

~ To employers engaged in decontamination and related works ~

More thorough implementation of ensuring working conditions and controlling radiation exposure, etc. of workers engaged in decontamination and related works.

As a result of the supervision for decontamination sites, etc. conducted so far by the Labour Standards Inspection Office of the Fukushima Prefectural Labour Bureau, the laws on the working conditions and health and safety of workers engaged in [decontamination and related works as well as works under a designated dose rate](#) were found to be violated in many cases and the Office directed mitigation of the situation.

The directions given by the Office are mostly the following. Please use this leaflet and try harder to ensure the working conditions and health and safety of the workers engaged in decontamination and related works.

1. To ensure working conditions

Case 1 No working conditions were given in a written form when a labour contract was made.

- **The working conditions have to be presented in a written form.**
(Article 15, Labour Standards Act)

When a person is employed, the working conditions, including [wages and working hours](#), [have to be presented in a written form](#).

- **Items related to contract renewal also have to be presented in a written form.**
(Article 5, Ordinance for Enforcement of the Labour Standards Act)

For fixed-term working contracts, the [contract period, presence/absence of contract renewal, standards for renewal](#), etc. also have to be presented in a written form.

Case 2 Workers were forced to work overtime, for more than 8 hours a day and 40 hours a week, without having an agreement on overtime work.

- **An Article 36 Agreement has to be made and submitted.**
(Article 36, Labour Standards Act)

For overtime work or holiday work, [a labour-management agreement](#) on the overtime or holiday work ([Article 36 Agreement](#)) [has to be made between an employer and employees and submitted to a Labour Standards Inspection Office](#).

Case 3 The calculation basis of increased wages for overtime work did not include the decontamination allowance and hence the increased wages were not enough.

- **Increased wages have to be paid properly.**
(Article 37, Ordinance for Enforcement of the Labour Standards Act)

When an employee works overtime or on a holiday, the employer [has to pay increased wages to the employee](#).
(Increase of 25% for overtime work and 35% for holiday work)

- **The decontamination allowance has to be included in the calculation basis of the increased wages.**
(Article 21, Ordinance for Enforcement of the Labour Standards Act)

Wages which do not have to be included in the calculation basis of increased wages are those designated by the law such as: 1) Family allowance; 2) Commutation allowance; 3) Separation allowance; 4) Child education allowance; and 5) Housing allowance. [The decontamination allowance has to be included in the calculation basis to calculate the increased wages](#).



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2. To ensure health and safety in decontamination and related works

Case 1 External radiation exposure dose during decontamination and related works was not accurately measured. (A worker whose total external radiation exposure dose at his/her work site was expected to be close to the average wore a dosimeter and his/her measurement result was regarded as the external radiation exposure dose of every worker at the site. However the worker temporarily left the work site.)

- **Radiation exposure dose of workers engaged in decontamination and related works has to be measured in a way designated by law.**
(Article 5 and Article 25-4, Ionizing Radiation Ordinance for Decontamination)
 - In a place where the average ambient dose rate is over 2.5 $\mu\text{Sv/h}$, [each of the workers](#) engaged in decontamination and related works [has to wear a personal dosimeter](#).
 - In a place where the average ambient dose rate is 2.5 $\mu\text{Sv/h}$ or lower, [each of the workers](#) engaged in decontamination and related works [should wear a personal dosimeter](#). However, it is permissible for a male [representative](#) worker and a female [representative](#) worker to wear the dosimeter to measure radiation exposure dose, rather than all the workers.
- * For details, see the Guideline on Prevention of Radiation Hazards for Workers Engaged in Decontamination and Related Works.

Case 2 A preliminary survey of average ambient dose, etc. at sites of decontamination and related works was conducted but a summary of the survey results was not given to workers.

- **A preliminary survey shall be conducted before decontamination and related works.**
(Article 7 and Article 25-6, Ionizing Radiation Ordinance for Decontamination)
 - [A preliminary survey of average ambient dose](#) at sites of decontamination and related works has to be conducted and a [summary of the survey results has to be shown to workers](#).
- **A work plan shall be created for decontamination and related works.**
(Article 8, Ionizing Radiation Ordinance for Decontamination)
 - Before conducting decontamination and related works, a work plan on the place and method of decontamination and related works, measuring method of radiation exposure dose, radiation exposure dose reduction measures, etc. [has to be created in advance](#) and [shown to workers](#) so that they can work following the plan.

If you have any questions, please contact your local Labour Standards Inspection Office or the Fukushima Prefectural Labour Bureau.