

## Abstract

### Population Stagnation and the Fertility Increase Law of the Nihonmatsu Domain in the Tokugawa Period

**Miyuki Takahashi** (Japan Society for the Promotion of Science)

From the middle to the late Tokugawa Period, Japan experienced almost zero population growth. In fact, the population actually decreased in some domains and the Nihonmatsu Domain was among these. Faced with this situation, officials from the Nihonmatsu Domain tried to increase the population with the use of a baby nursing law (*Akago yōiku shihō*). According to this law, the parents of a new-born baby were provided an amount of rice or money in accordance with the number of children in the family that were under eleven years of age. While a portion of the funds were provided by the domain government, most of it came from rich merchants living in the domain. Officials assigned to carry out the law, invested the funds to encourage poor single men who wanted to marry and in the support of their marriages, using only the interest to buy rice. Whether this was effective or not is uncertain, for better living standards among villagers in the domain contributed to the sustenance of its population and had ultimately led to an increase in the number of documented births.

### The Overseas Operations of Japanese Manufacturing Multinationals during the Inter-war Years: Naigaiwata & Co. in China

**Tetsuya Kuwahara** (Kobe University)

The origins of currently existing Japanese manufacturing multinationals can be traced to the pre-war Japanese *Zaikabo* (The Japanese cotton spinning firms located in China). This paper examines the case of *Naigaiwata & Co.*, which was the biggest *Zaikabo* and the biggest cotton spinning enterprise in China during the interwar years, focusing its local management system. Native Chinese cotton spinning firms began in the 1890s and they started to expand on a large scale from WWI. *Naigaiwata* built a cotton plant in Shanghai in 1911 as a forerunner of local operations in China among the Japanese cotton spinners. It steadily grew in China. Many other Japanese cotton spinners followed *Naigaiwata* and started local operation in China after the WWI. They established themselves quickly in a dominant position. However, the Japanese were challenged by some Chinese cotton spinners who had begun increasing their competitiveness during the second half of the 1920s. In order to compete with these competitive native Chinese firms, *Naigaiwata* chose a strategy of added value production, by increasing the count of the cotton yarn, and weaving fine and light cotton cloth. Moreover, the company dyed, bleached and printed cotton cloth. I meant habitat segregation with native spinners in China market. In order to achieve this production system competitively, advanced technology was transferred into China from factories located in Japan. Experienced Japanese factory workers received on-the-job training in Japan and were sent for long periods to the factories in China. *Naigaiwata* assigned numerous Japanese nationals to managerial posts in factories in China, and they exercised direct control over the Chinese laborers. In order to maximize the effectiveness of the technology, the management of the factories recognized the necessity to increase the motivation of the Chinese workers. In this paper we show these strategic approaches by *Naigaiwata*: moving into added value products, the transfer of advanced technology, and the improvement of the working conditions of Chinese labor in the factories. This behavior has been found in local operations of Japanese multinationals after World War II.

### Income Distribution in Japan: Retrospect for Prewar and Postwar Periods

**Ryoshin Minami** (Professor Emeritus, Hitotsubashi University)

The result of our estimation of income distribution for the prewar period, which was made for thirty years since the middle 1970s, and comparable postwar estimates reveal historical changes for about a century since the 1890s: a large increase for the prewar period, a decrease in the beginning of the postwar period, and a rapid increase since the 1980s. While a basic factor for the increasing inequality in the prewar period was an existence of surplus labour, which depressed an increase of wages for unskilled workers, a recent trend of increasing inequality depends on very different factors related with a change in the labor market. Finally we will argue on the applicability of the Kuznets' hypothesis to the Japanese experience, and the economic, social and political implications of the increasing inequality.

### The Activities and the Motives of the Propertied Class before the World War II

**Masayuki Tanimoto** (Tokyo University)

The propertied class prior to World War II included supporters who, taking the risk, dared to invest in the newly rising enterprises, as well as the rentner who simply pursued the maximization of their properties. The motivation behind these behaviors derived from the identities of notables in the regional community. Though the public nature of their behavior has been discussed in the political or social spheres, the paper indicates that economic behavior such as investment can also be recognized in this line. These risk takers were indispensable for the establishment of new businesses, especially in a period of change. Their function was somewhat common to that of angels (investors) which supported contemporary venture enterprises.

### On Employment Status: The Formation of Single Status in Japanese Industrial Relations and Even Treatment

**Norio Hisamoto** (Kyoto University)

Recently, the different treatment between regular and non-regular employees is put into question. In this article, I examine the formation of a single status in Japanese industrial relations, bringing the present "even treatment" problem into view. This process is divided into two phases; namely, the postwar period and the high-economic-growth period. The former was, so to speak, an event just after World War II. With that alone, however, status distinctions in Japanese big business did not disappear. They completely disappeared in the period of high-economic-growth.

I examine a characteristic of human resource management of Japanese big business and clarify what single status and the development of "Shain" (permanent full-time employees of the firm) have yielded. Finally, I examine the "even treatment" problem by discussing the nature of the regular employment relationship.

### Two-layer Wage System

**Tateshi Mori** (Tokyo University)

Against the background of current issues involving the equal treatment of non-regular workers and remedial measures for wage disparity between men and women, a key factor is Japan's wage system for regular workers, which renders it impossible to establish time-wage rates and authentic job wages. Because the time-wage rate has not yet been established, creating a clear and standard wage structure to facilitate equal treatment is difficult, and wage disparity between men and women is likely to emerge because of the unclear relationship between wages and jobs. The existing wage system has been an essential factor in forming a wage structure for workers

in large heavy-industry companies since the Meiji era, basing wages on personal factors. Viewing the development of the wage system employed by Yawata Steel, this paper will clarify the process of development through the following phases: The daily-wage system in the early phase developed into the two-layer wage system which supplements the basic daily-wage with efficiency-oriented wages or allowances, while no time-wage rate was established in the development process. This two-layer wage system still shows high stability in the postwar period.

Then, it will be shown that the living wage theory that started in 1920s rolled out the theory of the two-layer wage system, and that the Densan Wage System materialized the theory after the War. Thereafter, the author describes the differences of the two two-layer wage system developments observed in Yawata Steel and Densan. Third, the author points out that in Japan job wages became a part of the two-layer wage system, instead of taking over the wages based on personal factors, owing to the following facts: The job-wage theory has advocated job wages that can easily be jointed to wages based on personal factors, while the characteristics of non-personal factors, which constituted an integral part of the job wages in its original form, came to be disregarded in the adoption of the job-based merit wages considered to be a variant of job wages.

#### The Making of the CIO : A Conflict of the Organizing Principle

**Hideyo Naganuma** (Professor Emeritus, Tsuda College)

Recently, in the field of American labour movement, 7 labour unions seceded from the AFL-CIO and formed a new federation titled "Change to Win." This seems to be similar to the phenomena in which several unions left the AFL and made a new federation, the CIO. However, the making of the CIO was results of severe struggles on the principle of organizing, namely on the problem of craft versus industrial unionism. Several unions which were asking to adopt the principle of industrial unionism were defeated several times at the AFL annual conventions. They organized a committee titled "Committee for Industrial Organization" in the AFL just after the end of 1935 convention. These unions were expelled from the AFL, and then, they organized a new federation titled "Congress of Industrial Organizations." Therefore, the author thinks that the making of the CIO and that of the Change to Win were a little different affairs.

#### The Problem of Korean Immigrant Workers in the Japanese Empire: Arguments and Policies

**Masaru Tonomura** (Tokyo University)

In the prewar period (and prior to Japan's defeat), Korean migration to Japan was receiving attention as a social problem. Some Japanese cautioned that Korean migrants could harm the welfare of Japanese workers and the ethnocentric social order. These Japanese argued that the fundamental problems which caused Korean migration to Japan were landlordism and colonial policies, which were directly linked to poverty among Koreans. Thus, they urged the government to improve Korean lives, which could reduce Korean migration to Japan. In order to meet the interests of the Japanese Empire, the government implemented policies which aimed to not only select certain Koreans as labourers who could migrate to Japan, but also allocate portions of the Korean population to Manchuria for migration; however, these policies were not totally effective. Moreover, since 1939 the government had tightened controls on Korean labourers thoroughly; meanwhile, Koreans were transported collectively to Japan to meet the increased demand for labourers in the Japanese war machine. Nevertheless, this policy eventually collapsed because 1) Koreans looked for better

jobs, and 2) Koreans evaded mobilization to workplaces where racism and other negative factors remained.

Instructions in Present Day of Studying on the History of the Factory Act enacted in 1911

**Akira Watanabe** (Sensyu University)

The Factory Law enacted in 1911 was the first labour protection law in Japan. Although it is now almost 100 years since the law was established, what is the significance of reassessing the objectives of the Factory Law, regarding its subjects, items, and contents, as well as the amended law thereafter (including the 1923 amendment of the law) in this paper? Frankly speaking, the author himself cannot answer this question. The Factory Law was enacted in the days when labour was not united, was socially inept and was forced to work in relentless competition with co-workers at worksites under a strict labour management with a strategy to enhance efficiency and achievements. The Factory Law in the times of “monopoly capital in the labour market” rescued factory-working juveniles who were 10 to 15 years old, and working women (protected workers) who were away from rural farming villages and mostly unmarried, by alleviating the physical torture of relentless working conditions. On the other hand, the Law also served as a “labour protection law”, stipulating that owners of factories assist those injured physically by accidents at work. The basic contents of the Law remained the same even under the reformed law. Today, the Employment Relations Law (Individual Labour Relations Law) embodies multiple ideas, objectives, and systems, without being limited to a “protection” role. However, regardless of its nature (such as gender equality, balance between work and family life, self-reliant labour system, etc.), in times when workers without unity and social skills are forced to compete with co-workers at worksites under strict labour management to enhance efficiency, people (including labour-law scholars) still call for “protection” as the first priority of the law in the same way as 100 years before. Such necessity still exists in society today with employment issues.

Negotiation Process to Attainment of Single Status in Japanese Industrial Relations: An Analysis of Materials of Joint Management Council (1945-1947)

**Chiaki Nagumo** (Waseda University) and **Osamu Umezaki** (Hosei University)

This paper examined the negotiation process to attainment of single status in Japanese industrial relations by using company data, “Materials of Joint Management Council (1945-1947)”. The points of result of analysis are as follows. 1) After World War II, the blue-collar labour union mainly insisted on distribution of the daily commodity, and emotionally reacted sharply against the discrimination in status. Subsequently, single status was accomplished in a short time. 2) A white-collar union was established about a month after blue-collar worker’s union had been established. The white-collar union had played important role in personnel-system reform. 3) In the negotiation process to attainment of single status, the management side also played a important role. It is thought that the management side participated in the joint management council to improve employee’s motivation.