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INDUSTRIAL RELATIONS AND LABOR CONDITIONS SERIES

**LABOR CONDITIONS
OF WOMEN AND CHILDREN
IN JAPAN**

By ASA MATSUOKA



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AR 89

Foreword

The study of factory legislation in the making is a fascinating subject of investigation in any country and under any system of law or government. The whole idea of the application of the legislative method to the solution of social and economic problems is still so novel and experimental in all countries, even in the oldest industrial civilizations, that we all have much to learn from the experience everywhere and especially from that of Japan, which has passed so rapidly, and withal so successfully, from an agricultural to a dominant industrial economy and has adapted, rather than merely imitated, and incorporated into oriental life and tradition the standards, methods, and processes of the occidental factory system.

To anyone familiar with the detailed history of the English factory acts of a century and more ago, and of the early labor legislation in various States of the American Union 50 years ago, there is a curious parallelism, probably wholly unrelated and unconscious, to the remarkably rapid developments of the last 15 years in Japan. Both in the problems and difficulties encountered and in the devices employed to make legislation and administration effective this parallelism under such different conditions of environment is most interesting and instructive. Although Doctor Matsuoka has brought to her task, as she has outlined it and carefully circumscribed it in the preface, peculiar qualifications by reason of her long and patient studies of American and European efforts to promote and conserve the welfare of women and children, she modestly disclaims having made any new or startling discoveries or having done more than open the door and point the way to a better understanding of motives and underlying principles of the protective labor legislation for women and children in the Japanese textile industries, which are the dominating industries of her country.

Valuable as many of the results of this study, in my judgment, will prove to be to American readers, the greatest service Doctor Matsuoka has rendered and the chief value and significance of her study consist in the discriminating use and interpretation of original materials and sources of information, mostly official, unknown and inaccessible to those who do not read the Japanese language. Perhaps the most helpful word of introduction I can give will be to explain who some of these responsible authorities are whom she cites or quotes most frequently. First of all—and there is scarcely a second in his class—is Dr. Minoru Oka, formerly a high Government official and now vice president and director of the Tokyo Nichi-Nichi, one of the daily papers of largest circulation in Japan. In the year he graduated in politics at the Tokyo Imperial University he passed the higher civil service examinations and soon became councilor of the Legislation Bureau in the Department of Agriculture and Commerce; later he became secretary of the department,

and later still director of the Trade and Industry Bureau of the same department. This was in the critical period before 1911, when the Government's plans for factory legislation were being formulated and discussed. During this period Doctor Oka was sent on tours of investigation of industry and commerce to Europe, Java, Straits Settlements, United States of America, Mexico, and South America. He also served as chief of the insurance sections of the department and as a member of many of its committees. From 1919 until his retirement in 1925 he was twice director of the Bureau of Commerce and Industry, which, in its relations to the development and enforcement of labor legislation, stood very much in the same position as the Bureau of Social Affairs now does. He has been a delegate to many international economic and labor conferences and was the chief Government delegate of Japan at the First International Labor Conference in Washington in 1919 in pursuance of Part XIII of the treaty of Versailles; also Japanese delegate to the Paris Peace Conference and a member of the conference's commission on international labor legislation, which drafted Part XIII of the treaty. If he is not entitled to be called the "father" of the Japanese factory acts because he was not a member of the legislative assemblies that adopted them, he was at least the guiding spirit in their drafting and in the preparation of the ordinances and regulations for their application and enforcement which, under the Japanese system of legislation, are often more important than the original enactments. It would be hard to find a better qualified person to testify as to what went on behind the scenes in the long struggle and dramatic history preceding the first factory act, that of 1911. Fortunately he has made himself the "historian" of the Japanese factory acts in his monumental Treatise on Factory Legislation (*Kojō-Ho Ron*), published in 1917, but unfortunately only in Japanese. A few scraps of it have appeared in English in articles by Doctor Oka and others. Doctor Matsuoka has very properly placed great reliance on this source.

Comparable statistics from official sources covering any considerable part of even the brief 15 years of regulation, and pertaining to the conditions regulated and the effectiveness of the regulation, are exceedingly difficult to obtain even with the most complete access to Japanese sources. This is partly due to the complicated system of national and prefectural or local administration, and to the rapid changes in the scope of regulation and in the national agencies for its direction and supervision. Doctor Matsuoka has wisely confined such statistical material as she presents to strictly official sources, though this has meant in many cases the omission of any attempt at quantitative measurement and the reliance upon descriptive accounts and interpretation of events by competent observers. Just as in the early days of the English factory legislation both legislators and the general public relied largely for guidance upon the first factory inspectors and their official reports, as well as their unofficial contributions to a critical discussion of their problems and to constructive suggestions for their solution, so in Japan Doctor Matsuoka has found that in addition to valuable official reports of investigating commissions, of factory inspectors, and of such governmental agencies as the Bureau of Social Affairs, there is a wealth of reliable material in books and papers contributed to unofficial publications by persons who have held or are holding high official and responsible positions

and have more than a perfunctory and bureaucratic interest in their work. No small part of the value of this study to foreigners will consist in making them acquainted with the thought and efforts to improve social conditions of such men as J. Kitaoka, for several years chief factory inspector; T. Katsura and S. Kimura, both of whom have had important duties in the Bureau of Social Affairs; K. Takahashi, a brilliant young financial writer, formerly on the staff of the *Oriental Economist*, who began as a shop boy and, after graduating in commerce at Waseda University, had business experience in the service of the Kuhara Mining Co.; S. Yoshisaka, now chief of the permanent delegation to the International Labor Organization at Geneva and Japanese representative on the governing body of the organization, formerly chief factory inspector in the Bureau of Social Affairs in Tokyo; Dr. Iwao F. Ayusawa, chief Japanese representative on the staff of the secretariat of the International Labor Organization in Geneva, and others, all of whom can speak with that competence and authority that comes from long and varied practical experience in the making and application of protective labor legislation. Mention should also be made in this connection of Mr. Junshiro Asari, now the director of the Tokyo office of the International Labor Office, but formerly the first executive secretary and one of the founders of the Japanese Association for International Labor (*Kokusai Rodo Kyokai*), an organization founded in 1925 on the initiative of a few leading scholars who succeeded in enlisting the active cooperation of the leaders of all the chief workers' organizations, of influential employers, of prominent representatives of the professional and intellectual classes, and finally of many officials and Government delegates to the various International Labor Conferences, an unofficial national organization created "to support the International Labor Organization and particularly to act as a medium for hastening the ratification and enforcement of international labor conventions, and also to discuss other labor and industrial problems." Doctor Matsuoka has drawn heavily upon these authorities for interpretation and confirmation of her own observation of conditions and of her own study of official reports and documents. Unfortunately the greatest of the governmental commission reports in Japan, that of the Special Factory Investigation Commission of 1900, several volumes of which were published in 1903, is difficult to find even in Tokyo. Miss Matsuoka had brief access on the occasion of her visit in 1929 to two volumes, which she cites—those on the condition of cotton-spinning workers and raw-silk workers—but for the most part she has let one or another of the above authorities cite and reveal the information to be found in this important source.

Another very important general source for the subjects here treated is that of the numerous publications of the *Kyocho-Kai* (Association for Harmonious Cooperation), a private foundation established in 1919 with a modest endowment of \$3,000,000, part of which is a Government subsidy and part voluntary contributions, mostly from capitalistic sources. The association maintains an able research staff and works in close affiliation with the Government. Prince Tokugawa Iyesato, president of the House of Peers, has been the president of the association from the beginning; the present director is Mr. S. Yoshida, who was formerly director of the Bureau of Social Affairs in the Department of Home Affairs. It has the

active support of representative capitalists, of the more intellectual and progressive leaders of public opinion, and increasingly of late of representatives of labor unions and of labor leaders. Among the more than 100 volumes of publications the association has published during the past decade there are several Japanese translations of important English, French, and German books in the field of labor and industrial leadership and management, and it is a pity that there is no corresponding provision for the publication in English of at least the more important original publications of the *Kyocho-Kai*. Other recent writers in English, notably Mr. Shuichi Harada in his *Labor Conditions in Japan* (1928), and Dr. Iwao F. Ayusawa in numerous places in the International Labor Office publications, have cited and used this material, but I think it is safe to say that the perusal of Doctor Matsuoka's study will give the most comprehensive view of the scope and significance of the *Kyocho-Kai* materials that has as yet been presented to English readers.

Doctor Ayusawa has been engaged for some time in what will be virtually a revision and bringing down to date of his excellent report on Industrial and Labor Legislation in Japan (International Labor Office, Studies and Reports, Series B, No. 16, Geneva, 1926), which will appear soon as two chapters (Ch. X, Labor Legislation, and Ch. XI, Labor Administration) of an International Labor Office report on Conditions of Industrial Labor and Legislation in Japan, which is part of a larger report on an inquiry into the conditions of labor in Asiatic countries. Doctor Ayusawa very kindly made available to Miss Matsuoka an early draft of this material, which has proven very useful, and it is to be regretted that it is not yet far enough advanced toward publication to be cited by date and number. The reader of Doctor Matsuoka's study will find Doctor Ayusawa's report well worth consultation, for the purpose of both supplementing and substantiating many of her statements concerning labor legislation and administration in Japan.

Protective labor legislation everywhere is experimental and in an embryonic stage of development, but it is something more in strong youthful industrial nations like Japan and the United States—it is one of the high hopes of militant efficient democracy in industry as well as government. It is a sort of collectivism based on mutual consent of those directly affected, but making the public interest the dominant controlling factor. In any event, I am sure that there will be many American readers of this book who will feel grateful, as we do at Columbia University, to the Ayusawas, the Haradas, and the Matsuokas of the younger generation of Japanese scholars, as well as to the elder statesmen in industry, the Okas, the Yoshisakas, the Kitaokas, and others, for the painstaking work they have done, first, to understand, interpret, and apply the earlier occidental theory and practice of labor legislation and second, to record and interpret to us their experience in its adaptation to oriental life, traditions, and customs.

SAMUEL McCUNE LINDSAY.

COLUMBIA UNIVERSITY,
New York City, July, 1931.

Preface

Japan has in the past 50 years emerged from an agricultural country and become to-day one of the great industrial nations of the world. The World Engineering Congress and the World Power Conference, held in Tokyo in 1929 with Japan as host to those industrial representatives of the occidental countries, bear witness to Japan's leadership and progress in industrial pursuits.

This industrial progress of Japan is due to many factors. Government paternalism has played an important rôle in this growth, but, on the other hand, without the cooperation and loyalty of the great masses of people, who are the real productive forces in industry, the Government could not have brought about the change.

There have been serious labor problems in Japan, and there have been attempted solutions, but the apathy of most of the population and the antagonism of those who benefited from exploitation of workers prevented success. It was not until the labor provisions (Pt. XIII) of the treaty of Versailles, and the first International Labor Conference under the treaty, held at Washington in 1919, had centered the attention of the world on labor's major problems that Japan awakened to her own situation. Both the Government and representatives of public opinion studied labor problems with great enthusiasm. The Government established a Bureau of Social Affairs in 1922 as a central administrative authority to deal with labor problems and questions concerning the International Labor Organization and international labor relations. The standards of legal protection of women and children in industry became at once a matter of increasing public concern. Improvement in labor legislation and its administration began to manifest itself.

Materials on various phases of this subject exist, but no comprehensive treatment of the problems of women and children in industry has been attempted in English. The source books are mostly written in Japanese and for that reason are not available to the occidental student.

The purpose of this study, then, is to present for occidental readers some account of the working conditions existing among women and children in the textile factories of Japan, with special reference to the international influences at work since the beginning of factory employment largely determining those conditions and the efforts to improve them through protective labor legislation. My effort has been concentrated on the textile industry because of its relative importance and because women and children are employed almost exclusively in its several branches.¹ The conditions among farmers,

¹ Prof. John E. Orchard (*In Japan's Economic Position*, New York, McGraw-Hill Co., 1930, p. 115) says: "In modern industrial Japan there can be no question of the pre-eminent position of the textile group, including the reeling of raw silk, the spinning of cotton yarn, the weaving of cotton cloth, the weaving of silk and mixed cloth, the spinning and weaving of wool, hemp, flax, and other fibers, and the finishing of cloth. It is in those industries that Japan has had the greatest development. They are industrial Japan."

miners, and other industrial workers are excluded from the study, because Japanese factory legislation deals almost entirely with the protection of women and children, and these are found largely in the textile industry. Conditions in the smaller unregulated factories are for the most part likewise excluded, because official data for such are almost nonexistent.

This project has been in my mind since an occurrence of more than 10 years ago. At that time I accidentally saw a weaving factory in Kyoto, and was much distressed by the conditions which existed. Later it happened that there was a servant in my household who was totally illiterate, owing to employment in a silk-reeling factory since early childhood, and my earlier interest was intensified. I came to the United States to study with this project in mind. For seven years I did practical social work as a basis for the study and at the same time took academic courses. But it is difficult to obtain any dependable source books on such subjects in America. Following Professor Lindsay's direction, I went to Japan in 1929 to see the actual conditions among the woman and child factory laborers, as well as to collect exact data for this study. The most important information on the subject was given by the chief of factory inspection in the Bureau of Social Affairs, Mr. Kitaoka, who participated in the drafting of the revised factory legislation in 1923, and of several other protective laws. Mr. Kitaoka recommended several source books (in Japanese), such as: Oka, M., *A Treatise on Factory Legislation*, Tokyo, 1917; Yoshisaka, S., *Treatise on Amended Factory Law*, Tokyo, 1927; Takahashi, K., *History of Industrial Development in the Meiji and Taisho Eras*, Tokyo, 1929; Kimura, S., *Commentary on the Ordinance on Recruiting of Workers*, Tokyo, 1926; Reports and publications of the Bureau of Social Affairs, Tokyo. He also suggested a possible method and procedure of study, and then sent me to inspect several textile mills.

For academic sources of information and interest in this subject I visited the Imperial University of Tokyo, the political and social science department. Professor Kawai admitted me into his seminar, and gave valuable information and suggested several books to be used as source material.

Much important and up-to-date material for this study was found in the publications of the Kyocho-Kai (Association for Harmonious Cooperation), founded in Tokyo in 1919. Its chief serial publication is a monthly issued since September, 1920, entitled "Shakai Seisaku Jiho" (Social Reform). It furnishes current information on industrial conditions and social legislation, and an English supplement gives a summarized report of the current situation of the working-class movement. The society maintains close and friendly relations with the Government and with employer and employee organizations, and has a small but able research staff of its own which is constantly engaged in researches on the following subjects: Conditions of labor in Japanese industries; the progress and development of labor and other social movements; conditions of Japanese rural workers; cooperative movements; adult workers' education; social legislation, etc. The results of these investigations are published from time to time in books and pamphlets, and the society also publishes Japanese translations of important foreign books on these

topics. Foreign students who can read Japanese will find in one huge volume of the Kyocho-Kai publications, frequently cited in the following pages, a veritable mine of accurate information. This is the tenth anniversary volume, published in 1930 and entitled "Saikin no Shakai Undo" (Recent Social Movements). Other important reports of the Kyocho-Kai are: Cost of Living of Japanese Workers and Employees, a valuable investigation completed in 1923; Rules of Employment in Important Japanese Factories; Handbook on the Health Insurance Act in Japan; Welfare Work in Japanese Industries.

Another periodical in this field of study was found very helpful. It is the Journal of the Association of Social and Political Science of the Imperial University of Tokyo, published under the title: "Kokka Gakukai Zashi." The official reports of the Government, of its factory inspectors, and of its Bureau of Social Affairs, and its departmental and legislative documents are all, of course, indispensable in any such inquiry as undertaken here, but of almost equal value as source material were the publications of the International Labor Office in Geneva, Switzerland. The following were consulted and found useful both in interpreting and supplementing the Japanese records and reports of Japanese labor conditions: International Labor Review (monthly); Industrial and Labor Information (weekly); Legislative Series (annual, containing the text of labor laws and ordinances and regulations in all countries); the director's annual reports; documents of the International Labor Conference (annual or more frequent); the stenographic reports of the proceedings of the International Labor Conferences; Studies and Reports, a valuable series of volumes, several of which relate specifically to Japan.

Statistical data for this study are taken from Japanese Government sources, such as the annual reports of factory inspection, etc., which are reliable. Their introduction and use in this study are chiefly for illustrative purposes and to furnish a concrete picture of general conditions.

I acknowledge with gratitude the suggestions and kind guidance given me by Prof. Samuel McCune Lindsay, of Columbia University, in whose seminar on social legislation I have studied for two years and part of a third academic year. My sincere thanks are due to Mr. Kitaoka; Professor Kawai; Mr. Ishi, the Japanese consul in New York City, whose kind assistance has made available Government publications; Mr. Hiroike, of Kyocho-Kai; Mr. H. Maeda; Mr. T. Gamo, of Industrial Welfare Society; Mr. J. Asari, director of the Tokyo office of the International Labor Office; Mr. K. Mizusawa, second secretary of the Japanese Embassy in Washington; and Hon. Sho Nemoto, of Tokyo, and for over 35 years continuously a member of the House of Commons, who provided me with the minutes of the factory acts committee of the House of Commons in the twenty-seventh Diet which passed the first factory act in 1911.

Thanks are also due to my American friends, Mrs. Mary Stevenson Callcott, of New York City, and Miss Edith Sawyer, of Freiberg, Me., for their valuable assistance with English.

ASA MATSUOKA.

Contents

	Page
Foreword, by Dr. Samuel McCune Lindsay.....	III
Preface.....	VII
Chapter 1.—Introduction.....	1
Peculiar characteristics of Japanese factory conditions.....	1
Social and industrial changes since the Restoration of Meiji (1868).....	3
Government program for industrialization.....	4
Introduction of the factory system.....	5
Early proposals of factory legislation.....	6
Exposure of deplorable conditions.....	7
Factory acts of 1911 and 1923, and ordinances pursuant thereto.....	9
Bureau of Social Affairs established.....	9
Comparison of principal provisions of acts of 1911 and 1923.....	11
Chapter 2.—Child labor and protection of children.....	15
Traditional customs and early evils of child labor.....	15
Poverty and social responsibility.....	16
Washington International Labor Conference and first child labor act.....	17
Minimum age act and compulsory education law.....	18
Minimum age act during first two years of operation.....	20
Underlying cause of violations of act.....	21
Protection of juvenile workers in dangerous and unhealthful occupations.....	23
Regulations for accident prevention and hygiene.....	24
The apprentice system.....	26
Apprenticeship in unregulated factories.....	28
Chapter 3.—Woman workers in the textile industry.....	29
Importance of textile industry in Japan.....	29
Recruiting woman workers in textile industry.....	31
Labor recruited from rural districts.....	31
Young girls from farms recruited for short-term employment.....	32
The rôle of the recruiting agent.....	33
Disadvantages of the recruiting system.....	34
Recruiting of workers ordinance, 1924, and its application.....	36
Recruits to be furnished "particulars of employment".....	36
Application for license as recruiting agent.....	37
Other means than recruiting for securing labor.....	38
Requirements for admission to work.....	39
Sample form of labor contract.....	40
Examination and training of recruits.....	40
Working hours and rest periods.....	41
Wages in the raw-silk industry.....	42
Wage system in the spinning industry.....	44
Wage system in the weaving industry.....	44
Workers' savings.....	45
Labor turnover and tenure of employment.....	47

	Page
Chapter 4.—The dormitory system in Japanese factories.....	49
Dormitory problem one of protection of young women.....	49
Conditions in factory dormitories.....	50
Bathing facilities.....	51
Meals and dining-room facilities.....	51
Regulations for factory dormitories.....	53
Scope and application of regulations.....	54
Limitation of application of law.....	54
Fire escapes and emergency measures.....	54
Sanitation and welfare provisions.....	55
Freedom and personal rights of residents.....	58
Further regulation needed.....	59
Chapter 5.—Maternity protection and welfare work.....	60
Relation to international standards of maternity protection.....	60
Welfare work in textile industry.....	61
Facilities for entertainment and culture.....	61
Report on welfare work in Japanese industries.....	62
Workers' education movement.....	64
Workers' welfare societies.....	65
Chapter 6.—Summary and conclusions.....	67
Beginnings and paternalistic character of factory legislation.....	67
National importance of textile industry.....	67
Influence of the International Labor Organization.....	69
Future of protective labor legislation in Japan.....	70
Indexes:	
Appendix A.—Amended factory act.....	73
Appendix B.—Ordinances under factory act.....	76
Appendix C.—Minimum age for industrial employment act.....	87
Appendix D.—Departmental regulation on accident prevention and hygiene in factories.....	88
Appendix E.—Ordinance on recruiting of workers.....	92
Appendix F.—Departmental regulation on dormitories attached to factories.....	96
Appendix G.—Bibliography.....	99

Appendixes

Appendix A.—Amended Factory Act¹

ACT NO. 46 OF MARCH 28, 1911, AS AMENDED MARCH 29, 1923, BY ACT NO. 33, AND MARCH 27, 1929, BY ACT NO. 21

ARTICLE 1. This act shall apply to factories:

1. Where 10 or more workers are regularly employed.
2. Where the work is of a dangerous nature or injurious to health.

Factories to which it seems unnecessary for this act to apply may be exempted by imperial decree.

ART. 2. [Repealed.]

ART. 3. The occupier of a factory shall not employ young persons under 16 years of age or women for more than 11 hours a day.

The minister concerned may extend by not more than 2 hours the daily period of employment contemplated in the preceding paragraph, according to the nature of the work in each instance, for a term of not more than 15 years after the coming into force of this act.

Where any person is employed in different factories, the period of employment shall be reckoned as a whole for the purpose of applying the provisions of the two preceding paragraphs.

ART. 4. The occupier of a factory shall not employ a young person under 16 years of age or a woman between the hours of 10 p. m. and 5 p. m., provided that such persons may be employed until 11 p. m. with the sanction of the administrative authorities.

ART. 5. [Repealed.]

ART. 6. [Repealed.]

ART. 7. The occupier of a factory shall grant at least 2 rest days a month, and a break of not less than 30 minutes during the period of employment if the said period exceeds 6 hours a day, or not less than 1 hour if the period of employment exceeds 10 hours a day, to persons under 16 years of age and women.

The break mentioned in the preceding paragraph shall be granted to all the workers at the same time, except where any other arrangement is sanctioned by the administrative authorities.

If a break of more than one hour is granted in summer, the occupier of a factory, with the sanction of the administrative authorities, may prolong the period of employment by the excess of the break over one hour, provided that the prolongation of the period of employment shall not exceed one hour.

ART. 8. In emergencies resulting from a natural calamity, actual or threatening, the minister concerned may suspend the application of the provisions of articles 3 and 4 and of the preceding article, in respect of the processes and districts specified by him.

In exceptional cases resulting from unavoidable circumstances, the occupier of a factory, with the sanction of the administrative authorities, may extend the period of employment during a specified period irrespective of the provisions of article 3, employ women over 16 years of age irrespective of the provisions of article 4, or suspend the rest days prescribed in the preceding article, provided that in emergencies, in order to prevent the loss of raw

¹ Japan. Bureau of Social Affairs. Labor Protection Laws in Japan. Tokyo, 1930, p. 1. See also International Labor Office, Legislative Series, 1923, Jap. 1, and Legislative Series, 1929, Jap. 1, Geneva; United States Bureau of Labor Statistics, Monthly Labor Review, August, 1923, p. 187 (translation of act from United States consular report of May 12, 1923).

materials or substances liable to decompose or deteriorate rapidly, the sanction of the administrative authorities shall not be necessary for a period not exceeding four consecutive days or seven days in one month.

To deal with exceptional cases of pressure of work, the occupier of a factory may extend the period of employment for not more than seven days in a month by not more than two hours a day, if he in advance informs the administrative authorities of this overtime on each occasion.

In the case of industries involving a pressure of work in special seasons, the occupier of a factory may extend the hours of work for a specified period by not more than one hour, provided that he has procured an authorization in advance from the administrative authority for the said period; nevertheless, overtime shall not be worked on more than a proportionate number of days of the 120 days in a year for the said period. In such cases the provisions of the preceding paragraph shall not apply during the term for which this authorization has been granted to the occupier.

ART. 9. The occupier of a factory shall not allow persons under 16 years of age and women to clean, oil, examine, or repair the dangerous parts of any machinery or transmission apparatus in motion, or to put on or take off the driving belts or ropes of any machinery or transmission apparatus in motion, nor to perform any other dangerous work.

ART. 10. The occupier of a factory shall not employ young persons under 16 years of age in work involving the handling of poisons, powerful drugs, or other injurious substances, or explosive, inflammable or combustible substances, nor in work in places where dust or powder or injurious gas is generated in considerable quantities, nor in any other work in dangerous or unhealthy places.

ART. 11. The minister concerned shall specify in detail the processes to which the two preceding articles shall apply.

The provisions of the preceding article may be extended to women of not less than 16 years of age, under the conditions laid down by the minister concerned.

ART. 12. The minister concerned may issue regulations restricting or prohibiting the employment of sick persons, or of women before and after childbirth or while they are nursing their children.

ART. 13. If the administrative authorities hold that a factory, its annexes, or equipment thereof, is likely to prove dangerous or detrimental to health, morality, or other public interests, they may order the occupier of such factory, in accordance with regulations to be issued by order, to take such measures as may be necessary to prevent or reduce the dangers in question, and, if necessary, they may also prohibit entirely or in part the use of the factory, annexes, or equipment in question.

In the case specified in the preceding paragraph, the administrative authorities may issue the necessary order to workers and apprentices concerning the measures to be taken by the occupier of a factory.

ART. 14. The competent official may inspect a factory or its annexes, or medically examine any worker or apprentice suspected of a disease which entails prohibition of employment or is infectious; in such cases he shall carry official credentials.

ART. 15. Where any worker is injured, falls ill, or dies, in connection with his employment, the occupier of a factory shall pay compensation to him or his family or any person dependent upon his income at the time of his death, in accordance with the regulations to be issued by imperial decree.

ART. 16. Workers and apprentices or persons intending to be employed as such, and occupiers of factories, or their legal representatives or factory managers, may procure certificates free of charge from the person in charge of census registration or his substitute, concerning the registration of the workers, apprentices, or persons wishing to be employed.

ART. 17. Matters respecting the engagement and dismissal of workers, the supervision of employment agencies, and apprenticeship, shall be regulated by imperial decree.

ART. 18. The occupier of a factory may appoint a factory manager who shall have full authority in all the affairs of the factory.

If the occupier of a factory does not live within the area to which this act applies, he shall appoint a factory manager.

The approval of the administrative authority shall be necessary for the appointment of a factory manager; nevertheless, this requirement shall not apply if the director of the body corporate, the managing partner of the company, the member of the firm representing the company, a director or the

managing partner of the firm, or any other person representing the body corporate in question or its director, in accordance with any law or order, is selected as factory manager.

ART. 19. The factory manager contemplated in the preceding article shall represent the occupier of the factory as regards the application of this act and the orders in pursuance thereof. Nevertheless, this provision shall not apply in the case mentioned in article 15.

Where the occupier of a factory is under age or has not full legal responsibility in respect of business, or has been adjudged incompetent, or is a body corporate, and where there is no factory manager, the provisions of the preceding paragraph shall apply to the legal representative of the said occupier of a factory, or to the director or managing partner of the firm, or to the member of the firm representing the company, its director or managing partner, or to any other person representing the body corporate in accordance with any law or order.

ART. 20. The occupier of a factory or his representative under the preceding article shall be liable to a fine not exceeding 1,000 yen if he contravenes the provisions of this act or the orders thereunder, or fails to comply with the instructions issued in pursuance of these provisions.

ART. 21. Any person who without reasonable cause refuses, prevents, or evades inspection by a competent official, or fails to answer questions put to him by such official, or makes false statements or prevents the medical examination of a worker or apprentice, shall be liable to a fine not exceeding 500 yen.

ART. 22. The occupier of a factory or his representative within the meaning of article 19 shall, moreover, be liable for contraventions of this act and the orders in pursuance of the same, or the instructions issued thereunder, which are committed by his representative, the head or a member of his family, a member of his household, salaried employee, or any other person employed by him, even if the contravention was not committed in pursuance of his instructions. Nevertheless, this provision shall not apply if he has taken proper care with regard to the management of his factory.

The occupier of a factory or his representative within the meaning of article 19 shall, moreover, be liable even where he alleges ignorance of the age of a worker; nevertheless, this provision shall not apply if no blame attaches to the occupier of a factory or his representative within the meaning of article 19 or the person concerned with the workers.

ART. 23. Any person who does not assent to the measures taken by the administrative authority in pursuance of this act may appeal against the same; any person who believes that his rights are infringed contrary to law may institute administrative proceedings.

ART. 24. The minister concerned may extend the provisions of articles 3, 4, 7, 8, 9, 11, 13, 14, 16, and from 18 to 23, inclusive, to factories which do not come under article 1 but in which motor power is used, provided that in cases where the provisions of article 3 are applied the daily period of employment prescribed in the same article may be extended by not more than one hour for a period not exceeding two years from the coming into operation of the said provisions.

ART. 25. This act and orders in pursuance thereof shall apply to State and public factories, except as regards the provisions relating to factory managers and penalties.

As regards State factories, the competent authorities shall have the same powers as are granted to the administrative authorities in accordance with this act and the orders in pursuance thereof.

Supplementary provisions to Act No. 33, 1923

The date for the enforcement of this act shall be fixed by imperial decree.²

For three years from the enforcement of this act the words "fifteen years" shall be substituted for the words "sixteen years."

The provisions of article 4 shall not apply for three years from the date of the enforcement of this act in places where workers are employed in two or more alternating shifts.

If persons under 15 years of age and women are employed under the provisions of the preceding paragraph, they shall be granted a rest day at least four times a month, and their hours of work shall be changed at least once every 10 days.

² The original act was enforced as from September 1, 1916, and Act No. 33 as from July 1, 1926.

Appendix B.—Ordinances Under Factory Act

Imperial Decree for Enforcement of Factory Act¹

IMPERIAL DECREE NO. 193 OF AUGUST 2, 1916 (AS AMENDED NOVEMBER 1, 1922, BY IMPERIAL DECREE NO. 471; JUNE 5, 1926, BY IMPERIAL DECREE NO. 153; JUNE 26, 1929, BY IMPERIAL DECREE NO. 202)

CHAPTER 1.—*General rules*

ARTICLE 1. Factories which are engaged exclusively in work of the following nature are exempted from the application of the factory act, this rule not applying, however, to factories employing prime movers, specified by the Minister of Home Affairs:

The manufacture of—

1. Agar-agar,² "kooi-konnyaku,"³ "kooi-tofu,"⁴ "yubu,"⁵ "men-ru,"⁶ or of "fu."⁷
2. Basket trunks, hanging bamboo screens, bamboo cages and baskets, ribs of Japanese umbrellas, or of other articles made of wicker, rattan, bamboo, bamboo sheath, wood shavings (chips), vines, stalks, or straw;
3. Chip braids or straw braids;
4. Hats and other articles made of "atan,"⁸ Panama leaf, or other substances of similar nature;
5. Folding fans, flat fans, Japanese umbrellas, or Japanese or Chinese lanterns;
6. Toys, or artificial flowers, made chiefly of paper, thread, cotton, bamboo, or woven tissue;
7. Pattern paper, paper box, "motoyui" or "mizuhiki";⁹
8. Hand-made wearing apparel, "tabi,"¹⁰ or other tailorings;
9. Hand-made cord;
10. Embroidery, lace, batten lace, or drawn work.

ART. 2. Factories which come under the mining law shall be exempted from the application of the factory act.

ART. 3. Factories which engage in work of the following nature shall come within the purview of article 1, paragraph 1, item 2 of the factory act:

1. Manufacture of poisonous medicines or substances.
2. Taxidermy.
3. Manufacture of measuring instruments in which mercury is used.
4. Manufacture of vacuum flasks by means of mercury pump.
5. Manufacture of files where lead is used.
6. Manufacture of enameled iron wares or chemical compound for enameling.
7. Manufacture of paints, pigments, printing ink or colors for water-color or oil painting.
8. Works where sulphur dioxide, chlorine, or hydrogen gas is used.
9. Refining of sulphur.
10. Heat treatment of metals with potassium cyanide or nitrates.
11. Manufacture of facts.¹¹
12. Refining of fatty oils.
13. Manufacture of boiled oils.
14. Manufacture of imitation leather, or water-proofed paper or cloth, where drying oil or inflammable solvent is used.
15. Manufacture of rubber goods where inflammable solvent is used.
16. Cementing of rubber goods using rubber cement or inflammable solvent.
17. Extraction of oils by means of inflammable solvent.

¹ Japan. Bureau of Social Affairs. Labor Protection Laws in Japan. Tokyo, 1930, p. 9. See also International Labor Office. Legislative Series, 1926, Jap. 1. Geneva.

² Japanese isinglass, made from seaweed.

³ A kind of food made of the root of hydrosome.

⁴ A kind of congealed bean jelly.

⁵ A kind of bean curd.

⁶ Various kinds of wheat or buckwheat vermicelli.

⁷ A kind of baked gluten.

⁸ Formosa grass.

⁹ "Motoyui" is waxed paper string used for women's hair dressing; "mizuhiki" is waxed paper string used for tying up presents.

¹⁰ Japanese socks.

¹¹ Rubber substitute.

18. Manufacture of ethereal oils by means of inflammable solvent.
19. Printing of rice-straw mat (*yaso-yen*).
20. Manufacture of imitation pearls where inflammable solvent is used.
21. Dry cleaning by means of inflammable solvent (except cleaning by merely sponging).
22. Manufacture of gum plasters.
23. Manufacture of tannic acid.
24. Manufacture of compound dyestuffs or their intermediates.
25. Manufacture of celluloid; heat treating or sawing of celluloid goods.
26. Manufacture of nitrcellulose.
27. Manufacture of paper goods with collodion.
28. Manufacture of ether.
29. Manufacture or denaturation of alcohol.
30. Manufacture of viscose.
31. Distilling or refining of turpentine oil.
32. Distilling, refining, or canning of mineral oils.
33. Refining of asphalt.
34. Manufacture of asphaltic felts or papers for building.
35. Manufacture of matches.
36. Manufacture or handling of gunpowder, explosives, fuses, cartridges, fire-works.
37. Smelting or refining of metals.
38. Electric or gas welding or cutting.
39. Manufacture of compressed or liquified gases.
40. Ice making by means of compressed or liquified gases.
41. Woodworking by power-driven sawing machines.
42. Electrical plant (generating station, transformation house, switch station).
43. Manufacture of electric lamps.
44. Manufacture, etching, sand blasting, or powdering of glass.
45. Dry grinding or polishing of metals, bones, horns or shells.
46. Manufacture of metallic powders or foils by power.
47. Powdering of ores, rocks, sands, shells, or bones by power.
48. Manufacture of electric carbons.
49. Manufacture of coal gas or cokes.
50. Manufacture of carbides.
51. Manufacture of lime.
52. Manufacture of felts, or of imitation woolen clothes (*fukitsuke*) by means of blasting.
53. Ralsing or garneting of woven, knitted woolen or worsted goods.
54. Manufacture of cotton lap.
55. Hackling of hemp, jute, flax, ramie, etc.
56. Sorting of old cotton, cotton scrap, old hemp, waste papers, waste cotton thread, waste wool, and rags.
57. Manufacture of bone or blood charcoal.
58. Fur dressing, tanning, or glue making.
59. Refining of hairs or feathers.
60. Other work specified by the Minister of Home Affairs.

CHAPTER II.—*Compensation to workers or their dependents*

ART. 4. In case a worker is injured or falls ill or dies in connection with his employment, the occupier of a factory shall pay compensation, in pursuance of the provisions of this chapter, provided that in case the person entitled to the compensation is awarded a compensation for the same cause, in virtue of the provisions of the civil code, the occupier may subtract from the compensation he pays such amount as is equivalent to the compensation awarded.

The discharge of the worker shall not alter the obligations of compensation provided by the preceding paragraph, unless it be specially provided otherwise.

ART. 5. When a worker is injured or falls ill, the occupier of a factory shall, at his own expense, cause the operative to be medically treated, or shall bear expenses necessary for medical treatment.

ART. 6. The occupier of a factory shall pay a monetary benefit amounting at least to 60 per cent of the daily wage, during the time the latter receives no wage while absent from work for medical treatment. When such benefit continues for 180 days or more, the occupier may reduce its amount to 40 per cent of the wages.

ART. 7. In case the injury or illness occasions to the worker such permanent physical or mental disability as is prescribed below, the occupier of a factory shall pay to him a lump sum according to the following scale:

1. Helplessly maimed for life—not less than 540 days' wages.
2. Disabled for work for life—not less than 360 days' wages.
3. Disabled for the former work, made hopeless of recovering former health, or disfigured in the features in the case of a woman—not less than 180 days' wages.
4. Irrecoverably maimed but able to engage in the former work—not less than 40 days' wages.

ART. 7 (II). In case the worker is injured or falls ill owing to his serious fault, and this is so acknowledged by the administrative authorities, the occupier of a factory may be exempted from obligation to pay compensation for temporary and permanent disability stipulated in the preceding two articles.

ART. 8. In the case of the death of a worker the occupier of a factory shall pay to the surviving relative or the dependents of the deceased worker an amount equivalent to his wages for not less than 300 days.

ART. 9. In case of the death of a worker, the occupier of a factory shall pay funeral expenses equivalent in amount to at least 30 days' wages of the deceased worker (or not less than 30 yen) to the bereaved family or the dependents of the deceased who take charge of the funeral.

ART. 10. The recipient of allowances to the surviving dependent shall be the spouse of the deceased worker.

In the absence of a spouse, the allowances shall go to the nearest relative in direct consanguinal order, the descendant having the precedence in case the descendant and ascendant are in the same degree of relationship, provided that such recipient was in the same family as the worker at the time of his death.

ART. 11. The precedence of relatives in the same degree of consanguinity, prescribed in paragraph 2 of the preceding article, shall be as follows:

1. The successor to the deceased worker or the head of his family has precedence over all others.
2. A male has precedence over a female.
3. Among males or females in the direct order of descent, the legitimate child has precedence over all others, and among a legitimate child, a registrally recognized illegitimate and unrecognized illegitimate child, the legitimate or registrally recognized illegitimate child, even of the feminine sex, to have precedence over the illegitimate child.

4. Among persons in the same order of precedence in the two preceding paragraphs, the senior in age has precedence over other persons of the same order.

ART. 12. In case there is no person to come under the provisions of article 10, the allowances shall go to one of the following persons, provided that should there be a will left by the deceased worker or a previous notice made by him to the occupier of a factory specifying one of the following persons, such will or notice shall be respected:

1. The successor to the deceased worker or the head of his family.
2. A brother or a sister who was living in the same house with the worker at the time of his death.
3. A person who was subsisting on the earnings of the worker at the time of his death.

ART. 13. The benefit provided for in article 6 shall be paid not less than once a month, the same applying also to payment to the beneficiary according to article 5.

The benefit for the maimed shall be paid soon after the cure, the benefit for the deceased's dependents and funeral benefit shall be paid soon after the death, provided that the benefit for the maimed or that for the deceased's dependents may be paid in separate amounts, with the approval of the administrative authority.

ART. 13 (II). In case the worker receives medical benefit under the health insurance act¹⁷ (except in the case of article 48, paragraph 1, item 2), the compensation by article 5 is not obligatory; the same applies also to the compensation by article 6, where the worker receives benefit during the disablement period under the health insurance act.

¹⁷ Act of Apr. 22, 1922. International Labor Office. Legislative Series, 1022, Jap. 8, Geneva.

In case the funeral benefit is paid under the health insurance act, the corresponding benefit by this act may not be obligatory.

In case the worker receives no insurance benefit owing to article 62, paragraphs 1 and 2, article 64, or article 65 paragraph 2 of the health insurance act, the corresponding benefit by this act is not obligatory.

ART. 14. In case a worker who receives compensation by article 5, or medical treatment by the health insurance act, fails to recover from the injury or illness in three years from the date of his first medical treatment, the occupier of a factory may discontinue the compensation prescribed in the present chapter, after giving a lump-sum compensation equivalent to the worker's wages for 540 days.

ART. 15. The occupier of a factory may refuse to extend compensation prescribed in the present chapter, under any of the following circumstances:

1. When allowances are claimed after one year of the discharge of the worker. It is provided, however, that this rule does not apply to a claim which is made in consequence of an injury or illness owing to which the worker had formerly been in receipt of compensations or insurance benefits. The same rule also applies in the case of a claim made in consequence of an injury or illness which occasioned a claim for compensation or insurance benefit before or within one year after discharge.

2. When an injury or illness which had healed under medical treatment received by compensation or the health insurance act returns after the worker's discharge.

ART. 16. The amount of wages to form the basis for the calculation of the relief benefits and funeral expenses shall be as specified below:

1. With regard to the worker insured under the health insurance act, the daily amount of the basic remuneration fixed for him in accordance with that act.

2. With regard to the worker not insured under the health insurance act, the quotient obtained by dividing the total amount of his wages for a period of three months (if he has been engaged for less than three months, the period of his engagement) by the number of days during that period—i. e. in case of sickness, for the three months immediately preceding the day on which the sickness began according to the diagnosis, or if the exact day on which the sickness began is not clear, the three months immediately preceding the seven days before the diagnosis; and in case of injury or instant death, the three months immediately preceding the day of such occurrence; (if there is a fixed day for closing the wages account for each given period, the three months taken shall be the period of three months immediately preceding the last day on which the account was closed); provided that the quotient calculated in the manner described above shall not be less than 60 per cent of the total amount of the wages during the period in question divided by the number of days for which the worker received wages.

If the period mentioned in item 2 of the preceding paragraph includes the following period, the days and earning in that period shall be excluded from the days and total earnings above mentioned:

1. Days of rest owing to injury or illness caused in connection with employment.

2. Days of rest before and after childbirth prescribed by the Minister of Home Affairs.

3. Probation period.

4. Unusual rest days given for the employer's convenience.

Among the total earnings mentioned in paragraph 1, item 2, the bonus and unusual allowance stipulated by the Minister of Home Affairs shall not be included.

If it is impossible to calculate the base wage for compensation according to the preceding three paragraphs, the base wage shall be the amount fixed by compensation rules,¹¹ provided that if the compensation rules have no such provision the administrative authority shall fix it.

ART. 17. In case the occupier of a factory supplies food and other articles, their cost shall be reckoned into the amount to be figured out in accordance with item 1 or 2 of the preceding article, provided that as regards the benefit for temporary disablement, if the employer continues to supply the food and other articles during disablement, the cost shall not be reckoned into the amount.

¹¹ See article 10.

ART. 18. The local governor may, in exercise of his official powers or in response to a petition, institute inquiries into the cause or causes of a worker's injury, disease or death, or into the extent of physical injury or other matters pertaining to the compensation provided for in article 7, or offer to mediate.

When deemed necessary in the case of the preceding paragraph, a medical diagnosis or post-mortem examination may be ordered.

ART. 19. The occupier of a factory shall draw up rules determining the amount, the procedure, and other necessary matters pertaining to the compensation, and send a copy of the same to the local governor, this applying also to any alteration which is made in the rules.

When deemed necessary the local governor may order an amendment of the rules of compensation.

ART. 20. Separate rules are provided for compensation to workers in Government factories.¹⁴

CHAPTER III.—*Engagement and discharge of workers*

ART. 21. The occupier of a factory shall make and keep a name list of workers in each workshop or factory.

Matters to be entered in the list of workers shall be determined by the Minister of Home Affairs.

ART. 22. The worker's wages shall be paid not less than once a month in the country's currency.

ART. 23. When a lawful claimant makes a claim in the event of the death or discharge of a worker, or under circumstances specified by the Minister of Home Affairs, the employer shall pay the wages without delay.

All savings of the worker, kept in custody in the form of a reserve fund, a trust fund, or under any other name whatsoever, shall, under circumstances provided for in the preceding paragraph, be paid without delay.

ART. 24. In engaging a worker the occupier of a factory shall not make a contract which contravenes the two preceding articles, or fixes in advance either the sum payable to the occupier for breach of contract or the amount of indemnity for damage; provided that this rule shall not apply to cases where the local governor's permission is obtained to a previously drawn up method to carry out the following arrangement:

1. Where the workers are made themselves to lay by their own savings or where a part of their wages is, for their own benefit, paid in other kind.

2. The occupier of a factory may hold back that portion of a worker's savings which is contributed by the occupier, when the worker is dismissed for violating the contract of engagement or in consequence of acts for which the worker is held responsible.

ART. 25. When the occupier of a factory keeps in custody the worker's savings, he shall previously determine a reliable method for the purpose, for which he shall obtain the sanction of the local governor.

ART. 26. [Repealed.]

ART. 27. When a minor or a woman worker is discharged to suit the employer's convenience, or when a worker, who is receiving compensation in pursuance of the provisions of articles 5 or 6, or medical attendance or its cost under the health insurance act in respect of injury or sickness arising out of employment, or who comes under item 1 or 2 of article 7, is discharged, and is to return home within 15 days after his or her discharge, the occupier shall bear for him or her the necessary traveling expenses. The same rule applies to a worker who returns home within 15 days after his or her allowances are stopped in virtue of the provisions of article 14.

The provisions of article 18 apply correspondingly to the traveling expenses in the preceding paragraph.

ART. 27 (II). If the occupier of a factory wants to discharge a worker, he shall give 14 days' previous notice, or an allowance equivalent to 14 days' wages, except when the discharge is carried out because it became impossible to continue business owing to a natural calamity, and when it is unavoidable to discharge the worker for a reason for which he is responsible.

The following period shall not be reckoned in the period of previous notice mentioned in the preceding paragraph:

1. Rest period owing to injury or disease in connection with employment, provided it does not exceed two months.

¹⁴ See ante, p. 77.

2. Rest period before and after childbirth prescribed by the Minister of Home Affairs.

3. Unusual rest days given for the employer's convenience, unless wages are paid during rest days.

The preceding two paragraphs shall not apply to a worker on probation period unless he is employed longer than 14 days (21 days with the approval of the local governor).

Articles 16 and 17 shall be applied correspondingly to the wage of paragraph 1; article 18 shall be applied to paragraph 3.

ART. 27 (III). If the worker, when he is discharged, demands a certificate regarding the period of employment, kind of work, and wage, the occupier of a factory shall give it without delay.

ART. 27 (IV). The occupier of a factory employing more than 50 workers shall draw up rules of employment without delay, and notify the local governor. This shall also apply when any revisions are made.

The rules of employment shall stipulate the following items:

1. Times of commencing and finishing work, rest intervals, rest days, and alteration of shifts if the workers are employed on shifts.
2. Wages, method of their calculation, and date of payment.
3. Cost of food and other expenses to be borne by the worker.
4. Sanctions, if there are any rules relating to such.
5. Discharge.

The local governor may order the amendment of the rules of employment if he deems it necessary.

CHAPTER IV.—*Apprentices*

ART. 28. When an apprentice is taken into a factory he shall be subject to the following conditions:

1. That the aspirant shall take up work with the object of acquiring a knowledge and ability necessary for a definite occupation.

2. That he shall receive a training under the direction and care of a responsible trainer.

3. That he shall always be under definite supervision in regard to his moral culture.

4. That he shall be employed subject to regulations sanctioned by the local governor.

ART. 29. In order to apply for the sanction mentioned in item 4 of the preceding article, the occupier of a factory shall furnish the following particulars:

1. The number of apprentices.
2. The age of apprentices.
3. The qualification of the trainer.
4. The course and period of training.
5. The method and the hours per day of work.
6. Matters pertaining to holidays and rest periods.
7. The method of supervision concerning moral culture.
8. The method of granting allowances.
9. Regulations to be provided in accordance with the provisions of article 30.
10. The terms of apprenticeship contract.

ART. 30. In case the apprentice is a minor or a female, means shall be provided to avoid danger or to prevent injury to health in pursuance of the spirit of the provisions of the factory act pertaining to workers under 16 years of age and female workers.

ART. 31. The local governor may order a necessary corrective measure, when he thinks that the occupier of a factory is failing to observe item 4 of article 28, or is not able to fulfill requirements for the training of apprentices, or he may cancel the sanction provided for item 4 of article 28.

ART. 32. In case the requirements of article 28 are not fully met, the factory act and the present provisions relating to workers shall be applied even though the occupier of a factory may call his workers apprentices. The same rule applies to an apprentice respecting whom the sanction provided for in item 4 of article 28 is canceled.

CHAPTER V.—*Penalties*

ART. 33. Any person who causes the occupier of a factory unjustifiably to escape in whole or in part the obligation of compensation, payment of wages, returning savings, or the obligation provided in article 27, paragraph 1, or who

causes the discharge of a worker in contravention of article 27 (II), shall be liable to a fine not exceeding 200 yen; provided that this rule shall not apply when the occupier of a factory or a person who takes his place is punishable in accordance with the provisions of article 22 of the factory act.

Arts. 34-36. [Repealed.]

Supplementary provision

This decree shall come into force on and after June 1, 1929.¹⁵

Departmental Regulation for Enforcement of Factory Act¹⁶

REGULATION NO. 19 OF DEPARTMENT OF AGRICULTURE AND COMMERCE, OF AUGUST 3, 1916 (AS AMENDED BY REGULATION NO. 13 OF DEPARTMENT OF HOME AFFAIRS, OF JULY 7, 1926, AND REGULATION NO. 16 OF MAY 18, 1929)

ARTICLE 1. Prime movers coming under article 1 of the decree for the enforcement of the factory act¹⁷ include the steam engine, steam turbine, gas engine, oil engine, water turbine, Pelton wheel and electric motor.

ART. 2. The application for permission according to articles 4 and 7 of the factory act shall be made to the local governor, the same applying also to the application for the permission or the approval, or the report according to article 8 of the same act.

ART. 3. With regard to silk filatures using machines, spinning factories and silk weaving for exportation, where specified by the announcement of the local governor, the occupier of a factory may extend the day's work for persons under 16 years of age or for women to 12 hours, until August 31, 1931. This provision does not apply when the workers are employed by shifts.

ART. 4. When the occupier of a factory prolongs the period of employment, or employs women over 16 years of age, or abolishes rest days without the sanction of the administrative authority under the proviso of article 8 paragraph 2 of the factory act, he shall report to the local governor without delay.

ART. 5. The kinds of work covered by article 9 of the factory act shall be as follows:

1. The work of cleaning, oiling, examining, or repairing the flywheel, crank, connecting rod, cross head, piston rod of prime movers, electric and other machinery, or of the power-transmission equipment, the commutator of electric generators, roller, the sharp cutters, toothed wheel, pulley shaft, couplings or like dangerous parts while in motion.

2. The work of putting the belts or ropes on or off the machines or the power-transmission equipment in motion by a dangerous method.

3. The work of stoking the boiler or of opening or shutting the feed water valve or the stop valve or of handling the safety valve.

4. The work of handling the electric generator, motor, transformer, or rheostat of the generator, or of switching the high-pressure lines.

5. The work of feeding the sewing machine.

6. Work to be executed near a dangerous toothed-wheel, pulley, flywheel, belts or ropes, which are not protected by a fence or any other contrivances to prevent dangers, or any other things of like nature.

7. Work to be executed on shaft way or scaffold with no fencing around or not otherwise protected, or any place of like nature.

ART. 6. The kinds of work covered by article 10 of the factory act shall be as follows:

1. The work of handling arsenic, mercury, or their compounds, white phosphorus, phosphorus sulphide, hydrocyanic acid, potassium cyanide, hydrofluoric acid, sulphuric acid, nitric acid, hydrochloric acid, caustic soda, carbolic acid and other like poisonous and dangerous substances.

2. The work of handling metallic potassium or sodium, sodium peroxide, ether petroleum benzene, alcohol, carbon bisulphide, or other like ignitable or inflammable substances.

¹⁵ The original decree came into effect as from September 1, 1916, and Decree No. 153 a from July 1, 1926.

¹⁶ Japan. Bureau of Social Affairs. Labor Protection Laws in Japan, Tokyo, 1930 p. 28.

¹⁷ See ante, p. 76.

3. The work of handling compressed or liquified gases.

4. Work at a place where gunpowder, explosives, fuses, cartridges or fireworks are handled.

5. Work at a place which is charged considerably with dusts and particles of metals, ores, earth, stones, bones, horns, rags, animal wool or hair, cotton, hemp, straw, etc.

6. Work at a place which is charged with the dusts, vapors, or gases of arsenic, mercury, white phosphorus, lead, hydrocyanic acid, fluor, aniline, chrome, chlorine, or their compounds, or other like noxious substances, or with acid gases.

7. The work of handling large quantities of substances at a high temperature, or work in a place at a high temperature where metals, ores, earth, stones, etc., are smelted, melted or roasted, or work in a drying chamber of high temperature or in any other like places.

ART. 7. The provisions of article 10 of the factory act are applicable to female persons of 16 or more years of age in connection with work covered by items 5 and 6 of the preceding article.

ART. 8. The occupier of a factory shall not employ persons who are afflicted with the following diseases, provided that this rule shall not apply when preventive measures against the infection are taken for persons afflicted with diseases enumerated in item 4 or 5:

1. Insanity.

2. Leprosy, tuberculosis, laryngeal tuberculosis.

3. Erysipelas, recurrent fever, measles, epidemical cerebrospinal meningitis, and other like acute feverous diseases.

4. Syphilis, Itch, and other infectious skin diseases.

5. Conjunctivitis, blennorrhoea, trachoma (of a strongly infectious type), and other like infectious eye diseases.

The occupier of a factory shall not employ persons who are afflicted with pleurisy, heart disease, beri-beri, arthritis, tendovaginitis, acute disease of urogenital organ or other illness, of which there is a fear of its being aggravated by work.

The occupier of a factory shall not employ persons who have undergone an epidemic or a serious illness and do not recover former health, even after the disappearance of symptoms of the disease, it being provided, however, that this rule does not apply to persons who are put to work of a nature which the doctor pronounces to be harmless.

ART. 9. The occupier of a factory shall not employ a woman for four weeks before childbirth if she requests rest days during that period.

The occupier of a factory shall not employ a woman within six weeks after childbirth, it being provided that this rule does not apply to cases in which, four weeks after childbirth, the woman, upon her request, is put to work of a nature which the doctor pronounces to be harmless.

ART. 9 (II). The woman who is nursing her child within one year after its birth may request nursing time, twice a day, each within the limit of 30 minutes, during the working hours. In this case the occupier of a factory shall not employ her during the nursing time.

ART. 10. The local governor may order the occupier of a factory to restrict or prohibit the work of a sick person or a woman after childbirth under circumstances other than those which are provided for in the preceding two articles.

ART. 11. The official credential provided for in article 14 of the factory act shall be in accordance with Form No. 1.

ART. 12. The occupier of a factory shall take proper measures to make known among the workers the rule of employment.

The occupier of a factory shall put up, at a place easily seen in the workshop, particulars pertaining to the opening and closing hours of work, rest periods, and rest days.

ART. 12 (II). The occupier of a factory shall stipulate the rate and method of calculation of wages to workers, previous to work.

ART. 13. The occupier of a factory shall state in writing, in easy terms, the main points of compensation to be extended to workers, and cause them to be generally known among the workers.

ART. 14. When any worker, in the course of work, or in a workshop or in an accessory building, gets injured, falls ill, or dies, the occupier of a factory shall, without delay, cause the case to be diagnosed or examined by a physician.

ART. 14 (II). In accordance with the provisions of paragraph 2 of article 16 of the decree for the enforcement of the factory act the following items shall not be included in the total amount of wages under paragraph 1 item 2 of that article:

1. Bonus for the period longer than three months.
2. Bonus or allowance for invention, good conduct, and other special act.

ART. 15. In case there is no contract or usage in regard to figuring out the amount mentioned in paragraph 1 of article 16 of the decree for the enforcement of the factory act, or to calculating the allowances of article 17 of the same decree, one day's wage or allowance shall be obtained by dividing the sum into 360 equal parts where the agreement is by the year, or into 30 equal parts where the agreement is by the month.

ART. 16. Entries in the workers' name list shall be in accordance with Form No. 2.

ART. 17. The papers used for the workers' name list shall be preserved for five years after the death or discharge of the worker.

ART. 18. When the occupier of a factory transfers a worker from one workshop into another or from a workshop to outside of it, thus effecting a change of his post, such change shall be regarded as a case of engagement or discharge in making entries in the workers' name list.

ART. 19. Papers relating to the engagement, discharge, and compensation of workers shall be kept in each workshop.

The papers in the preceding paragraph shall be preserved in the case of those relating to engagement or discharge, for three years after the discharge or death of the worker, and in the case of those relating to compensation for three years after the termination of the compensation.

ART. 20. The circumstances in which the occupier of a factory is to pay wages or to return the worker's savings, in accordance with the provisions of article 23 of the decree for the enforcement of the factory act shall be as follows:

1. When the worker goes home for a continuous period of over one month.
2. When the worker requires money for the service of a marriage or a funeral.
3. When the local governor determines by specific order.

ART. 21. When the occupier of a factory applies for the approval of a factory manager he has appointed, he shall present an application paper to the local governor together with a curriculum vitae of the appointed.

ART. 22. The occupier of a factory shall without delay notify the local governor each time the following event takes place:

1. When he has appointed a factory manager in accordance with the proviso of article 18 paragraph 3 of the factory act.
2. When the factory manager dies or is discharged.
3. When papers to be preserved in accordance with article 17, or paragraph 2 of article 19, are destroyed or damaged.

ART. 23. [Repealed.]

ART. 24. The occupier of a factory which regularly employs 50 or more workers shall compile a bulletin every month, in accordance with Form No. 3, and present it to the local governor by the twentieth of the following month, covering all cases of illness, injury, or death of workers.

ART. 25. When a worker, in the course of employment, or in a factory or its annexes, gets injured, suffocated, or acutely poisoned, and dies, or it is anticipated it will be necessary for him to be absent for treatment at least three days, the occupier of a factory shall without delay notify the case to the local governor by Form No. 4. The same rule applies with regard to a worker who was absent for three days or more although it was anticipated he would be cured in less than three days.

ART. 26. When the following accidents happen in a factory or its annexes, the occupier shall notify the case to the local governor, without delay, by Form No. 5:

1. Fire or explosion.
2. Explosion of engine or any high-pressure case.
3. Explosion of flywheel or high-speed machine.
4. Breaking of chains or rope of crane or elevator, or beam or pillar of crane.
5. Falling down of factory, its annexes, chimney, or elevated vats.
6. Other accidents causing injury to five or more men.

ART. 27. The provisions of articles 3, 4, 7, 8, 14, and from 18 to 23, inclusive, of the factory act, and articles 2, 4, 11, paragraph 2 of article 12, articles 21 and 22 of the present regulations, shall apply to factories not coming under article 1 of the factory act but which are engaged in weaving or the manufacture of yarn by the use of power-driven machinery.

The occupier of the factory mentioned in the preceding paragraph shall compile a register containing the names, addresses, dates of birth of workers of 16 years of age or over employed therein, and keep it in the factory, provided that such register may be combined with the register required under article 3 of the minimum age for industrial employment act.

Supplementary provisions to Regulation No. 16, 1929

This regulation shall come into force on September 1, 1929.²²

The occupier of a factory specified in paragraph 1 of article 27 may prolong the daily working hours of persons under 16 years of age and women to 12 hours for two years from date of coming into force of this regulation.

[Forms Nos. 1-5, appearing in the original, are not included here.]

ORDINANCE FOR RELIEF OF STATE WORKERS²³ (AS AMENDED BY IMPERIAL ORDINANCE NO. 239, OF JUNE 30, 1926)

1. If a worker, a miner or any other employed person is injured, falls ill, or is killed in the performance of his or her work, the Government shall grant monetary relief (*Fujo-Kin*) in accordance with the provisions of this ordinance.

If the party entitled to the monetary relief is awarded damages for the same cause in virtue of the provisions of another law, an amount equal to the damages awarded shall be subtracted from the amount of the monetary relief.

The dismissal of the worker shall not affect [the obligation of the Government in respect of] the payment of the monetary relief.

2. Monetary relief shall be divided into six classes, viz, the medical treatment allowance (*Ryōji-ryō*), absence allowance (*Kyūgyō-fujoryō*), disablement allowance (*Shōgai-fujoryō*), final allowance (*Uchikiri-fujoryō*), survivors' allowance (*Izoku-fujoryō*) and funeral allowance (*Sōsai-ryō*). The allowances shall be granted as specified in the appendix, according to the following classification:

(i) The medical treatment allowance shall be granted to those who are injured or taken ill and need medical treatment but do not receive medical treatment at the expense of the Government.

(ii) The absence allowance shall be granted to those who are unable to work on account of medical treatment and consequently unable to earn wages.

(iii) The disablement allowance shall be granted to those who are left with physical disability after recovery from their sickness or injury.

(iv) The final allowance shall be granted to those who fail to recover from the injury or sickness in three years from the beginning of the medical treatment.

(v) The survivors' allowance shall be granted to the surviving family of the deceased person or to any other person who was maintained by the earnings of the worker at the time of his or her death.

(vi) The funeral allowance shall be granted to the surviving family of the deceased person who conducts the funeral, or to any other person who was maintained by the earnings of the worker at the time of his or her death and who conducts the funeral service. In default of a surviving member of the household to conduct the funeral service, the allowance may be granted to the person who conducts it.

(vii) The absence or disablement allowance shall not be granted in case of injury or sickness resulting from a serious fault of the worker.

If a final allowance is granted, no other monetary relief in accordance with this ordinance shall be given thereafter.

²² The original regulation was in force as from September 1, 1910, and Regulation No. 18 as from July 1, 1926.

²³ The original ordinance for the relief of State workers was promulgated in November, 1918, and put into operation on January 1, 1919. The term "State workers" is used for "Yo-nin," which literally means "employed man." This free rendering is used because this ordinance applies solely to the workers employed in the State-owned factories and mines, having been issued in accordance with the provision of section 20 of the imperial decree for the administration of the factory act (see ante, p. 77).

3. The amounts of the disablement allowance, the final allowance, the survivors' allowance and the funeral allowance shall be fixed within the limit of the amounts specified in the appendix, taking into consideration the cause of the injury or death, the extent of the physical disability, the duration of the worker's service and other circumstances.

4. The medical treatment or disablement allowance shall be paid at least once a month.

The disablement allowance shall be granted without delay on the recovery of the worker from the sickness or injury, and the survivors' allowance and the funeral allowance without delay on the death of the worker.

5. In case of the aggravation of the physical disability owing to the recurrence of the sickness or injury, the amount of the disablement allowance shall be reassessed, and the sum already paid as the disablement allowance shall be subtracted from the amount thereof.

6. The provisions of sections 10-12 of the ordinance for the administration of the factory act shall apply in respect of the recipient of the survivors' allowance, *mutatis mutandis*.

When the worker is entitled to receive medical attendance or the cost of the same in virtue of the provisions of the health insurance act²⁰ (except the provision of No. (2) of the first paragraph of section 48) the medical treatment allowance shall not be granted during this period. The same rule shall apply to the absence allowance when the worker is entitled to receive sick benefit or accident benefit in virtue of the health insurance act.

If either funeral benefit or the expense of the funeral is to be granted for the death of a worker in virtue of the health insurance act, the funeral allowance shall not be granted. Nevertheless, this shall not apply to any excess of the amount of the funeral allowance over that of either the funeral benefit or the expense of the funeral.

If insurance benefit is withheld in accordance with the provisions of the first paragraph of section 62 (except No. (2)) or the second paragraph thereof, section 64 or section 65 (second paragraph), the medical treatment, absence or funeral allowance shall not be granted, in accordance with the rule laid down in the two preceding paragraphs.

7. In case of recurrence of an old injury or sickness after the person has been dismissed, monetary relief shall not be granted.

8. Monetary relief in accordance with this ordinance shall not be claimed after the lapse of one year from the dismissal of the worker. Nevertheless, this rule shall not apply to a claim for monetary relief in respect of an injury or sickness on account of which a claim for the grant of insurance benefit in accordance with the health insurance act or for relief was made before dismissal or within one year thereafter.

9. The provisions of section 16, paragraphs 1-3 of the ordinance for the administration of the factory act²¹ shall apply, *mutatis mutandis*, to the method of ascertaining the amount of the wages which is to be taken as the basis for the calculation of the monetary relief.

If it is found difficult to calculate the amount according to the preceding paragraph, the competent Government authority shall decide the amount.

10. This ordinance shall not apply to workers who are members of mutual relief associations which receive allowances from the Government.

Additional provisions

This ordinance shall come into operation on July 1, 1926. As regards the relief of a person who has been injured or fallen ill during the performance of work and is receiving medical treatment at the expense of the Government, or who is receiving monetary relief in accordance with the former provisions, and who continues to receive either medical treatment at the expense of the Government or monetary relief, this ordinance shall apply from the date of its coming into operation. The same rule shall apply to the relief of a person who receives monetary relief on account of the recurrence, after this ordinance comes into operation, of an injury or sickness which had disappeared during receipt of monetary relief or medical treatment at the expense of the Government before the coming into operation of this ordinance.

²⁰ International Labor Office. Legislative Series, 1922 (Jap. 3). Geneva.

²¹ See ante, p. 79.

APPENDIX.—*Relief allowance (new scale)*

Kind	Amount
Allowance for medical treatment.....	Actual cost thereof.
Absence allowance for inability to work:	
Less than 180 days.....	60 per cent of daily wages.
180 days or more.....	40 per cent of daily wages.
Disablement allowance:	
Hulpless for life.....	Not less than 540 nor more than 700 days' wages.
Disabled for life.....	Not less than 360 nor more than 500 days' wages.
Disabled for former work, if there is no hope of recovering former health, or, in the case of a woman, if her features are disfigured.	Not less than 180 nor more than 300 days' wages.
Irremediably maimed, but able to engage in former work....	Not less than 40 nor more than 150 days' wages.
Final allowance.....	Not less than 540 nor more than 700 days' wages.
Survivors' allowance.....	Not less than 360 nor more than 600 days' wages.
Funeral allowance.....	Not less than 20 nor more than 40 days' wages (minimum 20 yen).

Appendix C.—Minimum Age for Industrial Employment Act ¹

ACT NO. 34 OF MARCH 29, 1923

ARTICLE 1. The term "industry" for the purposes of this act shall include the following undertakings:

1. Mining work, alluvial mining work, quarrying work, or any other work for the extraction of minerals from the earth.
2. Undertakings in which articles are manufactured, altered, cleaned, repaired, ornamented, finished, adapted for sale, broken up, or demolished, or in which materials are transformed (including shipbuilding and the generation or transformation and transmission of electricity or motive power of any kind).
3. Construction and building work, or any other work in the erection, maintenance, repair, alteration, or demolition of buildings, as well as preparation for any such work or structure or laying the foundations thereof.
4. The transportation of passengers or goods by road, railway, tramway, or inland waterway, excluding such transportation as is mainly done by man power.
5. The handling of goods at docks, quays, wharves, or warehouses.

ART. 2. Persons under 14 years of age shall not be employed in industry, provided that this provision shall not apply to persons over 12 years of age who have finished the course at an elementary school.

The provision of the preceding paragraph shall not apply to undertakings where only members of the same family are employed, or to the employment of children in industrial schools (technical schools) with the approval of the administrative authorities.

ART. 3. In cases where children under 16 years of age are employed in industry, the employer shall compile a register containing their names, addresses, dates of birth and details of school career, and keep it at the work place, provided that this provision shall not apply in cases where such registers are provided according to the regulations under the factory act,² or according to the mining act.

ART. 4. Any competent official may inspect the work place or its annexes, for which purpose he shall be provided with official credentials.

ART. 5. Any person engaged in industry or intending to engage therein, or any employer, may request the person in charge of the census registration or his substitute to supply a certificate respecting the registration of any person engaged in industry or intending to engage therein.

ART. 6. Any person who contravenes the provisions of article 2 shall be liable to a fine not exceeding 1,000 yen.

¹ Japan. Bureau of Social Affairs. Labor Protection Laws in Japan. Tokyo, 1980, p. 64. See also International Labor Office. Legislative Series, 1923, Jap. 2. Geneva.

² See ante, p. 85.

ART. 7. Any person who contravenes the provisions of article 3, or without reasonable cause refuses, prevents, or evades inspection by a competent official, or fails to answer his questions or makes false statements, shall be liable to a fine not exceeding 500 yen.

ART. 8. In cases where the employer is a minor not possessing the same legal capacity as an adult in respect of his business, incompetent to act, or a body corporate, the penal provisions which would apply to the employer shall apply to the legal agents of such persons or the person who represents the body corporate according to the relevant act and orders.

ART. 9. If a contravention of the provisions of this act is committed by the employer's agent, the head or a member of his family, a person living in his household, one of his employees, or any other person engaged in his business, the employer shall not be exempt from penalty on the ground that the contravention was not committed by his order.

ART. 10. The provisions relating to the employer under this act shall apply to the occupier of the factory, or to the manager if appointed, in the case of factories coming under the factory act, and to the mine owner, or the mine manager if appointed, in the case of mining undertakings.

ART. 11. This act with the exception of the penal provisions, shall also apply in cases where State, a Prefecture, a city, town, or village, or any similar body, is the employer.

Supplementary provisions

The date of the coming into force of this act shall be determined by Imperial order. [It was fixed on July 1, 1926.]

In cases where persons over 12 years of age at the time of the coming into force of the present act continue in employment, the provisions of article 2 shall not apply to them.

Appendix D.—Departmental Regulation on Accident Prevention and Hygiene in Factories¹

REGULATION NO. 24 OF DEPARTMENT OF HOME AFFAIRS, DATED JUNE 20, 1929

ARTICLE 1. This regulation shall apply to factories coming under article 1 of the factory act.

ART. 2. Dangerous parts of a prime mover or a power transmission apparatus shall be adequately fenced or covered.

ART. 3. No outside projecting metal fittings shall be used in the fastening of the belts of power transmission apparatus, provided that this rule shall not apply to those metal fasteners the exposed surface of which forms an arc and which are not dangerous.

The provision of the preceding paragraph shall not apply to belts which are not liable to cause contact with workers on account of being adequately fenced or covered or because of their position, and which are not touched by hands, or to belts which by reason of their weak motive power or slow motion do not constitute a danger to workers.

ART. 4. Heads of set screws, bolts, nuts, keys, and the like, attached to the revolving parts of a coupling, collar, clutch, pulley, and the like, used for power transmission, shall not be protruding, provided that this rule shall not apply to those parts the exposed surface of which forms an arc and which are not dangerous, to those parts which are adequately covered, or to those parts which while in motion are not liable to cause contact with workers performing their duties (including cleaning, oiling, inspecting, repairing, etc.) or with persons passing near them.

ART. 5. In case a loose pulley is used, a belt-shifting apparatus shall be provided, except in cases where the nature of the work does not permit of this being done or where, on account of the nature of the work, accidents are not liable to be caused without a belt-shifting apparatus.

The belt-shifting apparatus mentioned in the preceding paragraph shall be fitted with appliances in such a manner as to prevent the accidental shifting of a belt to the fixed pulley.

¹ Japan. Bureau of Social Affairs. Labor Protection Laws in Japan. Tokyo, 1930, p. 46. See also International Labor Office. Legislative Series, 1929, Jap. 4. Geneva,

ART. 6. In case where the distance between a pulley and an adjacent wheel, or between a pulley and a bearing, coupling, and the like, is so narrow that it is liable to cause danger when a transmission belt falls into this narrow space, or in case where a belt must occasionally be thrown off a pulley while the shafts are in motion, a suitable belt perch shall be provided.

ART. 7. If a power-transmission apparatus is dangerous to approach for oiling, a safe lubricating device must be used.

ART. 8. Appliances shall be provided in all workrooms so that a prime mover or power-transmission apparatus can be stopped quickly in case of emergency, provided that this rule shall not apply in cases where the prime-mover room is directly accessible from the workroom or where an emergency signal is provided which communicates with the prime-mover room which is constantly watched.

ART. 9. When a prime mover or a power-transmission apparatus is set in motion, a signal shall be given to all workers concerned (this always includes apprentices) in a manner previously agreed upon.

If a prime mover, a power-transmission apparatus, or other machinery is liable to cause danger by being started by persons other than those engaged in cleaning, oiling, inspecting, repairing, or any other similar duties, while the motion of the machine is suspended for the performance of such duties, a suitable appliance or arrangement shall be provided to prevent such danger.

ART. 10. Dangerous parts of machinery driven by motive power shall be protected by fencing or covering or other appliance to prevent the possibility of accidents, unless conditions do not permit of this being done.

ART. 11. Each of the following parts of machines shall be so arranged that they can not be opened unless their motion is suspended:

(1) In the case of cotton-spinning machines, the fan doors of exhaust openers, beater covers, and dust doors of scutchers, front plates of the cylinders of carding machines (except when vacuum cleaners are used) and the gear cover of the head stock of a drawing machine or of the speed frame.

(2) In the case of silk-spinning machines, the cylinder cover of filling machines.

(3) Any other parts similar in nature to those mentioned in the two preceding paragraphs.

ART. 12. All machinery driven by motive power shall be fitted in each case with a device by which it can be stopped quickly, provided that this rule shall not apply to group-driven machinery provided with a common shut-off contrivance, or to machinery not liable to constitute a danger.

ART. 13. Rollers which are used for kneading adhesive substances and which are liable to cause accidents, shall be equipped with a device enabling the person affected by the accident to stop the motion of the roller in case of emergency.

ART. 14. Persons who, on account of handling the moving prime mover, power-transmission apparatus, or any other machinery driven by motive power, or who on account of performing duties in the vicinity of such machinery, is exposed to the risk of accident by having hair or clothing caught by the machinery, shall be obliged to be provided with a head covering or working suit which will effectively prevent such accident.

Persons, while performing their duties, shall be required to put on or wear a head covering or working suit, as prescribed in the preceding paragraph.

ART. 15. The opening, reservoir, shaftway, staircase, or any other place into which persons are liable to fall and meet with accidents, shall be guarded with a fence, railing, covering, or any other appliance to prevent effectively the possibility of accident, unless the nature of the work does not permit this to be done.

ART. 16. Portable ladders used in work shall be safely footed to prevent the possibility of slipping or turning sideways, provided that this rule shall not apply in cases where they are not likely to constitute a source of accident on account of the condition of the floor or for some other reason.

ART. 17. Gangways between machines, and between machines and other equipment, shall be at least 2.6 shaku¹ wide, excepting those which were in existence prior to the coming into operation of this regulation, provided that this rule shall not apply in cases where, if the conditions do not permit of this being done, other arrangements are sanctioned by the local governor (in the

¹ 1 shaku = 0.094104 foot.

case of the Tokyo Prefecture the local governor shall always be the inspector-general of the metropolitan police).

ART. 18. Proper signs shall be put up in dangerous places.

ART. 19. No worker shall remove or render ineffective, without due cause, any safety devices.

ART. 20. The local governor may issue any necessary orders concerning measures to be taken for the prevention of accidents in respect of workrooms in which explosive, combustible, or inflammable substances are manufactured or handled, or in respect of warehouses, store yards, reservoirs, and other containers, in which these substances are stored.

ART. 21. In places where explosive, combustible, or inflammable substances are manufactured, handled, or stored, places where gas, vapor, or dust is generated and is liable to cause explosions, or any other places where exists a serious danger of fire, no fire or naked lights must be used, except in cases where it is indispensable for the performance of work, provided that this rule shall not apply to the use of safety lamps, incandescent electric lamps, or any other apparatus which is not dangerous.

In such places as are mentioned in the preceding paragraph, signs shall be posted to indicate the prohibition of smoking or the use of naked lights or fire other than that which is indispensable for the performance of work in those places.

ART. 22. Rags, waste paper, and the like, which have absorbed or have been soiled with oil, printing ink, or any substances of a like nature, shall be placed in fireproof containers provided for the purpose, or shall be disposed of in other suitable ways.

ART. 23. The workrooms in which explosive, combustible, or inflammable substances are manufactured or handled, or those in which 50 or more persons are regularly employed, shall be provided with two or more suitable exits to ensure that in the event of fire or other emergency the persons employed therein may have easy access to safe places.

In case where 10 or more persons are regularly employed on the first or higher floors, two or more staircases properly distributed and leading clearly to a safe place outside of the building shall be provided on each floor.

In case where 50 or more persons are regularly employed on the first or higher floors, the staircases mentioned in the preceding paragraph shall be required to fulfill the following conditions:

(1) The width of a stair shall be 7 sun¹ or more, and the rise shall be less than 7 sun.

(2) The staircase must be placed at an angle of less than 40 degrees from the floor.

(3) The staircase, in case it exceeds 12 shaku in height, shall be provided with a landing for every 12 shaku or less.

(4) The inside width of the stairs shall be at least 3.5 shaku.

(5) No circular turns shall be used in the stairway.

(6) Railings of a height at least 2.7 shaku shall be provided along the sides of the staircase.

(7) There shall be no obstacle lower than 5.7 shaku from each step.

The provisions mentioned in the three preceding paragraphs shall not apply in cases where they are unnecessary on account of the nature of the work, construction, equipment, etc., of the building, or in cases where regarding a building which was constructed before the coming into operation of this regulation, the conditions do not permit of their being done, provided that this is sanctioned by the local governor.

ART. 24. The local governor may issue any necessary order regarding the arrangement or construction of gangways, staircases, and exits of a workroom, to prepare for fire or other emergencies.

ART. 25. Exits provided under article 23, and those provided by order under the preceding article, and the gangways and staircases leading to these exits, which are not habitually used, shall be suitably indicated as such and shall be kept clear so as to enable persons to escape by them at any time.

ART. 26. In places in which gas, vapor, or dust is generated and causes harm to health or danger of explosion, its exhaustion, confinement, or some other suitable arrangement shall be provided to avoid such danger or harm.

¹ 1 sun = 1.196 inches.

ART. 27. Admittance except on business shall be prohibited to the following places, and notices to that effect shall be posted thereto:

(1) Places in which explosive, combustible, or inflammable substances are manufactured, handled, or stored.

(2) Places in which poisonous medicines or substances, or any other injurious substances are manufactured or handled.

(3) Places in which gas, vapor, or dust is generated and is injurious to health.

(4) Places in which substances of high temperature are handled in large quantities.

No person shall enter without permission the places to which admittance is prohibited under the preceding paragraph.

In respect of work carried on in places mentioned in the first paragraph of this article, the local governor may prohibit the undertaking of any other kind of work, or may order any other necessary measures.

ART. 28. Suitable protective equipment shall be provided for the use of workers engaged in work involving danger of attack from flying objects, such as in the case of grinding metals by machinery, or in the case of bottling beverages containing carbonic acid, in the case of the manufacture or handling of substances of high temperature, or poisonous medicines or substances, in work exposing them to harmful rays, in work in places where large quantities of dust, or injurious gas, vapor, or dust is generated, and in any other work which is dangerous or harmful to health.

Any worker employed in these works shall be required to use the protective equipment mentioned in the preceding paragraph.

ART. 29. In factories where gas, vapor, or dust which is harmful to health is generated, a proper dining place shall be provided for the use of workers concerned, provided that this rule shall not apply in cases where these workers do not take meals within the factory.

In factories in which poisonous medicines or substances or any other injurious substances are handled, or in which dust is generated in large quantities, or in any other factories in which the nature of the work soils the body, proper washing accommodation with the necessary appliances shall be provided.

In such factories mentioned in the two preceding paragraphs or in those in which substances of high temperature are handled, the local governor, if deemed necessary, may order the supply of drinking water, the establishment of a dining place, cloakrooms, gargling accommodation, or bathrooms.

ART. 30. When thread must be drawn through the shuttle of a weaving machine by suction, mechanical devices for performing this operation shall be provided.

No worker shall suck the threads with the lips through the shuttle.

ART. 31. The local governor, if deemed necessary for the purposes of safety or hygiene, may order the enlargement of the window space or the provision of lighting facilities, or such other arrangements as may be required in a factory or annexes thereof for the purpose of light and ventilation.

ART. 32. First-aid equipment and materials which are necessary for the immediate treatment of injured persons shall be provided in each factory, provided that this rule shall not apply in cases where there is no danger of injury arising from the nature of the work.

The place where first-aid equipment and materials are kept, and the method of their operation, shall be made known thoroughly to all employees.

ART. 33. The dining place, kitchen, and table ware shall be kept always clean.

No persons who are afflicted with the diseases mentioned in the first paragraph of article 8 of the departmental regulation for the enforcement of the factory act, shall be employed in dining places or kitchens.

ART. 34. A cloakroom and bathroom, separate in each case for men and women, shall be provided.

ART. 35. If the local governor holds that a factory, its annexes, or its equipment thereof is liable to be a source of accident or detrimental to health, moral welfare, or other public interests, he may order the occupier of such factory to take measures, other than those prescribed in the preceding sections, as may be necessary to prevent or remove such dangers.

ART. 36. Any person contravening the requirements of article 19 or who smokes or employs naked lights or fire without due cause in the places specified in article 21, shall be liable to a fine.

Appendix

This regulation shall come into operation on September 1, 1929.

The provisions of article 16, the first paragraph of article 28, and article 30, shall not apply for one year from the coming into operation of this regulation; the provisions of article 8, the first, second, and third paragraphs of article 23, the second paragraph of article 29, and article 34, shall not apply for one year from the coming into operation of this regulation to those factories or equipments constructed prior to its coming into force, and the provisions of article 2, the first paragraph of article 3; articles 4, 5, 6, 7, 10, 11, 12, 13, 15, 26, and the first paragraph of article 29, shall not apply for two years from the coming into operation of the regulation to those factories or equipments constructed prior to its coming into force.

Persons desirous of receiving permission as specified in the fourth paragraph of article 23 regarding factories established prior to the coming into operation of this regulation, shall apply for such permission within four months after the coming into operation of this regulation.

Appendix E.—Ordinance on Recruiting of Workers¹REGULATION NO. 36 OF DEPARTMENT OF HOME AFFAIRS, DATED
DECEMBER 29, 1924

ARTICLE 1. "Recruiting employer" (*boshū-shū*) in this ordinance shall mean the person who will be the employer of the recruited worker, and "recruiting agent" (*boshū-jūfisha*) the person who undertakes the recruiting of workers either on account of the recruiting employer or in order to employ them on his own account.

ART. 2. This ordinance shall apply to the recruiting of factory operatives, miners, or navvies (*dokō-fu*) and other laborers, except in the following cases:

- (i) When the person recruited does not need to change his residence in order to perform the work.
- (ii) When recruits are procured simply by advertisement and the recruiting is conducted only at the place where the work is to be performed.
- (iii) When the recruiting is conducted in accordance with the emigrant protection act.

ART. 3. The recruiting employer, prior to commencing the recruiting, shall submit to the local governor having jurisdiction over the place where the persons recruited are to perform work a particulars card (*shūgyō-annai*) or the draft contract of employment containing the following information:

- (i) The name and address of the recruiting employer; in the case of a body corporate, its title, the address of its headquarters and the name of its representative.
- (ii) The name and address of the place where the persons recruited are to perform work.
- (iii) In the case of an undertaking of short duration, the date of the commencement and termination of the work.
- (iv) The kind of work to be performed by the persons recruited.
- (v) Particulars of working hours, rest periods, holidays, and night work.
- (vi) Particulars of wages.
- (vii) Particulars of sleeping quarters, boarding expenses, traveling expenses, etc.
- (viii) Particulars of penalties (if any).
- (ix) Particulars of the period of engagement and notice to leave.
- (x) Particulars of compensation and relief in case of accident, sickness, or death.

If the recruiting employer has, in addition to the particulars card or draft contract of employment mentioned in the preceding paragraph, any other document for distribution in connection with the recruiting, it shall be submitted, and the provisions of the preceding paragraph shall apply, *mutatis mutandis*.

When any alteration is made in the particulars card or draft contract of employment or any other document submitted in accordance with the provisions of the two preceding paragraphs, it shall be reported without delay.

¹ Japan. Bureau of Social Affairs. Labor Protection Laws in Japan. Tokyo, 1930, p. 67. See also International Labor Office. Legislative Series, 1924, Jap. 3. Geneva.

ART. 4. A person who intends to undertake the recruiting of workers shall procure a permit from the local governor having jurisdiction over the place where he resides; for this purpose he shall submit the following information, together with two copies of his photograph and the signature of the recruiting employer in addition to his own:

(i) The name and address of the recruiting employer; in the case of a body corporate, its title, the address of its headquarters, and the name of its representative.

(ii) The domicile, residence, name, profession or trade, and date of birth of the recruiting agent.

(iii) Curriculum vitæ of the recruiting agent.

(iv) The recruiting period.

(v) The recruiting territory.

(vi) The name and address of the place where the persons recruited are to perform work, and the nature of the undertaking.

The recruiting period shall not be more than three years.

When a person who has received a permit in accordance with the provisions of the first paragraph intends to undertake recruiting on behalf of an additional recruiting employer, he shall apply for a permit in accordance with the provisions of the first paragraph; for this purpose he shall attach to the application an affidavit of the consent of the original recruiting employer.

ART. 5. When the governor has granted a permit in accordance with the provisions of the preceding article, he shall issue a recruiting agent's license in accordance with Form No. 1 [appended to original text].

When a recruiting agent destroys, loses, or damages his license, he shall apply for another.

When any change occurs in the particulars entered on the recruiting agent's license, the recruiting agent shall apply for the correction of such particulars without delay.

The applications mentioned in the two preceding paragraphs shall be made to the governor by whom the permit was granted, and two photographs of the recruiting agent shall be attached to the application.

ART. 6. The recruiting agent shall show his license when requested to do so either by the person recruited or by the applicant for engagement, or by the guardian of such persons.

ART. 7. In the following cases the recruiting employer shall without delay notify the governor by whom the permit mentioned in article 4 was granted:

(i) When the recruiting employer has given up his undertaking.

(ii) When the recruiting employer has relieved his recruiting agent of the commission for recruiting.

ART. 8. In the following cases the recruiting agent shall return his license without delay to the governor by whom the permit was granted:

(i) When he has ceased to undertake recruiting.

(ii) When the recruiting period has terminated.

(iii) When his permit has been canceled.

(iv) In any of the cases mentioned in the preceding article.

When a recruiting agent dies, the person required to make the report in virtue of article 117 of the census register act (*Koseki-Hô*) shall without delay submit a report to that effect to the governor by whom the permit was granted, attaching thereto the recruiting agent's license.

ART. 9. When the recruiting agent intends to commence the recruiting, he shall report the following particulars to the police authority within whose jurisdiction the place of recruiting is situated, attaching thereto the particulars card, draft contract of employment, and other documents to be distributed in connection with the recruiting, as provided in article 3:

(i) The name and address of the recruiting agent.

(ii) His place of residence during the recruiting and the address of his office (if any).

(iii) The recruiting period within the jurisdiction of the police authority concerned.

(iv) The number of workers of each sex whom it is intended to recruit within the jurisdiction of the police authority concerned.

(v) The assembling place of the persons recruited (if any).

If any alteration is made in any of the above items or in the documents attached to the report in accordance with the provisions of the preceding paragraph, it shall be reported without delay.

ART. 10. The recruiting agent shall give the particulars card, or the draft contract of employment mentioned in article 3, to every applicant for engagement, and shall courteously explain to him the import of it.

ART. 11. The recruiting agent shall make a list of the names of the persons recruited, in accordance with Form No. 2, and shall either carry it about during the recruiting or keep it at his residence or office as reported in accordance with the provisions of article 9.

ART. 12. The recruiting agent shall not:

(i) Cede or lend his license to others, or commission others to undertake recruiting.

(ii) Conceal facts, make exaggerated or false statements, or resort to illegal measures in connection with recruiting.

(iii) Force engagement upon any person.

(iv) Commit acts which are prejudicial to morality against any woman who is recruited or is a candidate for engagement.

(v) Entice or cause to become intoxicated any person who is recruited or is a candidate for engagement.

(vi) Unreasonably prevent any person who is recruited from going out or communicating with or seeing other people, or otherwise restrict the liberty of a recruited person or maltreat him.

(vii) Unreasonably demand custody of the property of a recruited person, or refuse to return his property after having had custody of it.

(viii) Refer a recruited person to any other employer than the recruiting employer mentioned in the recruiting agent's license.

(ix) Receive money or goods on any pretext whatever, as fees, recompense, etc., from a recruited person or a person in charge of a recruited person.

(x) Conceal the whereabouts of a recruited person or make a false statement concerning the same when questioned by any official concerned, or by the person in charge of the said recruited person.

ART. 13. A recruiting agent shall not recruit a minor, a person adjudged incompetent or a quasi-incompetent person without the consent of his legal representative, guardian or trustee, nor a wife without the consent of her husband. Nevertheless, if such consent can not be obtained owing to unavoidable circumstances, this rule shall not apply when the consent of the person in charge of the person concerned has been obtained.

ART. 14. When a recruiting agent intends to depart, taking with him the recruited persons, he shall submit a report containing the following information to the police authority within whose jurisdiction the recruiting place is located, at least three days prior to his departure:

(i) The names, addresses, and dates of birth of the recruited persons.

(ii) A schedule of the journey from the time of departure to that of arrival at the place where the work is to be performed.

If any change in the preceding particulars takes place, it shall be reported without delay.

ART. 15. When a recruiting agent intends to spend the night with recruited persons elsewhere than on a train, steamer or other means of transportation, he shall give notice in advance of the following particulars to the police authority within whose jurisdiction the place of overnight sojourn is situated:

(i) The place of overnight sojourn.

(ii) The number of recruited persons of each sex.

(iii) The day and hour of arrival at and departure from the place of overnight sojourn.

ART. 16. In any of the following cases, when the recruited person so requests, the necessary measures for returning him to his home shall be taken, by the recruiting agent if the request is made before the arrival of the recruited person at the place where work is to be performed and by the recruiting employer if it is made after his arrival:

(i) When the facts differ considerably from the entries either on the particulars card or in the draft contract of employment.

(ii) When either the recruiting employer, the recruiting agent, or the superintendent of the place where the work is performed has maltreated or insulted the recruited person.

(iii) When the recruited person is refused engagement after a test or a physical examination or for the convenience of the recruiting employer.

(iv) When it has become necessary for the recruited person to return home owing to reasons beyond his own control.

ART. 17. Any official concerned may order a recruiting agent to produce his license, the list of names of recruited persons, and other documents in connection with the recruiting.

ART. 18. When the governor who has granted the permit considers the recruiting agent unsuitable, he may cancel the permit granted to him.

When the governor within whose jurisdiction the recruiting is taking place considers the recruiting agent unsuitable, he may order him to cease recruiting.

ART. 19. The recruiting employer shall make a report concerning the recruiting of workers, in accordance with Form No. 3, covering the period from January 1 to December 31, inclusive, to the local governor having jurisdiction over the place where the persons recruited are to perform work, not later than February 15 of the following year.

ART. 20. A recruiting employer or recruiting agent shall be punished either by detention or by a fine if he commits any of the following actions:

(i) If he enters false particulars on the particulars card or in the draft contract of employment or other documents for distribution in connection with recruiting which are submitted in accordance with the provisions of article 3.

(ii) If he distributes in connection with recruiting a particulars card, draft contract of employment or any other document which has not been submitted in accordance with the provisions of article 3.

(iii) If he contravenes the provisions of article 3, paragraph 3 of article 5, or articles 7, 9-16, or 19.

(iv) If he fails to make the requisite entries in the register of recruited persons or records false information in it.

(v) If he disobeys the order mentioned in article 17.

(vi) If he conducts recruiting during the suspension of recruiting prescribed in paragraph 2 of article 18.

ART. 21. A person who conducts or causes others to conduct the recruiting of workers without procuring the permit mentioned in article 7, or beyond the scope of the entries on the recruiting agent's license, shall be punished by detention or a fine.

ART. 22. For the purposes of this ordinance, the factory manager mentioned in article 18 of the factory act,² or the mining agent (*Kōgyō-Dairi-Nin*) mentioned in article 54 of the detailed regulations for the administration of the mining act, shall be deemed to be the recruiting employer. Nevertheless, this shall not apply to the entry of the particulars mentioned in paragraph 1, item 1, of article 3, paragraph 1 of article 4 and Form No. 1.

ART. 23. If the recruiting employer is either a minor or a person adjudged incompetent, without the same legal capacity as an adult in respect of the conduct of the business, or if the recruiting employer is a body corporate, the penalties provided in this ordinance shall apply to the legally appointed agent or to the representative of the body corporate as the case may be.

ART. 24. If a contravention of the provisions of this ordinance respecting the recruiting employer is committed by such employer's agent, the head of his household, a member of his family, an inmate of his household, one of his employees or any other person engaged in his business, the recruiting employer shall not be exempt from the penalty on the ground that the contravention was not committed by his order.

Supplementary provisions

ART. 25. This ordinance shall come into operation on March 1, 1925.

ART. 26. In Tokyo Prefecture, "governor" for the purposes of this ordinance shall mean the inspector general of the metropolitan police.

In the case of mines and alluvial workings, "the local governor having jurisdiction over the place where the persons recruited are to perform work," as mentioned in articles 3 and 19, shall mean the chief of the mines inspection bureau having jurisdiction over the place where the work is performed.

ART. 27. If the place where the recruited person performs the work or the residence of the recruiting agent is outside the territory where this ordinance is enforceable, the reports to be made in accordance with the provisions of articles 3 and 19 and the application for the permit mentioned in article 4 shall be made to the local governor having the jurisdiction over the main place of recruiting

² See ante, p. 74.

ARR. 28. Every person who, at the time when this ordinance comes into operation, has already received a permit to conduct recruiting, in the form of a prefectural order concerning the control of the recruiting of workers, shall be deemed to have received the permit mentioned in article 4 of this ordinance for a period of two months, operative only within the jurisdiction of the governor who has given the said permit.

Appendix

Form No. 1: Recruiting agent's license (art. 5).

Form No. 2: Register of persons recruited (art. 11).

Form No. 3: Recruiting employer's report on recruiting of workers (art. 19)

Appendix F.—Departmental Regulation on Dormitories Attached to Factories¹

REGULATION NO. 26 OF DEPARTMENT OF HOME AFFAIRS, DATED APRIL 6, 1927 (AS AMENDED AUGUST 23, 1929, BY REGULATION NO. 36 OF DEPARTMENT OF HOME AFFAIRS)

ARTICLE 1. This regulation shall apply to dormitories attached to factories coming under article 1 of the factory act.

ART. 2. Sleeping rooms shall be accommodated in a building separated from any of the workshops specified below, in order to avoid danger to health or public safety, provided that this requirement may be exempted by sanction of the local governor (in the case of Tokyo Prefecture the local governor shall always be the inspector general of the metropolitan police) in cases where equipment for removing, preventing, or escaping from danger, is provided:

(1) Workshops where explosives, combustibles, or inflammable substances or large quantities of ignitable substances are handled.

(2) Workshops where cupola furnaces are used.

(3) Workshops where gas, vapor, or dust is generated and is harmful to health.

If the local governor holds that the sleeping rooms mentioned in the preceding paragraph are liable to cause danger to public safety or are detrimental to the health of persons accommodated therein, he may order the provision of equipment for removing, preventing or escaping from such danger, and if necessary, the suspension of the use of the whole or part of such rooms.

ART. 3. No sleeping rooms shall be constructed on the second or higher floors,* except in cases where the exterior walls, floors, roofs, staircases, and pillars of the building are constructed of fireproof material, in conformity with the requirements specified in article 1 of the departmental regulation for the enforcement of the act concerning the construction of buildings in cities, or by the sanction of the local governor in respect of dormitories existing at the time of the coming into force of this regulation.

ART. 3 (II). In cases where 15 or more workers (workers shall always include apprentices) are regularly accommodated on the first or higher floors,² two or more staircases properly distributed and leading clearly to a safe place outside of the building shall be provided on each floor, except in cases where dormitories in which less than 50 workers are regularly accommodated on the first or higher floors are provided with slopes [inclines] or other suitable safety equipment which have been sanctioned by the local governor.

In cases where 50 or more workers are regularly accommodated on the first or higher floors² the staircases mentioned in the preceding paragraph shall be required to fulfill the following conditions, provided that the requirement provided in items 5 and 8 shall not apply to staircases constructed on the exterior walls of the building:

(1) The width of a stair shall be 7 sun or more, and the rise shall be less than 7 sun.

(2) The staircase must be placed at an angle of less than 40° from the floor.

(3) The staircase, in case it exceeds 12 shaku in height, shall be provided with a landing for every 12 shaku or less.

¹ Japan. Bureau of Social Affairs. Labor Protection Laws in Japan. Tokyo, 1930, p. 56. See also International Labor Office. Legislative Series, 1923, Jap. 1. Geneva.

² Ground floor is not counted as a story.

- (4) The length of the landing shall be 3.5 shaku or more.
- (5) The staircase shall be boarded at its back.
- (6) No circular turns shall be used in the stairway.
- (7) Railings of a height of at least 2.7 shaku shall be provided along the sides of the staircase.
- (8) The inside width of the stair shall be at least 3.5 shaku.
- (9) There shall be no obstacle lower than 5.7 shaku from each step.

The provisions mentioned in the two preceding paragraphs shall not apply in cases where conditions do not permit of their being carried out regarding a building erected before the coming into operation of this regulation, to which the sanction of the local governor has been given.

ART. 3 (III). Staircases and gangways and exits leading to staircases, which are not habitually used, shall be suitably indicated as such and shall be kept clear so as to enable persons to escape by them at any time.

ART. 4. Doors leading from the corridors of dormitories into the outer air shall either open outwards or be sliding doors.

Dormitories shall be so arranged as to enable persons accommodated therein to pass out easily into safety.

ART. 5. The ceilings of sleeping rooms, dining rooms, sick rooms, and other rooms intended for the accommodation of workers, shall be at least 7 shaku in height, except in respect of dormitories existing at the time of the coming into operation of this regulation, and sanctioned by the local governor.

ART. 6. Ceilings in sleeping rooms and sick rooms shall be so constructed that no framework of the roofs shall be uncovered, except by sanction of the local governor in respect of dormitories in existence at the time of the coming into operation of this regulation and the roof framework of which is uncovered for the purpose of keeping away rats.

ART. 7. The windows of sleeping rooms or sick rooms opening on the outer air shall be furnished at least with wooden sliding doors and paper sliding doors or else glass sliding doors with curtains. The same shall apply to the windows of corridors opening on the outer air in cases where no doors, paper sliding doors, walls or any other partitions of similar nature, separating sleeping rooms or sick rooms from corridors, are furnished.

In cases where only paper sliding doors separating sleeping rooms or sick rooms from corridors are furnished, the windows of the corridors opening on the outer air shall be furnished with either wooden sliding doors or glass sliding doors.

ART. 8. Earth floors (excepting stone paved floors and cement faced floors) shall not be allowed in dining rooms and kitchens.

ART. 9. In any sleeping room an area of at least 0.75 tsubo^a (exclusive of the area occupied by wardrobes and alcoves) shall be allowed to each person accommodated therein, except by sanction of the local governor in the case of temporary necessity.

ART. 10. More than 16 persons shall not be accommodated in one sleeping room, except by the sanction of the local governor in respect of dormitories which are in existence at the time of the coming into operation of this regulation, and the construction of which is such as to make it unsuitable to partition off the rooms into smaller ones.

A notice shall be posted at the entrance of the sleeping room, stating the names of persons accommodated therein and the accommodating capacity of the room.

ART. 11. The same sleeping room shall not be shared by two or more groups of workers whose time of retiring differs owing to their employment on shifts, except with the sanction of the local governor in cases where no young persons under 16 years of age and women are accommodated.

ART. 12. Dormitories shall be provided with the necessary bedding for the workers accommodated therein, enabling each person to have the exclusive use of such bedding.

At least the one end of the quilt shall be covered with a white cloth, and sheets shall also be provided.

Bedding shall always be kept clean and shall occasionally be aired in the sun, and the white cloth covering the ends of the quilt and the sheets shall occasionally be washed.

ART. 13. Dining rooms shall be furnished with necessary benches or chairs, except in cases where diners sit on mats to take their meals.

^a 1 tsubo=8.95369 square yards.

ART. 14. Tableware used in dormitories shall always be kept clean and shall occasionally be disinfected.

ART. 15. No persons who are afflicted with any of the diseases mentioned in the first paragraph of article 8 of the departmental regulation for the enforcement of the factory act,⁴ shall be employed in dormitories.

ART. 16. Workers accommodated in dormitories and persons employed therein shall undergo medical examination at least twice a year.

The record of the results of the medical examination mentioned in the preceding paragraph shall be kept for three years from the time of such examination.

ART. 17. A proper number of spittoons containing liquid shall be distributed in dormitories.

Used spittoons shall not be emptied until their contents have been disinfected.

No spitting shall be allowed in dormitories except into the spittoons.

ART. 18. No towels for public use shall be provided in dormitories.

No healthy persons shall be allowed to use a washbowl used by persons afflicted with trachoma.

Running water for washing purposes shall be provided in dormitories.

ART. 19. The bedding and other articles used by persons afflicted with the diseases enumerated in items 2, 3, 4, and 5 of the first paragraph of article 8 of the departmental regulation for the enforcement of the factory act (excepting epidemic cerebrospinal meningitis) shall not be allowed to be used by other persons unless disinfected. The same shall apply to sleeping rooms occupied by persons afflicted with the diseases enumerated in item 2 of the first paragraph of the same article.

Disinfection, to be performed in compliance with the requirements provided in the preceding paragraph and in the second paragraph of article 17 of this regulation, shall be performed by methods prescribed in chapter 5⁵ of the departmental regulation for the enforcement of the act concerning the prevention of infectious diseases, provided that a solution of carbonic acid and hydrochloric acid (a solution of carbonic acid prepared for use at the time of the prevention of epidemics 5 per cent, hydrochloric acid 1 per cent, and water 94 per cent) shall be used in cases where medical substances are used for the disinfection of spittoons.

ART. 20. Properly constructed and furnished lavatories and washing basins shall be provided in dormitories in sufficient number in proportion to the number of workers accommodated.

If the local governor considers that the lavatories or washing facilities mentioned in the preceding paragraph are improper or insufficient in number, he may order their alteration or increase in number within a definite period of time specified by him.

ART. 21. If rules have been drawn up concerning the supervision of dormitories, such rules shall without delay be notified to the local governor.

The local governor may, if necessary, order the alteration of the rules mentioned in the preceding paragraph.

ART. 22. This regulation and the rules concerning the supervision of dormitories shall be posted up in a conspicuous place.

ART. 23. The provisions of articles 2, 3, the first paragraph of article 4, articles 5, 6, 8, 10, 11, and 16 of this regulation, shall not apply to dormitories where less than 10 workers are regularly accommodated.

Appendix

This regulation shall come into operation on July 1, 1927.

The provisions of articles 4 and 13 shall not apply for one year; the provisions of articles 2, 7, 8, and 12 shall not apply for two years; and the provisions of articles 6, 9, 10, and 11 shall not apply for three years, from the coming into operation of this regulation.

The application for sanction of the local governor in accordance with articles 8 or 5 shall be made within two months from the date on which this regulation comes into operation.

⁴ See ante, p. 83.

⁵ This section deals with the measures to be taken by the authorities (notices, medical investigations) whenever they become aware of a case of epidemic disease.

Supplementary provisions to Regulation No. 36

This regulation shall come into operation on September 1, 1929.

The provisions of article 3 (II) shall not apply for two years from the coming into operation of this regulation.

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- *No. 191. Collective bargaining in the anthracite-coal industry. [1916.]
- *No. 193. Collective agreements in the men's clothing industry. [1918.]
- No. 233. Operation of the industrial disputes investigation act of Canada. [1918.]
- No. 255. Joint industrial councils in Great Britain. [1919.]
- No. 283. History of the Shipbuilding Labor Adjustment Board, 1917 to 1919.
- No. 287. National War Labor Board: History of its formation, activities, etc. [1921.]
- *No. 303. Use of Federal power in settlement of railway labor disputes. [1922.]
- No. 341. Trade agreement in the silk-ribbon industry of New York City. [1923.]
- No. 402. Collective bargaining by actors. [1926.]
- No. 408. Trade agreements, 1927.
- No. 481. Joint industrial control in the book and job printing industry. [1928.]

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- No. 313. Consumers' cooperative societies in the United States in 1920.
- No. 314. Cooperative credit societies (credit unions) in America and in foreign countries. [1922.]
- No. 437. Cooperative movement in the United States in 1925 (other than agricultural).
- *No. 581. Consumers' credit, and productive cooperative societies, 1929.

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- *No. 109. Statistics of unemployment and the work of employment offices in the United States. [1913.]
- *No. 172. Unemployment in New York City, N. Y. [1915.]
- *No. 183. Regularity of employment in the women's ready-to-wear garment industries. [1915.]
- *No. 195. Unemployment in the United States. [1916.]
- *No. 196. Proceedings of Employment Managers' Conference held at Minneapolis, Minn., January 10 and 20, 1916.
- *No. 202. Proceedings of the conference of Employment Managers' Association of Boston, Mass., held May 10, 1916.
- *No. 206. The British system of labor exchanges. [1916.]
- *No. 227. Proceedings of Employment Managers' Conference, Philadelphia, Pa., April 2 and 8, 1917.
- *No. 235. Employment system of the Lake Carriers' Association. [1918.]
- *No. 241. Public employment offices in the United States. [1918.]
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- *No. 310. Industrial unemployment: A statistical study of its extent and causes. [1922.]
- No. 409. Unemployment in Columbus, Ohio, 1921 to 1925.
- No. 520. Social and economic character of unemployment in Philadelphia, April, 1929.
- No. 542. Report of the Advisory Committee on Employment Statistics. [1931.]
- No. 544. Unemployment-benefit plans in the United States and unemployment insurance in foreign countries. [1931.]
- No. 553. Fluctuations in employment in Ohio, 1914 to 1929. (In press.)
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- *No. 142. Administration of labor laws and factory inspection in certain European countries. [1914.]
- No. 494. Labor legislation of Uruguay. [1929.]
- No. 510. Labor legislation of Argentina. [1930.]
- No. 529. Workmen's compensation legislation of Latin American countries. [1930.]
- No. 540. Labor legislation of Venezuela. [1931.]
- No. 554. Labor legislation of Paraguay. [1931.]

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- *No. 158. Government aid to home owning and housing of working people in foreign countries. [1914.]
- No. 263. Housing by employers in the United States. [1920.]
- No. 295. Building operations in representative cities in 1920.
- No. 524. Building permits in the principal cities of the United States in 1921 to 1929.
- No. 545. Building permits in principal cities of the United States, 1930. (in press.)

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- *No. 104. Lead poisoning in potteries, tile works, and porcelain enameled sanitary ware factories. [1912.]
- No. 120. Hygiene of painters' trade. [1913.]
- *No. 127. Dangers to workers from dusts and fumes, and methods of protection. [1918.]
- *No. 141. Lead poisoning in the smelting and refining of lead. [1914.]
- *No. 157. Industrial accident statistics. [1915.]
- *No. 165. Lead poisoning in the manufacture of storage batteries. [1914.]
- *No. 179. Industrial poisons used in the rubber industry. [1915.]
- No. 188. Report of British departmental committee on the danger in the use of lead in the painting of buildings. [1916.]
- *No. 201. Report of the committee on statistics and compensation insurance costs of the International Association of Industrial Accident Boards and Commissions. [1916.]
- *No. 209. Hygiene of the printing trades. [1917.]
- *No. 219. Industrial poisons used or produced in the manufacture of explosives. [1917.]
- No. 221. Hours, fatigue, and health in British munition factories. [1917.]
- No. 230. Industrial efficiency and fatigue in British munition factories. [1917.]
- *No. 231. Mortality from respiratory diseases in dusty trades (inorganic dusts). [1918.]
- *No. 234. The safety movement in the iron and steel industry, 1907 to 1917.
- No. 236. Effects of the air hammer on the hands of stonecutters. [1918.]
- No. 249. Industrial health and efficiency. Final report of British Health of Munitions Workers' Committee. [1919.]
- *No. 251. Preventable death in the cotton-manufacturing industry. [1919.]
- No. 256. Accidents and accident prevention in machine building. [1919.]
- No. 267. Anthrax as an occupational disease. [1920.]
- No. 276. Standardization of industrial accident statistics. [1920.]
- *No. 280. Industrial poisoning in making coal-tar dyes and dye intermediates. [1921.]
- *No. 291. Carbon-monoxide poisoning. [1921.]
- No. 293. The problem of dust phthisis in the granite-stone industry. [1922.]
- No. 298. Causes and prevention of accidents in the iron and steel industry, 1910-1919.
- No. 306. Occupation hazards and diagnostic signs: A guide to impairments to be looked for in hazardous occupations. [1922.]
- No. 392. Survey of hygienic conditions in the printing trades. [1925.]
- No. 405. Phosphorus necrosis in the manufacture of fireworks and in the preparation of phosphorus. [1926.]
- No. 427. Health survey of the printing trades, 1922 to 1925.
- No. 428. Proceedings of the Industrial Accident Prevention Conference, held at Washington, D. C., July 14-16, 1926.
- No. 460. A new test for industrial lead poisoning. [1928.]
- No. 468. Settlement for accidents to American seamen. [1928.]
- No. 488. Deaths from lead poisoning, 1925-1927.
- No. 490. Statistics of industrial accidents in the United States to the end of 1927.
- No. 507. Causes of death, by occupation. [1929.]

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- No. 237. Industrial unrest in Great Britain. [1917.]
- No. 340. Chinese migrations, with special reference to labor conditions. [1923.]
- No. 349. Industrial relations in the West Coast lumber industry. [1923.]
- No. 361. Labor relations in the Fairmont (W. Va.) bituminous-coal field. [1924.]
- No. 380. Postwar labor conditions in Germany. [1925.]
- No. 383. Works council movement in Germany. [1925.]
- No. 384. Labor conditions in the shoe industry in Massachusetts, 1920-1924.
- No. 399. Labor relations in the lace and lace-curtain industries in the United States. [1925.]
- No. 534. Labor conditions in the Territory of Hawaii, 1920-1930.

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- No. 211. Labor laws and their administration in the Pacific States. [1917.]
- No. 229. Wage payment legislation in the United States. [1917.]
- No. 285. Minimum wage laws of the United States: Construction and operation. [1921.]
- No. 321. Labor laws that have been declared unconstitutional. [1922.]
- No. 322. Kansas Court of Industrial Relations. [1923.]
- No. 343. Laws providing for bureaus of labor statistics, etc. [1923.]
- No. 370. Labor laws of the United States, with decisions of courts relating thereto. [1925.]
- No. 408. Laws relating to payment of wages. [1926.]
- No. 548. Decisions of courts and opinions affecting labor, 1929-1930.
- No. 552. Labor legislation, 1930.

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- *No. 266. Seventh, Seattle, Wash., July 12-15, 1920.
- No. 307. Eighth, New Orleans, La., May 2-6, 1921.
- *No. 323. Ninth, Harrisburg, Pa., May 22-26, 1922.
- *No. 352. Tenth, Richmond, Va., May 1-4, 1923.
- *No. 389. Eleventh, Chicago, Ill., May 19-23, 1924.
- *No. 411. Twelfth, Salt Lake City, Utah, August 13-15, 1925.
- *No. 429. Thirteenth, Columbus, Ohio, June 7-10, 1926.
- *No. 455. Fourteenth, Paterson, N. J., May 31 to June 3, 1927.
- *No. 480. Fifteenth, New Orleans, La., May 21-24, 1928.
- No. 508. Sixteenth, Toronto, Canada, June 4-7, 1929.
- No. 530. Seventeenth, Louisville, Ky., May 20-23, 1930.

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- No. 210. Third, Columbus, Ohio, April 25-28, 1916.
- No. 248. Fourth, Boston, Mass., August 21-25, 1917.
- No. 264. Fifth, Madison, Wis., September 24-27, 1918.
- *No. 273. Sixth, Toronto, Canada, September 23-26, 1919.
- *No. 281. Seventh, San Francisco, Calif., September 20-24, 1920.
- No. 304. Eighth, Chicago, Ill., September 19-23, 1921.
- No. 333. Ninth, Baltimore, Md., October 9-13, 1922.
- *No. 359. Tenth, St. Paul, Minn., September 24-26, 1923.
- No. 385. Eleventh, Halifax, Nova Scotia, August 26-28, 1924.
- No. 395. Index to proceedings, 1914-1924.
- No. 406. Twelfth, Salt Lake City, Utah, August 17-20, 1925.
- No. 432. Thirteenth, Hartford, Conn., September 14-17, 1926.
- *No. 456. Fourteenth, Atlanta, Ga., September 27-29, 1927.
- No. 485. Fifteenth, Paterson, N. J., September 11-14, 1928.
- No. 511. Sixteenth, Buffalo, N. Y., October 8-11, 1929.
- No. 536. Seventeenth, Wilmington, Del., September 22-26, 1930.

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- No. 192. First, Chicago, December 19 and 20, 1913; second, Indianapolis, September 24 and 25, 1914; third, Detroit, July 1 and 2, 1915.
- *No. 220. Fourth, Buffalo, N. Y., July 20 and 21, 1916.
- No. 311. Ninth, Buffalo, N. Y., September 7-9, 1921.
- No. 337. Tenth, Washington, D. C., September 11-13, 1922.
- No. 385. Eleventh, Toronto, Canada, September 4-7, 1923.
- No. 406. Twelfth, Chicago, Ill., May 19-23, 1924.
- No. 414. Thirteenth, Rochester, N. Y., September 15-17, 1925.
- No. 478. Fifteenth, Detroit, Mich., October 25-28, 1927.
- No. 501. Sixteenth, Cleveland, Ohio, September 18-21, 1928.
- No. 538. Seventeenth, Philadelphia, September 24-27, 1929, and eighteenth, Toronto, Canada, September 9-12, 1930.

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- No. 356. Productivity costs in the common-brick industry. [1924.]
- No. 360. Time and labor costs in manufacturing 100 pairs of shoes, 1923.
- No. 407. Labor cost of production and wages and hours of labor in the paper box-board industry. [1926.]
- *No. 412. Wages, hours, and productivity in the pottery industry, 1925.
- No. 441. Productivity of labor in the glass industry. [1927.]
- No. 474. Productivity of labor in merchant blast furnaces. [1928.]
- No. 476. Productivity of labor in newspaper printing. [1929.]
- No. 550. Labor productivity in cargo handling and longshore labor conditions. (In press.)

Retail prices and cost of living.

- *No. 121. Sugar prices, from refiner to consumer. [1913.]
- *No. 130. Wheat and flour prices, from farmer to consumer. [1913.]
- *No. 164. Butter prices, from producer to consumer. [1914.]
- No. 170. Foreign food prices as affected by the war. [1915.]
- No. 357. Cost of living in the United States. [1924.]
- No. 369. The use of cost-of-living figures in wage adjustments. [1925.]
- No. 495. Retail prices, 1890 to 1928.

Safety codes.

- No. 336. Safety code for the protection of industrial workers in foundries.
- No. 350. Rules for governing the approval of headlighting devices for motor vehicles.
- *No. 351. Safety code for the construction, care, and use of ladders.
- No. 375. Safety code for laundry machinery and operations.
- *No. 382. Code of lighting school buildings.
- No. 410. Safety code for paper and pulp mills.
- *No. 430. Safety code for power presses and foot and hand presses.
- No. 433. Safety code for the prevention of dust explosions.
- No. 447. Safety code for rubber mills and calenders.
- No. 451. Safety code for forging and hot-metal stamping.
- No. 463. Safety code for mechanical power-transmission apparatus—first revision.
- No. 509. Textile safety code.
- No. 512. Code for identification of gas-mask canisters.
- No. 519. Safety code for woodworking plants, as revised, 1930.
- No. 527. Safety code for the use, care, and protection of abrasive wheels.
- No. 550. Code of lighting: Factories, mills, and other places. (Revision of 1890.)

Vocational and workers' education.

- *No. 159. Short-unit courses for wage earners, and a factory school experiment. [1915.]
- *No. 162. Vocational education survey of Richmond, Va. [1915.]
- *No. 199. Vocational education survey of Minneapolis, Minn. [1917.]
- No. 271. Adult working-class education in Great Britain and the United States [1920.]
- No. 459. Apprenticeship in building construction. [1928.]

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- *No. 146. Wages and regularity of employment and standardization of piece rates in the dress and waist industry of New York City. [1914.]
- *No. 147. Wages and regularity of employment in the cloak, suit, and skirt industry. [1914.]
- No. 161. Wages and hours of labor in the clothing and cigar industries, 1911 to 1913.
- No. 163. Wages and hours of labor in the building and repairing of steam railroad cars, 1907 to 1913.
- *No. 190. Wages and hours of labor in the cotton, woolen, and silk industries, 1907 to 1914.
- No. 204. Street-railway employment in the United States. [1917.]
- No. 218. Wages and hours of labor in the iron and steel industry, 1907 to 1915: With a glossary of occupations.
- No. 225. Wages and hours of labor in the lumber, millwork, and furniture industries. 1915.
- No. 265. Industrial survey in selected industries in the United States, 1919.
- No. 297. Wages and hours of labor in the petroleum industry, 1920.
- No. 356. Productivity costs in the common-brick industry. [1924.]
- No. 358. Wages and hours of labor in the automobile-tire industry, 1923.
- No. 360. Time and labor costs in manufacturing 100 pairs of shoes, 1923.
- No. 365. Wages and hours of labor in the paper and pulp industry, 1923.
- No. 394. Wages and hours of labor in metalliferous mines, 1924.
- No. 407. Labor cost of production and wages and hours of labor in the paper box-board industry. [1926.]
- *No. 412. Wages, hours, and productivity in the pottery industry, 1925.
- No. 416. Hours and earnings in anthracite and bituminous-coal mining, 1922 and 1924.
- No. 484. Wages and hours of labor of common street laborers, 1928.
- No. 497. Wages and hours of labor in the lumber industry in the United States, 1928.
- No. 499. History of wages in the United States from colonial times to 1928.
- No. 502. Wages and hours of labor in the motor-vehicle industry, 1928.
- No. 503. Wages and hours of labor in the men's clothing industry, 1911 to 1928.
- No. 504. Wages and hours of labor in the hosiery and underwear industries, 1907 to 1928.
- No. 513. Wages and hours of labor in the iron and steel industry, 1929.
- No. 514. Pennsylvania Railroad wage data. From report of Joint Fact Finding Committee in wage negotiations in 1927.
- No. 516. Hours and earnings in bituminous-coal mining, 1929.
- No. 522. Wages and hours of labor in foundries and machine shops, 1929.
- No. 523. Hours and earnings in the manufacture of airplanes and aircraft engines. 1929.
- No. 525. Wages and hours of labor in the Portland cement industry, 1929.
- No. 526. Wages and hours of labor in the furniture industry, 1910 to 1929.
- No. 532. Wages and hours of labor in the cigarette manufacturing industry, 1930.
- No. 533. Wages and hours of labor in woolen and worsted goods manufacturing, 1910 to 1930.
- No. 534. Labor conditions in the Territory of Hawaii, 1929-1930.
- No. 535. Wages and hours of labor in the slaughtering and meat-packing industry. 1929.
- No. 537. Wages and hours of labor in the dyeing and finishing of textiles, 1930.
- No. 539. Wages and hours of labor in cotton-goods manufacturing, 1910 to 1930.
- No. 540. Union scales of wages and hours of labor, May 15, 1930.
- No. 546. Wages and hours in rayon and other synthetic textile manufacturing, 1930. (In press.)
- No. 547. Wages and hours in cane-sugar refining industry, 1930. (In press.)
- No. 551. Wages and hours of labor in the boot and shoe industry, 1910 to 1930. (In press.)

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- *No. 123. Employers' welfare work. [1913.]
- No. 222. Welfare work in British munitions factories. [1917.]
- *No. 250. Welfare work for employes in industrial establishments in the United States. [1919.]
- No. 458. Health and recreation activities in industrial establishments, 1926.

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- *No. 284. Index numbers of wholesale prices in the United States and foreign countries. [1921.]
- No. 453. Revised index numbers of wholesale prices, 1923 to July, 1927.
- No. 543. Wholesale prices, 1930.

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- No. 116. Hours, earnings, and duration of employment of wage-earning women in selected industries in the District of Columbia. [1913.]
- *No. 117. Prohibition of night work of young persons. [1913.]
- *No. 118. Ten-hour maximum working-day for women and young persons. [1913.]
- No. 119. Working hours of women in the pea canneries of Wisconsin. [1913.]

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- *No. 122. Employment of women in power laundries in Milwaukee. [1913.]
- *No. 160. Hours, earnings, and conditions of labor of women in Indiana mercantile establishments and garment factories. [1914.]
- *No. 167. Minimum-wage legislation in the United States and foreign countries. [1915.]
- *No. 175. Summary of the report on condition of woman and child wage earners in the United States. [1915.]
- *No. 176. Effect of minimum-wage determinations in Oregon. [1915.]
- *No. 180. The boot and shoe industry in Massachusetts as a vocation for women. [1915.]
- *No. 182. Unemployment among women in department and other retail stores of Boston, Mass. [1916.]
- No. 193. Dressmaking as a trade for women in Massachusetts. [1916.]
- *No. 215. Industrial experience of trade-school girls in Massachusetts. [1917.]
- *No. 217. Effect of workmen's compensation laws in diminishing the necessity of industrial employment of women and children. [1918.]
- *No. 223. Employment of women and juveniles in Great Britain during the war. [1917.]
- No. 253. Women in the lead industries. [1919.]
- No. 467. Minimum-wage legislation in various countries. [1928.]

Workmen's insurance and compensation (including laws relating thereto).

- *No. 101. Care of tuberculous wage earners in Germany. [1912.]
- *No. 102. British national insurance act, 1911.
- No. 103. Sickness and accident insurance law in Switzerland. [1912.]
- No. 107. Law relating to insurance of salaried employees in Germany. [1913.]
- *No. 155. Compensation for accidents to employees of the United States. [1914.]
- *No. 212. Proceedings of the conference on social insurance called by the International Association of Industrial Accident Boards and Commissions, Washington, D. C., December 5-9, 1916.
- *No. 248. Workmen's compensation legislation in the United States and foreign countries, 1917 and 1918.
- No. 301. Comparison of workmen's compensation insurance and administration. [1922.]
- No. 312. National health insurance in Great Britain, 1911 to 1921.
- No. 379. Comparison of workmen's compensation laws of the United States as of January 1, 1925.
- No. 477. Public-service retirement systems, United States and Europe. [1929.]
- No. 496. Workmen's compensation legislation of the United States and Canada as of January 1, 1929. (With text of legislation enacted in 1927 and 1928.)
- No. 529. Workmen's compensation legislation of the Latin American countries. [1930.]

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- *No. 174. Subject index of the publications of the United States Bureau of Labor Statistics up to May 1, 1915.
- No. 208. Profit sharing in the United States. [1916.]
- No. 242. Food situation in central Europe, 1917.
- No. 254. International labor legislation and the society of nations. [1919.]
- No. 268. Historical survey of industrial action affecting labor. [1920.]
- No. 282. Mutual relief associations among Government employees in Washington, D. C. [1921.]
- No. 319. The Bureau of Labor Statistics: Its history, activities, and organization. [1922.]
- No. 326. Methods of procuring and computing statistical information of the Bureau of Labor Statistics. [1923.]
- No. 342. International Seamen's Union of America: A study of its history and problems. [1923.]
- No. 346. Humanity in government. [1923.]
- No. 372. Convict labor in 1923.
- No. 386. Cost of American almshouses. [1925.]
- No. 398. Growth of legal-aid work in the United States. [1926.]
- No. 401. Family allowances in foreign countries. [1926.]
- No. 401. Labor organizations in Chile. [1923.]
- No. 462. Park recreation areas in the United States. [1923.]
- *No. 465. Beneficial activities of American trade-unions. [1923.]
- No. 479. Activities and functions of a State department of labor. [1928.]
- No. 483. Conditions in the shoe industry in Haverhill, Mass., 1928.
- *No. 489. Care of aged persons in the United States. [1929.]
- No. 505. Directory of homes for the aged in the United States. [1929.]
- No. 506. Handbook of American trade-unions: 1929 edition.
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