

Developing Process of JAWU Nissan Local's Policy on *Rinjiko*
(Temporary Workers) after the Outbreak of the Korean War :
From 1950 to the First Half Period of 1952

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Abstract : This paper deals with developing process of JAWU (All Japan Automobile Workers Union) Nissan Local's policy on "*Rinjiko*" (temporary workers) in chronological manner. After the outbreak of the Korean War in 1950, Nissan Motor Corp. needed massive numbers of workers (over 700) to process special procurement orders from the U.S. Army. Though Nissan Local insisted on them being employed not under the status of *Rinjiko*, but as "*Honko*" (permanent workers), the company started to employ them as *Rinjiko*. Local executives of Nissan Local opposed employment of *Rinjiko* because they thought it would threaten job security of union members, and worsen their working conditions. They, therefore, had no interest in fighting for better working conditions of the newly-employed *Rinjiko*. The rank and file members, however, who had close contact with *Rinjiko* on the shop floor and had come to know their poor working conditions began to insist upon solidarity with *Rinjiko* at the end of 1950. It was these voices from the members that made the Local committed to *Rinjiko* issues. While the executive committee of JAWU had no idea how to tackle *Rinjiko* issues, Nissan Local started to fight for better pay for *Rinjiko*, and to demand the company to convert them to status of *Honko* in 1951. It also protected their job security and educated them about policies of the union through meetings on the shop floor and union organs though they were not organized as union members as long as they remained *Rinjiko*. As the result of collective bargainings between the company and the Local, the *Rinjiko*'s wage increase rate was set to be almost the same as the *Honko*'s, and more than two hundred and eighty *Rinjiko* were converted to status of *Honko* by the summer of 1952.

Keywords : *Rinjiko* (temporary worker), JAWU, Nissan, automobile industry in Japan, labor history

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