

Ministry of Health, Labour and Welfare



Organization

Ministry of
Health, Labour
and Welfare

Minister's Secretariat

Statistics and Information Department

Health Policy Bureau

Health Service Bureau

Pharmaceutical and Food Safety Bureau

Department of Food Safety

Labour Standards Bureau

Industrial Safety and Health Department

Workers' Compensation Department

Workers' Life Department

Employment Security Bureau

Employment Measures for the Elderly and
Persons with Disabilities Department

Human Resources Development Bureau

Equal Employment, Children and Families Bureau

Social Welfare and War Victims' Relief Bureau

Department of Health and Welfare for Persons with Disabilities



- Health and Welfare Bureau for the Elderly
- Health Insurance Bureau
- Pension Bureau
- Director-General for Policy Planning and Evaluation
- Regional Bureaus of Health and Welfare
- Prefectural Labour Bureaus
- Social Insurance Agency
- Central Labour Relations Commissions



Index

Current issues	4
Activities of Ministry of Health, Labour and Welfare	
Ministry's navigator, information base, and policy maker which supports the whole organization	6
Minister's Secretariat Statistics and Information Dept. Director-General for Policy Planning and Evaluation	
Protect life, Promote health care, ensure people's health and safety	6
Health Policy Bureau, Health Service Bureau, Dept of National Hospitals, Pharmaceutical and Food Safety Bureau, Dept of Food Safety Bureau, Dept of Food Safety	
Protect safe working conditions, secure employment and promotion of human resources development	8
Labour Standards Bureau, Industrial Safety and Health Dept, Workers' Compensation Dept, Workers' Life Dept, Employment Security Bureau, Employment Measures for the Elderly and Persons with Disabilities Dept, Human Resources Development Bureau	
Support Working women, protect the well-being of individuals to ensure self fulfilment and happiness and encourage mutual support	10
Equal Employment, Children and Families Bureau, Social Welfare and War Victims' Relief Bureau, Dept of Health and Welfare for Persons with Disabilities, Health and Welfare Bureau for the Elderly, Health Insurance Bureau, Pension Bureau	
Network system to implement the policy	12
Regional Bureau of Health and Welfare, Prefectural Labour Bureau, Social Insurance Agency, Central Labour Relations Commissions	
International contribution	13
Co-operation with other countries	
Names of Ministry of Health, Labour and Welfare Organizations and Positions	14



Message and Current issues

'From the cradle to the grave' is a phrase that describes the scope of our business well. The Ministry of Health, Labour and Welfare is closely related to the peoples' lives-from birth to employment to the security of old age. Our activities encompass various phases of life such as medical services, public health, the working environment, employment security, human resources development, child care, long-term Care, welfare and pensions.

In January 2001, the Central Ministries were restructured with the arrival of the new century. A new central ministry was established by integrating the Ministry of Health and Welfare and the Ministry of Labour in order to support people's life systematically.

The Ministry of Health, Labour and Welfare is committed to the development of policies that will bring "security" and "activity" to people's daily lives.



Social Welfare

- # Services for elderly people
- # Services for persons with disabilities

Social Security

- # Pension systems that will ensure income in elderly age
- # Medical insurance systems that will alleviate the burden of medical expenditure
- # Long term insurance to provide nursing care services
- # Public assistance systems that guarantee minimum standards

Public Hygiene

- # Appropriate medical services for diseases and injuries
- # Ensuring the safety of food, Water and medical supplies
- # Research into health science in order to make technological advances
- # Maternal and child health

Committed to Comprehensive and consistent policy implementation

- # Measures to address the declining birth rate
- # Realization of a society in which older people can lead active lives
- # Comprehensive social welfare and employment policies
- # A universal program to promote health in the workplace and In the communities

Working Environment

- # Policy planning to improve the working environment
- # Policy planning to ensure the health and safety of workers
- # Support to enable workers to lead active lives
- # Measurement to secure equal opportunity, equal treatment between men and women in employment, and support for part-time workers, industrial home workers, and tele-workers
- # Measures to support the harmonization of working and family life
- # Management of the worker's compensation system

Job Security

- # Promotion of employment
- # Employment of elderly people
- # Employment of persons with disabilities
- # Management of the employment insurance system

Human Resources Development

- # Promotion of human resources development that reacts to changes in the industrial system
- # Encouragement of workers' skill development under their own initiative
- # Development of skilled human resources that support industrial progress

Offer safety nets which
Provide stability and security
for people's lives

Support for the working generations
to lead in dependent lives

A social Security system covers people
throughout their lives and realization of active economic



Ministry's navigator, information base, and policy maker which supports the whole organization

Minister's Secretariat

Statistics and Information Department

This Department's work includes planning, implementing and analysing various statistics on population, health, social welfare, employment, wages/working hours etc., which are required for the business of Ministry of Health, Labour and Welfare. The planning and development of information systems to deploy IT oriented business in the Ministry is also part of its work.

Director-General for Policy Planning and Evaluation

This Bureau is responsible for the comprehensive basic policy Planning of the Ministry of Health Labour and Welfare. This means developing general social security, labour and employment policy and evaluating policies with the aim of ensuring that the appropriate administrative systems respond to people's needs.

It also edits the annual reports on the health, labour and welfare administration because it is important to be aware of the public's understanding in order to improve policies.

In order to respond to the enormous changes in the economic society systems of our country, the bureau also analyses general economic issues and executes population policy. The assurance of fundamental labour rights and the adjustment of labour relations in order to keep the relation between labour and management stable is also one of its activities.

Protect life, promote health care, ensure people's health and safety

Health Policy Bureau

The Health Policy Bureau is working to plan and design medical policy that will ensure that qualified and effective medical services are available for people suffering from disease or injury. This includes securing doctors, dentists and nurses of high calibre, reinforcing hospitals and sanatoriums and promoting medical services that are based on "informed consent" policies that give Patients appropriate explanations.

It is also supporting research and development and

Industries in the field of medical supplies and medical devices which are indispensable for future medical services.



Health Service Bureau

The Health Service Bureau promotes local health-care through health centers. It is working to control infectious diseases (Ebola Hemorrhagic Fever, Aids, tuberculosis, etc), lifestyle-related diseases (cancers, diabetes, etc), and other areas such as incurable diseases, allergies, as well as the deployment of appropriate organ transplantations. It also works to ensure that people are able to lead hygienic and comfortable lives by enforcing hygienic practices in public places such as restaurants, bars, hairdressers/barbers, laundry shops and hotels and by ensuring safe, high-quality water supply.

Pharmaceutical and Food Safety Bureau

The work of this Bureau involves controlling the production and sales of drugs, quasi-drugs, cosmetics and medical devices, and collecting/offering information on adverse reactions from products in order to ensure effectiveness and safety. It also contributes to the healthy life of society by: controlling narcotics/Stimulant abuse, and ensuring Chemical safety.

Department of Food Safety

The Department of Food Safety is working to prevent food poisoning and develop regulations and standards for food additives and pesticide residues. It also enforces hygienic standards for food producing facilities and carries out inspections and gives guidance for ensuring safety of foods in the market through local governments and quarantine stations. Another aspect of the Department's work is checking the safety of genetically modified foods and publicizing information on the administrative responsibilities of food safety. It is also promoting the approval system for food with health claims to support people to lead a healthy lifestyle.



Labour Standards Bureau

The Labour Standards Bureau secures and improves working conditions, (including wages and working hours), to ensure that workers are able to lead healthy and comfortable lives.

It also supports the arbitration process between employers and individual workers on matters of dismissals and changes in positions through prefectural labour bureaus.

Another aspect of the bureau's work is to offer workers appropriate compensation packages and make general plans to secure the workers stable lives.

It is also in charge of the administration to collect labour insurance premium.

Industrial Safety and Health Department

In order to ensure a working environment which is safe and healthy, the Industrial Safety and Health Department is deploying the Industrial accident prevention plan, It is also working to prevent occupational diseases and to promote healthy working environments for all.

Workers' Compensation Department

This Department is working to support workers and bereaved families who have been the victims of industrial accidents by offering them immediate compensation.

It is also enforcing the general rehabilitation plan for workers who have suffered industrial accidents and providing nursing care-centers for those workers seriously injured at work.

Workers' Life Department

The Workers' Life Department promotes the workers' property accumulation scheme, encourages the participation of workers in voluntary activities and is introducing tele-working systems in order to realize comfortable and stable life for workers.

It also works to support workers in small and middle sized enterprises by promoting mutual retirement allowance systems and welfare services centers for them.



Employment Security Bureau

To cope with the current severe employment situation, the Employment Security Bureau is taking positive measures. These are not only for employment creation and stabilization, but also for the smooth reemployment of workers, employment creation in the newly born industries and to bridge the gap between supply and demand in the labour market. These measures will relieve people's anxieties about future unemployment, and again create a society with hope and vitality.

Employment Measures for the Elderly and Persons with Disabilities Department

In order to maintain the active economic systems of this country under this unprecedented trend towards the aged society, it is indispensable to build an environment where people can keep on working as long as they have the desire and the ability.

To this end, this Department is promoting raised retirement ages and continual employment systems, supporting re-employment and ensuring various job opportunities.

It is also supporting people with disabilities to participate in social activities through working by deploying the Employment Quota System and other schemes

Human Resources Development Bureau

This Bureau is implementing the human resources development policies which deal with changes in the industrial systems brought about by technical innovation advances, Changes in economic and social trends such as the diversification in working styles and attitudes and the changes in the current employment situation. It also aims to secure employment opportunities through the promotion of human resources development undertaken by workers themselves, supporting training programs conducted by employers, Strengthening public vocational training programs, establishing vocational ability evaluation systems and promoting trade skills in order to create a society in which each individual can upgrade their vocational abilities and sufficiently display these abilities.

The Bureau recognizes the human resources development contributes to the international society, Therefore, it is participating in international cooperation related to human resource development



Support Working women, protect the well-being of individuals to ensure self fulfilment
And happiness and encourage mutual support

Equal Employment, Children and Families Bureau

The Equal Employment, Children and Families Bureau is carrying out comprehensive measures to create a society where both men and women can jointly participate in activities at their places of work, at home and in their communities. These include measures designed to secure equal employment opportunities for men and women and their fair treatment, support for individuals who want to pursue a family life and a career, and to promote part-time work, industrial home work and tele-working. The Bureau is also promoting measures for welfare, health insurance medical care and various allowances for children and families. These measures are specifically aimed at coping with the rapidly declining birth rate, supporting child-care. By offering nursing Services to help prevent child abuse, helping fatherless Families and widows become independent, assisting in the healthy growth of children, providing Child Allowance and working for maternal and child healthcare.

Social Welfare and War Victims' Relief Bureau

This Bureau is working towards the planning and managing the basic systems common in each area of social welfare including the social welfare foundation system, welfare offices, community chests, securing human resources for social Welfare business and consolidating the volunteer activities infrastructure. Its public assistance services are wide-ranging and include the planning and management of the welfare system, measures against the homeless issues, and administrative guidance for consumers cooperative, etc. While organizing the memorial service for fallen soldiers at WWII, the bureau also manages programs such as the recovery of the remains of the war dead abroad and pilgrimages. The bureau also offers medical care services and pension to the war wounded and bereaved families, and supports the efforts of war-displaced Japanese left in China to return to Japan and to become self-sufficient.



Department of Health and Welfare for Persons with Disabilities

This Department aims to realize “the normalization”, a society where persons with disabilities are able to lead active lives in the community, and health and welfare plans are made for them. These activities include: deploying welfare services that are based on “The Government Action Plan for Persons with Disabilities”; building systems to utilize the new welfare Services for persons with disabilities; securing appropriate mental care services which consider the human rights of persons with mental disabilities and promoting opportunities for persons with disabilities to participate in social activities.

Health and Welfare Bureau for the Elderly

In order to help elderly people lead an independent, dignified lives and to participate in social activities in an aging society, this Bureau manages the smooth implementation of the long-term care insurance system. It is also working to implement the provisions contained in “The Gold Plan 21” which includes: work to consolidate the infrastructure of long-term care services; developing measures to help guard against lives that are dependent on care and assistance and promoting various projects for elderly to help them obtain a high quality of life.

Health Insurance Bureau

The Health Insurance Bureau’s work includes the planning and establishing of various medical insurance systems such as Employees’ Health Insurance, National Health Insurance, Seamen’s Insurance and Health service system for the Elderly. It aims to ensure that all the people in this country can be insured and sustain these systems in the long term (the universal health insurance system). This has become of particular importance in the face of an aging society.

Pension Bureau

The Pension Bureau is working to establish public pension systems such as Employees’ Pension Insurance, National Pension and aims to establish a reliable pension systems which will provide adequate support to elderly people.

It is also trying to consolidate corporate pension schemes which will supplement public pensions.

The planning of the management and investment system, which is including public and private pension funds, is also one of its activities.



Regional Bureau of Health and Welfare

The work of the Regional Bureau concentrates on the execution of regional health and welfare administration. This includes: the administration of National Hospitals/National Sanatoriums, administration to control the ingredients of narcotics, tranquilizers, hemp, opium, Stimulants; spot inspections on the special functional hospitals; Supervision of medical affairs; approval of HACCP; advice to and supervision of social welfare business; schools for dietitians and social care-workers, and health insurance association/employees' pension fund/national pension fund.

Prefectural Labour Bureau

As a general labour administration organization, the Prefectural Labour Bureau offers a range of services such as labour standards, employment security, and equal employment. These public services are carried out in corporation with the regional labour standards inspection office and the employment security office.

Social Insurance Agency

The Social Insurance Agency, an external bureau of the Ministry of Health, Labour and Welfare, deals with the matters related to the National Pension, the Employees' Pension Insurance, the Government-managed Employees' Health Insurance, and the Seamen's Insurance. The Agency has offices across Japan which carry out a number of functions such as management of records of the insured persons, contribution collection, entitlement of pension benefits and offering consultation service about pension. Its operation is supported by an exclusive data communication circuit called "Social Insurance on-Line system".

Central Labour Relations Commissions

The Central Labour Relations Commissions are one part of the labour commissions that are required by Labour Union Law. It is an external bureau consisting of public members, employer members and labour members. The Commissions are working to help settle conflicts between labour unions and companies by making adjustments to the labour dispute process (using conciliation, mediation, and arbitration), examining union qualifications and unfair labour practice based on Labour Union Law, Labour Relation Adjustment law, Labour Relations Law in National Enterprises and Specified Independent Administrative Institutions. Under the Central Labour Relations Commissions, executive offices are established, and a director-general and their staff support the members.



International Affairs Division, Minister's Secretariat

The progress of economic globalization has necessitated further international commitment in the health, labour and welfare administration.

Firstly, We conduct activities through the international organizations In the field of health and medical care, we Support WHO and other organizations to conduct Japan's priority activities, namely the control of infectious diseases such as HIV/AIDS, TB, malaria, and pandemic influenza.

In labour policy areas, We are fully supporting the activities of ILO. Through ILO, Japan is dedicated to technical cooperation aiming to Promote employment, gender equality and to improve working conditions. We are actively participating in the OECD works such as international comparative study or survey, peer review, etc. in the field of healthcare, labour and social policies.

Secondly, we provide bilateral cooperation for the Asian and other developing countries. Our international contribution is made to the development of human resources by dispatching experts and receiving trainees from other countries in the field of health, Water supplies, social security and so forth. We are promoting and building the foundation for partnership in the field of social welfare and health between ASEAN, countries and Japan.

The ASEAN & Japan High Level officials Meeting On Caring Societies has been organized for this purpose since 2003. We are now carrying out the joint Project with ASEAN in labour fields.

We are also contributing to international activities to cultivate the personnel in the developing countries. We contribute to the fields of Human Resources Development and Health through APEC.

Thirdly, we negotiate many economic issues with the foreign countries. The field of issues to be discussed has become wider. We deal with issues on pharmaceuticals, medical devices and food imports We also have committed ourselves to the negotiations in the field of service trade of WTO, and bilateral talks with specified countries for the conclusion of Economic Partnership Agreement (EPA).

Fourthly, We interact with the developed countries. we share and exchange the views, experiences and knowledge with other developed countries in many occasions including G8 Employment Summit (Meeting of Labour Ministers). We also have regular policy dialogues and bilateral cooperation with several advanced countries.



Names of Ministry of Health, Labour and Welfare Organizations and Positions

厚生労働省 Ministry of Health, Labour and Welfare

大臣官房 Minister's Secretariat

- 人事課 Personnel Division
- 総務課 General Coordination Division
- 会計課 Finance Division
- 地方課 Regional Bureau Administration Division
- 国際課 International Affairs Division
- 厚生科学課 Health Science Division

統計情報部 Statistics and Information Department

- 企画課 Policy Planning Division
- 人口動態・保健統計課 Vital and Health Statistics Division
- 社会統計課 Social Statistics Division
- 雇用統計課 Employment Statistics Division
- 賃金福祉統計課 Wages and Labour Welfare Statistics Division

医政局 Health Policy Bureau

- 総務課 General Affairs Division
- 指導課 Guidance of Medical Service Division
- 医事課 Medical Professions Division
- 歯科保健課 Dental Health Division
- 看護課 Nursing Division
- 経済課 Economic Affairs Division
- 研究開発振興課 Research and Development Division
- 国立病院課 National Hospitals Division

健康局 Health Service Bureau

- 総務課 General Affairs Division
- 疾病対策課 Specific Diseases Control Division
- 結核感染症課 Tuberculosis and Infectious Diseases Control Division
- 生活衛生課 Environmental Health Division
- 水道課 Water Supply Division

医薬食品局 Pharmaceutical and Food Safety Bureau

- 総務課 General Affairs Division
- 審査管理課 Evaluation and Licensing Division
- 安全対策課 Safety Division
- 監視指導・麻薬対策課 Compliance and Narcotics Division
- 血液対策課 Blood and Blood Products Division

食品安全部 Department of Food Safety

- 企画情報課 Policy Planning and Communication Division
- 基準審査課 Standards and Evaluation Division
- 監視安全課 Inspection and Safety Division

労働基準局 Labour Standards Bureau

- 総務課 General Affairs Division
- 監督課 Inspection Division
- 労働保険徴収課 Labour Insurance Contribution Levy Division

安全衛生部 Industrial Safety and Health Department

- 計画課 Policy Planning Division
- 安全課 Safety Division
- 労働衛生課 Industrial Health Division
- 化学物質対策課 Chemical Hazards Control Division

労災補償部 Worker's Compensation Department

- 労災管理課 Workers' Compensation Administration Division
- 補償課 Compensation Division
- 労災保険業務室 Compensation Operation Office

勤労者生活部 Workers' Life Department

- 企画課 Policy Planning Division
- 勤労者生活課 Workers' Life Division



職業安定局 *Employment Security Bureau*

総務課 General Affairs Division
雇用政策課 Employment Policy Division
雇用開発課 Employment Development Division
雇用保険課 Employment Insurance Division
需給調整事業課 Demand and Supply Adjustment Division
外国人雇用対策課 Foreign Workers' Affairs Division
労働市場センター業務室 Labour Market Center Operations Office

高齢・障害者雇用対策部 *Employment Measures for the Elderly and Persons with Disabilities Department*

企画課 Policy Planning Division
高齢者雇用対策課 Employment Measures for the Elderly Division
障害者雇用対策課 Employment Measures for Persons with Disabilities Division

職業能力開発局 *Human Resource Development Bureau*

総務課 General Affairs Division
能力開発課 Human Resources Development Division
育成支援課 Vocational Training Promotion Division
能力評価課 Vocational Ability Evaluation Division
海外協力課 Overseas Cooperation Division

雇用均等・児童家庭局 *Equal Employment, Children and Families Bureau*

総務課 General Affairs Division
雇用均等政策課 Equal Employment Policy Division
職業家庭両立課 Work and Family Harmonization Division
短時間・在宅労働課 Part-time Work and Home Work Division
家庭福祉課 Family Welfare Division
育成環境課 Child-rearing Promotion Division
保育課 Day Care Division
母子保健課 Maternal and Child Health Division

社会・援護局 *Social Welfare and War Victims' Relief Bureau*

総務課 General Affairs Division
保護課 Public Assistance Division
地域福祉課 Community Welfare and Services Division
福祉基盤課 Welfare Promotion Division
援護企画課 Planning Division of War Victims' Relief
援護課 Relief Division
業務課 Record Division

障害保健福祉部 *Department of Health and Welfare for Persons with Disabilities*

企画課 Policy Planning Division
障害福祉課 Welfare Division for Persons with Disabilities
精神・障害保健課 Mental Health and Disability Health Division

老健局 *Health and Welfare Bureau for the Elderly*

総務課 General Affairs Division
介護保険課 Long-term Care Insurance Division
計画課 Health Planning Division
振興課 Promotion Division
老人保健課 Division of the Health for the Elderly

保険局 *Health Insurance Bureau*

総務課 General Affairs Division
保険課 Employees' Health Insurance Division
国民健康保険課 National Health Insurance Division
医療課 Medical Economics Division
調査課 Actuarial Research Division



年金局 Pension Bureau

- 総務課 General Affairs Division
- 年金課 Pension Division
- 国際年金課 International Pension Division
- 企業年金国民年金基金課 Corporate Pension and National Pension Fund Division
- 数理課 Actuarial Affairs Division

政策統括官 Director-General for Policy Planning and Evaluation

- 参事官 Counsellor
- 政策評価官 Counsellor for Policy Evaluation

社会保険庁 Social Insurance Agency

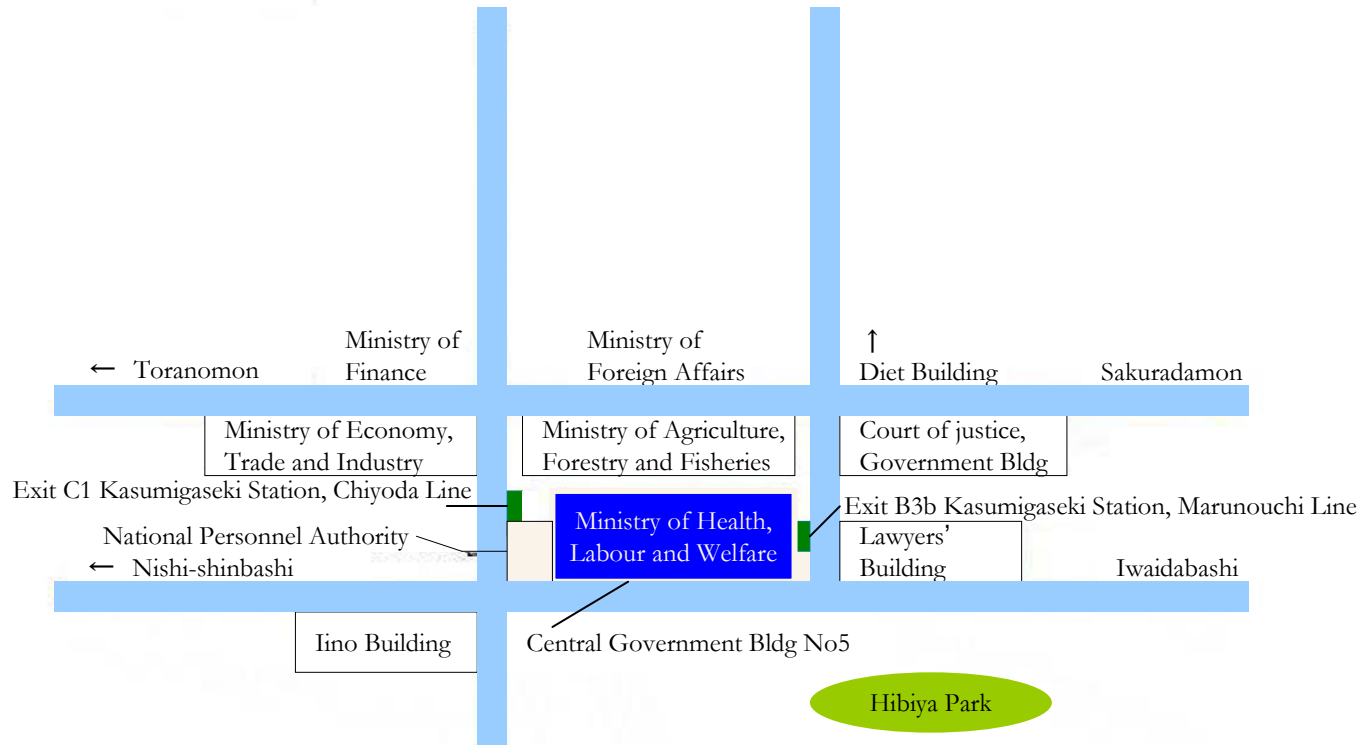
- 総務部 General Affairs Department
- 総務課 General Affairs Division
- 職員課 Personnel Affairs Division
- 経理課 Accounts Division
- 運営部 Administration Department
- 企画課 Planning Division
- サービス推進課 Customer Service Promotion Division
- 年金保険課 Pension Insurance Division

中央労働委員会 Central Labour Relations Commission

- 事務局 Secretariat
- 総務課 General Affairs Division
- 審査課 Examination Division
- 審査総括官 General Examiner
- 調整第一課 First Adjustment Division
- 調整第二課 Second Adjustment Division
- 調整第三課 Third Adjustment Division



Guide Chart



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