

To the press

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Results of supervision and instruction activities for employers of decommissioning workers at TEPCO's Fukushima Daiichi Nuclear Power Plant and employers of decontamination workers in Fukushima Prefecture (for 2021)

The Fukushima Labour Bureau (Director: Naoto Kasai) publicized the summarized results of supervision and instruction activities conducted during the twelve-month period from January to December 2021, targeting employers of workers engaging in (i) decommissioning work at TEPCO's Fukushima Daiichi NPP, (ii) decontamination of contaminated soil, etc. in Fukushima Prefecture, (iii) collection and transportation of contaminated soil, etc. in Fukushima Prefecture, and (iv) disposal of wastes derived from the nuclear accident and others at interim storage facilities and other places.

In order to secure the safety, good health and better working conditions for workers engaging in these works, the Fukushima Labour Bureau will continuously conduct supervision and instruction so that basic working conditions are secured through employers' efforts for establishing a safety and health management system under industrial safety and health-related laws and regulations, conducting risk assessment, integrating management of workers' exposure doses, thoroughly implementing measures for exposure reduction and health management, and observing the Labor Standards Act and other related legislation.

◆ Key points of the results of supervision/instruction activities

1. Decommissioning work at Fukushima Daiichi NPP

Number of employers for whom supervision has been conducted: **340**

Among the above, number of employers having committed violations related to safety/health and labor management: **137 (40.3%)**

[Status of violators]

- Number of employers having committed violations concerning measures on safety and health to be taken at the work site: **10 (2.9%)**
- Number of employers having committed violations related to labor management: **113 (33.2%)**

2. Decontamination of contaminated soil, etc. in Fukushima Prefecture

Number of employers for whom supervision has been conducted: **92**

Among the above, number of employers having committed violations related to safety/health and labor management: **29 (31.5%)**

[Status of violators]

- Number of employers having committed violations concerning measures on safety and health to be taken at the work site: **12 (13.0%)**
- Number of employers having committed labor violations related to labor management: **6 (6.5%)**

3. Collection and transportation of contaminated soil, etc. in Fukushima Prefecture

Number of employers for whom supervision has been conducted: **164**

Among the above, number of employers having violated laws and regulations on industrial safety and health or the Labor Standards Act and other related legislation: **67 (40.9%)**

[Status of violators]

- Number of employers having committed violations concerning measures related to safety and health to be taken at the work site: **15 (9.1%)**
- Number of employers having committed violations related to labor management: **43 (26.2%)**

4. Disposal of nuclear accident–derived waste, etc. at interim storage facilities and other places

Number of employers for whom supervision has been conducted: **102**

Among the above, the number of employers having violated laws and regulations on industrial safety and health or the Labor Standards Act and other related legislation: **43 (42.2%)**

[Status of violators]

- Number of employers having committed violations concerning measures related to safety and health to be taken at the work site: **1 (1.0%)**
- Number of employers having committed violations related to labor management: **39 (38.2%)**

*1 "Violations concerning measures related to safety and health to be taken at the work site" refers to violations concerning measures to be taken at each work site to prevent industrial accidents and health hazards to workers, such as measures to prevent falls during work at height or on a scaffold, appointment of operation chiefs, measurement of external exposure doses, and preliminary surveys of work sites.

*2 "The number of employers having violated laws and regulations on industrial safety and health or the Labor Standards Act" does not include the number of violations other than "the number of employers having committed violations concerning safety and health–related measures to be taken at the work site" and "the number of employers having committed labor management–related violations" ("the number of employers having committed health management–related violations" and "the number of employers having committed violations concerning measures to be taken by principal employers").

1. Decommissioning work at Fukushima Daiichi NPP

◆ The situation regarding violations of laws related to matters including safety and health and labor management (p.11, p.15, p.16)

- (i) Several work sites committed violations related to measures on safety and health at work sites by failing to conduct a pre-operation check of a vehicle-type material-handling machine (forklift), failing to inform workers of the maximum loading capacity of a scaffold, and failing to appoint an oxygen deficiency hazard supervisor.
- (ii) Several work sites committed violations related to the health management of workers by failing to report ionizing radiation medical examination results and failing to ascertain workers' working hours for face-to-face physician consultations.
- (iii) Several work sites committed violations related to labor management, such as failing to pay premium wages, failing to draw up and submit rules of employment, failing to prepare a wage ledger, failing to explicitly state conditions of employment, and failing to meet their obligations related to annual paid leave.

◆ Major actions by Labour Standards Inspection Offices

- (i) Serious industrial accidents might occur because of employers' failure to take measures related to work site safety and health such as conducting a pre-operation check of a vehicle-type material-handling machine (forklift) or informing workers of the maximum loading capacity of a scaffold. Consequently, the relevant Labour Standards Inspection Office provides guidance even after confirming that matters have been rectified so as to prevent the occurrence of similar violations.
- (ii) Some employers were found to have violated their obligations to ascertain workers' working hours for face-to-face consultation by a physician. Because this measure is important for keeping workers healthy, the relevant Labour Standards Inspection Office instructed employers to implement it. The Labour Standards Inspection Office also informed employers that they had not submitted a report on ionizing radiation medical examination results and instructed them not to fail to submit future reports.
- (iii) Some of the violations committed by employers were related to basic matters in labor management, such as not including allowances that should be included in the basis for calculating premium wages for overtime work, or the rules of employment (wage regulations) not stipulating the part of the allowances paid to workers. Detailed explanations of laws and regulations are provided to employers for better understanding at the time of supervision and inspection activities.

Examples – Aiming to rectify violations through the following instructions

(i) Safety and health-related measures to be taken at the work site	<ul style="list-style-type: none"> ● Pre-operation check of forklifts 	Details An operator did not inspect the functions of the braking and steering devices of forklifts before starting the day’s work. Therefore, an inspector instructed the operator to conduct the statutory inspections (Article 151-25 of the Regulation on Industrial Safety and Health).
	<ul style="list-style-type: none"> ● Informing workers of the maximum loading capacity of scaffolds 	Details Although the maximum loading capacity of a work platform should be determined according to the structure and materials of the scaffold and the maximum loading capacity should be informed to workers, workers were not informed. Therefore, an inspector instructed the employer to inform workers of the maximum loading capacity by posting it in an easily visible place on the scaffold (Article 562 of the Regulation on Industrial Safety and Health).
(ii) Health management-related measures	<ul style="list-style-type: none"> ● Reporting ionizing radiation medical examination results to the director of the relevant Labour Standards Inspection Office 	Details Although a regular ionizing radiation medical examination was conducted once every six months or more frequently, an employer failed to submit a report of the medical examination results to the director of the relevant Labour Standards Inspection Office. Therefore, an inspector instructed the employer to submit the report (Article 58 of the Ionizing Radiation Hazards Regulation).
	<ul style="list-style-type: none"> ● Wages to be included when calculating premium wages ● Premium wages for exceeding the stationary working hours 	Details An employer was not including in the calculation of premium wages part of the allowances paid to workers. Additionally, this employer was not treating employees as having worked overtime when the workers’ weekly working hours exceeded the statutory working hours (40 hours), and the employer was not paying premium wages. Therefore, an inspector instructed the employer to pay workers the shortfalls in premium wages (Article 37 of the Labor Standards Act).
(iii) Labor management-related measures	<ul style="list-style-type: none"> ● Matters to be included in the rules of employment 	Details Because rules of employment did not include statutory requirements such as the method of determining allowances, an inspector instructed the employer to make changes (additions) to the rules of employment and submit the revised rules of employment to the director of the relevant Labour Standards Inspection Office (Article 89 of the Labor Standards Act).
	<ul style="list-style-type: none"> ● Measures to be taken by principal employers 	Details A principal employer, who manages the entirety of a subcontractor’s business, had failed to provide necessary guidance to the subcontractor so as to prevent the subcontractor violating laws and regulations related to industrial safety and health. Therefore, an inspector instructed the principal employer to provide guidance to the subcontractor (Article 29 of the Industrial Safety and Health Act).

2. Decontamination of contaminated soil, etc. in Fukushima Prefecture

◆ The situation regarding violations of laws related to matters including safety and health and labor management (p.12, p.17, p.18)

- (i) Several work sites committed violations related to measures on safety and health required at work sites by failing to use effective respiratory protective equipment such as dust masks, failing to provide means to prevent contact with vehicle-type construction machines, and failing to provide measures to be taken when leaving the operating position of vehicle-type construction machines.
- (ii) Several work sites committed violations related to labor management by failing to meet their obligations related to overtime work and failing to pay premium wages.

◆ Major actions by Labour Standards Inspection Offices

- (i) Serious industrial accidents or health issues might occur if employers fail to take such worksite safety and health-related measures as the use of dust masks and other effective respiratory protective equipment, prevention of contact with vehicle-type construction machines, and measures to be taken when leaving the operating position of vehicle-type construction machines. Therefore, the relevant Labour Standards Inspection Office provides guidance even after confirming that matters have been rectified so as to prevent the occurrence of similar violations.
- (ii) Some of the violations committed by employers were related to basic matters in labor management. For example, premium wages were not paid to workers for overtime work despite their weekly working hours exceeding the statutory working hours (40 hours), and workers were made to work overtime without signing and submitting an agreement on overtime and holiday work (Article 36 Agreement). Therefore, detailed explanations of laws and regulations are provided to employers for better understanding at the time of supervision and inspection activities.

Examples - Aiming to rectify violations through the following instructions

<p>(i) Safety and health-related measures to be taken at the work site</p>	<ul style="list-style-type: none"> ● Use of effective respiratory protective equipment such as dust masks 	<p style="text-align: center;">Details</p> <p>Because workers were made to use non-woven cloth masks and not effective respiratory protective equipment such as dust masks when engaging in decontamination work of contaminated soil with a radioactivity concentration exceeding 10,000 becquerels/kg, an inspector immediately instructed the employer to use effective respiratory protective equipment (Article 16 of the Ionizing Radiation Regulation for Decontamination).</p>
	<p>(ii) Labor management-related measures</p>	<ul style="list-style-type: none"> ● Overtime work for which workers must be paid premium wages
<p>(ii) Labor management-related measures</p>		<ul style="list-style-type: none"> ● Overtime work
	<p>(iii) Measures to be taken by principal employers, etc.</p>	<ul style="list-style-type: none"> ● Measures to be taken by principal employers

3. Collection and transportation of contaminated soil, etc. in Fukushima Prefecture

◆ The situation regarding violations of laws related to matters including safety and health and labor management (p.13, p.19)

- (i) Several work sites committed violations related to safety and health measures required at work sites by failing to make decisions regarding such matters as the correct method for working with a mobile crane, failing to conduct a preliminary survey of the decontamination work site, and failing to install facilities for ascending and descending properly.
- (ii) Several work sites committed violations related to the health management of workers by failing to seek physicians' opinions on general health examination results and failing to report ionizing radiation medical examination results for decontamination and other work.
- (iii) Several work sites committed violations related to labor management by failing to pay premium wages, failing to meet their obligations related to overtime work, failing to prepare a wage ledger, failing to draw up and submit rules of employment, and failing to meet their obligations related to annual paid leave.

◆ Major actions by Labour Standards Inspection Offices

- (i) Serious industrial accidents might occur because of employers' failure to take such worksite safety and health-related measures when a vehicle-type construction machine needs to be used, making decisions regarding such matters as the correct method for working with a mobile crane, failing to conduct a preliminary survey of the decontamination work site, and failing to install facilities for ascending and descending properly. Therefore, the relevant Labour Standards Inspection Office provides guidance even after confirming that matters have been rectified so as to prevent the occurrence of similar violations.
- (ii) Some employers violated their obligations to seek physicians' opinions on general health examination results. Because this measure is important for maintaining workers' health, the relevant Labour Standards Inspection Office instructed employers to implement it. Additionally, the Labour Standards Inspection Office informed employers that they had not submitted a report on decontamination and work-related ionizing radiation medical examination results and instructed them not to fail to submit future reports.
- (iii) Some of the violations committed by employers were related to basic matters in labor management. For example, an employer had not included part of the allowances that should be included in the basis for calculating premium wages for overtime work and workers were made to work overtime exceeding the limit stipulated in the agreement on overtime and holiday work (Article 36 Agreement). Therefore, detailed explanations of laws and regulations are provided to employers for better understanding at the time of supervision and inspection activities.

Examples - Aiming to rectify violations through the following instructions

(i) Safety and health-related measures to be taken at the work	<ul style="list-style-type: none"> ● Making decisions regarding such matters as the correct method for working with a mobile crane 	Details
		An employer did not specify a proper method for working with a mobile crane (i.e., the weight of the load to be lifted at one time). Therefore, an inspector instructed the employer to specify the legally required matters such as working method (Article 66-2 of the Safety Regulation for Cranes).
(ii) Health management-related measures	<ul style="list-style-type: none"> ● Hearing of physicians' opinions on general health examination results 	Details
		Because an employer failed to seek physicians' opinions concerning measures necessary for maintaining workers' good health based on general health examination results, an inspector instructed the employer to seek the opinions of physicians (Article 66-4 of the Industrial Safety and Health Act).
(iii) Labor management-related measures	<ul style="list-style-type: none"> ● Wages to be included in the basis for calculating premium wages 	Details
		An employer did not include part of the allowances paid to workers in the basis for calculating premium wages. Therefore, an inspector instructed the employer to pay shortfalls in premium wages to workers (Article 37 of the Labor Standards Act).
	<ul style="list-style-type: none"> ● Overtime work 	Details
		Because workers were made to work overtime exceeding the statutory working hours stipulated in the agreement on overtime and holiday work (Article 36 Agreement), an inspector instructed the employer to ensure that their overtime work remains within the limit set in the Article 36 Agreement (Article 32 of the Labor Standards Act).
	<ul style="list-style-type: none"> ● Matters to be described in a wage ledger 	Details
		Because a wage ledger lacked some of the legally required matters, such as overtime working hours and night working hours, an inspector instructed the employer to describe those legally required matters in the wage ledger (Article 108 of the Labor Standards Act).
(iv) Measures to be taken by principal employers, etc.	<ul style="list-style-type: none"> ● Measures to be taken by principal employers 	Details
		A principal employer, who manages the entire subcontractor's business, had failed to provide necessary guidance to the subcontractor so as to prevent the subcontractor violating industrial safety and health-related laws and regulations. Therefore, an inspector instructed the principal employer to provide guidance to the subcontractor (Article 29 of the Industrial Safety and Health Act).

4. Disposal of nuclear accident–derived waste, etc. at interim storage facilities and other places

◆ The situation regarding violations of laws related to matters including safety and health and labor management (p.14, p.19)

- (i) Several work sites committed violations related to safety and health measures required at work sites by failing to prevent a vehicle-type construction machine (a drag shovel) to be used for unintended purposes.
- (ii) Several work sites committed violations related to the health management of workers by failing to report ionizing radiation medical examination results, failing to ascertain workers' working hours for face-to-face consultation by a physician, and failing to seek physicians' opinions on general health examination results.
- (iii) Several work sites committed violations related to labor management by failing to pay premium wages, failing to prepare a wage ledger, and failing to meet their obligations related to overtime work.

◆ Major actions by Labour Standards Inspection Offices

- (i) Serious industrial accidents might occur if employers fail to take such a worksite safety and health–related measure as not allowing a vehicle-type construction machine (a drag shovel) to be used for unintended purposes. Therefore, the relevant Labour Standards Inspection Office provides guidance even after confirming that matters have been rectified so as to prevent the occurrence of similar violations.
- (ii) Some employers violated their obligations to ascertain workers' working hours for face-to-face consultation by a physician, and to seek physicians' opinions on general health examination results. Because these measures are important for maintaining workers' health, the relevant Labour Standards Inspection Office instructed employers to implement them. Additionally, the Labour Standards Inspection Office informed employers that they had not submitted a report on results of ionizing radiation medical examinations and instructed them not to fail to submit future reports.
- (iii) Some of the violations committed by employers were related to basic matters in labor management, such as not including part of the allowances that should be included in the basis for calculating premium wages, not recording the number of working hours in the wage ledger, and not including part of the allowances that should be included in the rules of employment. Therefore, detailed explanations of laws and regulations are provided to employers for better understanding at the time of supervision and inspection activities.

Examples -Aiming to rectify violations through the following instructions

(i) Safety and health-related measures to be taken at the work site	<ul style="list-style-type: none"> ● Use of a vehicle-type construction machine (a drag shovel) for unintended purposes 	Details
		An employer who was using a vehicle-type construction machine with mobile crane specifications (a drag shovel) to hang loads had not changed the mode of the construction machine to crane mode. Therefore, an inspector immediately halted the work and instructed the employer to switch the operation mode to crane mode and to work it as a mobile crane (Article 164 of the Regulation on Industrial Safety and Health).
(ii) Health management-related measures	<ul style="list-style-type: none"> ● Report of the results of ionizing radiation medical examination to the chief of the competent Labour Standards Inspection Office 	Details
		Although an employer conducted an ionizing radiation medical examination, which is to be conducted periodically once every six months, the employer did not submit a report of the results thereof to the chief of the competent Labour Standards Office. Therefore, an inspector instructed the employer to submit one (Article 58 of the Ionizing Radiation Hazards Regulation).
(iii) Labor management-related measures	<ul style="list-style-type: none"> ● Overtime work for which workers must be paid premium wages 	Details
		An employer was not treating employees as having worked overtime when the workers' weekly working hours exceeded the statutory working hours (40 hours), and the employer was not paying premium wages. Therefore, an inspector instructed the employer to pay shortfalls in premium wages to workers (Article 37 of the Labor Standards Act).
	<ul style="list-style-type: none"> ● Matters to be described in a wage ledger 	Details
		Because a wage ledger lacked some of the legally required matters, such as a wage calculation period and the number of working hours, an inspector instructed the employer to describe those legally required matters in the wage ledger (Article 108 of the Labor Standards Act).
	<ul style="list-style-type: none"> ● Overtime work 	Details
		An employer had been having employees work overtime exceeding the statutory working hours without concluding and submitting an agreement on overtime and holiday work (Article 36 Agreement). Therefore, an inspector instructed the employer to conclude an Article 36 Agreement and submit it to the director of the relevant Labour Standards Inspection Office (Article 32 of the Labor Standards Act).

Material

1. Decommissioning work at Fukushima Daiichi NPP (2021)

< Table 1-1 > Number of employers having committed violations concerning safety and health-related measures to be taken at the work site

Items	Number
Dissemination of the name, etc. of the operation chief (Article 18 of the Regulation on Industrial Safety and Health)	1
Work plan pertaining to the use of vehicle-type material-handling machines (Article 151-3 of the Regulation on Industrial Safety and Health)	1
Vehicle-type material-handling machine pre-operation check (Article 151-25 of the Regulation on Industrial Safety and Health)	2
Operation plan pertaining to the use of vehicle-type construction machines (Article 155 of the Regulation on Industrial Safety and Health)	1
Measures to be taken in the case of leaving the operation station of vehicle-type construction machines (Article 160 of the Regulation on Industrial Safety and Health).	1
Use for other than the main purpose of vehicle-type construction machines (Article 164 of the Regulation on Industrial Safety and Health)	1
Specified self-inspection pertaining to vehicles for work at height (Article 194-26 of the Regulation on Industrial Safety and Health)	1
Informing employees of the maximum loading capacity of scaffolds (Article 562 of the Regulation on Industrial Safety and Health)	2
Selection of an operation chief for hazardous work of oxygen deficiency (Article 11 of the Ordinance on Prevention of Anoxia, etc.)	1

< Table 1-2 > Number of employers having committed health management-related violations

Items	Number
Ascertaining of workers' working hours for face-to-face consultation by a physician (Article 66-8-3 of the Industrial Safety and Health Act)	3
Report of ionizing radiation medical examination results (Article 58 of the Ionizing Radiation Hazards Regulation)	6

< Table 1-3 > Number of employers having committed labor management-related violations

Items	Number
Clear indication of working conditions (Article 15 of the Labor Standards Act)	20
Payment of regular wages (Article 24 of the Labor Standards Act)	15
Overtime work (Article 32 of the Labor Standards Act)	12
Work on days off (Article 35 of the Labor Standards Act)	1
Payment of premium wages (Article 37 of the Labor Standards Act)	52
Annual paid leave (Article 39 of the Labor Standards Act)	19
Drawing up and submitting of rules of employment (Article 89 of the Labor Standards Act)	28
Notification of communal housing rules (Article 95 of the Labor Standards Act)	3
Notification of establishment of communal housing rules (Article 96-2 of the Labor Standards Act)	3
Preparation of a wage ledger (Article 108 of the Labor Standards Act)	27
Prohibition of disadvantageous treatment (Article 136 of the Labor Standards Act)	1
Preparation of an annual leave management register (Article 24-7 of the Regulation for Enforcement of the Labor Standards Act)	10

< Table 1-4 > Number of employers having committed violations concerning measures to be taken by principal employers

Items	Number
Measures to be taken by principal employers, etc. (Article 29 of the Industrial Safety and Health Act)	12
Measures concerning work platforms (Article 655 of the Regulation on Industrial Safety and Health)	2

*1 As employers found to have committed respective violations are counted redundantly in Tables 1-1 to 1-4 above, numbers do not coincide with those indicated in the section titled "Key points of the results of supervision/instruction activities."

2. Decontamination of contaminated soil, etc. in Fukushima Prefecture (2021)

< Table 2-1 > Number of employers having committed violations concerning safety and health-related measures to be taken at the work site

Items	Number
Dissemination of the name, etc. of the operation chief (Article 18 of the Regulation on Industrial Safety and Health)	2
Prevention of contact for vehicle-type construction machines (Article 158 of the Regulation on Industrial Safety and Health)	2
Measures to be taken in the case of leaving the operation station of vehicle-type construction machines (Article 160 of the Regulation on Industrial Safety and Health)	2
Use for other than main purpose of vehicle-type construction machines (Article 164 of the Regulation on Industrial Safety and Health)	1
Vehicle-type construction machine pre-operation check (Article 170 of the Regulation on Industrial Safety and Health)	1
Installation of facilities for safely ascending and descending (Article 526 of the Regulation on Industrial Safety and Health)	1
Preliminary survey of the decontamination work site (Article 7 of the Ionizing Radiation Regulation for Decontamination)	1
Use of effective protective equipment (Article 16 of the Ionizing Radiation Regulation for Decontamination)	3

< Table 2-2 > Number of employers having committed labor management-related violations

Items	Number
Overtime work (Article 32 of the Labor Standards Act)	3
Variable working hour system on a yearly basis (Article 32-4 of the Labor Standards Act)	1
Work on days off (Article 35 of the Labor Standards Act)	1
Payment of premium wages (Article 37 of the Labor Standards Act)	5
Annual paid leave (Article 39 of the Labor Standards Act)	1
Preparation of a wage ledger (Article 108 of the Labor Standards Act)	1

< Table 2-3 > Number of employers having committed violations concerning measures to be taken by principal employers

Items	Number
Measures to be taken by principal employers, etc. (Article 29 of the Industrial Safety and Health Act)	10
Measures concerning a hoistway (Article 653 of the Regulation on Industrial Safety and Health)	1

*2 As employers found to have committed respective violations are counted redundantly in Tables 2-1 to 2-4 above, numbers do not coincide with those indicated in the section titled “Key points of the results of supervision/instruction activities.”

3. Collection and transportation of contaminated soil, etc. in Fukushima Prefecture (2021)

< Table 3-1 > Number of employers having committed violations concerning safety and health-related measures to be taken at the work site

Items	Number
Specified self-inspection pertaining to vehicle-type material-handling machines (Article 151-24 of the Regulation on Industrial Safety and Health)	1
Appointment of a chief of cargo piling (Article 428 of the Regulation on Industrial Safety and Health)	1
Installation of facilities for ascending and descending, etc. (Article 526 of the Regulation on Industrial Safety and Health)	2
Determination, etc. of work methods, etc. of mobile cranes (Article 66-2 of the Safety Ordinance for Cranes)	5
Extension of outriggers, etc. of mobile cranes (Article 70-5 of the Safety Ordinance for Cranes)	1
Periodical self-inspection of mobile cranes (Article 77 of the Safety Ordinance for Cranes)	1
Repair of mobile cranes (Article 80 of the Safety Ordinance for Cranes)	1
Dose measurement (Article 5 of the Ionizing Radiation Regulation for Decontamination)	1
Preliminary survey of the work site (Article 7 of the Ionizing Radiation Regulation for Decontamination)	2

< Table 3-2 > Number of employers having committed health management-related violations

Items	Number
Ascertaining of workers' working hours for face-to-face guidance by a physician (Article 66-8-3 of the Industrial Safety and Health Act)	1
Hearing of physicians' opinions on general health examination results (Article 66-4 of the Industrial Safety and Health Act)	2
Reporting of results of medical examinations on ionizing radiation (Article 58 of the Ionizing Radiation Hazards Regulation)	1
Report of decontamination and work-related ionizing radiation medical examination results (Article 24 of the Ionizing Radiation Regulation for Decontamination)	2

< Table 3-3 > Number of employers having committed labor management-related violations

Items	Number
Clear indication of working conditions (Article 15 of the Labor Standards Act)	3
Payment of regular wages (Article 24 of the Labor Standards Act)	4
Allowance for absence from work (Article 26 of the Labor Standards Act)	2
Overtime work (Article 32 of the Labor Standards Act)	16
Variable working hour system on a yearly basis (Article 32-4 of the Labor Standards Act)	1
Rest periods (Article 34 of the Labor Standards Act)	7
Overtime work (Article 36 of the Labor Standards Act)	1
Payment of premium wages (Article 37 of the Labor Standards Act)	25
Annual paid leave (Article 39 of the Labor Standards Act)	9
Drawing up and submitting of rules of employment (Article 89 of the Labor Standards Act)	10
Preparation of a wage ledger (Article 108 of the Labor Standards Act)	12
Preparation of an annual leave management register (Article 24-7 of the Regulation for Enforcement of the Labor Standards Act)	2
Total time required (Article 4 of the Public Notice on Standards for Improving)	5
Maximum time required (Article 4 of the Public Notice on Standards for Improving)	4
Time for recess (Article 4 of the Public Notice on Standards for Improving)	1
Maximum driving time (Article 4 of the Public Notice on Standards for Improving)	3
Hours of continuous driving (Article 4 of the Public Notice on Standards for Improving)	8

< Table 3-4 > Number of employers having committed violations concerning measures to be taken by principal employers

Items	Number
Measures to be taken by principal employers (Article 29 of the Industrial Safety and Health Act)	9
Measures concerning mobile cranes (Article 662-8 of the Regulation on Industrial Safety and Health)	1

*3 As employers found to have committed respective violations are counted redundantly in Tables 3-1 to 3-4 above, numbers do not coincide with those indicated in the section titled "Key points of the results of supervision/instruction activities."

4. Disposal of nuclear accident–derived waste, etc. at interim storage facilities and other places (2021)

< Table 4-1 > Number of employers having committed violations concerning safety and health–related measures to be taken at the work site

Items	Number
Use for other than main purpose of vehicle-type construction machines (Article 164 of the Regulation on Industrial Safety and Health)	1

< Table 4-2 > Number of employers having committed health management–related violations

Items	Number
Ascertaining of workers' working hours for face-to-face guidance by a physician (Article 66-8-3 of the Industrial Safety and Health Act)	2
Hearing of physicians' opinions on general health examination results (Article 66-4 of the Industrial Safety and Health Act)	2
Report of ionizing radiation medical examination results (Article 58 of the Ionizing Radiation Hazards Regulation)	3
Report of decontamination and work-related ionizing radiation medical examination results (Article 24 of the Ionizing Radiation Regulation for Decontamination)	1

< Table 4-3 > Number of employers having committed labor management–related violations

Items	Number
Clear indication of working conditions (Article 15 of the Labor Standards Act)	3
Payment of regular wages (Article 24 of the Labor Standards Act)	8
Overtime work (Article 32 of the Labor Standards Act)	13
Rest periods (Article 34 of the Labor Standards Act)	1
Payment of premium wages (Article 37 of the Labor Standards Act)	25
Annual paid leave (Article 39 of the Labor Standards Act)	6
Drawing up and submitting of rules of employment (Article 89 of the Labor Standards Act)	9
Obligation to disseminate related laws and regulations (Article 106 of the Labor Standards Act)	1
Preparation of a wage ledger (Article 108 of the Labor Standards Act)	16
Preparation of an annual leave management register (Article 24-7 of the Regulation for Enforcement of the Labor Standards Act)	1

< Table 4-4 > Number of employers having committed violations concerning measures to be taken by principal employers

Items	Number
Measures to be taken by principal employers (Article 29 of the Industrial Safety and Health Act)	2

*4 As employers found to have committed respective violations are counted redundantly in Tables 4-1 to 4-4 above, numbers do not coincide with those indicated in the section titled “Key points of the results of supervision/instruction activities.”

Reference

1. Decommissioning work at Fukushima Daiichi NPP (2017–2021)

Table 1-1 Changes in the numbers of employers for whom supervision has been conducted and those found to have committed violations (2017–2021)

	2017	2018	2019	2020	2021
Number of employers for whom supervision has been conducted	336	290	325	277	340
Number of employers having violated industrial safety and health-related laws and regulations or the Labor Standards Act and other related legislation	129	154	188	123	137
Violation rate (%)	38.4%	53.1%	57.8%	44.4%	40.3%
Number of employers having violated the Ionizing Radiation Hazards Regulation <small>Figures in brackets are percentages of relevant violators among the supervised employers.</small>	14 (4.2%)	18 (6.2%)	22 (6.8%)	10 (3.6%)	7 (2.1%)
Number of employers having committed violations concerning safety and health-related measures to be taken at the work site <small>Figures in brackets are percentages of relevant violators among the supervised employers.</small>	9 (2.7%)	17 (5.9%)	16 (5.0%)	7 (2.5%)	10 (2.9%)
Number of employers having committed health management-related violations <small>Figures in brackets are percentages of relevant violators among the supervised employers.</small>	14 (4.2%)	26 (9.0%)	37 (11.4%)	16 (5.8%)	9 (2.6%)
Number of employers having committed labor management-related violations <small>Figures in brackets are percentages of relevant violators among the supervised employers.</small>	106 (31.5%)	130 (44.8%)	148 (45.5%)	110 (39.7%)	113 (33.2%)
Number of employers having committed violations concerning measures to be taken by principle employers <small>Figures in brackets are percentages of relevant violators among the supervised employers.</small>	11 (3.3%)	12 (4.1%)	22 (6.8%)	4 (1.4%)	14 (4.1%)

*1 As the same employers may be redundantly included in the numbers of the five types of violations listed in the "Violation rate" section, the sum of these numbers does not coincide with the total number of employers having violated industrial safety and health-related laws and regulations or the Labor Standards Act and other related legislation.

Table 1-2 Changes in the numbers of employers having committed violations concerning safety and health-related measures to be taken at the work site (2017–2021)

Items	2017	2018	2019	2020	2021
Hazard prevention measures pertaining to the use of vehicle-type construction machines (Article 158 of the Regulation on Industrial Safety and Health)	0	0	0	0	0
Use for other than main purpose of vehicle type construction machines (Article 164 of the Regulation on Industrial Safety and Health)	0	0	1	0	1
Self-inspection of vehicle type construction machines and forklifts (Articles 151-24, 167, and 169-2 of the Regulation on Industrial Safety and Health)	2	0	1	0	0
Measures to prevent falls from a scaffold during high-place work (Articles 519, 552, and 563 of the Regulation on Industrial Safety and Health)	0	0	3	0	0
Measurement of radiation exposure doses (Article 8 of the Ionizing Radiation Hazards Regulation)	0	0	0	0	0
Confirmation and recording of dose measurement results (Article 9 of the Ionizing Radiation Hazards Regulation)	1	8	1	0	0
Use of masks depending on the degree of the contamination (Article 38 of the Ionizing Radiation Hazards Regulation)	0	0	0	0	0
Use of effective protection gear (Article 39 of the Ionizing Radiation Hazards Regulation)	0	0	0	0	0
Prohibition of smoking, etc. (Article 41-2 of the Ionizing Radiation Hazards Regulation)	0	0	0	0	0
Others	12	24	12	7	10

Table 1-3 Changes in the numbers of employers having committed health management-related violations (2017–2021)

Items	2017	2018	2019	2020	2021
Hearing of physicians' opinions on general health examination results (Article 66-4 of the Industrial Safety and Health Act)	0	0	1	0	0
Ascertaining of workers' working hours for face-to-face guidance by a physician (Article 66-8-3 of the Industrial Safety and Health Act)	–	–	16	9	3
Provision of an ionizing radiation medical examination (Article 56 of the Ionizing Radiation Hazards Regulation)	0	3	0	0	0
Record of ionizing radiation medical examination results (Article 57 of the Ionizing Radiation Hazards Regulation)	0	5	7	6	0
Report of ionizing radiation medical examination results (Article 58 of the Ionizing Radiation Hazards Regulation)	13	13	16	4	6

Table 1-4 Changes in the numbers of employers having committed labor management–related violations (2017–2021)

Items	2017	2018	2019	2020	2021
Clear indication of working conditions (Article 15 of the Labor Standards Act)	23	47	33	9	20
Payment of regular wages (Article 24 of the Labor Standards Act)	14	31	19	10	15
Payment of allowance for absence from work (Article 26 of the Labor Standards Act)	0	1	3	2	0
Overtime work (Article 32 of the Labor Standards Act)	15	20	36	17	12
Limitation on working hours for health hazardous work (Article 36 of the Labor Standards Act)	0	0	0	0	0
Payment of premium wages (Article 37 of the Labor Standards Act)	61	50	84	40	52
Annual paid leave (Article 39 of the Labor Standards Act)	2	1	1	21	19
Drawing up and submitting of rules of employment (Article 89 of the Labor Standards Act)	23	36	64	60	28
Notification of dormitory regulations (Article 95 of the Labor Standards Act)	0	1	0	0	3
Notification of setup, etc. of dormitory (Article 96-2 of the Labor Standards Act)	0	1	0	0	3
Obligation to disseminate related laws and regulations (Article 106 of the Labor Standards Act)	1	4	3	0	0
Preparation of worker roster (Article 107 of the Labor Standards Act)	5	8	9	3	0
Preparation of a wage ledger (Article 108 of the Labor Standards Act)	22	45	53	20	27
Preparation of an annual leave management register (Article 24-7 of the Regulation for Enforcement of the Labor Standards Act)	–	–	1	13	10
Others	7	6	0	1	2

Table 1-5 Changes in the numbers of employers having committed violations concerning measures to be taken by principle employers (2017–2021)

Items	2017	2018	2019	2020	2021
Measures to be taken by principal employers (Article 29 of the Industrial Safety and Health Act)	11	12	21	4	12
Measures to be taken by orderers (Article 31 of the Industrial Safety and Health Act, Articles 653, 654 and 655 of the Regulation on Industrial Safety and Health)	0	0	1	0	2

* 1 (2) As employers found to have committed multiple violations listed in Tables 1-2 to 1-5 above are counted redundantly, the sum of all numbers of each table does not coincide with the total number respectively shown in Table 1-1.

2. Decontamination of contaminated soil, etc. in Fukushima Prefecture (2017–2021)

Table 2-1 Changes in the numbers of employers for whom supervision has been conducted and those found to have committed violations (2017–2021)

	2017	2018	2019	2020	2021
Number of employers for whom supervision has been conducted	274	267	131	92	92
Number of employers having violated industrial safety and health-related laws and regulations or the Labor Standards Act and other related legislation	121	164	90	39	29
Violation rate (%)	44.2%	61.4%	68.7%	42.4%	31.5%
Number of employers having violated the Ionizing Radiation Hazards Regulation <small>Figures in brackets are percentages of relevant violators among the supervised employers.</small>	38 (13.9%)	44 (16.5%)	42 (32.1%)	3 (3.3%)	4 (4.3%)
Number of employers having committed violations concerning safety and health-related measures to be taken at the work site <small>Figures in brackets are percentages of relevant violators among the supervised employers.</small>	50 (18.2%)	41 (15.4%)	32 (24.4%)	8 (8.7%)	12 (13.0%)
Number of employers having committed health management-related violations <small>Figures in brackets are percentages of relevant violators among the supervised employers.</small>	10 (3.6%)	24 (9.0%)	18 (13.7%)	5 (5.4%)	0 (0%)
Number of employers having committed labor management-related violations <small>Figures in brackets are percentages of relevant violators among the supervised employers.</small>	38 (13.9%)	88 (33.0%)	40 (30.5%)	21 (22.8%)	6 (6.5%)
Number of employers having committed violations concerning measures to be taken by principle employers <small>Figures in brackets are percentages of relevant violators among the supervised employers.</small>	24 (8.8%)	28 (10.5%)	19 (14.5%)	9 (9.8%)	11 (12.0%)

*2 Figures in the "Jan. 2019 to Dec. 2020" column do not include the number of employers of workers engaging in collection and transportation of contaminated soil, etc.

*2 (2) As the same employers may be redundantly included in the numbers of the five types of violations listed in the "Violation rate" section, the sum of these numbers does not coincide with the total number of employers having violated industrial safety and health-related laws and regulations or the Labor Standards Act and other related legislation.

Table 2-2 Changes in the numbers of employers having committed violations concerning safety and health-related measures to be taken at the work site (2017–2021)

Items	2017	2018	2019	2020	2021
Dissemination of the name, etc. of an operation chief (Article 18 of the Regulation on Industrial Safety and Health)	0	2	0	1	2
Operation plan pertaining to the use of vehicle type construction machines (Article 155 of the Regulation on Industrial Safety and Health)	9	0	1	1	0
Hazard prevention measures pertaining to the use of vehicle-type construction machines (Article 158 of the Regulation on Industrial Safety and Health)	0	2	0	0	2
Use for other than main purpose of vehicle type construction machines (Article 164 of the Regulation on Industrial Safety and Health)	1	3	0	2	1
Periodical self-inspection of vehicle type construction machines and forklifts (Articles 151-24, 167, and 169-2 of the Regulation on Industrial Safety and Health)	2	1	0	0	0
Fire prevention at places where fire is used (Article 291 of the Regulation on Industrial Safety and Health)	0	0	1	0	0
Appointment of a chief of cargo piling (Article 14 of the Industrial Safety and Health Act, Article 428 of the Regulation on Industrial Safety and Health)	0	0	1	0	0
Measures to prevent falls from a scaffold during high-place work (Articles 519, 552, and 563 of the Regulation on Industrial Safety and Health)	0	1	0	0	0
Securement of safe passages for workers (Article 540 of the Regulation on Industrial Safety and Health)	0	0	1	0	0
Monthly check of cranes (Article 35 of the Safety Regulation for Cranes)	0	0	1	0	0
Crane pre-operation check (Article 36 of the Safety Regulation for Cranes)	0	0	1	0	0
Workers need to be instructed adequately about safe working practices through the board dissemination of information, such as information on the correct method for working with a mobile crane (Article 66-2 of the Safety Regulation for Cranes)	5	0	1	2	0
Preliminary survey (Article 3 of the Asbestos Regulation)	0	2	2	0	0
Measurement of external radiation doses (Article 5 of the Ionizing Radiation Regulation for Decontamination)	10	4	3	0	0
Confirmation and recording of dose measurement results (Article 6 of the Ionizing Radiation Regulation for Decontamination)	1	2	6	0	0
Preliminary survey of the work site and clear indication of survey results (Article 7 of the Ionizing Radiation Regulation for Decontamination)	20	21	16	0	1
Appointment of an operation leader (Article 9 of the Ionizing Radiation Regulation for Decontamination)	0	3	0	0	0
Notification of work (Article 10 of the Ionizing Radiation Regulation for Decontamination)	0	0	1	0	0
Contamination monitoring of exiting persons (Article 14 of the Ionizing Radiation Regulation for Decontamination)	2	7	0	0	0
Contamination monitoring of taken-out articles (Article 15 of the Ionizing Radiation Regulation for Decontamination)	1	1	0	0	0
Use of effective protection gear (Article 16 of the Ionizing Radiation Regulation for Decontamination)	9	3	1	0	3
Others	19	16	0	2	4

Table 2-3 Changes in the numbers of employers having committed health management-related violations (2017–2021)

Items	2017	2018	2019	2020	2021
Hearing of physicians' opinions on general health examination results (Article 66-4 of the Industrial Safety and Health Act)	0	0	4	1	0
Ascertaining of workers' working hours for face-to-face guidance by a physician (Article 66-8-3 of the Industrial Safety and Health Act)	–	–	4	3	0
Provision of special education (Article 19 of the Ionizing Radiation Regulation for Decontamination)	0	1	0	0	0
Provision of an ionizing radiation medical examination (Article 20 of the Ionizing Radiation Regulation for Decontamination)	0	0	0	1	0
Record of ionizing radiation medical examination results (Article 21 of the Ionizing Radiation Regulation for Decontamination)	0	2	2	0	0
Hearing of physicians' opinions on ionizing radiation medical examination results (Article 22 of the Ionizing Radiation Regulation for Decontamination)	0	0	1	0	0
Report of ionizing radiation medical examination results (Article 24 of the Ionizing Radiation Regulation for Decontamination)	9	21	15	2	0
Others	1	2	0	0	0

Table 2-4 Changes in the numbers of employers having committed labor management-related violations (2017–2021)

Items	2017	2018	2019	2020	2021
Clear indication of working conditions (Article 15 of the Labor Standards Act)	4	18	5	6	0
Payment of regular wages (Article 24 of the Labor Standards Act)	3	23	13	3	0
Payment of allowance for absence from work (Article 26 of the Labor Standards Act)	0	1	2	0	0
Overtime work (Article 32 of the Labor Standards Act)	12	23	21	10	3
Payment of premium wages (Article 37 of the Labor Standards Act)	23	36	16	11	5
Drawing up and submitting of rules of employment (Article 89 of the Labor Standards Act)	5	22	16	5	0
Notification of dormitory regulations (Article 95 of the Labor Standards Act)	0	2	2	0	0
Notification of setup, etc. of dormitory (Article 96-2 of the Labor Standards Act)	0	2	2	0	0
Obligation to disseminate related laws and regulations (Article 106 of the Labor Standards Act)	0	5	1	0	0
Preparation of worker roster (Article 107 of the Labor Standards Act)	1	5	4	1	0
Preparation of a wage ledger (Article 108 of the Labor Standards Act)	11	38	21	7	1
Preparation of an annual leave management register (Article 24-7 of the Regulation for Enforcement of the Labor Standards Act)	–	–	0	2	0
Others	2	2	0	1	3

Table 2-5 Changes in the numbers of employers having committed violations concerning measures to be taken by principle employers (2017–2021)

Items	2017	2018	2019	2020	2021
Measures to be taken by principal employers (Article 29 of the Industrial Safety and Health Act)	29	26	19	9	10
Measures to be taken by specified principal employers (Article 30 of the Industrial Safety and Health Act)	0	0	0	0	0
Measures to be taken by orderers (Article 31 of the Industrial Safety and Health Act, Articles 653, 654 and 655 of the Regulation on Industrial Safety and Health)	0	2	0	0	1

*2 (3) As employers found to have committed respective violations are counted redundantly in Tables 2-2 to 2-5 above, the sum of those numbers does not coincide with the total number of employers respectively listed in Table 2-1.

3. Collection and transportation of contaminated soil, etc. in Fukushima Prefecture

Table 3 Numbers of employers for whom supervision has been conducted and those found to have committed violations (Jan. 2019 – Dec. 2021)

	2019	2020	2021
Number of employers for whom supervision has been conducted	207	199	164
Number of employers having violated industrial safety and health-related laws and regulations or the Labor Standards Act and other related legislation	138	90	67
Violation rate (%)	66.7%	45.2%	40.9%
Number of employers having violated the Ionizing Radiation Hazards Regulation or the Ionizing Radiation Regulation for Decontamination <small>Figures in brackets are percentages of relevant violators among the supervised employers.</small>	15 (7.2%)	6 (3.0%)	5 (3.0%)
Number of employers having committed violations concerning safety and health-related measures to be taken at the work site <small>Figures in brackets are percentages of relevant violators among the supervised employers.</small>	28 (13.5%)	35 (17.6%)	15 (9.1%)
Number of employers having committed health management-related violations <small>Figures in brackets are percentages of relevant violators among the supervised employers.</small>	20 (9.7%)	9 (4.5%)	4 (2.4%)
Number of employers having committed labor management-related violations <small>Figures in brackets are percentages of relevant violators among the supervised employers.</small>	84 (40.6%)	34 (17.1%)	43 (26.2%)
Number of employers having committed violations concerning measures to be taken by principle employers <small>Figures in brackets are percentages of relevant violators among the supervised employers.</small>	20 (9.7%)	23 (11.6%)	10 (6.1%)

*3 As the same employers may be redundantly included in the numbers of the five types of violations listed in the "Violation rate" section, the sum of these numbers does not coincide with the total number of employers having violated industrial safety and health-related laws and regulations or the Labor Standards Act and other related legislation.

4. Disposal of nuclear accident-derived waste, etc. at interim storage facilities and other places

Table 4 Numbers of employers for whom supervision has been conducted and those found to have committed violations (Jan. 2019 – Dec. 2021)

	2019	2020	2021
Number of employers for whom supervision has been conducted	139	183	102
Number of employers having violated industrial safety and health-related laws and regulations or the Labor Standards Act and other related legislation	92	124	43
Violation rate (%)	66.2%	67.8%	42.2%
Number of employers having violated the Ionizing Radiation Hazards Regulation or the Ionizing Radiation Regulation for Decontamination <small>Figures in brackets are percentages of relevant violators among the supervised employers.</small>	31 (22.3%)	5 (2.7%)	4 (3.9%)
Changes in the numbers of employers having committed violations concerning safety and health-related measures to be taken at the work site <small>Figures in brackets are percentages of relevant violators among the supervised employers.</small>	7 (5.0%)	11 (6.0%)	1 (1.0%)
Number of employers having committed health management-related violations <small>Figures in brackets are percentages of relevant violators among the supervised employers.</small>	32 (23.0%)	15 (8.2%)	8 (7.8%)
Number of employers having committed labor management-related violations <small>Figures in brackets are percentages of relevant violators among the supervised employers.</small>	56 (40.3%)	96 (52.5%)	39 (38.2%)
Number of employers having committed violations concerning measures to be taken by principle employers <small>Figures in brackets are percentages of relevant violators among the supervised employers.</small>	10 (7.2%)	13 (7.1%)	2 (2.0%)

*4 As the same employers may be redundantly included in the numbers of the five types of violations listed in the "Violation rate" section, the sum of these numbers does not coincide with the total number of employers having violated industrial safety and health-related laws and regulations or the Labor Standards Act and other related legislation.

5. Status of implemented supervision and instruction activities for employers of workers engaging in decontamination and collection/transportation of contaminated soil, etc. (by types of ordering agency) (2017–2021)

Year	2017		2018		2019		2020		2021	
	National governme	Municipalities, etc.								
Number of employers for whom supervision has been conducted	157	117	149	118	288	50	155	136	197	59
Number of employer-violators	50	71	85	79	197	31	55	74	73	23
Violation rate (%)	31.8%	60.7%	57.0%	66.9%	68.4%	62.0%	35.5%	54.4%	37.1%	39.0%

*5 Figures in the "Jan. 2019 – Dec. 2021" column include the number of employers of workers engaging in transportation to interim storage facilities and other places.

6. Other initiatives by the Fukushima Labour Bureau (2021)

- (1) Major initiatives for securing the safety and good health of workers engaging in decommissioning work at Fukushima Daiichi NPP
 - Demanded Tokyo Electric Power Company Holdings, Inc. and principal employers to take thorough preventive measures against heat stroke (in May)
 - In consideration of the COVID-19 pandemic, materials need to be distributed to ensure legal compliance, by requesting principal employers engaging in decommissioning to distribute to all relevant subcontractor's materials that mainly discuss labor-related topics (in September)
 - Attended the "Committee on measures for industrial safety and health in the Fukushima Prefecture safety monitoring council on nuclear power plant decommissioning" (in February, June and October)
 - Conducted safety patrols jointly with the Nuclear Safety Measures Division, Crisis Management Department of the Fukushima Prefectural Government (in January, and September)

- (2) Major initiatives for securing the safety and good health and working conditions for workers engaging in decontamination and the collection/transportation of contaminated soil, etc., and disposal of nuclear accident-derived waste, etc. at interim storage facilities and other places
 - A meeting of the Interim Storage Facilities Accident Prevention Council was held at which it was demanded that both the Fukushima Regional Environmental Office and principal employers for any work ordered by the Fukushima Regional Environmental Office be conducted in a cooperative manner to prevent the occurrence of occupational injuries and diseases (in June, and September)
 - Demanded both the Fukushima Regional Environmental Office and principal employers for any work ordered by the Fukushima Regional Environmental Office to cooperate in the prevention of the occurrence of occupational injuries and diseases at the lecture meetings (in December) of the Work Optimization and Safety Measures Council in the Fukushima Regional Environment Office
 - Held a liaison meeting for people involved in public works in Fukushima and demanded agencies ordering public works to cooperate in the prevention of the occurrence of occupational injuries and diseases (in June)