



# THE STATE of OSHMS in JAPAN

Uichi NAKAMURA  
Deputy Director

Policy Planning Division, Industrial Safety and Health Department,  
MINISTRY OF HEALTH, LABOR AND WELFARE

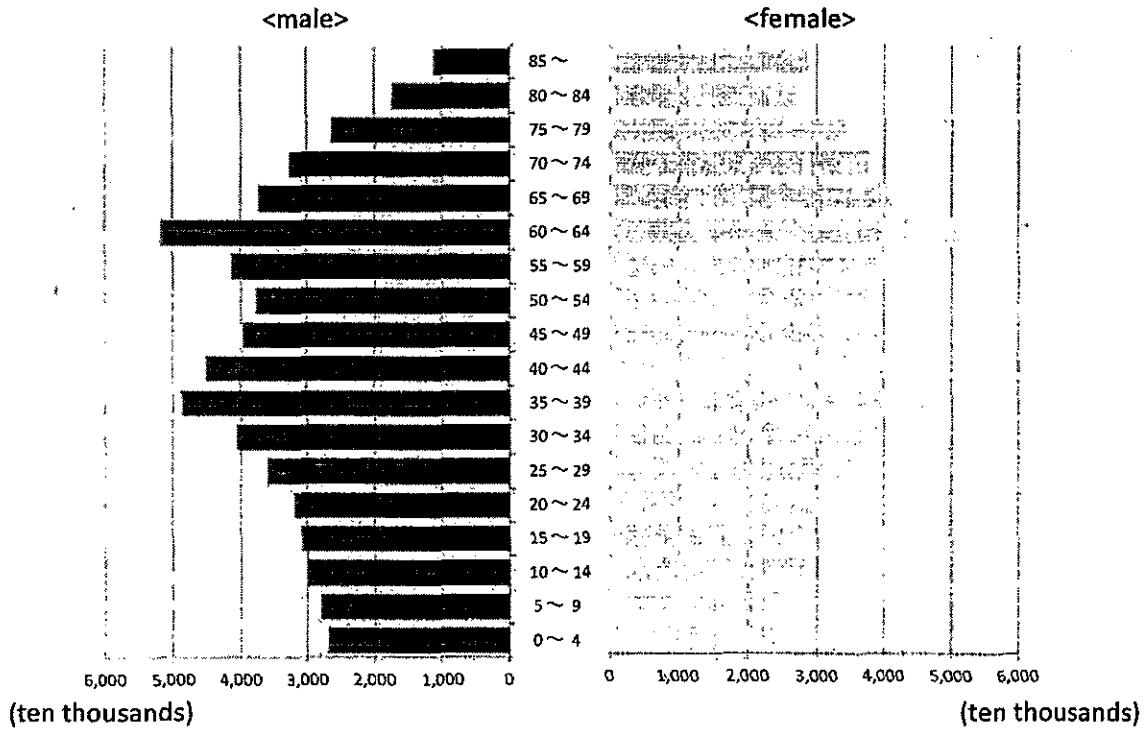
## Introduction of OSHMS



### □ BACKGROUND

- **The year 2007 problem**
  - mass retirement of Japan's baby boomers
    - ⇒ lost of OSH management know-how
    - ⇒ OSH level in companies becomes lower
- **Decreasing rate of industrial accidents becoming slow down**
  - ⇒ effects of laws and regulations are limited
- **Increase of workplaces without accidents**
  - ⇒ lack of efforts on reducing latent risks

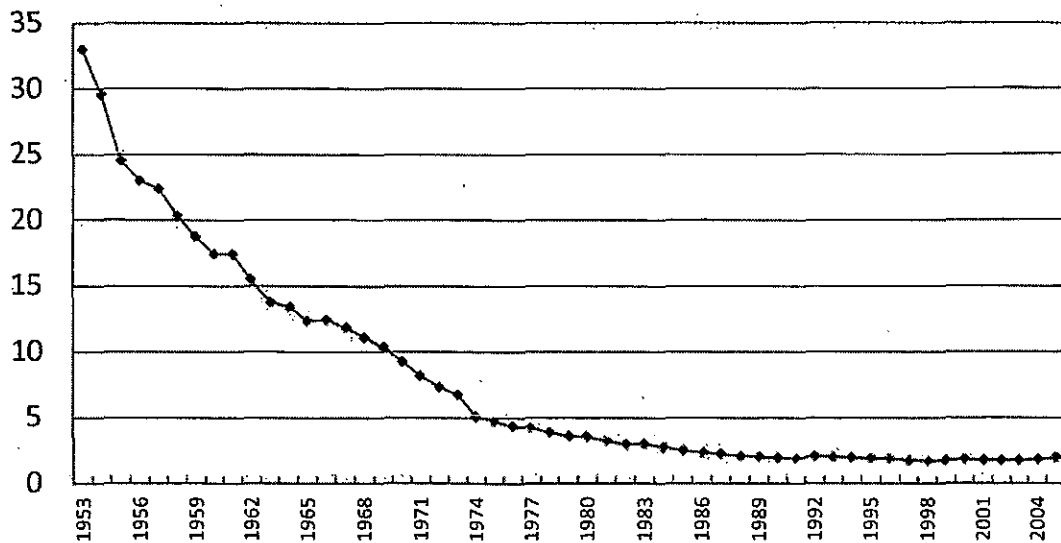
# Japanese Population in 2011



# Decreasing Rate of Industrial Accidents Slow Down

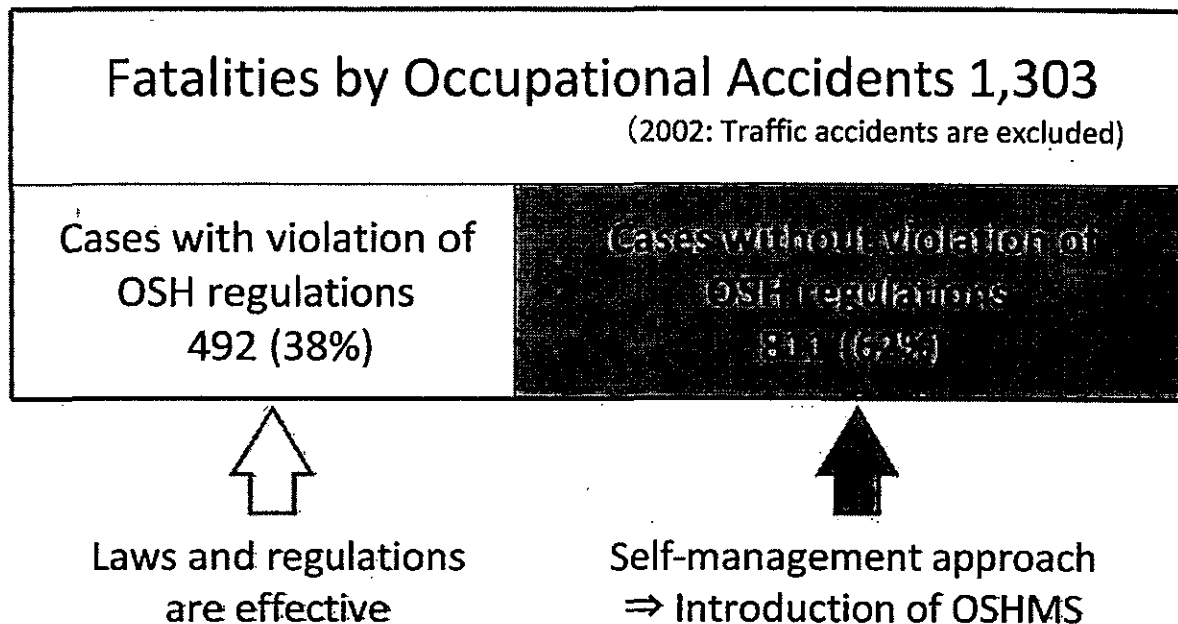


Frequency Rate of Industrial accidents



# Increase of Accidents without Violation of OSH Regulations

厚生労働省  
Ministry of Health, Labour and Welfare



## Introduction of OSHMS

厚生労働省  
Ministry of Health, Labour and Welfare



### □ THE FUNCTION OF OSHMS

- **Self-check** system on OSH through “Plan-Do-Check-Act (PDCA)” process
- **Unite** OSH activities to management of companies by commitment of manager
- **Visualization** of latent risks in workplaces  
- Introduction of “Risk Assessment”
- **Systematize** OSH management know-how of skilled workers

# Regulations concerning OSHMS



## □ ORDINANCE OF OSH ACT. ARTICLE 24-2

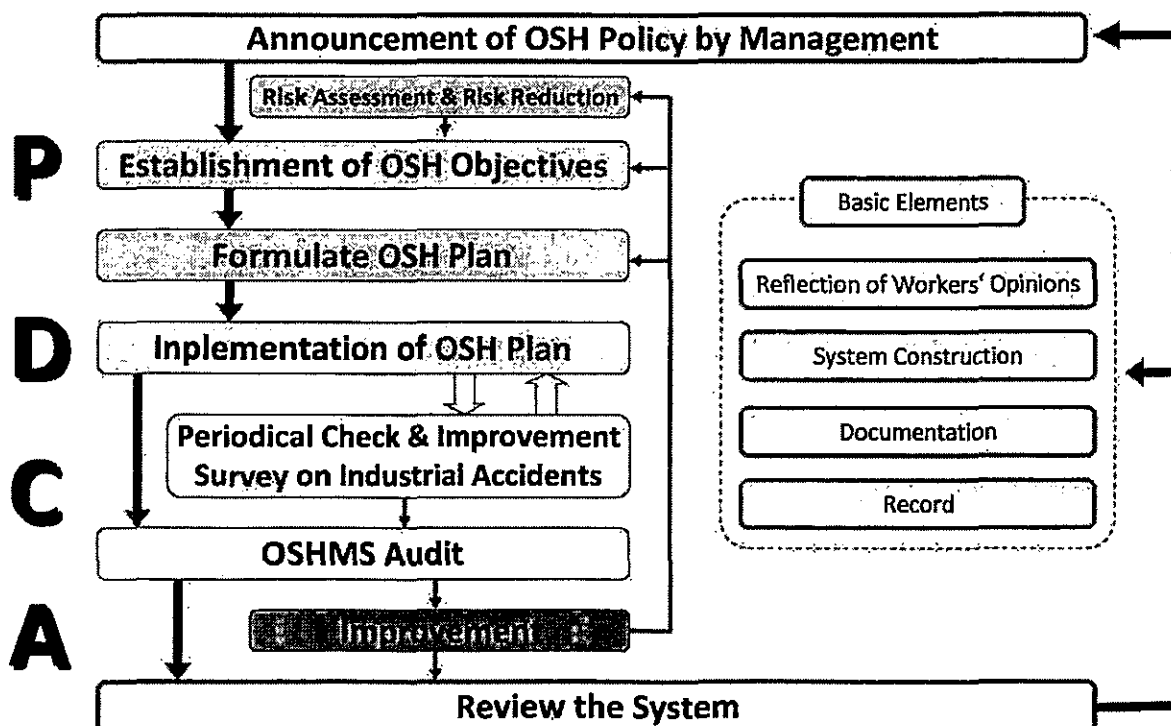
The Minister of Health, Labour and Welfare may make public the necessary guidelines to promote the following self-activities, to be carried out by based on a series of processes determined by the employer for the purpose upgrading the standards of workplace safety and health.

- (i) Publication of safety and health policies.
- (ii) Investigation of the danger or harm, etc., set forth in paragraph (1) of Article 28-2 of the Act, and the measures to be taken based on the results of the said investigations.
- (iii) Establishment of targets on safety and health.
- (iv) Formulation, implementation, evaluation and improvement of safety and health plans.

# Outline of OSHMS



## □ CONTENTS OF OSHMS GUIDELINE



# Regulations concerning OSHMS



## □ OSH ACT ARTICLE 28-2 (2006)

(1) The employer shall, as provided for by the Ordinance of the Ministry of Health, Labor and Welfare, endeavor to investigate the danger or harm, etc., due to buildings, facilities, raw materials, gases, vapors, dust, etc., and those arising from work actions and other duties, and to take necessary measures to prevent dangers and health impairment to workers, in addition to taking the measures provided for by the provisions pursuant to this Act or the orders based on the results of the said investigations.

(2) The Minister for Health, Labor and Welfare shall make publish the necessary guidelines relating to the measures in the preceding paragraph to achieve appropriate and effective implementation thereof, in addition to those provided for in paragraphs (1) and (3) of the preceding Article.

## MEASURES TO INTRODUCE OSHMS INTO COMPANIES



## □ PRIVILEGE MEASURES

### • Exemption of obligatory Reports to LSI offices

Employers who introduced OSHMS can be exempted from submission of reports regarding planning to equip specific machinery, scaffolds etc., at workplaces to Labor Standards Inspection Offices.

### • Reduction of Industrial Accident Insurance Rate

Special case of merit system which Industrial Accident Insurance Rate is reduced by up to 45% (usually 40%) can be applied to employers of SMEs who introduced OSHMS.

# MEASURES TO INTRODUCE OSHMS INTO COMPANIES



## □ MATERIALS, TRAININGS, etc.

# The State of OSHMS



## □ Rate of companies which introduced OSHMS by size

number of employees	Introduced	not introduced	plans		
			planning	considering	no plan
1000~	46.6 %	53.4 %	15.7 %	47.2 %	37.1 %
500~999	26.7 %	73.3 %	4.6 %	48.1 %	47.1 %
300~499	19.2 %	80.8 %	5.3 %	41.0 %	52.8 %
100~299	14.4 %	85.6 %	3.6 %	40.8 %	54.7 %
50~99	10.8 %	89.2 %	5.2 %	29.8 %	63.9 %
30~49	6.1 %	93.9 %	1.8 %	27.9 %	69.3 %
10~29	6.0 %	94.0 %	0.7 %	20.9 %	77.1 %
TOTAL	7.0 %	93.0 %	1.4 %	23.7 %	73.7 %

# The State of OSHMS



## □ Rate of companies which introduced OSHMS by industries

industries	Introduced	not introduced	plans		
			planning	considering	no plan
Construction	15.6 %	84.4 %	1.8 %	28.4 %	69.2 %
Manufacturing	6.6 %	93.4 %	2.7 %	24.0 %	72.6 %
Electricity, gas, water	27.0 %	73.0 %	1.9 %	20.2 %	77.9 %
Tele-communication	2.7 %	97.3 %	1.6 %	18.7 %	77.8 %
Transportation	13.4 %	86.6 %	4.1 %	37.9 %	56.9 %
Wholesale, retail	3.2 %	96.8 %	0.3 %	22.0 %	76.6 %
Real estate	7.9 %	92.1 %	-	19.6 %	77.5 %
Research, technical service	9.4 %	90.6 %	1.0 %	24.0 %	74.3 %
Hotels, restaurants	8.0 %	92.0 %	0.8 %	19.2 %	77.2 %
Amusement, recreation	3.0 %	97.0 %	1.7 %	12.8 %	84.3 %

# The State of OSHMS



## □ The reason why companies does not introduce OSHMS by size

number of employees	Lack of persons with enough knowledge	Needs too much costs	Lack of know-how	No management advantage	Effects won't be expected	Don't know OSHMS
1000~	16.8 %	8.1 %	20.1 %	3.5 %	6.7 %	23.5 %
500~999	33.8 %	15.4 %	20.4 %	6.5 %	7.1 %	14.8 %
300~499	42.1 %	12.2 %	19.7 %	7.8 %	5.1 %	30.0 %
100~299	53.2 %	15.7 %	27.5 %	6.6 %	7.8 %	32.3 %
50~99	60.2 %	15.0 %	31.7 %	7.9 %	5.4 %	33.1 %
30~49	48.5 %	14.3 %	29.8 %	7.2 %	5.2 %	42.1 %
10~29	50.1 %	14.9 %	25.5 %	7.5 %	6.0 %	37.9 %
TOTAL	50.6 %	14.8 %	26.6 %	7.5 %	5.9 %	37.9 %

# The State of OSHMS



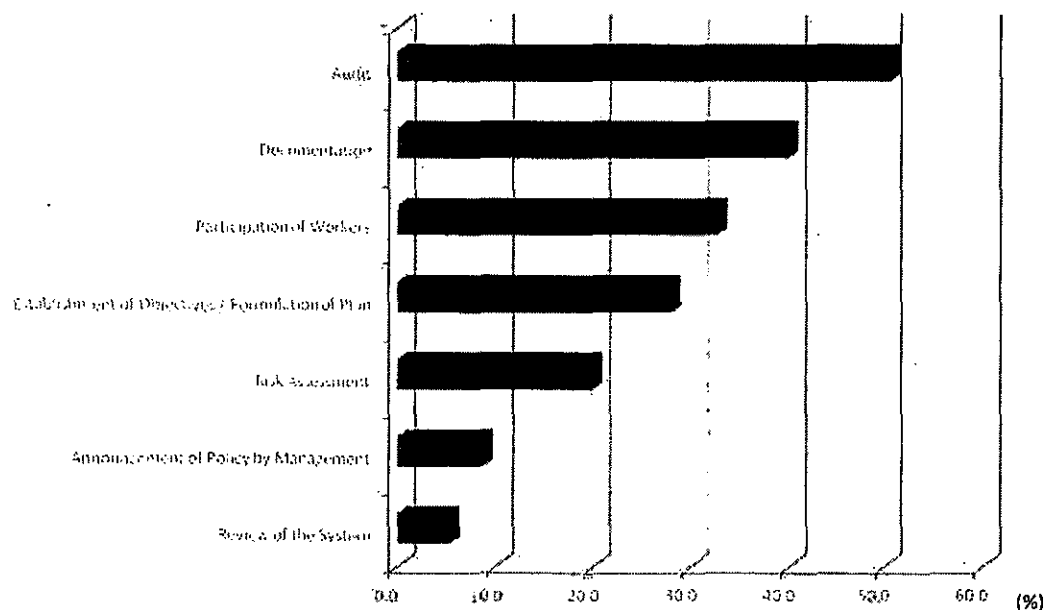
## □ The reason why companies does not introduce OSHMS by industries

Industries	Lack of persons with enough knowledge	Needs too much costs	Lack of know-how	No management advantage	Effects won't be expected	Don't know OSHMS
Construction	51.6 %	30.2 %	28.7 %	10.6 %	3.9 %	29.6 %
Manufacturing	57.2 %	21.2 %	31.0 %	9.1 %	7.0 %	36.6 %
Electricity, gas, water	26.3 %	5.7 %	12.7 %	1.4 %	3.0 %	15.9 %
Tele-communication	42.2 %	13.5 %	23.5 %	11.9 %	12.2 %	35.5 %
Transportation	51.6 %	14.2 %	23.3 %	8.1 %	3.4 %	32.4 %
Wholesale, retail	46.8 %	6.8 %	23.7 %	4.7 %	6.8 %	41.1 %
Real estate	44.1 %	16.4 %	19.4 %	17.2 %	9.0 %	31.0 %
Research, technical service	43.0 %	17.7 %	22.9 %	10.6 %	5.7 %	34.0 %
Hotels, restaurants	52.4 %	19.0 %	27.0 %	10.0 %	2.6 %	38.1 %
Amusement, recreation	50.8 %	9.0 %	33.7 %	6.8 %	9.4 %	41.8 %

# The State of OSHMS



## □ Difficulties in introducing OSHMS





# Challenges



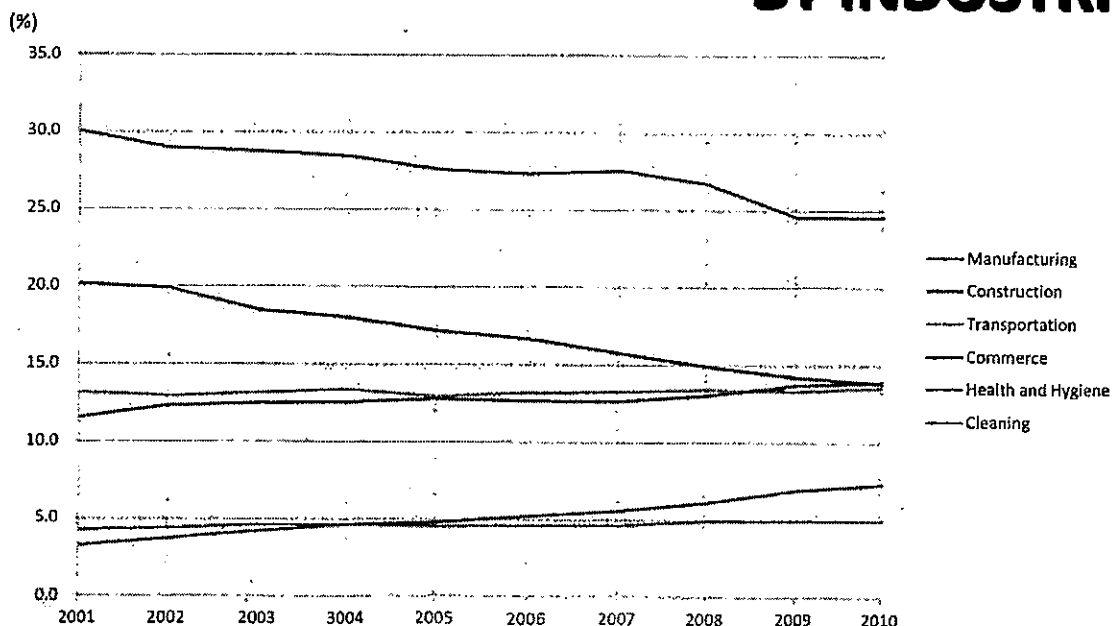
## □ THE STATE OF INDUSTRIAL ACCIDENTS

- The rate of decrease in industrial accidents has slowed.
- The ratio of **tertiary industry such as commerce and health sector** has been rapidly increasing,
  - The tertiary industry has become one of the most important target. (The trend of industrial accidents depends on the tertiary industry's trend.)
  - Difficulties to promote OSH activities in the tertiary industry due to low awareness of OSH, diverse types of business, poor experiences and knowledge of OSH, etc.
  - Is OSHMS a suitable system for the tertiary industry ?

# Challenges



## □ RATIO OF INDUSTRIAL ACCIDENTS BY INDUSTRIES



# Challenges

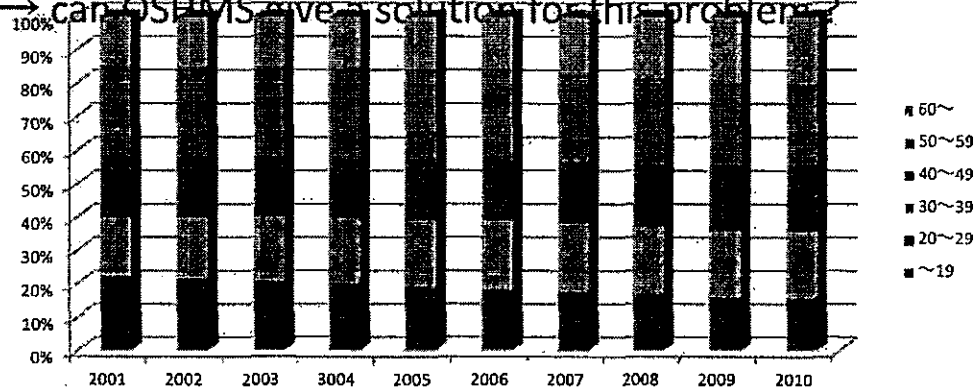


## □ THE STATE OF INDUSTRIAL ACCIDENTS

- Industrial accidents caused by elderly workers have increased due to **aging population**.

→ new measures are needed to tackle this challenge.

→ can OSHMS give a solution for this problem?



# Challenges



- Economic downturn has made employers minimize or cut the cost of OSH.

- OSHMS is considered as too complicated for SMEs.

→ Is it possible to simplify the system?

- Detailed analysis and evaluation on the effects of introducing OSHMS is needed to upgrade the system.



**THANK YOU**



