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## Comparative Study of Industrial Relations Systems

*by Hisashi Kawada*

This is a transcript of the author's last lecture on the occasion of his retirement from Keio University. Contents of this lecture are as follows; (1) summary of lectures on the labor problems, (2) concept of industrial relations systems, (3) comparative study on the subject, (4) need for interdisciplinary approach, (5) steps for integration of various disciplines, (6) hypothesis for research, (7) final words to students.

After reviewing concept of industrial relations presented by several recent works of research scholars, the flame work and concept of "Industrialism and Industrial Man" by Clark Kerr and others and "Industrial Relations Systems" by John T. Dunlop are discussed with some critics.

International comparative study faces with difficulties which arise from diversity of the process for deciding the web of rules, from complexity and dynamic character of actors, and from the culturary established social practice. Particularistic character of industrial relations of each nation and composition of variables must be defined for the perspective seeking the change towards industrialism.

The interdisciplinary study is called on to solve such a difficulties. Single discipline alone faces with the limit which cannot be overcome without the help of finding of the other discipline. To solve the problems of collective bargaining, economists must seek the cooperation of sociologist on organization behavior and of political science on power relations. However this type of cooperation involves the difficulties, because of each discipline has developed their own concept quite different from others.

To overcome the difficulties of such, researchers may be required to take several steps. For the first step, a group of researchers from different discipline must construct a loose conceptual framework agreeable by all. If each of the group develop the research, and repeat the process successively, they may be able to find much better common base. The next step will be advanced for interdisciplinary study of a small group. For the integration of various disciplines, it may require the people of new generation who are trained in interdisciplinary research.

Increasing need for the positive scientific knowledge on specific character of each developing nation for the effective cooperation, may offer the task to industrial relations research. It deals with the most complex relations among dependent and independent variables. It also deals with social relations of the production process. Comparative research on industrial relations systems is able to adopt readily established hypothesis already mentioned, even it is far from perfect general theory on the subject.

## My Memories of Professor Hisashi Kawada in His Youthful Days

*by Taikichi Ito*

To commemorate the age limit retirement of Professor Hisashi Kawada from the Keio University, I put down the memories of him as the best friend of mine for the long last 40 years with the background of the bewildering changes in the economies and the social conditions of Japan. Here are presented the facts of his arduous activities, showing what an important role he played in his school days, encouraging labor study and promoting student movement; how strong influence he exerted on co-students ideologically and humanly; how he suffered from the oppression on the student movement by the powerful reactionary and militaristic government, referring to the arrest of some students and the rack they were subjected to; and the fact that his friends became more and more sympathetic with his thoughts and activities.

Kawada was dropped from indictment and was released from the policy on the condition that he will go to the United States for study. After having attended the Friend University of Kansas City, he studied at the graduate school of Pennsylvania University, receiving the Master of Arts there. Then, in order to earn the living expenses, he side-jobbed at a shop where he was made the chairman of the executive committee for the labor union there, while studying hard the industrial relations under the policy of New Deal.

He came home in 1941 and engaged himself in a quiet academic life—only for a short while. He was then arrested along with his wife for a made-up reason under the wartime speech and press control administration of the state, and was imprisoned almost near to the end of War in 1945.

This article, centering around the memories of the friendship between Professor Kawada and myself in our early days, deals with the government oppression on the spontaneous student movement and the rise of ideological radicalism among students in opposition to the administrative control during the time from the world wide panic to the outburst of the latest World War, on the basis of the factual evidences and experiences.

## A Note on the Theory of Life Structure

by Masayoshi Chūbachī

The author of this article published the book, *Seikatsu Kōzō Ron (The Theory of Life Structure)* in 1956. Also, the two new books, *Seikatsu Genron (Principles of Living)* and *Gendaijin no Seikatsu Kōzō (Life Structure of the Present Generation)*, dealing with the subjects as shown by their titles, were published in summer 1971.

The author makes some connect on the criticism of these two books. Some new hypotheses relating to the problems presented in them are introduced too.

## Industrial Democracy and Ideas of Workers' Control

by Kanae Iida

It was in the nineteen-twenties that 'Industrial Democracy' implied the establishment of fundamental right of workers in the industrial relations. But what is the fundamental right of workers? Does it involve the workers' control? If it is so, it might mean the socialistic policies of workers, aiming at the upheaval of the capitalistic productive system. It was very natural that in Britain that the labour movement and so-called industrial relations were old and highly developed, 'industrial democracy' had settled down in the industrial society, but it was also from such background that 'industrial democracy' was regarded not only from the industrial and economical, but political and socialistic points of view.

While the trade unionism doesn't refer to the confrontation of capital and labour and the private appropriation of capital and productive means, considering democratization of measures of the industrial relation, its classical interpretation defines capital and labour relation as class-struggle between the bourgeoisie and proletariat and stresses that accomplishment of revolution is the crux by which emancipation of the working classes is realized. As the result, its concern is concentrated to the problem of grasp of the state power. On the other hand, the new idea

on the industrial democracy suggests the strong suspicion and critique against democratization of measures of the industrial relation and realization of 'the proletarian state'.

The Movement of 1910~14 is generally well-known as the Great Unrest which culminated in the formation of alliance among workers of transport, railways and coal-mining in Britain and it was suddenly interrupted by the outbreak of the First World War, and so could not give the thoroughgoing impulse on the labour movement of Britain. But, in spite of its energetic activities in the brief period, it took root into the thought of the workers' control. Such thought and movement as anarcho-syndicalism, gild-socialism, revolutionary socialism of James Connolly and James Larkin, industrial unionism of I.W.W. and 'Massen Streik' of Rosa Luxemburg have their origins from the great unrest. It was quite the new industrial democracy that the working class claimed to stand steadfastly on their foot and aimed to realize the control of the means of production in their workplaces, by the trade unions of all industries. Nowadays, when the industrial unions merged into the framework of the modern society, and even the socialistic states evolved into 'status quo', this movement has the historical significance in the advancement of the emancipation of workers.

In this essay the writer tries to reflect on the meaning of 'the workers' control' in the modern labour movement.

## The Relative "Surplus-population" and Wages in Relation to the Industrial Cycle

by Kiyoko Imura

This article considers how the periodical fluctuations of industrial cycle affects the increase and the decrease of "surplus population" and the change of wages in the free competitive stage of capitalism.

In other words, it explains how "the relative surplus population"—"industrial reserve army"—increases, and decreases in the various aspects of industrial cycle, by looking into the process of the ever advancing "organic composition of capital". Also it analyzes the processes of wage change under the vicissitude of "surplus population".

Through this analysis, this work tries to clarify the major contents and peculiarities of the poverty of laboring class in the free competitive stage of capitalism.

## A Brief History of the All Japan Libertarian Federation of Labor Unions

by Ryūji Komatsu

This work treats the history of the All Japan Libertarian Federation of Labor Unions, the only national federation of anarchistic labor unions in the country before World War II. The investigation of the anarchistic labor union in Japan has been one of the most retarded in the study of the Japanese labor movement. Even the All Japan Libertarian Federation of Labor Unions, which was nationwide in dimensions, has been very little cleared of its actual conditions.

The Federation existed for about 10 years from 1926 to 1936, the period when the union movement doubly suffered both from the economic depression and the governmental oppression.

The anarchistic unions in general were also at a low ebb about this time, and were desperately trying to recover their lost power mainly through printing companies and machine factories. After all, however, the internal strife, which is peculiarly characteristic of the Japanese labor movement, gripped the anarchistic workers, and some of them put their heart and soul into illegal activities to gain in influence. Being dragged by the dwindling tendency of the labor movement then, the anarchistic groups crumbled away just before all the labor unions in Japan came to be banned.

This work looks into the process of the anarchistic labor movement in Japan as described above, largely centering around the National Convention of the All Japan Libertarian Federation of Labor Unions and its activities.

The reason why the author adopted this step of approach is that the general characteristics of the All Japan Federation have been very little brought out, and each Convention reflects the ever shifting prevailing tinge of anarchism at the time when it was held.

## A Note on the Theory of Social Change

by Yasumitsu Nihei

It is pointed out that a major problem to be studied about the theory of industrial relations system is the functional relationship of the contextual factors within the framework of industrial relations systems. This problem is especially important when one tries to bridge the study of industrial relations systems to the process of industrialization. One of the fundamental questions here is the relationship between the impact of technology as it emphasizes the universalistic trend of social change and the influence of cultural factors as it tends to keep the particularistic features of each society.

This author has already made it public a research plan to tackle the problems which would arise out of the gap between the technological development and cultural restraints. This paper tries to present a theoretical context for that study by way of reviewing major schools of thought about social change and evaluating the "industrialism" hypotheses from this point of view.

It is said that the problem of social change is one of the less developed areas in sociological theories. However, reviewing major theories of social change seems to show that most of them, if not all of them, have certain levels and scopes of validity in explaining the reality. It should be maintained, therefore, that the real question about the theoretical study of social change is not if these be the one theory of social change but if there be a theory of social change which enables to explain a specific case or process of social change.

With such a consideration in mind, this paper proceeds to evaluate the "industrialism" hypotheses as the most recent version of conversion hypothesis. It basically suggests that the process of industrialization, which is inevitable to any society to survive, tends to enforce universalistic features of the society, though it does not destroy particularistic aspects of a society completely. This process of conversion may not be one and only, but the final goal of social change is there.

What this hypotheses lacks is the measure to judge the meaning of actual change—a measure which should be applicable universalistically. Without it, it is theoretically unsound and practically untestable. A set of criteria, or pattern variables proposed by Parsons and Hoselitz, may be useful in this regard, though its usefulness is yet to be examined.

## A Note on English Old Poor Law—The Act of Settlements

by Takao Matsumura

In this paper, I concern myself with some problems relating to the so-called Act of Settlements (13 & 14 Charles II, chap. 12, 1662), which, according to S. & B. Webb, presents 'a puzzling enigma' to social historians. That A. Smith regarded the act as the obstruction to the 'free circulation of labour' made it famous. F. M. Eden's view was the contemporary opposite one which insisted that the actual effect and working of the act was slight, and nowadays the view of S. & B. Webb and D. Marshall which derived from Eden's is the accepted one. In this paper, rather than make a study of the effects of the act, I tried to show for what purpose and by whom the act was passed, by making use of the Report of George Coode Esq. to the Poor Law Board on the Law of Settlement and Removal of the Poor, 1851, in British Parliamentary Papers.

Firstly, it must be pointed out that the act of 1662 was not to establish a system of settlement but a system of removal. After the preamble to the law of settlement, which was called a 'classic example of legislative mendacity' by the Webbs, the clauses went on to regulate five strict conditions allowing people to settle in the other parishes. These are ① Forty days continuance, ② Any tenement under the yearly value of ten pounds, ③ The power of Justice to remove persons 'likely to be chargeable to the parish', ④ The giving of security, ⑤ Settlement certificates. The contradictory elements which the act contains can be attributed to the process by which the act was actually passed. That is to say, four distinct Bills relating to the relief of the poor appeared at the end of 1661 & the beginning of 1662 and were consolidated into one act by a committee which consisted of M. P.'s representatives constituencied in London, and passed in May 1662. Thus, we can assert that the main motive behind passing the act was to prevent the poor from coming into London and to remove the poor already in London.

## 次 号 目 次

### 限 界 革 命 百 年 記 念 特 集

#### 論 説

オーストリア学派の経済学方法論	気 賀 健 三
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価格決定における需要の役割	福 岡 正 夫
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