu-Shu No.230

TO: Chief of the Hanaoka Mine.
FROM: Chief of the Akita Prefectural Police

Re: Importation of Chinese Laborers into Japan

With regard to the above subject, I have already communicated with you, but now that "the principles for the importation of Chinese laborers into Japan" has been decided upon as shown in the attached note, it is desirable that you will give special consideration to the application of the provisions therein given so that there may be nothing left to be desired.

You may ask for instructions of the competent national labor service mobilization office if there be anything unclear as to application for anything to be made in connection with the subject matter and any other points in the same respect.

TO: The Minister of the Welfare Ministry

Petitioner (name of the corporation and its representative in case of being juridical person):

Address:

, 19__.

Appreciation for supply of Chinese laborers.				
Reason for recruiting Chinese laborers				
Location				
Name				
Kind of works				
Present number of laborers engaged in the work.	sex classification	male	female	total
	Japanese			
	Korean			
	Chinese			
	Prisoners of war			
Total				
Kind of works which are to be engaged by imported laborers.	classification	number of laborers	kind of works	number of laborers
Commencement of work	working hours	daytime. night-time.		
		From: To: (overtime work: earlier than regular hours. later than regular hours.)		

Summary of the work

estimated number of "Kinro Hokoku Tai"
(labour service units) ^{members} to be taken in
hereafter.

period of contract of employment

From:

To:

recess

holiday

Treatment	Pay	wage allowance bonus and others	
Way fo supplying or lending articles for the use of the work and their items.			
Welfare	facilities for accommodation supervision of health condition of assistance for sufferers from accidents		
Training	facilities for training way and period of training		
Recruiting	Period of recruiting number of recruited laborers and districts way of guiding recruited laborers and taking after them	From:	To:
Others	treatment of those who are to return home summary of measures to be taken for the dead and anti-espionage purposes		
Remark			

way of payement

route of transportation

(Appendix)

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1. Application

1. With regard to Item 1 of Scheme 2, prospective employers shall be allowed to make application for mediation in the supply of laborers after careful investigations, made on the basis of the notice of the Welfare Ministry concerning the entrepreneur-by-entrepreneur allotment of imported laborers, in respect to the credit standing, business conditions, and labor management of the employers, and also after it has been ascertained that there is no fear of international question arising therefrom in future. In cases where the importation of laborers has been found unadvisable or unnecessary as a result of the investigations, a report to that effect shall be submitted immediately to the Welfare Ministry with the reasons explained therein.

2. In respect to Item 2 of Scheme 2, thorough investigations shall be made following the practice prescribed in the preceding paragraph with due regard to importance or otherwise of enterprises and the importation shall be limited to the cases where such measure is considered inevitable.

3. The application based on the preceding two paragraphs shall be made to prefectural authorities through national labor mobilization offices which have jurisdiction over the places where the imported laborers are to be employed.

The prefectural authorities shall in turn send to the Welfare Ministry the application in duplicate, stating their views thereon.

II. Importation

With regard to Item 5 of Scheme 2, employers shall be caused to make perfect arrangements to be necessary after the arrival of labourers such as those for taking over and transporting them and shall also be required to give notice to the prefectural authorities as to persons responsible for leading the laborers to their destinations.

The prefectural authorities shall in turn report immediately to the Welfare Ministry the positions and names of the said responsible leaders.

2. Inasmuch as the supply of laborers and mediation therein shall be made by the local labor control organ (the North China Labor Association) under the guidance of the Japanese Embassy and the National Government (in the case of those from North China, the North China Political Council), employers shall be caused to have consultations immediately with the said organ in China in respect to the details concerning the taking over and transportation of labourers.

3. The expenses required for the supply of laborers and their remaining families' maintenance, shall be borne by employers and they shall be caused to send the intermediary organ the money for the above purposes in such way as it will arrive to the recipient two weeks before taking over laborers.

The expenses for the supply of laborers and remaining families' maintenance shall be roughly as follows:

Expenses for the supply of laborers: Some ¥500

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(Expenses for recruiting^{ment}, foodstuffs required on the way of transportation, personal effects, cooking utensils, transportation, and medicines)

Expenses for remaining families' maintenance: Some ¥55

III. Arrangements to be necessary after the arrival of laborers.

1. When laborers have arrived at their destinations, they shall be immediately caused to go through the procedures described under Item I of Scheme 4, and according to Item I of Scheme 3, employers shall guide laborers according to the stipulations contained in the written application submitted for the employment of laborers so that they may not violate the stipulations and employers be required to make it known to laborers that they may be sent home or that their offering of services may not be accepted in future in case they have violated the said stipulations or disobeyed instructions to be given. When considered necessary, employers shall be caused to submit written promises in which they shall be required to pledge themselves not to violate the stipulations contained in the written application and to submit themselves to the guidance, supervision, and instructions of police stations and national labor mobilization offices concerned.

2. With regard to the labor management pertaining to imported laborers, supervision shall always be exercised so as to ensure the reasonableness of the labor management, directing the attention of employers to the following points:

a. The imported laborers shall in principle be assigned to simple work which requires heavy physical labor.

b. The length of working hours and recess of imported laborers shall be based on the analogy of the practice for the laborers in general and no extension of working hours or curtailment of recess for the mere reason of laborers being the Chinese shall be allowed.

c. Special vigilance shall be exercised so as to prevent abscondence and espionage.

d, Japanese instructors shall be attached to imported laborers by the intermediary organ in China for the purposes of keeping contact with the laborers and looking after them. But, in view of the facts that the number of such instructors is limited, they may not be attached according to circumstances and that they may be replaced by staff members of places of work at opportune times, employers shall be required to select suitable persons from among their staff members and send these persons to the intermediary organ in China to train them for one or two months with a view to letting them know the habits of Chinese people.

e. In using the imported laborers, their formation into groups made at the time when they were recruited shall be utilized and orders concerning work shall be given through Japanese instructors or responsible Chinese (band-leaders or foremen) and employers shall strictly refrain from giving orders directly to Chinese laborers.

3. The term of contract for employment of imported laborers shall in principle be not longer than two years, counting from the date of their arrival at places of work. The extension of the term, change of places of work, and change in employment shall not be recognized, but in cases where the said measures are inevitable, application, with the statement as to the following points, shall be made beforehand to the prefectural governors who have the jurisdiction over the places where laborers concerned are working or where they are to be transferred. (In the case of change in employment, joint signature of the old and new employers shall be required).

a. The employers' permanent domicile, present address, age; and in the case of the judicial person, its name, location of major places of its work and the names of its directors or other officials who execute its business.

b. The reasons for the desired extension of the term of contract, change of places of work, or change in employment.

c. The type of work in which the imported laborers concerned are engaged, location of the places of work, and the names of the places.

d. The date of importation into this country of those laborers in regard to whom the extension of contract, change of places of work, or change in employment is desired, the date at which they were recruited by the intermediary organ and also the number of the laborers to be involved in such changes.

e. Desired alterations.

(In the case of extension of the term of contract, mention

shall be made of the desired length of the extension; in the case of extension of the term and simultaneous alteration of conditions for employment, the length of extension and the conditions the alteration of which are desired; and in the cases of change of places of work and change in employment, the types of work after the said changes effected and the location of new places of work)

f. Changed places of work or employers after the change of employment (Permanent domicile, present address, name, and age; in the case of a judicial person, its name, locations of ~~its~~ major places of ^{its} work; names of its directors ^{or} other officials who execute its business.)

g. In the case of change of places of work or change ~~of~~ ⁱⁿ employment, the new places of work, the conditions for employment and welfare facilities after the said changes shall be stated (based on the descriptions made in the written application for mediation in supply of Chinese laborers under Item I of Scheme 2)

4. With regard to inexperienced imported laborers, employers shall be caused to carry out training for a fixed period (about six months) in order to give fundamental education necessary for rendering them adapt ^{themselves} to the life in Japan and obtain the knowledge needed for operations.

5. Further notification is expected to be given as to the pay for imported laborers, the way of payment, prevention of epidemics, preservation of health, and other hygienic measures as well as protection and technical knowledge required of the laborers.

IV. Arrangements for those to be repatriated.

1. In case the repatriation of Chinese laborers has been decided upon due to the expiration of their terms of services (including the reduction in the scale of enterprises, discontinuation and completion of the work for which they were employed) or to sickness on the part of laborers, or in case employers intend to repatriate them for similar reasons, they may be sent home according to the transportation arrangements given under Scheme 3, but the route and date for the transportation shall be fixed in accordance with the instructions to be given by the Welfare Ministry in respect thereto.

PROCEDURE FOR THE INTRODUCTION INTO JAPAN
(HOMELAND) OF CHINESE LABORERS

1. General Provisions.

1. Enterprises, for the purposes of which Chinese laborers may be introduced and employed, shall be those industrial enterprises which are included in the Program for the Enforcement of National Mobilization, and which are of high importance, namely:-

- (1) Mining (coal mining and metal mining).
- (2) Civil engineering and construction for national defense purposes.
- (3) Important industries (iron and steel manufacture, shipbuilding, light metal industry, chemical and cognate industries).
- (4) Harbor and land transport (loading and unloading)
- (5) Other business specially recognized as important.

Where there is no proper labor management, or where directions of the government authorities concerned are not observed, the introduction and employment above referred to shall not be permitted.

II. Applications for introduction and employment.

1. When prefectural authorities have been notified by the Welfare Ministry of the estimated allotments of Chinese laborers, as classified by employers, such prefectural authorities shall order the employers concerned to present through the same prefectural authorities "Applications for the Introduction and Employment of Chinese Laborers", that is, "Applications for the Procurement of Chinese Laborers", drawn up in _____ plicate in accordance with the Form annexed hereto.

2. In case the Welfare Ministry has made no notification referred to in the preceding Paragraph, the prefectural authorities concerned shall lay the matter before the Welfare Ministry, if the employers in the industries mentioned in Section I (General Provisions) desire introduction and employment of Chinese laborers. In this case, the same Paragraph shall apply with a necessary change.

3. If the Welfare Ministry has fixed the allotments of Chinese laborers in accordance with the two preceding Paragraphs, the same Ministry shall send to the Greater East Asia Ministry a report thereon, together with the "Applications for the Procurement of Chinese Laborers", while forwarding to the Home Ministry a list of allotments classified by working places.
4. In case the Greater East Asia Ministry has received the report referred to in the preceding Paragraph, the same Ministry shall fix the monthly schedules, etc., of relayed transport of laborers, notifying the Welfare Ministry of such schedules as and when they are made.
5. When the Welfare Ministry has received the notification referred to in the preceding Paragraph, the same Ministry shall notify the employers of the matter, through the prefectural authorities concerned, who shall order the same employers to fix arrangements in case of the arrival of the laborers, as well as persons who are to serve as leaders for such laborers. The arrangements, and the leaders (whose number is to be separately determined), shall be reported to the Greater East Asia Ministry.

III. Transport.

1. The director of the National Employment Guidance Office of the locality, where the laborers introduced from China are to be employed, shall endorse the "Certificate for the Visit to China" (drawn up in conformity with the Form annexed hereto) to be issued by the Police Office of the same locality.
2. The relayed transport of Chinese laborers shall be done by groups.
3. Before the departure of "leaders" for China for purposes of relayed transport of laborers, adequate previous arrangements must be made with the police authorities exercising control over the places of disembarkation as well as of embarkation, so that the transport may be smoothly carried out.

IV. After Arrival of Laborers.

1. When the Chinese laborers introduced arrive at the locality where they are to be employed, the concerned Local Governor, shall order the employers concerned to present "Applications for the Employment of Labor" (in accordance with Imperial Ordinance No.352, July, 1899) to the same authority, at the

same

time, the employers shall be ordered to submit to the National Employment Guidance of the locality the list of laborers (names, ages, and places of origin), together with a report on the events during the trip.

2. The National Employment Guidance Office, on the basis of the documents above referred to, shall immediately present a report to the prefectural authorities concerned on the number of the laborers introduced, the date of their arrival, and the events during the trip, and the same National Employment Guidance Office shall forward the report to the Welfare Ministry.
3. In case of changes, accidents, treatment, etc., affecting or involving the Chinese laborers, special attention must be paid to the prevention of espionage, search, etc. At the same time, the employers concerned must be ordered at once to report the matter to the Police Office and the National Employment Guidance Office. The reports these authorities submit to the prefectural authorities shall be forwarded to the Welfare Ministry and the Greater East Asia Ministry.
4. The employers shall present reports on the work of Chinese laborers employed to the local National Employment Office, as at the end of each ^{month} and in accordance with the Form annexed hereto, and the same authority shall place the said reports in the hands of the Prefectural authorities by the end of the next month.

The prefectural authorities, after receiving the reports above referred to, shall classify the matter by enterprises, and report the same matter to the Welfare Ministry, Home Ministry and Greater East Asia Ministry by the tenth of the following month.

5. The employers, in conformity with directions of the Police Office, the National Employment Guidance Office, and related organs, shall provide facilities for training, education, and recreation, in addition to the arrangements for medical care, welfare, protection, guidance, etc.
6. Changes, Changes affecting the Chinese laborers introduced (including prolongation of contracts, change of working places, and change of employers) shall not be recognized as a rule, but in unavoidable cases, such changes may be permitted after laying the matter before the Welfare Ministry.

7. Return of laborers to China after expiry of contracts.
When the Chinese laborers are to be repatriated on expiry of their contracts (including cases due to the reduction in scale, discontinuance, and completion of enterprises), the following steps shall be taken.

- (1) The prefectural authorities shall order the employers concerned, to prepare the list of the laborers to be repatriated (their names, places of origin, dates of entry into Japan, dates of procurement, and organ of procurement*); as well as papers indicating ports of disembarkation, dates of departure, etc. to be presented to the same authorities through the local Police Office and the National Employment Guidance Office. On receiving the said documents, the prefectural authorities shall report the matter to the Welfare Ministry, Home Ministry, and Greater East Asia Ministry in accordance with the Form annexed hereto.
- (2) The prefectural authorities shall order the employers to send back the laborers to China in group formation under the responsible "leaders" in conformity with Section III (Transport) with necessary modifications, and to report through the National Employment Guidance Office and the Police Office on the conclusion of relayed transport of the laborers back to China by the handing over the business to the authorities on the spot.
- (3) The provisions of Paragraph 1, Section III (Transport), shall apply, with necessary modifications, to the visit of the "leaders" China and the certification of such "leaders".

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IV. SUBSTANCE OF CONTRACT

AGREEMENT

(12th Supply of Labor to Japan, 1944)

AGREEMENT

The Kahoku Roko Kyokai (North China Labor Association, in accordance with the plan established by the Empire of Japan under date of 5 February, 1944, and with the arrangements for supplying labor made by the North China Labor Association (hereinafter called A), hereby agrees as follows in respect to the use of labor to be supplied to the Hanaoka Mine of the Fujita-Gumi (hereinafter called B): To wit:

Article 1 B shall use the labor supplied by A for a term of two (2) years commencing towards the end of May, 1944, (the 33rd year of Minkuo).

Article 2 The conditions of use shall be in accordance with the Detailed Regulations for Execution of Supply, of Chinese Laborers to Japan.

Article 3 If, on account of a great change in the economic conditions in North China or Japan and the occurrence of unpredictable circumstances, it becomes difficult to manage within the scope of existing conditions, re-adjustment thereof shall be carried out by mutual agreement between A and B.

In witness whereof, this agreement is prepared in duplicate, one copy to be held by each part hereto duly signed and sealed by them this 28th day of April, 1944.

.....
Director-in-Chief
The North China Labor Association

.....
President
Such & Such Company.

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28 April, 1944

Detailed Regulations for Execution of
the 12th Supply to Japan
of Chinese Laborers

The 33rd Year of Minkuo
(1944)

- G E N E R A L -

THE
NORTH CHINA LABOR ASSOCIATION

Detailed Regulations for Execution of
the 12th Supply to Japan of Chinese
Laborers.

1. Place of Work.

Hanaoka-machi, Akita-gun, Akita-ken.

I. Method of Recruitment and Supply.

1. The North China Labor Association shall pick out men qualified for labor in North China, and after having them assemble at suitable points, transport them to the destination.

2. Formation.

Squads will be organized as determined by A.

The standards for formation of squads shall be as follows:

A squad shall be named such and such prefectural labor squad. Under a leader, assistant leaders may be appointed if necessary.

Squad Command	1 (for each 300 to 500 men).
Secretary	1 for each 100 men.
Team Captain	1 for each 25 men shall be the standard.
Chief cook	1
Cooks	1 for each 25 men shall be the standard.
Total	300 (some increase or decrease will be considered).

3. Personal effects.

Personal effects shall be arranged for by A beforehand and the expenses therefor borne by B.

4. Provisions during transportation:

Provisions to be arranged during transportation shall, as a general rule, be as per the annexed table No.2, covering the

necessary

necessary quantity from the place of assembly to the place of landing. In the case of trainees, however, suitable nutritious food shall be given them for about ten days before departure.

5. Place of delivery and expected date of delivery.

At the place of assembly in the middle of May.

III. Method of transportation:

1. Guard and protection:

Matters concerning guard and protection during transportation shall be determined by A taking the conditions of transportation and peace into consideration.

2. Organs of transportation and routes:

Trucks and passenger-cars (railway) shall be used whenever available if by land and vessels arranged by B if by sea.

The port of departure will be decided by A so as to be convenient by reason of the place of recruitment and the place of landing will be decided by B to suit the distribution of vessels.

The method of distribution of vessels, however, will be decided by mutual agreement between A and B.

The actual distribution of vessels will be requested by B to the government authorities concerned.

3. Leaders:

B shall appoint from among the superintendents of the work place to be dispatched to North China leaders who will be charged with the responsibility of supervising laborers from the time of their delivery to their arrival at the work place (i.e. during transportation).

4. Dispatch of superintendents of the work place:

B shall dispatch superintendents of the work place in the proportion of 1 for each 100 laborers to North China not later than 30 days prior to the gathering of laborers in order to place them under A's direction.

5. Relief for disaster:

An accident occurring during transportation will be disposed of in accordance with the "Regulations for Relief of Chinese Laborers in Case of Disaster" as shown on the annexed paper.

IV. Expenses for supplying labor:

1. Expenses for arranging the supply.

These expenses shall be borne by B.

(a) As a general rule, the actual expenses will be computed on the basis of the attached table.

With respect to recruitment expenses, however, B shall pay to A ¥ 80 per head for the number of laborers supplied at the place of assembly irrespective of the amount of expenses actually required.

(b) B shall advance ¥50 per laborer covering lodging charges to be repaid over a period of more than six months after the laborer has started working.

However, in the case of supplying trainees the repayment is not required.

2. Transportation expenses:

(a) Carriage.

The a

The carriage for the laborers supplied shall be borne by B.

However, the passage-fare is to be paid by B on arrival of the laborers at the home land and not to be included in the expenses for the supply.

(b) Provisions during transportation:

Provisions to be used by the laborers during transportation shall be arranged for by A and the expenses therefor borne by B.

(c) Expenses required for protection which is deemed specially necessary by the fighting service or the parties concerned for the maintenance of peace and order in the course of transportation shall be borne by B.

3. Loss or damage caused after delivery (damage caused after delivery of commodities arranged by A and of laborers to be supplied) shall be borne by B.

However, A shall give the utmost assistance in preventing the occurrence of damage.

4. Malted rice bags and other matters to be returned.

B shall return to A malted rice bags and other matters necessary to be returned as soon as they have served their purposes.

In case any shortage occurs in their number, B shall make up for the loss at prices current in North China.

5. Method of payment of supply expenses.

- (a) Expenses for arranging the supply shall be paid in advance, the payment to be made by B to A so that it reaches A, as a general rule, one month ahead of the date of delivery.
- (b) As the travelling expenses in North China required by the representative for the contract and the leaders and superintendents of the work place to be dispatched to North China are not included in these supply expenses, B is required to estimate the necessary amount beforehand and arrange for it to be remitted in addition to the principal expenses.

The same applies in case A intends to purchase other commodities in North China than those previously decided upon by A.

V. Conditions for use:

The term of contract shall be full two years, provided

- (a) That it shall commence on the day of arrival at the place of business and terminate on the day of departure from the place of business for the purpose of returning home.
- (b) In case B desires to continue the use of labor, the matter shall be determined by mutual consultation between A and B after obtaining the consent of the organs concerned two months prior to the expiration of the term.

2. Kinds of works:

Engineering work and metal mining industry as a general rule.

However, if necessary, the laborers may be used for miscellaneous works in general.

3. Organization for works:

The system of squads shall be utilized wherever possible.

4. Computation of wages and method of payment:

(a) The wages for the members of a squad shall be ¥2.00 per head per day (with meals) during the period of training in Japan (3 months), and after the expiration of the period of training the ordinary wage of ¥5.00 and pay based on output (with meals) shall be payable.

(b) Wages for leaders:

Squad commander: two members' average wage per day.

Team captain: One and a half members' average wages per day.

Secretary - do -

Chief cook - do -

The above shall be paid on a monthly salary basis.

(c) Various Allowances:

Overtime pay, etc. shall be in accordance with that paid to the Japanese.

(d) Bonuses, etc.

Bonuses will be payable in accordance with regulations for the Japanese.

The above shall be payable in division on the New Year's day according to the old calendar, and May 5 and August 15 of the lunar calendar. Payment in division will also be made at times when payments are made to the Japanese.

(e) Method of Payment:

- 1) Payment will be made direct to the individual laborers in the presence of the overseer.
- 2) An amount of ¥2.00 per day will be deducted from wages as a reserve fund. The reserve fund will be deposited in the form of postal savings in the name of each member, and the pass-book will be shown to him every month.

When it is desired to withdraw from the reserve fund on account of unavoidable circumstances, the consent of the resident chief must be obtained.

5. Articles for use in works:

- (a) Instruments for use in works such as pick-axes, scoops, etc., will be supplied at the expense of B.
- (b) Articles necessary for works such as working-dresses, rubber-soled "tabis", gloves, caps, gaiters, etc. will be furnished at the expense of B so far as the initial supply is concerned.

6. Remittances:

- 4 (a) Remittances of money except the reserve fund may be made as a general rule at the will of the members, provided that:

Such remittances will be arranged in a bundle every month through the agency at the spot of the North China Labor Association (to be designated by the overseer).

- (b) The amount of reserve fund and the money to be brought back when returning home will be subject to no conditions.

7. Works and working-hours:

These will be the same as those applicable to Japanese laborers in general. However, with the exception of Japanese superintendents of the place and overseers, it will be so arranged that they work separately from Japanese laborers in general or Koreans.

8. Public holidays:

(a) The Four Great Holidays will be observed in the same manner as by the Japanese laborers in general.

(b) The first two days of January, May 5 and August 15 of the lunar calendar will be treated as public holidays provided that besides the standard food additional food (distilled spirit, meat and vegetables) will be specially rationed.

9. Quarters:

Arrangements will be made to accommodate Chinese laborers separately from the Japanese in general and especially from Koreans and also to suit the customs and habits of Chinese nationals.

10. Procuring of necessaries of life.

B shall procure and distribute necessaries of life, for the laborers at the place of works with the requirements consumed by the laborers in North China as the standards.

However, the expenses for the same, except for the standard provisions, shall be borne by the members themselves.

STANDARD REQUIREMENTS FOR THE LABORERS.

	Description	Unit	Per Capita Requirements per month	Amount in money	Remarks
	Wheat flour	Kg.	7.0		
	German Millet	"	3.0		
	Indian Corn	"	10.0		
	Cereals	"	10.0		
Side Dishes	Beans	"	1.0		
for	Chinese Cabbage	"	5.0		
Three Meals	Bean Malt	"	4.0		
	Pickles	"	1.5		
	Greens and Onions	"	7.5		
	Pork	"	0.5		
	Soy-bean Paste	"	1.5		
	Sesame Oil or Peanut Oil	"	0.3		
Seasoning	Salt	"	1.0		
	Soy	"	0.3		
	Leek	"	1.0		

- 2 -

	Coal	"	30.0	
Fuel	Coal-Charcoal Balls	"	125.0	
	Firewood	"	10.0	
	Matches	Box.	5.0	
	Rice Bowls	Pcs.		4 per head 2 yrs.
	Cups	"		2 - do -
	Chopsticks	Prs.		4 -do-
Kitchen	Kettles	Pcs.		4 per team " " "
Utensils	Wooden Spoons	Pcs.		10 " " " " "
	Spoons	"		4 per head " " "
	Dishes (large)	"		25, per team " " "
	Dishes (small)	"		4 per head " " "
Clothing	Underwears	"		To be decided upon as
	Socks	Prs.		deemed adequate
	Cigarettes	Pcs.		300 per head a month
	Tooth-powder	Packs		10 " " in 2 yrs.
Miscellaneous	Bath Soap	Cakes		24 " " " " "
	Washing Soap	"		24 " " " " "

11. Bath will be provided free of charge and shall be so arranged as can be used every day. As regards hair-cutting, instruments will be lent to laborers so that they can cut one another's hair.

12. B shall bear the expenses for lighting, electric lights, water and fuel.

13. Preparation of food:

Necessary stuffs will be given to each squad or team in order that they may prepare food with the same.

Equipment necessary for cooking will be provided by B.

14. Sanitary arrangements:

Existing arrangements belonging to B will be made available free of charge.

15. Protection and relief.

This shall be in accordance with the "Regulations for Relief of Chinese Laborers in case of Disaster" as per the attached sheet.

16. Places for recreation:

Provisions will be made later on.

VII. Residents:

For the purpose of guiding laborers, one chief of residency of Japanese extraction and one resident of Chinese extraction will be attached, as a general rule, to a group of 500 laborers.

1. Status:

The residents will be attached to A and treated as non-regular members of the staff of the competent authorities in charge of B.

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2. Expenses:

B shall make payment to A in advance every three months allowances payable to residents corresponding to allowances to the staff of the Tokyo Administrative Office as managing expenses. The same applies to a case where a resident in another place of business concurrently assumes office.

3. Travelling expenses:

These shall be a charge on B, who shall make payment each time in accordance with the regulations of the Association relating to travelling expenses. The same applies when a member of the staff or a doctor in the employ of A is required to accompany. A resident, however, is expected to make approximately one trip in a year to North China on business.

4. Travelling expenses for assuming post or returning home:

These shall be a charge on B, who shall make payment each time in accordance with the regulations for travelling expenses provided for by A.

5. In view of the necessity for grasping the condition of the mind of the laborers, B shall set up an independent business office for the residents and make arrangements so that the members may enter there freely.

6. B shall allot quarters for the residents.

VII. Method of Sending Back:

1. In case of sending the laborers back at the expiration of the term, B shall do so in a bundle accompanied by a responsible person.

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2. In case of sending the laborers back prior to the expiration of the term, the program for sending back residents of the North China Labor Association shall be followed.

However, the expenses required for sending a resident back shall be borne by B.

3. The place where the laborer is sent back shall be where he originally lived and the expenses for the same shall be borne by B.

VIII. Standards for Appointment:

The standards for appointment shall be as follows: -

1. The applicant must be physically strong and is capable of heavy muscular labor.
2. Those between the ages of full 16 years and 30 years will be given priority in the selection of the applicants.
3. The applicants must be those who have no contagious or other repugnant diseases.
4. The applicants must be those who, in the opinion of A, are not undesirable in their ideas.
5. At the time of selection at the spot, the selection will be made in accordance with the standards mentioned above, and B shall be present when the selection is conducted.

IX. Preparatory training after their arrival at the spot shall be conducted along the following lines:

1. Three months following the arrival shall be the period of training, and in the beginning the following discipline will be given without having them engage in heavy labor:
 - a. Guidance of living.
 - b. Instructions in the Japanese language.

c. Mass training.

d. Training in work (including peace preservation).

e. Education at the work-place.

2. For the first one month, going out will not be permitted, but commencing with the second month, going out will be allowed in groups under the direction of leaders.

X. Measures against Runaways:

When a runaway is caught, he shall, as a general rule, be brought back to the place of business.

Regulations relating to Relief of
Chinese Laborers in case of
Disaster.

1. When a laborer dies during the term of work the following condolence-money, in addition to funeral expenses, shall be paid in to the Society (Tokyo Office) for payment to the bereaved family:

a) Death of illness caused by public wound:

Squad commander	Yen 700
Assistant squad commander	
Chief cook	" 700
Secretary, Team Captain	" 700
Ordinary Laborer	" 500

b) Death of illness caused by private wound:

Half the amount payable in case of death of illness caused by public wound.

2. When a laborer sustains an injury or falls ill during the term of work, the proprietor of the enterprise, in addition to bearing the expenses necessary for medical treatment, shall give the following allowances:

a) Illness caused by public wound:

Minimum amount guaranteed per day.

b) Illness caused by private wound:

Meals only.

3. When a laborer becomes crippled or disabled due to illness caused by public wound during the term of work, the following solatiums shall be allowed:

a) In cases where labor is more or less hindered:

Squad Commander, Assistant Squad Commander	Yen	200
Chief cook,	"	200
Secretary, Team Captain	"	200
Ordinary Laborer	"	100

b) In cases where heavy labor is impossible:

Squad Commander, Assistant Squad Commander	Yen	500
Chief Cook	"	500
Secretary, Team Captain	"	500
Ordinary Laborer	"	100

c) In cases where capacity for labor is completely lost:

Squad Commander, Assistant Squad Commander	Yen	700
Chief Cook	"	700
Secretary, Team Captain	"	700
Ordinary Laborer	"	400

When an agreement cannot be reached in classifying an injury as a public or private one, the decision of the Authorities shall govern.

March 1944

V. Points in the instructions regarding supplying of labor to Japan to which special attention is called.

Headquarters, Labor
Association of North China.

Principally for Headquarters

The supply program shall be considered with a view to allocating graduates of training centers to mining industry and ordinary laborers to manufacturing industry.

One month prior to date of supply, investigation shall be made of railway cars for transport of goods and fares.

In case of necessity, the Headquarters shall in advance make preparations for taking photographs (Permit for photographing from Gun Boat Force).

The Headquarters shall carry out training of leaders at all times and arrange for discussion groups to permit exchanges of opinion between superiors and inferiors. Plans shall be made to have the leaders inspect the actual place of labor, as well as to give practical training.

Contracts with employers shall be made at least one month before the date of supply, and steps shall be taken to have the advance money paid as early as possible.

When making contracts for graduates of training centers, agreement, shall be made calling for special consideration relative to necessary medical care.

Copies of contracts shall be sent to the following:

Envoy Extraordinary and Minister Plenipotentiary at Peking.

Chief of Labor Section, Economic Board.

Prefectural Police Office.

Office of Representative in Japan.

Supply Organ.

Leaders.

Employers.

As a general rule there shall be one Chinese and one Japanese in charge in Section II of Headquarters.

Re food

1. Simultaneous with the determination of the labor supply program for the fiscal year, the Headquarters shall submit a request to the Minister relative to the rationing of necessary quantity of food for such year (from March to April of the following year).

2. With each supply of labor, enquiry shall be made with the central warehouse to ascertain whether instructions for the distribution of food for which permit has been issued have been given to local storehouses; then arrangements shall be made for the transportation and distribution of such food.

3. Steps shall be taken to prevent spoilage; and in case of food which must be transported, steps for their distribution shall be taken at least 20 days in advance.

4. One week's supply of solid food shall be held in readiness in advance at the port of embarkation.

5. Depending on the season, dried vegetables shall^{be}/made ready.
6. Food for use between the concentration point and port of embarkation, both for the laborers and the personnel in charge of them, shall be included in the transportation program. The personnel in charge of the laborers, however, must pay for their food out of their own travelling allowance.

Tobacco.

Request for tobacco to be used by leaders and below shall be made to the Central Tobacco Distributing Association one month in advance. (Headquarters).

In the distribution of large quantities of supplies for laborers from Headquarters to local organs, there are occasions when military transport facilities may be available to the local organs. (Training centers). On such occasions, therefore, the local organs should be informed so as to take advantage of every possible means for preventing decrease in weight and losses.

When the laborers to be supplied, the date of their departure and the port of embarkation are determined, notice thereof shall be speedily given to the place from which the labor is to be supplied.

Necessary advance-pay shall be sent by the Headquarters to the office (branch office) located at the port of embarkation in advance.

Simultaneous with the conclusion of the contract, the Headquarters, acting through the Embassy shall make necessary contacts with the local naval force through the Embassy Naval Attache's office via the local Naval Attache's office, with the local army

organ

organ through the army headquarters, and with the local consulate through the Embassy.

Before carrying out supply of labor to Japan, a "Report, relating to the carrying out of supply of labor to Japan" shall be submitted to the economic board (immediately after conclusion of contract).

Prior to embarkation, the Headquarters shall obtain certificates of personal effects from the Embassy and deliver the same to the employers.

The provisions of the preceding paragraph regarding certificates apply also in the case of purchase of supplies for laborers for which application is required, as regards the kinds and quantities of such supplies, and also as regards supplies which must be divided between those to be purchased locally and those to be sent from elsewhere.

The Headquarters shall despatch to the port of embarkation in advance one accountant to take charge of expenditures involved in supplying the labor and as many leaders as may be necessary.

5 After the departure of laborers from the port of embarkation, report must be made to the following:

Envoy Extraordinary and Minister
Plenipotentiary at Peking.

Chief of Labor Section, Economic Board. Reports to the same two officials must be made also upon arrival at destination,

The Headquarters shall draw up a report on the progress of transportation of laborers supplied each time they are shipped.

The Headquarters shall prepare a labor supply program at the end of each fiscal year and give advance notice thereof to the organs concerned with supply.

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Chief of Labor Section, Economic Board. Reports to the same two officials must be made also upon arrival at destination.

The Headquarters shall draw up a report on the progress of transportation of laborers supplied each time they are shipped.

The Headquarters shall prepare a labor supply program at the end of each fiscal year and give advance notice thereof to the organs concerned with supply.

But the program must be kept strictly secret from all outsiders.
 (Office (branch
 (offices)
 Principally for Supply Organs (Training centers
 (Supplying Pre-
 fectures

Organization of corps and transportation plans shall be in charge of training centers, competent offices or local prefectural offices.

Arrival of corps to be supplied at the port of embarkation shall be so scheduled as to allow not less than 24 hours nor more than 30 hours prior to the ship's departure.

When training students from Shiehmen and Tsinan are to embark from Tsingtao at the same time in a single group, their transportation from Shiehmen to Tsinan shall be planned by the organ at Shiehmen, and the transportation from Tsinan to Tsingtao by the organ at Tsinan.

While the corps are being organized, medical attendants carrying simple medicines shall be allocated (about 1 to every 100 laborers).

Laborers shall ordinarily be trained so as to be able to care for their own sick.

Labor supply organ shall select suitable persons from among the leaders and personnel in charge of laborers to direct the transportation.

When laborers from Shiehmen and Tsinan are to be transported together, the above selection shall be made by the organ to which the leaders belong.

Preparations for organization of corps shall be made in advance; and upon arrival of a representative of the employing body the corps shall be organized so as to fit in with the system prevailing at the place of employment.

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In order to select laborers best fitted for the work in which they are to be employed, the possibility of having the employer's representative take part in the selection should be considered.

When organizing the corps, selection of corps executives should be left whenever possible to a leader who is to remain with them in Japan, with a view to strengthening the hands of guidance and control at the place of employment.

For the arrangement of trains prior to departure, detailed discussions shall be held at concentration points; and in addition, the Headquarters shall make necessary contacts with the Embassy and the military authorities.

In order to avoid as far as possible the necessity of making train transfers en route, negotiations and arrangements with the railways, army headquarters and North China Transportation Office and other organs concerned shall be carried out in advance.

Transportation of laborers coming from training centers shall as a general rule be in passenger cars and during the day (they shall not be attached to military trains).

The transportation program shall contain a schedule for boarding and leaving trains and for the duties of staff personnel during the trip; and on the basis of such schedule the said duties shall be carried out so as to assure adequate watch and protection. Should the number of staff personnel be inadequate to meet the needs of the schedule, the Headquarters shall be notified in advance by wire.

In the schedule of duties contained in the transportation plan, the hours for roll-call before, during and after the trip shall be clearly indicated, so as to facilitate prevention of flight and direction of the corps.

The transportation plan shall include arrangements for supplying tea and for time for lunch.

Labor supply organs (local) shall prepare lists of laborers (to be carried by the leaders) and be prepared to submit copies thereof to the following:

Japanese gendarmerie	1 copy
Consulate	1
Quarantine corps	1
Toa Shipping Company	1
Ship's captain	10
Employer's representative	1
Total	<u>15</u> copies

Also a few extra copies.

When transporting laborers coming from training centers, there shall be a car-chief assigned to each passenger car who shall report to the director in charge at each stop as to whether or not anything is wrong.

Guards shall be placed on the rear end to maintain a look-out on both sides of the train.

Labor supply organs and organs at the port of embarkation shall, upon receiving notice of food distribution, speedily contact the central warehouse located at the place of supply and prepare to take delivery.

Where a guard is considered necessary, the labor supply organ shall take steps with military corps to have such guard supplied.

The director in charge of transportation (supply organ) shall prepare two copies of the list of those to whom the laborers are to be delivered, and shall submit one of them to the Chief of the training center and the other to Headquarters.

Person delivering - Japanese army corp commander.

Person taking delivery - Director (councillor)
of training center or director in
charge of transportation.

When laborers to be supplied from the training center have been decided upon, they shall be separated from the others and given special training.

At the time of their separation, their bodies and clothing shall be disinfected.

Boarding and leaving of trains during transportation and all group movements shall be by word of command (especially in training centers).

Attention shall be given to lighting in trains; and personnel in charge shall be made to carry flashlights.

Propaganda in the course of transportation and especially in trains is important for averting accidents and trouble. Labor supply organs should therefore endeavor at all times to give information about Japan to the laborers to be supplied, and such propaganda during transportation should be planned and carried out.

1. Sweep away homesickness, thoughts of insecurity regarding the future and fear of impossibility of returning home.
2. Remove all chances for involuntary flight caused by mass psychology.

Offices(branch offices) of labor supply organs, training centers and the towns from which labor is to be supplied shall hoist association flags.

Labor supply organs shall give constant attention to the training of leader and shall submit to Headquarters a list of Japanese candidates with the order of their fitness indicated.

The Chinese leader shall be selected by the Japanese who has been appointed leader; and the Chief of the supply organ shall give notice thereof by telephone to Headquarters.

The organ which is to supply the leaders for the mixed Shiehmen-Tsinan corps shall be designated by Headquarters.

Transportation guards, personnel in charge and laborers shall wear suitable arm-bands (or other marks) indicating their functions or the fact of their being laborers.

Whenever it is necessary to ship supplies for the use of the laborers, adequate contact shall be made in advance with the transportation organs concerned; and arrangements shall be made to avoid delay in the receipt of the supplies at the port of embarkation by allowing adequate time for the arrival of the goods in transit. (It is by no means rare for a shipment from Peking to Tsingtao to take over two weeks).

In supplying clothing to laborers, their traits shall be taken into consideration and steps taken to prevent losses that would result from supplying the clothing too soon.

There shall be close collaboration for carrying out the transportation plans made at concentration centers with training center offices and town offices treated as a single group.

Since sickness is likely to result from over-eating en route, handing out of food and drinks at intermediate stations shall be based on careful plans.

Leaders (personnel in charge) shall on be constant lookout for sickness among their charges, and preventive measures shall be taken at all times.

Those showing symptoms of cold must not be permitted to bathe.

Prior to supplying graduates of training centers, special nutrition food shall be given them within the scope indicated by Headquarters (about 1 yen per day for 10 days).

There shall be adequate physical examination and quarantine inspection, so that none may have to be sent back after departure.

When issuing departure certificates, it is to be assumed that all persons included in the transportation program are to be assigned to work.

A few days prior to the issue of departure certificates, preventive inoculations shall be given (for cholera, typhoid, para-typhoid, dysentery, bubonic plague and small-pox); and those inoculated shall be issued inoculation certificates, which they shall be made to carry with them.

Expenses for communication, transportation, etc., required by the labor supply organ and the office (branch office) at the port of embarkation shall be taken care of by the principle official responsible, and payment thereof shall be demanded of Headquarters.

Since it frequently happens that the food used by the laborers up to time of departure from the concentration point is loaned for the purpose at the concentration point, those responsible at the concentration point and the port of embarkation shall, upon contracting each other, deduct necessary quantities from the food to be loaded and take steps to have such quantities sent to the organ by which the food was loaned at the concentration point.

Since the war situation makes changes in the schedule of ships' arrival at and departure from port inevitable, labor supply organs and organs at the port of embarkation shall keep in close touch with each other and notify each other of such changes without delay.

Principally for Office at Port of Embarkation

Offices (branch offices) at the port of embarkation shall have completed investigation in advance of commodity prices and the firms from which the needed supplies are to be purchased, so as to be fully prepared when the time for making such purchases for the laborers arrives.

Prior to loading of ships, offices (branch offices) at the port of embarkation shall have obtained permit for the use of wharffrom the authorities, and be ready to submit the same to the Commander of the wharf guards.

Offices (branch offices) at the port of embarkation shall take all measures for planning and carrying out the guard of sleeping quarters.

Where departure is to be made from the Port of Tangku, the branch office there shall apply for anchorage permit at the Tehta Wharf.

Office (branch offices) at the port of embarkation shall prepare papers for customs clearance of the goods to be taken and make the necessary arrangements with the maritime customs authorities.

Offices (branch offices) at the port of embarkation shall prepare a list of goods to be turned over to the employers, and shall turn over to the latter the goods so listed minus such quantities as have been consumed by the laborers prior to embarkation.

Offices (branch offices) shall strive to obtain information concerning ships, and such information shall be transmitted without delay to Headquarters and the supply organs by telegrams to which the sender's name is appended at the end.

The organs in charge at points at which stop-overs are planned shall in advance contact the organ in charge of sleeping quarters in order to have all preparations made for vigilance, protection and sleeping quarters.

Offices (branch offices) at the port of embarkation, acting under instructions from Headquarters, shall consider the question of remuneration to various organs concerned (police, military, etc.).

Offices (branch offices) at the port of embarkation, acting in the name of the association, shall present to the ship's captain allowances for vigilance and propaganda within the scope indicated by Headquarters.

Offices (branch offices) at the port of embarkation shall clean (and disinfect when necessary) rented military barracks (houses) and cooking utensils, and also pay all necessary expenses (or remuneration as directed by Headquarters).

Offices (branch offices) at the port of embarkation shall have arrangements made for holding send-off parties within the scope indicated by Headquarters.

Various section heads - instructions.

Laborers' representative - response.

Transportation chief.

Offices (branch offices) at the port of embarkation shall consider holding discussion groups with the various organs concerned whenever necessary.

Principally for (Transportation chief
(
(Leaders

All departures and arrivals (ship, train, intermediate port, mine) in the course of the laborers' journey shall be reported at once to Headquarters and other organs concerned.

Leaders shall have all taken all the steps necessary for the trip prior to departure.

Between the time of embarkation and landing, leaders shall have prepared applications for entry of foreigners.

Transportation chief shall receive a receipt for the laborers from the employer and submit the same to Headquarters.

Leaders shall prepare plans for emergency measures at sea, and shall carry out necessary training.

Leaders shall make plans for the exercise of laborers on board with a view to maintaining their health.

Relative to observance of the terms of the contract, leaders shall urge the employer to see that there is nothing amiss as regards protection, control and procedure.

By way of preparing for future supplies of labor, leaders shall designate propaganda personnel or apprentice secretaries at the place of employment.

After arrival at destination, leaders shall submit monthly reports to Headquarters as stipulated.

1. Condition of the laborers' nutrition and health.
2. The laborers' ideologies, activities and relations with Japanese and Koreans.
3. Labor efficiency.

4. Wages.

5. Condition of distribution of food and other supplies.

6. Impressions and opinions.

Recreation shall be arranged in accordance with a certain plan.

VI. Regarding the handling of Chinese
Akita Prefectural Police Department
Measures to be taken by the police.

1. Desertion by Chinese and any trouble, whether slight or serious, occurring in or out of place of work shall be reported.
2. In case trouble has occurred, responsibility must not be shifted into the Chinese nor ungrounded suspicion cast upon them.
3. Attention shall be directed not only to the movements of the Chinese in and out of the place of work but also to the whole atmosphere of the place of work; and when any unusual situation has arisen, adequate countermeasures shall be taken.
4. Camps shall be completely isolated so as to preclude contacts with Japanese women, Koreans and Occidentals. Care shall be taken, however, so as not to have the Chinese realize that they are being subjected to discriminatory treatment; and the camps shall be put in order in advance.
5. In case of desertion, search shall be instituted by all quarters concerned. (Police stations shall report to Special Higher Police Section).
6. Entry to dormitories shall be prohibited to all but those having relations with it; and contacts with Chinese residents and Koreans, in particular, shall be prohibited.
7. Contacts in the place of work with Koreans, prisoners of war, Manchurians, Chinese and seamen shall be strictly prohibited.
8. Chinese laborers shall not be allowed to go outside except in groups. Former prisoners of war and surrendered troops shall

- not be allowed to go out at all during their period of training.
9. Outgoing mail shall be handled collectively by the employer, and all shall be censored by police officers. (Posting of letters by individuals shall be strictly prohibited).
 10. Due consideration shall be given to recreation facilities for dormitories. Gambling of a kind that has no effect outside shall be overlooked.
 11. In the event of an emergency situation arising measures shall be taken in accordance with the emergency measures already adopted relative to Koreans; and those in charge of dormitories shall have a reasonable quantity of weapons in readiness, but handled in secrecy so as not to excite the laborers.
 12. Forced labor is the proper policy to take against recruited laborers.
 13. Close contact shall be maintained with all quarters concerned prior to the arrival of the laborers; and in particular, Japanese women should be warned to be on guard, through improved guidance of neighborhood unit meetings.
 14. The laborers shall be trained for a certain period; and adequate measures shall be taken against espionage.
 15. Roll-call and inspection of clothing shall be strictly carried out; and joint inspection of the premises with police officers shall be carried out from time to time.

Measures to be taken by the employer.

1. Place of work and dormitories shall be chosen, guard measures worked out and necessary preparations made for effective control.
2. Necessary measures shall be taken to prevent desertion and to cut off contact with the outside.
3. After arrival of the laborers, training in work shall be commenced after they have been given adequate rest.
4. The training period shall be one month; and emphasis shall be laid upon training in work, as well as to discipline and movement while going to and from work, and obedience to the leaders.
5. Instructions and orders to Chinese laborers, as well as guidance in training, shall be given through the Japanese and Chinese leaders attached to them, and never directly.
6. Guidance policy toward the Chinese laborers shall always be unitary.
7. Since orders of various kinds are some times rejected or passed on according to the discretion of intermediate personnel, there is apprehension that the resulting loss in the uniformity of orders may become a cause of trouble. Hence if an order from a superior is found difficult to carry out in practice, decision thereon shall be made after consultation.
7. Cares should be exercised not to build living quarters on damp ground, for dampness is greatly disliked.
8. High class camps might cause the laborers to feel ill at ease (low mat-rush ceiling), so care should be exercised on that point; but fences shall be made adequate to prevent contacts with others.

9. The Japanese leader who accompanied the laborers from where they came shall be made the person directly responsible, and effort shall be made to attain the object in view by contacting and assisting him; emphasis shall be placed on maintaining guard.
10. Control shall be exercised by continuing the original coprs formations, so as to avoid gratuitous unrest.
11. Working hours shall be according to the practice in Japan; but in order to prevent trouble, there shall be no night work for the time being.
12. The four principal holidays, three days of the old New Year, boys' festival and the autumn equinox shall be treated as holidays.
13. Expenses of coming into and returning from Japan shall not be collected from the laborers.
14. When the laborers are to be sent back, they shall be sent all the way to the place from which they originally came.
15. 30 kg of food will be required per month; of this amount, the Ministry of Agriculture and Forestry may be able to furnish 22 kg. Actually, however, 27 or 28 kg should be sufficient.
16. Quantity of food is more important than quality; it is not suitable to supply it all at a time.
17. If the laborers are too-well-fed, their working efficiency will be adversely affected.
18. Cooking oil is necessary to Chinese life.
19. General recruits and skilled laborers shall be allowed to go out in groups not more than twice a month.
20. War prisoners and surrendered troops shall not be allowed to go out.

Those with good records, however, may be allowed to make trips in groups about twice a month.

21. While there may be no objection to permitting skilled laborers to go out individually, it shall not be permitted for the time being for reasons of control.

22. Employer shall determine his guidance program with due regard not only to production, but also to espionage and Japan's China policy.

23. Extravagant clothes shall not be permitted; but when the laborers are leaving for home, suitable clothes shall be supplied if possible.

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VII. Re Committee for guidance
of imported Chinese laborers.

4 October, 1944.

TO: Mr. Akira Tanizaki,
Hanaoka Mine.

FROM: Takeo Shioya,
Chief of Police, Akita Prefecture.

SUBJECT: Re Committee for guidance of imported Chinese laborers.

In view of the labor shortage in Japan, the Government some time ago adopted the policy of importing Chinese laborers to make up the deficiency. In pursuance of that policy, some were recently brought into this prefecture, as follows: 300 to Hanaoka Mine, 300 to Kajima Gumi, Hanaoka Mine, and 300 to Akita (Funagawa) Harbor. Whether or not the work of these imported Chinese laborers is well managed will immediately affect their working efficiency, and in turn will have no small effect upon social order. So, in order to set up a uniform guidance policy for the management of these Chinese laborers so as not to leave such management to chance, it has been decided to create a guidance committee according to the rules set forth in the accompanying sheet. Knowing that you are very busy, it is with hesitancy that we make this request; but we hope you will consent to become a member of this committee and to give your cooperation thereto.

Rules of the Committee for guidance of imported Chinese laborers.

Art. 1. The Committee for guidance of imported Chinese laborers shall be established in the Akita Prefectural Police Department (Higher Special Section).

Art. 2. This Committee shall investigate, study and discuss concrete matters relating to the guidance of Chinese laborers.

Art. 3. This Committee shall be composed of one Chairman and several members.

Art. 4. Chief of Akita Prefectural Police Department shall be the Chairman of this Committee.

The Chairman shall appoint the members of the Committee from among those connected with the Akita Prefectural Office and the mines in which the Chinese laborers are employed.

Art. 5. The Chairman shall have over-all charge of the affairs of the Committee.

The duties of the Chairman shall be discharged by a member of the Committee designated by the Chairman, when the latter is unable to do so.

Art. 6. This Committee shall have a secretary and a clerk.

The secretary and the clerk shall be appointed by the Chairman, and shall take care of the general office work under the Chairman's orders.

List of members of the Committee for the guidance of imported Chinese laborers:

Chairman: Takeo Shioya, Chief of Akita Prefectural Police Dept.

Members: Kanesada Furukasa, Commander of Akita Gendarmerie Detachment.

Ninhachiro Kamata, Chief of Akita Special Higher Police Section.

Kuranosuke Kuriyama, Chief of Akita Prefectural Labor Bureau.

Akira Tanizaki, Chief of Hanaoka Mine, Fujita Gumi.

Shigeaki Watanabe, Chief of Chinese Labor Management Office, Funagawa.

Saichiro Kobayashi, Chief of Otate Police Station.

Suekichi Suzuki, Chief of Funagawa Police Station.

Masatoshi Kawano, Chief of Hanaoka Branch Office, Kajima Gumi.

Secretary: Kinjiro Kimura, Akita Prefectural Special Higher Police Section.

Clerk: Masatami Kurahashi, Akita Prefectural Special Higher Police Section.

Essential concerning the operation of the Committee for the guidance of imported Chinese laborers.

This Committee shall investigate and study the following matters, and shall set up a program of unified guidance for the management of the work of Chinese laborers:

1. Investigation and study of the peculiar traits of Chinese laborers.

2. Measures for preventing desertion.

3. Conditions of work, treatment and life of Chinese laborers: also conditions of management of work and measures for their improvement.

4. Measures for the guidance of Japanese and Koreans in the locality in which Chinese laborers are employed.

5. Any other necessary matters.

(2) 13 July 1944. Home Affairs Ministry. Welfare Ministry.

On 13 July 1944, for the purpose of management and guidance of Chinese laborers at the Hanaoka Mine, a party of over twenty persons including officials Yamada, Homma, Sekiguchi and Tahara from the Home Affairs Ministry and the Welfare Ministry, and Chief Kamata of the Akita Prefectural Special Higher Police Section, Assistant Police Inspector Kurahashi Chief Nagasawa of the Otate Police Station, went to the said mine and gave instructions at the Hanaoka Mine Club regarding the handling of the following matters:

(A) Construction and equipment of the dormitories are too luxurious for Chinese laborers.

Reason: Plain, temporary shacks of the cellar type are more suited to the nature of Chinese laborers.

(B) Too many quilts supplied (at the time, 4).

Reason: Most Chinese laborers live outdoors.

(C) Supply of food is too extravagant.

Even the amount supplied now (22 kg) is excessive.

Reason: Flour is the staple food of Chinese laborers; their usual diet is worse.

(D) Too much freedom is allowed in their daily life.

Reason: Their being permitted to go out freely is extremely dangerous to women. Individual leaves must be strictly prohibited.

(E) Too much credence is given to what the Chinese laborers say.

Reason: Considering the characteristics of Chinese laborers,

you will be victimized by their plots unless you try to divine what is behind their words.

(F) Dormitory leaders are too indulgent.

Reason: If the Chinese laborers think you are weak, they will take advantage of you; strict control should be the guiding policy at all times.

(G) Working efficiency is low (at the time, about the same as Japanese). About 3 times the present level should be taken as the standard of efficiency for Chinese.

Reason: Chinese laborers at the Itoma Mine in Hokkaido, although given less food, are showing higher efficiency than those at the Hanaoka Mine. Adopt the policy of wringing the last drop out of a wet towel. There are two sides to Chinese character; there is something on the hidden side that is hard for Japanese to even imagine.

The above were the instructions from shokutaku Homma of the Home Affairs Ministry.

Instructions of Secretary Yamada of
the Home Affairs Ministry:

It can be surmised that some enemy spies might be concealed among the Chinese laborers imported during the war. So while it is the intention of the Home Affairs Ministry to do everything possible for the protection and welfare of the Chinese laborers, general effort will be made, on the other hand, to uncover any reactionary elements; and in order to ensure maintenance of order, guidance and control will be unified under the jurisdiction of the Special Higher Police.

Control will be emphasized on the following points:

(a) Investigation of under-cover activities of Chinese laborers and early discovery of reactionary plotters.

(b) Plain clothes police will be stationed full time to carry on such investigation.

(c) Guidance must not be left wholly to the employer's side; the police authorities will take a positive part in it.

(3) Sept. 1944. Shokutaku Homma, Home Affairs Ministry.

Early in September 1944, at the Hanaoka Branch Office of Kajima Gumi, order was given to the Kajima Gumi and those concerned with Chinese laborers at the Hanaoka Mine to re-affirm those matters on which instructions were given at the Hanaoka Mine Club on 13 July 1944 relative to the handling of Chinese laborers.

VIII. Regulations of the Odate Branch.

Chief of Odate Police
Station.

July, 1945.

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Regulations of the Odate Branch of the Chinese
Workers' Service Guidance Committee.

Art.1. This Society shall be called the Odate Branch of the
Chinese Workers' Service Guidance Committee of Akita-ken.

Art.2. The office of the aforesaid branch shall be established
in Odate Police Station.

Art.3. The object of this branch is to study and discuss
in a friendly manner all matters concerning the guidance and control
of the Chinese workers' services, etc. in accordance with the Rules
of the Chinese Workers' Service Guidance Committee of Akita-ken and
the Rules for Guidance of Chinese Workers, and thereby elevate their
social status and prevent the occurrence of disasters and other ac-
cidents to them.

Art.4. This branch shall be organized by the employers of the
Chinese workers and other persons concerned.

Art.5. This branch shall have the following officials:

Chief of the branch 1

Assistance Chief of the branch 1

Advisers (a number of them)

Standing Committee members..... (a number of them).

Secretaries (a number of them)

Art.6. The post of the chief of the branch shall be filled by
a person occupying the post of the chief of Odate Police Station.

Other officials shall be commissioned by the chief of the branch.

Art.7. The term of office for each official shall be two years.

Government and public officials who have been commissioned as officials of the branch shall hold the latter posts as long as they hold their Government and public posts concerned.

Persons who have been commissioned as officials of the branch in order to fill vacancies shall stay in the branch during the remaining period of their predecessors' term of office.

Art.8. The meetings shall be divided into the general meetings and the officials' meetings.

Art.9. The chief of the branch shall convene the general meeting one a year to examine the budget, closing account, and important matters of the branch.

Art. 10. The officials' meeting shall be convened by the chief of the branch any time in order to meet the necessity in view.

Art.11. The expenditure of the branch shall be disbursed from the dues, amounts allotted among persons concerned, and other income of the branch.

Art.12. The fiscal year of the branch shall begin on April 1 every year and end on March 31 of the following year.

(End.)

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1. Annual income	¥7,681.
2. Annual Expenditure	7,681.
Balance	<u>nil.</u>

Annual Income

<u>Division</u> Item	<u>Sub-item</u>	<u>Amount of</u> Budget	<u>Remarks</u>
Dues		5,680.00	For, 1,136 Chinese workers as at the end of June at the rate of ¥5. per head.
	Dues	5,680.00	
Allotment		2,000.00	Hanaoka Mine ¥1,000
	Allotment	2,000.00	Kajima-gumi ¥1,000
Miscellaneous Income		1.00	Interest on deposit and others.
	Miscellaneous Income	1.00	
Total		7,681	

Annual Expenditure

Business Expenses	¥3,370.00	
Salaries	2,400.00	¥200.00 a month for each interpreter.
Articles of consumption	100.00	
Allowance	360.00	Post and telegraphic expenses ----- 50.00 Miscellaneous expenses ----- 100.00 Family members allowance, etc.
Travelling Expenses	360.00	
Expenses of Meetings	200.00	Expenses of the General Meetings and Officials' Meetings.
Expenses of Meetings	200.00	
Payment to the Prefecture.	2,272.00	Payment to Prefectural Committee at the rate of ¥2.00 per head.
Business Expenses	800.00	
Training Expenses	500.00	Training of the Instructors.
Welfare Expenses	300.00	Entertainment for Chinese laborers, etc.
Reserve Fund	1,039.00	
Reserve fund	1,039.00	
Total ¥ 7,681.00		

List of Officials

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Chief of the Branch

Chief of Odate
Police Station.

Vice Chief of the Branch

Director of Hanaoka
Mining Office.

Adviser

Chief of Secret Police
of Akita Prefecture.

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Mayor of Hanaoka-machi.

Standing Committee Members.....

Chief of Labor Service
Section of Hanaoka Mine.

"

Chief of Hanaoka Mine Branch
of the Kajima-gumi.

"

Chief of the Secret Police
of Odate Police Station.

Secretaries

Mr. Kyoichi Hatakezawa,
Chief of Labor Supply
Sub-section of Hanaoka Mine.

"

Mr. Seiichiro Kubo,
Chief of Toa Hostel

"

Mr. Isamu Kagaya, Vice
Chief of Toal Hostel.

"

Mr. Shibata, Chief of Labor
Service of the Hanaoka Branch
of the Kajima-gumi.

"

Chief of Nakayama Hostel.

"

Mr. Takaku, Vice-Chief of
Nakayama Hostel.

Annual Expenditure

Division	Item	Amount of Budget	Remarks
Business Expenses		¥3,370.00	
	Allowance	2,400	¥200.00 a month for each interpreter
	Travelling Expenses	360.00	
	Articles of Consumption	100.00	
	Post & Telegraphic Expenses	50.00	
	Miscellaneous Expenses	100.00	
	Allowance	360.00	Family members allowance and others.
Expenses of Meetings		200.00	
	Expenses of Meeting	200.00	
Miscellaneous Income		1.00	Interest on deposit and others
	Miscellaneous Income	1.00	
T o t a l		¥ 7,681.00	

(9) Report on Death

TO: The Chinese Embassy.

FROM : Proprietor of the Business in which the Deceased Person was Employed.

Date:

Report on Death of a Chinese Worker

Name:

Age:

Permanent Domicile:

Cause of Death:

I hereby give a report on the death of the above-mentioned person.

Notes:

1. Number of the family members of the deceased person living at the place where he had his permanent domicile
2. Doctor's certificate of his death.



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(10). Notice Concerning Measures After Arrival
of Chinese Workers.

Da-Koku Hatsu No.129.

(Date) July 10, 1944.

Mr.

Sir,

Subject: Re Measures to be taken After
Arrival of Chinese Workers.

Concerning the subject matter, a notice as per the annex
has been received from the Chief of the Second Mobilization Section
of the Service Bureau. You are, therefore, requested to leave
nothing to be desired with respect to the handling of all matters
concerned.

Yours truly,

Chief of the National Service
Mobilization Station of Odate.

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Hatsu-Do No. 95

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July 5, 1944.

To the Chief of Each Police Station, Each Prefecture.

Sir.

Re; Measures to be taken after Arrival of
Chinese Workers

It has been decided concerning the subject-matter that necessary reports must be filed in accordance with the notifications Kei No. 6 of the Home Ministry, dated April 4, and Do No. 103 of the Welfare Ministry, under the same date as above, as per the provisions of No. 4 of the Regulations Governing the Chinese Workers Entering Japan. In consideration of the urgent necessity with respect to the food rationing for them, it is requested that you will in the future take the necessary measures in accordance with the following instructions in addition to such measures as are specified by the above mentioned notifications.

Yours truly,
Chief of the Second Mobilization
Section of the Service Bureau.

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Note

1. Upon arrival of Chinese workers in Japan Proper (Moji, Shimonoseki, Kobe and other ports), the proprietor of the business in which those workers are to be employed (or leader of them) shall wire to the chief of the competent section of the competent Ministry informing him of .

- (a) Actual number of Chinese Workers entering this country.
- (b) Port and date of landing.
- (c) Date of arrival at the Working station.
(Expected date)

2. Hokkaido or Prefectures concerned shall file a report on the number of the Chinese workers as on the end of each month in accordance with the following form. The report is to be filed after the 10th of the following month.

Kinds of Business	Working Stations	Number of Arrivals	Date of Arrival at the Working Station	Decrease Present Number (Note)
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11. Notification Concerning the Standard
of Wages for Chinese Workers.

Kin-Hatsu No. 2537.

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December 14, 1944.

TO: GOVERNOR OF HOKKAIDO AND PREFECTURES,
CHIEF OF MUNITIONS SUPERVISION DEPARTMENT,
CHIEF OF LOCAL MINING BUREAUS.

FROM: Chief of Service Bureau of the Welfare Ministry;
Chief of General Mobilization Bureau of the
Munitions Ministry.

SUBJECT: Notification Concerning the Standard of Wages for
Chinese Workers.

With respect to the wages to be paid to the Chinese workers who, entering Japan Proper, engage in labor at factories, mines, and other working stations, it is desired that the amounts will be determined, generally speaking, in accordance with the wage standard in this country and in consideration of the efficiency of the Chinese workers concerned, and that for the payment of their wages, the proprietor of each enterprise concerned will draw up Rules concerning their wages in accordance with the Standard of Wages for Chinese Workers as per the Annex, and that the business proprietor as stated above will abide by the rules irrespective of the officially fixed wages as prescribed by the Wage Control Ordinance, Restrictions on the Total Payable Amount of Wages, and Agreed Amount of Wages. It is requested that nothing will be left to be desired in handling all matters concerned.

It is to be noted that about all affairs in question, agreement is already arrived at among the competent Government offices and the interested bodies.

Standard of Wages for Chinese Workers

(I) General operations ---- all kinds of operations except loading and unloading.

(Coal Mining, Metallic Mining, Shipbuilding, Public Works and Building Industry.)

1. Regular Work-hours.

Regular Work-hours (including the time for a recess) shall be established in accordance same way as for the Japanese workers, with the necessary modifications.

2. Term relative to calculation of wages, and the time of payment.

The term relative to calculation of wages, and the time of payment of wages shall be fixed in accordance with the custom established among the Chinese workers.

3. The method of calculating wages for Chinese workers, in consideration of the custom and character peculiar to them, shall be fixed by the quantity of work done by respective groups of workers. In the case of unexperienced workers, however, they will receive, per head, ¥ 2. a day besides meals (where meals are not given, an amount of money required to get meals will be given instead) shall be given during the period of training when they do not engage in actual work, and any other allowance will not be given.

4. Wage-system in proportion to the volume of work done.

The wage unit in accordance with the work done shall be fixed in keeping with the wage unit for Japanese workers being paid by the same system (for operations for which Japanese workers are being paid by the wage system providing for the payment of a fixed amount, the wage unit for the Chinese workers shall be fixed with the average amount of wage for Japanese workers for basis of calculation). The wage to be dealt out to individual workers who belong to respective groups of such workers that are being collectively paid for the quantity of work done by such groups may be fixed in proportion to the amount of work done by each worker.

5. The wages of captains and other leading workers shall be fixed as follows:

(a) In cases where Chinese workers at large are being engaged by the fixed wage system.

The shall be paid such amounts as may be obtained multiplying the average amount of the fixed wages by different percentages as follows. The captain and vice-captain, however, shall be paid by the month.

Captain	200%
Vice-captain	160%
Chief cook	"

(b) In case where common Chinese workers are being engaged by percentage wage system, the leading workers stated above shall receive for their wages the amounts to be obtained by multiplying

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the average percentage wage for common workers by the percentages mentioned above. Captains, Vice-Captains, of Chief-cooks, however, may be guaranteed the payment of some fixed monthly allowances irrespective of the work to be done.

(c) If, in case where the wages are paid in accordance with the system as stated in (b), there is no perceptible difference between the wages of the leading workers and the wages earned by the ablest of common workers, the amounts to be paid to the leading workers may be raised in a proper measure.

6. Allowances.

(a) Chinese workers who have gone through the period of training shall be paid the following allowances in accordance with the amount or with the percentage by which Japanese workers are receiving similar allowances. In cases where Chinese workers are being paid by the percentage wage system, they shall be paid, instead of such allowances, the fixed amounts to be obtained by multiplying their average daily earnings by the same percentages as are being used in calculating the same allowances for Japanese workers who are being paid by the percentage wage system.

Higher rate for early attendance or over-time work.

Higher rate for work after dark.

Allowance for special work.

Allowance for strenuous service.

(b) Other allowances than stated above may be paid in accordance with the circumstances on the part of the business proprietors.

(c) Festival days' allowances (allowances for New Year's Day festival which lasts three days beginning the first day of January by the lunar calendar, the festival of Tango which falls on the fifth day of the fifth month by the lunar calendar, and the festival of mid-autumn) shall be always paid by the following rates:

- January 1 (by lunar calendar) ---- ¥ 3.00
- " 2 (" " ") ---- ¥ 2.00
- " 3 (" " ") ----- ¥ 1.00
- The day of the festival of Tango ---- 1.00
(May 5 by the lunar calendar)
- mid-autumn 1.00

In addition to the above-mentioned allowance, bonuses shall be apdi on those festival days, the total amount of those bonuses being equal to the amount which will be paid to the Japanese workers throughout a year.

(d) In cases where any of the Chinese workers absents himself from his working station by reasons other than private ones he shall be paid a non-attendance allowance amount to about 60% of his average daily earnings (which may be replaced by a fixed amount of about ¥ 3.00 a day).

(e) In cases where any of the Chinese workers done not attend to his work on account of sickness or a injury received, he shall be paid an injury and disease allowance in accordance with the following standard:

- 1. Injury or sickness due to public reason:

About the 60% of the average daily earnings (the above may be replaced by a fixed amount of about ¥ 30.00 per day)

- 2. Injury or sickness due to private reasons:

Three meals a day (where meals are not given, amount necessary for procuring three meals a day will be paid).

- 7. Collection of expenses for board.

In cases where expenses for board are to be collected, they shall be collected in accordance with the similar instances of the Japanese workers.

- 8. Allowance in kind.

Clothing and other articles required for their activities at the working stations shall be supplied in the same way as to the Japanese workers.

- 9. Payment of wages.

A fixed amount of money (about ¥10.00 in the case of a common worker, and a proper amount in the case of a leading worker) shall be paid to each worker on a fixed pay day, and the balance (in cases where expenses of board are to be collected, the balance minus such expenses) shall be deposited in the post-office in the name of the recipient of the wage.

Notes;

- 1. The regulations concerning the wages, drawn up in accordance with the above-mentioned standards, shall be presented to the local governor and the supervising government office.
- 2. The proprietor of the business concerned, in order to clarify the amounts of wages payable to respective Chinese workers, shall make a ledger of wages in the same way as for

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Japanese workers and keep it in his office.

(II)

1. Regular work-hours:

Regular work-hours (including the time of a recess) shall be fixed in the same way as for Japanese workers with necessary modification.

2. The term for calculation of wages and the time of payment.

The term for calculation of wages and the time for payment of wages shall be fixed in accordance with the custom of the Chinese workers.

3. The wages loading and unloading work shall be calculated in accordance with the volume of work done. In the case of unexperienced workers, who are in the period of training and do not engage in actual work, they will be paid at the rate of ¥2.00, plus three meals (if meals are not given, they will be paid an amount of money required for procurement of meals), and will receive not other allowances.

4. Wage-system in proportion to the volume of work done.

The amount to be obtained by multiplying the wage-unit fixed for respective kinds of goods (which shall be fixed in accordance with the same wage-unit as for Japanese workers) by the volume of work done shall be dealt out to respective workers in proportion to the volume of work done by each worker. In the meantime, an amount covering about 15% of the total amount of wages shall be dealt out, as fixed allowances, to master-workers, assistant-workers, leaders, master-instructors, and assistant master-instructors. In cases, however, where such measures cannot be taken, the wages shall be paid in the same way as in the case of general works.

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5. Wages for works after dark shall be raised by twenty percent in the same way as for Japanese workers.

6. (a) Group-leaders (Chinese deck-workers are included in the case of a cargo-work aboard a ship) and other supervisors of work shall receive a special allowance ranging from ¥0.50 to ¥1.00 per work-day. All-night cargo-work shall be calculated as two days' work.

(b) Workers awaiting orders or engaged in miscellaneous work shall be given the same allowance as the Japanese workers receive under such circumstances. This allowance shall be collectively included in the total amount of the wages calculated in accordance with the volume of work done, as specified in 4.

(c) In cases where the number of work-days of any group falls short of twenty for any month (all-night work is calculated as two days' work), a non-attendance allowance shall be paid for the deficient work-days by the following rate. Daily number of the recipients of this allowance, however, shall be the same as the daily number of workers who during the said month, were sent to the working place from the group, as averaged by their work-days.

This allowance, at the rate of ¥2.00 to ¥3.00 per day per head, shall be collectively included in the total amount of wages which is calculated in accordance with the volume of work done by respective groups.

(d) Allowance for special work.

This allowance shall be paid by the same rate as for Japanese workers, being included in the total amount of wages which is calculated in accordance with the volume of work done by respective groups as specified in 4.

(e) Festival days' allowances (allowances for New Year's Day festival, lasting three days beginning the first day of January by the lunar calendar, the festival of Tango which falls on the fifth day of the fifth month also in accordance with the lunar calendar, and the festival of mid-autumn) shall be surely paid by the following rate:

- January 1 (by lunar calendar).....¥3.00
- " 2 (" " ")..... 2.00
- " 3 (" " ")..... 1.00
- Festival of Tango..... 1.00
(May 5 by lunar calendar)
- Festival of mid-autumn..... 1.00

In addition to the above-mentioned allowance, bonuses shall be paid on those festival days, the total amount of those bonuses being equal to the amount which is paid to the Japanese workers throughout a year.

(f) In cases where any of the Chinese workers could not attend to his work on account of a wound received or disease contracted, he shall be paid an injury and disease allowance by the following standard:

- 1. Injury or sickness due to public reasons: About the 60% of the Average daily earnings (the above may be replaced by a fixed amount of about ¥3.00 per day).
- 2. Injury or sickness due to private reasons: Three meals a day (where meals are not given, amount necessary for procuring three meals a day will be paid).
- 7. Collection of expenses for board.

In cases where expenses for board are to be collected, they shall be collected in accordance in accordance with the similar

instances of the Japanese workers.

8. Allowance in kind.

Clothing and other articles required their activiting at the working stations shall be supplied in the same way as to the Japanese.

9. Payment of wages.

A fixed amount of money (about ¥10.00 in the case of a common worker, and a proper amount in the case of a leading worker) shall be paid to each worker on a fixed pay day, and the balance (in cases where expenses of board are to be collected, the balance minus such expenses) shall be deposited in the post-office in the name of the recipient of the wage.

Notes:

1. The regulations concerning the wages, drawn up in accordance with the above-mentioned standards, shall be presented to the local governor and the supervising government office.
2. The proprietor of the business concerned, in order to clarify the amounts of wages payable to respective Chinese workers, shall make a ledger of wages in the same way as for Japanese workers, and keep it in his office.
3. The wage-calculation in accordance with the above-mentioned standard, as a principle, shall date back to April 1, 1944.

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Disaster Relief Regulations
For Chinese Workers

1. When any worker dies while in service, the business proprietor concerned shall pay a condolence money, in addition to the burial expenses, to the bereaved family.

(a) Death due to injury or disease received or contracted relative to public reasons.

Leader and Assistant Leader.....	¥700
Chief Cook.....	700
Clerk and Group Leader.....	600
Common Worker.....	500

(b) Death due to injury or disease received or contracted relative to public reasons.

Half the amount of the condolence money to be given for a death due to public reasons.

2. When any worker, while in service, is either wounded or falls ill, the medical treatment expenses shall be borne by the proprietor of the business.

3. When any worker, while in service, is either wounded or falls ill, resulting in his bodily or mental disability, an amount about as follows shall be paid by the business proprietor as a condolence money.

(a) Slight disability for labor.

Leader and Assistant Leader	¥170.00
Chief Cook.....	170.00
Clerk and Group Leader.....	150.00
Common Worker.....	100.00

(b) Disability for hard labor.

Leader and Assistant Leader.....	¥500.00
Chief Cook.....	500.00
Clerk and Group Leader.....	400.00
Common Worker.....	300.00

(c) Total disability for labor.

Leader and Assistant Leader.....	¥700.00
Chief Cook.....	700.00
Clerk and Group Leader.....	500.00
Common Worker.....	400.00

In cases where opinion among the parties concerned as to whether the case in view is due to public reasons or private ones, or as to the degree of disability, the matter shall be submitted to the competent authorities for arbitration.

P.S. Any deaths resulting from an unavoidable accident taking place between the time of embarkment and arrival at the working station, shall be treated as deaths due to wounds or diseases received or contracted relative to public reasons, while for any deaths due to other reasons, a condolence money as follows shall be paid by the business proprietor.

2. Persons who, being found unfit for work upon arrival at their working stations, on account of either wounds received or diseases contracted, and are sent back to their native place at once, shall receive ¥20⁰ each as a present.

Note: The effect of the present regulations shall go back to April 1, 1944.

20-Sen-Kin-Shin No. 53.

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August 11, 1945.

TO: Hanaoka Mine.

Dear Sirs,

Re: Treatment of Chinese Laborers

Regarding the above subject, an arrangement was made by the Vice-Ministers of the Ministries concerned on June 25, 1945, as per separate statements. You will please take note of this and take discreet steps accordingly. As regards the time for announcing the extension of term and the means of giving explanations on the extension and of appeasing the workers, we will communicate them to you later on.

Please understand that the above is to be treated confidentially.

Northern and Eastern District Branch of
the Mines Control Board (Kozan-Tosei-Kai)

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Statement No. 1.

Treatment of Chinese Laborers whose term of
Employment expires.

1. Regarding an extension of the term of employment, an understanding will be obtained from the North China Political Commission through the Embassy Office of Peking, and steps will be taken for the extension of term for one year.
2. The North China side will take means of giving aids to the families of the Chinese laborers, such as making special supply of food to them.
3. Representatives of the North China Labor Association will be caused to come to the working places and to give explanations on the circumstances and to appease the workers.
4. Epocal improvement on management of labor:
 - a. Thorough improvement of bad lodging facilities.
 - b. Establishment of measures for rational management of supply of wages and supplies (such as clothing, food, beddings, and personal things).
 - c. Improvement of management of work, and establishment of a system for holiday and leave.
 - d. Extension of benefits and well-being facilities, especially medical facilities.
 - e. Rational provision of recreation and amusements.
 - f. Permission for their going out of premises in companies.
 - g. Facilities for their making communications to their families.