



I-0621

0300

第二課長

昭和十三年八月廿日 接  
朝鮮總督府

昭和十三年八月十三日

朝鮮總督官房外務部長 松澤



外務省歐亞局長 井上 庚五郎 殿

「リバープール」ニ於ケル埠頭人夫ノ制度ニ  
關スル件

京畿道仁川府ニ於テハ目下仁川港埠頭人夫ノ統制ニ付考究中ノ處英  
國「リバープール」ニ於ケル該制度ハ世界的ニ優秀ナリトノ趣ニ付  
テ參考ト致度旨申越タルニ付右制度及左記事項御取調ノ上御同示相  
煩度此段照會申進ス

記

一埠頭人夫ノ取締狀況及募集方法



固定規格B5 (182x237mm)

二同上人夫ノ陶冶薰育狀況

三貨物噸當リ勞働者ノ數

四最長及最短勞働時間及賃金歩合

五住宅設備及賄供給ノ狀況

六休業又ハ失業時ニ於ケル給與及傷病手當等給與狀況

七埠頭人夫ニ對スル諸般經費ノ捻出負擔狀況

八其ノ他埠頭人夫ニ對スル諸規定（成文）ナラストモ慣行アラハ其ノ

内容詳細）及參考トナルヘキ諸事項

以上

朝鮮總督府

(太平堂納)

固定規格B5 (182x237mm)

I-0621

0302

主信		發信用	執務用	
附		甲	乙	丙
		丁		
備考		分類 I 4.1.0.1-3		

  

文書課長		文書課發送		昭和拾參年八月廿四日發送済		淨書		正校(原稿)		昭和十三年八月三十一日	
主 管		歐亞局長		主 任		第二課長					
改 正		普通密 第一 三 號		昭 和		昭和拾參年八月廿四日附		附 屬			
受 信 人		在リッポール		名 人 信 發		宇 垣 大 臣		名 件 錄 記		名 件 雜 件	
名 人		水野市村代理		名 人 信 發		宇 垣 大 臣		名 件 錄 記		名 件 雜 件	
名 人		高 瀬 領 事		名 人 信 發		宇 垣 大 臣		名 件 錄 記		名 件 雜 件	
名 件		リッポールニ於テハ埠頭入夫制及調査方依頼件		名 人 信 發		宇 垣 大 臣		名 件 錄 記		名 件 雜 件	
本 信		寫 送 係 夫 在 英		名 人 信 發		宇 垣 大 臣		名 件 錄 記		名 件 雜 件	
公 信		案		名 人 信 發		宇 垣 大 臣		名 件 錄 記		名 件 雜 件	
省		務		名 人 信 發		宇 垣 大 臣		名 件 錄 記		名 件 雜 件	

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I-0621

0303

外山

普通公署一七號

昭和十三年十月三日

在リッパール

領事館事務代理 水野 要

外務大臣公署近衛文麿殿

報告ノ件  
リッパール埠頭人夫ノ制度ニ関シ

本件ニ関シ昭和十三年八月二十四日附貴信改  
ニ普通第一三號ヲ以テ指示訓令致シ、  
依テ別記ノ通り調査報告ス可然、  
相成度  
(本信等送付先、英)

在リッパール日本領事館

記

一、リッパール埠頭人夫ノ制度ノ特色  
當港荷役ニ従事スル埠頭人夫ハ凡テ後頭ノ通  
リクレアリングハウスニ登録スルヲ要シ、其ノ登  
録者現在數ハ一萬六千四百九十名(最近其  
ノ數ニ殆ト変動ナキモ實際ニ荷役ニ従事ス  
者ノ數ハ其ノ年ノ景況ニ應ジテ可ナリ)ノ相  
違アリ、一九三六年ハ平均約一萬五千五百人、  
一萬二千五百人ナリ、一萬三千人ニ増加シタリ、  
一萬二千二百人乃至一萬三千人ニ増加シタリ、  
會社ニ常備サレ居ル僅少ノ例外ヲ除キ、大部分  
ハ一定ノ雇主ヲ有セズ、運送會社カ其ノ日ノ荷

在リッパール日本領事館

I-0621

0304

役ノ状況ニ應ジ必要ナクノ人夫ヲ其ノ日ノ就業前ニ募集スルモノニシテ一般労働者ノ雇傭関係が常備ヲ原則トスルニ對シ富港人夫ハ之ト對蹠的地位ヲ占ム所謂 *Casual Labour* が原則ヲナシ斯ル多人数ノ労働者ヲ毎日改メテ雇傭シ即ち賃銀ハ一週間分一括シテ支拂ヒ居ル等ノ関係ヲ此等事務ヲ簡畧ニ處理スル為メクレアリングハウスナル制度ヲ發展セシクルニ至リ。今該制度ニ付テ述フルニ先立テ雇主側ノ組織ニ付テ言及シ置クヲ便利トス

(1) 輸出入貨物ノ積荷揚荷ヲ業トスル者ヲ *Stevedore* (*Master Stevedore, Stevedore-Contractor*) ト稱シ(2) 右ステワードノ手ヲ輸入品ヲ受取リ之ヲ

在リヴァプール日本領事館

分類シ、外部船損傷ノ有無ヲ檢シ、新量ニ所定ノ場所ニ此着クル等ノ作業ヲ分擔スル業務ハ *Master Porter* が之ヲ行ヒ(1) 輸出入貨物ヲゲワヤハリスニ渡取リ(2) ステワードノ積荷スル迄ノ間管理業務ノ任ニ當ル者ヲ *Warekeeper* ト稱ス。何レモ港務局ノライセンズヲ必要トスルモ *Master Porter* ニ對スルライセンズ許與ノ關ニテハ特ニ嚴重ナル規定アリ。右ノ中(1) 及(2)ノ業務ハ密接ナル関係アル為メ兩者ヲ兼營スル會社多ク(1)ハ船會社(2)ハ貨物ニ對シ責任ヲ有スル関係上其ノ使用人ヲ直接之ニ當ラレタル場合多シ。而シテ埠頭人夫ハ主トシテ(1) 及(2)ノ業務ニ從事スル者ニ依テ雇傭セラルモノナリ。現在斯業ニ從ヒ居ル會社數ハ二十三、四ニ達ス。右ノ外

在リヴァプール日本領事館

(一) 業務に従事する者、船舶修繕業者、倉庫関係  
 業者、その他これらに準ずる人夫の雇傭するに其の数  
 多寡を且常備者ヲ多ク令之居ル。  
 ミ、クリーアリングハウス (Clearing House)  
 前述の所ニテ知ラルル如ク約一萬六千五百人ノ人夫が  
 常ニ幾分ノ失業者ヲ生ジツモ二十數箇ノ會  
 社ノ何レカニ雇傭セラルル其ノ大部分ハ常傭  
 セラズ其ノ日其ノ日ノ契約ニ依ルナル特異ナ  
 ル雇傭関係ハ終ニクリーアリングハウスノ制ヲ  
 生ズ其スニ至リタリ。同制度ノ詳細ハ別紙甲第  
 別紙甲第<sup>(其ノ其ニ)</sup>ハ大戦前ノ規約ニテ其ノ殆ノ事  
 情ノ變化ニ順應シテ彈力性ニ適用ヲナシ

在リヴァプール日本領事館

居ルト同第<sup>(其ノ其ニ)</sup>ノ示ス通ナル次第ニ付<sup>(其ノ其ニ)</sup>ハ仕事  
 實考慮ノ上研究サレ度シグレアリニグハウスが  
 商務省ニ屬スト為シ居ルニ付シ現在ハ労働省  
 一トニ屬スルカ如キ一例ナリ。  
 先ツ其ノ職能ニ付キ述ヘムニ  
 (一) 埠頭人夫ノ登録。之ニ依リテ後述ノ賃  
 銀ノ支拂、失業ノ確認、失業手当ノ支給手續  
 等ヲ簡便ナラシムルト共ニ埠頭人夫ノ配分、統  
 制ニ便ナラシム<sup>(註)</sup>。失業手当支給其他ノ関係  
 ヲ登録労働者ノ就業状況ハ常ニ嚴密ニ  
 監視シ居ル度ナルカ (Clearing House Area)  
 Committee 甚ノ任ニ當ル。従業員數甚大ク登録ヲ  
 受フルトハ不當ニ擯除者若ハ老廢者ヲ保護

在リヴァプール日本領事館

スルノ結果トナリ、現ニ斯ル者ノ登録者数相当存  
ストノ批難アリテ、クレアリングハウス當局ハ新  
規登録ニハ徹底的制限ヲ加ヘ居リ。之レ登録  
録者数が容易ニ変動セサル所以ナリ。  
(四) 貸銀ノ支拂。雇傭関係ハ一日、一日ヲ基礎  
トスルニ任負銀ノ支拂ハ金曜ヲ最終日トスル一  
週間分ヲ土曜ニ支拂フ制度ヲ採用シ居ル  
カ、借銀支拂ハ多ク、例外ヲ除キ會社ヨ  
リ労働者ニ直接支拂リズ、クレアリングハウス  
ヲ通シテ支拂フ方法ヲトリ居リ。  
(五) 失業保険関係事務。雇主側ノ失業保  
険法所定ノ課金徴収其ハ事務、埠頭人  
大ノ失業ノ事実ヲ確定ス、及之ニ失業手当當リ

在リツアポール日本領事館

支給スル等ノ事務。  
但、外埠頭人夫ノ需給ノ調整其他ノ事務等ヲ  
モ行フ。  
次ニクレアリングハウスノ構成ヲ見ルニ其ノ  
所屬ハ労働者ノ下ニ屬シ同省ノ官吏タル「マ  
ネージャ」が其ノ「スタフ」ヲ指揮シテ前記諸事  
務ヲ遂行スルモノナルガ其ノ事務ノ大向別  
決定ハ Clearing House Committee ノモツル  
所ニシテ同委員會ハ「クレアリングハウス」  
所屬ノ勞資代表者五名ニ依リ組織セラル、クレ  
アリングハウスノ「マネージャ」書記ノ事務ヲ擔  
任シ週一回會合ハ登録番號ノ下附及回収、ク  
レアリングハウスノ制度ノ改善、其他「クレアリ

在リツアポール日本領事館

一、グハウス日常ノ事務ノ範圍外ニ屬スル事務ニ  
 関シ決定ヲ爲ス。之ヲ監督スル機關トモテハ其ノ一  
 Joint Committee ナルモノヲ置ケリ。  
 二、クレアリングハウスハ貸銀ノ支拂、労働者ノ  
 失業届出等労働者ノ頻數ニ接觸スル必要  
 上労働者ノ便宜ノ爲メ港内數ヶ所（現在ハ  
 六ヶ所）ニ之ヲ置キテ事務ヲ擔任シ其ノ上ニ  
 此等「クレアリング」ハウスヲ統轄シ賃銀及番  
 札札ヲ集中シ類シ之ヲ當該「クレアリング」ハ  
 二送りテ賃銀支拂其他ヲ支障ナク遂行シ得  
 シ（此等「セントラル」クレアリングハウスヲ置ケリ。  
 各「クレアリング」ハウス所屬ノ人々夫數ハ必ス  
 同一ナラサルモ夫々ニテ各内外トス。

在リツアブール日本領事館

「クレアリング」ハウスノ經費ハ労働者ニ依テ賄ヒ  
 吏員ノ給料等モ此ノ中ニ含メル元賃銀ノ支拂  
 失業保険分擔金ノ後者ヨリ取立等ニ付キ雇  
 主側ハ「クレアリング」ハウスノ吏員其他ノ設備  
 ヲ利用セんとシテ對シテハ其ノ要ナル賃銀際額ヲ  
 失業保険分擔金ニ比例シテ雇主ノ負擔セ  
 シルモノトス  
 四、雇傭開始ヨリ賃銀支拂迄  
 以上ヲ以テ當該地ノ頭人夫雇傭ニ関スル制度ノ  
 概要ヲ盡シタルハ極度如何ニ運用サレ居ル  
 カ即チ労働者ト雇傭主トノ接觸が起リ雇  
 傭契約が成立シ結局一週間分ハ賃銀一括  
 支拂ヲ受クル迄一経過ヲ畧述ス可シ。

在リツアブール日本領事館



各船會社の特定ノ名譽ヲ製細シ居リ其ノ何處カニ  
 所部「スタンド」(stand)ナル應募人夫ノ集  
 合場所ヲ豫メ定メ置キ船舶カ入港シタル場合  
 船役ヲ引受ケタル會社(Master of the vessel)  
 船役開始ニ先立テ此「スタンド」ニテ人夫ノ採用ヲ  
 行フモノトス。人夫ハ常備ナラサルヲ原則トスル  
 モ各船役會社ハ人夫頭、タイムキーパー(Time keeper)  
 其他係多數名ノ常備ヲ置キ人夫ノ採用、  
 就業ノ監督等ノ任ニ當ラシムルヲ普通通トス。  
 人夫頭ハ其ノ船舶搭載ノ荷物ノ數量、性質ニ  
 應ジ豫メ必要ナル人夫ノ數ト其ノ分配ス可キ  
 仕事等ニ付テ計畫ヲ樹テ置キ既ニ「スタンド」  
 ニ集會シ居ル多數人夫ノ中ヨリ其ノ欲スル人夫ヲ

在リザアポール日本領事館

所要數タテ掲ミ上クルモノトス。此ノ際人夫ハ「レテ  
 リンカ」ハウ迄ヨリ出ヘラシメル一定ノ登録番號ヲ  
 リ、其ノ番號順ニ列ビ居リ者ヨリ選ビ出ス者ナル  
 カ人夫頭ト人夫トノ間ニハ常備ノ場合程ノ  
 密接關係ハナキモ其ノ人夫頭ハ特ニ度々採  
 用シ技能、性質等ヲ熟知セル人夫ヲ存スル譯  
 ニテ別紙甲類其ノ(5)中ノ Companies men  
 ナルモノ之ニ属シ此等入夫ハ其ノ船役會社  
 ノ番號ヲ別ニ出シ置キ等選出ニ便ナル様手配  
 シ居リ。尤モ荷物ノ性質ノ異ナルニ從ヒテ人夫  
 ノ適不適ニ大ナル差アルヲ以テ一船役會社ハ此  
 等 Companies menヲ常備シ得ンモノニ非ズ唯  
 僅ニ採用ノ際或ル可ク此ノ中ヨリ採用ス可キトノ

在リザアポール日本領事館

優先的考慮ノ程度ニ止マル。斯クニテ採用セラル  
ル人夫ハ人夫頭ノ指定スル部署ニ付キ其ノ介  
擔スル仕事ニ専念スルモノナルカ、通常日ノ労働  
時間ハ午前八時より十二時迄及午後二時より同五  
時迄計八時間ニテ荷役會社ハ time keeper  
ナル一種ノ人夫監督ヲ午前午後各一面巡回シ  
テ人夫ノ就業状況ヲ注意シ併テテ労働者  
ニハ荷役ニ従事セムコトヲ証スル番札ヲ交付セ  
シム。人夫ハ之ヲ保持シ置キ次ノ日曜ニ之ヲ一  
所屬ノクレアリニガハウスニ提出シテ其下引合ニ  
賃銀ノ交付ヲ受ケルモノトス。雇主側ニ於テハ  
金曜日ノ夜、同日迄ノ一周間雇備セル労働  
者ノ番札ト之ヲ封シテ支拂ハル可キ賃銀額

在リツアポール日本領事館

トヲセントラルクレアリニガハウスニ提出セルトス  
各雇主ノ提出セル如キ報告ヲ基中分類シ各人  
夫ノ賃銀額算出シ之ヲ該クレアリニガハウ  
スニ送付シ土曜日同所ニテ所屬人夫ノ提出セル  
番札ト master's check 側ノ報告ト  
照合セタル後之ニ所定ノ賃銀ヲ交付スルモノトス  
荷役就業ノ第二日目以降ハ原則トシテ前日採  
用サレタル者ガ引続キテ採用サルヲ例トスルモ仕  
事ノ都合ニテ多少人数が變リ労働ノ種類も變  
リ若ハ人夫ノ方ニテ休業スル者ヲ生スル等必  
ズ前日ト同キナルヲ得サル場合雇主存スルヲ  
以テ荷役開始前ニ一應新ニ雇備スル概式  
ヲ踏ムト第一日ニ同ジ

在リツアポール日本領事館

I-0621

以上の人夫採用より賃銀支拂道ノ経路ノ大要ナル  
 採用減レトナレル人夫ノ義務等ニ付キ追記  
 セルニ前述ノ如クスタントニテ採用減レトナレル  
 人夫ハ更ニ他ノ「スタント」ニ至リ雇募スルコトナキヨリ  
 不可ナキ事実上ノ種々ノ事情ヨリ望ミ薄ニ  
 ナリ其ノ僱仕事ニアフル者多クガ實状ナリ。  
 其ノ不當ヲ認メ別紙甲號其ノ一第大項ノ如  
 キ所謂「サーパス」スタントナルモノヲ設ケ他ノ  
 「スタント」ニテ採用減レトナレル者ヲ此度ニ集  
 合セシメ「クレーリ」ニ付込仲介ノ下ニ労働ノ  
 円滑ナル配分ヲ計ラント在園ニタルストナレル  
 労働者側ノ雇主側ニ對シ方此ノ制度ノ利用ニ  
 執心ナラス今日ニ於テハ実行サレ居ラサル模様ナリ。

在リヴァプール日本領事館

採用減レトナレル人夫ハ其ノ昔々前ハ年毎各一回  
 所属ノ「クレーリ」ニ付込仲介ニ交頭シテ其ノ上報  
 告スル義務アリ。其ハ失業保険ニ關聯シテ「ク  
 レーリ」ニ付込ハウズカ失業ノ事實ヲ確認スル  
 為ナルハ失業ニ關シテハ別ニ觸レ置キナリ。  
 五、労働組合及雇主組合  
 當港人夫ハ独立ノ地方的労働組合ヲ結成ス  
 コトナク全國的「労働組合」(Seafarers and  
 General Workers Unions)ニ加盟シ人夫ノ待遇  
 改善雇傭制ノ改善等雇傭主側ニ對シ  
 要求等モ凡テ該組合が直接雇主側ト交渉ス。  
 雇主側組合ハ當港限リノ地方的組合ナリ。  
 Players Association of the Port of Liverpool

在リヴァプール日本領事館

加盟者ハ船會社 master-shipowner master  
 charter 主たるモノトシテ船船修繕會社  
 船船修繕會社其他埠頭人夫ヲ雇傭スル  
 業者亦之ニ加盟ス。會員ノ總數約七十丁ニカ  
 組合經費ノ大半部ハ船會社ノ負擔スル所  
 ナリ。同組合ノ規則ハ秘密ニシテ入会ニ得ズ。雇  
 主側ハ地方的組合ノ外ハ全國的機關トシテ  
 National Council of port labour-employers  
 ヲ置キ全國共通ノ問題ヲ處理ス。各港雇主組  
 合ハ之ニ加盟シ居ルハ勿論ナリ。主國  
 天當港埠頭人夫雇傭制ノ長所短所。  
 當港人夫雇傭制ノ長所短所ハ該制度カ莫一  
 項ニ述ハタル Casual labour ヲ根ホトスル事實

在リッアブール日本領事館

ヨリ生口來ルモノニテ其ノ長所トシテハ労働力供給  
 豊富ニシテ雇主ノ欲スル如キ技能ノ労働力ヲ自由ニ  
 使雇シ得ル利益アリ。他方定メレル雇主ナキ事  
 實ハ仕事ノ能率ノ上ニ甚大ナル影響アリ且又人夫ノ  
 生活ニ安定性ヲ欠ク點アリ。  
 凡有種類ノ貨物ヲ輸出入シ出入船舶ノ數甚  
 マヤ當港トシテハ約二萬萬ニ達スル労働力  
 カ何處ニモ固定セシムラズ極度ニ流動的ナル  
 供給力トシテ常ニ勤員セラレ居リ荷物ノ推  
 積ト數量ニ應ジ自在ニ人夫ヲ選定使雇シ  
 得ル實甚有利ナルヲ疑ナク雇主側ヲ便  
 利ナル制獲ト認メラレ今ヨリ如ク發達せんモノ  
 ナル可シ。然ルニ今述フル如キ事實階ニ依リ人夫

在リッアブール日本領事館

側ノ不滿ヲ示ルノミナラズ該制度ノ欠陥ヲ生シ  
 来ル弊害ハ結局ニ於テ雇主側ニ於テ免可  
 ヲ示ルモノアリ従来共厚ク労働者雙方より制  
 度改革ノ必要提唱セラル種々ノ提案試ミテ  
 タルモ何レモ実状ニ則チテハナリ今以テ姑ク  
 資力双方ヲ満足セリル如キ改革案ナキ模索ナリ  
 例ハ雇傭関係恒久化ノ必要労働者雙方  
 一認らん應ニシテ *Transport and General Workers*  
*Union* 及 *National Council of port labour*  
*Employers* 協定セリ *Decasualization* 計画ノ  
 勸告ニ従ヒ高港ノ実状ニ添ヘルモノトシテ雇  
 主側ハ最初四十名ニ封シ常備ノ地位ヲ與ヘム  
 コトヲ提唱シタルニ封シ労働者側ハ其ノ二倍

在リヴァプール日本領事館

ナリトスルモ尙半ハ以上ハ制後改革より除外セラルル  
 有様ニテハ意義ヲナサスナリ之ヲ採用ヲ拒否  
 セン如キハ一例ナリ。要スルニ *Casual labourer* ヲ制  
 後ノ中核ナラシムルフトハ初後業者ノ為ニハ一  
 應都合良ナカニ見ル制後ナリモ該制後ニ  
 必然伴フ諸口一應弊矯正ニ種々ノ困難  
 存スルモノ如シ。尤モ高港初後業者及労働者  
 数ノ規模ヲ以テシテハ他ニ適当ナル方法存見ニ困難  
 難ク感ス可キコトモ考慮スルヲ要ス。例ハハ  
 左ニ止港ハ高港より船舶ノ出入少クハナリ  
 一社會社ハ人夫ノ唯一ノ雇主ナル為メ人夫  
 ノ雇傭関係ハ *Casual labourer* タリトモナリ  
 ナキモ船舶輸送モ場合ノ労働力ノ割当、

在リヴァプール日本領事館

労働過剰之際、就業ノ均等化、失業ノ均等  
 等労働ノ合理的配分比較的内容易ナルモ、  
 一、如キ大規模ノ港ニ直ニ入リ、適用スルニハ多ク  
 ノ困難ヲ伴フ可シ。ゴラスコノ港ニテハ、賃銀  
 外其ノ日押ヒトスル為メ労働者ノ能率ノ生活  
 條件等不長ナリト稱セラルルニ比スレハ、  
 港制度ハ寧ろ優良ノ部ニ属スルモノイル  
 可キカ  
 七、列記事項  
 既述タル所ハ、決同令送リ列記事項ニ付スル  
 説明トナリ居ル部ハ、分ルニ多ク、重複ヲ覺  
 ス。之ニ付スル回答ヲ、掲  
 (一) 埠頭人夫ノ取締状況及募集方法

在リツアブール日本領事館

保安警察乃至ハ税關警察、  
 不可ナ一般取締以外別段ノ取締行ハ居ズ、  
 集方法ハ前記ノ如シ  
 (二) 埠頭人夫ノ陶冶並ニ育状況  
 特別ノ施設ナシ  
 (三) 貨物噸當り労働者数  
 之ニ対シ回答ハ困難ナルモ、ハッダニ要スル労働  
 者数ハ、通常長ノ如シ  
 (四) 揚荷ノ場合  
 船ノ側(ハッダ内ハ右「テ」四名監督一名計  
 十三名) 右岸側(荷物ノ性質ニ依リ甚  
 不同ナルモ最低十四名より最高二十一名) 日  
 ノ揚荷約百「テ」噸

在リツアブール日本領事館

(四) 積荷ノ場合

ハツ止内八名、コナキ四名、岩壁側六名監督  
一名計十九名、一日ノ積荷八十噸乃至二百二  
十噸

(四) 最良及最悪労働時間及賃銀表合

詳細別表ニ掲其ノ一及其二参照。即チ通常  
日ハ午前八時より五時迄(十二時より一時迄ハ休息)  
ハ時間労働(土曜ハ半日、日曜ハ休息)ニテ夫  
レ以外ハ時間外労働トシテ別表所々如キ高率  
賃銀ヲ支拂フヲ要ス。日曜ハ午前八時乃至午  
後五時以外ノ時間ノ如キハ普通通率ノ約二倍  
ニテ強禁(禁止)時間外ノ労働ハ出帆ノ必  
要若ハ荷物ノ性質上急ヲ要スルモノ等ノ外ハ

在リツァプール日本領事館

時間外ニ行ハサルヲ原則トス

(五) 住宅ノ設備及賄供給

政府、雇主側何レモ全額ヲ担フ

(六) 休業又ハ失業時ニ於ケル給與及傷病手当  
等給與状況

(イ) 失業保険。常備ナラサルヲ以テ休業ノ問題起  
ラズ失業中ハ国家ノ失業保険ヨリ支給ヲ受ケ  
ルコト他ノ全国一般労働者ト同様ナリ。失業保険  
ニ関シテ附記ス可キハ一般労働者ニ付セル支給  
額ハ通常大人一人一週十七元ニ増額人夫  
ノ場合ハ之より高額ヲ一日四元六角ノ割合ニ  
フトナリ。之ニ増額人夫ノ失業ハ特異ノ性質ヲ  
有スル為ナル可シ。即チ其ノ失業ハ必シ長期間ニ

在リツァプール日本領事館

直ト限スルハ隔週ニ来リ斯ノ如キ就業、失業  
 か一年ノ間ニ頻繁ニ繰返スト業シトセ、斯ル場  
 合收入ニ甚シキ変動アリフルトハ労働者ノ生  
 活ノ常ニ脅威スルアウトナリ之ガ生活ノ常態  
 ナリトスレバ甚不望ナルニ依リ之ヲ緩和スル為ニ斯  
 高率トモモソナリ可シ。尚埠頭人夫ノ失業ハ一  
 週ニ日間以上失業者若シ付シ其ノ失業者日数  
 ニ付シ一日四六支給スルモノトス。從ヒテ半日  
 ナル土曜ヲ含ム四日間ノ就業ヨリモ土曜以外ノ  
 三日間就業シ他ノ三日間失業者手當ヲ受クル方  
 却テ收入大ナル場合ヲ生シ得可シ。  
 四傷病手當、之ヲ決定スル所、ミナラ當座ニ特  
 有ノモノナシ(英國ニテハ公営ノ病院ヲ選シ実

在リヴァプール日本領事館

際問題トシテ傷病ニ付シ治療費負担ノ問題  
 ハ先々々唯傷病者ノ入院中ノ補償が主ナル問題  
 トナル。其ノ收入ノ割ニ相當スル費額ヲ支拂フ  
 カ如キハ其ノ一例ナリ。  
 (七) 埠頭人夫ニ付シ諸般経費ノ支出負担  
 状況  
 労働組合及雇主側組合等ノ経費ニ関シテハ格  
 別述ヲ可キモノナリ。ケレアリニゲハウズノ経費ハ  
 主トシテ政府ノ依リ賜ハレ唯雇主側ガ之ヲ利用  
 スル限ニ於テ其ノ実費ヲ負担スルモノナルト既  
 述ノ通り。  
 (八) 其他埠頭人夫ニ付シ諸規定及参考トナ  
 ル可キ諸事項

在リヴァプール日本領事館



別紙甲 辨其ノ一、其ノ二、参照、  
另其組合ニ新案  
シテハ既述セル所アリ。

在リヴァプール日本領事館

I-0621

03:0

S H I P M E N.  
AS AND FROM 20TH SEPTEMBER, 1937.

	8 a.m.	Half day	7 a.m. to 8 a.m.	6 a.m. to 8 a.m.	5 p.m. to 6 p.m.	5 p.m. to 7 p.m.	5 p.m. to 9 p.m.	9 p.m. to 11 p.m.	11 p.m. to Mid.	Mid. to 6 a.m.	Mid. to 8 a.m.
FOREMAN	18/4	9/2	4/3	8/6	4/3	8/6	12/9	12/9	4/3	25/6	34/-
HATCH BOSS	15/-	7/6	4/1	8/2	4/1	8/2	12/3	12/3	4/1	24/6	32/8
STOWERS	15/-	7/6	4/1	8/2	4/1	8/2	12/3	12/3	4/1	24/6	32/8
HATCH, WINCH, RAIL	13/6	6/9	3/5	6/10	3/5	6/10	10/3	10/3	3/5	20/6	27/4
" " ON EXTRA	14/6	7/3	3/9	7/6	3/9	7/6	11/3	11/3	3/9	22/6	30/-
LABOURERS	13/-	6/6	3/3	6/6	3/3	6/6	9/9	9/9	3/3	19/6	26/-
" " ON EXTRAS.	14/-	7/-	3/7	7/2	3/7	7/2	10/9	10/9	3/7	21/6	28/8
TIMEKEEPER	15/10	7/11	4/1	8/2	4/1	8/2	12/3	12/3	4/1	24/6	32/8
STOREKEEPER	15/10	7/11	3/9	7/6	3/9	7/6	11/3	11/3	3/9	22/6	30/-
SUPERINTENDENT.			5/9	11/6	5/9	11/6	17/3	17/3	5/9	34/6	46/-
FOREMAN RIGGING			4/3								
DECKHANDS "			3/5								

These rates apply when the men are ordered out at 11 p.m. If they have been working from 9/11 p.m. and then carry on to midnight they receive 4 hours pay for the hour 11 p.m. to midnight.

Q U A Y M E N.  
AS AND FROM 20TH SEPTEMBER, 1937.

	8 a.m. to 5 p.m.	Half day.	7 a.m. to 8 a.m.	6 a.m. to 8 a.m.	5 p.m. to 6 p.m.	5 p.m. to 7 p.m.	5 p.m. to 9 p.m.	9 p.m. to 11 p.m.	11 p.m. to Mid.	Mid. to 6 a.m.	Mid. to 8 a.m.
FOREMAN.	18/4	9/2	4/3	8/6	4/3	8/6	12/9	12/9	4/3	25/6	34/-
ASST. FOREMAN	14/6	7/3	3/9	7/6	3/9	7/6	11/3	11/3	3/9	22/6	30/-
HATCH BOSS	14/-	7/-	3/7	7/2	3/7	7/2	10/9	10/9	3/7	21/6	28/8
MARKERS, WEIGHTERS, SORBERS, STITCHERS, TAILYMEN, ETC.	13/6	6/9	3/5	6/10	3/5	6/10	10/3	10/3	3/5	20/6	27/4
DRY COOPERS	14/6	7/3	3/9	7/6	3/9	7/6	11/3	11/3	3/9	22/6	30/-
WET COOPERS	15/-	7/6	3/11	7/10	3/11	7/10	11/9	11/9	3/11	23/6	31/4
COUNTER-OFF	15/10	7/11	4/1	8/2	4/1	8/2	12/3	12/3	4/1	24/6	32/8
LABOURERS.	13/-	6/6	3/3	6/6	3/3	6/6	9/9	9/9	3/3	19/6	26/-
" ON EXTRAS	14/-	7/-	3/7	7/2	3/7	7/2	10/9	10/9	3/7	21/6	28/8
SUPERINTENDENT			5/9	11/6	5/9	11/6	17/3	17/3	5/9	34/6	46/-

These rates apply when the men are ordered on at 11 p.m. If they have been working from 9/11 p.m. and then carry on to midnight they receive 4 hours pay for the hour 11 p.m. to midnight.

I-0621

The Officers of the Clearing Houses shall deem all information relating to wages as strictly confidential to the firms concerned.

8. Contributions under the National Insurance Act will be collected through the Clearing Houses. For this purpose all men will lodge their Insurance Cards at their respective Clearing Houses. The contributions for every man who has worked during a given week will be automatically collected by the Clearing House when the weekly pay is made up.

The employer's contribution will be calculated in accordance with the number of men's contributions collected and charged pro rata to the total number of individual Dockers employed by each firm. In order to comply with the requirements of the National Insurance Act, each employer will be required to make payments on account, in a manner to be approved by the Insurance Commissioners. The Clearing House will stamp the men's Insurance Cards, and will submit an account, at intervals to be appointed by the Insurance Commissioners, to each employer for the adjustment of his contribution. As the Insurance Cards will be kept at the Clearing House, and there may be occasions when a docker who has previously been employed wishes to seek work outside the docks, it will be necessary to make arrangements whereby he may obtain his book stamped to date. Such a man will apply to the firm for whom he last worked, who will supply him with a voucher, which will enable him to release his card from the Clearing House duly stamped to date.

9. In cases of trade disputes between employers and men the operation of machinery provided in this Agreement, would lapse in the area affected during the continuance of the dispute, except in so far as its continuance may be necessary for the payment of wages and of contributions under the Insurance Act.

10. In the event of the Coastwise section becoming parties to this Agreement, two additional members, representing employers and dockers respectively, will be added to the Joint Committee from this section.

11. Employers wishing to avail themselves of the scheme will require to apply to the Managers of the respective Clearing Houses in the following terms:-

my  
"It is our intention to adopt the Tally System recommended  
I  
by the Dock Labour Joint Committee, and we request you to under-  
my  
take the payment of wages on our account under that system.

I  
We agree to pay our proportion of the cost of the above  
assistance, ascertained in accordance with clause 4, in the  
manner and under the conditions agreed from time to time.

me  
This arrangement is terminable by either us or you on six  
months previous notice in writing."

MEMORANDUM.

甲 第 二  
Clauses 1 to 4., generally speaking, are fully operative at the present time. It may be mentioned that the Joint Committee referred to under Clause 3 consists now of twelve representatives of employers and twelve representatives of the Union in which the men are enrolled (The Transport & General Workers' Union).

Clause 5. The arrangements for registration outlined in this Clause applied to the issue of tallies on the inauguration of the Scheme in 1912.

There are not two classes of registered dockers, as provided for in Clause 5. The 'preference' men who receive the first chance of employment in the various firms usually hold a Clearing House tally of a low number in the block allocated to the firm concerned. There are no 'Company's' tallies in use for the purpose laid down in this Clause (see observation on Clause 7).

Clause 6. The surplus stand system has never functioned adequately mainly owing to the partiality of the majority of the dockers for 'following' one firm or area and when employment is not available being disinclined to go elsewhere, and also owing to the fact that employers' officials prior to select their own men as against men sent down to them by the Clearing Houses. Moreover, many men are reluctant or unable to accept engagement on other than their normal employment; shipmen for instance have often refused to work on the quay when ship work is not available. Time lost is also an important consideration in dealing with this aspect of the matter.

Clause 7. All wages are now paid once a week through the Clearing Houses, employers' private pay windows having gradually and voluntarily disappeared. Although a man may have worked for more than one employer during the week his earnings are aggregated and paid to him at one Clearing House. The procedure as regards tallies is not strictly as laid down in this Clause. Every man, on his first engagement in each week, is given by the employer a 'Company's' tally which he gives to the Clearing House pay clerk at the end of that week as a receipt for his wages. If he has worked for two or three firms in the week he must hand in a corresponding number of Companies' tallies to the pay clerk. The employers have duplicate sets of tallies (in brass and white metal) for use in alternate weeks, as the tallies handed in by the men as receipts for their wages on Saturday are not returned to the respective companies until the following Tuesday.

Clause 8. The employers' contributions under the Unemployment Insurance Acts are now collected through the Clearing House in addition to their contributions under the National Health Insurance Act.

- - - - -

The Clearing House Committees will deal with:-

- (1) Issue and withdrawal of tallies.
- (2) The adjustment of questions arising out of the work done at the Clearing House.
- (3) The consideration of matters affecting their area referred to them by the Joint Committee.
- (4) Advice to the Board of Trade with respect to appointment of the indoor and outdoor staff of the Clearing Houses.
- (5) Suggestions for the improvement of the machinery.

3. The existing Joint Committee as constituted under the White Book Agreement shall form the Joint Committee mentioned above. This Committee shall meet regularly once a month, when the proceedings of the Clearing House Committee shall be submitted for confirmation. It shall possess complete control with respect to the policy to be pursued in working the Clearing Houses. An Officer of Labour Exchanges shall act as Secretary but shall have no vote. In the event of continued disagreement of the Joint Committee the matter in dispute is left to be provided for by mutual consent. The Divisional Officer of Labour Exchanges, or his deputy, may be present at the meetings of any Committee.

4. The capital cost of the Clearing Houses, tallies, etc. and the salaries of the staff will be borne by the Board of Trade but a charge will be made to employers for the use of the Clearing Houses for the purposes of paying wages and collecting insurance contributions. The amount of this contribution will be based on the actual cost of the staff and extra expenses so incurred, which will be apportioned among employers pro rata to their contributions under the National Insurance Acts.

5. During an arranged week all dockers will be required to register at one of these Clearing Houses. Registration will be effected by a docker obtaining from an employer a ticket which will be exchanged at the Clearing House for a metal tally. These tickets will be issued at all stands simultaneously. The date of such issue of tickets will be publicly advertised, so that individual dockers may present themselves at the stands of those firms which they are accustomed to follow.

There will be two classes of registered dockers :-

- (1) Companies' men.
- (2) Clearing House men.

Firms wishing to have a nucleus of more or less permanent men may arrange for the selected men to be given a Company's tally. These men will receive the preference at the stands of the particular firms whose tallies they bear. The Clearing House

Committees will require to take into consideration a method whereby regularity of employment may be still further secured to these men.

The tallies of Clearing House men will indicate from what firms they have been sent up for registration and will therefore be an approximate guide to the class of work to which they have been accustomed.

No man may be employed unless he is the bearer of a Companies or Clearing House tally, excepting when the Clearing House is unable to supply the men required.

6. In order to facilitate the exchange of labour, surplus stands will be located in positions to be appointed by the Joint Committee. For each Clearing House area there will be a number of these stands, which will consist of a telephone box in charge of an officer with practical dock experience. These boxes will be telephonically linked up with their respective Clearing Houses, and the Clearing House with the employers' stands or dock offices, in the most approved manner. After the stands have been held, the men not employed will rally at their appointed surplus stand, where they will be immediately available through the Clearing House if their services are required elsewhere along the docks. The co-operation of the Mersey Docks and Harbour Board will be requisite in order to give effect to this suggestion.

7. For the purpose of payment of wages, the week shall end at 5 p.m. on Fridays. Wages may be paid - (1) Through the medium of the Clearing House staffs, (2) By Employers direct. Employers who are desirous of utilising the Clearing House staff will be required to lodge their Wages Sheets as early as possible, but not later than midnight, at the Clearing House whose tally the man bears, and to arrange for the requisite sum of money to be available at an agreed bank as and when required. Men will be shown on wages sheets by names and tally numbers, their tally being given in to the Clearing House as a receipt for their wages. At the same time another tally similarly numbered but distinctive will be handed out to them for presentation at the stands. The wage tally must be redeemed from the Clearing House by the man between Tuesday and Thursday in exchange for the above mentioned duplicate tally. Employers who elect to pay wages direct will be allotted a special window at the Clearing House for the area in which their men are registered. In the case of men registered outside that area arrangements will be made whereby such men can be paid in their respective areas through the medium of the Clearing House. These employers must furnish the Managers of their respective Clearing Houses with a weekly certificate showing the registered tally numbers of all men paid at their appropriate window. Non-compliance with this regulation will expose employers to the prescribed penalties under the National Insurance Act.

No 'Subs' to be paid except for purposes approved by the Joint Committee.

I-0621

0320

LIVERPOOL DOCK LABOUR CLEARING HOUSE SCHEME.

R E C O M M E N D A T I O N S.

(N.B. - These recommendations have been drawn up with a view to finding acceptance with Employers, Dockers, the Board of Trade and the Treasury. It must be borne in mind that any alterations must be such as would commend themselves to all these parties.)

1. Clearing Houses to be provided by the Government at convenient sites in the vicinity of :-

- (1) Alexandra Dock,
- (2) Canada Dock,
- (3) South End Docks,
- (4) Birkenhead Docks,
- (5) Central Docks for Coastwise Trade, and
- (6) A Central Establishment at the Old Harbour Master's Office.

These Clearing Houses will be used for the following purposes:-

- (1) Registration of Labourers,
- (2) Payment of Wages,
- (3) Fulfilment of Employers' obligations under Part 1 of the National Insurance Act,
- (4) Weekly meeting of Clearing House Committees,
- (5) Provision of Post Office Savings Bank facilities, subject to the Postmaster General's assent.,
- (6) Dissemination of Information as to the demand for Labour in the Port.

They will be under the control of Managers upon the staff of the Labour Exchange Department of the Board of Trade, with the general guidance of the Clearing House Committee.

2. The Clearing House Committee will be composed of five representatives each of the employers and men, registering within the area of that Clearing House. (These areas, together with the method of election are left to be accurately defined at a later stage). They will meet regularly once a week on a day to be arranged by mutual consent, and two upon each side will form a quorum and equal numbers to vote. In the case of a deadlock, the matter will be referred to the Joint Committee. The Manager of the Clearing House will act as Secretary, but will have no vote and take no part in the proceedings. In the event of the members of any Clearing House Committee being unable to agree upon a Chairman (who shall have no casting vote), the selection of a Chairman shall be made by Mr. A.A. Booth, or failing him by Mr. H.A. Sanderson.

I-0621

032 :

公 信 案	外 務 省	121	別添在リウアポール水野事務代理ヨリ別紙、 分力一ニ七張附屬物、副本其、使添附	通リ報告有之タルニ付右之紙ニ送付ス	今般同領事館水野事務代理ヨリ別紙、
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發信用執務用		
主信	1	1 2
附 甲	11	33
乙		
丙		
丁		
備考		

懸案  
分類 I 4. 1. 0. 1-3

公 信 案	外 務 省	領事宛本件直報方訓令之置置キタル要 趣了承仍テ當時早速在リウアポール高瀬 本件ニ關シ本年八月十三日附貴信ヲ以テ御申越 件「リウアポール」ニ於ケル埠頭人夫ノ制度調査方 名ニ關スル件	件 名 人 信 受 朝鮮總督官房 外務部長 松澤龍雄	件 名 人 信 發 井上歐亞局長 各口ニテ事務制改正 案ヲ呈ス	歐一 普通 第八三八號 昭和拾參年七月拾六日 附屬有	主 管 歐亞局長 任 第二課長 昭和拾參年十一月十五日 起草	文書課發 昭和拾參年七月拾七日發送済 淨書 正校(原稿) 印書	文書課長 盧野
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別紙