

- 12 -

The abovementioned (1) was settled on February 11 as a result of discharge of 17 persons out of about 200 employees in all on condition of 30-day portion of average wages for the previous notice allowances and 12-day portion of wages for the retiring allowances. As for the above (2), the union demanded increase of 50 per cent in the average wage base (6,000 yen) at the end of last year, but the negotiation was not concluded by reason that the union laid an emphasis on acquisition of the winter allowances, and the matter was brought over to this year.

At the end of January, the union began collective bargaining with the company again.

The company proposed the 7,100 yen average wages plan excepting for higher class employees, but the union insisted the increase of 50 per cent in the average wage base, and it is in negotiation now. In case of failure of the negotiation, it seems that the union will apply the Local Labor Relations Committee for mediation.

As for the above (3), the company declared the lockout of factory by reason of business depression to the union on February 8.

As the union demanded to display the company's accounts to the public, both sides decided to consult this problem again after inspection of the company's managing situation on Feb. 15.

- 13 -

3. Statement of disposition of cases before the Labor Relations Committee

(1) The trouble of unjust labor action at the Haraichi Plant of Gumma Silk-manufacturing Co., Ltd., of which the Local Labor Relations Committee had been making arbitration since last October was settled in peace under the following conditions on January 26 as a result of a round-table meeting between labor and management which was held four times (on January 14, 17, 21 and 26) under the presence of members of the Local Labor Relations Committee:

a. Reinstallation of 32 persons discharged.

And sixty per cent of the wages during the lay-off period shall be paid according to the Labor Standard Law.

b. Payment of travelling expenses of 500 yen per worker.

c. Payment of expenses for the reconciliation round-table meeting.

d. The company will pay 200,000 yen, table sum of a, b and c, in the lump.

(2) No case was applied to the Local Labor Relations Committee during the period.

4. Status of establishment of grievance machinery, seniority clause and research and planning committees.

There was no change in seniority clause.

A grievance machinery and production committee are as below mentioned.

5. Trends of Labor Agreement:

Two agreements were concluded during the month (between the Shirane Sulphur Mining Office and the Yatoko Mine Labor Union, and the Nippon Steel-Tube Mining Co., Ltd. and the Gamma Iron Mine Labor Union.)

Both of the agreements were revised as the effective period expired in January. And the agreements were concluded very concretely and in detail.

Especially, in the latter agreement, process of collective bargaining, duties and rights of labor and management, prohibition of union activities during working hours, production committee and grievance machinery were described, and it seemed that the agreement was concluded very rationally and progressively.

Concerning disposition of grievances, they had ideal regulations, establishing three steps of the shop steward meeting, plant committee meeting and head office committee meeting, and to finally obey the mediation of the Labor Relations Committee or the third party acknowledged by the both sides. So it is an interesting problem how these organs would be managed really.

And number of days necessary for disposition of grievance is described as three days for the first step (working-place), five days for the second step and seven days for the third step and in case the trouble was not settled even at the third step (head office), it should be put on the final mediation within fourteen days.

6. Assistance desired from Kanto Civil Affairs Region:

(1) Dispatch of Labor Officers:

In the recent labor circumstances, the union activities of general unions fell into dullness and, as stated before, the unions have been dissolved one after another. So, lest this tendency should spread too much, the prefectural government and every labor policy office are carrying out guidance and education under the theme of strengthening of co-operation and encouraging to set up the grievance machineries, the production committees, the negotiation committees, etc., and, to have an effect in such guidance, it is necessary to popularize the meaning instructing the employers and managers. So we are now planning to hold the education meeting for employers at every labor policy office in mid-March.

For above-mentioned reason, we ask you to dispatch labor officer. We will report the detailed schedule before long in this connection.

7. Activities in the field of labor education, degree of progress of Ministry of Labor's educational program; outline of successful procedures developed by the Trade Union and by Labor Education Sub-section.

Following the previous month, we exerted towards establishing the autonomy, democracy and responsibility of a trade union by repeated cooperating and advising as to organization and management of it.

Namely, we selected some unions each under the jurisdictions of the 8 Labor Policy Offices, for which our travelling labor education activities were made. At that time, we made "free-of-charge"

- 16 -

distributions of "Simplified Union Democratization (comics leaflet; one set of 3 sheets) issued by the Prefectural Labor Policy Section and it was much effective to them that explanations on the subject were made while the comic leaflet is shown.

To pervade and popularize the purport of a grievance machinery, a consultation meeting between capital and labor was held at each area of Kiryu, Numata, Nakanojo, Fujioka and Tatebayashi, under the joint sponsorship of the Labor Policy Offices and the Local Labor Relations Committee and as a result of the attendants' ardent researches with the explanations by the officials of the Pref. Labor Policy Section who were present at the meeting, the attendants, employers and unionists, deepened understanding of a grievance machinery.

Today it is observed that the substance of the revised Labor Union Law was almost popularized; namely most of unions observe the matters on the exclusion of persons representing the employers' interest, the revision of the Union Constitution, full-time union officers unpayable of salaries, etc. Unions which do not observe such matters are only one per cent among the unions in the prefecture.

For the unions which are under inactive conditions affected by the recent unfavorable objective situation, each Labor Policy Office is developing its education and enlightenment activities so as to make them have their strengthened solidarity and promotion of cognition, and obtaining effective results gradually.

- 17 -

To make students of lower and upper secondary schools have sound knowledge on labor problems, since last October, Labor Education Research Consultation Conferences between Labor Offices and teachers in charge of social studies of such schools had been held at 16 places of cities and counties in the Prefecture.

The program having been completed with great success, a Labor Education Synthetic Research Consultation Meeting was held at the Prefectural Government Office for the purpose of synthesizing the results obtained. The meeting also got a good effect for the future enforcement of the labor education for those students.

Since last Summer, the Labor Education Committees, which were newly set up at 8 places in the Prefecture, had tried to popularize labor education for either of capital and labor, keeping close cooperation with Labor Policy Offices. As a budget of 280,000 yen for the period January to March was allocated by the efforts of the Pref. Labor Policy Section, they will begin more active activities.

In addition, a Liaison Conference was established as an organ to smoothly carry out the labor education program of the Labor Education Committees and to keep liaison between them.

21,610
12) 280,000
24
12
21,610

Status of Collection of Premium of
Unemployment Insurance

(1) For period January 21 to February 20, 1950:

Sum assessed	:	9,033,691.00
Sum collected	:	7,778,358.68
Sum not yet collected	:	1,255,332.32
Percentage of collection	:	<u>86.1 %</u>

(2) Accumulated total since 1947 fiscal year:

Sum assessed	:	149,092,790.41
Sum collected	:	142,111,676.04
Sum not yet collected	:	6,981,114.37
Percentage of collection:	:	95.3 %

775013

(A) Status of Employment Agencies in Industrial Classification
(Permanent)

(For Feb. 1950)

Industrial classification	Sex	No. of persons wanted			No. of persons placed			No. of persons employed		
		Total	Male	Female	Total	Male	Female	Total	Male	Female
Farming		10	10	0	12	10	2	7	6	1
Mining		3	2	1	14	10	4	7	5	2
Industry		792	201	591	350	210	140	191	91	100
(Fabric		527	28	499	108	29	79	60	7	53
(Mechanical		99	65	34	83	51	32	43	24	19
(Sawing and wood work		43	36	7	46	44	2	27	26	1
(Others		123	72	51	113	86	27	61	34	27
Civil engineering		43	39	4	55	47	8	32	28	4
Commerce		107	68	39	63	30	33	26	16	10
Transportation and communications		9	3	6	21	9	12	6	4	2
Others		394	225	169	221	101	120	113	49	64
Total		1,358	548	810	736	417	319	382	199	183

(B) Investigation on unemployment:

1. Estimated number of the unemployed as of the end of this month:

Male	:	32,426
Female	:	12,655
Total	:	45,081

2. No. of the unemployed who got jobs by help of public employment security offices in February:

Male	:	3,294
Female	:	232
Total	:	3,526

(1) No. of persons engaging in public works:

Male	:	2,427
Female	:	116
Total	:	2,543

(2) No. of persons who entered vocational training institutes:

Male	:	278
Female	:	69
Total	:	347

(3) No. of persons engaging in unemployment counter-measures projects:

Male	:	589
Female	:	47
Total	:	636

775013

Prof file

GOVERNOR'S OFFICE
GUMMA PREFECTURE
MAEBASHI CITY
Tel.4551 4561

January 31, 1950

SUBJECT: Monthly Labor Administration Activities
Report

TO : Kanto Civil Affairs Region

THROUGH: Kanto Liaison and Coordination Office

Sir :

The subject report for the month of
January 1950 is hereby submitted enclosed.

Truly yours,

Takashi Ogawa

TAKASHI OGAWA,

Director of Labor Dept.
Gumma-ken

Enclosure

- 1 -

Monthly Labor Administration Activities Report
for January

1. General trends in the labor movement:

(1) Union organization and dissolution:

a. Newly established unions:	6
b. Branches newly established according to reorganization of "Densan" setup:	24
c. New unions splitting away from the individual organization:	2
<u>Total of a, b and c</u>	<u>32</u>

(Par "c" shows a new union by the Kanai Coal Mine Branch splitting from the All-Gumma Lignite Workers' Union and another union by the Ohashi Office Branch from the Gumma Truck Workers' Union.)

d. Union dissolved:	17
e. Branches dissolved according to re-organization of "Densan" setup:	6
<u>Total of d and e</u>	<u>23</u>

(Out of the above total, 8 are those dissolved by suspension, disactivation, closing, etc. of operation and 9 by ceasing to exist.)

(2) Trends of key unions:

a. Present status of "Labor Front Unification Drive in Prefecture" by All-Gumma Labor Union Unification Congress (AGLUUC)

The AGLUUC decided to develop a drive to unify the labor front of democratic unions in the Prefecture at the Extension Standing Committee meeting of November 14 of last year to try to strengthen and extend the organization.

- 2 -

In developing a year-end struggle at last year-end, the Congress was struggling appealing to the Socialist Prefectural Federation, the Conference of Government and Public Office Employees' Union and other neutrals with slogans:

"Develop a Wages Struggle!" and "Prevent prefectural industries from crumbling!" as soon as establishing a Preparation Committee for a Livelihood Protection Joint Committee.

Since this year, it has been continuously making activities, keeping the same pace with the Diet Joint Committee, one of key central labor unions, by aiming at a further active solidarity of the front in the Prefecture and at last, the Gumma Livelihood Protection Joint Struggle Committee was formally established on January 24, this year. The Committee is consisted of labor unions in the Prefecture and the Socialist Prefectural Federation, and supports the so-called NFLU Democratization fraction by making the revision of the existing wage base the first aim.

Now that the Labor Front Unification Drive aims to take up the wage problem which is the extremely realistic question, as mentioned above, the labor trends should be regarded to have entered the first stage towards a concrete development.

Such being the present status, the future moves in the laborer world is being watched with keen interest.

Moreover, it is added here that the Gumma Livelihood Protection Joint Struggle Committee has some of key powerful unions, such as the Gumma Prefectural Government Employees' Union, the Gumma Prefectural Teachers' Union and the Gumma Area Headquarters, "Zentei", also, as its members.

b. Recent trends of Gumma Pref. Federation of Sericultural Workers' Unions and Gumma Pref. Federation, NFLU:

- 3 -

There is a tendency of the pending amalgamation between the National League of Textile Industry Workers' Unions which is affiliated with the NFLU and the National Federation of Raw Silk Workers' Union which has so far held a neutral attitude. Reflected by the tendency, the moves towards the amalgamation between the Gumma Federation, NFLU and the Gumma Federation of Raw Silk Workers' Union have become remarkable in the Prefecture also.

Trends in the prefectural silk-reeling industry are now confronting with a serious stage due to a lack of cocoons in hand and inactivity of exportation, and casts a dark future before the key industry. Smaller and medium silk mills, except each plant of the Kanebo, the Gunze and the Katakura Silk-reeling Co. having a national undertaking network in the Prefecture, are in no operation for the whole period of January. If those mills are operated again, it is expected that there be the reduction of costs--specially changes in wages and working conditions. And there will be disputes between capital and labor over those problems, it is considered.

It is much effective under such a stage that the Pref. Federation of Raw Silk Workers' Union is affiliated with the Pref. Federation of the NFLU, because the former is backed the latter with a great and powerful influence.

Viewed from this point, it is presumed, the amalgamation between them be spurred on.

c. Election of Staffs of Gumma Pref. Teachers' Union:

At the end of November, last year the Prefectural Board of Education carried out a warning against unbecoming teachers to make them resign themselves as teachers.

This, when viewed from the result, gave a great shock to the Executive Department of the Pref. Teachers' Union and especially cast a decisive stone at the future of the Pref. Teachers' Union, which had remarkably inclined to the left. (The above already reported.)

- 4 -

On December 24 of last year, the election was held according to the new constitution and the following names were elected as Staff of the Teachers' Union.

Chairman	Kyuzo Miyazaki	(Supporter of Democratization League)
Vice-chairman	Sadakichi Takahashi	(Neutral)
Chief-secretary	Shoichi Izawa	(Supporter of Democratization League)
Vice-chief secretary	Teizo Suzuki	(")
Dept. chief, Cultural Dept.	Kihaku Saito	(Neutral)
" , General Affairs Dept.	Manji Aoyagi	(")
" , Information Dept.	Kiju Honda	(Democratization League)
" , Welfare Dept.	Shizuo Murata	(Neutral)
" , Accounting Dept.	Fukujiro Ishiwara	(")

It is added that the election was held by votes of all the union-members strictly and fairly and in an exemplary way enjoy the equal opportunity for candidacy.

Those elected newly are supporters of the Democratization League or neutrals as they are stated above. Chairman Kyuzo Miyazaki, in his declaration when he was named as new Chairman, emphasized the eliminating political parties' control from labor unions and securing union's autonomy.

These are noteworthy things with the election.

- 5 -

Recent trends in the Pref. Teachers' Union are featured by giving positive support to appealing for a unification of the labor front to democratic unions in the Prefecture. This poses a great significance in these days when the "Democratization Front" is being strengthened. Another importance is a great organization having 13,000 members, which is about to bring about closer relations towards the AGLUUC.

On the other hand, the 32 fired likely have the intention to continue their struggle under a slogan: "The rehabilitation of education," forming a band which is so called "Free Teachers' League" by combining with the Leftist front. They have decided that they would shortly bring an action to the Maebashi District Court for preservation of their position.

d. Moves in unions concerned in Government and public offices.

Realizing a 7,877 yen base by the National Personnel Authority's recommendations to the Government has become a question of the day for them.

Unionists of the National Railways, the Zentei, the Pref. Govt. and the Pref. Teachers are exercising "petition tactics" respectively according to the headquarters directives in order to realize the aim for their struggle. All these unions are at present developing their respective movements in order to get signatures to the petition. Some of them, the Pref. Government Employees' Union and the National Railways Workers' Union have already sent the petition to the superior as soon as the movement having been completed.

e. Moves of metal workers and "Densan".

No moves worthy of special description at present.

- 6 -

(3) Trends in general unions:

General unions under medium and smaller enterprising bodies are placed still under inactive conditions. Such general retrogressive trends as shown in these unions are caused by personnel retrenchment and delayed payment and non-payment of wages incidental to difficulties in management, such as financial embarrassment, depression in business, etc.

Companies and workshops carrying out enterprise readjustment during the reporting month were 19. Out of those, 5 were shops making machines and tools, 4 silk-reeling, and 2 metal with 7 others.

The above tendency will be deepened more and more.

Speaking on delayed payments, the number of employers who had so far have arrears in wage payment decreased to 28 from 68 as of last November, as a result that the AGLUUC and the NFLU embarked on movements to eliminate payable wages in arrears in their respective positions of left and right wingers at last year end.

Not only by their efforts, the success was brought out, but by the recent activities of the Labor Standards Bureau in the line of labor supervision and administration.

Next, recently there is a specific phenomenon noteworthy of description: Unions in medium and smaller enterprises which has so far kept being an extreme moderate nature till various limiting regulations were imposed upon them. However, shocked by those regulations, they have shown, on the ground of overcoming difficulties in enterprises, the strong intention to eliminate such trends that some employers, taking advantage of the present favorable situation, give pressure to them by carrying out personnel retrenchment, or by cutting down wages, by fighting with their employers in their standing.

Although it may not be regarded that this is the general conditions, special description is made for a retrogressive trends observed in minor factories as follows:

- 7 -

As stated in reports for the previous month, 32 women-workers in the Haraichi Plant, Gumma Raw Silk Mfg. Co., Ltd. were fired.

A "struggle against their dismissal originated from this and developed" had been investigated and questioned by the Public committees, Local Labor Relations Committee backed by the AGLUUC for the period as long as three months. As a result of the investigation, the decision proved being unfavorable to the management.

The management has already been at the very stage where it cannot help acknowledging the withdrawal of its announcement on their dismissal and they have a possibility to win the fight decisively.

In addition, as mentioned in the Report: "Status on Disposition taken by the Local Labor Relations Committee", in the struggle against the dismissal of the 6 workers, leaders affiliating themselves with a dispute around the formation of a union by the workers of the Murata Machine Manufactory, the employees at last gained a great result which they made the management withdraw their announcement notifying the dismissal of the six, censuring it on its unlawful interference.

Other than the above, the present status is in danger of breaking out some of the similar trouble, so the Pref. Labor Policy Section has watched the development with keen interest, keeping close liaison with the LLRC.

(4) Moves around electric power problems:

Various comments are made as to the hike in electric charges fixed by the Government by workers, employers general public.

In the present days when a serious shock caused by financial difficulties of late have been reflected upon various quarters, voices against the boost comes from every places and are being much condensed.

- 8 -

They are heard more remarkably at Maebashi, Takasaki and Kiryu.

The AGLUUC, making the opposition of a hike in electric charges another aim for realization by taking the initiative of the struggle, are now positively struggling by on-the-street propaganda tactics.

Moves over the revision of electric power allocation also are growing active more and more.

A demonstration parade was carried out for the revision not long ago, at Shibukawa.

According to the recent lowering of electric power distribution, iron and steel industries have heavily shocked. As workers in those industries have only workable days in daytime amounting to 10 days or so, the very question has been closed up as the problem of the living right.

It is estimated that the opposition struggle be extended all over the Prefecture.

2. Dispute (Outline):

The number of disputes happening during the reporting month as 2. One of them happened on January 14 for the opposition of dismissal and was forwarded before the LLRC on January 16. After then, the dispute was peacefully settled with the withdrawal of the notification of dismissal as a result of a autonomous negotiation on January 23.

The status of the above dispute was as follows:

When workers were planning for forming a union, the management knew the plan and announced dismissal of some leaders who were promoters for the union formation. So about 30 of 46 workers went into a strike on the ground of the opposition of their dismissal.

Another one was caused by arrears in wage payment. The LLRC was applied for the settlement of the dispute on December 22, last year.

- 9 -

As a result of its arbitration at three times, the dispute was settled on December 29 with the exchanging of an agreement between capital and labor.

After then, as the company did not pay wages in arrears on the date when the agreement provided, the labor side is discontented.

The company likely decide its attitude as to its future policy for management by holding a stockholders' meeting.

After all, at this juncture the company seems to have an intention that it should like to lead the trouble to a settlement with payment of retirement allowances by carrying out the closing of factory, but a question on its future policy for management remains undecided between capital and labor before the settlement of the trouble. According to the agreement of December 29, they will consult about the question by January 20, this year.

Nevertheless, the dispute may happen again around over a possible payment of retirement allowances according to the result of their consultation.

- 10 -

3. Number and type of cases before the Labor Relations Committee, together with statement of disposition of cases

- (1) Name of labor union: Fuso Seisen Co., Ltd.
Name of industry: Spinning and weaving
Membership: 10
Type of dispute: None
Participation by Labor Relations Committee: Conciliation
Matter required: Immediate payment of wages in arrears

Progress:

The labor union on December 20 made application for the settlement of the problem to the Local Labor Relations Committee.

The Committee, as a result of conciliation made at several times, brought the problem to a conclusion December 29 on the condition that wages in arrears would be paid on December 31 and 2,000 yen per capita would be given as winter allowance.

But the company, due to a part of wages remained in arrears yet, is running about for that matter even since the beginning of this year.

The labor union asks for a fundamental attitude on the part of the company regarding the future principle of operation.

The company seems to decide upon its attitude after the general meeting of share holders slated to be held January 20. But the attitude of both sides to resort to a lock-out is strongly observed.

- (2) Name of labor union: Murata Machinery Manufactory
Name of industry: Machines and tools

- 11 -

Membership: 38
Type of dispute: Strike
Participation by Labor Relations Committee: Conciliation
Matter required: Opposition to discharge
Progress:

The employes rejected the attitude on the part of the company going to prevent the formation of a labor union for which 38 out of the 46 employes were making preparations.

The company on January 9 informed them to discharge eight employes regarded to be the central figures of the formation of a union on pretext of management difficulty.

For this the union, opposing to the company's information, offered to hold a collective bargaining to the company. But being rejected, the union held an extraordinary general meeting on January 13 and, deciding to take an attitude to resolutely walk out in case the company does not withdraw its information of discharge, again offered the collective bargaining. But due to the company's refusal, the union resolutely walked out since January 14.

In this connection, the union, calling the measures taken by the company this time to be an illegal labor action, made application for the settlement to the Local Labor Relations Committee on January 16.

The Committee the following day (Jan. 17), with hearing from both sides about the conditions, tried conciliation but failed to bring the problem to a conclusion.

But as a result of further negotiation made by both sides, the problem was harmoniously settled by the company's withdrawal of discharge of six persons and making cooperation by management and labor regarding the future operation of enterprise. (January 23)

Remarks:

The problem of a pending illegal labor action since last October at the Haraichi Factory of the Gumma Sanshi Co., Ltd. was under conciliation by the Local Labor Relations Committee.

- 12 -

As a result of strenuous efforts made by the Public Committee for the harmonious settlement with a reconciliation advice given to management and labor, respectively, the company expressed its intention to withdraw the discharge of 32 employees.

For this the problem is just before settlement. As to the details, both sides reached the stage of holding consultation. The whole settlement is regarded to be made by the end of January.

4. Degree of success in establishment of grievance machinery, Seniority Clauses, Research and Planning Committees

Among 184 labour agreements concluded in this prefecture, matters concerning above subjects run as follows:

A. Grievance Machinery

(a) The union of the most complete organization, in which every matter concerning any individual grievance or doubtful point in construing the labour agreement is solved logically and systematically through Shop Grievance Committee, Plant Grievance Committee and Central Grievance Committee in order is only one.

(b) We have two unions which have comparatively complicated steps of grievance machineries such as,-- Branch Office Committee, Main Office Committee, Management Council, Special Mediation Committee consisted of the employer, employees and outsiders, and Labour Committee.

(c) We have eleven unions which have comparatively simple steps of grievance machineries such as,-- Foreman, Management Council and Local Labour Relation Committee. There are fourteen unions in total, and show eight per cent of total agreements.

B. Seniority Clauses

We have only one union which stipulated for priority dismissal of employees who are lesser in years of employment when some unavoidable reasons have happened.

C. Research and Planning Committees

- 13 -

There are eleven unions which have the committees named Production Committee, and these show six per cent of total agreements. By these, employers and employees will consult together when some disputes have happened, but have not any true sense of consultative committee of a company in their intrinsic nature. Two of them stated that productive process, cost accounts and planning are the subjects of consultation and that they shall be decided with the consent of both sides, and four others stated that, concerning above subjects, they shall provide what both of them approved in the agreement.

5. Trends of collective agreement

The labor agreements concluded during the month were six in number. Most of them have few rules about essential labour conditions such as,--wage problem, working hours, etc. with only about 30 articles. But there is an exceptional case which has such perfect provisions as two-hundred articles or more. Their contents run as follows:

(1) Rights and liabilities of labor and management.

All stated that right of collective bargaining was at the labor side distinctly while only two of them assured the right of management.

Furthermore, one of them stated it was necessary to get approval of the union to decide the wage system, regime on personal affairs or reorganization of office.

Generally speaking, only a few of them stated about the right of management. Those in which they defined the liabilities of both sides such as,--liabilities on execution of the provisions of the agreement were three in number.

(2) Peace clause

Three of them stated that the management council outsiders' bodies, and the local labour relations committee should settle the matter in order when a dispute happened. None of them provided that they should not go on strike or lock-out by either of labor and management while they are in the term of validity of the bargaining.

(3) Wages and retirement allowances

- 14 -

One of agreements stated fully the basic wages, various allowances and retirement allowance. Another one stated various allowances and retirement allowance.

The rest provided as follows:

"The company shall guarantee the minimum living of employees, and concerning details, it shall be decided by consultation between labor and management."

6. Activities in the field of labour education; degree of progress of ministry of labour's educational program; outline of successful procedures developed by the Trade Union and Labor Education Sub-section.

Advice was made repeatedly as to cooperation for organization of trade unions and their management, and thus we gained some efficacious results regarding security of autonomy, democracy and responsibility of unions.

As to establishment of grievance machineries, we put an account on the Labour Gumma, the organ of Labor Policy Section, and pamphlet was distributed to employers and employees throughout the prefecture, and thus attempted to accustom them with the procedure on grievance machinery. Besides, one or two labor-management conferences were held by each of eight labour policy offices, and tried to propagate the purpose of grievance machineries (twelve places were scheduled, and seven of them already finished). Again, at important works and offices, meetings on the same purpose were held.

Therefore, many groups of labor and management are now studying materially and voluntarily about how to use these machineries. And Labour Policy Section of the Prefectural Government and labor policy offices are ready to answer to their questions on any affairs relative to these machineries.

As to nomination of delegates and election for officers of unions, they are successively carried out since early last year, and now we are putting stress in education of every union in these respects. Last autumn, at the election of the officers of Gumma Prefectural Government Personnel's Union

- 15 -

(one of the most important big unions in the prefecture), we put these measures actually in practice according to the guidance by Mr. Eddie S. Higuchi, official in the former Gumma Civil Affairs Team, giving a sensation to the unions in the prefecture, and now the interest and ardent intention for execution of these measures, are getting promoted.

As to propagation of spirit of the revised Trade Union Law, Labor Policy Section of the Government and labour policy offices in the prefecture worked cooperatively, obtained the results expected, and thus democratization of trade unions are gradually realizing. Present status along the revised Trade Union Law are as follows:

Unions which rejected completely the persons who are directly related to the interest of companies from the membership of unions showed 97.3%, those under preparation for the same purpose showed 1.6%, and those not rejecting them showed 1.1% of them.

Unions which pay full-time union officers showed 98.9% and those did not pay showed 1.1%.

As to amendment of constitutions of unions, those amended them showed 25.9%, those under preparation for amendment showed 72.9% and those having no intention to amend showed 1.2%.

As to recommendation for support of unions, most unions support our advices sincerely, but in a few case we can not help to enforce a forcible recommendation.

As a result of enforcement of above measures for education and enlightenment of unions, opponent opinions against unions which had been occurring among some members of unions owing to the oppression due to financial difficulties of late have disappeared, they have had a new understanding for the necessity of firm solidarity of a union, and now their intention for organizing a union is increasing.

As to the "Fifteen items for asking supports and advices relative to organization and management of a trade union," enlightenment is made by means of distributing without fee cartoon leaflets (three sheets a set) in which the meaning and purpose of it were explained.

775013

7. Employment and unemployment status; status of collection of unemployment insurance

(1) Labor market analysis

(A) Occupational analysis of vocational introduction (Regular employment)--For January 1950

Classification by industry	: Number of newly : wanted			: Number of intro- : duction			: Number of persons : employment		
	:Total	:Male	:Female	: Total	: Male	:Female	: Total	:Male	:Female
Agriculture	3	3	0	2	2	0	3	3	0
Mining	47	30	17	31	23	8	19	11	8
Industry	407	195	212	464	229	235	303	141	162
Fibre	189	17	172	201	17	184	143	13	130
Machine & tools	89	73	15	90	65	25	56	41	15
Resawing	26	19	7	30	21	9	24	15	9
Others	104	86	18	143	126	17	80	72	8
Construction works	210	206	4	122	107	15	106	99	7
Commerce	107	69	38	99	56	43	43	19	24
Transportation	7	5	2	7	6	1	4	3	1
Others	211	81	130	214	120	94	128	65	63
Total:	992	589	403	939	543	396	606	341	265

- 91 -

(2) Unemployment status

1. Estimated number of unemployment as of the end of the month	Male	:	32,163
	Female	:	13,155
	Total	:	45,318
2. Number of unemployed employed through public employment security offices during this month	Male	:	2,918
	Female	:	252
	Total	:	3,170

Item:

(1) Number of persons engaging in public works	Male	:	2,229
	Female	:	143
	Total	:	2,372
(2) Number of persons in vocational guidance facilities	Male	:	247
	Female	:	66
	Total	:	313
(3) Number of persons engaging in unemployment counter-measure works	Male	:	442
	Female	:	43
	Total	:	485

Status of Collection of Premium of Unemployment Insurance

(1) For period December 21, 1949 to January 20, 1950

Sum assessed	:	8,055,869 yen
Sum collected	:	6,674,786.58 "
Sum not yet collected	:	1,381,082.42 "
Percentage of collection	:	82.9 %

(2) Accumulated total since 1947 fiscal year

Sum assessed	:	140,590,400.21 yen
Sum collected	:	134,226,078.36 "
Sum not yet collected	:	6,364,321.85 "
Percentage of collection	:	95.5 %

775013

GOVERNOR'S OFFICE
GUMMA PREFECTURE
Maebashi City
Tel. 4551 4561

TY/-/mi

November 30, 1949

SUBJECT: Monthly Labor Report
TO : Kanto Civil Affairs Region
THROUGH: Japanese Liaison Office

Sir:

The subject report for the month
of November is hereby submitted enclosed.

Truly yours,

Tansho Yamazaki

TANSHO YAMAZAKI,

Director of Public Relations
Bureau, Gumma-ken

1. Chief movements and directions of labor tendencies during the month

A. Administrative problems:

For the sake of simplification of office work due to need in accordance with enforcement of administrative readjustment, the Gumma Labor Standard Bureau devised so as to be able to concentrate the whole mind of personnel to the supervision of offices concerned, eliminating useless formalities in procedures on office work and executing the readjustment of various reports after the ministerial ordinance was amended.

B. Action of inspectors, frequency of their inspections and import of their reports

1. Number of cases for which we sent the offenders to procurators offices was three, and number of work shops and offices inspected per capita of inspectors during this month was 22.1.

2. For a week from November 14, the bureau executed "The Protection Movement for Working Juveniles", advocating cooperatively with the Gumma Office of Women and Children Bureau and the Gumma-ken Board of Education, and made every working shop and office attempt to lay stress in keeping health, arranging lodgings for workers and their labouring surroundings with good equipments and facilities for recreation having close connection with their families, guiding their living and giving chances to reflect on their conducts.

We realized significant satisfactory result as we previously expected. During this period, the inspectors of this bureau attempted to make sweeping execution of inspections and night inspections, putting stress chiefly in the protection of juvenile labourers.

3. The status for various examination in accordance with the Regulation of Labour Safety and Sanitation which was resulted as follows:

Examination of boiler body:	11
" special boiler body:	2
" pressure tanks:	17

4. Reports received from inspection offices almost had no matters offended so far.

5. Status of execution of inspection was as follows:

Number of inspectors attended:	32
Number of work shops and offices inspected:	709
Number of cases accused:	1,697
Number of workshops and offices inspected per capita of inspectors:	22.1

C. Enforcement activities including action taken against violators and attitude of the Labour Standard Bureau

1. 1,697 cases of offences were exposed during the month of October.

2. Those offenders except vicious ones made them reflect themselves deeply for this time and directed them that the fact of offence should be corrected within the designated date. And only those who were found in our re-inspection, that they did not obeyed to our intension above, were sent to the procurators office.

3. Details of cases which were sent to the procurators office were as follows:

(a) Yuzo Tsuji and two others, Tsuji Textile Co.,
154 Miyoshi-cho, Kiryu-shi

Offence case against the law by enforcing over-time-work, work in holiday, and midnight work.

(b) Kingo Nagatomi and another one, Toyo Fine Crucible Industry Co., 525-2, Shimizu-cho, Kiryu-shi.

Offence case against the law by default of wages and non-noticed discharge allowance.

(c) Fumio Kiuchi, Kiuchi Lumber Industry Co.,
514, Oaza Fujicka-machi, Tano-gun, Gumma-gun.

Offence against the law by default of wages, non-noticed discharge allowance, reserve fund and retirement allowance.

4. Concerning every case, procurator offices are carrying our disposition, taking close connection with the Labor Standard Bureau.

D. Special condition in this prefecture

Silk reeling works in this prefecture are suffering from shortage of silk cocoons now-a-days, and it is seemed that a considerable number of them will be inevitable to stop their working up to the end of this year.

Adequate measure such as shut-down or curtailment of working shall be carried out for the above. The bureau is now watching them for protection of the workers concerned.

E. Concerning the Workmen's Compensation Insurance

(A) Actual examination of details of claims for compensations and status of payment for them.

1. Following claims for compensation were examined regarding payroll, register of workmen's name and other documents of reference and inquiring to the doctors concerned.

The result was as follows:

(1) Recuperation compensation

16 cases, among which, for two cases, they did not pay any of it.

(2) Shut-down compensation

24 cases, among which, for nine cases, they did not pay any of it.

(3) Accident compensation

19 cases.

(4) Compensation for surviving families

3 cases.

(5) Burial expenses

3 cases.

2. Number of cases for which the compensations were given and their amount of money.

(1) Recuperation compensation

1,337 cases, for which the money amounted to
¥ 2,993,989.13

(2) Shut-down compensation

448 cases, for which the money amounted to
1,076,896.27

(3) Accident compensation

45 cases, for which the money amounted to
1,973,896.80

(4) Compensation for surviving families

3 cases, for which the money amounted to
537,710.00

(5) Burial expenses

3 cases, for which the money amounted to
32,262.60

Total: 1,836 cases, for which the money amounted to

¥ 6,614,754.80

(B) Actual inquiry for details of the reports on insurance dues which were paid at rough estimates, and status of collection of them.

1. The inquiry for details of the reports on insurance premium was carried out regarding number of workmen, number of days attended, total amount of wages and financial results of business of workshops and offices.

The result of it was as follows:

(1) Number of workshops and offices inquired: 22

(2) Number of workshops and offices for which the additional collection of premium were made: 17

The money amounting to ¥ 2,243,600.77

2. Status of collection of the insurance premium:

Status of collection of premium was as follows:

(1) When the bureau executed "The Insurance Management Security Movement," on September 10, the status of collection for September was as follows.

Total decided amount of insurance dues up to September 10

¥ 31,952,106.06

Amount of arrearage of them up to September 10

¥ 6,490,800.31

Thereupon the bureau attempted to make readjustment of arrearage of premium for two months from September 10 to November 10, and obtained the following result.

Insurance premium collected during these two months:

¥ 6,425,800.31

Percentage of collection of the premium arrearage, 99%

(2) Decided amount of insurance premium after the above movement.

Decided amount of insurance premium for October,
for 979 places, amount of money being,

¥ 9,587,845.51

Gross total of insurance due up to October,
for 4,661 places, amount of money being,

¥ 42,866,989.82

(3) Collected amount of insurance dues

Collected amount of insurance premium for October
for 499 places, amount of money being,

¥ 2,740,718.71

Gross total of collected insurance premium up to October,
for 3,273 places, amount of money being,

¥ 29,507,767.72

(4) Arrearage of insurance premium for 1,388
places, amount of money being,

¥ 13,359,222.10

Among the above, those were executed the seizure of
properties,

67 cases, amount of money being,

¥ . 878,757.47

F. Co-operative action by trade unions

(How they acted co-operatively with enforcement of
the law, how they reported the facts of offences
against the law, and their imports.)

1. Number of offences against the law which was
reported by workmen during October was 52 cases. Most of
them were the cases of default or delay of payment of wages.
As to the case of the Haraichi Works of Gumms Silk Reeling
Co., it was reported that the facts of various cases
concerning offences against the Labor Standard Law.

2. The union side is keeping an attitude of co-
operation and surveillance for maintenance of labour
condition in accordance with the Labor Standard Law.

G. Unemployment Insurance Premium collection, coverage of
employers, benefit payment, publicity of the program
to workers and employers

(1) General Affairs

a. Meeting of explanation to enterprisers concerning
application of the Unemployment Insurance Law to daily
workers.

<u>Date</u>	<u>Place</u>	<u>Attendants</u>
Nov. 4	Maebashi-shi	45
Nov. 10	"	32

b. Number of persons given unemployment insurance benefit during November (as of Nov. 20): 5,303

c. Amount of the unemployment insurance benefit given during November (as of Nov. 20): 14,672,051 yen

(2) Application:

a. Number of workshops coming under the Law; 2,762

b. Number of the insured: 80,005

Item:	Male:	52,590
	Female:	27,415

(3) Surveillance:

a. Frequency of surveillances to the workshops coming under the Law during November: 38

b. Number of delinquent workshops out of the above (a): 19

c. Amount of wages not reported yet: 2,485,495 yen

d. Amount of premium additionally collected:

48,800 yen

(4) Incomes and expenditures:

We enforced strongly the arrears settlement, as it is the period for settling arrears strongly, and especially we enforced the compulsory disposition to the delinquent workshops.

a. Amount of the unemployment insurance premium decided to be collected during November: 7,975,573 yen

b. Amount of the insurance premium actually collected during November: 7,698,360 yen

c. Amount of the insurance premium not collected during November: 277,213 yen

d. Disposal as to the unpaid insurance premium:

Attachment: 17 cases

e. Amount attached: 296,615 yen

f. Number of workshops visited for settling arrearage: 385

g. Number of officials used for arrearage settlement:

75 persons

H. Progress, difficulties, and general staff competence in carrying out the employment security and Unemployment Insurance Programs.

1. Organization, management and supervision of the Public Employment Security Office, especially activities of prefectural supervisors and other prefectural managerial staffs.

(a) We made an inspection of the whole business of the below Public Employment Security Office.

November 16, 17 and 18: Gumma Tomioka Public Employment Security Office

(b) We shall call chiefs of Public Employment Security Office of this prefecture to carry out the chiefs' research meeting on management of the Public Employment Security November 28 and 29.

2. Basic Public Employment Security Office operations such as placement service, employers relations and vocational guidance. For the month of November, we have promoted the activities of employment security organs for following objectives:

1) Guidance of unemployment counter-plan businesses.

2) On the attainment of the target of efforts according to the estimated standards of public employment security business.

3) On the enforcement of an employment adjustment emphasizing movement.

4) On the strong enforcement of an offer-of-a-situation development movement.

3. Control and supervision of undemocratic recruitment practices, specifically with reference to labor bosses, illegal labor recruitment, private employment, private employment exchange control.

(a) On laborer recruitment business.

1) Number of those who were concluded as persons carrying out the labor recruitment business from the time the law went into effect to the end of November: 242

2) Number of laborers who were working in the work or business concluded as labor recruitment under the persons of (a): 10,003

3) Number of cases of confirmation that those who had carried out the employment recruitment were completely concluded by the guidance and advice of the public employment security office after concluded: 215

4) Number of indictment cases of those who carried out the labor recruitment: 3

(b) On the illegal labor recruitment business.

Number of cases of indictment of illegal labor recruitment: 1

(c) On the private employment exchange:

1) The commercial employment exchange authorized by the Labor Minister: 1

2) Indictment of illegal employment exchanges: 3

4. Vocational training, including operation of trading centers, referral of trainees by Public Employment Security Offices.

(1) Location and number of public vocational training institutes:

The same as last month.

(2) Sections and vocational training:

Wood work, construction, radio, electricity, weaving, silk-reeling, surveying, bamboo wares, artificial limb, watch repair, Japanese typing.

(3) Capacity and number of present trainees:

Capacity: 330
 Number of present trainees: 309
 Percentage: 97%

Outside of trainees, there are 33 students.

The details are as follows:

Number of trainees:

Wood work	:	32
Construction	:	55
Artificial limb	:	2
Bamboo wares	:	9
Radio	:	65
Electricity	:	28
Silk-reeling	:	28
Watch repair	:	5
Weaving	:	22
Surveying	:	31
Japanese typing	:	32

Number of students:

Silk-reeling	:	4
Wood work	:	15
Bamboo wares	:	1
Radio	:	6
Construction	:	5
Watch repair	:	2

5. Unemployment policy, including unemployment trends, local coordination of public work, and other local measures for unemployment.

(1) Number of the estimated unemployed as of the end of November:

Male:	32,108
Female:	12,171
Total:	44,279

(2) Number of those who were relieved from unemployment by P.E.S.O. during November:

Male:	2,355
Female:	256
Total:	2,611

Classification

(a) Number of those who are engaged in public works:

Male:	1,822
Female:	144
Total:	1,966

(b) Number of those who entered the Public Vocational Training Institutions:

Male:	241
Female:	68
Total:	309

(c) Number of those who are engaged in the unemployment emergency works (only the educated)

Male:	292
Female:	44
Total:	336

2. General condition of labor activities

1) Recently labor union activities are dull in general. Since the industry of Gumma prefecture mostly consists of small and medium enterprises, especially in the prefecture worker's dismissal and wage payment delay caused by dull management have been general and active wage increase struggle has been entirely wiped out.

Almost all labor union members, except in some principal unions, become indifferent to union activities and the existence itself is inclined to become meaningless.

2) Even in major unions, such tendency is common to general union members. Leading staff of every union are worrying about how to pave the way for the plight. The Gumma-ken Branch of the All-Japan Electric Industry Workers Union decided cut of membership dues (to one-third of old one), establishment of organization of sub-branches (to set a sub-branch at every working place) and development of wages struggle (demands of procurement of a new wage standard since October and winter allowance) at the general meeting on November 8. They are trying to unify and strengthen the branch internally by taking up such real subject.

3) The Gumma-ken Teachers Union which had been preparing the pending revision of constitution since last summer decided the draft at the general meeting held at the end of October and intends to open another to decide it formally. The union seems to change its character wholly with the revision.

4) The Gumma-ken Branch of the All-Japan Communications Workers Union which had been seeking to arrange its organization since the personnel reduction of last summer finished the formal registration by the National Personnel Authority with all its 4,000 membership and started the activities as a legal union again.

5) In the General Federation of Local and Municipal Government Workers Unions Gumma-ken Branch, the Gumma Prefectural Government Workers Union, the Municipal Offices Workers Union and the Town and Village Offices Workers Union condemned the Federation's left-wing tendency and announced a joint statement on participation in a new General Federation of Local and Municipal Government Workers Unions standing for a democratic labor front on November 15.

It is being watched with keen interest by all aspects because those unions had been showing vague attitude.

6) All-Japan Labor Unions Unification Congress.

At the latest committee meeting, the Congress decided to accelerate unification of democratic labor unions activities in the Prefecture, i.e., it was decided that the National Railway Workers Union Takasaki Branch develops recommendation of the joint to the Congress toward the labor unions relating to the private railway companies, and the National Federation of Labor Unions Gunma-ken Branch toward the key labor unions belonging to small and medium enterprises.

The Congress proposed to open an arrangement committee for affiliation with the Congress to the Prefectural Government W.U., Teachers U. and All-Japan Express W. U. Gunma-ken Branch taking the form of a round-table conference.

As a result of the above-mentioned activities, the unification movement in the Prefecture is inclined to become active reflecting the situations in center.

3. Activities of labor education

A. Enforcement of cooperation and advice concerning organization and management of trade unions

We enforced the cooperation and advice in each labor policy office and 150 unions are completed during November.

B. Popularization and thoroughness of education concerning nomination and election of the officers of trade union

We carried out the education with the actual and democratic election method and nomination method of the officers of a trade union to each union.

Frequency of enforcement: 35
Number of unions attended: 57

C. Holding of Labor Education Study Round-table Meeting between teachers in charge of social study of the upper secondary schools and lower secondary schools, and the labor policy officers

For making the students of upper and lower secondary schools who will become the workers before long, know the common sense of the sound labor problems through the course of the social study, the labor education study meeting was held at fifteen times for the upper and lower secondary school at each city and county in November under the auspices of the Secretariate of the Board of Education and the Labor Policy Section for the purpose of offering the data for labor education to teachers in charge of social study.

D. Preparation of education concerning establishment of grievance machinery (enforced investigation of actual condition)

We enforced the investigation of actual condition that how the grievance had been treated at the workshops in the prefecture and how the labourers were thinking at their workshops at present as the preparation for establishing the custom of the grievance settlement procedure making employers and labourers know the right meaning of the Grievance Machinery and the preparation for grievance settlement education, to be held from December, was arranged.

E. Issue of the fourth edition of the organ "Rodo Gumma" (Labor Gumma).

As the organ of the Labor Policy Section, "the Rodo (Labor) Gumma" was issued with 32 pages and duodecimo, and 1,500 copies were distributed to the bodies concerned. We investigated the effect of it hearing the open-hearted opinions of readers, and the result was very good. And as this organ is an only organ for labor education in the prefecture, the persons concerned have interest to it.

4. Do the trade unions carry out the labor education positively?

A. Degree of cooperation to the labor education administration

On the whole, the trade unions are cooperating to the labor education administration.

In some unions where activities are not so active, positive education of the unionists were not held and the labor education sponsored by the Labor Policy Section and the Labor Policy Office were depended by them.

On the contrary, extreme unions had the tendency to avoid the labor education administration, but such unions are very few.

B. Enforcing condition of the democratic education of the unionists

In unions with higher level than the standard line, the education of the unionists are carried out actively.

And at present, the thought that struggle is the best education for the unionists was vanished away.

But, the unions of more than a half are lower than the level, so it is impossible to say that the positive education of the unionists is being carried out in these unions.

5. Dissolution of labor unions

Six labor unions have been recently dissolved for a month by following reasons.

Closing of factories : 4
Dissolved voluntarily : 1
Change of organization: 1

They are classified by industry as follows:

Machine and tool industry: 2
Lumbering and wood work : 2
Metal industry : 1
Electric " : 1

6. Labor disputes

During this month, there have been found only 6 cases of labor disputes as follows:

Demands concerned in pay: 3 cases
Retiring allowance : 1 case
Increase of wages : 1 "
Payment of the allowances: 1 "

Retraction of dismissal : 2 cases

Breach of contract concerning the exclusive right in relation to transference of workshops: 1 case

These labor unions are classified as follows:

(A) U.F.L. : 1
CIO : 2
Neutral : 1
Independent: 2

(B) Machine and tool industry: 2
Wood work : 1
Freight traffic : 1
Spinning and weaving : 1
Metal industry : 1

775013

Among them, three cases have been under negotiation.
"Eikosha", "Tomo Senshi" and "Matsuida" Branch of "Gumma"
Truck Co., Ltd.

2 unions of the Matsuida Branch of Gumma Truck Co., Ltd. and
"Eikosha" offered mediation to the Local Labor Relations
Committee to settle their disputes.

C. Particular disputes occurred during the month.

1. Dispute of the Gumma Silk Manufacturing Co., Ltd.
Haraichi Plant.

(1) Name of plant:

Gumma Silk Manufacturing Co., Ltd.
Haraichi Plant.

(2) Location:

364 Haraichi, Haraichi-machi, Usui-gun.

(3) Name of persons concerned:

Company side: Plant Manager Umpei Hagiwara
Union side: Union President Senju Handa
Representative of discharged persons:
Fumie Ikoma

(4) Number of employees:

Male: 25 Female: 330 Total: 355

(5) Outline of the facts:

As to the company's proposal that the company should pay 500 yen a person instead of annual recreation travel at the executive committee meeting on October 27, the committee members of the Re-reeling Dept. demanded explanation from the plant manager.

But the company refused the union's demand by reason of absence of the plant manager, and 32 women workers of the Re-reeling Dept. didn't set about work turning off the steam for about 25 minutes at two times.

The plant manager ordered discharge of 32 girls in application of Art. 37 of the Work Regulations on the evening of the same day, but all of them refused the order.

And they rushed into struggle remaining indoors of their own dormitory and complained to the Prefectural Labor Policy Section and the Labor Standard Bureau calling in aid of the Prefectural Labor Conference and the Communists.

- 2 -

On November 5, representative Fumie Ikoma of the discharged persons petitioned to the Local Labor Relations Committee for mediation to withdrawal of discharge, but the company didn't yield a step because disposal of the plant manager was judged conclusive at the managing conference and the union mass meeting, and they are now opposed to each other.

Attracting public attention after that, this matter was decided to be investigated by the All Gumma Labor Union Consolidation Conference, to be conducted by the Legal Affairs Bureau Personal Rights Protection Consultation Office as the personal rights question and to be adopted by the Local Labor Committee as the wrongful labor disposition.

And the silk industry world is paying attention on the decision of the Local Labor Relations Committee as a touchstone of coming personal cut in future.

2. Dispute of the Tomo Silk Co., Ltd. Workers Union.

(1) Name of plant:

Tomo Silk Co., Ltd.

(2) Location:

6-53 Hirosawa-cho, Kiryu-shi.

(3) Name of union representative:

Saburo Shimada

(4) Number of union members:

Male: 39 Female: 117 Total: 156

(5) Upper bodies:

National Federation of Silk Labor Union.

Gumma-ken Federation of Silk Labor Union.

(6) Facts:

The company announced personal cut of 5 to 7 male workers from by reason of the enterprise rationalization to the union on November 11 and ordered to pay the retiring allowances of portion of average two months including the discharge allowances equivalent to one month wage (the average wages were about 3,400 yen) for them.

At the extra mass meeting on November 10, the union decided to demand a perfect employment to the company strongly because the enterprise rationalization plan of the company was persistent demand of sacrifice to the union and set about collective bargaining from November 11, but the company didn't yield a step persisting in the first proposal.

The company tried to hand over a dismissal notices to seven workers including three union staffs, but they refused acceptance of the notices.

As the union thought that it was extremely adverse for the union to demand only perfect employment from the strategic point of view, the union took the collective bargaining for the second time demanding the retiring allowances of portion of six month wages on November 13, but this negotiation was not concluded.

The company mailed the dismissal notice to the dismissed workers on November 13, but all seven workers sent back the notices to the company.

The company handed over about two months' portion of average wages to six persons excepting one person as an advance payment of retiring allowance on November 14, and six persons received the money despite they didn't know character of the money.

When they came to know of the fact that it was an advance payment of retiring allowances, they handed back the money to the company.

As the company refused to receive the money, the union kept it in the Iizuka Partnership's warehouse as a joint keeping of the union and the company.

At the union mass meeting on November 16, the union decided to refer mediation to the Local Labor Committee because the disposition taken by the company overrode the wishes of the union and to conclude a labor agreement to the last of struggle for establishment of the proper relation between labor and management in future, and the union took the collective bargaining with the company on November 17.

But this negotiation was broken off again, and the union petitioned the Local Labor Relations Committee for mediation under the demands of withdrawal of dismissal, establishment of retiring allowances system and conclusion of labor agreement on November 18.

Though seven persons were threatened strongly with eviction of the dormitory within a week from the day when they were given the dismissal notice by the company, this question was understood to be reserved till the settlement of the struggle by the Local Labor Relations Committee as a result of negotiation between the Local Labor Relations Committee Officers and the company at the plant on November 19.

The Local Labor Relations Committee decided mediation of this question establishing the sub-committee (representative of public benefit Mr. Osawa, representative of management Mr. Shimizu and representative of labor Mr. Takamura) at the general meeting on November 22, and to hear the circumstances calling representatives of labor and management.

775013

GOVERNOR'S OFFICE
GUMMA PREFECTURE
Maebashi City
Tel. 4551 4561

TY/-/mi

November 30, 1949

SUBJECT: Monthly Labor Report
TO : Kanto Civil Affairs Region
THROUGH: Japanese Liaison Office

Sir:

The subject report for the month
of November is hereby submitted enclosed.

Truly yours,

Tansho Yamazaki
TANSHO YAMAZAKI,

Director of Public Relations
Bureau, Gumma-ken

1. Chief movements and directions of labor tendencies during the month

A. Administrative problems:

For the sake of simplification of office work due to need in accordance with enforcement of administrative readjustment, the Gumma Labor Standard Bureau devised so as to be able to concentrate the whole mind of personnel to the supervision of offices concerned, eliminating useless formalities in procedures on office work and executing the readjustment of various reports after the ministerial ordinance was amended.

B. Action of inspectors, frequency of their inspections and import of their reports

1. Number of cases for which we sent the offenders to procurators offices was three, and number of work shops and offices inspected per capita of inspectors during this month was 22.1.

2. For a week from November 14, the bureau executed "The Protection Movement for Working Juveniles", advocating cooperatively with the Gumma Office of Women and Children Bureau and the Gumma-ken Board of Education, and made every working shop and office attempt to lay stress in keeping health, arranging lodgings for workers and their labouring surroundings with good equipments and facilities for recreation having close connection with their families, guiding their living and giving chances to reflect on their conducts.

We realized significant satisfactory result as we previously expected. During this period, the inspectors of this bureau attempted to make sweeping execution of inspections and night inspections, putting stress chiefly in the protection of juvenile labourers.

3. The status for various examinations in accordance with the Regulation of Labour Safety and Sanitation which was resulted as follows:

Examination of boiler body:	11
" special boiler body:	2
" pressure tanks:	17

4. Reports received from inspection offices almost had no matters offended so far.

5. Status of execution of inspection was as follows:

Number of inspectors attended:	32
Number of work shops and offices inspected:	709
Number of cases accused:	1,697
Number of workshops and offices inspected per capita of inspectors:	22.1

C. Enforcement activities including action taken against violators and attitude of the Labour Standard Bureau

1. 1,697 cases of offences were exposed during the month of October.

2. Those offenders except vicious ones made them reflect themselves deeply for this time and directed them that the fact of offence should be corrected within the designated date. And only those who were found in our re-inspection, that they did not obeyed to our intension above, were sent to the procurators office.

3. Details of cases which were sent to the procurators office were as follows:

(a) Yuzo Tsuji and two others, Tsuji Textile Co.,
154 Miyoshi-cho, Kiryu-shi

Offence case against the law by enforcing over-time-work, work in holiday, and midnight work.

(b) Kingo Nagatomi and another one, Toyo Fine Crucible Industry Co., 525-2, Shimizu-cho, Kiryu-shi.

Offence case against the law by default of wages and non-noticed discharge allowance.

(c) Fumio Kiuchi, Kiuchi Lumber Industry Co.,
514, Oaza Fujioka-machi, Tano-gun, Gumma-gun.

Offence against the law by default of wages, non-noticed discharge allowance, reserve fund and retirement allowance.

4. Concerning every case, procurator offices are carrying our disposition, taking close connection with the Labor Standard Bureau.

D. Special condition in this prefecture

Silk reeling works in this prefecture are suffering from shortage of silk cocoons now-a-days, and it is seemed that a considerable number of them will be inevitable to stop their working up to the end of this year.

Adequate measure such as shut-down or curtailment of working shall be carried out for the above. The bureau is now watching them for protection of the workers concerned.

E. Concerning the Workmen's Compensation Insurance

(A) Actual examination of details of claims for compensations and status of payment for them.

1. Following claims for compensation were examined regarding payroll, register of workmen's name and other documents of reference and inquiring to the doctors concerned.

The result was as follows:

(1) Recuperation compensation

16 cases, among which, for two cases, they did not pay any of it.

(2) Shut-down compensation

24 cases, among which, for nine cases, they did not pay any of it.

(3) Accident compensation

19 cases.

(4) Compensation for surviving families

3 cases.

(5) Burial expenses

3 cases.

2. Number of cases for which the compensations were given and their amount of money.

(1) Recuperation compensation

1,337 cases, for which the money amounted to
¥ 2,993,989.13

(2) Shut-down compensation

448 cases, for which the money amounted to
1,076,896.27

(3) Accident compensation

45 cases, for which the money amounted to
1,973,896.80

(4) Compensation for surviving families

3 cases, for which the money amounted to
537,710.00

(5) Burial expenses

3 cases, for which the money amounted to
32,262.60

Total: 1,836 cases, for which the money amounted to

¥ 6,614,754.80

(B) Actual inquiry for details of the reports on insurance dues which were paid at rough estimates, and status of collection of them.

1. The inquiry for details of the reports on insurance premium was carried out regarding number of workmen, number of days attended, total amount of wages and financial results of business of workshops and offices.

The result of it was as follows:

(1) Number of workshops and offices inquired: 22

(2) Number of workshops and offices for which the additional collection of premium were made: 17

The money amounting to ¥ 2,243,600.77

2. Status of collection of the insurance premium:

Status of collection of premium was as follows:

(1) When the bureau executed "The Insurance Management Security Movement," on September 10, the status of collection for September was as follows.

Total decided amount of insurance dues up to September 10

¥ 31,952,106.06

Amount of arrearage of them up to September 10

¥ 6,490,800.31

Thereupon the bureau attempted to make readjustment of arrearage of premium for two months from September 10 to November 10, and obtained the following result.

Insurance premium collected during these two months:

¥ 6,425,800.31

Percentage of collection of the premium arrearage, 99%

(2) Decided amount of insurance premium after the above movement.

Decided amount of insurance premium for October,
for 979 places, amount of money being,

¥ 9,587,845.51

Gross total of insurance due up to October,
for 4,661 places, amount of money being,

¥ 42,866,989.82

(3) Collected amount of insurance dues

Collected amount of insurance premium for October
for 499 places, amount of money being,

¥ 2,740,718.71

Gross total of collected insurance premium up to October,
for 3,273 places, amount of money being,

¥ 29,507,767.72

(4) Arrearage of insurance premium for 1,388
places, amount of money being,

¥ 13,359,222.10

Among the above, those were executed the seizure of
properties,

67 cases, amount of money being,

¥ 878,757.47

F. Co-operative action by trade unions
(How they acted co-operatively with enforcement of
the law, how they reported the facts of offences
against the law, and their imports.)

1. Number of offences against the law which was
reported by workmen during October was 52 cases. Most of
them were the cases of default or delay of payment of wages.
As to the case of the Haraichi Works of Gumms' Silk Reeling
Co., it was reported that the facts of various cases
concerning offences against the Labor Standard Law.

2. The union side is keeping an attitude of co-
operation and surveillance for maintenance of labour
condition in accordance with the Labor Standard Law.

G. Unemployment Insurance Premium collection, coverage of
employers, benefit payment, publicity of the program
to workers and employers

(1) General Affairs

a. Meeting of explanation to enterprisers concerning
application of the Unemployment Insurance Law to daily
workers.

<u>Date</u>	<u>Place</u>	<u>Attendants</u>
Nov. 4	Maebashi-shi	45
Nov. 10	"	32

b. Number of persons given unemployment insurance benefit during November (as of Nov. 20): 5,303

c. Amount of the unemployment insurance benefit given during November (as of Nov. 20): 14,672,051 yen

(2) Application:

a. Number of workshops coming under the Law: 2,762

b. Number of the insured: 80,005

Item:	Male:	52,590
	Female:	27,415

(3) Surveillance:

a. Frequency of surveillances to the workshops coming under the Law during November: 38

b. Number of delinquent workshops out of the above (a): 19

c. Amount of wages not reported yet: 2,485,495 yen

d. Amount of premium additionally collected:

48,800 yen

(4) Incomes and expenditures:

We enforced strongly the arrears settlement, as it is the period for settling arrears strongly, and especially we enforced the compulsory disposition to the delinquent workshops.

a. Amount of the unemployment insurance premium decided to be collected during November: 7,975,573 yen

b. Amount of the insurance premium actually collected during November: 7,698,360 yen

c. Amount of the insurance premium not collected during November: 277,213 yen

d. Disposal as to the unpaid insurance premium:

Attachment: 17 cases

e. Amount attached: 296,615 yen

f. Number of workshops visited for settling arrearage: 385

g. Number of officials used for arrearage settlement:

75 persons

H. Progress, difficulties, and general staff competence in carrying out the employment security and Unemployment Insurance Programs.

1. Organization, management and supervision of the Public Employment Security Office, especially activities of prefectural supervisors and other prefectural managerial staffs.

(a) We made an inspection of the whole business of the below Public Employment Security Office.

November 16, 17 and 18: Gunma Tomioka Public Employment Security Office

(b) We shall call chiefs of Public Employment Security Office of this prefecture to carry out the chiefs' research meeting on management of the Public Employment Security November 28 and 29.

2. Basic Public Employment Security Office operations such as placement service, employers relations and vocational guidance. For the month of November, we have promoted the activities of employment security organs for following objectives:

1) Guidance of unemployment counter-plan businesses.

2) On the attainment of the target of efforts according to the estimated standards of public employment security business.

3) On the enforcement of an employment adjustment emphasizing movement.

4) On the strong enforcement of an offer-of-a-situation development movement.

3. Control and supervision of undemocratic recruitment practices, specifically with reference to labor bosses, illegal labor recruitment, private employment, private employment exchange control.

(a) On laborer recruitment business.

1) Number of those who were concluded as persons carrying out the labor recruitment business from the time the law went into effect to the end of November: 242

2) Number of laborers who were working in the work or business concluded as labor recruitment under the persons of (a): 10,003

3) Number of cases of confirmation that those who had carried out the employment recruitment were completely concluded by the guidance and advice of the public employment security office after concluded: 215

4) Number of indictment cases of those who carried out the labor recruitment: 3

(b) On the illegal labor recruitment business.

Number of cases of indictment of illegal labor recruitment: 1

(c) On the private employment exchange:

1) The commercial employment exchange authorized by the Labor Minister: 1

2) Indictment of illegal employment exchanges: 3

4. Vocational training, including operation of trading centers, referral of trainees by Public Employment Security Offices.

(1) Location and number of public vocational training institutes:

The same as last month.

(2) Sections and vocational training:

Wood work, construction, radio, electricity, weaving, silk-reeling, surveying, bamboo wares, artificial limb, watch repair, Japanese typing.

(3) Capacity and number of present trainees:

Capacity: 330
 Number of present trainees: 309
 Percentage: 97%

Outside of trainees, there are 33 students.

The details are as follows:

Number of trainees:

Wood work	:	32
Construction	:	55
Artificial limb	:	2
Bamboo wares	:	9
Radio	:	65
Electricity	:	28
Silk-reeling	:	28
Watch repair	:	5
Weaving	:	22
Surveying	:	31
Japanese typing	:	32

Number of students:

Silk-reeling	:	4
Wood work	:	15
Bamboo wares	:	1
Radio	:	6
Construction	:	5
Watch repair	:	2

5. Unemployment policy, including unemployment trends, local coordination of public work, and other local measures for unemployment.

(1) Number of the estimated unemployed as of the end of November:

Male:	32,108
Female:	12,171
Total:	44,279

(2) Number of those who were relieved from unemployment by P.E.S.O. during November:

Male:	2,355
Female:	256
Total:	2,611

Classification

(a) Number of those who are engaged in public works:

Male:	1,822
Female:	144
Total:	1,966

(b) Number of those who entered the Public Vocational Training Institutions:

Male:	241
Female:	68
Total:	309

(c) Number of those who are engaged in the unemployment emergency works (only the educated)

Male:	292
Female:	44
Total:	336

2. General condition of labor activities

1) Recently labor union activities are dull in general. Since the industry of Gumma prefecture mostly consists of small and medium enterprises, especially in the prefecture worker's dismissal and wage payment delay caused by dull management have been general and active wage increase struggle has been entirely wiped out.

Almost all labor union members, except in some principal unions, become indifferent to union activities and the existence itself is inclined to become meaningless.

2) Even in major unions, such tendency is common to general union members. Leading staff of every union are worrying about how to pave the way for the plight. The Gumma-ken Branch of the All-Japan Electric Industry Workers Union decided cut of membership dues (to one-third of old one), establishment of organization of sub-branches (to set a sub-branch at every working place) and development of wages struggle (demands of procurement of a new wage standard since October and winter allowance) at the general meeting on November 8. They are trying to unify and strengthen the branch internally by taking up such real subject.

3) The Gumma-ken Teachers Union which had been preparing the pending revision of constitution since last summer decided the draft at the general meeting held at the end of October and intends to open another to decide it formally. The union seems to change its character wholly with the revision.

4) The Gumma-ken Branch of the All-Japan Communications Workers Union which had been seeking to arrange its organization since the personnel reduction of last summer finished the formal registration by the National Personnel Authority with all its 4,000 membership and started the activities as a legal union again.

5) In the General Federation of Local and Municipal Government Workers Unions Gumma-ken Branch, the Gumma Prefectural Government Workers Union, the Municipal Offices Workers Union and the Town and Village Offices Workers Union condemned the Federation's left-wing tendency and announced a joint statement on participation in a new General Federation of Local and Municipal Government Workers Unions standing for a democratic labor front on November 15.

It is being watched with keen interest by all aspects because those unions had been showing vague attitude.

6) All-Japan Labor Unions Unification Congress.

At the latest committee meeting, the Congress decided to accelerate unification of democratic labor unions activities in the Prefecture, i.e., it was decided that the National Railway Workers Union Takasaki Branch develops recommendation of the joint to the Congress toward the labor unions relating to the private railway companies, and the National Federation of Labor Unions Gumma-ken Branch toward the key labor unions belonging to small and medium enterprises.

The Congress proposed to open an arrangement committee for affiliation with the Congress to the Prefectural Government W.U., Teachers U. and All-Japan Express W. U. Gumma-ken Branch taking the form of a round-table conference.

As a result of the above-mentioned activities, the unification movement in the Prefecture is inclined to become active reflecting the situations in center.

3. Activities of labor education

A. Enforcement of cooperation and advice concerning organization and management of trade unions

We enforced the cooperation and advice in each labor policy office and 150 unions are completed during November.

B. Popularization and thoroughness of education concerning nomination and election of the officers of trade union

We carried out the education with the actual and democratic election method and nomination method of the officers of a trade union to each union.

Frequency of enforcement: 35
Number of unions attended: 57

C. Holding of Labor Education Study Round-table Meeting between teachers in charge of social study of the upper secondary schools and lower secondary schools, and the labor policy officers

For making the students of upper and lower secondary schools who will become the workers before long, know the common sense of the sound labor problems through the course of the social study, the labor education study meeting was held at fifteen times for the upper and lower secondary school at each city and county in November under the auspices of the Secretariate of the Board of Education and the Labor Policy Section for the purpose of offering the data for labor education to teachers in charge of social study.

D. Preparation of education concerning establishment of grievance machinery (enforced investigation of actual condition)

We enforced the investigation of actual condition that how the grievance had been treated at the workshops in the prefecture and how the labourers were thinking at their workshops at present as the preparation for establishing the custom of the grievance settlement procedure making employers and labourers know the right meaning of the Grievance Machinery and the preparation for grievance settlement education, to be held from December, was arranged.

E. Issue of the fourth edition of the organ "Rodo Gumma" (Labor Gumma)

As the organ of the Labor Policy Section, "the Rodo (Labor) Gumma" was issued with 32 pages and duodecimo, and 1,500 copies were distributed to the bodies concerned. We investigated the effect of it hearing the open-hearted opinions of readers, and the result was very good. And as this organ is an only organ for labor education in the prefecture, the persons concerned have interest to it.

4. Do the trade unions carry out the labor education positively?

A. Degree of cooperation to the labor education administration

On the whole, the trade unions are cooperating to the labor education administration.

In some unions where activities are not so active, positive education of the unionists were not held and the labor education sponsored by the Labor Policy Section and the Labor Policy Office were depended by them.

On the contrary, extreme unions had the tendency to avoid the labor education administration, but such unions are very few.

B. Enforcing condition of the democratic education of the unionists

In unions with higher level than the standard line, the education of the unionists are carried out actively.

And at present, the thought that struggle is the best education for the unionists was vanished away.

But, the unions of more than a half are lower than the level, so it is impossible to say that the positive education of the unionists is being carried out in these unions.

5. Dissolution of labor unions

Six labor unions have been recently dissolved for a month by following reasons.

Closing of factories : 4
Dissolved voluntarily : 1
Change of organization: 1

They are classified by industry as follows:

Machine and tool industry: 2
Lumbering and wood work : 2
Metal industry : 1
Electric " : 1

6. Labor disputes

During this month, there have been found only 6 cases of labor disputes as follows:

Demands concerned in pay: 3 cases
Retiring allowance : 1 case
Increase of wages : 1 "
Payment of the allowances: 1 "

Retraction of dismissal : 2 cases

Breach of contract concerning the exclusive right in relation to transference of workshops: 1 case

These labor unions are classified as follows:

(A) U.F.L. : 1
CIO : 2
Neutral : 1
Independent: 2

(B) Machine and tool industry: 2
Wood work : 1
Freight traffic : 1
Spinning and weaving : 1
Metal industry : 1

Among them, three cases have been under negotiation.

"Eikosha", "Tomo Sanshi" and "Matsuida" Branch of "Gumma"
Truck Co., Ltd.

2 unions of the Matsuida Branch of Gumma Truck Co., Ltd, and
"Eikosha" offered mediation to the Local Labor Relations
Committee to settle their disputes.

C. Particular disputes occurred during the month.

1. Dispute of the Gumma Silk Manufacturing Co., Ltd.
Haraichi Plant.

(1) Name of plant:

Gumma Silk Manufacturing Co., Ltd.
Haraichi Plant.

(2) Location:

364 Haraichi, Haraichi-machi, Usui-gun.

(3) Name of persons concerned:

Company side: Plant Manager Umpei Hagiwara
Union side: Union President Senju Handa
Representative of discharged persons:
Fumie Ikoma

(4) Number of employees:

Male: 25 Female: 330 Total: 355

(5) Outline of the facts:

As to the company's proposal that the company should pay 500 yen a person instead of annual recreation travel at the executive committee meeting on October 27, the committee members of the Re-reeling Dept. demanded explanation from the plant manager.

But the company refused the union's demand by reason of absence of the plant manager, and 32 women workers of the Re-reeling Dept. didn't set about work turning off the steam for about 25 minutes at two times.

The plant manager ordered discharge of 32 girls in application of Art. 37 of the Work Regulations on the evening of the same day, but all of them refused the order.

And they rushed into struggle remaining indoors of their own dormitory and complained to the Prefectural Labor Policy Section and the Labor Standard Bureau calling in aid of the Prefectural Labor Conference and the Communists.

- 2 -

On November 5, representative Fumie Ikoma of the discharged persons petitioned to the Local Labor Relations Committee for mediation to withdrawal of discharge, but the company didn't yield a step because disposal of the plant manager was judged conclusive at the managing conference and the union mass meeting, and they are now opposed to each other.

Attracting public attention after that, this matter was decided to be investigated by the All Gumma Labor Union Consolidation Conference, to be conducted by the Legal Affairs Bureau Personal Rights Protection Consultation Office as the personal rights question and to be adopted by the Local Labor Committee as the wrongful labor disposition.

And the silk industry world is paying attention on the decision of the Local Labor Relations Committee as a touchstone of coming personal cut in future.

2. Dispute of the Tomo Silk Co., Ltd. Workers Union.

(1) Name of plant:

Tomo Silk Co., Ltd.

(2) Location:

6-53 Hirosawa-cho, Kiryu-shi.

(3) Name of union representative:

Saburo Shimada

(4) Number of union members:

Male: 39 Female: 117 Total: 156

(5) Upper bodies:

National Federation of Silk Labor Union.

Gumma-ken Federation of Silk Labor Union.

(6) Facts:

The company announced personal cut of 5 to 7 male workers from by reason of the enterprise rationalization to the union on November 11 and ordered to pay the retiring allowances of portion of average two months including the discharge allowances equivalent to one month wage (the average wages were about 3,400 yen) for them.

At the extra mass meeting on November 10, the union decided to demand a perfect employment to the company strongly because the enterprise rationalization plan of the company was persistent demand of sacrifice to the union and set about collective bargaining from November 11, but the company didn't yield a step persisting in the first proposal.

The company tried to hand over a dismissal notices to seven workers including three union staffs, but they refused acceptance of the notices.

As the union thought that it was extremely adverse for the union to demand only perfect employment from the strategic point of view, the union took the collective bargaining for the second time demanding the retiring allowances of portion of six month wages on November 13, but this negotiation was not concluded.

The company mailed the dismissal notice to the dismissed workers on November 13, but all seven workers sent back the notices to the company.

The company handed over about two months' portion of average wages to six persons excepting one person as an advance payment of retiring allowance on November 14, and six persons received the money despite they didn't know character of the money.

When they came to know of the fact that it was an advance payment of retiring allowances, they handed back the money to the company.

- 4 -

As the company refused to receive the money, the union kept it in the Iizuka Partnership's warehouse as a joint keeping of the union and the company.

At the union mass meeting on November 16, the union decided to refer mediation to the Local Labor Committee because the disposition taken by the company overrode the wishes of the union and to conclude a labor agreement to the last of struggle for establishment of the proper relation between labor and management in future, and the union took the collective bargaining with the company on November 17.

But this negotiation was broken off again, and the union petitioned the Local Labor Relations Committee for mediation under the demands of withdrawal of dismissal, establishment of retiring allowances system and conclusion of labor agreement on November 18.

Though seven persons were threatened strongly with eviction of the dormitory within a week from the day when they were given the dismissal notice by the company, this question was understood to be reserved till the settlement of the struggle by the Local Labor Relations Committee as a result of negotiation between the Local Labor Relations Committee Officers and the company at the plant on November 19.

The Local Labor Relations Committee decided mediation of this question establishing the sub-committee (representative of public benefit Mr. Osawa, representative of management Mr. Shimizu and representative of labor Mr. Takamura) at the general meeting on November 22, and to hear the circumstances calling representatives of labor and management.

RESTRICTEDReports Control
Symbol QESS-02(R-3)HEADQUARTERS
GUMMA CIVIL AFFAIRS TEAM
APO 201 UNIT 3

ANNEX C

LABOR SURVEILLANCE REPORT

1. IDENTIFICATION

- a. Gumma Prefecture
- b. Report for month of September 1949
- c. Report prepared by Eddie S. Higuchi, DAC

2. LABOR PROCUREMENT AND OCCUPATION FORCE WORKERS

Negative.

3. LABOR STANDARDS LAW

Although the Bureau has reshuffled personnel to increase the efficiency of its staff, lack of transportation and telephone facilities is still the major obstacle to obtain efficient operation of the Labor Standards Offices.

In addition to supervision, lectures, training and weekly conferences, an inspection team composed of four inspectors was formed to check, observe instruct, and guide the various Labor Standards Field Offices. It is anticipated that the team will establish a closer supervision and liaison with the Field Offices.

Speakers from the prefecture Labor Policy Section and the procurators' office gave talks on the "Revision of Trade Union Law" and "Handling Judicial Cases by the Inspectors" to the officials of the Labor Standards Offices.

Thirty-seven complaints were received from the workers during the month, the majority dealing with delayed payment or non-payment of wages.

CA-4 Annex C September GCAT

RESTRICTED

RESTRICTED

Annex C to Monthly Civil Affairs Activities Report for September, contd.

Thirty-two inspectors have inspected 480 establishments and discovered 1,220 violations; one referred to the procurators office and rest were minor in nature.

The procurator's office forwarded a case involving minors' overtime work to the Takasaki District Court. The court found the employer guilty and fined him ¥ 3,000.

4. WORKMEN'S COMPENSATION INSURANCE LAW

409 benefit claims have been filed with the Bureau. A total of ¥ 5,057,453 was paid during the reporting period.

650 cases of delinquency payment, for three months or more, exist in the prefecture. An increase of delinquent payment is noted as more and more companies are unable to collect for their finished products. Majority of delinquents are the lumber mills, construction firms, public works and machine tool companies.

5. WOMEN AND MINORS' BUREAU

Negative.

6. EMPLOYMENT SECURITY AND UNEMPLOYMENT INSURANCE PROGRAM

Two meetings were held with PESO officials on problems of unemployment programs and placement services; and special emphasis was made in regards to placement service of the handicapped.

A total of ¥ 8,542,325 insurance benefits was paid to 4,928 unemployees during the reporting period.

^{ledgers} Wage leaders of twelve employers, which were checked by the prefecture auditors, revealed evasion of premium payment. Employers were warned to make immediate payment or have their properties attached. Forty-five properties were attached for ¥ 1,173,300, delinquent payments during the reporting period.

42,731 were estimated as unemployed in this prefecture for the month of September. 1,424 unemployed were placed by placement services, 750 into public works, 325 into cooperative workshop, twenty-nine into counter unemployment measure programs and 320 into others.

CA-4 Annex C September GCAT

RESTRICTED

RESTRICTED

Annex C to Monthly Civil Affairs Activities Report for September, contd.

7. LABOR RELATIONS

Closer cooperation between Labor Policy Section and its field offices is noted. Plan similar to above Labor Standards Bureau's inspection team is being considered with the exception that the members of the team, composed of five to six officials, will be picked from the Labor Policy Section and Field offices officials. A better relationship and understanding between the Section and field office is expected from the plan.

To date the Labor Policy Section has compiled the following data re compliance by labor unions on Article 2 and 5 of the Trade Union Law:

- a. Paragraph 1 of Article 2
 - 1. 554 unions have complied.
 - 2. Thirteen unions have not complied.
- b. Paragraph 2 of Article 2
 - 1. 568 unions have complied.
 - 2. Three unions have not complied.
- c. Paragraph 2 of Article 5
 - 1. 532 unions will comply.
 - 2. Four unions have not indicated compliance.

No major changes of union leadership have occurred during the reporting period. It is expected that the revision of the constitution of the Teachers Unions may result in a change of leadership from communist to democratic elements.

8. LABOR EDUCATION

Seventy-two meetings were sponsored by Labor Policy Section and five meetings by Labor Unions during the reporting period. Eight office conferences were held with the prefectural officials.

Reports on the result of the demonstration of nomination and election procedures of union officials are favorable and satisfactory.

CA-4 Annex C September GCAT

RESTRICTED

145

O RESTRICTED

Annex C to Monthly Civil Affairs Activities Report for September, contd.

Many of the unions are providing detailed nomination and election procedures in their constitutions; and particularly noted was the provision for secret ballots.

Since the majority of the field offices have completed their rounds on the demonstration of nomination and election procedures, they are returning to the labor unions to go over the procedures and to clarify any misunderstanding that may be in the minds of union members. Also the Labor Policy and field offices are scheduling similar demonstrations on other parts of the parliamentary procedures such as obtaining the floor, making motions and resolutions, duties of the chairman, etc.

CA-4 Annex C September GCAT

RESTRICTED

145