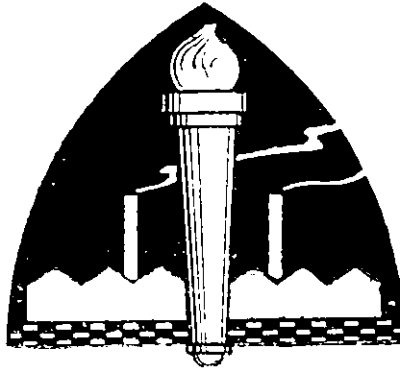


# INDUSTRIAL RELATIONS IN JAPAN

CHARACTERISTIC MEASURES FOR WORKERS'  
WELFARE IN SILK AND COTTON MILLS



**NATIONAL CONFEDERATION OF INDUSTRIAL  
ASSOCIATIONS OF JAPAN**

(ZENKOKU SANGYODANTAI RENGOKAI)

1937

# ZENKOKU SANGYÔDANTAI RENGÔKAI

(NATIONAL CONFEDERATION OF INDUSTRIAL ASSOCIATIONS OF JAPAN)

OFFICE : Nihon Kogyo Club Bldg., Marunouchi, Tokyo

TELEPHONE : Marunouchi (23), 624

TELEGRAPHIC ADDRESS : Zensanren Tokyo

PRESIDENT :

BARON SEINOSUKE GOH,  
Member, the House of Peers

MANAGING-DIRECTOR :

KEINOSUKE ZEN

SECRETARY-GENERAL :

YOSHIO MORITA

## PREFACE

FIVE years have passed since the inception of the *Zenkoku Sangyōdantai Rengōkai* (National Confederation of Industrial Associations) in May, 1931. This pamphlet commemorates the fifth anniversary of the foundation celebrated in June this year, and is published for the purpose of making internationally known the essence of industrial relations in Japan.

The recent remarkable expansion of Japanese trade overseas has caused some concern among other nations at the rapid development of Japanese industries. Newspaper correspondents and tourists have visited this country in increasing numbers to investigate the conditions of industrial life and have published their views. However, the fundamental spirit animating the industrial life of this country and manifested in the conditions of employment and other relations in industry is yet imperfectly understood, due to differences in the mode of life and other circumstances peculiar to this country. This is one of the motives for the present attempt to explain the conditions of industrial relations in Japan. We shall be amply recompensed if the present pamphlet should prove the means of a better understanding abroad of industrial relations prevailing in Japan.

In this pamphlet industrial relations in the most representative industries of Japan, silk and cotton manufacturing, are dealt with; conditions in other industries are reserved as subjects of later publications.

We beg to acknowledge our indebtedness and express our sincere gratitude to those members of the Confederation, who assisted us by their kind offer of materials. It may also be mentioned that in compiling the present English version, Mr. T. Minakami offered his service as translator.

KEINOSUKE ZEN,  
*Managing-Director*

## CONTENTS

### Preface

	PAGE
Industrial Relations at the Silk Mills of the Katakura & Co. ....	1
Workers' Education at the Silk Mills of the Gunze Raw Silk Manufacturing Co. ....	27
Industrial Relations at the Cotton Mills of the Toyo Spinning Co. ....	39
The Family System at the Cotton Mills of the Kanegafuchi Spinning Co. ....	47
Shinran's Teachings at the Cotton Mills of the Japan Cotton Spinning Co. ....	59
Zenkoku Sangyôdantai Rengôkai .....	66