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Note: Tokyo Labor Standards Office and its Labor Standards Inspection Office is simply called TLSO and LSIO respectively in this report.

1. ~~One-day Institute~~ Training for Inspectors for inspection on safety:

TLSO held the ~~one-day Institute~~ on-the-job training for all LSIO Inspectors at selected five key factories on five days in September, in order to train them on how to make inspection of general safety standards.

A great deal of effectiveness was admitted upon the practical exercise by the attendants

2. Effectivness of LSIOs, methods of being used by TLSO to assure violation, compliance with the Labor Standerds Law, status of violation, degree of co-operation from procurators:

The general outline of the result of inspection by 17 LSIO's is described below.

In August, 100 Inspectors exercised their inspection to 1,866 firms, namely an Inspector inspected about 19 firms during a month on the average.

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The number of Vioolations discoverd by them was 4,312.

It can be said that a firm commited 2.3 Violations on the average.

Such outward violations as that the employer did not prepare the wage ledger, workers' roster, age-certificate of the miner rule of employment, report of applied enterprise, report on establishment, ect., were numerous corresponding.

Among the substantial violations, number of violations in regard to working hours (including overtime works, rest-day works, shortage of recess) was as many as 16 per cent; violation in regard to imperfection of safety and sanitary equipments was 14 per cent; non-payment violation was 12 per cent.

Two manufacturing companies were sent baek to the Tokyo District procurator's office for indictment from LSIO on saspect of Violation of non-payment wages in August.

There was no case against which legal proceeding was taken by the District Procurator's Office, nor the decision by the District Court in August.

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TLSO had the LSIO personnel make the general inspection to the Japan Monopoly Corporation and its Branch offices in Tokyo district, according to the circulation issured from Labor Ministry.

As the result of it, it was found out that they had committed not only the outward violations of preparations for no wage ledger or workers' roster but substautial violations that they had employed their workers overtime or rest-day without making any pracedure and paid no increased wages for them. Therefore, TLSO required the representatives of the head and branch offices and made them steadily promide to improve the violations as quickly as possible.

The whole working conditions below the Law is expected to be raised up.

3. Matters regarding unpaid wages:

The situation of unpaid cases between last June and July this year is summarily mentioned here.

The number of unpaid cases that LSIOs grasped during one year and two months was 1,813 and number settled in full according to the LSIO Inspectors, efforts was 1,317.

Total amount of unpaid wages was 806,142-thousand yen.

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total amount of wages which were paid to workers was 607,656-thousand yen. Settlement-rate was 73 per cent.

Non-payment cases that LSIO's grasped during August, increased a little than during July in number but decreased a little in amount.

It shows that bad conditions on payment in circle of large scale enterprises are being improved, while smaller and medium-seale are yet suffering from non-payment problem.

The status in August is as follows:

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Months in arrears	Number of cases	Number of workers involved in the cases.	Amount of Unpaid wages.
			(Unit ₱ 1,000)
5 and over 5 months	38	1,644	51,035
4 and less than 5 months	19	644	10,185
3 and less than 4 months	60	975	20,779
2 and less than 3 months	139	4,998	89,828
1 and less than 2 months	190	4,299	38,822
less than 1 month	176	3,382	10,343
Total	622	15,942	220,992

4. National Labor Sanitation Week:

The National Labor Sanitation Week is to be observed for a week beginning from 16 October.

TLSO and LSIO personnel will make the on-the-spot inspection to working places and give employers necessary instruction in labor sanitation facilities and in cases of

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necessity give them even strict warning.

Besides, working places which are excellent in labor sanitation supervision and person who contributed to the promotion of labor sanitation thoughts, will be awarded the Labor Minister and TLSO Chief's Prizes.

5. Status of ~~worker~~ workmen's accident's conpensation insurance:

The outline of worker's conpensation insurance work is given below:

1) Collection of premiums:

a. Amount of premiums decided to collect during one month (from August 21 to Sept 20)

..... 559,676.78 yen

Total amount of premiums dicided to collect as of Sept 20 in 1950-51 fiscal year

..... 489,824,219.29 yen

b. Amount of premiums finished in receipt (one month)

..... 67,870,629.94 yen

Total amount of remiums finished in receipt as of Sept 20 for FY1950

..... 303,448,539.37 yen

c. Collection-rate 62%

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d. Amount of premiums in arrears as of Septenber 20

..... 186,375,679.92 yen

e. Amount of premiums against which property attachments have been conducted .... 6,663,399.20 yen (530 cases)

f. Amount of public sale

..... 822,262.76 yen (81 cases)

2) Benefit payments:

a. Benefit for medical treatment:

(for one month between Augst 21 and Sept 20)

..... 5,419,017 yenyen (1,501 cases)

Benefit for medical treatment

(Sum total as of August 21-in 1950-51 fiscal year)

..... 57,174,199.49 yen (15,418 cases)

b. Benefit for non-duty from the work (for one month)

..... 3,820,647. yen (823 cases)

Benefit for non-duty from the work(Sum-total)

..... 37,661,785.08 (8,316 cases)

c. Benefit for physical handicaps because of injury

(for one month)

..... 6,487,158 yen (106 cases)

Benefit for physical handicaps (Sum total)

..... 54,017,937.69 yen (978 cases)

d. Benefit for bereaved family (for one month)

..... 4,129,240 yen (13 cases)

Benefit for bereaved family (Sum total)

..... 26,374,722 (88 cases)

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e. Benefit for funeral rites (for one month)

..... 253,994 yen (13 cases)

Benefit for funeral rites (Sum total)

.....1,544,902 yen (84 cases)

f. Total amount of benefits (for one month)

.....20,110,050 yen (2,456 cases)

Sum total amount of benefits as of September 20 for FY1950

.....176,773,546.26 yen (24,886 cases)

Based on the instruction from the Labor Ministry, TLSO has decided to carry out the above movement for the purpose of stabilizing the Special Account of the Worker's Accident Insurance, and TLSO and its LSIO personnel have made and will make their efforts to comduct their on-the-spot inspection to firms that are delinquent for the payment of premiums, during one month from 15th inst to 15th Octover towards 100 percent premiums collection.

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東基監第三八八號の一
昭和二十五年九月二十八日

東京勞働基準局長

關東民事部勞働課長殿

業務實施狀況報告（自八月二十一日
至九月二十日分）

標記の件に關し別紙の通り報告する。

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安全関係講習講習會

九月中五日間、東京事業場五ヶ所を選定し、これを會場とし、全監督官の教養訓練のための講習会を開催し、一般安全基準監督方法の演習を行い、大きな効果をたさめた。

また、監督署の業務効果、法施行に対する基準局の取った處置、検察廳の協力程度、管下監督署に於ける事業場の監督状況を左に述べる。

八月中には、監督官一。。名が、一、八六六の事業場に対し監督を実施した監督官一名が一ヶ月間に約一九の事業場を監督したことになる。

違反件数は、四、三一二件で一事業場当二、三件という割合である。

違反としては、賃金台帳、労働者名簿、年令證明書などの備付のないもの、適用事業報告、事業場設置届のないもの等、いわば、形式的違反就業規則の作成しているもの

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監督を実施した監督官一名が一ヶ月間に約一九
を監督したことになる。
違反件数は、四三一二件で一事業場当二、三件と
いう割合で
ある。
違反としては、賃金台帳、労働者名簿、年令証明、書などの
備付のないもの、適用事業報告、事業場設置届のないもの
就業規則の作成していないもの等、いわば形式的違反
が多く全体の四〇%であった。実質的違反では、労働
時間(時間外労働、休日労働、休憩)に関する違反が多く、
全体の一六%であり、次に安全衛生設備不備の違反が
一四%。賃金不払の違反は一二%であった。
八月中に、監督署より、東京地方検察庁に送致した事
件は、賃金不払の違反二件で何れも製造工場であった。
八月中に公訴が提起された事件及び判決があった事
ない。

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労働省の指示に基き、日本專賣公社関係事業場の一斉臨検を行ったが、時間外労働、休日労働の違反及び超過労働の違反及び超過労働に対する割増賃金台帳（賃金不拂等の実質的違反があり）、労働者名簿の備付のない等の形式的違反も相当あったので、本社及び地方局の責任者の出頭を求め、早急に違反事項の是正を約束させたが大体確実に是正されつゝある模様である。

三、賃金不拂事件の概要

客年六月以降本年七月まで一年二ヶ月の間に於ける賃金不拂事件の總括的状況を述べるならば、管下監督署で把握した不拂事件数は、一、八一三件でその中監督官の努力によつて解決した件数は一、三一七件であり、又右に対する不拂總額は、八〇六、一四二千圓、事業主に支拂わせた金額は、六〇七、六五六千圓であつた。

この解決歩合を算定してみると七三%である。

次に八月中に、管下監督署で把握した賃金不拂事件の状況を左に述べる。

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握した不拂事件数は、一、八一三件でその中監督官の努力によつて解決した件数は一、三一七件であり、又右に対する不拂總額は、八〇六、一四二千圓、事業主に支拂わせた金額は、六〇七、六五六千圓であつた。

この解決歩合を算定してみると七三%である。

次に八月中に、管下監督署で把握した賃金不拂事件の状況を左に述べる。

八月中の不拂件数は前月より対象労働者の増加とともに幾分増加してゐるが、金額に於ては減少してゐる。

これは大規模事業場に於て、不拂が改善せられつつある一面中小企業は未だ不拂問題に引續き悩んでいることを示すものである。

右の内訳は左の通りである。

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四、労働衛生週間実施について

不払の月数	件数	対象労働者数	金額（単位一、〇〇〇円）
五ヶ月以上不払のもの	三八	一、六四四	五一、〇三五
四ヶ月以上五ヶ月未満不払のもの	一九	六四四	一〇、一八五
三ヶ月以上四ヶ月未満不払のもの	六〇	九七五	二〇、七七九
二ヶ月以上三ヶ月未満不払のもの	一三九	四、九九八	八九、八二八
一ヶ月以上二ヶ月未満不払のもの	一九〇	四、二九九	三八、八二二
一ヶ月未満不払のもの	一七六	三、三八二	一〇、三四三
計	六三二	一五、九四二	二三〇、九九二

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四、労働衛生週間実施につゝ

来る十月十日より十六日まで一週間、全国労働衛生週間が実施せられるが、当局としては、局、署の職員を動員して週間中、事業場を巡回し、法規に則り労働衛生に関する指導及び監督を実施する。

又労働衛生管理の成績が優良な事業場及び労働衛生の思想向上に特に寄與した個人を表彰することにしている。

計	六二二	一五九四二	二二〇、九九二

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労災保険事業概況（二五年九月分）

労災補償課

一、保険料力徴収状況

(1) 自八月二十一日 至九月二十日 徴収決定済額 五五九、六七六円七八銭

累計 二、九、八二四、二一九円二九銭

(2) 自八月二十一日 至九月二十日 収入済額 六七、八七〇、六二九円九四銭

累計 三〇二、四四八、五三九円三七銭

(3) 収入率 六二%

(4) 収入未済額 一八六、三七五、六七九円九二銭

右力中財産差押中 六、六六三、三九九円二〇銭（五三〇件）

(5) 公賣決行済累計 八二二、二六二円七六銭（八一件）

二、補償費支拂状況

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二、補償費支拂状況

自八月二十一日 至九月二十日 間				累計	
種別	件数	金額	件数	金額	
療養補償費	一、五〇八	五、四九、〇一七	〇〇	一五、四一八	五七、一七四、一九九	四九
休業〃	八二三	三、八二〇、六四七	〇〇	八、三一八	三七、六六一、七八五	〇八
障害〃	一〇二八	六、四八七、一五八	〇〇	九七八	五四、〇一七、九三七	六九
遺族〃	一三	四、一二九、二四〇	〇〇	八八	二六、三七四、七二二	〇〇
葬祭料	一三	二五三、九九四	〇〇	八四	一、五四四、九〇二	〇〇
合計	二四五六	二〇、一一〇、〇五六	〇〇	二四八八六	一七六、七七三、五四六	二六

(3) 收入率

(4) 收入未済額 二八六、三七五、六七九円九二銭

右刀中財産差押中 六六六三、三九九円二〇銭（五三〇件）

(5) 公賣決行済累計 八二二、二六二円七六銭（八一件）

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三、保険経済安定運動

本省より指示に依り、保険経済安定運動期間を九月十五日より一箇月とし、特に未納保険料の一掃を期するため全局署の総力を動員なし滞納整理に努力中である。

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File.

Tokyo Metropolitan Labor Bureau

August 31, 1950
Lab-Gen-Affs-Desp No.1146

To : Chief of Labor Section, KCAR

From : Director of the Labor Bureau

Subject: Labor Administrative Activities

As is shown above, the customary Labour Report for August 1950 is herein forwarded to you in separate sheets of copies attached, consisting of one original in the Japanese vernacular and two others in the American language.

Signed: _____
Takeichi Hayashi

(ものの写の写12ヶ分 1通)

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1. Remarkable trends in progress and regression regarding organization and disorganization of labour unions together with unionism movements
(July 21 ——— August 20)

During this period the details of organization and dissolution of labour unions are 13 locals (767 members) and 7 federations of unions (16,126 members) established with only 3 locals disbanded. Thus for the first time in the past several months the organization outstrips the disestablishment, it is to be remarked.

2. Description of labour current problems and method adopted by labour officials for settlement of the above, together with items whereon cooperation is requested by KCAR
(July 21 ——— August 20)

(1) Habitual grasping of actual conditions of labor bodies

Since April this year efforts have been made to get a habitual grasping on their actualities and arrangements are made for them, on which basis compilation is presently going on for "Labour Union Directory" (as of end of April) and its completion is expected by the end of August.

(2) Promotion of labour agreement conclusion

During this period there were 138 cases in which guidance was given for the above purpose.

Further, in this connection regard was had for "establishment of grievance machinery, priority right regulations, and production committee" to provide stipulations for them.

(3) Collection, arrangement, analysis, and examination of union constitutions and agreements

75 constitutions were collected in this period, in which the noteworthy features are the following:

1) An increase is seen in prohibition of attending by proxy at labour conferences.

2) No unions are scarcely witnessed to have their Youth and Women's Department.

3) A remarkable number of unions have come to provide essential conditions of their legality, but incompleteness is glaring concerning regulations for auditing of accounts required by the Labour Union Law Article 5, paragraph 2, item7:

4) No cases of providing for political activities of labour unions are to be seen. (As regards labour agreements they will be mentioned later in Items 5 and 6.)

(4) Compilation of a pamphlet "Collection of Labour Union Statutes" and "Collection of Labor Agreements"

For the purpose of making data for healthful nurture of unions they are now being collected for compiling a pamphlet (to be ready by end of August). By the way, this compilation is under way, aiming at smaller labour unions

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which constitute a majority of them in the Metropolis.

(5) Completion of guidance diary and analysis-examination of tents

In this connection a remarkable trend during this period is, the questions and advices asked concerning labour agreements are numerous to guidances given for promoting conclusion of labour agreements.

3. Description of kinds, tendencies, and causes of labour disputes

There were 10 cases of dispute participated in by 3599 persons. These classified by industry are 1 in metal, 4 in machinery, 2 in chemistry, 1 in wood-working, 2 in commerce; which classified by union affiliation are 2 CFL, 1 CIO, 1 Japan Liaison Council of Labour Unions, 4 Neutral, and 2 Independent. The main items of request in them are —— 1 wages hike, 1 payroll system revision, 1 bonus grant, 2 opposition to wage-cut, 2 grant of fund for surmounting difficulties, 1 payment of wage backlog, 1 betterment of labour conditions, and 1 opposition to personnel retrenchment. As regards acts of dispute, there were 9 strikes (3 of which being of unlimitted period) and 1 close-down. These disputes are mostly characterized by separate staging, but 2 are by a federation. 6 of the above were settled in this period, 5 by compromise and 1 through gaining its object, all of which were disposed of autonomously.

In addition to these, 14 cases arising in the previous period were settled during the current period and the nature of their settlement is compromise in 10 cases, object-gaining in 1, and object-unattainment in 3, all of which were settled autonomously, except one wherein the Metropolitan Labour Relations Commission mediated. Further, since the turning of the year there has been an aggregate of 17 cases yet to be settled.

4. Activities of labour education

(1) Consultations of educational department chiefs
(2) Summer labour university course

Item 1 is the last of a series of plans carried out separately by labour administrative offices. In this the educational department chiefs of unions under jurisdiction of Toshima Labour Administrative Office were called together, some of whom were not sufficiently qualified, but they published their own experiences of activities in living cooperative associations, which being beneficial to unions, served to create enthusiasm among those assembled for setting up such associations for the benefit and convenience of union members.

Item 2 was undertaken at Yumoto, Hakone under the joint sponsorship with Kanagawa Prefectural Government.

All the participants in this educational course were able to devote themselves to research into truth, with accomodations provided in beautiful quiet surroundings unmolested by dim and strife of life. At night a get-together was had to get benefit from direct contact with fine-characterized lecturers,

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exchanging free opinions among all the members. At esch labour administrative office a preliminary athletic contest was held separately in preparation for the Grand Meeting to be undertaken in the coming autumn, thus they were busied in this August.

The statistics in the labour education are shown below:

Projects	Ordinary union members / Women union members		Total	
	Times	Participants	Times	Participants
Lectures	25 29	4498 710	64	5008
Consultations	36 19	1937 422	55	2359
Slides	24 21	1382 984	45	2366
Paper theatres	4 3	403 143	7	546
Films	17 7	3083 562	24	3642
Explanations by charts	4 4	215 23	8	238
Total	120 83	11,517 2,844	203	14,361

5. Trends in collective agreements
(July 21 —— August 20)

During this period 19 of them were concluded. A general view of their contents shows some degree of real nature in labor agreements, viz. peacefulness, bilaterality, and responsibility, and the provisions for these go into minuter details than hithertofore.

6. Degree of success in establishment of grievance machinery, priority right regulations, survey & planning board
(July 21 —— August 20)

(1) Grievance machinery

In 10 cases there is provision for grievance machinery, 4 of which refer the final settlement to the third party arbitration and 2 yield to awarding by an arbitrary organ consisting of labor and management (excluding the third party mediators). Further, in 2 cases there is a detailed stipulation for shop committees with a recall system instituted respectively. A typical case in this connection is exemplified by the agreement of Gakunan

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Industrial Company, which also has got a peace clause provided to the effect that "there should be no act of strike during the effective period of the Agreement."

(2) Priority right regulations

No cases of such exist at all.

(3) Survey & planning board (production committee)

In 17 cases there is provision for it, 2 of which are consultative organs and 6 make themselves into advisory organs.

7. Condition of employment, unemployment, and unemployment insurance premium collection

Job-openings for males were 15,699 and those for females 7,066 totaling 22,765, which compared with the previous month shows a 54% increase, which results from a 10% increase in civilian openings together with a sudden increase in demand by Occupation Forces. Job applications were 42,771 by males and 20,042 by females totalizing 62,813; which in comparison with the preceding month, marks a 25% increase, which comes from an increase in job-openings. Consequently, placements effected were 9,559 for males and 4,188 for females, totaling 13,747, an increase of 43% over the previous month.

The demand for labor supply thru LR and PD due to the outbreak of the Korean War has rapidly increased since July, but the conditions in the demand are very rigorous in that workers to be supplied must be qualified experts with a good knowledge of English and high education and that exsoldiers should be those above 2nd lieutenants in rank, which conduce to the difficulty of supply. However, the Bureau is doing its level best to make house-to-house visits for solicitation of applications, thus meeting this difficult demand. Hereafter a still greater difficulty is expected to crop up in this connection.

In the field of temporary and casual labour there were 36,356 applications by males and 9,974 by females, totaling 46,330, which is on the par with the previous month. Job-openings aggregate 897,179, which is a 1% increase over the previous month. The recruitment of O.F. workers has no tangible effect as yet on temporary and casual labour supply, place-ments effected aggregating 886,049, which is a 2% increase.

As regards the rotation system of employment the laborers attitude towards it shows a tendency to become apparently quiet on the surface, and special attention is being paid to maintain discipline in their work.

Insurance premiums collected amount to ¥141,486,211.73, the collection percentage being 88%. Initial beneficiaries were 5,541; Those to whom payment has been completed 2,325; the amount paid being ¥139,044,134. The initial recipient of benefits number 1050, the amount paid coming up to ¥ 439,700.

8. Number and kinds of cases appealed to the Labor Relations Committee and details of their disposal

A. Management and efficiency of the Committee together with problems confronting it

The chief meetings held during this period for menagement of the Commission are the following:

(1) General meetings of the Commission

116th, August 3; 117th, August 17

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(2) Meetings of the Public Members
34th, August 3; 35th, August 17
(3) Research, Investigation, and settlement of cases regarding illegal labour acts
42 meetings for these
(4) Conciliations and mediations for labor disputes
11 meetings for them
(5) Qualification screening of labour unions
5 meetings to deal with them

Through these mediums the undermentioned results have been obtained.

Further, as a problem confronting us at present, we were shown, by Labor Section Chief, KCAR, a tentative plan for reorganization of the Labor Relations Commission, which deliberated on it with enthusiasm. Especially on August 17 the KCAR Labour Section Chief visited our Labour Bureau, with whom questions and answers were exchanged on the said plan. To make a long story short, opinions were very strong on the side of the Committee, that the benefits obtained from combination of Labour Management and Public Members were not to be made light of at the actual stage of present Japan. Furthermore, the efficiency of operations conducted by the Committee depends so much on the ability of its Secreteriat staff that it is quite natural to have regard for adopting good staffers, and therefore at present sufficient consideration is made for training the staff workers, and all the Sections are utilizing leisure time to make a proper study in this connection.

B. Sketch of conciliation, mediation, and arbitration undertaken by the Labor Relations Commission

In view of a social effect it might have as a public utility enterprise, the mediation case involving the Keio-Teito Electric Railway Company was brought to settlement on May 17 after great difficulty experienced, as was reported before, but under date of August 12 the union of the Company made a new appeal for mediation to settle a dispute about conclusion of a labour agreement.

Hereupon the Committee on August 17 called both parties concerned at its 117th General Meeting and heard the statement of their circumstances, and as a result of consultation made on the application of the Labour Relations Adjustment Law, Article 18, paragraph 3, an agreement of opinions was reached to the effect that the negotiation method of the parties was so crude that the matter was not fit for mediation, leading to rejection of the case appealed to the Committee

During this period the undermentioned are those handled by the Committee.

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(1) Cases brought to settlement:

Enterprise	In charge of	Date accepted	Participants	Adjusted items	Method of settlement	Date settled
Shibaura Academy, foundational legal person	Nakajima Hashimoto	May 20	33	Opposed to personnel cut and call, agr. conclusion	Appealed to Dist. court, withdrawing appeal from committee	Jul. 25
Kasuga paper Mfg. Co.	Takehana	Jul. 1	36	Retirement allowance due to close-down	Pay of ¥300,000 to retired & wage backlog, dissmissal allowance	Jul. 29
Akiyama Mfg. Works	Takeshita	June 12	5	Wage backlog	Wanting security for ¥58,000 unpaid wages	Aug. 7
Nishikawa Textile Ind. Co. Hachioji Plant	Ditto	June 27	37	Retirement allowance to 14 retiring	Pay ¥7000 per capita	Aug. 4
Tokyo Agricultural Univ.	Ditto	July 15	140	Agreement observance re personnel expenses	Remainder of 24 year appropriations to be transferred to personnel expenses	Aug. 15
Mita Product Ind. Co.	Yomagishi	July 24	42	unpaid wages and dismissal allowance	Company to pay ¥350,000	Aug. 2
Central Bakery Company	Sugihara	Aug. 7	33	Matters coming from close-down	Statements of both parties contradictory, case withdrawn	Aug. 14
Keio-Teito Elec. Rlys. Co.	Yoshimura Yamagishi	Aug. 12	2,000	Conclusion of labour agreement	Repasing mediation based on Lab. Rel. Adj. Law. Art. 18, Par. 3	" 17

(2) Cases pending:

Enterprise	In charge of	Date accepted	Participants	Adjusted items	Condition of Progress
Asahi Steel Material Ind. Co.	Sanki	Sept. 5, 1949	141	Request for retirement allowance & others	St. Sup. Office, Proculators Office, and Met. Lab. Rel. Com. discussing for Solution
Tokyo Housekeeping Academy	Takeshita	Jul. 15	30	Standards for personnel cut	Parties concerned negotiating with advice of mediators
Taisei Art Printing Co., Ltd.	Ishida	Jul. 25	"	Wage backlogs and retirement allowance due to close-down	Prepared to show concrete plan
Dainihon Pharmatheutical Ind. Co. Tokyo Plant	Sanki Himuro Ogihara	Aug. 9	424	Institution of retirement allowance regulation	Three Committee members appointed as mediators for the purpose

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C. Complaints and lawsuits regarding union activities handled by the Labor Relations Committee

(1) Cases settled:

Case No.	Appealant	Appealed Against	Date Appealed	Contents of appeal	In charge of	Date Settled	Result
No. 10, 1950	Nakahara, Ex. Com.Chr, All-Jap. Met. Wks. Union	Kono, President, Jap. Wireless Ind. Co.	Apr. 20	Sawada's discharge against Labor Union Law	Ichikawa Suzuki Atsuta Tabata, Misaki	Jul.27 1950	Case withdrawn
No. 8, 1950	Kuniyasu, union member, 1st pharmaceutical Co.Ltd.	Shinoda, pres. of the Company	Apr. 20, 1950	Discharge of appealant against the law	Ichikawa Kobayashi Tabata	Aug. 25, 1950	Composition made
No.7, 1950	Yoshida, Traffic Bureau employee, Govt.	Watanabe, Director of the Bureau	Apr. 14, 1950	Discharge for on May 30,49 illegal	Furukawa	Aug. 17, 1950	Case rejected

(2) Cases pending:

Case No.	Enterprise	In charge of	Condition of progress
No.46, 1949	Hashimoto Metal Ind. Co. Ltd.	Ichikawa, Himuro, Ogihara	Composition recommended, Company's answer waited for
No. 9 1950	Toshiba Rolling Stock Co.	Sanki	Under investigation
No.11, 1950	Sanko Met. Ind. Co.	Nagao, Suzuki, Hibara, Kunii Nakajima	Examination going on, but composition recommended for settlement
No. 12, 1950	Nakano Hongo Prim. Schl.	Watanabe	Composition recommended
No. 13 1950	Sc. Res. Inst.	Nagao	Examination going on, but composition expected
No. 14 1950	Ogawa Wire Mfg. Co.	Sanki Kobayashi Nakajima	Examination started on Aug. 16
No. 15 1950	Ishikawajima Heavy Ind. Co.	Sanki, Ohara Ogihara, Sakai Himuro	2nd hearing commenced on Aug. 15
No. 17 1950	Oji Transp. Co.	Koizumi, Watanabe, Sakai, Himuro, Ogihara	Written agreements exchanged on recommended composition on Aug.4, going off strike on Aug. 15, and composition terms under discussion
No. 18 1950	Obayashi-Gumi Co.	Nagao	Under investigation
No. 19, 1950	Yukosha Co.	Koizumi	Ditto

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(3) Cases newly appealed:

Case No.	Appealant	Appealed against	Date appealed	Contents of appeal
No.20, 1950	Okada, ex-employee, Tokyo Ordnance Center	Minemura, Manager of the same	Jul. 20	Discharged on alleged mistake in business, but in reality due to union activities
No.21, 1950	Tokyo Army Commissary Store's ex-employee Kiyomiya	Watanabe, Manager	Jul. 31	Discharged for unfaithful duty, but in reality due to suppression of union activities
No.22, 1950	Yamaguchi Rlys Co. paper Mill Ex-employee Ohara & 3 others	Yamaguchi, director	Aug. 3	Discharged for violating work regulations, but in reality for forming union
No.23, 1950	Hashimoto, ex-employee, Ozume Academy	Acting managing director Yamaguchi	Aug. 14	Discharged as undesirable teacher, but in reality for suppression of union activities
No.24, 1950	Asahi paper Tokyo Main Office ex-employee Ohara & 27 others	Pres. Hasebe	Aug. 14	Invalid work regulations applied, violating Lab. Un. Law in discharging active union members

D. Screening labor unions for qualification:

Unions	Location	Representative	Members	Screening purpose	Date settled	Result
Takagi Printing Chapter	1,3-chome, Shimouma, Setagaya-ku	Toshiro Ando	8	Mediation	Jul.20	Legal
Ozawa Wire Mfg.	2064, 4-chome, Hirai, Edogawaku	Kinemon Takata	104	"	Aug. 3	Withdrawn
Hotel Teito	10,1-chome, Maru-Nouchi, Chiyoda-ku	Toshio Kawamura	309	"	Jul.20	Legal
Hachinan Outdoor workers	11, Asahi-machi, Hachioji City	Keitaro Sekita	355	Reg. As leg. Person	Aug.17	"
Kamada Local	7, 1-chome, Higashi-ryogoku, Sumida-Ku	Takejiro Toda	17	Mediation	" 3	Discontinued
Shibaura Academy	1,3-chome, Nishi-shibaura, Minato-ku	Ko Kato	33	"	" "	Legal
Soc.Ins.Pay Fund Hqs	9,3-chome, Kyobashi, chuo-ku	Yasushi Kawashima	40	Reg. as leg. person	" "	"
Toho Elevator Co. Local	8, Mishima-cho, Shiba, Minato-ku	Teruo Sagawa	23	Mediation	Jul.20	"
Citizen Watch Tanashi Chapter	1695, Tanashimachi, Kitatamagun	Shoichi Ishii	1033	Reg. as leg. person	" "	"
Koyo Prec. Ind Chapter	22, Nosaki-cho, Mitaka, Kitatama-gun	Minoru Hashimoto	94	Mediation	" "	"

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Waseda Univ. Employees	34, 1-chome, Haramachi, Shinjuku-ku	Totaro Takahashi	700	Reg. as leg. person	Aug. 7	Legal
Yamanaka Elec. Co.	190, 2-chome, Omori, Ota-ku	Bunshiro Torii	226	Mediation	Jul. 20	"
Nishitama Teachers	65, Mishimake, Ome, Nishitama-gun	Kinji Shimizu	923	Reg. as leg. person	Aug. 17	"
Toho Ind. Co.	1, 2-chome, Komatsugawa, Edogawa-ku	Koichi Miyasaka	130	"	" 3	"
Oji Transp. Chapter	5, 1-chome, Kabeya-machi Kita-ku	Iwao Arai	75	Illegal lab. act	Jul. 20	"
Kasuga paper Mill	33, 1-chome, Nagahari-cho, Shimura, Itabashi	Yusaku Hazama	36	Mediation	" "	Discontinued
Tokyo Elec. Mach. & Bol. Stock	2, 2-chome, Hamamatsucho, Minato-ku	Shozo Anzai	18	"	" "	"
W-Jap. H. Ind. Main Off. Chap.	14, Yagura-cho, Nihonbashi, Chuo-ku	Toshio Deguchi	204	Reg. as leg. person	" "	Legal
Tokyo Agr. Univ.	461, 4-chome, Setagaya-cho, Setagaya-ku	Uhachi Harizuka	104	Mediation	Aug. 17	"
All-Jap. Ac. In. Nissan Chap	2, 1-chome, Tamura-cho, shiba Minato-ku	Shuichi Otaki	1164	Reg. as leg. person	" "	"
Citizen Watch Yodobashi Chap.	856, 4-chome, Tozuka-cho Shinjuku-ku	Tozo Nagasawa	685	"	" 3	"
Mita Products Co.	262, Kichijoji, Musashino-shi	Katsumi Aiba	52	Mediation	" "	Discontinued

9. Description of recommendable tendencies and opinions of labor officials regarding labour problems and activities
(July 21 —— August 20)

As in the case of Gakunan Industry Company, such small unions as have only 46 members boast an ideal agreement providing for working conditions, grievance adjustment, peace clause, etc. Thus consciousness for labor agreements is making a normal development, or willingness to conclude an agreement is being stimulated by the guidance for the acceleration for concluding one, or again negotiations are under way for the above purpose, all the which is a circumstance very much to be rejoiced in.

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東京都労働局 労働基準部

TLSO NO. 8 August 29, 1950.

TO : Labor Section, Kanto Civil Affairs Region

SUBJECT: Report of the activities of the Tokyo Labor Standards Office during the period from ~~July~~ Aug. 21 through ~~Aug~~ July 20.

The above report is herewith submitted as per the annexed papers.

Chief of Tokyo Labor
Standards Office.

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Note: Tokyo Labor Standards Office and its Labor Standards Inspection Office is simply called TLSO and LSIO respectively in this report.

1. Effectiveness of LSIOs, methods of being used by TLSO to assure compliance with the Labor Standards Law, status of violation, degree of co-operation from procurators:

The general outline of the results of inspection conducted by 17 LSIOs is described below.

In July, 100 Inspectors exercised their inspection to 1,806 firms, namely an Inspector inspected 18 firms during a month on the average.

The number of violations discovered by them was 3,645. It can be said that a firm committed 2 violations on the average.

Such outward violations as that the employer did not prepare the wage ledger, workers roster, age certificate of the minor, did not make rule of employment, or did not submit rule of employment, report of applied enterprise, report on establishment, etc., were numerous corresponding to 36 per cent of the whole.

Among the substantial violations, violations in regard to imperfection of safety and sanitary equipments were as many as 20 per cent of the whole, and violations in regard to working hours (including overtime works, rest day works, shortage of recess) were 15 per cent.

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A company was sent back to the Tokyo District Procurator's office for indictment from LSIO on suspect of violation of non-payment of wages in July.

There was no case against which legal proceeding was taken by the District Procurator's Office during July.

Ōno Chemical Machine Co., Ltd. and its president that had been indicted as a charge of violation of non-payment of wages, were penalized with a fine of 20,000 yen and 5,000 yen respectively by the Shinagawa Summary Court on July 21.

The procurator appealed to the Higher Court against the decision.

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2. Matters regarding unpaid wages:

Non-payment cases that LSIOs grasped during July increassed at 31 in number, but decreased a little in amount than during June.

The statistic figure shows the decline that unpaid cases have been being improved since May.

Smaller and medium-scale enterprises took 95 per cent of the whole enterprises who did not pay their workers' wages or paid in delay.

The status in July was as follows:

Months in arrears	Number of cases	Number of workers involved in the cases.	Amount of Unpaid wages.
			(Unit ¥ 1,000)
5 and over 5 months	37	1,209	50,887
4 and less than 5 months	20	1,083	10,929
3 and less than 4 months	58	1,238	32,090
2 and less than 3 months	135	4,653	95,752
1 and less than 2 months	184	4,037	35,161
Less than 1 month	152	2,615	13,706
Total	586	14,835	238,525

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Among 586 cases, 168 were settled in full or in some part owing to the Inspectors' efforts, who made employers pay 40,039-thousand yen to their workers.

This amount was only 17 per cent of the whole amount of unpaid wages, and it shows that resolving unpaid cases are not necessarily snap.

3. Working conditions in Japanese working places in the Occupation Corps;

It was supposed that working conditions of workers at Japanese working places belonging to SPB located in the US Air and Army Bases (Yokota, Feamcom A,B, and Tama Chemical Arsenal) in Santama area, had been being made stronger, according to the occurrence of the Korean hostilities, so the Inspectors investigated them July 12. and a few problems for consideration about working conditions were found by them. However, it is difficult to make conclusion that they are apparently against the Labor Standards Law, because the Inspectors could not

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exercise their on-the-spot inspection in detail.

What are for consideration are as follows:

a. It was likely that minors and women were often employed overtime and sometimes at midnight.

b. The increased wages for mignight labor had been paid at the fixed rate by the Law. But, the increased wages for overtime works were not necessarily paid by the calculation that were based on the Japanese Laber Standards Law. That was as to the following points:

The increased wages for the overtime works more than 48 hours a week were paid; while in case the workers who worked more than 8 hours on a certain day, if their working hours did not exceed 48 hours in the week, they were paid no increased wages for overtime works on that day.

Itabashi LSIO accepted the application for sanction for overtime ~~works~~ works necessitated by urgent accidents based on the Law Article 33 from the Manager of Japanese working places in the Itabashi Ordnance Center July 5 under the reason of necessity to labor his workers overtime everyday during a month (he needed 16 hours, the longest, to employ his workers in a day).

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Usually, this kind of prolonged works should be transacted by the agreement between the management, and labor based on the Law Article 36; if other Japanese plant had applied for this, any LSIO would have rejected it.

However, the Itabashi LSIO admitted it a special case and unavoidable under the present situation of war, therefore the written sanction was given him.

4. Status of workers' death and injury by industries:

Status of workers' death and injury in 1949 investigated by the Safety Section of TLSO, was as follows:

(Note: These figures are those of workers who died or injured when working at their plants.)

Industry	Death	Heavy injury	Slight injury	Total
Metal refining	15	237	624	876
Metal manufactures	9	425	745	1,179
Machines, tools	28	1,966	2,390	4,384

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	DEATH	HEAVY INJURY	SLIGHT injury	TOTAL.
Chemicals	14	774	911	1,699
Gas, electricity, water-supply	13	193	160	366
Ceramics	2	92	77	171
Spinning	1	100	125	226
Lumber wood working	3	260	270	533
Food stuff	1	165	88	254
Printing	3	193	168	364
Other manufactures		29	165	194
Civil engineering, construction	44	1,081	1,004	2,129
Transportation	32	1,021	1,287	2,340
Handling of freight	17	1,931	1,145	3,093
Forest	2	94	12	108
Mining		50	66	116
Others	8	206	192	406
Total	192	8,817	9,429	18,438

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5. The third-anniversary of the enforcement of the Labor Standards Law and Workers' Accident Compensation Insurance Law:

September 1 is the third-anniversary of the enforcement of the Labor Standards Law and Workers' Accident Compensation Insurance Law, and TLSO, with the joint auspices of Labor Ministry, is to hold the Lecture-meeting and Variety-show from 1 p.m. at Hibiya public Hall on that day, in commemoration of the enforcement of the Laws and besides for the purpose of popularizing them.

6. Personnel change:

There was the following change among key staffs:

New	Former
Chief of Inspection Section of TLSO..... Atsumu Kaida	Director of Niigata LSO (Aug. 1)
Chief of Safety Section of TLSO..... Manichi Seko	Chief of Safety Section of Aichi LSO (Aug. 1)
Chief of Ueno LSIO ..... Tetsu Narushima	Chief of Nakano LSIO (Aug. 10)

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丸山三祐 Chief of Nakano LSIO
..... Motohiro Maruyama — Chief of Safety Section of Kanagawa LSO (Aug. 10)

松尾秀一 Chief of Hachioji LSIO
..... Hideichi Matsuo — Chief of Ome LSIO (do)

奥沼静夫 Chief of Ome LSIO
..... Shizuo Koinuma — Inspector of Inspection Section of TLSO (do)

7. Status of workmen's compensation insurance:

The outline of workmen's compensation insurance work is given below:

1). Collection of premiums:

a. Amount of premiums decided to collect during one month (from July 21 to August 20)

..... 83,601,696.81 yen

Total amount of premiums decided to collect as of August 20 in 1950-51 fiscal year

..... 489,264,542.51 yen

b. Amount of premiums finished in receipt (one month)

..... 79,767,820.11 yen

Total amount of premiums finished in receipt as of August 20 ..... 255,577,909.43 yen

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c. Collection-rate ..... 48.1 %

d. Amount of premiums in arrears as of August 20

..... 253,686,633.08 yen

e. Amount of premiums against which property attachments have been conducted

..... 5,572,118.00 yen (441 cases)

f. Amount of public sale

..... 707,263.00 yen (70 cases)

2). Benefit payments:

a. Benefit for medical treatment

(for one month between July 21 and August 20)

..... 11,649,756.00 yen (3,187 cases)

Benefit for medical treatment

(sum total as of August 20 in 1950-51 fiscal year)

..... 51,755,182.49 yen (13,917 cases)

b. Benefit for non-duty from the work (for one month)

..... 7,311,195.58 yen (1,710 cases)

Benefit for non-duty from the work (sum total)

..... 33,841,138.08 yen (7,495 cases)

c. Benefit for physical handicaps because of injury

(for one month)... 9,403,463.00 yen (189 cases)

Benefit for physical handicaps (sum total)

..... 47,530,779.69 yen (872 cases)

d. Benefit for bereaved family (for one month)

..... 4,774,258.00 yen (17 cases)

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Benefit for bereaved family (sum total)

..... 22,245,482.00 yen (75 cases)

e. Benefit for funeral rites (for one month)

..... 519,881.00 yen (18 cases)

Benefit for funeral rites (Sum total)

..... 1,290,908.00 yen (71 cases)

b. Total amount of benefits (for one month)

..... 33,458,553.58 yen (5,121 cases)

Sum total amount of benefits as of August 20

..... 156,663,490.26 yen (22,430 cases)

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東基監第四八二号の一
昭和二五年八月二三日

関東民事部労働課長殿

東京労働基準局長

業務実施状況報告（自七月二一日至八月二〇日分）

標記の件に関し、別紙の通り報告する。

別紙

一、監督署の業務効果、法施行に対する基準局の取った処置、検察庁の協力程度

七月中には監督官一〇〇名が、一、八〇六の事業場に対し、監督を實施した。監督官一名が一ヶ月間に約一八の事業場を監督した事になる。

管下監督署に於ける事業場の監督状況を左に述べる。

東京労働基準局

違反件数は、三、六四五件で一事業場当三件という割合で

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一、監督署の業務効果、法施行に対する基準局の取った処置、検察庁の協力程度

管下監督署に於ける事業場の監督状況を左に述べる。

七月中には、監督官一〇〇名が、一、八〇六の事業場に対し、監督を實施した。監督官一名が一ケ月間に約一八の事業場を監督した事になる。

違反件数は、三六四五件で一事業場当二件という割合である。違反の中では、賃金台帳、労働者名簿、年令証明書の備付のないもの、就業規則の作成していないもの、適用事業報告、事業場設置届のないもの等、形式的違反が多く全体の三六%であった。実質的違反では安全衛生設備の不備の違反が二〇%で多く次に労働時間(時間外労働、休日労働、休憩)に関する違反が多く全体の一五%であった。

七月中に監督署より東京地方検察庁に送致した事件は賃金不拂の違反一件であった。

七月中に公訴提起された事件はない。

客年十二月賃金不拂の違反で、品川簡易裁判所に起訴

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せられていた大野化学機械株式会社及び社長は七月二一日夫々罰金二万円及び五十円の判決言渡しを受けた。これに対し八月四日検事控訴がなされた。

二、賃金不拂事件の概要

七月中に管下監督署で把握した賃金不拂事件は前月より件数において三一件増加したが金額においては僅かに減少している。賃金不拂の状況は本年五月を峠とし幾分好轉の氣配が数字的に見られる。不拂事業場数は中小企業が九五%を占めている。

右の内訳は左の通りである。

不拂の月数	件数	対象労働者数	金額（単位一〇〇〇円）
五ヶ月以上不拂のもの	三七	一、三〇九	五〇、八八七
四ヶ月以上五ヶ月未満不拂のもの	二〇	一、〇八三	一、〇、九二九
三ヶ月以上四ヶ月未満〃	五八	一、二三八	三二、〇九〇
二ヶ月以上三ヶ月未満〃	一三五	四、六五三	九五、七五二
一ヶ月以上二ヶ月未満〃	一八四	四、〇三七	三五、一六一
一ヶ月未満〃	一五二	二、六一五	一三、七六

東京労働基準局

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が九五%を占めている。

右の内訳は、左の通りである。

不拂の月数	件数	対象労働者数	金額（單位一、〇〇〇円）
五ヶ月以上不拂のもの	三七	一、二〇九	五〇、八八七
四ヶ月以上五ヶ月未満不拂のもの	二九	一、〇八三	一〇、九二九
三ヶ月以上四ヶ月未満〃	五八	一、二三八	三二、〇九〇
二ヶ月以上三ヶ月未満〃	一三五	四、六五三	九五、七五二
一ヶ月以上二ヶ月未満〃	一八四	四、〇三七	三五、一六一
一ヶ月未満〃	一五二	三、六一五	一三、七〇六
計	五八六	一四、八三五	二三八、五二五

右五八六件の中、監督官の努力によって、不拂金額の全部又は一部を使用者に支拂わしめたものは、一六八件その金額四〇、〇三九千圓で不拂總額の一七%であり現下の經濟狀勢下、依然として解決が容易でないことを物語っている。

三、軍関係事業場の労働條件について

朝鮮に於ける戦争狀態の発生に伴い三多摩地方に於ける米軍基地（横田、フィムカA、B、多摩化工廠各基地）特別調

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達庁関係事業場では相当労働力が強化せられている模様なので七月十二日調査したところ労働条件について若干考慮すべき点を発見した。然し明確に労働基準法の違反であるかどうかに就ては實地調査が充分に出來ないので断定することは困難である

(イ) 年少者、女子の時間外労働、深夜業が行われている模様である。

(ロ) 労働者に対する深夜の割増賃金は一率に法に基き支拂われているが、通常の時間外労働については週四八時間を超えて労働した部分についてのみ時間外割増賃金が支拂われ、或日が八時間労働を超過しても、それが週を通じて四八時間以内の労働であった場合には、割増賃金は支拂われない

又七月五日米八軍二三部隊内の日本人管理事務所長より板橋監督署長宛七月三日以降三十日間に亘り一日最長八時間の時間外勤務をさせる必要により、法第三十三條の許可申請があったがこの事項は、通常法第三十六條の協定による外戦時態勢下、事業場の特殊事情により已むを得ないと認め許可を與えた。

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四八時間以内の労働であった場合には割増賃金は支拂わ
れない

又七月五日米八軍二二部隊内の日本人管理事務所長より
板橋監督署長宛七月三日以降三十日間に亘り一日最長
八時間の時間外勤務をさせる必要により法第三十三條の許
可申請があったが二の事項は通常法第三十六條の協定によ
べきであるが、戦時態勢下、事業場の特殊事情により已む
を得ないと認め許可を與えた。

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四業態別労働者死傷調
當局安全課で調査した昭和二十四年中に於ける労働者死
傷状況は左の通りである。

業態	死亡 人	重傷 人	軽傷 人	計 人
金属精錬業	一五	二三七	六二四	八七六
金属工業	九	四二五	七四五	一、一七九
機械器具工業	二八	一、九六六	二、三九〇	四三八四
化学工業	一四	七七四	九一一	一、六九九

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ガス、電氣、水道	一三	一九三	一六〇	三六六								
窯業及土石工業	二	九二	七七	七一								
紡績工業	一	一〇〇	一二五	二二六								
製材及木製品工業	三	六〇	七〇	五三三								
食料品工業	一	六五	八八	五四								
印刷及製本業	三	九三	六八	六四								
その他の工業		九	五四	二九								
✓土木建築業	四四	一、〇八一	一、〇四四	三、一二	九四	四四	一、〇八一	一、〇四四	三、一二	九四	四四	一、〇八一
✓交通運輸事業	三二	一、〇二一	一、二八七	三、四〇九	九三	四一	一、〇二一	一、二八七	三、四〇九	九三	四一	一、〇二一
貨物取扱業		一四	一四五	三〇九三	一六	二	一四	一四五	三〇九三	一六	二	一四
林業	一七	一九	一九二	四〇六	一六	一	一九	一九二	四〇六	一六	一	一九
鉱業	二	一四	一六六	一八〇八	一二	一	一四	一六六	一八〇八	一二	一	一四
その他の事業	八	二〇六	一九二	四〇六	一六	一	二〇六	一九二	四〇六	一六	一	二〇六
合計	一九二	八八一七	九四二九	一八四三八	一六	一	八八一七	九四二九	一八四三八	一六	一	八八一七

五　労働基準法及び労働者災害補償保険法施行三週年記念

来る九月一日は、労基法及び労災保険法施行三週年に當るので、この日を記念日として、東京労働基準局

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貨物取扱業	一七	一九三一	一一四五	三〇九三
林業	二	九四	一二	一〇八
鉱業		五〇	六六	二六
その他の事業	八	二〇六	一九二	四〇六
合計	一九二	八八一七	九四二九	三四三八

五 労働基準法及び労災保険法施行三週年記念

来る九月一日は、労働基準法及び労災保険法施行三週年に當るので、この日を記念し、且一般に一層法の普及を図ることを目的とし、労働者と共同主催の下に、午後一時より日比谷公會堂に於て記念講演會及び演芸會を開催することになっている。

六 人事異動

左の通り幹部の異動があった。

新

監督課長　戒田　集

安全課長　迫　萬一

（八月一日附）

新潟基準局長

愛知基準局安全課長

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東京勞働基準局

上野監督署長 成島 哲 中野監督署長 (八月一〇日附)
中野監督署長 丸山三祐 神奈川基準局安全課長 〃
八王子監督署長 松尾秀一 青梅監督署長 〃
青梅監督署長 鯉沼賤夫 監督課員 〃

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七、労災保險事業概況（二五年八月分）

労災補償課

（一）保險料の徴収状況

(1) 自七月二十一日 至八月二十日 徴収決定済額	累計	八三、六〇一、六九六円八一錢
(2) 自七月二十一日 至八月二十日 収入済額	累計	四八九、二六四、五四二円五一錢
		七九、七六七、八二〇円一一錢
(3) 収入率		二三五、五七七、九〇九円四三錢
		四八、一%
(4) 収入未済額		二五三、六八六、六三三円〇八錢
右の中[illegible]産差押中		五五七二、一八円（四四一件）
(5) 公費決行済累計		七〇七、二六三円（七〇件）

（二）補償費支出状況

自七月二十一日 至八月二十一日

種別	件数	金額	件数	金額
療養補償費	三、一八七	一一、六四九、七五六	〇〇	一三、九一七
休業補償費	一、七一〇	七、三一一、一九五	五八	七四九五
			累計	五一、七五五、一八二
				四九
				三三、八四一、三三八
				〇八

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右の中[illegible]産差押中

(5) 公賣決行済累計

五五七三、一一八円（四四一件）

七〇七、二六三円（七〇件）

(二) 補償費支出状況

自七月二十一日
至八月二十一日

種別	件数	金額	件数	金額	計
療養補償費	三一八七	一一、六四九、七五六	〇〇	一三、九一七	五一、七五五、一八二	四九
休業補償費	一、七一〇	七、三一一、一九五	五八	七、四九五	三三、八四一、一三八	〇八
障害補償費	一八九	九、四〇三、四六三	〇〇	八七二	四七、五三〇、七七九	六九
遺族補償費	一七	四、七七四、二五八	〇〇	七五	二二、二四五、四八二	〇〇
葬祭料	一八	三一九、八八一	〇〇	七一	一、二九〇、九〇八	〇〇
合計	五、一二一	三三、四五八、五五三	五八	二、四三〇	一五六、六六三、四九〇	二六

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（三木印刷納）

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労総発第1146号の2
昭和 25 8 30

関東地方民事部労働課長 殿

東京都労働局長

労働行政活動に関する月報について

標記8月分原文一部、英文三部提出致します

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労働行政活動に関する月報について

1. 労働運動、労働関係組合の組織または解散に関する進歩または後退の顕著なる動向

（7月21日～8月20日）

本期間の労組設立解散状況は設立では単位13組合（767名）連合7組合（16128名）解散については単位の3組合のみという状況で設立数が解散数を上まはつていることが注目される。

2. 現下労働問題の記述ならびに上記問題を解決するため労働係官の採用している方法の記述および関東地方民事部より協力を求められたる要請事項　（7月21日～8月20日）

(1) 労働関係諸団体の実態の恒常的は握と整備

本年4月以降その恒常的は握と整備につとめており、これに基き目下「労働組合名鑑」（4月末現在）を作成中で8月末完成の予定である。

(2) 労働協約締結の促進

当期間の指導実施件数は138件であつた。なおこの指導に際しては民事部の要請事項である「苦情処理機関、年功賃規定、生産委員

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会の設置」についても協約の中で規定するよう指導を行つている。

(8)規約協約の収集整備および分析検討

当期間内に収集した規約は75部であり目立つ傾向としては次のものがある

㋑労組会議出席者の委任代理禁止規定が多くなつた

㋺青婦人部を設ける労組がほとんど見られなくなつた

㋩違法組合としての要件を備える規約が非常に多くなつたが、労組法5条2項7号の会計に関する規定の不備が目立つ

㋥労組の政治活動についての規定がほとんど見られない

（協約については後記5.6のとおり）

(4)パンフレット「労働組合規約集」「労働協約集」の作成

健全育成のための資料として、民主的な労組規約、労働協約を収集し目下パンフレットを作成中である。（8月末完成予定）なお今回の規約、協約集は都下労組

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の大半を占める小規模労組を対象として作成した。

(5)指導日誌の整備および内容の分析検討

当期間中の傾向としては「協約の締結促進」指導を行つているため、協約関係の質疑相談が目立つて多い。

3.争議の種類及傾向及原因の記述即ち未払賃金の要求が既に獲得した利益の維持を目的とするのなど

発生件数10件、参加人員数3599名である業種は金属工業1、機械工業4、化学工業2木工業1、商業2であつて労働組合の系統は総同盟2、全労連1、産別4、中立1、無所属2となつている。

要求の主項目は賃上1、給与制度改訂1、賞与支給1、賃下反対2、突破賃金支給2、未払賃金支払1、労働条件の改善1、人員整理反対1である。

争議行為は同盟機業9(内無期限総業3)工場閉鎖1である。これらの争議の構成は主として単独争議であるが連合会としての争議も2件起つている。

以上のうち此の期間中に解決を見たものは6件であつて解決の内容は妥協5件、貫徹1件でい

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づれも自主的に処理された。
このほか前期間に発生したものでこの期間に解決したものが/4件ある解決の内容は妥協/0件、貫徹/件、不貫徹3件でその解決方法は都労委が関与したもの/件を除いて悉く自主的である。
なお本年以来の未解決件数は/7件である。

4 労働教育における活動

(1) 教育部長懇談会

(2) 夏季労働大学

√ / 各労政事務所を単位として行はれた一連の計画の最後のものであつて、豊島労政事務所管内の組合の教育部長を集めて行はれたもので集合したものはかならずしもよくはなかつたがすでに生活協同組合活動を永くやつた組合の参考になる体験談の発表があり集る人々の間にそれならば是非生活協同組合を作つて、労働組合員の副利厚生面を豊かにしようと云う熱意が湧き上つた事はこの集会の成功を示すものであらう。

2 神奈川県と共催で箱根湯本で行はれた講習員の全部を宿泊せしめ、美しくしかも静かな環境で一切の世のわずらいよりはなれて、ひたすら真理の探求に専念する事が出来た。
尚講師の人格的感化を得るために夜は座談会

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を開いて膝をつき合はせ、打ちくつろいてきたんなき意見の交換を行つた、それに依つて直接的な人格指導が行はれた各労政事務所においては、秋の体育大会の地区別予選等が行われ、8月はこの為に繁忙を極めた月であつた。

統計は次の通りである。

名称	一般組合員		婦人組合員		合計	
	回数	参集者	回数	参集者	回数	参集者
講演会	35 29	4498 710			64	5008
懇談会	36 19	1937 422			55	2359
幻灯	24 21	1384 984			45	2368
紙芝居	4 3	403 143			7	546
映画	17 7	2083 562			24	3642
地図説明	4 4	215 33			8	238
合計	120 83	11517 2844			203	14361

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5 団体契約の動向 （7月21日～8月20）

当期間分の協約数は19件であるがその内容を概観するに労働協約の本質ともいうべき平和性双務性、責任性が多少なりともうかがわれるのであつて、その規定の仕方も従来よりは詳細になつて来ている。

6 苦情処理機関、年功規定、調査および企画委員会設定についての成功の度合

（7月21日～8月20日）

(1) 苦情処理機関

苦情処理機関を規定しているもの10件でその内。最後の解決が第三者の仲裁によるもの4件、労使双方よりたる裁定機関（第三者の仲裁人を含まない）の裁定に服さなければならないとするもの2件となつている。

また職場委員について詳細に規定しているもの2件で、いずれもリコール制を設けている

その代表的なものは五南工業（株）の協約でこれにはこの外に「協約の有効期間中は一切の争議行為を行わない」とする平和条項も規定されている。

(2) 年功制規定

1件もなし

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(3) 調査および企画委員会（生産委員会）

生産委員会の規定のあるもの17件で、そのうち諮問機関としているもの2件、協議機関としているもの6件である。

7. 就職及失業状況、失業保険料、徴収状況

求人　男15699　女7066

計22765で対前月比54%の増となつているがこれは民間求人10%増のほか連合軍関係が急速に増加したためである。

求職は男4277　女20042　計6813で対前月比25%の増となつているが之も求人増によるものである。従つて就職も男2559　女4188　計13747で対前月比43%増加している。

朝鮮事変の影響に伴うL.R.P.D関係の労務充足要求は7月以降急速に増加し然も優秀な技術を必要とする英語の堪能者で学歴の高度なこと。旧軍人で尉官級以上のものであることなどの特殊性から充足困難を極めているが、局をあげて戸別訪問などの方法により努力し、軍の要求に応へているが今後の困難性は増大するものと予想される。

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36,356
9,974
46,330

臨時日傭関係では求職男36,356女9,974
計46,330　前月と保合の状況で
求人は延897,179対前月比10%増加しているが、連合軍関係要員募集が臨時日傭面にはまだ大きな影響を及ぼしていないことを示している。就労延数886,049で2%の増加である。
輪番制に対する反対闘争は現在のところ活発とはなつていないが内攻的に深刻の度を増す傾向にあり、作業規律の維持については特別の注意を払つている。
失業保険料徴収額多141,486,211.73
収納率は88%　初回受給者数5,513
離職票受理件数　5,541　給付満了者数　3,432
受給期間満了者　2,325
給付金額多139,044,124.~~00~~である。
臨時日傭関係の初回受給者数　1,050
給付金額多439,700.~~00~~である。

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※労働委員会に提出せる事件の数及び種類並に事件処理状況

▲労働委員会の運営と效果及び当面の問題

本期間委員会運営のため開催された会議中主要なるものを挙げると

(1)委員総会　　8月　3日(第116回)
　　8月17日(第117回)

(2)公益委員会議　　8月　3日(第　34回)
　　8月17日(第　35回)

(3)不当労働行為事件調査審問和解計　42回

(4)労働争議調停斡旋　　計　11回

(5)労働組合資格審査　　計　5回

以上に依り別項記載の效果を収めた。

尚当面の問題として関東民事部労働課長より労働委員会改組私案の提示を受け、委員の熱心な検討が行われた。特に8月17日には民事部労働課長の来局を得此の点について質疑応答が行われ結局日本の現段階に於ては労使公益三者構成による利点は軽視出来ないとの委員例の意見が極めて強かった。

又委員会業務の能率は事務局職員の素質に影響されるので、優秀なる職員の採用を心掛け

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るのは当然であが現任職員の訓練に充分なる考慮を払ひ各課とも余暇を利用し研鑽に努めている。

B 労働委員会の行つた労働争議の斡旋調停仲裁の概要

5月17日妥結を見た京王帝都電鉄株式会社の調停事件は公益事業としての社会的影響を考え困難を重ねて解決したことは既報の通りであるが、6月12日附を以て全社労働組合より [redacted] 労働協約締結の問題について再び調停申請が為された。当委員会は6月17日第117回委員会総会に当事者双方を招致し事情聴取を行い労調法第18条第3号の適用について協議した結果当事者間の交渉が未熟であり調停を行うに適しないとの結論に達し、本件は受理するに至らなかつた。

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本期間取扱事件を以下に表示する

(1)解決した事件事業場名	担当者	受付月日	参加員数	調整事項	解決条項	解決月日
財団法人芝浦学園	中島 橋本	五三三	三三	団体協約締結人員整理反対	地方裁判所に提訴し当委員会の申立を取下げた。	七二五
春日製紙株式会社	竹化	七一	二六	工場閉鎖に伴う退職金	退職金合計30万円及び未払賃金解雇予告手当を支給する。	七三九
秋山製作所	竹下	六一二	五	未払賃金支給	未払額合計58000円に対し相当する担保物を提供する。	八七
西川繊維工業株式会社八王子工場	竹下	六三七	三七	退職者14名に対する退職金	1人宛7000円を支給する。	八四
東京農業大学	竹下	七一五	一四〇	人件費に関する協定履行	24年度予算残額を人件費に充すことに決定す。	八一五
三田物産株式会社	山岸	七三四	四二	未払給与及解雇手当支給	会社は35万円を支払う	八二
中央製パン株式会社	杉原	八七	三二	工場閉鎖に伴う諸問題	当事者の主張が対立し申立を取下げた	八一四

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都電鉄株式会社	吉村山岸	八一二	二〇〇〇	労働協約締結	労調法第18条第3号の調停を受理せず。	八一七

(2) 継続中の事件

事業場名	担当者	受付月日	参加人員数	調整事項	進行状況	
朝日鋼材工業株式会社	三鬼	二四九五	一四一	給料退職金要求外2名	基準監督署検察庁都労委3者協議して解決策検討中	
東京家政学院	竹下	七二五	三〇	人員整理基準案	当事者間に於て斡旋員の助言のもとに交渉中	
大成美術印刷株式会社	石田	七三五	一一	工場閉鎖に伴う未払賃金退職金支給	近く具体案を提示する予定	
大日本製薬株式会社東京工場	三鬼水室荻原	八九	四二四	退職金規程の作成	三委員を随時斡旋員に指名続行中	

○労働委員会が取扱つた組合活動に関する苦情及び訴訟概況

本期間中に取扱つた事項を表示する

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(1)決定した事件

事件番号	申立人	被申立人	申立年月日	申立概要	担当者	決安年月日	結果
25年10号	全日本金属労組執行委員長 中原淳吉	日本無線(株)取締役社長 河野広水	25.4.20	沢田悟郎に対する人員整理は労組法違反である	市川 鈴木 熱田 三崎 田端	25.7.27	申立取下
25年8号	第1製薬(株)労組員 国安武子	全社取締役社長 篠田淳三	25.4.20	申立人に対する解雇は不当である	市川 小林 田端	25.8.10	和解成立
25年7号	元東京都交通局職員 吉田利光 外7名	全局長 渡辺伊之輔 外1名	25.4.14	24年5月30日ストを行つたための解雇は不当である	吉川	25.8.17	申立却下

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(2)懸案中の事件

事件番号	事件名	担当者	進行状況
24年46号	橋本金属	市川・氷室荻原	和解勧告し会社側の回答を待つている
25年9号	東芝車輌	三鬼	調査中
25年1号	三晃金属	長尾・鈴木日原・国井中島	審問続行中であるが和解勧告をして解決を計つている
25年12号	中野本郷小学校	渡辺	和解勧告中
25年13号	科学研究所	長尾	審問続行中であるが和解の予定
25年14号	小沢製線所	三鬼・小林中島	8月16日審問を開始した
25年15号	石川島重工	三鬼・小泉荻原・酒井三浦崎氷室	8月15日第2回審問を行つた
25年17号	王子運送	小泉・渡辺荻原・酒井三浦崎氷室	和解勧告に基き8月4日協定書を取交し8月15日に争議態勢解除等を行い更に和解条件について検討中
25年19号	友工社	小泉	調査中
25年18号	大林組	長尾	調査中

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(3)新に申立られた事件

事件番号	申立人	被申立人	申立月日	申立の概要
25年 20号	東京オードナンスセンター元職員 岡田　明	全所管理人 峯林英太郎	7. 20	職務上の失策を理由で解雇されたが此は組合運動の故であると
25年 21号	東京アーミーカミサリーストア元従事員 清宮五郎	全所管理人 渡辺宗光	7. 31	職務不熱実等の理由で解雇されたが此は組合運動抑圧のため行はれたのであると
25年 22号	山口鉄道紙工(株)元従業員 江原健納外3名	全社 取締役 山口武夫	8. 3	就業規則違反の行為ありとして解雇したが実は組合結成中であつた為めであると
25年 23号	大妻学院元職員 橋本博次外3名	全理事長代理 山内吉雄	8. 14	教員として校風に合はないとの理由で解雇されたが此は組合運動抑圧のためであると
25年 24号	朝日新聞社東京本社元職員 小原正雄外27名	全社 取締役社長 長谷部　忠	8. 14	関係方面の示唆と称し無効の就業規則を適用し活動的組合員を解雇した労組法違反であると

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D 労働組合の資格審査状況

労働組合名	所在地	代表者	組合員数	審査目的	決定月日	結果
高木印刷支部	世田ヶ谷区下馬 3 1 1	安藤敏郎	8	斡旋	7.20	適法
小沢製線所従組	江戸川区平井町 4－2064	高田金右ヱ門	104	斡旋	8. 3	取下
ホテルテイト従組	千代田区丸の内 1－10	河村敏雄	300	斡旋	7.20	適法
八南屋外労組	八王子市旭町 11	関田恵太郎	355	法人登記	8.17	適法
鎌田分会	墨田区東両国 1－7	戸田竹次郎	17	斡旋	8. 3	打切
芝浦学園教職組	港区西芝浦 3－1	加藤幸	33	斡旋	8. 3	適法
社会保険診療報酬支払基金本部職組	中央区京橋 3－9	川島衡	40	法人登記	8. 3	適法
東和エレベータ分会	港区芝三島町 8	佐川照雄	23	斡旋	7.20	〃
シチズン時計田無支部	北多摩郡田無町 1.695	石井正一	1.033	法人登記	7.20	〃
光洋精工所支部	北多摩郡三鷹町野崎町 22	橋本実	94	斡旋	7.20	〃
早稲田各職労組	新宿区原町 1－34	高橋藤太郎	700	法人登記	8. 7	〃
山中電機労組	大田区大森 2－190	鳥井文司郎	226	斡旋	7.20	〃
西多摩教職組	西多摩郡青梅町西分 65	清水金次	923	法人登記	8.17	〃
東邦工業従組	江戸川区小松川 2－1	宮坂晃一	130	法人登記	8. 3	〃
王子運送支部	北区神谷町 1－5	新井巌	75	不当労働行為	7.20	〃
春日製紙労組	板橋区赤村長後町 1－33	間勇作	36	斡旋	7.20	打切
東京電機車輪	港区芝浜松町 2－2	安斉正三	18	斡旋	7.20	打切
西日本重工本社支部	中央区日本橋矢倉町 14	出口俊雄	204	法人登記	7.20	適法
東京農大職組	世田ヶ谷区世田ヶ谷 4－461	針塚卯八	140	斡旋	8.17	〃
全日本損害保険	港区芝田村町 1－2	大[illegible]修一	1.164	法人登記	8.17	〃

日鉱支部	1645	石井正一	1033	登記	7.20	〃
光洋精工所支部	北多摩郡三鷹町野崎町 22	橋本寅	94	斡旋	7.20	〃
早稲田各職労組	新宿区原町 1—34	高橋藤太郎	700	法人登記	8. 7	〃
山中電機労組	大田区大森2—190	鳥井文司郎	226	斡旋	7.20	〃
西多摩教職組	西多摩郡青梅町西分 65	清水金次	923	法人登記	8.17	〃
東邦工業従組	江戸川区小松川 2—1	宮坂晃一	130	法人登記	8. 3	〃
王子運送支部	北区神谷町 1—5	新井巌	75	不当労働行為	7.20	〃
春日製紙労組	板橋区志村長後町 1—33	間勇作	36	斡旋	7.20	打切
東京電機車輌	港区芝浜松町2—2	安斉正三	18	斡旋	7.20	打切
西日本重工本社支部	中央区日本橋矢倉町 14	出口俊雄	204	法人登記	7.20	遠法
東京農大職組	世田ヶ谷区世田ヶ谷 4—461	針塚卯八	140	斡旋	8.17	〃
全日本損害保険日産支部	港区芝田村町1—2	太滝修一	1164	法人登記	8.17	〃
シチズン時計淀橋支部	新宿区戸塚町 4—856	長沢東蔵	685	法人登記	8. 3	〃
三田物産従組	武蔵野市吉祥寺 262	相葉克巳	52	斡旋	8. 3	打切

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2 喜ぶべき傾向、問題および活動に関する労働係官の意見記述（7月21日～8月20日）

前記の岳南工業のごとく組合員46名という小組合にもかゝわらずその協約は労働条件、苦情処理、平和条項等が規定されほゞ理想的なものとなつており、労働協約に対する自覚が正常に発達して来ていることおよび労働協約締結促進の指導により協約締結の気運が起りつゝあり、あるいは締結のための交渉に入つたものないし締結されたもの多くみられることは誠に喜ばしい。

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file.

Futo Shokuhatsu No. 77

August 24, 1950

Toshiko Ito
Chief of Tokyo Office,
Women's and Minors' Bureau,
Ministry of Labor.

To: Kanto District Liaison & Coordination Office.

"Report on Activities during the Month of August"

I am very happy to send you one copy (Japanese version) and three copies (English version) of the Report (July 21 to August 20) prepared as requested by Kanrengo No. 61.

Received
K.L.C.O.
25. 8. 31
TIME

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Tokyo Office
Women's &
Minors'
Bureau

Report on Activities During Month.

From July 21
To August 20

I. Activities on Survey, Enlightenment, Education and Planning.

Outdoor activities

A. Survey.

a. Ordered by the Ministry proper.

1. Survey of household work (cont'ned from the preceding month)

(1) Artificial flower makers ---------- 2 cases

(2) Workers working outside of the artificial flower plant ---------4 cases.

2. Survey of slave trade --------- 36 cases.

3. Survey of dormitories of visiting maids and visiting nurses.

District	Name of dormitory	Date of survey	Remarks
Gotanda	Jinsaidan Nurse Dormitory.	Aug. 11	Entrusted dormitory of Kandabashi PESO
Kandabashi	Shirayuri Employment Exchange Office for Nurse.		Private management.

b. Planned by Tokyo Office.

1. Survey of the outbreak of mass dysentery cases in girls' Dormitory of Tokyo Factory, Dai-Nippon Spinning Co. Ltd.

B. Meeting for enlightenment and liaison.

a. Council for Measures to meet Youngsters' Problems.

Aug. 4 — Sponsored by Gov't Offices concerned.

b. Women's Problems Confab

Aug. 8 — Sponsored by Tokyo Office.

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C. Activities on Planning.

a. Conference of officials in charge of women's affairs of the Labor Policy offices.

Aug. 7

On the launching of movement for the promotion of women's union activities.

b. Conference with respective Labor Policy Office.

Aug. 11 --14

On the launching of movement for the promotion of women's union activities.

c. Confabulation of surveyers of family work actual situation.

Aug. 4

Sponsored by ministry proper.

d. Liaison conference of Women's and Minors' offices.

July 31, Aug. 5

D. Other activities.

a. Collection of materials.

1. On employment status of new-system middle school graduates.
2. On judicial cases of women's and minors' appeared in the Monthly Labor Standards Inspection Report published by Tokyo Labor Standards Inspection Bureau. (Editions for the Months of April, May and June)
3. Preparation of lists of PESOs, entrusted dormitories of visiting maids and visiting nurses, profit-making employment exchange projects.
4. Preparation of list of women's departments of Labor Unions.
5. Collection of trade union constitutions and labor agreements.

b. Distribution of data.

1. Data related to women's labor.
2. Data related to minors' labor.

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3. Data related to women in general.

4. Monthly Report on Women's and Minors' Bureau.

5. Kamishibai.

II. Activities for the encouragement of women union members to fulfil their roles in union activities.

Movement for the promotion of Activities of women union members (August to September)

A. Survey.

a. Survey of actual conditions of labor union.

Industry	Metal	Chemical	Machine & tool	Food-staff	Weav-ing	Print-ing
No. of establishments covered.	2	2	3	2	1	4

Retail of goods	Bank-ing	Insurance	Hotel & restaurant	Medical	Civil service
1	2	2	1	1	1

b. Survey of Housewives Societies of labor union.

Region	Name of Society	Date of Survey
Adachi	Mothers' Society, Kameari Plant, Hitachi Mfg. Co.	July 26
Shibuya	Toho Family Society, Japan Film & Stage Workers Union.	July 27

B. Round-table Talk and Confab.

a. Confab of chiefs of Women's Departments of department stores in Tokyo.

Aug. 2 - Sponsored by Ministry proper.

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b. Round-table talk of labor union leaders.

Aug. 16 Sponsored by Women's and Minors' Office.

III. Other related matters

Indoor activities

A. Visitors.

a. Retirement allowance (Dai-Nippon Printing Co.)

b. How to furnish materials (Agricultural Affairs Section, Toshima Labor Policy Bureau. Nippatsu Workers Union)

c. How to relieve prostitutes (Hachioji District Officials concerned with improvement & publicity of agricultural affairs)

d. Formation of labor union (Shisei Hospital II)

e. Midnight work of women (Finance Ministry Printing Bureau Workers Union)

B. Cooperation and assistance of Government offices concerned.

a. Labor Standards Bureau, Labor Standards Inspection Office.

{Survey of slave trade. Exchange and distribution of materials.

b. Tokyo-to.

1. Labor Bureau.

(a) Labor Policy Section, Labor Policy Office.

{Movement for the promotion of union activities of women.

{Exchange of materials.

(b) Employment Security Section.

{Survey of dormitories of visiting maids and nurses.

{Exchange of materials.

2. Agricultural Affairs Section, Daily-life Improvement Unit.

Confab on Women's Problems.

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婦東転発第77号

昭和25年8月24日

労働省婦人少年局東京転員室主任

伊藤俊子

関東連絡調整事務所 御中

8月分月間活動報告について

関連合発61号に依る報告(7月21日～8月20日)別紙の通り和文一通.英文三通お送りいたします.

Received
K.L.O.O.
25. 8. 31
TIME

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P1

婦人少年局 東京転業室 月間活動報告 自 7月21日 至 8月20日

(1) 調査、啓蒙、教育、計画に関する活動

室外活動

A. 調査.

a. 本省の命に依るもの.

1. 家内労働調査.（先月に続行）

イ. 造花製造業者　2件.

ロ. 造花場外作業者　4件.

2. 人身売買調査.　36件.

3. 派出婦 派出看護婦寄宿舎調査.

地域	寄宿舎名	調査月日	備考
五反田	仁済団看護婦寮	7月11日	公共転業安定所の委託寮
神田橋	白百合看護婦紹介所	〃	個人経営

b. 転業室の企画によるもの.

1. 大日本紡績(株)東京工場女子寄宿舎に於ける集団赤痢発生状況.

B. 啓蒙連絡のための会合.

a. 青少年対策協議会.　8月4日　主催 関係各方.

b. 婦人問題懇話会　8月8日　〃 転業室.

C. 計画についての活動.

a. 労政事務所婦人担当官会議　8月7日　女子の組合活動促進運動の実施について.

b. 労政事務所別打合せ　8月11日～14日　〃

c. 家内労働実態調査員座談会　8月4日　主催 本省

d. 転業室連絡会.　7月31日. 8月5日.

D. 其の他の活動.

a. 資料蒐集

1. 新制中学卒業生就転状況について.

2. 東京労働基準局監督月報（4.5.6月分）に表はれた女子.年少労働者司法

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事件について.

3. 耳云業安定所、派出婦、派出看護婦委託寮並営利事業耳云業紹介所のリスト作成

4. 労組婦人部リスト作成

5. 労組、組合規約、労協協約蒐集.

6. 資料配布.

1. 婦人労協関係資料.
2. 年少労協関係資料.
3. 一般婦人関係資料
4. 婦人少年局月報.
5. 紙芝居.

(乙) 組合活協に於て婦人組合員が正しい役割を果すことの促進」に関する活協.

女子組合活協促進運協(8月～7月)特別活協.

A. 調査

a. 労協組合実態調査

産業別	金属	化学	機械器具	食品	紡織	印刷	物品販売	金融	保険	接客	医療	公務
調査事業場数	2	2	3	2	1	4	1	2	2	1	1	1

b. 労組主婦会調査

地域	主婦会名	調査月日
足立	日立製作所亀有工場母の会	7月26日
渋谷	日映演東宝家族会	7月27日

B. 座談会並懇談会

a. 都内百貨店婦人部長懇談会　8月2日　主催　本省.

b. 労組指導者座談会　8月16日　〃　耳云局室.

(3) その他の関係ある事項について

室内活協

A. 未亡者の状況.

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p3

a. 退転金について　（大日本印刷）

b. 資料提供方について　（豊島労政、農務課、日電労組）

c. 売春婦救済方依頼　（八王子地区農業改良普及員）

d. 組合結成について　（至誠会才二病院）

e. 女子の深夜業について　（大蔵省印刷局労組）

B. 関係官庁の協力及援助

a. 労働基準局、監督署 ―― 人身売買調査 / 資料交換並配布

b. 東京都

1. 労働局

イ. 労政課、労政事務所 ―― 女子組合活動促進運動について / 資料交換

ロ. 転業安定課 ―― 派出婦、派出看護婦寄宿舎調査 / 資料交換

2. 農務課、生活改良係 ―― 婦人問題懇話会について

以上

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file

Lab-Gen-Affs Desp. No.1056

Tokyo Metropolitan Labour Bureau

July 31, 1950

To : Chief, Labour Section, KCAR

From : Director of the Labour Bureau

Subject : Labor Administrative Activities

As is mentioned above, the Labour Report for July 1950 is herein sent to you in separate sheets attached ——— one original in the Japanese vernacular and the other two in the English Language.

Signed : _____
Takeiehi Hayashi

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

1. Remarkable trends in progress and regression made concerning labor movements, organization, and disorganization of various bodies connected with labor

(June 21 —— July 20)

As regards establishment and disorganization of labour unions known during the current month, 37 locals (5,279 members) and 7 federations (11,119 members) have been organized with 69 locals (3,692 members) and 1 federation (54 members) disorganized, thus the disorganization of locals for outnumbering the establishment. In this month both the former and the latter register such a high level as has never been witnessed in the past several months. This is because a general survey on organization and disorganization has been made including past ones in those of the current period.

2. Description of current labor problems and method adopted by labor officials for the above settlement, including items on which co-operation is requested by KCAR

(June 21 —— July 20)

a. Habitual grasping and clarification of actual conditions of labor bodies

This item is very important from the view-point of labour administration, but since various reports were done away with due to enforcement of the revised Labor Union Law it has become difficult to grasp the real state of labor unions. So that the Metropolitan Government has devised a proper method to get an insight into labour organizations on a habitual basis since April this year.

b. Acceleration of concluding labor agreement

Most of labour unions are yet to be awakened to the necessity of labor agreements nor do they feel it very keenly. Therefore taking up those unions which have no experience of concluding an agreement or which once had an agreement or which having one, had difficulty in its conclusion and revision including those undertaking no negotiation for the purpose, we are giving guidance individually to both labor and management for the promotion of concluding and revising labour agreements (During the period of April to December 1,948 unions being objects for the guidance). In this current periods guidance has been given in 194 cases.

Further, in this connection, "establishment of grievance machinery, priority rights, and production committee" which is an item requested by KCAR is also considered in our guidance for institution in labour agreements

c. Collection, arrangement, analysis, and examination of constitutions and agreements

The degree of democratization in labor unions and relations between employers and employees can been known by analysis and examination of constitutions and agreements, and so as many of them as possible are collected for analysis and examination, an investigation into their trend being made monthly and every 6 months. In this period 60 constitu-

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tions have been collected, the trends observed in which being that the regulations for election of officials and for steering meetings have been materialized, that the organization of privileged youth departments has almost disappeared, and that efforts are being made to provide essential conditions stipulated under Article 5 of the Labor Union Law.

d. Arrangements for guidance diaries and analysis and examination of their contents

For purposes of grasping actualities of labour unions and labor-management relations, matters on which labour administrative offices and this Bureau were asked for advice, together with those on which guidance was given including requests made by employers and employees are classified by month for examination and analysis as a means subservient to labour administration, and so in this current period the utilization of labour administration offices by labour and management come up to 799 cases, registering approximately a 30% increase over the average for the past 5 months.

2. Description of kinds, tendencies, and causes of disputes

(June 21 —— July 20)

The number of disputes in this period is 12 cases with 3731 participants. These classified by industry are 2 cases in metal, 6 in machinery, 2 in chemistry, 1 in printing, and 1 in commerce (sale and publishing of a newspaper). Their requests are —— wage-hike 4 cases, living allowance 1, opposition to wage backlogs 2, opposition to wage cut 2, labor agreement conclusion 1, opposition to discharge 1, and opposition to the adverse revision of the Metropolitan Public Peace Ordinance 1. The forms of disputes are —— 2 cases sabotage, 6 time-strike, and 4 unlimitted strike. Five cases have been brought to settlement —— object not gained in 2 cases, object gained in 2, and compromise effected in 1. The manner of settlement for these cases are —— 4 cases through mutual cooperation and 1 through natural extinction.

Further, 13 of the cases arising in this period have currently been settled, which are broken down into 1 case of object gained, 3 of not gained, and 9 of compromise.

Among them are included 1 case in which the Metropolitan Labour Commission interested themselves and 2 with which the Central Labor Commission was concerned, but here their mediation took no effect, being ultimately settled by labour and management themselves. Cases remaining unsettled since January this year come up to 22.

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4. Activities in labour education
(For July)

In July especially, it is decided to carry on labour education with emphasis laid on conclusion of labour education, and the details of the project to be undertaken by the Labour Administrative Section are the following 4 items:

(1) Street propaganda for promoting conclusion of labour agreements
(2) 4th meeting for education of women
(3) Consultation with employers
(4) Consultation of educational department chiefs of labour unions

1) For the purpose of promoting labour agreement conclusion a propaganda automobile was utilized to make street propaganda in the squares of Sukiyabashi, Shinjuku, Shibuya, Ikebukuro, Tachikawa, Hachioji, Kinshicho, and the like stations, and at the same time making use of rest-time at noon in a few factories which have no agreements concluded, dissemination of knowledge in this connection was undertaken among the general workers there.

This was the first experiment of the kind, but it attracted the Metropolitan people's attention as the choice of places and factories was properly made for this purpose

2) The 4th grand meeting for womens' education was undertaken to instil a new spirit into rather backward women-workers and to make them take a step forward. This time the method of propaganda was quite original and very popular in the Metropolis attracting about 2,000 people, thus marking a new high in the gathering of women.

3) Two consultations with employers centering on conclusion of labour agreements, which served to increase their interest in the said contract

4) Study and launching on co-operative activities by labour unions aimed at institution of an important part of unionism movements.

In this connection a greater interest was shown in areas farther from the center of the Metropolis than places nearer to it, showing a good result of gatherings. The labor education carried out by respective labour administrative offices on visual basis and through lectures gained the results tabulized below:

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Items	General union members		Total	
	Women union members			
	Times	Participants	Times	Participants
Lectures	40	5,250	63	5,780
	23	530		
Consultation	32	2,520	44	2,970
	12	450		
Slide projections	25	1,520	43	2,490
	18	970		
Paper theatre plays	9	420	11	520
	2	100		
Cinemas	38	1,252	53	1,831
	15	579		
Female Culture courses	3	50	6	161
	5	111		
Total	147	11,052	220	13,752
	73	2,700		

5. Trends in collective contracts
(June 21 —— July 20)

The number of contracts for the current period is 15 cases, in most of which there is stipulation of rights and duties of both employers and employees (management right, personnel right and right to work) including working conditions. Especially as regards wording conditions there is a minute stipulation on an extensive scale.

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6. Degree of success in institution of grievance machinery, priority right, research and planning committee

(June 21 —— July 20)

(1) Grievance machinery
In 9 cases there is stipulation for grievance machinery, in three of which an ultimate settlement of disputes is referred to arbitretion. In especial, detailed stipulation here is observable in the case of Mainichi Newspaper Workers Union and Mitsukoshi Dept. Store's Sewing Factory Workers Union. In the latter case a detailed stipulation is given concerning the shop committee with even a recall system instituted.
(2) Stipulation for priority right
No case of the kind.
(3) Research & planning board
In 14 cases there is a stipulation for production committees, 3 of which are made to function as an advisory organ, the rest serving as a consultative one.

7. Condition of employment and unemployment together with details of unemployment insurance premiums collection

Openings for males are 8,252 and those for females 6,560, totaling 14,812, which marks a 11% decrease over the previous month. Job-applications by males are 32,467 and those by females 17,951, totalizing 50,418, showing the same percentage as in the previous month. Decrease in openings and applications is because of termination of handling new school graduates. In the field of temporary employment there were 36,240 male and 9,880 female job-seekers, amounting to 46,120 with a 5% increase over the previous month.

In contradistinction to this job-openings total 886, 626 with a 3% decrease over the previous month. Employment aggregates 869,037 persons with a 3% decrease, which is attributable to decrease in employment for work relief projects.
In view of the summer off-season of job-openings the Metropolitan Labor Bureau utilizing its propaganda car, staged a 3-day job solicitation campaign in busy centers of the Metropolitan area, securing 130 job-offers.

As is often reported, since the enforcement of the rotation system of employment there has been a succession of riotous incidents affecting respective employment offices under the jurisdiction of the Labor Bureau, placing their employment service activities in doger of suspension. This situation in taking on a grave aspect, and when we consider the movements in opposition to, and criticism on the rotation system we can not dispense with attention to and reflection on the circumstances that have compelled the authorities concerned to adopt the system

The amount of unemployment insurance premiums collected is ¥ 2,547,429,781, showing a 93% collection. Initial beneficiaries number 5719; 6,371 lay-off cards have been received; those to who payment of benefits has been completed are 3,670; those whose period of getting benefits is due number 2,186; the benefits paid come up to ¥135,972,318,

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To conclude, in the field of temporary and casual labour, initial beneficiaries amount to 506 persons with ¥ 721,220 paid to them in benefits.

8. Cases appealed to the Labor Committee and details of their disposal

A. Management and efficiency of the Committee with problems confronting it

The re-election of the Committee consituting a pending problem was made on July 5, as is shown in the list on the attached sheet, with a joint general meeting (114th) held by its new and old members, at which business transfer was made, an appointment of Mr. Furukawe as Chairman and Mr.Miki as Acting Chairman having been made from among the Committeemen.

The former committee made their best efforts to settle the pending problems, deciding on the problems connected with the Metropolitan Workers Unions, Tokyo Metropolitan Traffic Bureau Workers Union, and the Metropolitan Labour Committee to which injunctions have been handed respectively, thus completing the outline of the problems to be handled by the Metropolitan Labor Relations Committee. The newly appointed members of the Committee will be given a treatment enough to make them exert their full efforts in their activities.

Enumerated below are the conditions of the operations of the Committee.

On June 22, the 22nd meeting of the Public Members of the Committee was held at 13 o'clock for about an hour, at which dicision was made on 2 cases of illegal labor act and 10 of qualification screening.

On the same day at 14 o'clock the 113rd general meeting was held, at which a report was made on settlement of 5 cases of conciliation and mediation, 2 of illegal labor act, and 10 of screening for qualification.

On June 27, from 10 to 15, the 30th meeting of the public members being held, a decision was made on the disposal of cases connected with Metropolitan Traffic Bureau Workers Union, Metropolitan Government Workers Union, Metropolitan Labor Committee, and Obayashi-Gumi Co, Ltd.

On July 3, the 31st meeting of the Public Members handed its injunctions to the above parties concerned.

On July 18, the new public members conferred on the future management of the Committee, and on July 19 they made a report to the former members on various problems cropping up after the re-election.

On July 20, the 33rd public members meeting and the 115th general meeting were had, where a report was made on 6 cases of illegal labor act, 4 of qualification screening, and 8 of conciliation, thus the new members entering on their activities

Further on July 13 and 14, under the sponsorship of the Ibaraki Prefectural District Labour Relations Committee, a conference of Directors of Secretariats of District Labour Relations Committees was held, at which discussion was staged on such important matters as examination into the structure of District Labor Committee.

B. Outline of conciliation, mediation and arbitration in labor disputes handled by the Labour Committee

In the total number of 18 settled cases reported at the 113th and 115th general meeting of the Committee, the 5 cases connected with the Underground Rly, Keio-Teito, Asahina Iron Works, Hoya Plant Akiyama Works, and Janome Sewing Machine Co. have already been reported on. The later cases

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acted on are listed below:

Name of enterprise	Person in charge	Date accepted	Union members	Matters appealed	Conditions of settlement	Date settled
Oriental Women's Dental College	Uchida Nozawa Kobayashi	25, 1 5	42	Payment of retirement allowance	Payment of ¥1,140,000 in lump sum	25,6/27
Hotel Teito	Takeshita	25, 4 27	270	"	Payment of regulated deposits and a sum ofmoney grant	25,6/24
Japan Steve doing & Transportation Co.	Takeshita	25, 5 8	17	Family allowance payment	After June 23 contract to be concluded with new company under way	25,6/23
Tokyo Electric Rolling Stock Co.	Yoshimura	25, 7 8	18	Opposition to close-down	Close-down recognized, but ¥1,020,000 to be paid as vorious allowances	25,7/11
Cinema Ten-day Report publishing Co.	Ditto	25, 5 9	47	Opposition to pay delay and agreement conclusion	Company to withdraw appeal, union consenting	25,7/12
Towa Lift Mfg. Co.	Ditto	25, 5 22	23	Close-down	¥230,000 to be paid to unionists, all retiring under date of July 15	25,7/17
Toyo precision Machinery Tokyo Plant	Takeshita	25, 6 12	94	Opposition to close-down and payment tob back wages	30 remain the rest to be transferred to Osaka Plant	25,7/5
Ozawa Wire Mfg. Co.	Miki Kobayashi Hasejima	25, 2 16	135	Payment of back wages	Appeal withdrawn for personal negotiation	25,7/18

C. Outline of grievances and law-suits handled by the Labor Committee concerning labour activities

At the 113 and 115th general meeting of the Committee 2 cases of illegal labor act were reported as follows:

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No.	Appealant	Date appealed	Appealed against	Contents of appeal	Relief order	In charge of	Date decided	Result
1949, No.58	Kyoko Sekei	1949 11 16	Manager Tsukishi-to Inter-ma Plant, Hirose Co.	Discharge to interfere with union formation	Restitution	Imai	25,7/5	Composition
1950, No. 2	Masao Sugiura and 31 others	1950 3 2	Managing director, Tokyo Optics Co.	Illegal discharge	Do	Miki Imai Nakashima Kobayashi	25,7/4	1 restituted, 5 rejected
1949 No.56	Kazuo Ichikizaki and 5 others	1949 11 14	President, Obeyashi Co., and Chief of Tokyo Branch	Discharge to interfere with union formation	Do	Sugiyama Yano Hashimoto	25,7/3	Rejected
1949, No.45	Isamu Watanabe and 102 others	1949 10 4	Tokyo-to Governor and all Bureau Directors	Adm. discharge	Do	All public member	"	"
1949, No.42	Minoru Kai and 10 others	1949 9 26	Tokyo-to Governor & Labor Bureau Director	Ditto	Do	Ditto, chairman excluded	"	"
1949 No.48	Kiichi Murakoshi and 98 others	1949 10 11	Tokyo-to Governor & Traffic Bureau Director	Do	Do	Ditto	"	"
1950 No. 5	Ayako Iwata and 1 other	1950 3 27	President Tokyo Life Ins. Co.	Discharge to interfere with union activities	Do	Sugiyama Nakajima Hashimoto	25,6/27	Composition
1949, No.59	Shizu Nakamoto and 24 others	1949 11 17	Ogikubo Plant Chief, Fuji Ind. Co.	Ditto	Do	Sugiyama Ichikawa Taki	25,6/21	"

Further, the following cases were appealed in this same period:

No.	Appealant	Date appealed	Appealed against	Outline of appeal
1950, No.13	Tadao Imai	25, 6 22	President Scientific Research Inst.	Illegal discharge of Imai
1950, No.14	Satoru Hayashi	25, 6 13	Man-Dir., Ozawa Wire MFG. Co.	Hayashi discharged because of his unionist activities
1950, No.15	Zensaburo Kaneko & 22 others	25, 5 22	Standing Dir., Ishikawajima Heavy Ind. Co.	Discharged because of their zeal in unionist activities

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1950, No.16	Chief Executive Kanto Metal Ind. Co.	25, 6 29	Tokyo Plant manager, Koyo prec. Ind. Co.	Cancellation of discharge of Chief Executive Minoru Hashimoto
1950, No.17	Chairmen, Oji Chap., Tokyo Truck Forwarding Co.	25, 7 8	President, Oji Transportation Co.	Cancellation of discharge of member Iketani and labour agreement conclusion and re-opening of collective bargaining
1950, No.18	Saburo Saeki & 4 others	25, 7 17	President, Obayashi Gumi Co.	Discharge to be cancelled, because it was illegal one aiming at suppression of union activities.
1950, No.19	Seichu Tenda & 3 others	25, 7 18	President, Yukosha Co.	Restitution wanted, because of illegal discharge

D. Screening of labour unions

At the 113 and 115 general meeting of the Committee formation of 14 unions was reported, which are listed below, excluding these reported in the previous period, being decided on before June 20;

Union	Location	Represent-ative	Union members	Ser. object	Date decided	Result
Foodstuff Corp. Labor Union	19,1-chome, Kakigaracho, Nihonbashi Chuo-ku	Yogoshichi Kumagai, Central Executive	82,000	Registration for legal person	1950, 6 22	Legal
All-Japan Printing & Publishing Co.Japan Books Chapter	108, Misakate-cho, Bunkyo-ku	Ryoichi Narita, Chapter Chief	315	Do	"	"
Tokyo Met. Water Bureau Employees Union	5, 3-chome, Marunouchi Chiyoda-ku	Buekichi Odawara, Chairman	2696	Do	"	"
Taisho Life Ins. Co. Wks Union	73, Nakamatsu-cho, Shinjuku-ku	Union Chf. Nobuo Ishikawa	90	Do	"	"

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Nominal Roll of Members of Tokyo Metropolitan District Labor Relations Committee (For 5th Term)

Classified	Name	Age	Graduated	Present occupation	Former past	Remarks
Public members	Gentaro Furukawa	66	Kyoto Univ.	Lawyer	Judge, Sup. Court	
	Eiichi Koizumi	57	Tokyo Univ.	"	Judge, Tokyo District Court	
	Hideo Ichikawa	48	"	Pref. Chuo Univ.	Non-Tok. official, Protection Sec., Min. of Justice	Re-elected
	Senju Watanabe	48	Kinjo Mid. Schl	Nil	Staff, Met. Lab. Rel. Com.	
	Sentaro Kato	43		Chairman, Lab. Com. Met. Assembly		
	Yonosuke Saiki	42	Hosei Univ.	Editorial Staff, Oriental Economic News	Ind. Dept. Chf., Ed. Bureau, Oriental Economic News	"
	Akira Nagao	42	Tokyo Univ.	Lawyer	Judge, Tokyo Higher Court	
Employers	Tohiro Nozawa	63	Tokyo High Schl	President, Tomoe Gumi Iron works	Dir., Tokyo Chmn. of Com & Ind.	"
	Shungo Sandanzaki	45	Tokyo Univ.	Director, Japan Columdum Ind. Co.	Auditor, Aichi Crucible Ind. Co.	Pre term Com. member
	Meishiro Tabata	44	"	Lab. Dept. Chf. Japan Chem. Ind. Assn.	Member, Lab. Stat. Res. Bel. Council	Re-elected
	Tsutomi Ogura	61	Evangelical Gse Eng. Schl	President, Yamato Transport Co.	Advisor, Tokyo Truck Assn	
	Eishin Nakajima	42	Waseda Univ.	Director, Showa Apt. Inst. Co.	Chairman Tokyo Smaller Ind. Council	"
	Kichihei Kimuro	52	Tokyo Univ.	Business Ass. Chf. Kanto Managers Assn	Staff, Cent. Lab. Rel. Com.	"
	Shusaku Kumai	57	Nihon Univ. Eng. High Schl.	Director, Mining Machine Ind. Co.	Expert member, Smaller Ent. Nat. Bel. Council	
	Soreo Suzuki	36	Chitori Eng. Schl	Org. Dept. Chf. All-Japan Metal Wks Union	Cent. Com. Member, JMTU	"
	Kaoru Kibara	48	Prim. Schl.	Cent. Ex. Com. Tokyo Transpo Wks. Union	Asst. Chf., Tokyo Automobile Wks Dept	
	Kozo Wakamiya	44	Wakayama Mid. Schl.	Chairman, Federation of all-Japan Chem Ind. Wks Unions	Oji Chapt. Chf.; Nikon Chem Ind. Wks. Union	"
	Takeshi Ogiwara	38	Pres. Schl.	Chf Clerk, all-Japan Transport Wks. Unions	Staff, Hqs, Tokyo Auto Wks Union	"
	Goro Saksi	34	Osaka Eng. Schl	Ed. Dept. Chf. Const. Wks Union. North part, Nishitama-gun	Ed. & Prof. Dept. Chf., Tokyo Const. Wks union	

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Workers	Shigeru Kobayashi	36	Tokyo Higher Eng.Schl	Chairman, Sanseido Wks. Union	Executive member, All-Japan Workers Union	Re-elected
	Haruo Atsuta	34	Chuo Univ. Tech.Dept.	Cent.Ex., Met. Wks Union	Cent. Exec., Automobile Wks' Federation	

9. Description of labor officials' opinions concerning recommendable tendencies, problems, and activities

(June 21 —— July 20)

As was described previously, there is apparent in union constitutions such items as "Regulation for election of union officials, Materialization of instituting regulations for steering meetings, Liquidation of privileged youth department" and in labour agreements "Provision of detailed labor conditions".
Furthermore, under a proper guidance given for the promotion ofconcluding labour agreements, the will for the said contracts is observed in the gradual making.

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労総発第１０６６号の(2)

昭和　２５　８　３

関東地区民事部労働課長　　殿

東京都労働局長

労働行政活動に関する月報について

標記７月分原文一部、英文三部提出致します。

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

労働行政活動に関する月報

1 労働運動、労働関係組合の組織または解散に関する進歩または後退の顕著なる動向（6月21日～7月20日）

本月把握した範囲における労働組合の設立解散状況は設立では単位37組合（5279名）連合7組合（1119名）解散については単位69組合（3692名）連合1組合（54名）という事情で単位組合にあつては依然解散数が設立数をはるかに超している。本期間の場合設立解散ともその数がこゝ数ケ月間に見なかつた高数となつており、これは設立解散につき今回実施した一斉調査の結果過去の現象も当期間に含めて調整したためである。

2 現下労働問題の記述ならびに左記問題を解決するため労働係官の採用している方法の記述および関東民事部より協力を求められたる要請事項
（6月21日～7月20日）

A 労働関係諸団体の実体の恒常的は握と整備

標記事項は労政行政施策上極めて重要であるにもかゝわらず改正労組法施行により各種届出が廃止になつてから労働関係諸団体の実体を把握することは困難であるので東京都としては独自

の方策により本
つとめている。
B 労働協約締結の
大部分の組合が
らず、又それ
を未だ一度も
協約のあつた
締結ないし改訂
のにつき、その
改訂）促進の
より12月
の指導実施件
なお上記指導
る「苦情処理
」についても
いる。
C 規約、協約の
労働組合お
規約、協約の
できるため、
分析、検討
査を行つて
であり、その
規定が具体

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の方策により本年4月以降その恒常的は掘と整備につとめている。

B労働協約締結の促進

大部分の組合が未だ労働協約の必要性に目覚めておらず、又それほど痛感していない。そこで労働協約を未だ一度も締結したことのないものおよびかつて協約のあつたもの、または協約を有するもゝ中、締結ないし改訂に際し妥結困難あるいは無交渉のものにつき、その労使双方代表者に対して協約締結（改訂）促進のための個別指導を行つている。（4月より12月までの期間で対象は1948組合）当期間の指導実施件数は194件であつた。

なお上記指導に際しては民事部よりの要請事項である「苦情処理機関、年功権規定、生産委員会の設置」についても協約の中で規約するよう指導を行つている。

C規約、協約の収集整備および分析検討

労働組合および労使関係の民主化健全化の度合いは規約、協約の分析検討によりそれを察知することができるため、できる限りの規約、協約を収集しその分析、検討を行い各月および6ケ月ごとに傾向の調査を行つている。当期間中に収集した規約は60部であり、その傾向としては役員選挙規定、議事運営規定が具体化したこと、特権的青年部組織がほとん

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の方策により本年4月以降その恒常的は掘と整備につとめている。

B 労働協約締結の促進

大部分の組合が未だ労働協約の必要性に目覚めておらず、又それほど痛感していない。そこで労働協約を未だ一度も締結したことのないものおよびかつて協約のあつたもの、または協約を有するもの、中、締結ないし改訂に際し妥結困難あるいは無交渉のものにつき、その労使双方代表者に対して協約締結（改訂）促進のための個別指動を行つている。（4月より12月までの期間で対象は1948組合）当期間の指導実施件数は194件であつた。

なお上記指導に際しては民事部よりの要請事項である「苦情処理機関、年功権規定、生産委員会の設置」についても協約の中で規約するよう指導を行っている。

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労働行政活動に関する月報

1. 労働運動、労働関係組合の組織または解散に関する進歩または後退の顕著なる動向（6月21日～7月20日）

本月把握した範囲における労働組合の設立解散状況は設立では単位37組合（5,279名）連合7組合（11,119名）解散については単位69組合（3,692名）連合1組合（54名）という事情で単位組合にあつては依然解散数が設立数をはるかに超している。本期間の場合設立解散ともその数がこゝ数ケ月間に見なかつた高数となつており、これは設立解散につき今回実施した一斉調査の結果過去の現象も当期間に含めて調整したためである。

2. 現下労働問題の記述ならびに左記問題を解決するため労働係官の採用している方法の記述および関東民事部より協力を求められたる要請事項（6月21日～7月20日）

A 労働関係諸団体の実体の恒常的は握と整備

標記事項は労政行政施策上極めて重要であるにもかゝわらず改正労組法施行により各種届出が廃止になつてから労働関係諸団体の実体を把握することは困難であるので東京都としては独自

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どなくなつたことおよび全規約が労組法5条の要件を備えるよう努力していることである。

D 指導日誌の整備および内容の分析検討

労働組合および労使関係の実情把握のため、労政事務所および当局で相談を受けた事項、指導を実施した事項および労使の要望を各月ごとに整備し、分析検討を行い労政行政施策上の資としているが当期間中の労使の労政事務所利用数は799回にのぼり過去5ヶ月平均より約3割の増加を示している。

3. 争議の種類及傾向及び原因の記述

（6月21日から7月20日までの分）

当期間発生件数　12件

争議参加人員　3791名

産業分類	金属工業	2件
	機械工業	6件
	化学工業	2件
	印刷工業	1件
	商業（新聞紙発行販売）	1件
主要求事項	賃上げ	4件
	生補金	1件
	賃金遅払反対	2件
	賃金切下反対	1件
	馘首反対	1件
	都公安条例改悪反対	1件

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組法5条の
である。
討
のため、労
事項、指導
各月ごとに
業上の資と
務所利用数
より約3割

1件

争議行為研態	同盟怠業	2件
	時間スト	6件
	無期限スト	4件
解決5件	不貫徹	2件
	貫徹	2件
	妥協	1件
解決手段	自主	4件
	自然消滅	1件

なお当期間前発生した事件で当期間中に解決したものは13件である。その結果は貫徹1件不貫徹3件、妥協9件である。

そのうちには都労委が関与したもの1件中労委の関与したもの2件を含むが、いづれも効を奏せず結局すべて労使間で自主的に解決したものである本年1月以来の未解決事件は22である。

4. 労働教育における活動　7月分

7月は特に労働協約の締結を主題として実施することとなつた。労政課としての企画は次の4である。

(1) 労働協約締結促進運動街頭宣伝
(2) 第4回婦人労働教育大会
(3) 使用者懇談会
(4) 労働組合教育部長懇談会

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(1)協約締結促進のため広報車を利用し、数寄屋橋新宿、渋谷、池袋、立川、八王子、錦糸町などの駅前広場で、街頭宣伝をすると共に25の協約未締結工場で正午の休憩時間を利用して一般組合員にも啓蒙を行つた。これは最初の試であつたが場所及工場の選択よろしきを得て都民多数の注意をひく事が出来た。

(2)第4回婦人労働教育大会は、婦人労働者の為に清新の気を注入し、おくれがちな婦人労働者を更に前進せしめようとして企てられたものであつた。今回は宣伝方法に新規軸を出し、都内の人気をよんで約2000人も集まり女性の会合としては近来まれに見る会で有つた。

(3)使用者に対する労働協約の締結を中心とした懇談会で2回の会合はいづれも使用者側に協約に対する関心を高めた。

(4)労働組合の協同組合活動について研究し、実施せしめ組合運動の重要な一翼を打開せんとするものである。

これは都の中心部に近い地区よりも，遠方の地区がより高い関心を示し、従つて集会の状況もよかつた。各労政事務所の行う従来よりの視覚及講演に依る労働教育も等さの折に結果は次の通り

名称	
1.講演会	
2.懇談会	
3.幻灯	
4.紙芝居	
5.映画	
6.女性教養講座	
7.合計	