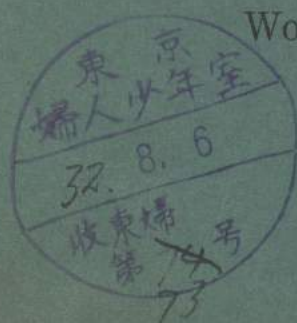


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ABOUT
THE WOMEN'S & MINORS' BUREAU



Women's & Minors' Bureau

Ministry of Labor

Japan

1957

FOREWORD

The Women's & Minors' Bureau in the Ministry of Labor of the Japanese Government herewith presents, at the tenth anniversary of its establishment, a pamphlet about itself.

We hope this little pamphlet will serve you to get familiar with the character and works of our Bureau.

July 1957

Setsu Tanino
Director,
Women's & Minors' Bureau
Ministry of Labor

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What is the Women's & Minors' Bureau?

The Women's & Minors' Bureau is

The Center of Social Development Programs for
Women, Young Workers and Workers' Families.

Aim of Its Establishment

After the World War II, the government of Japan set about its policy based on the principle of democracy putting much emphasis on the improvement of welfare for women, children and workers, in conformity with the genius of the new Constitution which guarantees the fundamental human rights and equality of men and women. Thus the Ministry of Labor with its Women's & Minors' Bureau was established in the national government in September 1947 as an expression of the nation's great concern in these aspects.

Since then, the Bureau has gained much prestige for its achievements, being generally recognized responsible for the remarkable improvement of the life of women and children in post-war Japan.

Functions

The Women's & Minors' Bureau, as a governmental organ, is charged with the administrative responsibility to elevate the

status of women, to protect the women and young workers, including those engaged in industrial homeworks, and to promote the welfare of workers' families.

Organization

The Women's & Minors' Bureau is one of the four Bureaus of the Ministry of Labor. The Directorship of the Bureau has always been entrusted to the female hand, which turns to be the highest position in the officialdom that the Japanese women have ever attained.

National Office

In the National Office, the Bureau has under the Director the staff of about 60 personnels attached to the following three sections and the Secretariat.

- o Women Workers' Section taking care of the matters relating to women workers and industrial homework.
- o Minor Workers' Section engaged in problems of minor workers.
- o Women's Section in charge of the women's status in general and welfare of workers' families.

(Advisory Committee) Attached to the Bureau, there is consultative organ, Advisory Committee on Women's and Minors' Problems, consisting of 30 men and women of knowledge and experience in the matter, appointed for every one year by

the Minister of Labor.

Local Office

There are 46 local offices of the Bureau set up in each prefecture of the country. They are under the direct supervision of the Director, and carry out the specific programs within respective localities as set by each section of the National Office.

Each local office is staffed by 2-4 women officials and one part-time Women's Problems Counsellor, who is to assist the chief of the Office taking care of various cases of women's problems.

(Extention Agents)

As liaison and assisting agents to the local offices of the Bureau in the administration of the matters related to women and minors, there are about 1,500 men and women selected from among citizens who are interested in the concerned problems, appointed by the Minister of Labor as Women's and Minors' Problem Agents.

Ways of Operation

In undertaking the matters assigned to the Bureau, it operates as follows:

- 1) Finding facts about the matters and problems, by means of researches, field surveys and experts meetings.
- 2) Publication of the facts and statistics thus gained, to offer for the public use, so that the other governmental agencies,

civic organizations, scholars and other leaders or press people can study the problems and work out their own policies.

- 3) Enlightenment of the public, through meetings, short courses, publications and occasional campaigns on the specific questions.
- 4) Planning out the blue-prints of the policies and seeing them carried out by the competent agencies, both governmental and non-governmental, national and local, through the function of liaison and coordination, and recommendation or advice.
- 5) Advising and assisting the Director of the Labor Standards Bureau, concerning the matters pertaining to the enforcement of the stipulations of the Labor Standards Law peculiar to women and minors.
- 6) Counselling services on matters related to women and minors, mainly offered by Local Offices.
- 7) Subsidizing local governments for the establishment and running of the facilities for the use of women and minors.

Programs

Some of the specific programs the Bureau has hitherto carried out are:

1) Facts-finding activities

- a. Field survey on:
 - Employed women and youngsters in various types of industries
 - Industrial homeworks
 - Father-less families
 - Farm women
 - Workers' families
- b. Opinion survey on:
 - Status of women
 - Feudalistic ideas
 - Political concerns of women
 - Employment of women
- c. Experts meetings on:
 - Status of women at home, in farm, and in working places
 - Protection of working mothers
 - Welfare of minor workers in small work-shops

2) Publishing activities

- a. On the findings of the surveys and researches above mentioned.
- b. Periodicals, including yearly "Statistical Materials" on women workers, minor workers and on general status of women.
- c. Visualized materials in the form of pamphlets, leaflets, posters or slide films.

- d. Japanese translation of the foreign materials and vice versa, including "Reports of Commission on the Status of Women".

3) Enlightenment activities

Some of the annual campaigns are,

- a. Women's Week: A nation-wide event for the improvement of status of women, institutioned in memory of the first exercise of women suffrage in Japan on the 10th of April 1946.

A variety of programs is observed all over the country on a specific theme set by the Bureau and with the spontaneous participation of increasingly many groups of people, both men and women, governmental and non-governmental. The highlight of the programs is the National Conference of Women which is held in Tokyo.

- b. Women Workers' Welfare Campaign: A national campaign aiming at betterment of working conditions of women workers, with a specific emphasis on, safety, welfare facilities or maternity protection.

- c. Campaign for Vocational Guidance of Girls: Also a big event for school girls in graduating class, aiming at their better preparations for employment, with

distribution of materials and meeting.

- d. Minor Workers' Protection Campaign: The biggest annual campaign for young workers, aiming at welfare of working children, advocating suitable work, educational and technical training opportunities or healthy recreation etc.

The campaign is held by cooperation of employers, labor unions and other groups of people. The main event of the campaign held by the Bureau are rallies of working children.

- e. Other campaigns for Better Lives of Rural Women and Improvement of Housewives' Home-making Techniques etc. are also appreciated very much as serving for elevation of the status of women in general.

4) Liaison works

- a. By the Bureau's initiation, measures for employment of widows were worked out, and many facilities have been established for various services for industrial homeworkers and vocational training of widows.
- b. The Bureau is taking an important part in the Youth Problem Council set in the Cabinet, participating in considering matters relating to young people; health, education, work

or juvenile delinquency etc.

- c. The Bureau successfully initiated the national activities for the enactment of the Prostitution Prevention Law and the rehabilitation programs.

5) International liaison works

- a. Publication and exchange of materials as mentioned above, in 2)d., e.g. "Women in the World" (a series of pamphlets explaining the status of women in various countries, in Japanese), "The Status of Women in Postwar Japan" (in English).
- b. Sending representative and observers to the sessions of the Commission on the Status of Women, Economic Social Council, United Nations, and Conferences of International Labor Organization.
- c. Holding meetings on the international problems and with the foreigners visiting Japan.
- d. Helping foreign visitors in making the study and observation schedule and providing materials.

6) Special service

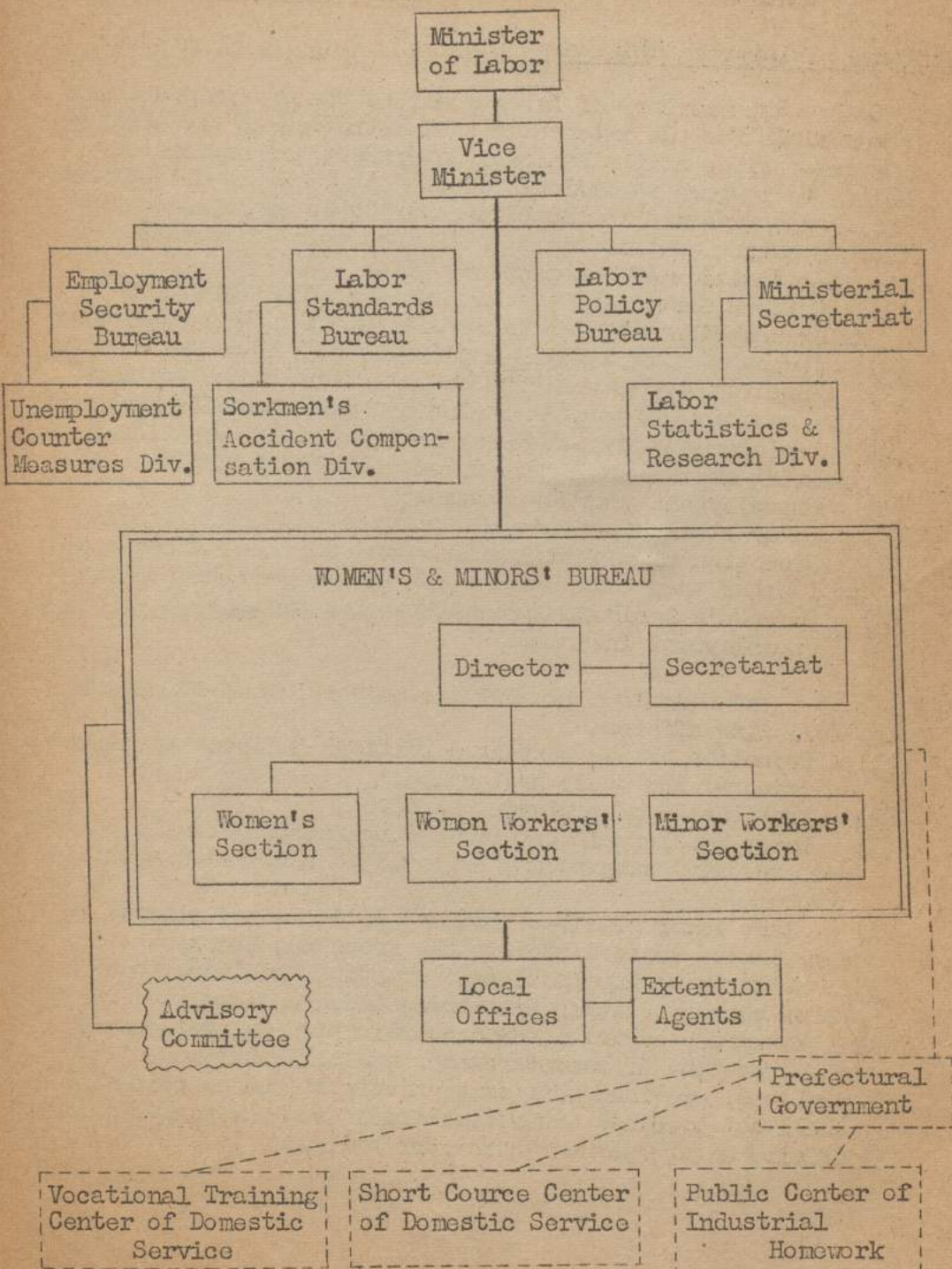
- a. Counselling: Thousands of consultation cases are yearly dealt by the Local Offices with their Women's Problems Counsellors. The problems brought by complainants include family trouble, economic problem, working conditions,

seeking of job and seeking for rehabilitation.

b. Facilities: Facilities for women and young workers which are subsidized by the Bureau are as follows:

Recreation Center for Women	2
Vocational Training Center of Domestic Service	2
Short Course Center of Domestic Service	5
Public Center of Industrial Homework	8
Home for Younger Workers	1

Diagram of Women's & Minors' Bureau



Laws Relating to Women's & Minors' Bureau

Ministry of Labor Establishment Law

Article 3 The Ministry of Labor shall be the Government organ responsible for the integrated administration of the affairs and enterprises of the National Government, as enumerated below, to improve the welfare of the wage earners and advance their opportunities for securing profitable employment, thereby making contributions to the economic prosperity and the stabilization of the people's life:

- (1) Matters pertaining to trade unions, the adjustment of labor relations and the labor enlightenment and publicity;
- (2) Improvement of working conditions and labor protection;
- (3) Research, adjustment and coordination of the problems for promotion of women's status and other women's problems;
- (4) Employment exchange, vocational guidance, vocational training and adjustment in labor demand and supply;
- (5) Unemployment counter-measures;
- (6) Labor statistics survey;
- (7) Promotion of workers' welfare and securing of employment other than those enumerated in the preceding items;
- (8) Workmen's Accident Compensation Insurance;
- (9) Unemployment Insurance

Article 9 The Women's & Minors' Bureau shall take charge of the following affairs:

- (1) Promotion of the working conditions incident to women and minors, and their protection;
- (2) Prohibition of employing children;
- (3) Labor problems in enterprises operated by family members only, without any employed worker, and domestic labor;
- (4) Other labor problems incident to women and minors, in addition to those listed in the preceding items;
- (5) Worker's family problems, excepting, however, those under charge of other Ministries based on laws;
- (6) Research, adjustment and coordination on problems of the promotion of women's status and all other women's problems, provided that such adjustment and coordination shall not preclude other Ministries from carrying out such affairs as are placed thereunder by law

Article 17-(2) Women's & Minors' Office shall be established in each prefecture

Women's & Minors' Office shall take charge of the affairs provided for in each item of Article 9

Labor Standards Law

Article 100-2 The Director of the Women's & Minors' Bureau of the Ministry of Labor, under the supervision and direction of the Minister of Labor, shall administer matters concerning the establishment, revision, abolishment and interpretation of stipulations of this Law peculiar to women and minors, and concerning matters pertaining to the enforcement thereof shall advise the Director of the Labor Standards Bureau and Chiefs of its subordinate offices and assist in the direction and supervision of the Chiefs of the subordinate offices which the Director of Labor Standards Bureau exercises. The Director of Women's & Minors' Bureau may read and make official designated by the Director read documents concerning inspection regarding women and minors exercised by the Labor Standards Bureau, its subordinate offices of their staffs and other matters.

Ministry of Labor Organization Order

Article 24 The following three sections shall be established in the Women's & Minors' Bureau:

- Women Workers' Section;
- Minor Workers' Section;
- Women's Section

Article 25 The Women Workers' Section shall take charge of the matters pertaining to;

- (1) Working conditions and labor protections incident to women workers;
- (2) Problems of family workers and domestic workers;
- (3) Other labor problems incident to women workers;
- (4) Survey on women workers' problems;
- (5) Enlightenment concerning women workers' problems;
- (6) Counselling concerning industrial homeworks of women and domestic service
- (7) The Women's & Minors' Problem Council;
- (8) Matters under the jurisdiction of the Women's & Minors' Bureau which do not belong to the other sections, besides those mentioned in the preceding items

Article 26 The Minor Workers' Section shall take charge of the matters pertaining to:

- (1) Working conditions and labor protections incident to minor workers;
- (2) Prohibition of employment of children;
- (3) Other labor problems incident to minor workers;
- (4) Survey on minor workers' problems;
- (5) Enlightenment on minor workers' problems

Article 27 The Women's Section shall take charge of the matters pertaining to:

- (1) Elevation of the status of women, and liaison and co-ordination on women's problems;
- (2) Family problems of workers (excepting those assigned to other Ministries by laws);
- (3) Survey, enlightenment and counselling on elevation of the status of women and other women's problems

