



## PRESS RELEASE

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Fukushima Prefectural Labour Bureau  
Ministry of Health, Labour and Welfare

Administrator

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### Results of supervision and instruction activities for employers of decommissioning workers at the TEPCO Fukushima Daiichi Nuclear Power Plant and employers of decontamination workers in Fukushima Prefecture (January to June 2017)

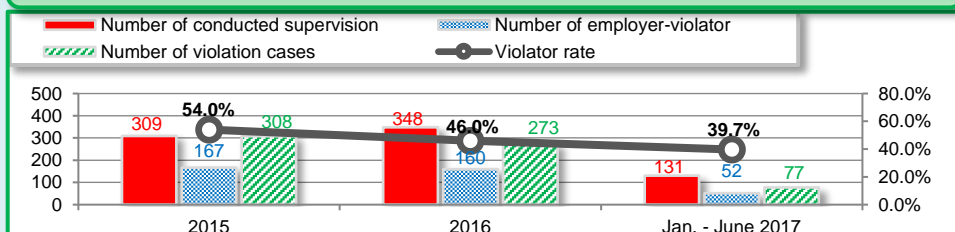
The Fukushima Prefectural Labour Bureau (Director: Yukio Shimauro) presents the summarized results of supervision and instruction activities conducted during the six-month period from January to June 2017. The workplaces where violations of labour standards-related laws and ordinances were found at the time of supervision and instruction have been instructed to correct the violations, and the status of corrections and improvements thereafter has been checked and confirmed.

#### Overview of results of supervision and instruction (Jan. – June 2017)

##### 1 Results of supervision and instruction activities for employers of decommissioning workers (\*See Materials 1 & 2-1 for further details)

- The number of employers for whom supervision has been conducted: **131**  
Among the above, the number of employers that violated the laws and regulations related to labour standards: **52**  
Violator rate: **39.7%** (Safety/health-related: **16.1%**, Working conditions-related: **59.4%**)
- The number of violation cases: **77**  
Safety/health-related: **15** (Instructions by primary contractor to subcontractor, operation plans that involve forklift work, etc.)  
Working conditions-related: **62** (Payment of premium wages, preparation of wage ledger, clarification of working conditions, etc.)

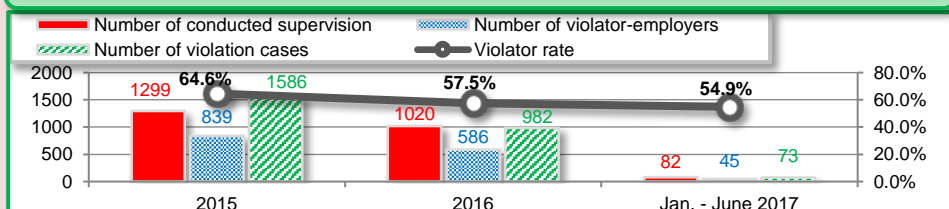
Trend in the numbers of conducted supervisions, violating employers, violation cases and violator rate



##### 2 Results of supervision and instruction activities for employers of decontamination workers (\* See Materials 1 & 2&2 for further details)

- The number of employers for whom supervision has been conducted: **82**  
Among the above, the number of employers that violated the laws and regulations related to labour standards: **45**  
Violator rate: **54.9%** (Safety/health-related: **53.7%**, Working conditions-related: **60.0%**)
- The number of violation cases: **73**  
Safety/health-related: **58** (Instructions by primary contractor to subcontractor, preliminary investigation of worksite, etc.)  
Working conditions-related: **15** (Payment of premium wages, preparation of wage ledger, statutory working hours, etc.)

Trend in the numbers of conducted supervisions, violating employers, violation cases and violator rate

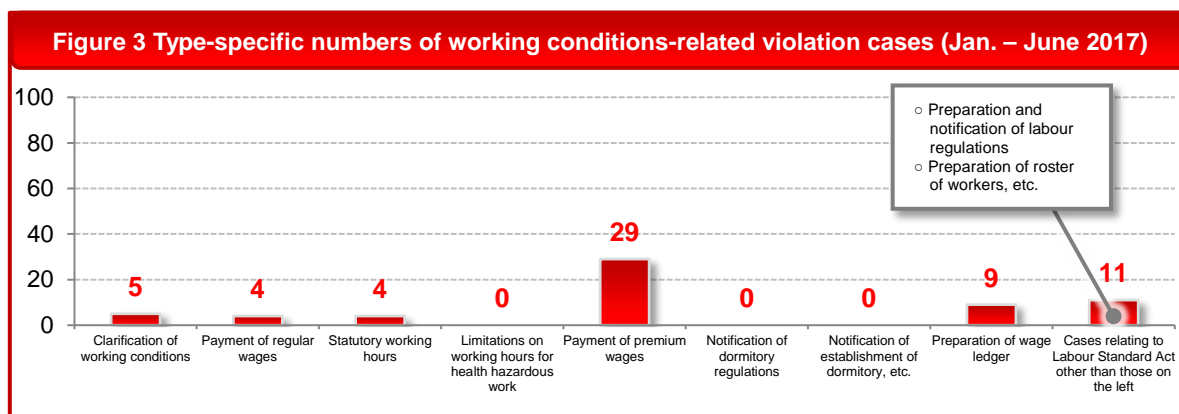
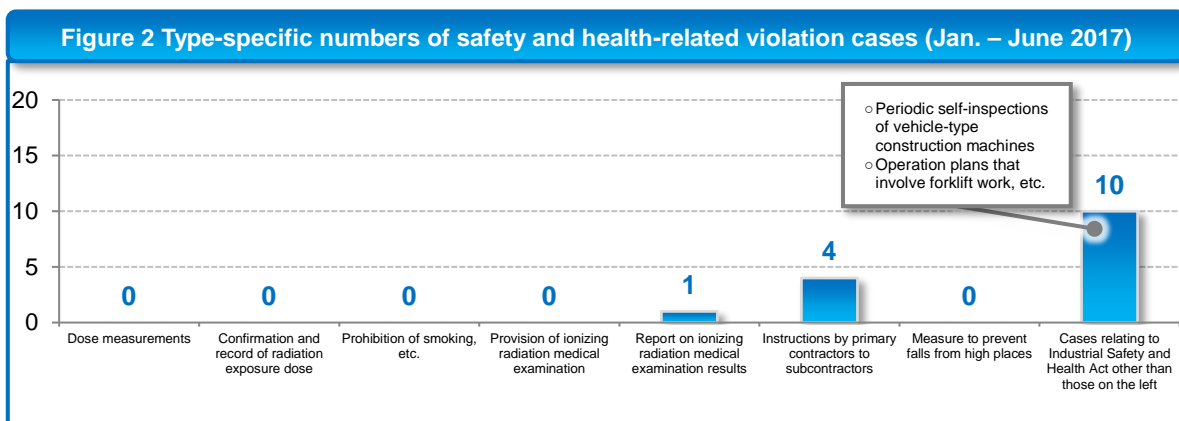
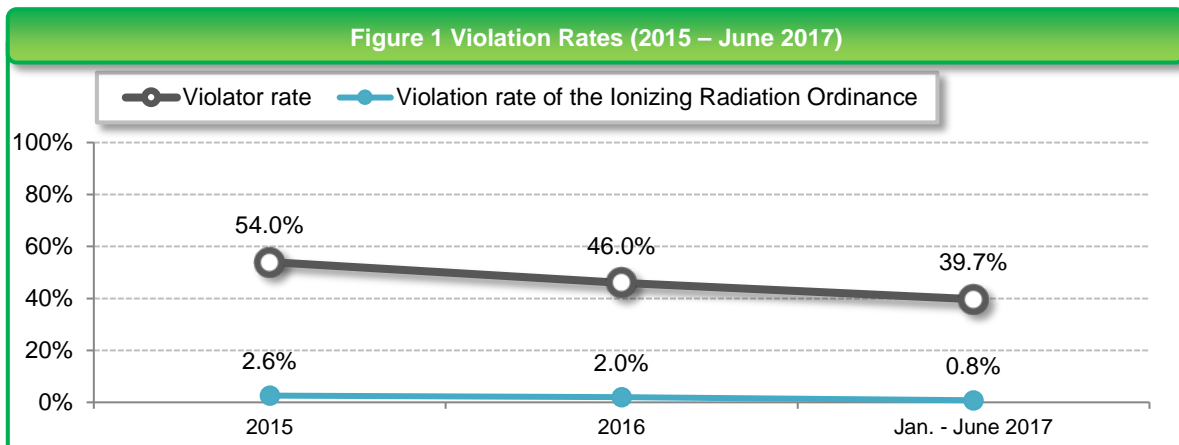


**1 Results of supervision and instruction activities for employers of decommissioning workers (January to June 2017)**

Supervision and instruction activities were conducted on 131 employers, among which 52 were found to have violated the laws and regulations related to Labour Standards Acts, and the number of violation cases was 77 (Refer to Table 1 of Material 2-1).

Safety and health-related violator rate was 16.1%, working conditions-related violator rate was 59.4%, and the overall violator rate was 39.7%.

Figures 1 through 3 show the violation rates, type-specific case numbers of safety and health-related violations and working conditions-related violations.



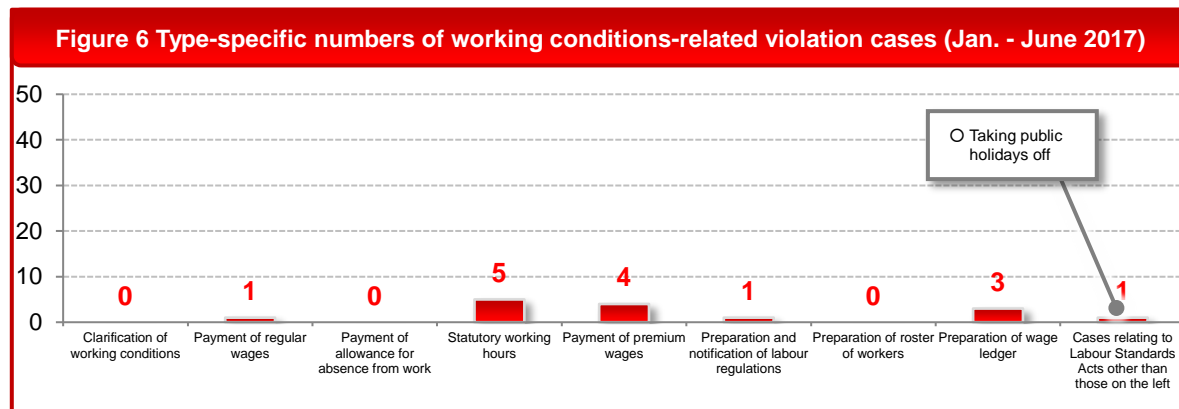
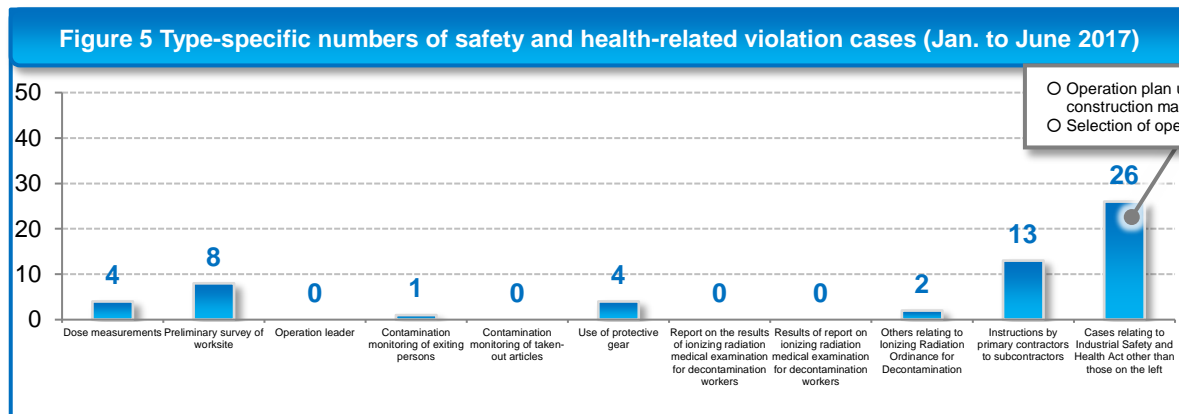
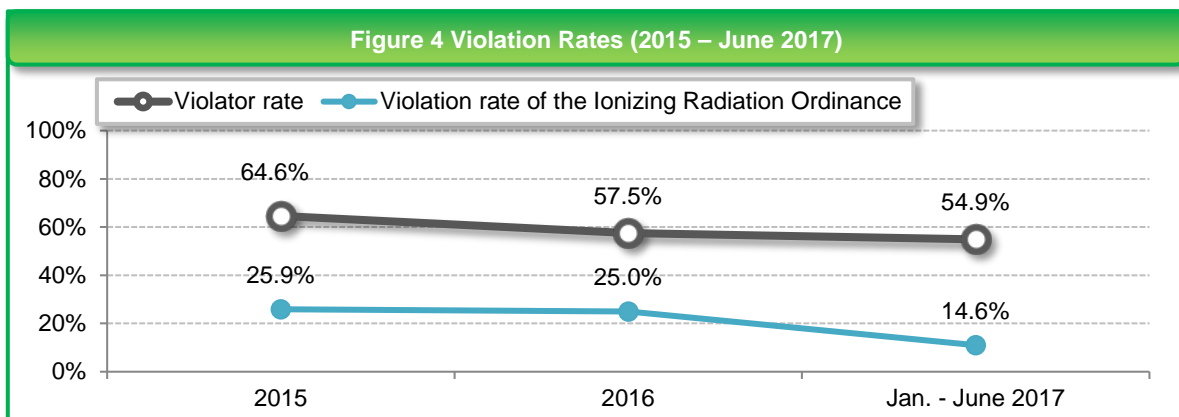
## 2 Results of supervision and instruction activities for employers of decontamination workers (January to June 2017)

Supervision and instruction activities were conducted on 82 employers, among which 45 were found to have violated the laws and regulations related to labour standards, and the number of violation cases was 73 (Refer to Table 3 of Material 2-2).

Safety and health-related violator rate was 53.7%, working conditions-related violator rate was 60.0%, and the overall rate was 54.9% (Refer to Table 3 of Material 2-2).

When the violation rate is classified by types of ordering agency, violation rate of the work sites ordered by the Government was 26.9% and that of the work sites ordered by municipal authorities was 67.9% (Refer to Table 5 of Material 2-2).

Figures 4 through 6 show the violation rates, type-specific case numbers of safety and health-related violations and working conditions-related violations.



### 3 Major violation cases (Jan. to June 2017)

#### <Decommissioning work>

##### (1) Safety and health-related

- Instructions by primary contractor to subcontractor (Article 29 of the Industrial Safety and Health Act)

Primary contractors are responsible for instructing their subcontractors not to violate any laws (violations include the failure to promptly submit the report on results of the ionizing radiation medical examination to the Labour Standards Inspection Office having jurisdiction). However, their instructions were not adequate.

- Operation plans that involve forklift use (Article 151-3 of the Ordinance on Industrial Safety and Health)

Operation plans for works that involve forklift use, which are developed to accommodate the area, geography, floor type and configuration, etc. of the work site, were not established.

- Periodic self-inspections of vehicle-type construction machines (Article 167 of the Ordinance on Industrial Safety and Health)

Self-inspections were not conducted periodically on vehicle-type construction machines for the items that must be inspected at least once a year as stipulated by the Ordinance of the Ministry of Health, Labour and Welfare.

##### (2) Working conditions-related

- Payment of premium wages (Article 37 of the Labour Standards Act)

(i) No premium wages, calculated at no less than 25% of the rate for ordinary working hours, were paid for overtime work performed exceeding ordinary working hours of 40 hours a week.

(ii) When calculating the unit rate of premium wages, various allowances were excluded.

(iii) No premium wages, calculated at no less than 25% of the rate for ordinary working hours, were paid for late-night work performed between 10:00 p.m. and 5:00 a.m.

- Preparation of wage ledger (Article 108 of the Labour Standards Act)

The wage ledger did not have a record of working hours.

- Clarification of working conditions (Article 15 of the Labour Standards Act)

At the time of employment of workers, the document of working conditions (Notice of Working Conditions) did not mention requirements for overtime work, payment method of wages and so on.

- Statutory working hours (Article 32 of the Labour Standards Act)

(i) Overtime work was carried out beyond the upper limit (45 hours / month) stipulated by labor-management agreements (agreements as described in Article 36 of said Act) on overtime work and holiday work (57 hours / month).

(ii) Workers were forced to work more than 8 hours a day and/or 40 hours a week without conclusion and notification of agreements as described in Article 36 of said Act.

## <Decontamination work>

### (1) Safety and health-related

- Instructions by primary contractor to subcontractor (Article 29 of the Industrial Safety and Health Act)

Primary contractors are responsible for instructing their subcontractors not to violate any laws (violations include the prohibition of eating and drinking at work areas during decontamination and other operations where there is a risk of ingesting orally or inhaling radioactive substances due to the accident). However, their instructions were not adequate.

- Preliminary survey of work areas (Article 7 of the Ionizing Radiation Ordinance for Decontamination)

Preliminary survey of radioactivity concentration of soil subject to removal was not conducted.

- Dose measurements (Article 5 of the Ionizing Radiation Ordinance for Decontamination)

Each worker wore a dosimeter to measure the external radiation exposure of all workers, but one of the workers left his device in the car and was not wearing one.

- Use of protective gear (Article 16 of the Ionizing Radiation Ordinance for Decontamination)

Decontamination workers were instructed to wear a dust mask in principle, but several workers were wearing surgical masks.

- Operation plan for vehicle-type construction machines (Article 155 of the Ordinance on Industrial Safety and Health)

Operation plans that accommodate the results of the work area survey including geography were not established prior to conducting operations that use vehicle-type construction machines.

### (2) Working conditions-related

- Payment of premium wages (Article 37 of the Labour Standards Act)

(i) No premium wages, calculated at no less than 25% of the rate for ordinary working hours, were paid for overtime work carried out exceeding ordinary working hours of 40 hours a week.

(ii) When calculating the unit rate of premium wages, various allowances were excluded.

(iii) The unit rate of premium wages for overtime was lower than the rightful unit rate because it was calculated based on 8 hours instead of the predetermined ordinary working hours of 7 hours.

- Preparation of wage ledger (Article 108 of the Labour Standards Act)

The wage ledger did not have a record of working days and overtime working hours.

- Statutory working hours (Article 32 of the Labour Standards Act)

Workers were forced to work more than 40 hours a week without conclusion and notification of the agreements as described in Article 36 of said Act.

## **4 Past major efforts (January to June 2017) and future action**

### **(1) Decommissioning work-related**

#### **(i) Major efforts**

- a. Demanded TEPCO to take thorough preventive measures against heat stroke (2 June)
- b. Demanded primary contractors to take thorough preventive measures against heat stroke (2 June)
- c. Held instruction meetings for decommissioning contractors on legal compliance (4 times in total on 14 and 16 March)
- d. Attended the “Committee on measures for industrial safety and health in the Fukushima Prefecture safety monitoring council on nuclear power plant decommissioning” (24 January and 29 May, 4 times a year)
- e. Attended the “On-site coordinating meeting for decommissioning and contaminated water” (once every month)

#### **(ii) Future action**

We will continue necessary instruction activities for employers of workers engaged in decommissioning with regard to the implementation of safety and health measures in accordance with applicable laws and regulations and **“Guidelines on occupational safety and health management at the TEPCO Fukushima Daiichi Nuclear Power Plant”**.

We will also make efforts to notify all employers on the site about the laws and regulations regarding workers’ health management and working conditions, and to aggressively promote legal compliance with higher priority on the supervision and instruction of measures concerning working conditions including the payment of premium wages.

### **(2) Decontamination work-related**

#### **(i) Major efforts**

- a. Held briefings regarding the Ionizing Radiation Ordinance for Decontamination and other regulations for Fukushima Prefecture staff members in charge of decontamination (25 May)
- b. Made a presentation on the Ionizing Radiation Ordinance for Decontamination and on other topics at “The 1st Special Workshop for Municipalities, 2017” (25 May)
- c. Demanded at the meeting of the “Council on work monitoring and accident prevention measures, Fukushima Office for Environmental Restoration” (title at the time) that the Fukushima Regional Environmental Office and Fukushima Prefecture take measures for the prevention of accidents (29 May)
- d. Demanded ordering agencies and accident prevention organizations to take thorough preventive measures against heat stroke (1 June)
- e. Held a liaison meeting among the parties involved in construction work in Fukushima Prefecture (13 June)
- f. Patrolled the decontamination work sites, jointly with the Fukushima Prefectural Labour Bureau, Fukushima Regional Environmental Office and Fukushima Prefecture (20 June)

#### **(ii) Future action**

As decontamination work in the specified reconstruction and recovery zones is expected to shift into full gear, we will continue necessary instruction activities for employers of workers engaged in decontamination work to implement safety and health measures in accordance with applicable laws

and regulations and "**General measures for improvement of level of compliance with laws and ordinances for decontamination work.**"

We will also continue to give instructions for thorough legal compliance in relation to the supervision and instruction regarding the measures for working conditions such as payment of premium wages, etc.

**Table 1 Current status of supervision/instructions (decommissioning work)**

| Items                          | Period  | 2014         | 2015         | 2016         | 2017         |
|--------------------------------|---|--------------|--------------|--------------|--------------|
|                                |   | Jan. to Dec. | Jan. to Dec. | Jan. to Dec. | Jan. to June |
| Number of supervised employers |   | 236          | 309          | 348          | 131          |
| Number of employer-violators   |   | 141          | 167          | 160          | 52           |
| Violator rate (%)              |   | 59.7%        | 54.0%        | 46.0%        | 39.7%        |
|                                | Safety and health-related   |              |              | 19.2%        | 16.1%        |
|                                | Working conditions-related  |              |              | 59.6%        | 59.4%        |
| Number of violation cases      |   | 213          | 308          | 273          | 77           |
|                                | Safety and health-related, percentage in ( ) indicates ratio to total number  | 75(35.2%)    | 62(20.1%)    | 36(13.2%)    | 15(19.5%)    |
|                                | Working conditions-related, percentage in ( ) indicates ratio to total number | 138(64.8%)   | 246(79.9%)   | 237(86.8%)   | 62(80.5%)    |

**Table 2 Details of major violations (decommissioning work) (Refer to Material 3 "List of Provisions of Relevant Laws")**

## (1) Violations of the Industrial Safety and Health Act/Ionizing Radiation Ordinance

| Provisions (Industrial Safety and Health Act) | Provisions (Ionizing Radiation Ordinance) | Item  | Period       |              | 2014         | 2015         | 2016 | 2017 |
|---|---|---|--------------|--------------|--------------|--------------|------|------|
|   |   |   | Jan. to Dec. | Jan. to Dec. | Jan. to Dec. | Jan. to June |      |      |
| Article 22                                    | Article 8                                 | Measurement of radiation exposure dose                            | 0            | 0            | 0            | 0            | 0    | 0    |
|   | Article 9                                 | Checking/recording-measurement results of radiation exposure dose | 6            | 5            | 0            | 0            | 0    | 0    |
|   | Article 38                                | Use of respiratory protective equipment                           | 2            | 0            | 0            | 0            | 0    | 0    |
|   | Article 39                                | Use of effective protection gear                                  | 0            | 0            | 0            | 0            | 0    | 0    |
|   | Section 2, Article 41                     | Prohibition of smoking, etc.                                      | 0            | 0            | 4            | 0            | 0    | 0    |
| Article 66                                    | Article 56                                | Provision of ionizing radiation medical examination               | 0            | 1            | 1            | 0            | 0    | 0    |
| Article 100                                   | Article 58                                | Report on ionizing radiation medical examination results          | 13           | 2            | 2            | 1            | 1    | 1    |

## (2) Violations of the Industrial Safety and Health Act/Violations of the Industrial Safety and Health Act other than those in (1)

| Provisions (Industrial Safety and Health Act) | Provisions (Ordinance on Industrial Safety and Health) | Item   | Period       |              | 2014         | 2015         | 2016 | 2017 |
|---|--|--|--------------|--------------|--------------|--------------|------|------|
|   |  |  | Jan. to Dec. | Jan. to Dec. | Jan. to Dec. | Jan. to June |      |      |
| Article 20                                    | Articles 158 and 164, etc.                             | Hazard prevention measures pertaining to the use of vehicle-type construction machines | 3            | 4            | 0            | 0            | 0    | 0    |
|   | Articles 519 and 563, etc.                             | Fall prevention measures concerning scaffoldings for high-place work                   | 0            | 7            | 2            | 0            | 0    | 0    |
| Article 31                                    | Articles 653 and 655                                   |  | 0            | 6            | 1            | 0            | 0    |      |
| Article 29                                    | —  | Instructions by primary contractors to subcontractors                                  | 22           | 20           | 11           | 4            | 4    |      |
| Article 45                                    | Articles 167 and 168, etc.                             | Periodical self-inspections of vehicle-type construction machines and forklifts        | 3            | 5            | 2            | 2            | 2    |      |
| Others  |  | Operation plans that involve forklift work, etc.                                       | 26           | 12           | 13           | 8            | 8    |      |

## (3) Violations of the Labour Standards Act

| Provisions            | Item  | Period       |              | 2014         | 2015         | 2016 | 2017 |
|-----------------------|---|--------------|--------------|--------------|--------------|------|------|
|                       |   | Jan. to Dec. | Jan. to Dec. | Jan. to Dec. | Jan. to June |      |      |
| Article 15            | Clarification of working conditions   | 14           | 39           | 38           | 5            | 5    | 5    |
| Article 24            | Payment of regular wages *  | 11           | 22           | 18           | 4            | 4    | 4    |
|                       | (Major breakdowns)  |              |              |              |              |      |      |
|                       | · Deduction of social activities fees, accommodation and food costs, etc. without a labour-management agreement             | 7            | 9            | 13           | 2            | 2    | 2    |
|                       | · No payment of wages for the hours spent for special medical examination and the dose measurement due to internal exposure | 3            | 3            | 1            | 0            | 0    | 0    |
| Article 26            | Payment of allowance for absence from work  | 0            | 8            | 1            | 0            | 0    | 0    |
| Article 32            | Statutory working hours   | 7            | 28           | 23           | 4            | 4    | 4    |
| Article 36            | Working hours for health hazardous work   | 3            | 0            | 0            | 0            | 0    | 0    |
| Article 37            | Payment of premium wages  | 81           | 89           | 67           | 29           | 29   | 29   |
| Article 89            | Preparation and notification of labour regulations  | 3            | 5            | 10           | 6            | 6    | 6    |
| Article 95            | Notification of dormitory regulations   | 2            | 0            | 15           | 0            | 0    | 0    |
| Section 2, Article 96 | Notification of setup, etc. of dormitory  | 0            | 0            | 17           | 0            | 0    | 0    |
| Article 107           | Preparation of roster of workers  | 2            | 4            | 4            | 1            | 1    | 1    |
| Article 108           | Preparation of wage ledger  | 13           | 42           | 40           | 9            | 9    | 9    |
| Others                | Taking public holidays off, etc.  | 2            | 9            | 4            | 4            | 4    | 4    |

\* As violations falling under respective categories of the "Major breakdown" are counted individually and the types of violations are not limited to those "Major breakdown" categories, the number of cases in "Payment of regular wages" and the total number of cases of the "Major Breakdown" categories do not match.



**Table 3 Current status of supervision/instructions (decontamination work)**

| Item                           | Period  | 2014         | 2015         | 2016         | 2017         |
|--------------------------------|---|--------------|--------------|--------------|--------------|
|                                |   | Jan. to Dec. | Jan. to Dec. | Jan. to Dec. | Jan. to June |
| Number of supervised employers |   | 1,152        | 1,299        | 1,020        | 82           |
| Number of employer-violators   |   | 774          | 839          | 586          | 45           |
| Violator rate (%)              |   | 67.2%        | 64.6%        | 57.5%        | 54.9%        |
|                                | Safety and health-related   |              |              | 47.0%        | 53.7%        |
|                                | Working conditions-related  |              |              | 71.2%        | 60.0%        |
| Number of violation cases      |   | 1,697        | 1,586        | 982          | 73           |
|                                | Safety and health-related, percentage in ( ) indicates ratio to total number  | 799(47.1%)   | 895(56.4%)   | 497(50.6%)   | 58(79.5%)    |
|                                | Working conditions-related, percentage in ( ) indicates ratio to total number | 898(52.9%)   | 691(43.6%)   | 485(49.4%)   | 15(20.5%)    |

**Table 4 Details of major violations (decontamination work) (Refer to Material 3 "List of Provisions of Relevant Laws")**

(1) Violations of the Industrial Safety and Health Act/Ionizing Radiation Ordinance for Decontamination

| Provisions (Industrial Safety and Health Act) | Provisions (Ionizing Radiation Ordinance for Decontamination) | Item   | Period | 2014         | 2015         | 2016         | 2017         |
|---|---|--|--------|--------------|--------------|--------------|--------------|
|   |   |  |        | Jan. to Dec. | Jan. to Dec. | Jan. to Dec. | Jan. to June |
| Article 22                                    | Article 5   | Dose measurements  |        | 97           | 92           | 44           | 4            |
|   | Article 7   | Preliminary survey                                       |        | 145          | 122          | 101          | 8            |
|   | Article 9   | Operation leader   |        | 3            | 24           | 13           | 0            |
|   | Article 14  | Contamination monitoring of exiting persons              |        | 18           | 18           | 4            | 1            |
|   | Article 15  | Contamination monitoring of taken-out articles           |        | 12           | 15           | 0            | 0            |
|   | Article 16  | Use of protective gear                                   |        | 38           | 47           | 17           | 4            |
| Article 59                                    | Article 19  | Providing decontamination work-related special education |        | 5            | 6            | 1            | 0            |
| Article 66                                    | Article 20  | Provision of ionizing radiation medical examination      |        | 26           | 18           | 4            | 0            |
| Article 100                                   | Article 24  | Report on ionizing radiation medical examination results |        | 75           | 87           | 107          | 0            |
| Others  |   | Prohibition, etc. of smoking, etc.                       |        | 45           | 41           | 11           | 2            |

(2) Violations of the Industrial Safety and Health Act/Violations of the Industrial Safety and Health Act other than those in (1)

| Provisions (Industrial Safety and Health Act) | Provisions (Ordinance on Industrial Safety and Health) | Item   | Period | 2014         | 2015         | 2016         | 2017         |
|---|--|--|--------|--------------|--------------|--------------|--------------|
|   |  |  |        | Jan. to Dec. | Jan. to Dec. | Jan. to Dec. | Jan. to June |
| Article 20                                    | Article 155  | Operation plan pertaining to the use of vehicle-type construction machines             |        | 8            | 11           | 8            | 7            |
|   | Articles 158 and 164, etc.                             | Hazard prevention measures pertaining to the use of vehicle-type construction machines |        | 28           | 29           | 13           | 0            |
|   | Articles 519 and 563, etc.                             | Fall prevention measures concerning scaffoldings for high-place work                   |        | 22           | 19           | 6            | 0            |
| Article 31                                    | Articles 653 and 655                                   |  |        | 7            | 13           | 5            | 0            |
| Article 29                                    | —  | Instructions by prime contractors to subcontractors                                    |        | 146          | 182          | 108          | 13           |
| Article 45                                    | Article 167 and Section 2, Article 169                 | Periodical self-inspections of vehicle-type construction machines                      |        | 9            | 12           | 8            | 1            |
| Article 23                                    | Article 540  | Securing of safe passages for workers  |        | 4            | 4            | 4            | 0            |
| Others  |  | Selection, duties and assignments, etc. of operation chief                             |        | 111          | 155          | 43           | 18           |

(3) Violations of the Labour Standards Act

| Provisions  | Item   | Period  | 2014         | 2015         | 2016         | 2017         |   |
|-------------|--|---|--------------|--------------|--------------|--------------|---|
|             |  |   | Jan. to Dec. | Jan. to Dec. | Jan. to Dec. | Jan. to June |   |
| Article 15  | Clarification of working conditions  |   | 121          | 102          | 46           | 0            |   |
| Article 24  | Payment of regular wages *   |   | 88           | 56           | 36           | 1            |   |
|             | (Major breakdowns)   | - Deduction of social activities fees, accommodation and food costs, etc. without a labour-management agreement             |              | 54           | 33           | 24           | 1 |
|             |  | - No payment of wages for the hours spent for special medical examination and the dose measurement due to internal exposure |              | 25           | 16           | 6            | 0 |
| Article 26  | Payment of allowance for absence from work   |   | 31           | 4            | 1            | 0            |   |
| Article 32  | Statutory working hours  |   | 145          | 93           | 77           | 5            |   |
| Article 37  | Payment of premium wages   |   | 238          | 219          | 159          | 4            |   |
| Article 89  | Preparation and notification of labour regulations   |   | 61           | 52           | 23           | 1            |   |
| Article 107 | Preparation of roster of workers   |   | 56           | 36           | 29           | 0            |   |
| Article 108 | Preparation of wage ledger   |   | 111          | 90           | 86           | 3            |   |
| Others      | Taking-public holidays off, notification of dormitory regulations, notification of setup, etc. of dormitory and the like |   | 47           | 39           | 28           | 1            |   |

\* As violations falling under respective categories of the "Major breakdown" are counted individually and the types of violations are not limited to those "Major breakdown" categories, the number of cases in "Payment of regular wages" and the total number of cases of the "Major Breakdown" categories do not match.

**Table 5 Status of implementing supervision and instruction activities by each ordering organization (limited to decontamination work)**

|   | 2015                      |                               | 2016                      |                               | 2017                      |                               |
|---|---------------------------|-------------------------------|---------------------------|-------------------------------|---------------------------|-------------------------------|
|   | Jan. to Dec.              |                               | Jan. to Dec.              |                               | Jan. to June              |                               |
|   | Ordered by the Government | Ordered by the Municipalities | Ordered by the Government | Ordered by the Municipalities | Ordered by the Government | Ordered by the Municipalities |
| Number of supervised employers  | 649                       | 650                           | 500                       | 520                           | 26                        | 56                            |
| Number of employer-violators  | 341                       | 498                           | 204                       | 382                           | 7                         | 38                            |
| Violator rate (%)   | 52.5%                     | 76.6%                         | 40.8%                     | 73.5%                         | 26.9%                     | 67.9%                         |
| Safety and health-related   |                           |                               | 23.0%                     | 69.9%                         | 21.1%                     | 66.7%                         |
| Working conditions-related  |                           |                               | 71.2%                     | 71.3%                         | 42.9%                     | 75.0%                         |
| Number of violation cases   | 636                       | 950                           | 352                       | 630                           | 10                        | 63                            |
| Safety and health-related, percentage in ( ) indicates ratio to total number  | 301(47.3%)                | 594(62.5%)                    | 135(38.4%)                | 362(57.5%)                    | 4(40.0%)                  | 54(85.7%)                     |
| Working conditions-related, percentage in ( ) indicates ratio to total number | 335(52.7%)                | 356(37.5%)                    | 217(61.6%)                | 268(42.5%)                    | 6(60.0%)                  | 9(14.3%)                      |

## **A List of Provisions from the Related Laws**

### **Labour Standards Act (Extracted)**

(Clear Indication of Working Conditions)

#### **Article 15.**

1. In concluding a labour contract, the Employer shall clearly indicate the Wages, working hours and other working conditions to the Worker. In this case, matters concerning Wages, working hours and other matters stipulated by Ordinance of the Ministry of Health, Labour and Welfare shall be clearly indicated in the manner prescribed by Ordinance of the Ministry of Health, Labour and Welfare.

(The rest omitted)

(Payment of Wages)

#### **Article 24.**

1. Wages shall be paid in currency and in full directly to Workers; provided, however, that payment other than in currency may be permitted in cases otherwise provided for by laws and regulations or collective agreement, or in cases where a reliable method of payment of Wages defined by Ordinance of the Ministry of Health, Labour and Welfare is provided for; and partial deduction from Wages may be permitted in cases otherwise provided for by laws and regulations or in cases where there exists a written agreement with a labour union organized by a majority of the Workers at the workplace (in cases where such labour union exists), or with a person representing a majority of the Workers (in cases where such labour union does not exist).
2. Wages shall be paid at least once a month on a definite date; provided, however, that this shall not apply to extraordinary Wages, bonuses, and their like as defined by Ordinance of the Ministry of Health, Labour and Welfare (referred to as "Special Wages etc." in Article 89).

(Allowance for Absence from work)

#### **Article 26.**

In the event of an absence from work for reasons attributable to the Employer, the Employer shall pay an allowance equal to at least 60 percent of the Worker's average Wage to each Worker concerned during said period of absence from work.

(Working Hours)

#### **Article 32.**

1. Employers shall not have Workers work more than 40 hours per week, excluding rest periods.
2. Employers shall not have Workers work more than 8 hours per day for each day of the week, excluding rest periods.

(Days Off)

#### **Article 35.**

1. Employers shall provide Workers with at least one day off per week.
2. The provisions set forth in the preceding paragraph shall not apply to an Employer who provides Workers with 4 days off or more over any four-week period.

(Overtime Work and Work on Days Off)

#### **Article 36.**

1. If an Employer has entered into a written agreement either with a labour union organized by a majority of the Workers at the workplace (in cases where such labour union exists) or with a person representing a majority of the Workers (in cases where such union does not exist) and has notified the relevant government agency of such agreement, the Employer may, notwithstanding the provisions with respect to working hours stipulated in Articles 32 through 32-5 or Article 40 (hereinafter in this Article referred to as "Working Hours") or the provisions with respect to days off stipulated in the preceding Article (hereinafter in this paragraph referred to as "Days Off"), extend the Working Hours or have Workers work on Days Off in accordance with the provisions of said agreement; provided, however, that the extension of Working Hours for belowground labour and other work particularly harmful to health as stipulated by Ordinance of the Ministry of Health, Labour and Welfare shall not exceed 2 hours per day.

(The rest omitted)

(Premium Wages for Overtime Work, Work on Days Off and Night Work)

**Article 37.**

1. If an Employer extends the working hours or has a Worker work on a day off pursuant to the provisions of Article 33 or paragraph 1 of the preceding Article, the Employer shall pay Premium Wages for work during such hours or on such days at a rate no less than the rate stipulated by cabinet order within the range of no less than 25 percent and no more than 50 percent over the normal Wage per working hour or working day; provided, however, that in cases when extended working hours exceed 60 hours per month, the Employer shall pay Premium Wages for the excess working hours at a rate not less than 50 percent over the normal Wage per working hour.  
(Paragraph 2 and Paragraph 3 omitted)
4. In the event that an Employer has a Worker work between 10 p.m. and 5 a.m. (or between 11 p.m. and 6 a.m., in cases when the Minister of Health, Labour and Welfare recognizes the necessity of the application of those hours at a certain area or time of year), the Employer shall pay Premium Wages for work during such hours at a rate no less than 25 percent over the normal Wage per working hour.
5. Family allowances, commutation allowances, and other elements of Wages as stipulated by Ordinance of the Ministry of Health, Labour and Welfare shall not be added to the base Wages underlying the Premium Wages set forth in paragraph 1 and the preceding paragraph.

(Responsibility for Drawing up and Submitting)

**Article 89.**

Employers who continuously employ 10 or more Workers shall draw up rules of employment covering the following items and shall submit those rules of employment to the relevant government agency. In the event that the Employer alters the following items, the same shall apply:

- (1) Matters pertaining to the times at which work begins and ends, rest period, days off, leave, and matters pertaining to shifts when Workers are employed in two or more shifts;
- (2) Matters pertaining to the methods for determination, calculating and payment of Wages (excluding Special Wages and the like; hereinafter in this item the same qualification shall apply); the dates for closing accounts for Wages and for payment of Wages; and increases in Wages;
- (3) Matters pertaining to retirement (including grounds for dismissal);
- (3-2) In the event that there are stipulations for retirement allowances, matters pertaining to the scope of Workers covered; methods for determination, calculation, and payment of retirement allowances; and the dates for payment of retirement allowances;
- (4) In the event that there are stipulations for Special Wages and the like (but excluding retirement allowances) and/or minimum Wages, matters pertaining thereto;
- (5) In the event that there are stipulations for having Workers bear the cost of food, supplies for work, and other expenses, matters pertaining thereto;
- (6) In the event that there are stipulations concerning safety and health, matters pertaining thereto;
- (7) In the event that there are stipulations concerning vocational training, matters pertaining thereto;
- (8) In the event that there are stipulations concerning accident compensation and support for injury or illness outside the course of employment, matters pertaining thereto;
- (9) In the event that there are stipulations concerning commendations and/or sanctions, matters pertaining to their kind and degree;
- (10) In the event that there are stipulations applicable to all Workers at the workplace in addition to those contained in the preceding items, matters pertaining thereto.

**Article 95.**

1. Employers who have Workers live in dormitories attached to the Business shall draw up dormitory rules with respect to the following items and shall notify such rules to the relevant government agency. In the event that the Employer alters these rules, the same shall apply:
  - (1) Matters pertaining to rising, sleeping, going out, and staying out overnight;
  - (2) Matters pertaining to regular events;
  - (3) Matters pertaining to meals;
  - (4) Matters pertaining to safety and health;
  - (5) Matters pertaining to the management of buildings and facilities.

(The rest omitted)

**Article 96-2.**

1. In the event that an Employer seeks to establish, move, or alter a dormitory attached to a Business that continuously employs 10 or more Workers or a dormitory attached to an Business that is dangerous or injurious to one's health as

stipulated by the Ordinance of the Ministry of Health, Labour and Welfare, the Employer shall submit to the relevant government agency plans that have been established in accordance with standards concerning the prevention of danger, injury and other matters, as set forth in the Ordinance of the Ministry of Health, Labour and Welfare issued pursuant to the provisions of the preceding Article, no later than 14 days prior to the start of the construction of said dormitory.  
(The rest omitted)

(Roster of Workers)

**Article 107.**

1. Employers shall prepare a roster of Workers for each workplace with respect to each Worker (excluding day labourers) and shall enter the Worker's name, date of birth, personal history, and other matters as set forth by Ordinance of the Ministry of Health, Labour and Welfare.
2. In the event of a change in any of the matters entered pursuant to the provisions of the preceding paragraph, the Employer shall make a correction without delay.

(Wage Ledger)

**Article 108.**

Employers shall prepare a Wage ledger for each workplace and shall enter the facts upon which Wage calculations are based, the amount of Wages, and other matters as set forth by Ordinance of the Ministry of Health, Labour and Welfare without delay each time Wage payments are made.

**Regulations for a Dormitory Attached to a Construction Contractor (Extracted)**

(Notification of Dormitory Regulations)

**Article 2.**

1. Notification of Dormitory Regulations under the provisions of Paragraph 1 of Article 95 of the Act must be submitted to the Head of the Labour Standards Inspection Office having jurisdiction over the area in which the said workplace exists (hereinafter referred to as "Head of the Relevant Labour Standards Inspection Office"). However, in the event that the Head of the Labour Standards Inspection Office for the location of the dormitory differs from the Head of the Relevant Labour Standards Inspection Office, the notification may be submitted to the Head of the Labour Standards Inspection Office having jurisdiction over the location of the dormitory.

(The rest omitted)

(Notification of Setup and the Like of a Dormitory)

**Article 5-2.**

- 1 Any person that intends to submit a notification under Paragraph 1 of Article 96-2 of the Act must submit such a notification prepared in the appended form to the Head of the Relevant Labour Standards Inspection Office with the following documents attached thereto.
  - (1) Drawing(s) showing conditions of surroundings and relations with all neighbors
  - (2) Top view and cross-sectional drawings of each floor of the building

(The rest omitted)

## Industrial Safety and Health Act (Extracted)

(Operations Chief)

### **Article 14.**

For operations designated by Cabinet Order as those which require prevention control of industrial accidents, such as operations within high pressure rooms, the employer shall, as provided for by the Ordinance of the Ministry of Health, Labour and Welfare, appoint an Operations Chief in accordance with the classification of work, from among those licensed by the Director of the Prefectural Labor Bureau, or those who have finished the skill training course conducted by one registered by the Director of the Prefectural Labor Bureau, and have the said person direct the employees engaged in the said work and handle other matters provided for by the Ordinance of the Ministry of Health, Labour and Welfare.

(Measures to Be Taken by Employers, etc.)

### **Article 20.**

The employer shall take necessary measures for preventing the following dangers:

- (1) Dangers due to machines, instruments and other equipment (hereinafter referred to as "machines, etc.")
- (2) Dangers due to substances of an explosive nature, substances of a combustible nature and substances of an inflammable nature
- (3) Dangers due to electricity, heat and other energy

(Measures to Be Taken by Employers, etc.)

### **Article 22.**

The employer shall take necessary measures for preventing health impairment as follows:

- (1) Health impairment due to raw materials, gases, vapors, dusts, insufficient oxygen in air, pathogens, etc.
- (2) Health impairment due to radiation, high temperatures, low temperatures, ultrasonic waves, noises, vibration, abnormal atmospheric pressure, etc.
- (3) Health impairment due to operations such as gauge monitoring, precision work, etc.
- (4) Health impairment due to exhaust fumes, waste fluid or solid wastes.

(Measures to Be Taken by Employers, etc.)

### **Article 23.**

The employer shall, respecting the buildings and other workshops where he employs workers, take necessary measures for the maintenance of passages, floor and stair areas, and also for ventilation, lighting, illumination, heating, and moisture prevention. In addition, the employer shall take necessary measures for rest, evacuation and sanitation, and also measures required for maintaining the health, morale and life of workers.

(Measures to Be Taken by Principal Employers, etc.)

### **Article 29.**

1. The principal employer shall give necessary guidance lest the related contractors and the workers employed by the related contractors should contravene the provisions of this Act or Ordinances issued thereunder with respect to the said work.
2. The principal employer shall, where he recognizes that the related contractors or workers employed by them have contravened the provisions of this Act or ordinances issued thereunder with respect to the said work, give the instruction necessary for rectification.
3. The related contractors or workers employed by the related contractors who have received the said instruction under the preceding paragraph shall follow the said instruction.

(Measures to Be Taken by Principal Employers, etc.)

### **Article 31.**

1. When the orderer, who carries out the work from specified undertakings by oneself, has workers, employed by the contractors of the said orderer (where the said work is carried out under subcontracts of several levels, the parties to all the subcontracts subsequent to the contract of the contractor shall be included; this also applies Article 31-4) at the said worksite, use buildings, equipment and raw materials (hereinafter referred to as "buildings, etc."), the said orderer shall take necessary measures for preventing industrial accidents among the said workers in respect to the said buildings, etc.

(The rest omitted)

(Periodical Self Inspection)

**Article 45.**

1. The employer shall, as provided for by the Ordinance of the Ministry of Health, Labour and Welfare, conduct self inspection periodically and keep the records of the result in respect to boilers and other machines, etc., specified by Cabinet Order.
2. The employer shall - when he conducts voluntary inspection as provided for by the Ordinance of the Ministry of Health, Labour and Welfare (hereinafter referred to as "specified voluntary inspection") among self inspections under the provisions of the preceding paragraph in respect to machines, etc., as specified by Cabinet Order set forth in the same paragraph - have an employee who has the qualifications provided for by the Ordinance of the Ministry of Health, Labour and Welfare or one who registered under the provisions of paragraph (1) of Article 54-3 and carries out professional specified self inspection in respect to the said machines, etc., in response to others' requests (hereinafter referred to as "registered inspection agency") carry it out.

(The rest omitted)

(Safety and Health Education)

**Article 59.**

1. The employer shall, when a new worker is employed, give the said worker education for safety and/or health concerning work operations in which the worker is to be engaged, as provided for by the Ordinance of the Ministry of Health, Labour and Welfare.
2. The provisions of the preceding paragraph shall apply mutatis mutandis when the contents of the operations have been changed.
3. The employer shall, when a worker is to be placed in the dangerous or harmful operations provided for by the Ordinance of the Ministry of Health, Labour and Welfare, give the worker the special education for safety and/or health concerning the said operations, as provided for by the Ordinance of the Ministry of Health, Labour and Welfare.

(Medical Examination)

**Article 66.**

1. The employer of workers must provide its workers with a medical examination by a medical doctor (excluding the examination specified in Paragraph 1 of Article 66.10, the same shall apply hereafter in this article and the following article) in accordance with the stipulations of an Ordinance of the Ministry of Health, Labour and Welfare.
2. The employer shall, as provided for by the Ordinance of the Ministry of Health, Labour and Welfare, have medical examinations on specified items conducted by a physician on the workers engaged in harmful work operations defined by Cabinet Order. The same shall apply to the workers who have engaged in harmful work operations defined by Cabinet Order and are currently in employment.

(The rest omitted)

(Report, etc.)

**Article 100.**

1. The Minister of Health, Labour and Welfare, the Director of the Prefectural Labor Bureau or the Chief of the Labor Standards Office may, when they find it necessary for the enforcement of this Act, have the employer, worker, machine-lessor, building-lessor or consultant report on necessary matters or order them to appear, as prescribed by the Ordinance of the Ministry of Health, Labour and Welfare.

(The rest omitted)

**Order for Enforcement of Industrial Safety and Health Act**

(Work Subject to Appoint an Operations Chief)

**Article 6.**

The operations designated by the Cabinet Order set forth in Article 14 of the Act shall be as follows:

((1)-(11) omitted)

- (12) Stacking or unstacking cargo (meaning aggregation of cargo (excluding bulk cargoes of wheat, soybeans, ore, etc.) piled up at a warehouse, shed or the ground) of 2 m in height or more (excluding work carried out solely by the operator of a loading machine);

(The rest omitted)

**Ordinance on Prevention of Ionizing Radiation Hazards (Extracted)**

(Dose Measurements)

#### **Article 8.**

1. An employer must measure the doses to which Radiation Workers, workers engaging in Emergency Work and workers who temporarily enter the Controlled Areas are exposed in the Controlled Areas due to external and internal exposures.
2. The measurement of the dose due to external exposure under the preceding paragraph shall be performed for 1-cm dose equivalent and 70- $\mu$ m dose equivalent (1-cm dose equivalent in the case of neutron rays); provided, however, that dose measurement performed pursuant to the following paragraph with a radiation measuring instrument attached to the parts of the body referred to in item (iii) of the same paragraph shall be performed for 70- $\mu$ m dose equivalent.
3. The measurement of the dose due to external exposure under paragraph (1) must be performed with a radiation measuring instrument attached to the parts of the body referred to in each of the following items; provided, however, that if it is extremely difficult to measure the dose by means of a radiation measuring instrument, the dose may be calculated using the dose equivalent rate measured by a radiation measuring instrument, and if this method is extremely difficult, the dose may be obtained by calculation:
  - (1) the chest area in case of male workers or female workers diagnosed as having no possibility of pregnancy, or the abdominal area in case of other female workers;
  - (2) the area most likely to be exposed to Radiation among the head/neck area, the chest/upper arm area and the abdominal/thigh area (excluding cases where the area most likely to be exposed to Radiation is the chest/upper arm area in case of male workers or female workers diagnosed as having no possibility of pregnancy, or the abdominal/thigh area in case of other female workers); and
  - (3) the area most likely to be exposed to Radiation when it is not the head/neck area, the chest/upper arm area nor the abdominal/thigh area (excluding cases where the area is exposed to neutron rays).
4. The measurement of the dose due to internal exposure under the provision of paragraph (1) shall be performed once every period within three months in the case of workers who enter sections of Controlled Areas where there is a possibility that they will inhale or ingest Radioactive Materials (or once every period within one month in the case of male workers and female workers diagnosed as having no possibility of pregnancy engaging in Emergency Work, female workers who are likely to be exposed to an effective dose exceeding 1.7 mSv in any one-month period (excluding female workers diagnosed as having no possibility of pregnancy) and female workers During Pregnancy); provide, however, that if these workers have inhaled or ingested Radioactive Materials by mistake, the measurement shall be performed immediately after such inhalation or ingestion.

(The rest omitted)

(Confirmation and Recording of Dose Measurement Results)

#### **Article 9.**

1. An employer must confirm the measurement results of the dose due to external exposure under paragraph (1) of the preceding Article in respect of workers who is likely to be exposed to Radiation exceeding 1 mSv per day per in the unit of 1-cm dose equivalent.
2. An employer must calculate the dose to which Radiation Workers listed in each of the following items are exposed without delay and by using the method provided by the Minister of Health, Labour and Welfare, on the basis of the measurement or calculation results under paragraph (3) or (5) of the preceding Article, record such calculation, and store such records for 30 years; provided, however, that this provision does not apply in the case where the employer hands over said records to the organization designated by the Minister of Health, Labour and Welfare after these records are stored for five years:
  - (1) a total effective dose for three-month, one-year and five-year periods for male workers or female workers diagnosed as having no possibility of pregnancy (excluding the workers listed in the following item or item (iii) below);
  - (2) a total effective dose for three-year and one-year periods for male workers or female workers diagnosed as having no possibility of pregnancy (limited to workers who have not been exposed to an effective dose exceeding 20 mSv per year in the last five years, and excluding the workers listed in the following item);
  - (3) a total effective dose for one-month, one-year and five-year periods for male workers or female workers diagnosed as having no possibility of pregnancy (limited to workers engaging in Emergency Work);
  - (4) a total effective dose for three-month and one-year periods for female workers (excluding female workers diagnosed as having no possibility of pregnancy) (or a total effective dose for three-month and one-year periods for workers whose effective dose is not likely to exceed 1.7 mSv per month);
  - (5) a total effective dose for three-month and one-year periods by human tissue; and
  - (6) for pregnant female workers, a total effective dose for one-month periods and During Pregnancy due to internal exposure, and the equivalent dose to which the abdomen surfaces of pregnant female workers were exposed.
3. An employer must inform Radiation Workers of the dose of each of the items of the preceding paragraph without



delay on the basis of the records made under the provision of the preceding paragraph.

(Protective Equipment)

**Article 38.**

1. When an employer directs workers to engage in work in an area clearly indicated under the provisions of Article 28, Emergency Work or other work in which the workers may inhale air contaminated in excess of the limit specified by the Minister of Health, Labour and Welfare in Article 3, paragraph (3), the employer must prepare effective personal respiratory protective equipment, such as dust masks, gas masks, hose masks and oxygen breathing apparatuses depending on the degree of the contamination, and direct the workers engaging in the work to use such protective equipment.
2. Workers must use the protective equipment provided for in the preceding paragraph while they are engaged in the work set forth in the same paragraph.

(Protective Equipment)

**Article 39.**

1. When an employer directs workers to engage in work in which they may be contaminated in excess of one-tenth of the limit listed in Appended Table 3, the employer must prepare effective protective clothes, gloves or footwear and direct the workers engaging in the work to use them.
2. Workers must use the protective equipment provided for in the preceding paragraph while they are engaged in the work set forth in the same paragraph.

(Prohibition of Smoking)

**Article 41-2.**

1. Employers shall prohibit their workers from smoking, eating, or drinking in the work rooms for handling radioactive materials and any workplaces where they are likely to inhale or ingest radioactive materials and shall post notices at easily visible places in such workplaces.
2. Workers must not smoke, eat or drink in the workplaces provided for in the preceding paragraph.

(Work Rules at Nuclear Reactor Facilities)

(Medical Examinations)

**Article 56.**

1. An employer must conduct medical examinations of the following items by a physician for workers constantly engaging in Radiation Work who enter Controlled Areas, at the time of employment or transfer to said work and periodically once every period within six months thereafter:
  - (1) investigation and evaluation of radiation exposure history (or, for workers having a radiation exposure history, the location of work, details and period of work, whether there is any Radiation hazard, whether there are any subjective symptoms and other matters concerning Radiation exposure);
  - (2) examination of white blood cell count and percentage;
  - (3) examination of red blood cell count and examination of hemoglobin or hematocrit value;
  - (4) examination of eyes for cataract; and
  - (5) examination of skin.

(The rest omitted)

(Reporting of Results of Medical Examinations)

**Article 58.**

When an employer conducted the medical examinations provided for in Article 56, paragraph (1) (limited to those conducted periodically) or the medical examinations provided for in Article 56-2, paragraph (1), the employer must submit a Report on Results of Medical Examinations on Ionizing Radiation (Form 2) or a Report on Results of Medical Examinations on Emergency Ionizing Radiation (Form 2-2) for each medical examination to the Head of the Competent Labour Standards Inspection Office without delay.

## Ordinance on Prevention of Ionizing Radiation Hazards (Extracted)

(Dose Measurements)

### Article 5.

1. Employers shall measure the external exposure dose received by workers for decontamination and related works (excluding workers engaged in handling designated contaminated soil and wastes only at the locations where the average ambient dose rate is 2.5  $\mu\text{Sv/h}$  or less. The same shall apply for Paragraph 6 and Paragraph 8 of the next Article and Paragraph 2 of Article 27).
2. In addition to dose measurement pursuant to the provisions of the preceding paragraph, employers shall measure the committed dose received by workers for decontamination and related works in the special decontamination areas, etc. (limited to the locations above 2.5  $\mu\text{Sv/h}$ ; the same shall apply to Paragraph 8 and Article 10) or provide examinations for internal exposure according to the following specifications:
  - (1) Workers for decontamination and related works at the locations where dust concentration exceeds 10  $\text{mg/m}^3$  and contaminated soil, removed soil, or contaminated wastes are handled (Limited to those containing radioactive materials discharged by the accident that exceeds 500,000 Bq/kg of cesium-134 and cesium-137 determined by the methods specified by the Minister of Health, Labour and Welfare. These are referred to as “highly radioactive contaminated soil and wastes” in the next item) shall be measured for the committed dose once every three months (every month for female workers who are likely to receive an effective dose of 1.7 mSv or more (excluding female workers who were diagnosed with no possibility of pregnancy), and pregnant workers).
  - (2) Workers for decontamination and related works described in (a) or (b) shall be provided with examinations for internal exposure by the methods specified by the Minister of Health, Labour and Welfare.
    - (a) Work involving handling highly radioactive contaminated soil and wastes at the locations where the dust concentration is 10  $\text{mg/m}^3$  or less
    - (b) Work involving handling of contaminated soil and wastes, removed soil, or contaminated wastes other than highly radioactive contaminated soil and wastes at the locations where the dust concentration exceeds 10  $\text{mg/m}^3$ .
3. When the committed dose exceeds the standards specified by the Minister of Health, Labour and Welfare in the results of examinations performed for workers for decontamination and related works in accordance with the provisions of item (2) in the preceding paragraph, employers shall measure the committed dose of workers for decontamination and related works by the method specified in item (1) of the same paragraph.
4. The measurement of the external exposure dose pursuant to the provision of Paragraph 1 shall be conducted using the 1 cm dose equivalent rate.
5. The measurement of the external exposure dose pursuant to the provision of Paragraph 1 shall be conducted with radiation monitors on the chest for male workers and female workers who were diagnosed with no possibility of pregnancy and on the abdomen for other female workers.
6. Regardless of the provisions in the two preceding paragraphs, employers may measure the external exposure dose specified in Paragraph 1 received by workers for decontamination and related works in the special decontamination areas, etc. during decontamination related works (limited to the locations of 2.5  $\mu\text{Sv/h}$  or less) by the methods specified by the Minister of Health, Labour and Welfare.

(The rest omitted)

(Preliminary Survey, etc.)

### Article 7.

1. When conducting decontamination and related works, employers shall (excluding works for handling designated contaminated soil and wastes) conduct a preliminary survey in advance regarding the matters listed in the following items at the sites where decontamination related works have been implemented (excluding decontamination pertaining to works for handling designated contaminated soil and wastes; hereinafter referred to as “works for handling designated contaminated soil and wastes”). The same shall apply in this paragraph and Paragraph 3). The records of the results of the survey on the following matters shall be stored:
  - (1) Conditions of the decontamination related works sites.
  - (2) Average ambient dose rates of the decontamination related works sites.
  - (3) Concentrations of cesium-134 and cesium-137 determined by the methods specified by the Minister of Health, Labour and Welfare of radioactive materials discharged by the accident, contained in contaminated soil and wastes, removed soil, or contaminated wastes collected during decontamination related works.
2. When implementing works for handling designated contaminated soil and wastes, employers shall conduct a

preliminary survey and store the records of the matters listed in the items in the preceding paragraph for the sites where the works for handling designated contaminated soil and wastes are implemented prior to commencing work and every two weeks thereafter.

3. When employers have their workers engage in decontamination related works, employers shall specify the completion date of the survey described in Paragraph 1, and the summary of the methods and the results to the workers in advance.
4. When employers have their workers engage in works for handling designated contaminated soil and wastes, employers shall specify the completion date of the survey described in Paragraph 2 and the summary of the methods and the results to the workers prior to commencing work and every two weeks thereafter.

(Operation Leader)

**Article 9.**

Employers shall appoint an operation leader for the decontamination related works from workers who have competence and leadership in directing decontamination related works. The employers shall have the appointed leader lead the decontamination related works in accordance with the work plan described in Paragraph 1 of the preceding Article and have him/her implement all of the following matters:

- (1) Define the procedures of the decontamination related works and allocate responsibilities to workers who will engage in decontamination related works.
- (2) Inspect machinery to be used for the decontamination related works and replace any defective items.
- (3) Supervise the usage of radiation monitors and protective equipment.
- (4) Keep unauthorized personnel from entering the decontamination related works areas.

(Contamination Screening of Workers Leaving the Site for the Day)

**Article 14.**

1. Employers shall establish a radiation contamination screening station at or near the site, where decontamination and related works are implemented and inspect the levels of contamination on workers' bodies, clothing, shoes, protective equipment, and other equipment (hereinafter in this article referred to as "equipment") that came in contact with their bodies before they leave their work sites for the day.
2. Employers shall not allow the workers for decontamination and related works to leave their work site when the levels of contamination on their bodies or their equipment exceed 40 Bq/cm<sup>2</sup>, when assessed in accordance with the provision in the preceding paragraph, until the following measures are taken at the contamination screening station:
  - (1) If workers' bodies are contaminated, they need to reduce their levels of contamination to 40 Bq/cm<sup>2</sup> or less by washing, etc.
  - (2) If the equipment attached to the workers is contaminated, the workers need to take off, or otherwise remove, the contaminated equipment.
3. Workers for decontamination and related works shall wash their bodies, take off, or otherwise remove, the equipment as instructed by the employers pursuant to the provisions of the preceding paragraph.

(Contamination Screening of Items to be Removed)

**Article 15.**

1. Employers shall survey contamination of the items to be taken from the site where decontamination and related works are conducted at the contamination screening station established in accordance with the requirements in Paragraph 1 of the preceding Article. This shall not apply when the containers in the main Paragraph 1 of Article 13 are used or measures in the proviso in the same paragraph are taken to transport them to the other sites where decontamination and related works are conducted.
2. Employers and workers shall not remove the items if they are determined to be contaminated above 40 Bq/cm<sup>2</sup> during screening in the preceding paragraph. This shall not apply when the containers in the main Paragraph 1 of Article 13 are used, or measures in the proviso in the same paragraph are taken to transport them to the decontamination facilities, storage facilities, disposal facilities, or other sites where decontamination and related works are conducted.

(Protective Equipment)

**Article 16.**

1. Before workers for decontamination and related works start their work specified in the items in Paragraph 2 of Article 5, employers shall prepare effective respiratory protective equipment such as dust masks, protective clothing effective against contamination, gloves, or footwear and ensure the appropriate use of this protective equipment by the workers for decontamination and related works when they conduct the decontamination related works, according to the classification of the decontamination related works specified by the Minister of Health, Labour and Welfare.

2. Workers for decontamination and related works shall use the protective equipment in the preceding paragraph when implementing works described in the same paragraph.

(Prohibition of Smoking)

**Article 18.**

1. Employers must prohibit workers from smoking, eating, or drinking at the sites where they are likely to inhale or ingest Radioactive Materials Discharged by the Accident and they must inform their workers about the risk associated with such activities in advance.

(The rest omitted)

(Special Education Regarding Decontamination and Related Works)

**Article 19.**

1. Employers shall provide special education to the workers regarding the following topics:
  - (1) Knowledge for effects of ionizing radiation on organisms and methods of exposure dose control.
  - (2) Knowledge for methods and procedures of decontamination and related works.
  - (3) Knowledge regarding structure and handling methods of machinery used for decontamination and other related works. (Limited to the knowledge about the name and usage of the machinery used for workers engaged in works for designated contaminated soil and wastes.)
  - (4) Relevant laws and ordinances.
  - (5) Methods and procedures concerning decontamination and other related works including how to use machinery. (Limited to the procedures for works for handling designated contaminated soil and wastes, when the employers engage the workers in works for designated contaminated soil and wastes.)

(The rest omitted)

(Medical Examinations)

**Article 20.**

1. Employers shall provide workers for decontamination and related works who are regularly engaged in decontamination and related works with medical examinations by medical doctors when they assign workers for decontamination and related works, regarding the matters listed in the following items at the time of employment and periodically once every six months thereafter and at the time of reallocation:
  - (1) Investigation and evaluation of the exposure history. (If the worker has an exposure history, it is necessary to confirm the location, nature of work, duration, and other details concerning radiation exposure, in addition to existence of subjective symptoms.)
  - (2) Examinations of leukocyte count and classifications.
  - (3) Examinations of red blood cell count and hemoglobin contents or hematocrit values.
  - (4) Examinations of eyes for cataract.
  - (5) Skin examinations.
2. Regardless of the provisions of the preceding paragraph, the requirements described in (2) through (5) in the preceding paragraph can be exempted if medical doctors determine those examinations are unnecessary for the workers whose effective doses did not exceed 5 mSv in the year before the medical examinations (limited to periodical examinations; the same shall apply to the present item), and their effective doses are not likely to exceed 5 mSv in the year the medical examinations will be conducted.

(Reporting the Results of Medical Examinations)

**Article 24.**

Employers shall (limited to periodical examinations) submit the report of decontamination and related works ionizing radiation medical examination results (Form No. 3) to the Head of the relevant Labour Standards Inspection Office without delay.

**Ordinance on Industrial Safety and Health (Extracted)**

(Work Plan)

**Article 151-3.**

1. The employer shall, when carrying out the work using a vehicle type material handling machine, etc. (excluding the work travelling on the road using a transporting vehicle on rough terrain or a truck; the same shall apply hereinafter up to Article 151-7), establish in advance a work plan in conformity with the space and landform of the place pertaining to the said work, the type and capability of the said machine, and the type and shape of the cargo, and carry out the work by the said work plan.

(The rest omitted)

(Periodical Self-inspections)

**Article 151-21.**

1. The employer shall, as regards a forklift, carry out self-inspections for the following matters periodically once every period not exceeding one year. However, this shall not apply to the non-use period of a forklift, which is not used for a period exceeding one year:

(The rest omitted)

(Specified Self-inspections)

**Article 151-24.**

1. The specified self-inspection pertaining to a forklift shall be the self-inspection prescribed by Article 151-21.

(The rest omitted)

(Work Plan)

**Article 155.**

1. The employer shall, when carrying out the work using a vehicle type construction machine, establish in advance a work plan in conformity with what is known by the investigation pursuant to the provision of preceding Article, and carry out the work by the said work plan.
2. The work plan set forth in the preceding paragraph shall be the one describing the following matters:
  - (1) The type and capability of the vehicle type construction machine to be used.
  - (2) The travelling route of the vehicle type construction machine.
  - (3) The work method by the vehicle type construction machine.

(The rest omitted)

(Prevention of Workers Being Hit)

**Article 158.**

1. The employer shall, when carrying out the work using a vehicle type construction machine, not allow a worker to enter a place, which is liable to cause dangers to workers due to being hit by the vehicle type construction machine during operation. However, this shall not apply to when arranging a guide and having the said person guide the said machine, etc.

(The rest omitted)

(Restriction on the Use for Other than Main Purpose)

**Article 164.**

1. The employer shall not use a vehicle type construction machine to hoist loads by using a power shovel or to raise or lower workers in a clamshell, or for other than its main purpose.

(The rest omitted)

(Periodical Self-inspections)

**Article 167.**

1. The employer shall, as regards a vehicle type construction machine, carry out self-inspections for the following matters periodically once every period within a year. However, this shall not apply to the non-use period of a vehicle type construction machine, which is not used for a period exceeding one year:

(The rest omitted)

2. The employer shall, as regards the vehicle type construction machine set forth in the proviso of the preceding paragraph, carry out self-inspection for the matters listed in each item of the same paragraph before resuming the operation.

(Periodical Self-inspections)

**Article 168.**

1. The employer shall, as regards a vehicle type construction machine, carry out self-inspections for the following

matters periodically once every period within a month. However, this shall not apply to the non-use period of a vehicle type construction machine, which is not used for a period exceeding one month:

(The rest omitted)

2. The employer shall, as regards the vehicle type construction machine set forth in the proviso of the preceding paragraph, carry out self-inspection for the matters listed in each item of the same paragraph before resuming the operation.

(Specified Self-inspection)

**Article 169-2.**

1. The specified self-inspection pertaining to the vehicle type construction machine shall be the self-inspection prescribed by Article 167.

(The rest omitted)

(Appointment of an Operations Chief of Cargo Piling)

**Article 428.**

The employer shall, as regards the work set forth in item (xii) of Article 6 of the Order, appoint an operations chief of cargo piling from the persons who have completed the skill training course for operations chief of cargo piling.

(Provisions of the Working Floor, etc.)

**Article 519.**

1. The employer shall provide enclosures, handrails, covers, etc., (hereinafter referred to as "enclosures, etc." in this Article), to places having a height of 2 m or more and where it is liable to endanger workers due to a fall, such as at an end of a working floor and an opening.
2. The employer shall, when it is extremely difficult to provide enclosures, etc., pursuant to the provision of the preceding paragraph, or when removing enclosures, etc., temporarily for necessity for work, take the measures of setting a protective net, having workers use safety belts, etc., to prevent the workers from dangers due to fall.

(Passage)

**Article 540.**

1. The employer shall provide places leading to a workshop and inside of the workshop with safe passages for workers, and maintain the said passages effectively at all times.
2. Of the passages prescribed in the preceding paragraph, the main ones shall have a sign indicating they are passages in order to maintain their effectiveness.

(Working Floor)

**Article 563.**

1. The employer shall provide a work place on scaffolding (excluding single-row scaffolding: the same shall apply in Item (3)) having a height of 2 m or more with a working floor as prescribed in the followings:

(The rest omitted)

(Assembling, etc., of Scaffolding)

**Article 564.**

1. Employers of workers shall take the following measures, when any work for assembly, disassembly or modification of flying-scaffold, overhanging-scaffold or any other scaffold having a structure of 2m or higher is performed:

(The rest omitted)

(Measures Concerning a Raising and Lowering Openings, etc.)

**Article 653.**

1. The orderer shall, in the case set forth in paragraph (1) of Article 31 of the Act, and when having workers of the contractor use working floors, raising and lowering openings, pits and hatches of the vessel, install enclosures, handrails, covers, etc., at places with height of 2 m or more where workers are liable to fall. However, this shall not apply when it is difficult to install enclosures, handrails, covers, etc., due to the nature of the work.

(Measures Concerning a Scaffolding)

**Article 655.**

The orderer shall, in the case set forth in paragraph (1) of Article 31 of the Act and when having workers of the contractor use scaffoldings, take the following measures concerning the said scaffoldings:

- (1) To determine the maximum loading capacity of working floor corresponding to the structure and material used and to display it at a readily visible place of the scaffolding.
- (2) To check the following matters after bad weather conditions such as strong wind, heavy rain and heavy snow, or an earthquake of medium or stronger shock, or after assembling, partially disassembling or altering of

scaffoldings, and before commencing work on scaffoldings, and to make repairs promptly when dangerous conditions are likely to be caused:

(The rest omitted)

## Labour Consultation Service

| Office name, etc.                            | Location   | Phone number                          | Jurisdiction   |
|--|--|---------------------------------------|--|
| Fukushima Prefectural Labour Bureau          | 〒 960-8021<br>Fukushima Regional Government Office, 5 F<br>1-46 Kasumi-Cho<br>Fukushima City   | 024-536-4602<br>(Inspection Division) | Fukushima Pref.  |
| Fukushima Labour Standards Inspection Office | 〒 960-8021<br>Fukushima Regional Government Office, 1 F<br>1-46 Kasumi-Cho<br>Fukushima City   | 024-536-4610                          | Fukushima City, Nihonmatsu City, Date City, Date County, Soma County Iidate Village  |
| Koriyama Labour Standards Inspection Office  | 〒 963-8025<br>2-1 -18 Kuwano-Cho<br>Koriyama City  | 024-922-1370                          | Koriyama City, Tamura City, Motomiya City, Tamura County, Adachi County  |
| Iwaki Labour Standards Inspection Office     | 〒 970-8026<br>Iwaki Regional Government Office, 4 F<br>4-11 Taira Aza Done-Machi<br>Iwaki City   | 0246-23-2255                          | Iwaki City   |
| Aizu Labour Standards Inspection Office      | 〒 965-0803<br>2-10 Shiromae-Cho<br>Aizu-Wakamatsu City   | 0242-26-6494                          | Aizu-Wakamatsu City, Onuma County, Minami-Aizu County, Onuma County, Yama County (Inawashiro Town, Bandai Town), Kawanuma County |
| Shirakawa Labour Standards Inspection Office | 〒 961-0074<br>1-124 Kakunai-Cho<br>Shirakawa City  | 0248-24-1391                          | Shirakawa City, Nishi-Shirakawa County, Higashi-Shirakawa County   |
| Sukagawa Labour Standards Inspection Office  | 〒 962-0834<br>204-1 Asahi-Cho<br>Sukagawa City   | 0248-75-3519                          | Sukagawa City, Iwase County, Ishikawa County   |
| Kitakata Labour Standards Inspection Office  | 〒 966-0896<br>91 Suwa-Cho<br>Kitakata City   | 0241 -22-4211                         | Kitakata City<br>Yama County (Nishi-Aizu Town, Kita-Shiobara Village)  |
| Soma Labour Standards Inspection Office      | 〒 976-0042<br>68 Nakamura Aza<br>Sakuragaoka-Cho,<br>Soma City   | 0244-36-4175                          | Soma City, Minami-Soma City, Soma County Shinchi Town  |
| Tomioka Labour Standards Inspection Office   | (Temporary office)<br>〒 970-8026<br>Hirono Mirai Office, 2F<br>44-3 Shimoasamigawa Aza<br>Hironaga, Hironomachi Oaza,<br>Futaba County | 0240-28-0170                          | Futaba County  |