

Recruiting Measures of Female Workers in Japanese Textile Industries in Modern Times : Relationship between Female Factory Workers and Labor Supply Contracting Agencies

Yutaka NISHINARITA

This paper examines the recruiting measures of female workers in the textile industries (the silk-reeling, cotton-spinning and textile manufacturing industries) that played important roles in Japanese industrialization in modern times. Female factory workers in the textile industries in modern times were typical expatriate laborers, all of them coming from poor farming families to work for the textile industries to supplement inadequate family incomes. The textile industries' managers hired them because, being young and poor, their labor costs were low. The managers utilized their labor to develop their textile management. The hiring of such female textile factory workers achieved a consensus between the farming families and the requirements of the management side. These relationships seemed to be spontaneously established. Existing studies have insufficiently examined the formation of this hiring relationship in the textile industries. This paper studies the actual conditions of the recruiting measures used by the mediators and labor supply contracting agencies that took young women from farming families, performed introductions and helped them to find a job at the various textile companies.