

Source: "Concerning Korean Personnel Management" (1943, compiled by the Sado Mining operations), original text

(Citation: Shigeru Nagasawa, (ed.), *Collection of Documents on the Wartime Forced Mobilization of Korean and Chinese Prisoners of War Vol.II: The Forced Mobilization of Koreans* (Document Edition), Ryokuinshobo, 1992, pp. 143-157).

東鐵部 第八五三號  
昭和十八年六月七日

東京鐵山監督局

大日本產業報國會長 水谷良一

東京地方鐵山部會

荻野折致 中野 恭谷

鐵山 鐵業權者 殿  
鐵業代理人

朝鮮人勞務管理研究協議會開催要綱

今般標記研究協議會ヲ別記要綱ニ依リ開催致スコト相成候ニ  
付テハ貴山ニ於テモ本趣旨ニ御賛同ノ上適任者（原則トシテ勞  
務担当者又ハ關係技術係員一名又ハ二名）參加セシメラルル様  
致度ニ付來ル六月十五日迄ニ參加者ノ職氏名左記ニ依リ報告相  
成度此段及案内候

44 41.09.10

記

朝鮮人勞務管理研究協議會開催要綱

- 一 開催期日 六月二十日前後二日間（確定次第追報ス）
- 二 會場 佐渡嶺山（新潟縣佐渡郡相川町）
- 三 趣旨

半島人勞務者ノ増加ニ伴ヒ之ガ勞務管理ノ如何ハ生産ニ及ボ  
ス影響極メテ大ナルモノ有之ニ鑑ミ茲ニ朝鮮人ノ勞務管理研  
究協議會ヲ開催シ其ノ萬全ヲ期セントス

四 研究協議事項

- (一) 朝鮮人勞務者ノ取扱ニ付テ（一般的取扱制度）
- (二) 朝鮮人勞務者ノ教育訓練方法及其ノ狀況ニ付テ
- (三) 朝鮮人勞務者雇傭（移駐）後ニ於ケル稼働狀況  
（能率、出勤）竝ニ動向ニ付テ

(四) 資金支拂及計算ノ方法ニ付テ

(五) 朝鮮人勞務者ノ福利厚生施設ニ付テ

(一) 宿舎ノ配置、設備並ニ附近環境、衛生、慰安娛樂設備等

(六) 朝鮮人逃亡及離散ノ原因並ニ之方防止對策ニ付テ

(七) 給與規正(食糧等)ニ關スル問題及之方解決方法ニ付テ

(八) 契約期間更改ノ有效方策

(九) 其ノ他右ニ關聯スル希望事項等ニ付テ

五 佐渡嶺山ニ於ケル朝鮮人勞務者管理狀況視察

六 參加者原則トシテ勞務担当者又ハ關係技術係員一名又ハ二名

七 經費

(一) 會場費ハ當嶺山部會ニ於テ負擔ス

(二) 參加者ノ旅費、宿泊費等ハ各嶺山ニ於テ負擔スルモノトス

八其ノ他

(一) 参加者ハ開催第一日午前八時マデ佐渡鐵山事務所ニ集合ノ

コト

便船時刻	新潟港	佐渡夷	新潟
	九一五發	一八〇〇着	發四三〇
	一六四五ノ	一九三〇ノ	ノ一五〇〇
			八一五着
			一五四五ノ

(二) 参加者ハ研究協議事項竝ニ之レニ意見及其ノ他ノ資料三部宛

宛六月十五日迄當局宛提出ノコト

(三) 宿泊ハ佐渡鐵山指定ノ旅館ニ依ルコト

(四) 研究協議會日程(予定)

第一日 自午前八時 至午後四時 視察

第二日 自午前八時 至午後二時? 研究協議

一、管理方針

(1) 一般的取扱方

移入當時ノ政府方針ニ從ヒ内鮮無差別取扱方針ナルモ民族性ヨリシテ常ニ可成リ引締メテ行ク要アリ、全國的勞務配置ニ付テモ量的ニハ行ク所迄行キタルヤノ觀アリ、今後ハ質的向上ニ全力ヲ注ギ能率増進ヲ圖ル要アルベシ特ニ半島勞務者ニ付テハ半島人ニ對スル徵兵制度ノ施行、義務教育ノ實施、半島内ニ於ケル愛國班（隣組）ノ活躍等アリテ、内地移入者ノ訓育ニ付テ放置セバ半島在住ノ者ヨリモ後レル虞アリ、獨リ從業員ノミナラズソノ家族ニ對シテモ眞ニ日本人タルノ訓育ヲナス要アリ

(2) 待遇

内地人ト全様ナルモ寮、社宅等ニ付キ充分ナル施設ヲナス反面「與ヘルモノハ與ヘ縮メル所ハ縮メル」ノ行キ方ヲ以テ之ニ當リ特ニ勤務狀況、性行等不良ナル者ニ對シテハ相當嚴重ナル態度ニテ臨ミ賞

罰ヲ明ニスル事ト致居ル

(ハ) 逃亡防止

(一) 逃亡原因

1. 自由放縱且浮動性アル性格ニヨル爲
2. 附和雷同性ニヨリ計画的逃亡者ニ引ヅラレル爲
3. 海來前ヨリノ計畫ニヨルモノ

(二) 防止意見

1. 官邊、事業主協力徹底的取締ノ強化
2. 朝鮮現地ノ近況（内地ノミ戰時生活ニ非ズ）ヲ充分認識セシメル事
3. 逃亡仲介者ヲ嚴罰ニ附スル事
4. 半島勞務者ニ對スル世人ノ安直ナル同情心ハ禁物ニテ世人ノ認識ヲ高メル事
5. 浮浪半島人ノ使用禁止ヲ嚴行セシメル事

### 二、管理ノ現況

- (イ) 移入数及移入後ノ減員實狀（別表第一表参照）
- (ロ) 收容狀況及稼働狀況（全 第二表）
- (ハ) 職種別人員（内地人トノ比率）（全 第三表）
- (ニ) 貯金及送金狀況（全 第四表）
- (六) 訓 育

移入時ハ輔導學級（上中下ノ三學級ニ分チ上級ハ國民學校四年修了程度以上ノ國語理解力アル者、中級ハ稍々國語ヲ理解スル者、初級ハ全然國語ヲ理解シ得ザル者トス）ヲ設ケ三ヶ月間國語教育ニ重點ヲ置キ併セテ規律訓練、禮儀作法等内地人生活ヘノ指導ニ努ムル外該期間中屢々講習會ヲ開催シ保安意識ノ徹底ヲ計ル外、就業前係員ヨリ種々操業上ノ注意ヲ與ヘ國民体操等ヲ指導ス

尙右ノ外惡習者ヲ一定場所（金剛塾）ニ收容シ特別訓育ヲ施ス

現在ハ各々收容個所別ニ教練ヲ實施シ規律訓練ニ資ス

三、賃金支拂及計算ノ方法

(1) 定メ方

半島勞務者中大部分ヲ占ムル坑内夫ニ付テハ内地人勞務者全様年齢  
 經驗等考慮シ業務ノ種類及難易ニ依リ豫メ査定セル請負單價ニ依リ其  
 ノ稼高ニ應ジ支給、極ク少數ノ坑外夫ニ付テハ定額給ヲ支給ス

(2) 支拂

賃金ハ月末ヲ以テ締切り採礦關係ハ翌月十日、其他ハ翌月六日ニ支  
 拂フ(内地人全様)

(3) 稼働獎勵方法

ノ精勤賞與 一ヶ月間ノ稼働成績ニ應ジ一日ニ付左ノ通り支給ス

坑外夫		坑内夫		區別
女	男	其他	鑿岩夫	
一〇	一五	二〇	二五	皆勤
八	一〇	一五	二〇	缺勤二日以内
五	八	一〇	一〇	稼働十七日以上
無	無	無	無	稼働十六日以下

2. 米價補給 扶養家族ノ多寡及稼働日數ニ應ジ一日ニ付キ左ノ  
通り支給

無又八三人以下 四人以上 六人以上

男 十錢 二十錢 三十錢

女(十六才未滿ノ男) 五錢 十錢 十五錢

3. 毎年六月及十二月ノ二回實績ニ應ジ勤勞賞與ヲ支給ス

4. 隨時出勤競争ヲ實施シ、優勝班ハ適當表彰ヲ行フ

5. 勤怠簿ヲ作成シ怠慢缺稼者ニ對スル出稼督勵等

6. 登退同坐長期欠稼者出欠不停ノモハ賃金支拂目等ハ健康現場、座局係算席下ニ本人ヲ  
四 福利厚生施設ノ概要呼出シ懇談訓育ヲス

#### (4) 生活補助

家族持勞務者ニハ社宅ノ無料貸與、共同浴場施設、米、味噌、醬油  
其他生活必需品ノ廉價配給(直營ノ購買會)及家族傷病ノ場合ノ診  
療(直營ノ醫局)等ヲ實施  
單身者ハ寄宿舍(相愛寮)三ヶ所ニ收容シ、會費ハ徴收セズ

食事ハ内地人全様ノ調理ニシテ食費ハ一日五十錢（實費トノ差額ハ會社負擔）

寢具ハ使用料一ヶ月一組五十錢徴收シテ會社ニテ貸與、光燃費、浴場費ハ會社負擔其他作業用品及衣服履物等日用品ノ購入拂下等ニ付テハ前記購買會ヲ通ジ廉價ニ行フ、尙右寄宿勞務者ニ對スル炊事ハ共同炊事場（營養配給所）ニ於テ之ヲ行ヒ蔬菜類等不足ノ折柄、之ガ補給ニ付テハ會社直轄農園ヲ經營シ蔬菜豚肉果實等ノ補給ヲナス

#### (四) 衛生

半島人特有ノ不潔ノ惡習ヲ是正スル爲ニ種々ノ施設ノ完備ヲ圖ルハ勿論、機會アル毎ニ衛生講話、清掃作業ヲ實施シ衛生觀念ノ普及ニ努ム

尙常設保安委員會ノ活動ニヨリ一般保健觀念ノ普及向上ヲ圖リ厚生体操ノ勵行、太陽燈浴射勵行、春秋二期大掃除ノ實施ノ外適時清掃實施、各種豫防注射ノ實施等積極消極兩面ニ於テ保健向上ニ資ス

(ハ) 協和會（産業報國會）

全従業員ヲ以テ組織セル協和會ニ入會セシメ従業員ノ親和、修養、給濟、境遇改善、能率並福祉増進等ヲ圖ル協和會ハ隨時映畫會講演會、遠足會、運動會（本年度ヨリ体鍊會トス）其他祭典催物ヲ開催シ尙各寄宿舎ニハ娛樂室ヲ設ケ雜誌、朝鮮將棋、蓄音機、ラヂオ等ヲ設付ケ慰安娛樂ト趣味ノ向上ニ努ムル外各種ノ救濟事業ヲ營ム

(ニ) 其他

勤続三ヶ月以上ニ及ビタル時ハ団体生命保險ニ加入セシメ各人在籍中ノ保險料ハ一切會社負擔シ萬一不幸アリタル場合保險金三百圓ヲ増呈ス、災害ニ對スル扶助、退職ノ場合ノ給與關係等ニツキ内鮮區別ナシ

五 給與規正（食糧等）ニ關スル問題

移入當時ハ一人一日一升程度ヲ普通トシ居リタルモ漸次減食セシメ特ニ配給米實施後ハ盛切り飯トナシ現在ハ配給米ノ特ニ不足ヲ來タセル場合ハ甘藷、大根、乾麵等ノ混食ニテ間ニ合ハセ居ル然シ乍ラ一般商賣ヨリ

ノ個人買ガ極度ニ窮屈トナリ來レル今日今少シ配給量増量ノ要アルベク  
特ニ新規移入者ニ對シテハ特ニソノ要アルベシ

#### 六 契約期間更改ノ有效方策

定著指導ニ關スル當所ノ方針ハ期間滿了者ニ就キ豫メ定著就勞指導會ヲ  
開催シ、各個ノ時局認識ヲ深メ定著就勞ノ國家的必要性ヲ充分了得セシ  
メ兎モ角全員繼續就勞ノ事トシ（然ラザレバ、半島人特有ノ附和雷同性  
ニアリ成難カシカルベシ）爾後各個ノ朝鮮現地家情柄、病弱者等歸鮮若  
ハ一時歸鮮不得已ル者ニ對シテハ朝鮮現地官邊並ニ地許警察署ト打合ノ  
上適時送還ノ事ト致居ル

尙繼續就勞手續終了者ニ對シテハ適當時期ニ各個ニ個人表彰狀ト相當ノ  
獎勵金ヲ授與シ繼續就勞ヲ獎勵シ居ルモ相當ノ效果アリト認メラル。

(第一表)

計	一七 三	一六 一〇	一六 六	一五 一二	一五 五	一五 二	年移 月入
	"	"	"	"	"	募集	又八 翰旋 募集
	哥 陽	論青 山陽	燕扶 岐余山	論扶 余山	公扶 州余山	論忠 山南	郡出 別身 道
(100.00)	79	127	153	300	248	98	移入 人數
	2"	2"	2"	3"	3"	3年	期間 雇傭
(0.99)	1	2	3		3	1	死亡
(14.73)	6	12	19	51	46	14	逃走
(0.59)		1	2	1		2	送還 公傷
(2.99)	2		4	6	10	8	送還 私症
(2.49)		1	3	3	12	6	送還 不良
(7.16)		5	5	31	29	2	一時 歸籍 轉出
(12.94)			24	74	31	1	數
(41.89)	9	21	60	166	131	34	計
(58.11)	70	106	93	134	117	64	現在
			濟		濟	濟	繼續 手續 就否

移入數及減員數

五月末日現在

(第二表)

宿舍別及稼働率  
五月末現在

稼働率	現在員	宿舍別
83%	117 116	山ノ神社宅
(93.1) 89.3	185 156	第一寮
(96.8) 87.3	157 135	第三寮
(95.1) 84.5	124 117	第四寮
	1	其他
	584 535	計

註 (一) 内ハ坑外夫ノ稼働率、稼働率ハ逃亡、一時歸鮮ヲ除ケル實員ノ稼働狀況ヲ示ス  
現在員欄中上記セルハ在籍ヲ示シ本記セルハ逃亡、一時歸鮮ヲ除ケル實在人員ヲ示ス

(第三表)

職種別  
五月末現在

内地人一人 ニ對スル比	内地人	半島人	職種
4.5	27	123	鑿岩
1.4	39	56	支柱
3.6	80	294	運搬
0.4	19	8	内運轉
2.8	17	49	外運搬
0.13	23	3	工作
0.46	46	27	整地
0.22	85	19	製礪
0.21	52	17	雑夫
	321		其他
0.82	709	584	計

(第四表)

賃金、貯金、送金狀況 (昭和十八年)

	最高	最低	平均	總額
五月分賃金	月收 二二一、〇三 (稼働廿八日)	全 六、七五 (全二日)	全 八〇、五六	四三七四四、二〇
四月分賃金	月收 一六九、九五 (稼働廿八日)	全 四、一八 (全一日)	全 八三、八八	四七三〇七、四一
四月分貯金	六〇、〇〇	四、〇〇	五、五六	三二六四、二〇
四月分送金	一〇〇、〇〇	一〇、〇〇	一四、六〇	八五六五、〇〇

### Commentary on “Concerning Korean Personnel Management”

This is a report that was submitted by the Sado mining operations to the “Committee on the Management of Korean Workers”, a gathering of personnel managers from mines nationwide that employed Korean workers, which was organized by the Tokyo Mining Supervisory Bureau and held on June 7, 1943, at the Sado mining operations. The report is recorded in the *Collection of Documents on the Wartime Forced Mobilization of Korean and Chinese Prisoners of War Vol.II: The Forced Mobilization of Koreans* (Document Edition), (editing and commentary by Shigeru Nagasawa, Ryokuinshobo, 1992).

It was first published in 1983 by Shigeru Nagasawa in issue 12 of *Studies in the History of Korean Residents in Japan* (Historical Research Committee on Japanese-Korean Movements (ed.), Evergreen Publishing) and has since been widely used by researchers. Mr. Nagasawa claims to have received this document “through the cooperation” of one Shizuo Suto, though he did not specify who this person was. The handwriting in the photo shows suggests that the document was in the possession of someone who participated in the Committee. As this report was also created based on internal documents of the Sado mining operations, it often overlaps with Hirai's account. However, unlike the *History of the Sado Mines*, it provides no account of the situation after June 1943.

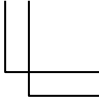
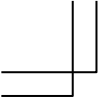
What this historical document reveals is that all Korean laborers hired to come work at the mines across six waves in the period between 1940 and 1942 were hired on a recruitment basis, as well as the total number of these workers. 98 were hired in February 1940, 248 in May, 300 in December, 153 in June 1941, 127 in October, and 79 in March 1942, for a total of 1,005. It is also clear that the contract period was three years for the first three waves of recruitment in 1940 and two years for the three waves from 41 to 42.

421 people left the Sado mines for various reasons, and as of the end of May 1943, 584 Korean workers remained (58%).

The reasons for leaving are also classified and accounted for. There were ten deaths, 148 runaways, six repatriations due to injuries sustained on the job, 30 repatriations due to non-work-related injuries, 25 repatriations for misdemeanors, 72 temporary returns to Korea, and 130 transfers.

Desertion was the most common, at about 15% (148 workers). However, the high number of runaways is not evidence of forced labor, as some have posited; most runaways simply sought other jobs offering better conditions. On the domestic islands, wages were skyrocketing as young men were drafted out of the workplace, and brokers began scouting Korean laborers.


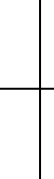
There are records of Korean workers who were arrested while trying to flee from Sado, which



show that they paid money to their co-workers and Japanese counterparts to assist them in their escape. In one case, they paid as much as ¥75 JPY (*Special Higher Police Monthly Report*, February 1943, p. 105), proving that the salaries Korean laborers at that time were paid were far from inadequate.

What I would like to focus on here is the 25 repatriations for misdemeanors. In other words, those who did not do their job efficiently were deported to Korea. If this was, in fact, forced labor, that would most certainly not have been the case. In a sense, for those who wanted to work in the Japanese home islands, “repatriation” would have been seen as a punishment.

In 1943, gold mining was suspended, with only the mining of copper for its use as a war material being permitted, and because there was a surplus of workers, Korean laborers were sent to construction sites in areas such as Saitama Prefecture.



In addition, the report also discloses the average, highest, and lowest monthly incomes. In April 1943, the average income was ¥83.88 JPY, the maximum was ¥169.95 JPY (28 days attendance), and the minimum was ¥4.18 JPY (1-day attendance). In May, the average was ¥80.56 JPY, the maximum was ¥221.03 JPY (28 days attendance), and the minimum was ¥6.75 JPY (2 days attendance). Since wages were calculated based on a piece-rate system, there was a considerable difference between the highest and lowest wages. However, considering that the starting salary of public elementary school teachers in Tokyo at the time was ¥50 to ¥60 JPY, these were quite substantial wages.