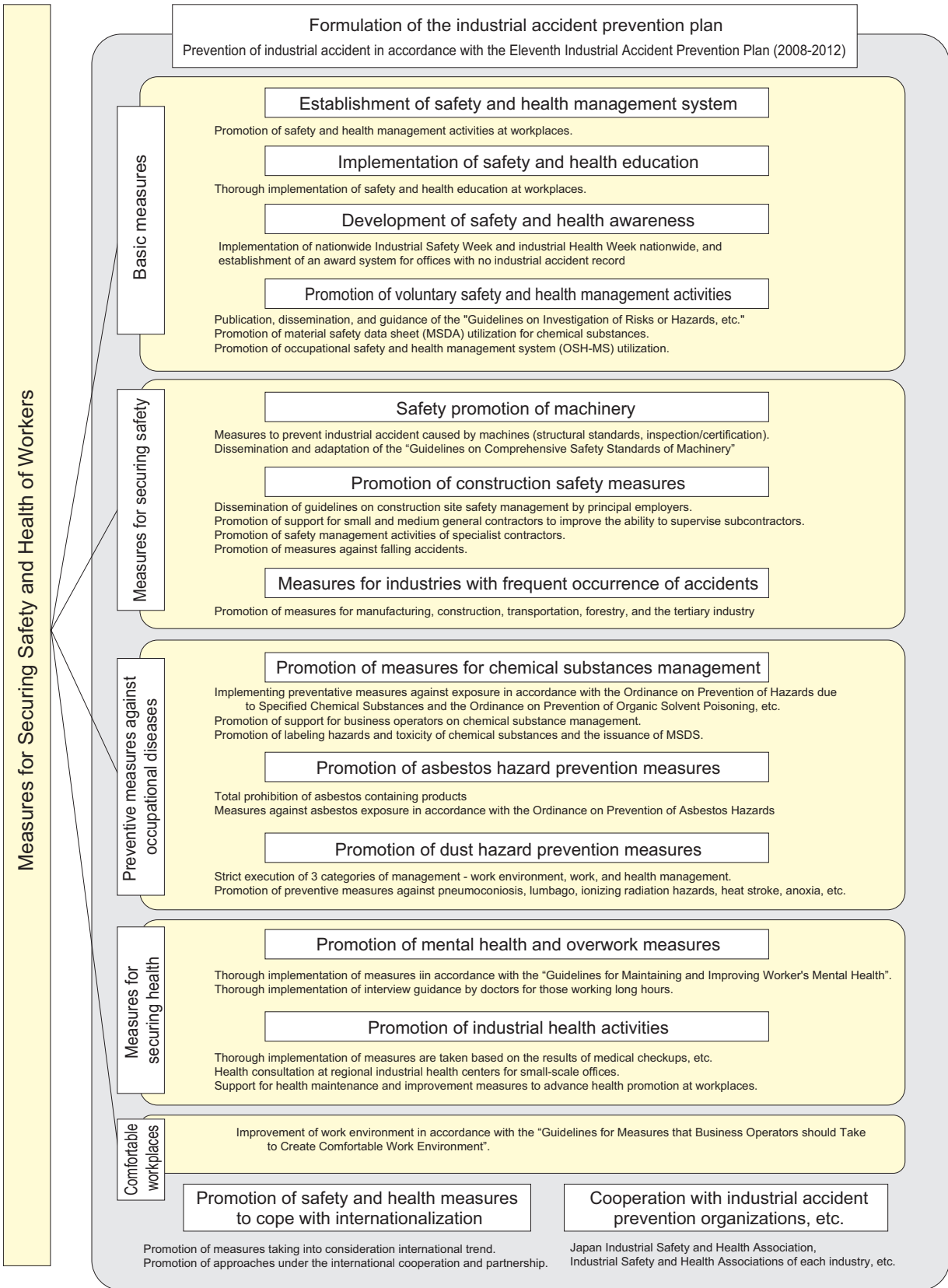


Measures for Securing Safety and Health of Workers

Detailed Information 1 Structure of Safety and Health Measures



Detailed Information 2 **Mental Health Measures at Workplaces**

I System Framework

1. Measures of industrial safety and health laws and ordinances

- (1) Conducting mental health checkups by doctors at the time of interview guidance for those working long hours
- (2) Conducting investigation and discussion at health committees, etc. for establishing mental health measures

2. Measures to be taken by business operators

- (1) Formulation of the “Guidelines for Maintaining and Improving Workers’ Mental Health” (made public in March 2006)
The Guidelines provide the following matters as general implementation methods of mental health care that business operators should take.

1. Investigation and discussion at health committees, etc.
2. Formulation of mental health promotion plans
3. Promotion of four types of mental health care
 - (1) Self-care
 - (2) Care by management supervisors
 - (3) Care by industrial health staffs, etc. placed at offices
 - (4) Care by external resources
4. Concrete procedures of mental health care
 - (1) Educational training and information provision
 - (2) Identification and improvement of working environment, etc.
 - (3) Detecting and responding to mental health disorders
 - (4) Support for returning to work
5. Consideration to personal information protection
6. Matters requiring attention for efforts made in small-scale offices

* External resources: refers to institutions or experts that provide support for mental health care outside offices

- (2) Formulation of “Prevention of and Countermeasures against Suicide at Workplaces” (Suicide Prevention Manual) (revised in September 2008)
- (3) Formulation of “Support Guide for Workers Absent from Work due to Mental Health Problems to Return to Workplaces” (revised in March 2009)

3. Guidance by Prefectural Labour Bureaus and Labour Standards Inspection Offices

Business operators are provided with guidance on measures that conforms to the Guidelines for offices.

II The government support for promoting mental health measures at workplaces

1. Comprehensive support

- (1) Establishment and operation of Mental Health Measures Support Centers, etc.
Implementation of comprehensive support from prevention of mental health disorders, early detection, and proper treatment through to support for absent workers to return to workplaces
 - [1] Implementation of comprehensive consultation from prevention through to returning to workplaces
 - [2] Implementation of visiting support by experts at individual offices, etc.

2. Information provision

Establishment of a mental health portal site “Ears of the Heart” (October 2009; <http://kokoro.mhlw.go.jp/>)
Provision of comprehensive information on mental health measures at workplaces

3. Others

- (1) Conducting industrial health training for psychiatrists, etc.
- (2) Conducting mental health training for industrial health staffs, etc.
- (3) Provision of support for small-scale offices with insufficient industrial health care systems at regional industrial health centers located nationwide
- (4) Establishment of “telephone consultation for mental health of workers” at 19 Rosai (Workers’ Accident Compensation) Hospitals nationwide

In order to prevent health problems caused by overwork, properly implementing measures for worker’s health care is important in preventing worker from cumulative fatigue and eliminating such heavy long-time overwork that does not allow workers to recover from fatigue.

For this reason, the Comprehensive Measures aim to prevent health problems caused by overwork with the formulation of the “measures that employers must take to prevent health problems caused by overwork” and compilation of necessary measures taken by the government, including thorough dissemination and guidance, etc.

Measures that employers must take to prevent health problems caused by overwork

(1) Reduction of overtime and holiday work hours

- Observance of “standard for limit” when concluding the 36 agreement
- Proper identification of working hours, etc.

(2) Promotion of taking annual paid leave

(3) Improvement of working time arrangements

(4) Thorough implementation of health management measures for workers

- [1] Establishment of health management system and implementation of health checkups, etc.
- Appointment of industrial doctors, health supervisors, and health promoters, etc. and implementation of health management by them
 - Development of health management system, including establishment of health committees
 - Steady implementation of health checkups and subsequent measures, etc.
- [2] Interview guidance for workers who had long overtime and holiday work hours for a long time, etc.
- Implementation of interview guidance by doctors and subsequent measures, etc.
 - Development of procedures for implementing interview guidance, etc.
 - Utilization of regional industrial health centers to promote implementation of interview guidance, etc. at small-scale offices
- [3] Identification of cases and recurrence prevention in case of occurrence of occupational diseases due to over work

Necessary measures taken by the government

- Guidance for overtime work at consultation desks in accordance with the 36 agreement, etc.
- Supervision and guidance for offices that are suspected of having overtime/holiday work hours of 45 hours or more
- Guidance for thorough implementation of recurrence prevention measures in case of occurrence of occupational diseases due to over work

Business operators are obliged by the Industrial Safety and Health Act to make efforts in creating comfortable work environment

Outline of Guidelines for Comfortable Workplaces

1. Details of measures to be taken

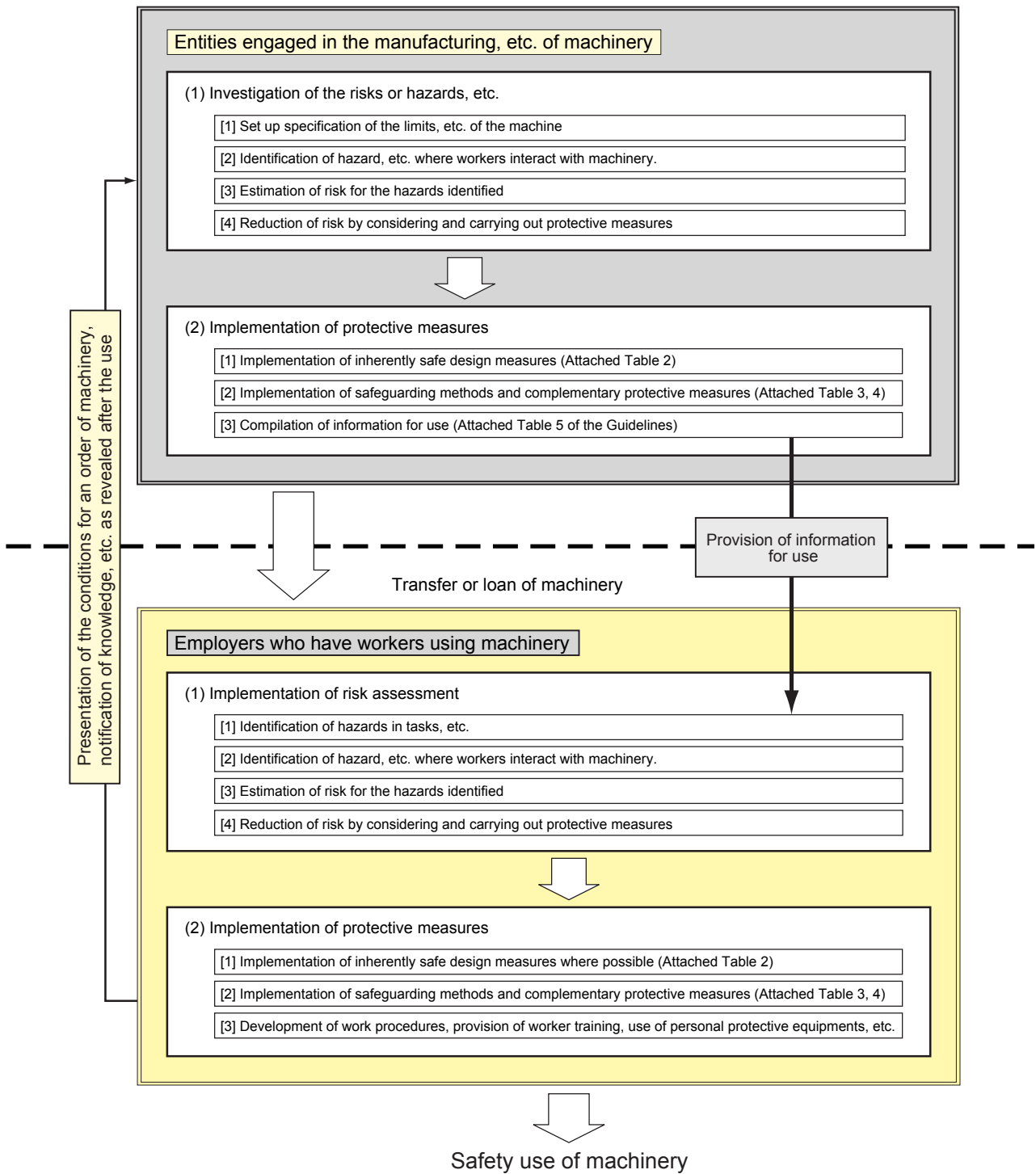
- (1) Appropriate maintenance and management of work environment not to make it uncomfortable to work in
- (2) Improved work methods for work performed in an uncomfortable posture or work requiring considerable muscular strength
- (3) Establishment and development of resting rooms, etc.
- (4) Maintenance and management of facilities required for office life, including washrooms and lavatories, etc., to keep them in a clean and easy to use condition

2. Matters to be concerned

- (1) Taking necessary measures for continued and systematic efforts for the creation, maintenance, and management of comfortable work environment
- (2) Taking necessary measures for reflecting as much opinions of workers as possible
- (3) Taking into consideration individual differences, including age, etc.
- (4) Taking into consideration that workplaces have rich and relaxing atmosphere

Detailed Information 5 Guidelines for the Comprehensive Safety Standards of Machinery (Outline)

Procedure for securing safety of machinery based on the Guidelines for the Comprehensive Safety Standards of Machinery



Detailed Information 6

Outline of Asbestos Measures by MHLW


Asbestos is fibrous mineral produced from natural environment, hazardous for human health and may cause lung cancer and mesothelioma after decades of latent period when inhaling its dust particle.

Measures to prevent future damage

1. Total ban on manufacturing asbestos (Industrial Safety and Health Act)

- Based on the "Asbestos Comprehensive Measures" (Meeting on asbestos issue by concerned ministers on December 27, 2005), manufacture, import, transfer, provision and use of asbestos containing products has been totally prohibited excluding products that the ban is stayed on manufacturing exceptionally (products of exclusion from application of prohibition) since September 1, 2006
- Manufacturing the products of exclusion from application of prohibition is to be gradually banned after the safety of the substitutes is confirmed (this procedure is to be completed in FY2011)

2. Prevention measures of diffusion and exposure at the time of taking down buildings (Ordinance on Prevention of Hazards due to Asbestos)

- Measures have been intensified with the establishment of the "Ordinance on Prevention of Hazards due to Asbestos" in February, 2005.
-  Asbestos was formally controlled under the Ordinance on Prevention of Hazards due to Specified Chemical Substances.

[Outline of Ordinance on Prevention of Hazards due to Asbestos]

Pre-examination of construction materials, submission to the authorities, isolation of working sites, use of inhalation protection equipment, storage of working records, health check-ups, etc.

Response to anxiety of the people

3. Health management of resignees (Personal Health Record System in accordance with the Industrial Safety and Health Act)

- Personal Health Record is issued for those who have been engaged in handling asbestos for a certain period (Health check-ups by the government's burden (every 6 months))

4. Disclosure of information on workplaces, etc. where workers certified as being afflicted with asbestos exposition belonged

Relief of the victims without a gap

5. Relief based on Industrial Accident Compensation Insurance Act

- Insurance benefits for victims and the bereaved families afflicted with employment injuries by asbestos

6. Relief based on Act on Asbestos Health Damage Relief

- Payment of the special survivor benefits to those who have lost the right to receive the survivor compensation benefits pursuant to lapses due to prescription based on the industrial accidents insurance

Detailed Information 7

Measures to Prevent Industrial Accidents by Chemical Substances

Chemical substances have significantly contributed to the development of industry and affluent life of today heavily depends on them. Chemical substances are indispensable in our daily lives. While they are useful, many of them are hazardous and toxic at the same time. Since inappropriate handling of chemical substances has adverse effects on our health, their proper management is crucial.

The Ministry of Health, Labour and Welfare has been promoting measures to prevent industrial accidents by chemical substances, including examination of chemical toxicity (carcinogen test, etc. by animal experiment), dissemination and thorough implementation of a system requiring indication of toxicity of chemical substances (labeling, issuance of Material Safety Data Sheet (MSDS)), and promotion of workers' voluntary management of chemical substances at workplaces.

Chemical substances at workplace	Substances covered by the Investigation of Risks or Hazards, etc.: approx. 60,000
Substances subject to preparation and issuance of MSDS: 640	
Substances subject to special control: 117	
Ordinance on Prevention of Hazards due to Specified Chemical Substances (61 (7 of them are also subjected to manufacturing permits))	
Chlorine, ethylene oxide, chromic acid, hydrocyanic acid, hydrogen fluoride, benzene, mercury, ammonia, carbon monoxide, formaldehyde, hydrogen chloride, etc.	
Ordinance on Prevention of Organic Solvent Poisoning (54)	
Acetone, xylene, chloroform, carbon tetrachloride, trichloroethylene, toluene, n-hexane, methanol, gasoline, petroleum naphtha, etc.	
Ordinance on Prevention of Lead Poisoning	
Ordinance on Prevention of Tetraalkyl Lead Poisoning	
Substances subject to manufacturing permits: 7	Substances covered by the Guideline for Prevention of Health Disturbance: 18
Beryllium, etc.	vinyl acetate, biphenyl, etc.
Substances subject to the prohibition of manufacturing: 8	
Benzidine, Asbestos, etc.	

Detailed Information 8

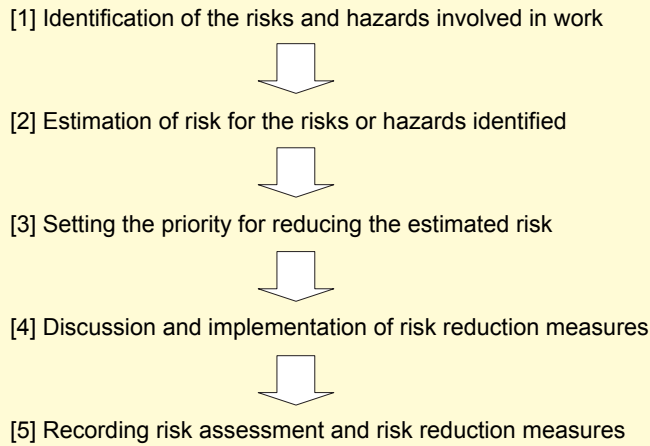
Investigation of Risks or Hazards, etc.

Investigation of Risks or Hazards, etc. at Workplaces and Measures Based on the Results

Investigation of the risks or hazards, etc. (risk assessment) refers to the act of identifying the danger and toxicity involved in work and estimating the risks (severity of injuries/diseases and the possibility of occurrence combined).

* Employer's obligation to make efforts under the revised Industrial Safety and Health Act (Enforced in April 2006)

Procedure of implementation



Examples of risk estimation/evaluation

Examples of risk estimation/evaluation

Severity of accidents

- × : Mortal/severe (industrial accidents causing death or workers to be absent from work for 1 month or longer)
- △ : Moderate (industrial accidents causing workers to be absent from work for less than 1 month)
- : Slight (slight injury, etc.)

Possibility of occurrence

- × : High/relatively high (possibility of the risks or hazards is rising every day/accidents can occur even with the greatest care)
- △ : Medium (possibility of the risks or hazards may frequently rise in such events as repairing, etc.)
- : Low (possibility of the risks or hazards is rare)

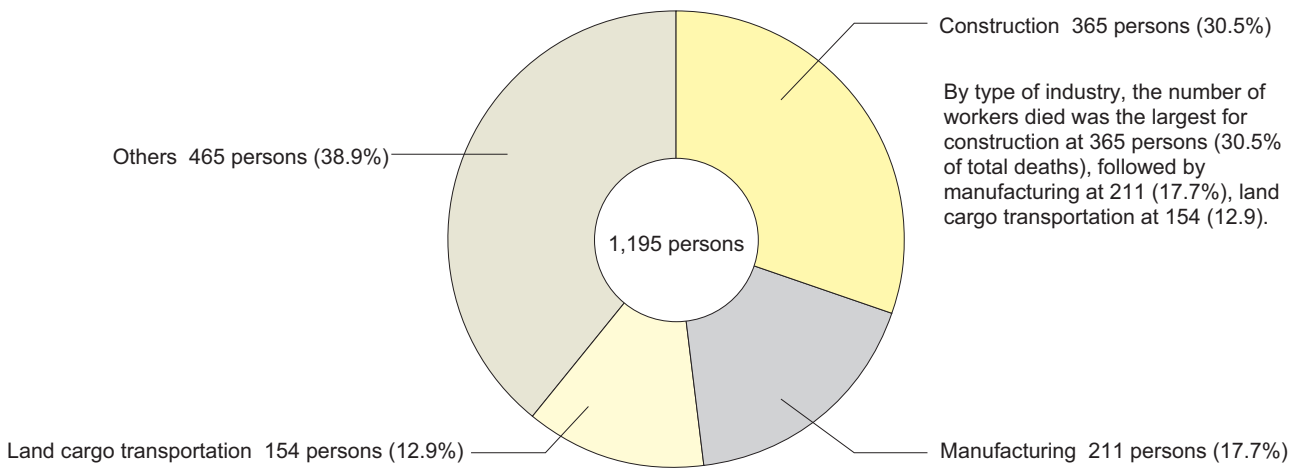
Risk is estimated by combining the severity of accidents and possibility of occurrence

		Severity of accidents		
		Mortal/severe ×	Moderate △	Slight ○
Possibility of occurrence	High/relatively high ×	III	III	II
	Medium △	III	II	I
	Low ○	II	II	I

Risk levels

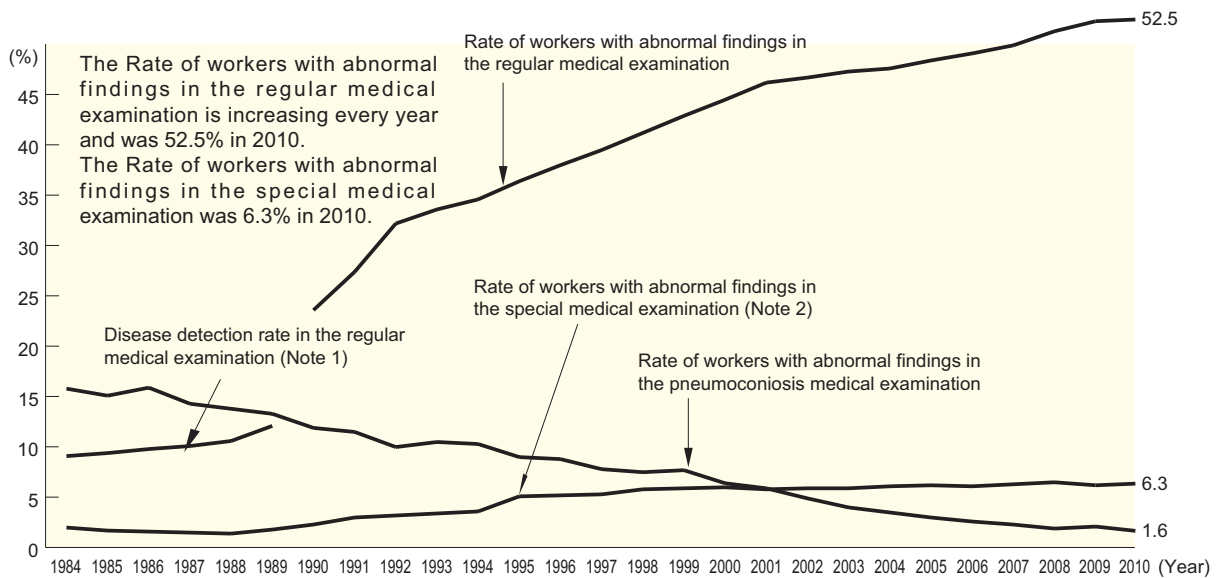
- Risk levels III: Requiring immediate correction, or being at serious risk
- II: Risk reduction measures should promptly be taken
- I: Risk reduction measures should promptly be taken as required

Detailed Data 1 Fatal industrial Accidents by Industry (2010)



Source: Labour Standards Bureau, MHLW

Detailed Data 2 Annual Medical Examination Results

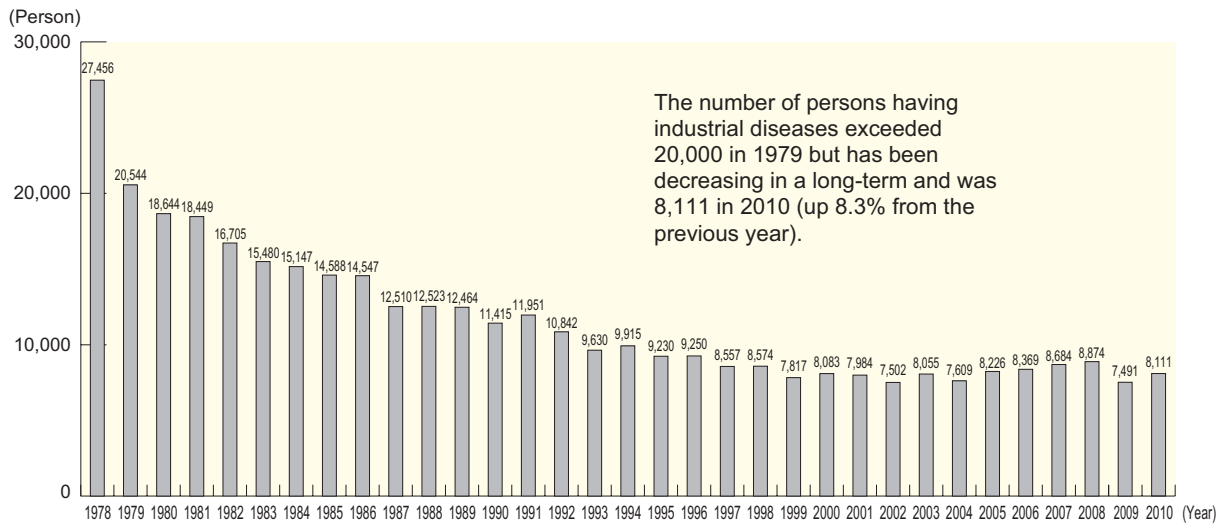


Source: Labour Standards Bureau, MHLW

- (Note) 1. Items covered by the regular medical examination were revised in 1989.
 2. Items covered by the organic solvent and lead medical examination were revised in 1989.
 3. Tabulation methods for the special medical examination were changed in 1995.
 4. Items covered by regular medical examination were revised in January 1999.

Detailed Data 3

Annual Number of Person Having Industrial Diseases

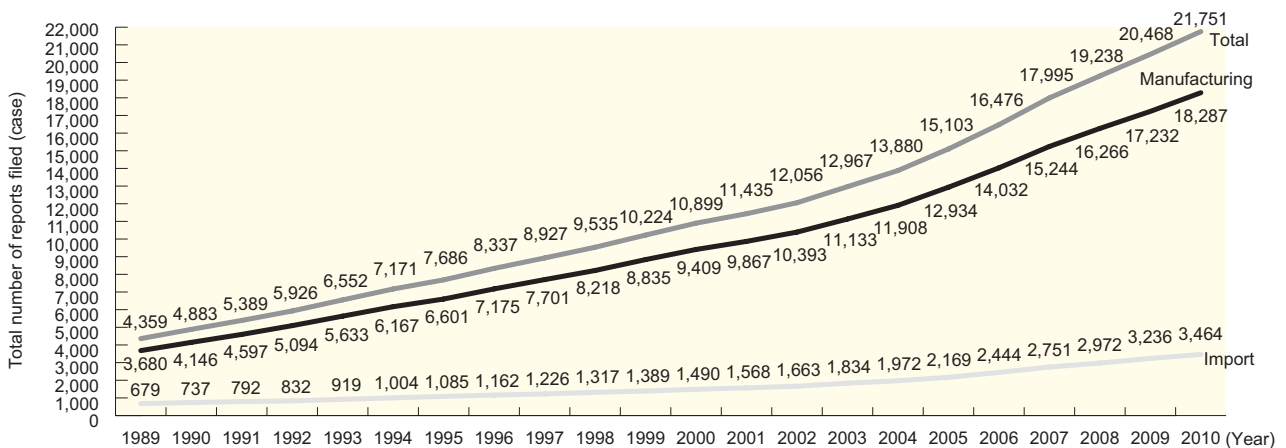


Source: Labour Standards Bureau, MHLW

Detailed Data 4

Reports Filed for Manufacturing and Importing New Chemical Substances

At present roughly 60,000 major chemical substances are being used or have been used in industries in Japan. With the diversity of demands, approximately 1,200 new chemical substances are produced every year. In recent years, in particular, types of new chemical substances whose consumption is very small are increasing.



Source: Labour Standards Bureau, MHLW