	(W)	
Wages	Chingin	賃金
Wage adjustment plan	Chingin chōsei hōshiki	賃金調整方式
Wage on efficiency	Nōritsu chingin	能率賃金
W.F.T.U.(Worlds Federation of Trade Unions)	Sekai rōdō kumiai remmei	世界労働組合連盟
Wage payment or collection	Chingin shikyū matawa chōshū	賃金支給又は徴収
Wage, prevailing	Chingin, seken ippan no	賃金，世間一般の
Wage-price relationship	Chingin-bukka kankei	賃金物價関係
Wage provisions	Chingin jōkō	賃金條項
Waiting time	Temachi jikan	手待時間
Walk out	Shokuba hōki	職場放棄
Warning	Keikoku	警告
Wild cat strike	Yamaneko sōgi	山猫爭議
Withdrawal card	Taishoku kādo	退職カード
Withdraw a motion	Dōgi tekkai	動議撤回
Woman's auxiliary	Kumiai enjo fujinkai	組合援助婦人会
Woman in industry	Sangyō fujin	産業婦人
Work assignment	Sagyō jūto	作業充当
Work day, work week	Ichinichi rōdō jikan, isshū rōdō jikan	一日労働時間，一週労働時間
Work efficiency	Sagyō nōritsu	作業能率
Work permit	Sagyō kyoka	作業許可
Work relief project	Kyūsai jigyō keikaku	救済事業計劃
Work sharing plan	Shigoto bunkatsu keikaku	仕事分割計劃
Working environment	Sagyō kankyō	作業環境
Workmen's compensation	Rōdōsha saigai hoshō	労働者災害補償
Workshops	Sagyōjō	作業場
	(Y)	
Yellow dog contract	Kōkon keiyaku	黄犬契約

WORD LIST OF LABOR

TERMINOLOGY

2nd
Edition

(English-Japanese)

GENERAL HEADQUARTERS
SUPREME COMMANDER FOR THE ALLIED POWERS
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Note: Several English terms have commonly been translated into Japanese expressions which confuse rather than explain the meaning. A fuller explanation, therefore, is necessary of the most important of these terms.

Local union In America this is a body, usually composed of workers in a single factory or office, whose members formulate policy in frequent meetings. Japanese union structure is often more complicated. The members of various "tani kumiai" may meet frequently at the factory and elect delegates to a "shibu kumiai", composed of workers in several factories, which is the policy-making body but which holds a full membership meeting only once a year. Thus, monthly meetings and policy-making, which are both carried on in an American local union, may be separated in Japan. So the term "local union" is sometimes translated as "tani kumiai" and sometimes as "shibu kumiai". A third term, "chiho kumiai", which is also used, may refer to the "shibu kumiai," or to a still broader district organization.

Management council The "keiei kyogi kai" is an institution peculiar to Japan, wherein the company and the union try to settle all kinds of labor problems, big and small, and also consider production problems. It has some points in common with the "factory committees" found in many European countries. In America, particularly during the War, "Labor-Management Committees" were set up in some factories, but these were advisory bodies on production matters only. There are similar "Joint Production Committees" in England. In America big labor problems are handled instead by collective bargaining between the union's "negotiating committee" and the company, and small problems by the "grievance committee." In short, there are various bodies which might be translated the same way into Japanese, but which have different functions.

Collective bargaining This is a method of settling differences between labor and management peacefully, by negotiating compromises. It applies mainly to the discussions preceding the signing of a contract, but the negotiation of grievances is also considered by some as collective bargaining. The bargaining is conducted by a small committee on behalf of all the members. However, many Japanese have misunderstood the term "collective" to mean that everyone takes part in the negotiations. The idea of "bargaining" is not well understood either. Japanese unionists often say: "We try to settle problems in the management council, but if that fails, we go into collective bargaining." What they mean is that they then cease bargaining, and begin dispute tactics.

Grievance machinery This is used to settle small issues, involving a single worker or small group of workers, arising after the contract is signed. It should not be used to settle wages, the closed shop, or other big issues affecting all the workers; these should be settled before the contract is signed, by collective bargaining, a strike, or the Labor Relations Committee. The standard but misleading translation of grievance machinery, "funso shori kikan", has helped give Japanese employers and unions the false impression that it is intended to provide compulsory arbitration of all issues, big and small. A more accurate translation would be "kujo shori kikan" or "igi moshitate tetsuzuki", but these terms are not familiar to newspaper readers.

Conciliation, mediation, and arbitration These three words have distinct meanings. The conciliator tries to bring the two disputing parties together without proposing any terms of settlement. The mediator proposes terms, but they are not binding. The arbitrator's proposals are binding. In Japan these three techniques have not been differentiated, and so there were no corresponding words in Japanese. Three words, "Assen", "chotei" and "chusai" have been arbitrarily selected, but they are not self-explanatory to the Japanese and so are often confused by interpreters.

Closed shop The Japanese have adopted the English expression, but they apply it to the union shop. Under the true closed shop system, the employer can hire only workers who already belong to the union. Under the union shop system, the employer can hire anyone he wants, but the new employees must later join the union. Most Japanese contracts are called closed shop contracts, but they are really union shop contracts.

Ability test, mental test	Seinō Kensa	性能検査
Absenteeism, the rate of	Kekkin ritsu	欠勤率
Abuse the rights	Kenri ranyō	権利濫用
Accept (a report), to	Jurisuru (hōkokuwo)	受理する(報告を)
Accident compensation	Saigai hoshō	災害補償
Accomplish by force	Bōryoku nite nasu	暴力にて為す
Accredited members	Shinninjyō shoyū kaiin	信任状所有会員
Adjourn	Heikai	閉会
Administration, union	Kanri, Kumiai	管理,組合
Adopt (Agree) to	Saitaku suru	採択する
Advise, to	Jyogen suru	助言する
Advisory organ	Shimon kikan	諮問機関
Affiliate, to	Kamei suru	加盟する
Affiliated union	Kamei kumiai	加盟組合
Affidavit	Sensei sho	宣誓書
Afford wages, to	Chingin wo ataeru	賃金を与へる
Agenda	Giji shidai	議事次第
Air conditioning	Kūki kensa	空気検査
Alternative delegate	Dairi daigiin	代理代議員
Amendment	Shūsei	修正
American Federation of Labor (AFL)	Beikoku Rōdō Sōdōmei	米國労働総同盟
Amicable settlement	Kōiteki kaiketsu	任意的解決
Annual fee	Nen kaihi	年会費
Annual wage guaranteed	Hoshō nengaku chingin sei	保証年額賃金制
Anti-closed shop laws	Kurōzudo shoppu kinshi hō	クローズド、ショップ禁止法
Appeal	Kōso, teiso	控訴,提訴
Appeal Board of accident compensation	Rōdōsha saigai hoshō shinsa iinkai	労働者災害補償審査委員会
Application blank	Mōshikomisho	申込書
Application interview	Kyūshokusha menkai	求職者面会
Apply, to	Mōshikomu	申込む
Approval	Shōnin	承認
Apprentice	Totei	徒弟
Aptitude test	Tekisei kensa	適性検査
Arbitration	Chūsai	仲裁

Arbitrator or umpire	Chūsaisha	仲裁者
Arrears, in	Minō	未納
Assembly	Kaigi	会議
Assessment	Fukakin	賦課金
At official prices	Kōteika nite	公定価にて
Atmospheric temperature	Kion	気温
Auditing	Kaikei kensa	会計検査
Auditing Committee	Kaikei kensa iin	会計検査委員
Authority	Keni, tōkyoku	権威，当局
Authorization	Ninka	認可
Authorize, to	Inin suru	委任する
Authorized agent	Jukon dairinin	授権代理人
Autonomy	Jichi	自治
Autonomous labor union	Jichi rōdō kumiai	自治労働組合
Award	Saitei, saiketsu	裁定，裁決
	(B)	
Back door contract	Uraguchi keiyaku	裏口契約
Back pay retroactive	Sokyūteki kyūyo	遡及的給与
Bad standing, members in	Fukanzen shikaku kumiaiin	不完全資格組合員
Bad standing, union in	Fukanzen shikaku kumiai	不完全資格組合
Ballot	Tōhyō yōshi	投票用紙
Ban (worker's)	Kinshi (rōdōsha)	禁止(労働者)
Bargain	Kōshō	交渉
Basic industry	Kiso (kihon) sangyō	基礎(基本)産業
Black list	Burakku risuto	ブラック、リスト
Blank, filling	Yōshiki, kinyū	様式記入
Bond	Hoshokin	保證金
Bonded officer	Hoshosareta yakuin	保證された役員
Bona fide	Seijitsu	誠実
Board of trustees, directors managers	Hyogiinkai, rijikai,	評議員会，理事会
Bonus	Shōyo	賞与
Boycott	Boikotto (Fubai dōmei)	不買同盟
Branch Office (Employment Security Office)	Shutchojo (Shokugyō anteijo)	出張所(職業安定所)
Branch Union	Shibu kumiai	支部組合

Breach of contract	Keiyaku ihan	契約違反
Budget	Yosan	豫算
Bull session	Shokuba yoriai	職場寄り合い
Bulletin board	Kokuchiban, Keijiban	告知板, 掲示板
Bureau	Kyoku	局
Business	Giji, Shokumu	議事, 職務
Business agent	Kumiai gyōmu dairinin (Jōnin shoki)	組合業務代理人 (常任書記)
By law	Saikoku	細則
	(C)	
Call (Speaker to order)	Seishuku wo meizuru	静粛を命ずる
Call the meeting to order	Kaikai wo sengen suru	開会を宣言する
Call in of job applicant	Kyūshokusha yobidashi	求職者呼出し
Call pay	Yobidashi chingin	呼出し賃金
Campaign	Undō	運動
Capacity to produce	Seisan nōryoku	生産能力
Carry(come) into effect	Jōjusuru	成就する
Casual or day labor	Hiyatoi rōdō	日傭労働
Casual(day) labor exchanges	Hiyatoi rōdōsha shōkaijo	日傭労働者紹介所
Caucus	Tōha himitsukai	党派秘密会
Caucus, primary	Yosenkai	豫選会
Census of manufacture	Seizōgyō chōsa	製造業調査
Chair, the	Gichō, Kaichō no seki	議長, 会長の席
Charter	Kamei kyokashō	加盟許可證
Challenger	Kōgisha	抗議者
Charge, to bring	Kokuhatsu suru	告發する
Check-off of union dues	Kumiaihi tombiki	組合費天引
Chief steward	Shokuba iinchō	職場委員長
Chief secretary	Shokichō	書記長
Circulation of job orders	Kyūshoku no kaifu	求職の廻付
Circumscription	Seigen, Sokubaku	制限, 束縛
Civil right	Kōmin ken	公民權
Clarify	Meiji suru	明示する
Classification system	Shokumu bunrui sei	職務分類制
Clean-up time	Seisōjikan, Sōjijikan	清掃(掃除)時間
Cleanliness	Seiketsu	清潔
Clerk	Shoki	書記

Close debate	Senketsu tōgi	先決討議
Closed meeting	Hikōkai (himitsu) kaigi	非公開(秘密)会議
Close nominations, to	Shimeiken(suisen) wo owaru	指名権(推薦)を終る
Close polls, to	Tohyō wo owaru	投票を終る
Closed shop	Kurōzudo Shoppu(Kumiai kojō)	クローズド、ショップ (組合工場)
Collective bargaining	Dantai kōshō	團体交渉
Collective agreement	Dantai kyōyaku	團体協約
Commit(motion), to	Iin futaku to suru	委員附託とする
Committee	Iinkai	委員会
Special Committee	Tokubetsu iinkai	特別委員会
Standing Committee	Jōnin iinkai	常任委員会
Communist party	Kyōsanto	共産党
Company store	Kaisha keiei baiten	会社経營賣店
Company town	Kaisha no machi	会社の町
Company union	Goyō kumiai	御用組合
Competitive rate	Kyōsōteki ritsu	競爭的率
Compromise	Dakyō	妥協
Consent	Shōdaku, dōi	承諾, 同意
Conciliation	Asson	斡旋
Condition (labor)	Jōken (Rōdō)	條件(勞働)
Conditionally approved	Jōkentsuki shōnin	條件付承認
Conduct (public meeting)	Shusai suru	主催する
Confirmation, affirmation	Shōnin, ninka	承認, 認可
Consideration of a question	Mondai no tōgi	問題の討議
Comsumer's cooperation	Shōhisha kyōdō kumiai	消費者協同組合
Comsumer's union	Shōhisha kumiai	消費者組合
Contempt of court	Hōtei bujoku zai	法廷侮辱罪
Constitution	Kiyaku	規約
Contract clause	Keiyaku jōkō	契約條項
Contract for labor	Rōdō keiyaku	勞働契約
Contract, union	Rōdō kyōyaku	勞働協約
Cooling-off period	Chinsei kikan	鎮静期間
Copy	Utsushi	寫し
Correspondence course	Tsūshin kōza	通信講座
Corresponding secretary	Tsūshin gakari	通信係
Cost of living	Seikatsuhi	生活費
Cost of production	Seisanhi	生産費

Craft union	Shokugyō betsu kumiai	職業別組合
Credentials	Ininjō	委任状
Curriculum vitae (a personal history)	Rirekisho	履歴書
	(D)	
Dead locked	Anshō ni noriageru	暗礁に乗りあげる
Debate	Tōron	討論
Declaration of vacancy	Ketsuin sengen	欠員宣言
Decorum in debate	Tōron nimo reigi yoku	討論にも礼儀よく
Defense fund	Bōei shikin	防衛資金
Defense of property	Shoyūken hogo	所有権保護
Defer (action)	Enkisuru, yūyo suru	延期する，猶豫する
Definition of term	Yōgo no teigi	用語の定義
Delegate	Daihyō, Daigiin	代表，代議員
Democratic party	Minshu tō	民主党
Democratic procedure	Minshuteki tetsuzuki	民主的手続
Department	Bu	部
Depression	Fukeiki	不景氣
Detrimental revision of the Labor Law	Rōdōhō no kaiaku	労働法の改悪
Dictionary of occupational titles	Shokugyō meishō jiten	職業名称辞典
Dilatory motion	Guzuguzu shita dōgi	愚図愚図した動議
Direct recruitment by employer	Keieisha ni yoru chokusetsu boshū	経営者による直接募集
Directors	Riji (Kyokuchō)	理事（局長）
Discharge	Kakushu (Kaiko)	馘首，解雇
Discharge a committee	Iinkai wo kaisan suru	委員会を解散する
Discipline	Chōkai, Kiritsu	懲戒，規律
Disciplinary action	Chōkai kōi	懲戒行為
Disciplinary dismissal	Shobatsuteki kaiko	処罰的解雇
Discrepancies of interpretation	Kaishaku no sōi	解釈の相違
Discriminatory hiring requirement	Sabetsuteki koyō jōken	差別的雇傭條件
Discrimination in employment	Sabetsuteki koyō	差別的雇傭
Discrimination	Sabetsu taigū	差別待遇
Dismissal(notice)	Kaiko (Yokoku)	解雇（豫告）
Dismissal pay (severance pay)	Kaiko teate	解雇手當

Dispute	Sōgi, funsō	争議，紛争
Dispute Committee	Sōgi Iinkai	争議委員会
Dissemination	Shūchi (sempu)	周知（宣布）
Dissolve an organization	Dantai wo kaisan suru	團体を解散する
District Council	Chihō kyōgikai	地方協議会
Divergence	Bunsan, dassen	分散，脱線
Divide and conquer	Bunretsu saseto seifukusuru (Bunchi seisaku)	分裂させて征服する（分治政策）
Division of House	Saiketsu hōhō (bunri ni yoru)	裁決方法（分離による）
Division of the question	Chikujō tōgi	逐條討議
Domestic worker	Kaji shiyōnin	家事使用人
Dormitory	Kishukusha	寄宿舎
Drastic revision	Dai kaisei	大改正
Dues	Kumiai ni	組合費
Duty	Gimu, nimmu	義務，任務
	(E)	
Economic liberalism	Keizaiteki jiyū shugi	経済的自由主義
Economic security	Keizai hoshō	経済保障
Education Committee	Kyōiku iinkai	教育委員会
Effectiveness	Yūkō	有效
Efficiency rating	Nōritsu no kakuzuke (hyōka)	能率の格付（評價）
Efficiency test	Seinō kensa (Nōritsu kensa)	性能検査（能率検査）
Eject	Jomeisuru, tachinokaseru	除名する，立退かせる
Elections	Senkyo	選挙
Election Committee	Senkyo iinkai	選挙委員会
Electorate	Senkyomin	選挙民
Eligible	Shikaku aru	資格ある
Emergency payment	Rijōji barai	非常時拂
Employee	Hiyōsha, jūgyōin	被傭者，従業員
Employed person	Hiyōsha	被傭者
Employer	Yatoinushi, shiyōsha	雇主，使用者
Employment exchange	Shokugyō shōkaijo	職業紹介所
Employment security Advisory Committee	Shokugyō antei shimon iinkai	職業安定諮問委員会
Employment Security Law	Shokugyō antei hō	職業安定法
Employment security system	Shokugyō antei seido	職業安定制度
Enforce	Jisshi suru	実施する

Enumeration	Rekkyo, saimoku	列挙，細目
Equalization of income	Shūnyū no kinitsuka	收入の均一化
Equal pay for equal work	Dōitsu rōdō ni taisuru dōitsu chingin	同一労働に対する同一賃金
Equal terms, negotiate on	Onaji shikaku de kōshō suru	同じ資格で交渉する
Excuse from duty	Gimu no menjo	義務の免除
Executive	Shikkō kambu	執行幹部
Executive Board	Shikkō iinkai	執行委員会
Ex officio	Shokumu gara(Shokken ni yori	職務柄（職権により）
Expenditures	Hiyō	費用
Expiration of the validity term	Yūkō kikan no manki shūryō	有効期間の満期終了
Expiry compensation	Hoshō uchikiri	補償打切り
Expulsion	Jomei	除名
Expunge	Sakujo suru	削除する
	(F)	
Fact Finding Board	Jitsujō chōsa iinkai	実情調査委員会
Faction	Tōtō	徒党
Factor analysis system	Yōso bunseki hō	要素分析法
Factor comparison system	Yōken hikaku hō	要件比較法
Factory Act	Kōjō hō	工場法
Far Eastern Commission	Kyokutō iinkai	極東委員会
Fare for returning home	Kikyō ryohi	帰郷旅費
Favoritism	Jōjitsu	情実
Fee-charging employment exchange	Yūryō shokugyō shōkaijo	有料職業紹介所
File	Shorui tsuzuri	書類綴り
Final restriction upon	Kōsoku ken	拘束権
Financial Committee	Zaisei iin	財政委員
First aid accessories	Kyūkyū yōgu	救，急用具
Floor, the	Kaishū, ressekikaiin	会衆，列席会員
Forced labor	Kyōsei rōdō	強制労働
Form	Yōshiki	様式
Foreman	Shokuchō (Shokkōchō)	職長（職工長）
For the life of agreement	Kyōyaku kikanchū	協約期間中
Fraternal Delegate	Yūgiteki daihyō	友誼的代表
Fraction	Furaku	フラク

Freedom of job selection	Shokugyō sentaku no jiyū	職業選択の自由
Frequency of accident	Saigai hindoritsu	災害頻度率
Full employment	Kanzen koyō	完全雇傭
Full employment program	Kanzen koyō keikaku	完全雇傭計劃
Full time officer	Sennin yakuin	専任役員
	(G)	
Gangster tactics	Bōryokudan senjitsu	暴力團戰術
Gavel	Gichō no tsuchi	議長の槌
General meeting	Taikai, sōkai	大会，總会
General opinion(Public opinion)	Yoron	輿論
General strike	Zene suto	ゼネ．スト
Grade	Junjo, dankai	順序，段階
Grievance	Funsō, kujō, fuhei	紛爭，苦情，不平
Grievance Committee	Kujō iinkai	苦情委員会
Grievance form of slip	Kujō, funsō kinyū yōshi, yōkyū yōshi	苦情，紛爭記入用紙 要求用紙
Grievance machinery	Funsō, kujō shori kikan	紛爭，苦情處理機関
Grievance mediation	Funsō chōtei	紛爭調停
Grievance settlement	Funsō, kujō kaiketsu	紛爭，苦情解決
Guaranteed earnings to piece workers	Ukeoikō no hoshō kasegidaka	請負工の保障稼高
Guaranteed minimum earning	Saitei hoshō shotoku	最低保障所得
Guild	Girudo, dōgyō kumiai	ギルド，同業組合
	(H)	
Handicapped(or disabled) applicant	Shōi(fugu) kyūshokusha	傷痍(不具)求職者
Hazard	Kigai, kiken	危害，危険
Hazardous articles	Yūgai butsu	有害物
Hazardous employment	Kiken sagyō (Kiken na shokugyō	危険作業(危険な職業)
High atomospheric pressure	Kōkiatsu	高氣圧
Hiring requirement(or specification)	Kyūjin gawa no yōkyū (meisai gaki)	求人側の要求(明細書)
Hiring through the union	Kumiai wo tsūjite no koyō	組合を通じての雇傭
Holidays	Kyūjitsu	休日
Holidays due to festivals	Shukusaijitsu	祝祭日
Humidity	Shitsudo	湿度

ILO (International Labor ~~Office~~ Organization)	Kokusai rōdō kikan	國際労働機関
Impartial umpire	Kōheina shimpansha	公平な審判者
Impedient	Bōgai	妨害
Incentive pay	Shōreikin	奨励金
Incentive wage system	Shōreichingin seido	奨励賃金制度
Incidental expenses	Rinjihi, zappi	臨時費，雑費
Incidental main motion	Rinji jūyō dōgi	臨時重要動議
Incorporation of a society	Hōjin settei	法人設定
Increase of production	Zōsan	増産
Indecorum	Busahō	無作法
Indefinite postponement	Muki enki	無期延期
Indictment	Kiso, kokuso	起訴，告訴
Individual bargaining	Kojin kōshō	個人交渉
Indoor workers	Shitsunai rōdōsha	室内労働者
Industrial service(employment exchange)	(Shokugyō shōkaijo no) katsudō	(職業紹介所の)活動
Industrial Union	Sangyōbetsu kumiai	産業別組合
Industry-wide	Zensangyō ni	全産業に
Information	Jōhō	情報
In good standing(members, union)	Kanzen shikaku(Kumiai, kumiai-in)	完全資格(組合,組合員)
Initiation fee	Nyūkai kin	入会金
Initiator	Hokkisha	発起者
Injunction	Kinshi meirei	禁止命令
In order	Gōhōteki	合法的
Inquiry, parliamentary	Gijijō no shitsugi	議事上の質疑
Inspection organization	Kantoku seido	監督制度
Insurance benefit	Hoken kyūfu	保険給付
Inter-area placement	Kuiki-kan haichi	区域間配置
Interference with the right to organize(series of unfair practices - Mohawk Valley Formula)	Danketsu ken e no kansho (Futō na rōdō kankō - Mohōku barei hōshiki	団結権への干渉 (不当な労働慣行 —モホーク・ヴァレー方式)
Interim Wage Changes	Zantei chingin henka	暫定賃金変化
Intermediate exploitation	Chūkan sakushu	中間搾取
International union	Kokusai kumiai	国際組合
Interpretation dispute (combat)	Kaishaku sōgi	解釈争議

Introduction of business	Giji jōtei	議事上程
Involuntary servitude	Kyōsei rōdō	強制労働
In writing	Shomen	書面
In writing, agreement	Shomen ni yoru kyōyaku	書面による協約
" " , application	" " " Mōshikomi	" " 申込
" " , grievance	" " " Kujō, funsō	" " 苦情,紛争
	(J)	
Job analysis	Shokumu bunseki	職務分析
Job applicant	Kyūshokusha	求職者
Job application record	Kyūshokusha kiroku	求職者記録
Job classification	Shokumu bunrui sei	職務分類制
Job comparison system	Shokumu hikaku hō	職務比較法
Job description	Shokumu setsumeisho	職務説明書
Job evaluation	Shokumu hyōka	職務評價
Job opening	Kyūjin guchi	求人口
Job order follow-up	Kyūshokuguchi no tsuikyū chōsa	求職口の追及調査
Job qualification	Shigoto no shikaku	仕事の資格
Job schedule	Shokumu yoteihyō	職務豫定表
Job specification	Shokumu meisaigaki	職務明細書
Job statement	Shokumu no setsumei	職務の説明
Joint Board	Kyōdō iinkai	共同委員会
Journals, the	Gijiroku	議事録
Junior partner	Jisoki no kumiaiin	次席の組合員
Jurisdiction	Kankatsu ken	管轄権
Jurisdiction dispute	Kankatsuken arasoi	管轄権争い
	(L)	
Labor administration	Rōdō gyōsei	労働行政
Labor agreement clause	Rōdō kyōyaku jōkō	労働協約條項
Labor boss	Rōdō bosu(darakan)	労働ボス(ダラ幹)
Labor camp	Rōdō shūyōjo	労働收容所
Labor dispute	Rōdō sōgi	労働爭議
Labor force	Rōdō ryoku	労働力
Labor front	Rōdō sensen	労働戰線
Labor Housing Project	Rōdōsha jūtaku keikaku	労働者住宅計劃
Labor journalist	Rōdō kisha	労働記者
Labor lawyer	Rōdō bengoshi	労働辯護士

Labor legislation	Rōdō rippō	労働立法
Labor market area	Rōdō shijō kuiki	労働市場区域
Labor market information	Rōdō shijō jōhō	労働市場情報
Labor rebuttal	Rōdōsha no hampaku	労働者の反駁
Labor relations	Rōdō kankei	労働関係
Labor relations adjustment Act	Rōdō kankei chōsei hō	労働関係調整法
Labor Standard Law	Rōdō kijun hō	労働基準法
Labor supply project	Rōdō kyōkyū jigyō	労働供給事業
Labor supply union	Rōdō kyōkyū kumiai	労働供給組合
Labor text book	Rōdō kyōkasho	労働教科書
Labor turnover rate	Rōdō idō ritsu (Rishokuritsu)	労働移動率 (離職率)
Laissez-Faire	Hōnin	放任
Lay off	Rinji kaiko(kyūshoku)	臨時解雇(休職)
Lay on the table, motion to	Kyakka dōgi	却下動議
Leading officers	Shidōteki yakuin	指導的役員
Leave of absence	Shika	賜暇
Leave, to modify a motion	Dōgi shūsei no kyoka	動議修正の許可
Left wing, Leftist (verofe-rous in)	Sayoku(Sawagashiki)	左翼(騒がしい)
Legal right	Hōjō no kenri	法上の権利
Levy, to	Kazei suru(chōshū suru)	課税する(徴収する)
Liable for damages	Songai ni taisuru sekinin aru	損害に対する責任ある
Liaison agent(Public Employ-ment Security Office)	Renrakuin(Kōkyō shokugyō an-teijo no)	連絡員(公共職業安定所の)
Liberal Party	Jiyūtō	自由党
Life worthy of a human being	Hito taru ni ataisuru seika-tsu	人たるに値する生活
Local placement	Chihō haichi	地方配置
Local union	Tani kumiai	単位組合
Lock out	Kōjō heisa	工場閉鎖
	(M)	
Maintenance of membership	Kumiaiin no shikakuiji	組合員の資格維持
Main motion	Shuyō dōgi	主要動議
Majority	Tasū	多数
Majority vote	Tasūketsu	多数決
Man power	Yūkō sōjinin(rōdōryoku)	有效総人員(労働力)
Management	Keieisha	経営者

Management conference	Keiei kyōgi kai	経営協議会
Joint labor management conference	Rōshi kyōgi kai	労資協議会
Mass production	Tairyō seisan	大量生産
Mass support	Taishū shiji	大衆支持
Master agreement	Shutaru kyōyaku	主たる協約
Maternity leave	Bumben kyūka	分娩休暇
Maximum benefit	Saidai rieki	最大利益
Meal period	Shokuji jikan	食事時間
Medical examination	Kenkō shindan	健康診断
Mediation	Chōtei	調停
Memorandum	Oboegaki	覚書
Membership meeting	Kumiaiin taikai	組合員大会
Methods, study of	Hōhō kenkyū	方法研究
Midnight labor	Shinyagyō	深夜業
Mining Act	Kōgyō hō	鑛業法
Minimum wage rates	Saitei chingin ritsu	最低賃金率
Minority	Shōsū	少数
Minority vote	Shōsūha tōhyō	少数者投票
Minutes of the meeting	Gijiroku	議事録
Miscellaneous	Zassoku	雑則
Moderator	Shikaisha	司会者
Modification(of motion)	Henkō(dōgi no)	変更(動議の)
Moral Compulsion	Dōtokuteki kōsokuken	道徳的拘束権
Monthly meeting	Getsurei kaigi	月例会議
Motion	Dōgi	動議
Motion study	Dōsa kenkyū	動作研究
Mutual obligation	Sōhō no gimu	双方の義務
	(N)	
National Federation	Zenkoku sōdōmei	全国総同盟
National Headquarter	Zenkoku hombu	全国本部
National Income	Kokka sainyū	国家歳入
National Union	Zenkoku kumiai	全国組合
Negotiation	Kōshō	交渉
New range of price	Shin bukka hani	新物価範囲
Nominal Wage	Meigi chingin	名義賃金
Nomination	Kōhosha shimei	候補者指名

Null and void votes	Mukō tōhyō	無效投票
	(O)	
Oath of office	Shokumu sensei	職務宣誓
Object to consideration	Tōgi hantai	討議~~絶対~~反対
Obtaining the floor	Hatsugenken wo uru	発言権を得る
Occupational analysis	Shokugyō bunseki	職業分析
Occupational dictionary	Shokugyō jibiki	職業字引
Occupational disease	Shokugyōbyō	職業病
Occupational disease law	Shokugyōbyō hō	職業病法
Occupational information	Shokugyō jōhō	職業情報
Occupational Wage rate	Shokugyōbetsu chingin ritsu	職業別賃金率
Officer	Yakuin	役員
Officer in charge	Tantō yakuin	担当役員
Official reader	Kōshiki rōdokusha	公式朗読者
Of the people, by the people, for the people	Jimmin no tame ni, jimmin ni yoru, jimmin no...	人民のために，人民による人民の.....
One and only union	Yuitsu no kumiai	唯一の組合
Open to the public	Kōkai	公開
Open shop	Ōpun shoppu	オープン．ショップ
Order of business	Giji tetsuzuki	議事手続
Organizer	Kimiai soshikisha	組合組織者
Organizing Committee	Soshiki iinkai	組織委員会
Organization Bureau	Soshikibu	組織部
Out door workers	Gengyō rōdōsha	現業労働者
Out of order	Higōhō	非合法
Overtime pay	Zangyō teate	残業手当
	(P)	
Paid vacations	Yūkyū kyūka	有給休暇
Parliamentary procedure	Kaigi tetsuzuki	会議手続
Paralysis strike	Mahi(daikibo) higyō	麻痺(大規模)罷業
Participate in a meeting	Kaigi ni sanka suru	会議に参加する
Participate in management	Keiei sanka	経営参加
Part-time volunteer official	Kenmu yūshi shokuin	兼務有志職員
Paternalism	Onjō shugi	恩情主義
Pay for week-end work	Shūmatsu sagyō shiharai	週末作業支払

Pay raise	Shikyū zōka	支給増加
Pay rolls	Shikyū meibo	支給名簿
Peace clause	Heiwa jōkō	平和條項
Penalty	Bakkin	罰金
Per capital tax	Atama wari kumiaihi	頭割り組合費
Petition	Chinjō	陳情
Physiological leave	Seiri kyūka	生理休暇
Picket line	Kanshi sen	監視線
Picket pass	Kanshi tsūkashō	監視通過證
Piece rate	Ukeoi ritsu	請負率
Piece work	Dekidaka barai	出来高拂い
Piston strike	Pisuton sutoraiki	ピストン・スト
Placement	Haichi	配置
Placement process	Haichi tetsuzuki	配置手續
Platform	Kōryō	綱領
Point of information	Setsumei dōgi	説明動議
Point system	Tensū sei	点数制
Point value	Tensū no kachi	点数の價値
Policy	Hōshin, seisaku	方針，政策
Policy statement	Seisaku, kōryō	政策，綱領
Political action	Seiji kōdō	政治行動
Political Committee	Seiji iinkai	政治委員会
Popular front	Jimmin sensen	人民戰線
Portal to portal pay	Mon kara mon e no chingin (Kōsoku jikan barai)	門から門への賃金 (拘束時間拂賃金)
Position	Tantō shokumu	担当職務
Postpone indefinitely	Mukienki	無期延期
Preamble	Zembun	前文
Predetermined weights	Kitei tensū hō	既定点数法
Preferential Union Shop	Yūsenteki kumiai kōjō	優先的組合工場
Preferred status for special group	Tokushugun ni taisuru yūsenteki chii	特殊群に対する優先的地位
Prescribe	Kitei suru	規定する
Prescription	Jikō	時效
President, union	Kumiai chō	組合長
Previleged motion	Yūsen dōgi	優先動議

Previous notification	Yohō	豫報
Previous question	Senketsu jikō dōgi	先決事項動議
Priority	Yūsenken(senshu ken)	優先権(先取権)
Probation period	Shiken koyō kikan (minarai kikan)	試験雇傭期間 (見習期間)
Productivity	Seisanryoku	生産力
Production control	Seisan kanri	生産管理
Professional employee	Sennonteki jūgyōin	専門的従業員
Profiteering	Bōri wo musaboru	暴利を貪る
Profit sharing	Rijun bumpai	利潤分配
Prohibition of secondary boycott	Dai niji boikotto no kinshi	第二次ボイコットの禁止
Promotion	Shōkyū	昇級(昇給)
Prospectus	Shuisho, kōryō	趣意書, 綱領
Provision	Jōkō	條項
Protection of property	Shoyūken no hogo	所有権の保護
Proxy voting	Inin tōhyō	委任投票
Public employee	Kōmuin	公務員
Public Employment Security Office	Kōkyō shokugyō antei sho	公共職業安定所
Public health service	Kōshū hoken bu	公衆保健部
Public hearing	Kōchōkai	公聴会
Public opinion	Yoron	輿論
Public Vocational Training Center	Kōkyō shokugyō hodō sho	公共職業補導所
Public works project	Kōkyō jigyō	公共事業
Punish your enemy and reward your friend	Yōdō haii (teki wo basshi, tomo ni saiwai wo ataeyo)	擁同排異(敵を罰し友に幸を与へよ)
Purchasing power	Kōbairyoku	購買力
	(Q)	
Quantitative	Ryōteki	量的
Quorum	Teisokusū	定足数
	(R)	
Rank and file	Ippan kumiaiin taishu	一般組合員大衆
Ranking system	Tōkyū hō	等級法
Real Wage	Jisshitsu chingin	実質賃金
Recall	Rikōru kaininsei	リコール解任制
Recess	Kyūkei	休憩

Receive	Junō suru	受納する
Recognize	Shimei suru	指名する
Recommendation	Kankoku(suisen)	勧告, 推薦
Recruit	Boshū suru	募集する
Recruitment	Boshū	募集
Recruitment agent	Boshūnin	募集人
Referendum vote	Ippan tōhyō(sōin tōhyō)	一般投票(総員投票)
Referral	Shōkai tetsuzuki	紹介手続
Regional council	Chiku kyōgikai	地区協議会
Register	Tōroku	登録
Registration and financial reports of labor union	Rōdō kumiai no tōki oyobi zaisei hōkoku	労働組合の登記及び財政報告
Regular meeting	Teiki shūkai	定期集会
Regular ration channel	Teiki haikyū keiro	定期配給経路
Regulation of jurisdictional disputes	Kankatsu sōgi no tōsei	管轄爭議の統制
Reinstatement fee	Fukushoku tesūryō	復職手数料
Reinterview	Saikaiken	再会見
Representative	Daihyōsha	代表者
Representation and jurisdiction over particular work	Tokushu sagyō daihyō oyobi kankatsu	特殊作業代表及管轄
Rescind	Torikesu	取消す
Resignation	Jishoku	辞職
Resolution	Ketsugi	決議
Rest	Kyūyō	休養
Rest period	Kyūkei jikan	休憩時間
Restriction on sanction	Seisai kitei no seigen	制裁規定の制限
Restriction of strike activity	Sutoraiki katsudō seigen	ストライキ活動制限
Restriction and prohibition on working	Shūgyō seigen oyobi kinshi	就業制限及禁止
Retention of seniority in lay-off	Kyūshoku ni okeru nenkōsha no hoji	休職における年功者の保持
Retirement allowance	Taishoku teate	退職手当
Revenue	Sainyū	歳入
Rise (motion), to	Teikisuru(dogi wo)	提起する(動議を)
Rising of pay standard	Shikyū kijun no hikiage	支給基準の引上げ
Roll call vote	Shimei tōhyō	指名投票
Roster (workers')	Meibo(Rōdōsha no)	名簿(労働者の)

Rotation	Rinbansei	輪番制
Round table conference	Kondan kai	懇談会
Rubber stamp	Mekura ban	盲判
Runoff election	Kessen tōhyō	決戦投票
Rural committee	Chihō jichi dantai	地方自治団体
	(S)	
Sabotage	Sabotāji, taigyō	サボタージュ, 怠業
Safety and health	Anzen to hoken	安全と保健
Safety man	Anzen gakari	安全係
Safety movement, campaign	Anzen undō	安全運動
Safety program	Anzen keikaku	安全計劃
Salary	Hōkyū	俸給
Scale of pay	Chingin ritsu	賃金率
Scope	Han i	範囲
Secede, to	Dattai suru	脱退する
Secession	Dattai	脱退
Second the motion	Dōgi ni sanseisuru	動議に賛成する
Secondary leadership	Shōsō shidōsha	少壮指導者
Secondary motions	Jūzoku dōgi	従属動議
Secret ballot	Himitsu tōhyō	秘密投票
Secret written ballot vote	Kimei himitsu tōhyō	記名秘密投票
Selection(of applicant for job)	Jinsen(Kyūshokusha no)	人選（求職者の）
Self application(for employment)	Jiko kinyū(Kyūshoku no)	自己記入（求職の）
Seniority	Nenkō ken, kosan ken	年功権, 古参権
Seniority provision	Nenkō kitei	年功規定
Seniority rule	Nenkō seido, kosan seido	年功制度, 古参制度
Seniority pay raise	Kinzoku kyūyo zōgaku	勤続給与増額
Sergeant at arms	Seiri iin	整理委員
Seriatim consideration	Chikujiteki kōsatsu	逐次的考察
Serious clash	Shinkenna hantai	真剣な反対
Severity of accident	Saigai kyōdo ritsu	災害強度率
Session	Kaiki	会期
Shift	Kōtai sagyō	交替作業
Shop Act	Shōten hō	商店法
Shop, closed	Kurōzudo shoppu(Kumiai kōjō)	クローズドショップ（組合工場）

Shop Committee	Shokuba iinkai	職場委員会
Shop chairman, deputy, steward	Shokuba iin	職場委員
Shop steward system	Shokuba iin seido	職場委員制度
Sick leave	Byōki kyūka	病気休暇
Sit down strike	Suwarikomi sutoraiki	座り込みストライキ
Social security board	Shakai hoan kyoku	社会保安局
Socialist Party	Shakai to	社会党
Social status	Shakaiteki mibun(chii)	社会的身分(地位)
Sole bargaining	Tanitsu kōshō	単一交渉
Solidarity	Itchi danketsu(rentai)	一致団結(連帯)
Slave labor	Dorei rōdō	奴隷労働
Sliding scale	Suraido sei	スライド制
Soldiering	Taigyō	怠業
Speed up	Supīdo appu(Nōritsu zōshin)	スピード・アップ(能率増進)
Sporadic strike	Sampatsuteki suto	散発的スト
Standing Committee	Jōnin iin	常任委員
Standing rules	Giji kisoku	議事規則
Statistics	Tōkei	統計
Status quo	Genjō	現状
Straw boss	Sutorō bosu(Shokuchō dairi)	ストロー・ボス(職長代理)
Sweat shop labor	Sakushu rōdō	搾取労働
Strike	Sutoraiki(domei higyō)	ストライキ(同盟罷業)
Strike benefit fund	Higyō teate kikin	罷業手当基金
Strike kitchen	Sutoraiki makanaijo	ストライキ賄所
Strike meeting	Sutoraiki kaigi	ストライキ会議
Strike breaker(scab, fink)	Sutoraiki yaburi	ストライキ破り
Strike, threaten to	Sutoraiki wo suru to itte obiyakasu	ストライキをすると云うて脅かす
Strike vote	Sutoraiki tōhyō	ストライキ投票
Submit	Teishutsu suru	提出する
Substandard job orders	Hyōjun ika kyūshoku	標準以下求職
Substantial and irreparable injury	Jūdai katsu kaifuku shiezaru shōgai	重大且回復し得ざる傷害
Sue	Shusso, kiso, kokuso	出訴, 起訴, 告訴
Sufficient supply of necessities(goods)	Jūbunna hitsuyōhin no kyōkyū	充分な必要品の供給

Suggestion	Kensaku	献策
Suggestion box	Kensaku bako(tōshobako)	献策箱(投書
Suits for damages	Songai baishō soshō	損害賠償訴訟
Superior	Kantoku, Kanrisha	監督, 管理者
Supplement	Hosoku	補足
Survey	Tōsa(Chōsa)	踏査(調査)
Suspend	Teishi suru	停止する
Suspension	Shukkin teishi	出勤停止
Sympathy strike	Dōjō sutoraiki	同情ストライキ
	(T)	
Take a recess	Kyūkei suru	休憩する
Tardiness	Chikoku	遅刻
Teller	Tachiainin (Senkyo no)	立会人(選挙の)
Terms of admission	Nyūjō jōken	入場條件
Terms of validity	Yūkō kikan	有效期間
Time study	Jikan kenkyū(chōsa)	時間研究,(調査)
Time study committee	Jikan kenkyū iinkai	時間研究委員会
Trade-unionism	Rōdō kumiai shugi	労働組合主義
Trade union responsibility	Rōdō kumiai sekinin	労働組合責任
Transfer Card	Tenkin kādo	轉勤カード
Transfer rates	Tenkin ritsu	轉勤率
Travel pay and out of town work	Shucchō ryohi oyobi shigai sagyō	出張旅費及市外作業
Treasurer	Suitō gakari	出納係, 会計係
Trial Board	Shimon iinkai	諮問委員会
Trial of members	Kumiaiin shimon	組合員諮問
Trial procedure	Shimon tetsuzuki	諮問手續
Trustees	Hokannin(hyōgiin)	保管人(評議員)
	(U)	
Unanimity of views	Iken itchi	意見一致
Unanimous approval	Ranjō itchi no sansei	満場一致の賛成
Undebatable motions	Tōgishiezaru dōgi	討議し得ざる動議
Unfair	Fukōsei(futō)	不公正(不当)
Unfair labor practice	Futō rōdō kankō	不当労動慣行
Unfinished business	Shingi miryō jikō	審議未了事項
Unemployed person	Shitsugyōsha	失業者

Unemployment allowance	Shitsugyo teate	失業手当
Union button	Kumiai kishō	組合徽章
Union counselling	Kumiai sōdan	組合相談
Union job	Kumiai gyōmu	組合業務
Union label	Kumiai rotteru	組合レッテル
Union leader	Kumiai shidōsha	組合指導者
Union recognition	Kumiai shōnin	組合承認
Union security contract	Kumiai hoshō keiyaku	組合保障契約
Union shop	Yunion shoppu(kumiai kōjō)	ユニオン・ショップ(組合工場)
Union shop card	Kumiai kamei kādo	組合加盟カード
Union status	Kumiai no chii	組合の地位
Union structure	Kumiai kikō	組合機構
United activity	Dantai katsudō	団体活動
United front	Tōitsu sensen(kyōdō sensen)	統一戦線(共同戦線)
Unorganized shop	Misoshiki kōjō	未組織工場
Unorganized workers	Misoshiki rōdōsha	未組織労働者
	(V)	
Vacancies in offices, filling	Kūseki hojū	空席補充
Vacation with pay	Yūkyū kyūka	有給休暇
Validity term	Yūko kikan	有効期間
Ventilation	Kanki	換気
Verification(of job placement)	Kakutei(shokugyō haichi no)	確定(職業配置の)
Vice President	Fukukaichō(fukugichō, fukukumiaichō)	副会長(副議長, 副組合長)
Vicious circle between wages and prices	Chingin bukka kan no aku junkan	賃金物価間の悪循環
Vocational counselling	Shokugyō sōdan	職業相談
Vocational guidance	Shokugyō hodō	職業指導
" training	" hodō	口頭投票
Voice vote	Kōtō tōhyō	有志組合職員
Volunteer union staff members	Yūshi kumiai shokuin	
Vote	Tōhyō	投票
...by voice	Hatsugen ...	発言…
...by show of hands	Kyoshu ...	挙手…
...by rising	Kiritsu...	起立…
...by ballot	Tōhyōshi ...	投票紙…
...by yeas and nays (roll call)	Shimei ...	指名…
...by mail	Yūbin ...	郵便…

	(W)	
Wages	Chingin	賃金
Wage adjustment plan	Chingin chōsei hōshiki	賃金調整方式
Wage on efficiency	Nōritsu chingin	能率賃金
W.F.T.U.(Worlds Federation of Trade Unions)	Sekai rōdō kumiai remmei	世界労働組合連盟
Wage payment or collection	Chingin shikyū matawa chōshū	賃金支給又は徴収
Wage, prevailing	Chingin, seken ippan no	賃金, 世間一般の
Wage-price relationship	Chingin-bukka kankei	賃金物價関係
Wage provisions	Chingin jōkō	賃金條項
Waiting time	Temachi jikan	手待時間
Walk out	Shokuba hōki	職場放棄
Warning	Keikoku	警告
Wild cat strike	Yamaneko sōgi	山猫爭議
Withdrawal card	Taishoku kādo	退職カード
Withdraw a motion	Dōgi tekkai	動議撤回
Woman's auxiliary	Kumiai enjo fujinkai	組合援助婦人会
Woman in industry	Sangyō fujin	産業婦人
Work assignment	Sagyō jūto	作業充当
Work day, work week	Ichinichi rōdō jikan, isshū rōdō jikan	一日労働時間, 一週労働時間
Work efficiency	Sagyō nōritsu	作業能率
Work permit	Sagyō kyoka	作業許可
Work relief project	Kyūsai jigyō keikaku	救済事業計劃
Work sharing plan	Shigoto bunkatsu keikaku	仕事分割計劃
Working environment	Sagyō kankyō	作業環境
Workmen's compensation	Rōdōsha saigai hoshō	労働者災害補償
Workshops	Sagyōjō	作業場
	(Y)	
Yellow dog contract	Kōken keiyaku	黄犬契約

THE PURPOSE AND MEANS OF WORKERS' EDUCATION

(2nd Revised Edition)

ECONOMIC AND SCIENTIFIC SECTION
LABOR DIVISION

GHQ . . . . . SCAP

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Introduction

Workers' Education essentially is the education of both young people, and older men and women who have left school, are working, are active in the trade union movement, and want to increase their knowledge of the trade union and industrial world in which they live.

The purpose of workers' education would seem to be twofold: (1) To increase the knowledge of each and every member of the union in order to improve the social and economic position of the individual member; and (2) to increase the educational level of all union members to such an extent that the unions become a mighty democratic force in the community.

Workers' Education is the very life-blood of the Japanese trade union movement. A few active leaders can organize unions, councils, federations, and national unions. But unless every member of every union knows the purpose of the union, and why he or she is in a union, the union has no real strength. Unions are only as strong as the people who join them. The most gifted orator, the wisest trade union leader cannot consolidate trade union gains unless every member of his union is solidly behind him, understands the issues, will not cease action until the union has achieved its goals.

Why then is workers' education important to the Japanese trade unions and to the men and women who are joining the unions of the New Japan?

First there is the all-important fact that prior to the outbreak of the war with the Allied Powers, the small pre-war trade union movement of Japan was forced out of existence. Zaibatsu opposition, Militarist hatred, and continual policy repression could allow no such thing in pre-war Japan as a free trade union movement. What unions existed were exterminated. Some of the leaders were put in jail. Others were effectively silenced.

The war came to an end. With the defeat of Japan came the concurrent defeat of the militarists. The domination of Japanese workers by the Japanese Military Policy and Thought Police had ended. The fake labor fronts of Sampo and Romu were dissolved.

Today thousands of Japanese young men and young women are working the mills, factories, mines, and shops of Japan. Tens of thousands of Japanese ex-soldiers and ex-sailors are working on the farms and in the factories of post-war Japan.

This new generation of workers - the generation that will participate in ruling the Japan of tomorrow - hears many things about the new rodo kumiai. But many of them do not yet understand what it is all about.

But they do know that a new day has dawned. For The Supreme Commander For The Allied Powers, General Douglas MacArthur, in October of 1945, told the then-Premier, the henceforth the Japanese Government would encourage the formation and growth of free and independent trade unions in Japan.

Later, the Far Eastern Commission, in its policy "Principles for Japanese Trade Unions," dated 6 December 1946, stated: "Japanese workers should be encouraged to form themselves into trade unions for the purpose of preserving and improving conditions of work, participating in industrial negotiations to this end, and otherwise assisting the legitimate trade union interests of workers, including organized participation in building up a peaceful and democratic Japan."

A new age was born for Japan!

The Japanese people know that a new instrument for the good of the world has come into being. A democratic form of government has been assured Japan, yes! but that democratic form can have little meaning to the little people of Japan unless they themselves can form unions of their own choosing, learn how to operate these democratic unions, understand

personally what democracy means.

The first item is that the workers must learn to understand the trade union movement, must know what a union is, and how it is administered.

This is one of the fundamentals of workers' education.

The Far Eastern Commission has stated: "Trade unions should be encouraged to promote adult education and an understanding of democratic processes and of trade union practices and aims among their members."

Unless all of the workers understand what the rodo kumiai is for, it is easy for a small group of persons, who have outside knowledge, to take over the union and operate it. That is undemocratic, for a union must be operated by the union members. The girls at the reeling machine in Kyoto and coal miner in Hokkaido must be as well informed on the rodo kumiai as is the stationmaster, or the headmaster in an important middle school in Tokyo.

Having decided that workers' education means education in the building of a strong democratic trade union, what is next?

Well, if you have a union, what do you do with it?

Certainly the workers must become more aware of the world in which they live. They have food difficulties. What can the union do to help them solve the food problem? They cannot secure decent houses in which to live. What can the union do to help them?

In a word, the purpose of workers' education is to aid each and every worker to discover the world in which he lives, to understand it, and hence to be able to go to union meetings and make intelligent suggestions on what action might be taken.

In the old Japan, Sato San read the newspaper, and was told what to think, what to do, and what to say.

The New Japan can only be great if the little men and the little women in the factories, the machi and the mura of Japan decide that the world of tomorrow is going to be a world built by them, through them, and for them. There is no place in the New Japan for a Sato San who will sit back and let Suzuki San do all the work. There is too much to be done in the New Nippon. Democracy is a personal experience as well as a national policy. Each and every person in Japan, be he a spinner, a miner, or a locomotive engineer -- every person must know enough about the Japan of today to play a part today in building that Japan tomorrow.

Workers' education, then, consists in <u>first</u>, understanding the rodo kumiai itself; and <u>second</u>, finding out what can be done through it.

IDEOLOGICAL INDOCTRINATION

Such workers' education is often termed practical trade union education. It is education designed to raise the intellectual level of the workers while giving them a working knowledge of the trade union and economic world in which they live.

Practical trade union education must be founded in freedom of access to facts, and freedom to discuss the facts, to voice opinion, to agree or disagree.

Labor movements of most countries have often been plagued with the pseudointellectuals who, in order to hide their lack of practical knowledge, carry on workers' education of a highly impractical nature, such as a study of international labor ethics, cultural trends of the world labor movement, and such other vague and nebulous subjects.

The bitterest enemies of practical workers' education are found in the schools dominated by fascist of Communist groups. Thus, under the German and Italian brands of Fascism, labor fronts were maintained and workers' schools were operated. The schools consisted in presentation of pre-digested material which the students memorized. There was no question of the factual nature of the material. That was not the student's business. There was no discussion. The workers had but one duty, and that was to accept the concert of blood and race as the Dictator wanted them to so understand it.

Communist-dominated schools are of the same nature, for they present the pre-digested conclusions of Marx-Engles Leninism. As in other fascist schools there is no freedom of access to information, nor is their critical and free discussion and the holding of contrary opinions. The idea of class warfare and class egoism -- repugnant of course to true democracy -- these ideologices are presented as facts. Students memorize the Marx-Engels Leninist jargon until they are unable to think independently, merely replies to others by quoting long passages from the material they were given in the so-called labor school. As with the fascist schools, the Communist schools do not educate. They indoctrinate.

Fascist labor thought was founded on racial egoism. Communist labor idiology is founded on class egoism. Both are opposed to democracy for they overlook the basic human dignity of all men, their possession of rights, duties, and personal freedom, not by any one race or any one class.

True workers' education therefore must be free of indoctrination, propaganda, or idiological pre-conceptions of race or class egoism. Free men are a product of free thought, free discussion, free opinion!

II

Foreign Workers' Education

The United States Congress over a long period passed labor legislation protecting the rodo kumiai. With the passage of the labor laws of the United States, millions of workers joined the unions which had been originally formed during the Meiji period. The two major unions were originally, the American Federation of Labor (AFL) formed in 1881, and later the Congress of Industrial Organizations (CIO), formed in 1935.

These unions were very careful to educate their membership in trade unionism. They established schools, founded newspapers, issued booklets, and trained their workers in the philosophy of the rodo kumiai.

As they grew, their educational work expanded. American universities began to teach courses in rodo kumiai, rodo kumiai made moving pictures which told the story of the labor movement, and unions went on the radio in order to tell those who did not belong to rodo kumiai what the rodo kumiai were doing.

Today, in America, the great unions have extensive departments in their national headquarters which devote themselves to the preparation of books, magazines, newspapers, and so forth. Hundreds of men all over America are employed as rodo kumiai educators, teachers, artists, and writers.

Every summer, in many of the ken of America, the workers put down their tools, come to the University centers for a week or two, read books in classrooms, hold discussions, learn new ideas in rodo kumiai. And when they return to their factories, machi, and mura, they bring back those ideas.

Thus the American rodo kumiai have learned that you cannot build strong unions unless you promote democratic workers' education.

One very important thing about the Americans is that they do not spend

endless hours in debate and speeches. When there is something to be done, they get to work and do it. When the American rodo kumiai found that they could not rent houses, the members of the rodo kumiai held a meeting and wondered what could be done. A small committee was formed, and for weeks the committee met and discussed the problem, read the housing laws, read books on housing. After the talk, they acted. They formed rodo kumiai housing cooperatives, they bought land, and they built houses for themselves.

The important thing to understand is not that they built houses for themselves. The important thing is that they took direct action. They did not wait on the Governor to act. They did not wait for some official to scratch on a pad. They found out what they could do for themselves. Then they acted.

That is also workers' education -- only it is a type of education which we call 'learning by doing'., or functional education.

In Great Britain, the Workers' Education Association has for decades carried on intensive workers' education. Many of the present leaders of British labor never graduated from a university or college, but they have been active in the lectures, courses, and summer schools of the British labor movement, and today many of them are as well-trained and polished as any university graduate from Oxford.

In Canada, in France, in Holland, in Sweden, and in many other countries, you will find in the workers' education movement the life-spring of the labor movement.

Indeed, long hours in the factories necessitated by World War II in no way stopped the important workers' education movement. In fact, in England, even as the Fascist bombs dropped on the great production centers of the British people, workers' education classes increased, and there was more interest than ever before in extension of the knowledge of the working class.

III

Japanese Workers' Education

It would seem that the Japanese will not have strong and democratic rodo kumiai unless they have strong and well-educated members. What will they teach, whom will they educate, and how will it be done?

That is a big problem. But if you just sit back and think for yourself, it will be an easy answer.

Foundations

First, everyone is talking about the labor union movement. Where did it come from? How has it been formed in Japan?

Obviously, study of the labor movements of America and Great Britain are essential, for those countries have the oldest labor movements in the history of the world. Study of the newer trade unions in France, Australia, China, Germany, and other democratic countries also provides valuable background on the aims and purposes of the world labor movement.

But there are many new laws in Japan which are of real concern to Japanese workers and the labor movement. The Trade Union Act stands out as the initial trade union legislation in Japan. It was followed by the Labor Relations Adjustment Act, and then the Labor Stnadards Law. Related laws include the Unemployment Compensation Law and the Employment Security Act.

Do these laws have any importance for the Japanese trade unionists?

Certainly! For the first time in two thousand years of Japanese history,

the Japanese workers have a law which not only gives them the right to form unions of their own choosing, but sets up a series of regulations to protect the union, keep it free and democratic.

All of the labor laws mentioned above grant certain rights and privileges to labor unions. Some impose duties and responsibilities. If you have a legal right, or a legal duty, you do not know what it is unless you have carefully read the law.

It is essential that in the building of the labor movement that each and every worker should have a good idea of the various labor laws, and a conception of the rights and duties outlined by such legislations. And that means that workers must be educated by the trade union, with the possible aid of government labor agencies.

UNION STRUCTURE

A constitution is the legal backbone of the union. It outlines the purpose of the union, tells what officers the union has and how they are to be elected, and specifices the various relations between the union, the officers, and the general membership.

When a few hundred persons band together to form a labor union, they have created a human association which represents power -- social, economic, and political power. That power must be used for the good of the members of the organization, and should also be used to promote the common good of all the people.

Officers elected to serve the union serve within the framework of their specific duties as outlined by the union constitution. In the constitution they are given rights and duties, privileges and responsibilities. But the ultimate power within the union ever remains in the hands of the rank-and-file union membership.

Do all union members know what power they have given to the officers of their union? Do they know what will happen to the money which they pay into their union?

If they have studied both their union constitution and the various labor laws of the country, Japanese workers will be well on the road to workers' education.

Labor Contract

The new Japanese trade unions have written many contracts with the employers which are quite general, vague, and lacking in details. Because no specification is made in many such current Japanese contracts, the signing of the contract often marks the opening of a series of disputes which seemingly are endless. The employer and union no sooner end one dispute than another one is in the making.

Obviously a nation still emergin; from the greatest and most costly defeat in its history cannot afford the questionable luxury of continual work stoppages, sabotages, disputes, and turmoil within industry and government services.

Trade union members must examine carefully the labor contract under which they work. But that is only the beginning. They should examine the contracts concluded by trade unions with hundreds of years of experience; i. e., America and Great Britain. When they compare foreign contracts with what passes for a labor contract in Japan at this time they will notice that there is quite a difference.

Workers cannot criticize present Japanese contracts unless they are able to see how workers in other countries conclude collective agreements. As Japanese workers continue this process of education and self-criticism,

they will undoubtedly develop contracts which protect every right of the workers, include and go beyond the minimum standards of labor law, and guarantee to both employer and worker freedom from unnecessary labor disputes and other disturbances.

In summary, a well-educated trade unionist should know labor law, his union constitution, and his contract. He should understand foreign labor constitutions and foreign contracts in order to criticize and develop his own more intelligently.

CONTROL OF UNION

Even a democratic trade union can become undemocratic --- or even anti-democratic. As long as a trade union is run by the membership on a democratic basis, it is a free trade union. But if the membership sits back and allows one or two persons to run the union to their own liking, then the union members have sacrificed union democracy and their trade union has become bureaucratic and useful only to the top persons in control.

That is how labor union bureaucracy comes to power.

When that happens free trade unionism is dead.

There is only one way to maintain militant democratic unionism. That is by active participation in the everyday affairs of the rodo kumiai on the part of each and every member. Remember, it is a basic principle of democracy that you should never permit any higher agency to do anything for you which you yourself can do. The more you can handle yourself, the more control you have over the world you live in.

Summing up, the basic principle is that your local union will only be democratic if you yourselves run it. Second, you want your local unions to do as much as they can for themselves by themselves. Third, you cannot have strong unions unless you know your legal rights, legal duties; your union rights, union duties; and the contract with your employer.

IV.

Who Will Do It

Let us repeat that basic principle of democracy. Do not let any higher agency do anything for you that you yourself can do. That does not mean you forbid centralization. But it does mean that you promote democracy by doing as much for yourself as possible.

There are two extremes for a union education program. One way is for the national union in Tokyo to write a letter to the member unions in the Ken, shi, machi, and mura, simply telling them:

"Dear Friends:

Please start an education program. We hope to hear from you by Showa 25.

Sato San..."

Obviously, just asking a local union to do something means little. Perhaps they don't even know what an education program is. Or they want to know...-But they don't know where to start.

Now the other extreme in the approach to workers' education is when the national union is bureaucratic and undemocratic. Under this kind of a setup, the national union will have a large staff of experts who will write books, newspapers, pamphlets, and make movies. But <u>everything</u> will be done in Tokyo. The membership out in the Ken will be treated as if they are children, with the domineering rodo kumiai officials in Tokyo telling them exactly what to say, think, and do.

Obviously when education is controlled rigidly from the top, it may really be propaganda from one small group of labor bosses.

The Problem

Well, what then is the way to carry on workers' education? On the one hand, you want to avoid dictatorship from the top. On the other hand, you also want some sort of democratic education program.

As in so many other things, the right path is found between two extremes.

Consider the structure of the Japanese trade union movement as we know it today.

Division of Labor

In most shi, machi, and mura there are many small and large rodo kumiai. They are made up of workers in the industries, trades, and utilities of Japan. You find that the workers in each Ken have formed a Ken Federation of Labor, or a Ken Labor Council. You also find that the local unions have joined in with national unions - unions of the same kind of vocation or industry.

Thus, all of the copper mines belong to a national copper mine and smelter union, all of the coal miners belong to a national Coal Miners Union, and so forth.

The point is this: Unions are organized and administered on a local basis; they federate on a Ken level, they function under top co-ordination on a national basis.

Now then let us relate this structure with the problem of developing an education movement in our Japanese rodo kumiai.

The local union in the machi and mura must do as much of its own education work as it is humanly possible. But when this local union wants to stage some sort of an educational event with another local union - say a rodo kumiai play - then it will go up a step and go through the Ken Council. Likewise, if a school is planned in a Ken, it may be organized by the Ken Labor Council, for no one union in the Ken could perhaps afford to do the job all by itself.

But suppose that some local union wants to have some movies made telling the history of the Japanese trade union movement. Would it be possible for a union of 200 or 500 members to finance the production of a movie? Obviously, that would not be possible. In many Ken, even a Ken Labor Council could not finance such a thing. So here, the logical thing is for the national union in Tokyo to do the job, for then it would be financed by all of the affiliated unions in all of the Ken of Japan.

The same would apply to the writing of books on the rodo kumiai movement, the preparation of national radio programs, and printing of national rodo kumiai magazines, and the like.

That is one way to break down the division of labor so that it promotes democracy.

Unless care is exercised, there is always the danger of politicians getting control of the top organization of the union and using it for their own end. The best guarantee against bureaucracy dictatorship in the union is a vigorous educational program.

Committees

We have divided education work into three parts - that done by the

national union, that done by the Ken Labor Council, and that done in the local union.

All are necessary ... but the local union is the most important because it is the basic unit of the labor movement.

Local Union

In every local union, you will always find several members who like to read, to collect newspapers, and to talk. The first thing to do in your union is for the union president to appoint three or four men and women (especially young men and young women) as the Education Committee of the local union. This group of persons is given authority by a local membership meeting to operate under the direction of the President. At every meeting of the general members, this education committee makes a report, andiin this way, they are made responsible to the membership of the union, not just to the officers.

The committee will have many things to do. It is the practice in American and British rodo kumiai for the union to put a certain percentage of the dues into a special fund to be used by the education committee. For instance, if your monthly union dues in ¥30, and you have 100 members, you may decide to collect ¥3000 per month. ¥150 of this would then be given to the education committee. If you have 1,000 members, you may vote or decide to give the committee ¥1500 per month. That is not much money. But as we will show later, the education committee can use that small sum to build up a larger treasury on its own thru the sale of leaflets and pamphlets.

The committee is then appointed by the head of the union, and it receives its initial finances from the union. Of course, any person who volunteers to serve on the education committee should do so. A volunteer is always welcome!

That committee is then responsible for education in the local union.

Ken Council

Now on the Ken level we have a Council of labor unions from all the rodo kumiai in the Ken. We may have coal miners, communications' workers, school teachers, copper miners, factory workers, spinners and reelers - every type of rodo kumiai.

This Ken Council then forms a small education committee representative of the unions in the Ken. This Ken Council Education Committee will then be charged with supervision of education and initiation of projects - but only on the all-Ken level.

This Ken Council should be responsive to the wishes of the rodo kumiai which belong to it. It should not dictate policy.

National Union

At the top is the Education Department of the National Union. It is the usual practice in many democratic countries for the President of the Union to appoint the Education Director of the National Union with the approval and consent of the Executive Board. The Director then draws up a program, which should be approved by the officials of the union, and then he goes to work. At least once a year, this Education Director will call a conference of all local union education directors in order to coordinate his work with theirs, give them suggestions, and in turn receive suggestions from the people out in the Ken. Further, by use of a monthly bulletin to the local union Education Chairman, the Education Director of the union can coordinate the entire educational work of the union. But he is at all times responsive to the will of the directors of the union, and at the annual convention must report to the membership and have his report subject to the scrutiny and criticism of the Convention's Education Committee, followed by rank-and-file discussion and vote.

Government Agencies

Far Eastern Commission principles add that: "The Japanese Government should as far as possible assist trade union officials in obtaining information on trade union activities in other countries." In addition, the Japanese government has the responsibility to inform the general public as well as trade union members on the nature of labor legislation, new ordinances, and the enforcement procedures for the various laws affecting the rank-and-file union members as well as their trade unions.

The Labor Administration Bureau of the Labor Ministry, includes a Workers' Education Section which is responsible for the publication of a weekly newspaper, RODO SHUKAN, which announces government labor policies, carried news of labor in other countries, and otherwise serves the workers. This same Workers' Education Section has also published many foreign labor books and pamphlets, in Japanese, for the further enlightenment of union members.

The Central Labor Relations Committee, and the many Local Labor Relations Committees, have the duty and the responsibility to aid in the education of workers in the operation of the Trade Union Act and the Labor Relations Adjustment Act. These committees are also responsible for informing workers on the committees' services of conciliation, mediation, and arbitration. These committees should keep local unions informed as to labor disputes brought before the committees, and their disposition of eventual settlement.

The Labor Standards Bureau is responsible for education of rank-and-file workers as to the content of the Labor Standard Law and the many ordinances contained in it. It is also responsible for informing workers regarding their part in enforcement of these laws and ordinances.

Likewise the Labor Statistics Bureau is responsible for the reporting of accurate and timely statistics of interest to labor unions and the rank-and-file membership. And the Womens and Minors Bureau of the Labor Ministry is responsible for keeping women and women trade unionists informed on their legal rights and otherwise assist in implementing the new democracy in the new Japan.

The Employment Security Bureau of the Labor Ministry is also responsible for liaison with local unions and national unions in order to inform the unions, and to expedite the work of the Bureau.

Other government agencies have similar functions and duties to the workers. Local union education committees, Ken Councils, and the Education Departments of National Unions should make as much good use as possible of these various government agencies. They are there to serve the workers, but they cannot serve well without mutual cooperation.

V.

What Will They Do

The activities of these various educational groups varied, and will depend on the size of the union, the type of work, and the money available to the various committees, councils, and Educational Departments. But we can sketch out some of the major are activities of the workers' education committee, in order to guide them along the new channels.

For instance, one of the first things that the Education Director of a National Union might do would be to start a monthly bulletin or possibly even a printed magazine, which would be sent to every Education Committee in every local union, as well as to all of the shop stewards in the member unions. Such a magazine might be divided into a few sections - one would contain short reports on educational activities in member local unions;

another would outline programs and give ideas to the committees in the Ken; and a third would run informational articles on such things as how to establish a food cooperative, the writing of contracts, the setting up of the shop steward system and its operation, the Trade Union Act, and so forth. Month by month, this magazine or bulletin would give specific trade union information to the member unions, and that would in turn give rise to educational on the local level.

A National Union Education Director might also get busy designing some basic posters for distribution to the member unions; he would prepare leaflets telling the workers in simple language what the union is for and describe their role in democratic trade unionism. For members in small local unions, he might also prepare a series of mimeographed correspondence courses, whereby the member would receive a new lesson through the mail every few weeks, and thus be able to study the Trade Union Act, collective bargaining, labor history, and trade union principles in his own home when free from work.

The National Education Director might also have the task of arranging lecture series, regional conferences, organize labor schools, and possibly in time begin to hold summer schools for workers in various parts of the country.

The National Union Education Director might take the lead in promoting the program, and in providing the local committees with the books, pamphlets, leaflets, and posters which are the backbone of the educational system for workers. These would be sold in bulk, at cost, to the local unions.

The Ken Federation of Labor would take the lead in arranging for labor plays, lectures, local labor schools, local summer schools, and for holding a monthly conference of all educational directors in the Ken in order that they might meet frequently, exchange ideas, and keep educational work progressing in EVERY local union in the Ken.

Then we would have the Education Committee of the local union - possibly the most important committee of the local union after The Bargaining Committee. This committee would make sure that the educational material from National Headquarters was used properly. It would arrange for lectures on the local level, carry on education of the shop stewards, get small groups of workers to write their own labor plays and present them to the other workers, arrange picnics, build up a library in the union office for the use of the membership, sponsor essay contests in the local primary school in which the children would receive a prize for the best essay on the Trade Union Act, Democracy and Unionism, and so forth. Pamphlets and labor books would be sold.

Local unions can secure many books, pamphlets, and posters from the various local agencies of the Labor Ministry. Film Strips, safety exhibits, and other material can also be borrowed without cost.

The Education Committee on the local level would also take the lead in staging discussion groups, in holding round-table discussions of current legislation of interest to labor, and in arranging debates of labor leaders, managers, and public officials on such things as "What to do about the Food Problem," 'The Constitution,' and so forth.

And it is important to remember that in the local primary school, this Education Committee may find a valuable friend. They may discover that the teachers will help by giving lectures and conducting discussion groups, and they can often get the principal of the school to permit the union to use the school building one or two nights a week. As the primary school is usually in the center of town, that makes it possible for the trade union to have a convenient meeting place.

VI

Functional Education

Now we come to one of the most important forms of education - functional education. This means that you teach by having people discover how to do things for themselves.

Consider two examples. An election is coming in your Ken. The members are not satisfied with things the way they are, but they do not know what to do. The Education Committee may appoint a sub-committee of men and women workers who in their spare time will study each of the candidates: Mayor, Diet Member, or what have you. They will find out their record, and possibly will visit every one of the candidates and ask them what is their stand on labor, what they intend to do about the food problem and so forth. All of this will be recorded by the Education Committee who may then publish a small circular for the membership, or a wall newspaper, giving a summary of each candidate's record and their position on matters which affect labor and the community. When the labor union members begin to discuss the question of for whom they will vote, the Education Committee will be able to give them the story on every candidate... and everyone will have learned how to vote more intelligently by having carried on this activity, which in itself is educational.

Now, turn to the food problem. Many farmers out in the country have food, but the problem is in getting it to the workers. Some of the workers might feel that a cooperative society in the union would enable them to pool all of the buying power of the union members, buy large quantities of food from the farmers, and the rodo kumiai cooperative would then sell it to the members at low cost. Again, the Education Committee might get pamphlets and books from National Headquarters, or from the local school, study the problem, and then hold a few meetings of interested members. After they had discussed the problem from every angle, they could then go to a general meeting of the rodo kumiai, tell what they had found, and make a proposal to form a union cooperative association. Every member would learn more about the world in which he lives, and by first having studied the problem, the membership would then be able to take more intelligent action.

You see how simple democracy is ... and yet how difficult?

It is simple because it is based on the principle that every man and woman is morally equal and has equal opportunity to study and read. But it is difficult because so many of us are lazy, and do not want to do any work if we can get someone else to do it.

That is why the Education Committee is so important to the development of a sound organic democracy in Japan. The Education Committee is the agency inside the rodo kumiai which is always pressing for new ideas, wider knowledge, greater social morality, increased intelligent action on the part of all of the members.

It may take a year, it may take five years, it may take ten years. But if the Education Committees of the rodo kumiai on the local level work hard in time a solid democratic trade unionism will be built.

Functional education is also carried on by the Education Committee because in carrying on activity, the members of the committee learn to read, to study, to speak before their fellow men and women workers. In time, some of them develop into leaders, and after a while fellow unionists say: "You know, Sato San is becoming a very wise man." He always thinks before he speaks. And when he speaks, he speaks sense. You can follow his leadership." When that happens, a new union leader is born. Many people, in the early days of a new labor union, establish their leadership by the use of unwise language and loud speech. They are leaders for a

while, but they rarely stand the test of time. The real leaders of the trade union movement, the men who will stand for trade union principles, are the men and women who have come up through the Education Committee, have gone from that to the Bargaining Committee, and from there to leadership of their local union, or their national union. Workers' education is the best guarantee of continued democracy in the trade union movement, for it will provide vigorous leadership from the bottom of the union. If the top leadership of the union is capable, it will know how to use that new leadership in order to expand the union. If the top leadership is bureaucratic and feeble, it will not be long before new and better qualified leaders will be elected.

You see, democracy is a process of organic growth. It cannot be superimposed from above. Democracy cannot be given a people. All that can be done is to provide the framework for democracy, as has been done by the Allied Powers. But the filling in of the frame, the giving of life to the frame, the creation of an actual living body, or social order, called "democracy" can only come through the action and reaction of the various members of that body.

The trade union movement consists of millions of workers -- men, women and youth. Insofar as each youth, each women, and each man becomes aware of his rights and duties within the trade union movement; insofar as each person takes an active part in the management of the union; insofar as each person strives to extend his and her understanding of the trade union movement and its role within the social framework -- just that far does democracy take on real meaning.

In democratic countries, where active workers' education is in progress, workers and observers say that the trade union movement is a school for democracy actively training men and women to think to act, and to speak in a democratic manner.

One of the major tasks of the Japanese trade unions today is to activate education committees in every local union in every part of Japan. As these education committees get to work, as they function and expand their activities the Japanese labor movement should assume an importance and a dignity worthy of the respect not only of all Japanese people but of the entire world!

Summary

This is the key to the educational process in the trade union movement: activity on all levels, but most important, educational activity at the bottom of the union. This, in turn, produces new leaders and promotes greater militance on the part of all the workers.

People only love that which they know. And generally people will be loyal only to that which they love.

It follows that if the workers know what the rodo kumiai is and understand how to make rodo kumiai work for their good, they will like rodo kumiai. And when they like rodo kumiai, and understand it, then they will stick by rodo kumiai and build it ever greater and greater.

And from that will come a new, strong democratic society which will be an example to the world of how intelligent educational work can bring about a new and better democratic world for all of the people.

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TRADE UNIONISM, by Katsumi Kikunami of Communist Party Central Committee. Nauka Co., #1, 25 Jimbo-cho, Kanda, Chiyoda-ku, Tokyo. 131 pp. ¥90.

TRADE UNION POLITICAL ACTIVITY. Labor Education Materials No. 1. Labor Policy Section, Saitama Prefecture, Urawa. 9 pp. Not for sale.

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HOW TO EXPEL COMMUNISTS, by Teishin Nabeyama. Labor Democratic Series No. 1. Rodo Publishing Co., Sekai Minshu Kenkyusha, 7th Floor Meijiya Bldg., #4, Kyobashi 2-chome, Chuo-ku, Tokyo. ¥25.

CRITIQUE OF ZENTEI: FACTS ABOUT THE COMMUNIST FRACTION, by T. Yanagiwaka of Mindo. Tokyo Shoin, Nishikata-machi, Bunkyo-ku, Tokyo. 48 pp. ¥25.

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THE PURPOSE AND MEANS OF WORKERS' EDUCATION, by Richard Deverall. Labor Materials No. 4. Labor Policy Section, Aichi Prefecture, Nagoya. 22 pp. 2,000 copies. Not for sale.

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SUMMARY OF LABOR PROBLEMS, by Shigetada Murayama, Professor at Central Labor College. Central Labor College, Tokyo. 250 pp. ¥250.

LIST OF LABOR BOOKS IN CIE LIBRARY. Labor Policy Section, Osaka Prefecture. 6 pp. Not for sale.

WORD LIST OF LABOR TERMINOLOGY. Reprint of Labor Division pamphlet. Japan Coal Mining Industry Association, #16, 2-chome, Kayaba-cho, Nihonbashi, Chuo-ku, Tokyo. 32 pp. Not for sale.

DICTIONARY OF LABOR TERMINOLOGY: ENGLISH-JAPANESE AND JAPANESE-ENGLISH. Edited by T. Gamo. Central Labor College, Tokyo. 128 pp. ¥100.

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COAL LABOR YEARBOOK: 1948. Japan Coal Mining Industry Association, #16, 2-chome, Kayaba-cho, Nihonbashi, Chuo-ku, Tokyo. 588 pp. 2,500 copies. ¥600

LIST OF LABOR UNIONS, by Industry and Locality, as of 1 July 1948. Labor Policy Section, Hyogo Prefecture, Kobe. 140 pp. Not for sale.

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GUIDE FOR EMPLOYERS ON REVISING LABOR AGREEMENTS. Japan Federation of Employers' Associations, 1 Marunouchi, Chiyoda-ku, Tokyo. Not for sale.

HOW THE LABOR AGREEMENT SHOULD BE. Kansai Employers' Association, 6th Floor, Daido Bldg., 1-chome, Tosabori-dori, Nishi-ku, Osaka. 117 pp. ¥70.

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SLIDING SCALE WAGES: THEORY AND PRACTICE, by Toshinosuke Watanabe. Takeshi Inomata, Central Labor Hall, 6, Shiba Park, Minato-ku, Tokyo. 205 pp. ¥130.

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OUTLINE OF THE TRADE UNION LAW, by Hiroshi Katsuna. Kokumin Tosho Keikokai, 10 Hakusan Goten, Bunkyo-ku, Tokyo. 143 pp. ¥80.

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THE ACTUAL LIFE OF SOVIET WORKERS, by Tsuruo Yamada. Labor Democratic Series No. 2. Rodo Publishing Co., Sekai Minshu Kenkyusha, 7th Floor Meijiya Bldg., #4, Kyobashi 2-chome, Chuo-ku, Tokyo. ¥25.

THE RIGHTS OF LABOR: DEMOCRACY VS. TOTALITARIANISM, by American Federation of Labor. Publisher not listed, (Sendai). 16 pp. Not for sale.

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HOW TO ORGANIZE TRADE UNIONS: BY-LAWS OF AMERICAN LOCAL UNIONS. Compiled by Labor Policy Bureau, Labor Ministry. Kokusai Tosho Corp., #25 Shiba Nishikubo, Sakuragi-cho, Minato-ku, Tokyo. 154 pp. 10,000 copies. ¥100.

DEMOCRACY FOR ALL, by National Maritime Union, CIO. Translation of handbook on parliamentary procedure. Seamen's Bureau, Transportation Ministry, Tokyo. 23 pp. Not for sale.

PARLIAMENTARY USAGE, by Emma A. Fox. Kamakura Bookstore, Kamakura. ¥220.

GOALS FOR AMERICAN EDUCATION, by Kirkendall, Kuenzli, and Reeves. Japan Teachers' Union, Education Hall, Kanda Hitotsubashi, Kanda-ku, Tokyo. 10,000 copies.

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ARMCO CORPORATION. American Labor Contracts Series. Central Labor College, Tokyo. 68 pp. ¥45.

UNION-MANAGEMENT COOPERATION, PLANT EFFICIENCY, AND TECHNOLOGICAL CHANGE, by U. S. Department of Labor. Collective Bargaining Provisions. Central Labor College, Tokyo. 96 pp. 3,000 copies. ¥55.

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JOB ANALYSIS AND COLLECTIVE BARGAINING, by William Gomberg of International Ladies' Garment Workers' Union. Translation of "A Labor Union Manual of Job Analysis." Central Labor College, Tokyo. 144 pp. 3,000 copies. ¥80.

File

File #1704

STATISTICAL SURVEY

OF

LABOR UNIONS AND FEDERATIONS

IN

JAPAN

31 December 1947

GENERAL HEADQUARTERS
SUPREME COMMANDER FOR THE ALLIED POWERS
Economic and Scientific Section
Labor Division

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SURVEY OF LABOR UNIONS AND LABOR FEDERATIONS IN JAPAN

The attached tables are compiled from a survey on the status of labor unions and federations as of 31 December 1947 made by the Bureau of Labor Statistics and Research of the Ministry of Labor. Following are highlights of the information obtained in the survey:

1. At the end of December there were 28,053 local unions with 6,371,188 members representing approximately 37 percent of industrial labor force.

2. The most highly unionized industry was transportation and communication with 89% of the workers as union members; mining was next with 82%; finance third with 75%; gas, electricity and water supply with 67% followed while in all manufacturing 37% of all workers were organized.

3. Women union members numbered 1,407,095 or 22 percent of total union membership.

4. Affiliation with major federations and national unions was reported:

General Federation of Japanese Trade Unions		
915,672 claimed	-	759,279 as reported by local unions
National Congress of Industrial Unions		
1,185,457	-	1,146,329 as reported by local unions
National unions and federations not affiliated with either the General Federation of Japanese Trade Unions or the National Congress of Industrial Unions		
3,245,622	-	2,813,611 as reported by local unions
Unaffiliated with any national organization		
--	-	1,651,969 as reported by local unions

5. Sixty-three percent of union members or 3,921,945 in 12,902 unions were covered by local collective bargaining agreements.

6. Dues were collected by check-off in 14,183 unions representing 3,613,195 members; collected directly from individuals in 13,244 unions representing 2,563,163 members and in 586 unions with 92,074 members no dues were collected.

7. In December ¥114,856,999 were collected in dues.

8. Most members paid dues ranging from ¥20 to ¥30 per month.

9. In 22,870 unions there were no full-time union officials. In 5,143 unions there were 17,504 full-time union officials of whom 4,829 were paid by the unions and 12,675 were paid by the employers.

Table I

LABOR UNION MEMBERSHIP IN MAJOR FEDERATIONS AND NATIONAL LABOR ORGANIZATIONS

(31 December 1947)

ORGANIZATION	CLAIMED 1/ MEMBERSHIP	AS REPORTED BY LOCAL UNIONS 2/	
		No. of Local Unions	Membership
General Federation of Japanese Trade Unions (Nippon Rodo Kumiai Sodomei)	915,672	2,848	759,279
National Congress of Industrial Unions (Zen Koku Sangyo-Betsu Kumiai Kaigi)	1,185,457	4,066	1,146,329
All-Japan Council of Labor Unions 3/	—	—	—
National labor unions and federations not affiliated with either the General Federation of Japanese Trade Unions or the National Congress of Industrial Unions	3,245,622	7,987	2,813,611
Unaffiliated with any national organization	n.a.	13,152	1,651,969

1/ As reported by federations and national unions in the survey conducted by the Ministry of Labor, 31 December 1947.

2/ Affiliation reported by local unions in the survey conducted by the Ministry of Labor, 31 December 1947.

3/ Although the All-Japan Council of Labor Unions was organized with the objective to absorb unions not affiliated with either the General Federation of Japanese Trade Unions or the National Congress of Industrial Unions and has been claimed as the third major federation, it has been inactive and investigation disclosed that it does not maintain specific headquarters. Some activity is carried on in its name at infrequent and indefinite intervals by a few unions in the Osaka area.

SOURCE: Survey of Labor Unions and Federations, 31 December 1947, Ministry of Labor, Bureau of Labor Statistics and Research

Table II

LIST OF UNIONS AND FEDERATIONS AFFILIATED 1/ WITH GENERAL FEDERATION OF JAPANESE TRADE UNIONS

(31 December 1947)

Name	Membership
GRAND TOTAL	915,672
National Unions and Federations	502,960
Government	
National Monopoly Bureau Workers Union (Zenkoku Sembaikyoku Rodo Kumiai) 全國專賣局勞働組合	17,238
Private Industry	
National Federation of Textile Industry Workers Unions (Zenkoku Sen-i Sangyo Rodo Kumiai Domei) 全國纖維產業勞働組合同盟	208,162
National Federation of Metal Industry Workers Unions (Zenkoku Kinzoku Sangyo Rodo Kumiai Domei) 全國金屬產業勞働組合同盟	96,820
National Federation of Occupation Forces Workers Unions (Zenkoku Shinchugun Rodo Kumiai Domei) 全國進駐軍勞働組合同盟	65,900
National General Construction Workers Union (Zenkoku Doken Ippan Rodo Kumiai) 全國土建一般勞働組合	52,818
Japan Federation of Municipal Transportation Workers Unions (Nihon Toshi Kotsu Rodo Kumiai Rengokai) 日本都市交通勞働組合連合會	29,242
National Federation of Chemical Industry Workers Unions (Zenkoku Kagaku Sangyo Rodo Kumiai Domei) 全國化學產業勞働組合同盟	16,155
Japan Miners Union (Nihon Kozan Rodo Kumiai) 日本鑛山勞働組合	6,988
National Federation of Lumber Industry Workers Unions (Zenkoku Mokuzai Rodo Kumiai Domei) 全國木材產業勞働組合同盟	5,330
National Federation of Food Industry Workers Unions (Zenkoku Shokuhin Sangyo Rodo Kumiai Domei) 全國食料品產業勞働組合同盟	2,369
Japan General Federation of Medical Treatment Staff Employees Unions (Nihon Iryodan Shokuin Kumiai Sorengo) 日本医療團職員組合總連合	1,938
Regional Federations 3/	4,380
Kanto Federation of Traffic Workers Unions (Kanto Unyu Rodo Kumiai Domei) 関東運輸勞働組合同盟	4,380

(Continued)

Table II
(Continued)

LIST OF UNIONS AND FEDERATIONS AFFILIATED[1/] WITH
GENERAL FEDERATION OF JAPANESE TRADE UNIONS
(31 December 1947)

Name	Membership
Prefectural Federations 3/	408,332
Hokkaido Federation	13,080
Miyagi Federation	1,071
Akita Federation (Preparatory)	1,301
Fukushima Federation	7,898
Tochigi Federation	7,898
Gumma Federation	8,016
Saitama Federation	24,437
Chiba Federation	10,253
Tokyo Federation	38,272
Kanagawa Federation	20,771
Niigata Federation	9,615
Toyama Federation	275
Ishikawa Federation	435
Fukui Federation	3,464
Nagano Federation	2,545
Gifu Federation	4,099
Shizuoka Federation	7,312
Aichi Federation	17,698
Mie Federation	5,475
Shiga Federation	8,526
Kyoto Federation	9,328
Osaka Federation	823
Nara Federation	1,564
Hyogo Federation	89,736
Okayama Federation	9,407
Hiroshima Federation	10,618
Yamaguchi Federation	5,080
Tokushima Federation	5,409
Kochi Federation	14,689

(Continued)

Table II
(Continued)
LIST OF UNIONS AND FEDERATIONS AFFILIATED[1] WITH
GENERAL FEDERATION OF JAPANESE TRADE UNIONS
(31 December 1947)

Name	Membership 2/
Kagawa Federation	11,907
Ehime Federation	45,676
Nagasaki Federation	7,943
Oita Federation	3,735

1/ Affiliates claimed by the General Federation of Japanese Trade Unions.
2/ Represents membership reported by local unions claimed to be members of the General Federation of Japanese Trade Union affiliates.
3/ Represents membership directly affiliated with the General Federation of Japanese Trade Unions through regional or prefectural federations.

SOURCE: Survey of Labor Unions, 31 December 1947, MINISTRY OF LABOR, Bureau of Labor Statistics and Research.

Table III
LIST OF UNIONS AND FEDERATIONS AFFILIATED[1/] WITH
NATIONAL CONGRESS OF INDUSTRIAL UNIONS
(31 December 1947)

Name	Membership 2/
GRAND TOTAL	1,185,457
National Unions and Federations	1,180,492
Government	
All-Communications Workers Union (Zen-Teishin Rodo Kumiai) 全逓信労働組合	363,807
Private Industry	
All-Japan Chemical Industry Workers Union (Zen-Nihon Kagaku Sangyo Rodo Kumiai) 全日本化學産業労働組合	135,002
Japan Electric Power Workers Union (Nihon Denki Sangyo Rodo Kumiai 日本電氣産業労働組合	134,084
All-Japan Machines and Tools Workers Union (Zen-Nihon Kiki Rodo Kumiai) 全日本機器労働組合	100,605
All-Japan Express Workers Union (Zen-Nittsu Rodo Kumiai) 全日通労働組合	98,846
All-Japan Electrical Equipment Workers Union (Zen-Nihon Denki Kogyo Rodo Kumiai) 全日本電氣工業労働組合	69,825
National Federation of Life Insurance Employees Unions (Zenkoku Seimei-Hokan Jugyoin Kumiai Rengokai) 全國生命保險從業員組合連合會	48,250
All-Japan Occupation Forces Workers Union (Zen-Nihon Shinchugun Yoin Rodo Kumiai) 全日本進駐軍要員労働組合	43,719
National Rolling Stock Industry Workers Union (Zenkoku Sharyo-Sangyo Rodo Kumiai) 全國車輛産業労働組合	33,464
All-Japan Iron and Steel Industry Workers Union (Zen-Nihon Tekko Sangyo Rodo Kumiai) 全日本鐵鋼産業労働組合	31,929
All-Japan Council of Medical Treatment Employees Union (Zen-Nihon Iryo Jugyoin Kumiai Kyogikai) 全日本医療從業員組合協議會	28,985
Japan Press and Radio Workers Union (Nihon Shimbun Tsushin Hoso Rodo Kumiai) 日本新聞通信放送労働組合	26,754
All-Japan Federation of Harbor Workers Unions (Zen-Nihon Kowan Rodo Kumiai Domei) 全日本港灣労働組合同盟	19,338

(Continued)

Table III
(Continued)

LIST OF UNIONS AND FEDERATIONS AFFILIATED[1] WITH NATIONAL CONGRESS OF INDUSTRIAL UNIONS
(31 December 1947)

Name	Membership 2/
All-Japan Printing and Publishing Workers Union (Zen-Nihon Insatsu Shuppan Rodo Kumiai) 全日本印刷出版労働組合	16,928
Japan Movie and Theatre Workers Union (Nihon Eiga Engeki Rodo Kumiai) 日本映画演劇労働組合	14,097
All-Japan Lumber Workers Union (Zen-Nihon Mokuzai Rodo Kumiai) 全日本木材労働組合	10,439
All-Japan Foodstuffs Workers Union (Zen-Nihon Shokuryo Rodo Kumiai) 全日本食糧労働組合	4,420
Prefectural Councils 3/	4,965
Hyogo Prefectural Council of NCIU Unions	267
Ehime Prefectural Council of NCIU Unions	2,756
Kanagawa Prefectural Council of NCIU Unions	517
Saitama Prefectural Council of NCIU Unions	187
Ishikawa Prefectural Council of NCIU Unions	1,238

1/ Affiliates claimed by the National Congress of Industrial Unions.
2/ Represents membership reported by local unions claimed to be members of National Congress of Industrial Unions affiliates.
3/ Represents membership directly affiliated with National Congress of Industrial Unions through prefectural councils.

SOURCE: Survey of Labor Unions, 31 December 1947, MINISTRY OF LABOR, Bureau of Labor Statistics and Research.

Table IV

LIST OF NATIONAL UNIONS AND FEDERATIONS NOT AFFILIATED 1/
EITHER WITH GENERAL FEDERATION OF JAPANESE TRADE UNIONS
OR NATIONAL CONGRESS OF INDUSTRIAL UNIONS
(31 December 1947)

Name	Membership 2/
GRAND TOTAL	3/ 3,230,325
Government	1,450,293
National Council of All Government Office Workers' Unions (Zenkoku Kancho Shokuin Rodo Kumiai Kyogikai) 全國官廳職員勞働組合協議會	4/ 148,310
Japan General Federation of Local and Municipal Government Workers' Unions (Nihon Jichi Dantai Rodo Kumiai Sorengo) 日本自治團体勞働組合總連合	209,529
Japan Teachers' Union (Nihon Kyoshokuin Kumiai) 日本教職員組合	474,104
National Tax Collectors' Union (Zenkoku Zaimu Rodo Kumiai) 全國財務勞働組合	44,331
All-Printing Bureau Workers' Union (Zen-Insatsukyoku Rodo Kumiai) 全印刷局勞働組合	7,840
Minting Bureau Workers' Union (Zoheikyoku Jugyoin Kumiai) 造幣局從業員組合	3,300
Government Railway Workers' Union (Kokutetsu Rodo Kumiai) 國鐵勞働組合	562,879
Private Industry	3/ 1,780,032
National Industrial Unions and Federations	1,520,981
Japan General Federation of Private Railway Workers' Unions (Nihon Shitetsu Rodo Kumiai Rengokai) 日本私鐵勞働組合連合會	117,267
National Truck Drivers' Union (Zenkoku Kamotsu Jidosha Rodo Kumiai) 全國貨物自動車勞働組合	41,430
All-Japan Federation of Bus Workers' Unions (Zen-Nihon Ryokyaku Jidosha Rodo Kumiai Rengokai) 全日本旅客自動車勞働組合連合會	4,827
All-Japan Seamen's Union (Zen-Nihon Kaiin Kumiai) 全日本海員組合	102,756
Japan Federation of Coal Miners' Unions (Nihon Tanko Rodo Kumiai Domei) 日本炭坑勞働組合同盟	202,162

(Continued)

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ECONOMIC AND SCIENTIFIC SECTION
GENERAL HEADQUARTERS
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Tokyo — 1949

Japanese names are written Western style--family name last.

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ECONOMIC AND SCIENTIFIC SECTION
GENERAL HEADQUARTERS
SCAP

Tokyo — 1949

Japanese names are written Western style--family name last.

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Table IV

LIST OF NATIONAL UNIONS AND FEDERATIONS NOT AFFILIATED 1/
EITHER WITH GENERAL FEDERATION OF JAPANESE TRADE UNIONS
OR NATIONAL CONGRESS OF INDUSTRIAL UNIONS

(31 December 1947)

(Continued)

Name	Membership 2/
All-Japan Coal Industry Workers' Union (Zen-Nihon Sekitan Sangyo Rodo Kumiai) 全日本石炭產業勞働組合	3/ 160,573
All-Japan Federation of Metal Mining Workers' Unions (Zen-Nihon Kinzoku Kozan Rodo Kumiai Rengo) 全日本金屬鑛山勞働組合連合	73,239
National Construction Workers' Union (Zenkoku Doken Rodo Kumiai Domei) 全國土建勞働組合同盟	220,454
All-Japan Automobile Industry Workers' Union (Zen-Nihon Jidosha Sangyo Rodo Kumiai) 全日本自動車產業勞働組合	41,872
All-Japan Shipbuilding Workers' Union (Zen-Nihon Zosen Rodo Kumiai) 全日本造船勞働組合	79,594
All-Japan Electric Wire Industry Workers' Union (Zen-Nihon Densen Kogyo Rodo Kumiai) 全日本電線工業勞働組合	16,195
National Council of Electrical Machines Installation Workers' Union (Zenkoku Denki Koji Rodo Kumiai Kyogikai) 全國電氣工事勞働組合協議會	6,917
All-Japan Federation of Rubber Tubing Industry Workers' Union (Zen-Nihon Gomu Sangyo Rodo Kumiai Rengokai) 全日本ゴム產業勞働組合連合會	34,474
National Federation of Ammonia Sulphate Industry Workers' Union (Zenkoku Ryuan Kogyo Rodo Kumiai Rengokai) 全國硫安工業勞働組合連合會	43,625
National Carbon Industry Workers' Union (Zenkoku Tanso Kogyo Rodo Kumiai) 全國炭素工業勞働組合	1,481
All-Japan Federation of Salt Industry Workers' Union (Zen-Nihon Engyo Rodo Kumiai Rengokai) 全日本鹽業勞働組合連合會	17,201
Council of Grease Industry Workers' Unions (Yushi Rodo Kumiai Kyogikai) 油脂勞働組合協議會	5,384
All-Petroleum Industry Workers' Union (Zen-Sekiyu Sangyo Rodo Kumiai) 全石油產業勞働組合	21,900
All-Japan Federation of Brine Mfg. Industry Workers' Union (Zen-Nihon Nigari Kogyo Rodo Kumiai Rengokai) 全日本苦汁工業勞働組合連合會	1,371

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