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Ministry of Health, Labour and Welfare

Fukushima Labour Bureau Press Release

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[Inquiries]

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Results of supervision and instruction activities for employers of decommissioning workers at TEPCO's Fukushima Daiichi Nuclear Power Station and employers of decontamination workers in Fukushima Prefecture (for 2024)

The Fukushima Labour Bureau (Director: OKADA Naoki) publicized the summarized results of supervision and instruction activities conducted during the twelve-month period from January to December 2024, targeting employers of workers engaging in (i) decommissioning work at TEPCO's Fukushima Daiichi NPS, (ii) decontamination of contaminated soil, etc. in Fukushima Prefecture, (iii) collection and transportation of contaminated soil, etc. in Fukushima Prefecture, and (iv) disposal of waste derived from the nuclear accident and other materials at interim storage facilities and other places.

To ensure the safety, health, and improved working conditions of workers involved in these operations, the Fukushima Labour Bureau will continuously conduct supervision and instruction to ensure basic working conditions through employers' efforts to establish 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 NPS

Number of employers for whom supervision has been conducted: **319**

Among the above, number of employers having committed violations related to safety/health and labor management: **74 (23.2%)**

[Status of violators]

• Number of employers having committed violations concerning measures on safety and health to be taken at the work site: **6 (1.9%)**

• Number of employers having committed violations related to labor management: **59 (18.5%)**

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

Number of employers for whom supervision has been conducted: **125**

Among the above, number of employers having committed violations related to safety/health and labor management: **63 (50.4%)**

[Status of violators]

• Number of employers having committed violations concerning measures on safety and health to be taken at the work site: **31 (24.8%)**

• Number of employers having committed labor violations related to labor management: **12 (9.6%)**

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

Number of employers for whom supervision has been conducted: **18**

Among the above, number of employers having committed violations related to safety/health and labor management: **2 (11.1%)**

[Status of violators]

- Number of employers having committed violations concerning measures on safety and health to be taken at the work site: **0 (0.0%)**
- Number of employers having committed labor violations related to labor management: **2 (11.1%)**

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

Number of employers for whom supervision has been conducted: **33**

Among the above, number of employers having committed violations related to safety/health and labor management: **5 (15.2%)**

[Status of violators]

- Number of employers having committed violations concerning measures on safety and health to be taken at the work site: **0 (0.0%)**
- Number of employers having committed labor violations related to labor management: **5 (15.2%)**

- *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 violations of the Regulation on Prevention of Ionizing Radiation Hazards or the Ionizing Radiation Regulation for Decontamination regarding measurement of radiation doses, etc., installation of covers, etc. on openings, etc., and determination of the operation methods of mobile cranes.
- *2 Some employers are counted multiple times in both “Number of employers having committed violations concerning measures related to safety and health to be taken at the work site” and “Number of employers having committed violations related to labor management,” which are two of the four categories of employers having committed violations, the other two being “Number of employers having committed health management-related violations” and “Number of employers having committed violations concerning measures to be taken by principal employers,” which are given from page 11 in this document. Therefore, the sum of “Number of employers having committed violations concerning measures related to safety and health to be taken at the work site” and “Number of employers having committed violations related to labor management” is not the same as “Number of employers having committed violations related to safety/health and labor management.”

1. Decommissioning work at Fukushima Daiichi NPS

◆ The situation regarding violations of laws related to matters including safety and health and labor management (p.9, p.13, p.14)

- (i) Several work sites committed violations related to measures on safety and health at work sites by failing to confirm and record dose measurement results, failing to disseminate the name, etc. of an operation chief, failing to meet their obligations related to the handling of containers for gas, etc., failing to meet their obligations related to work at openings, etc., and failing to select an operation chief for dangerous work with the risk of oxygen deficiency.
- (ii) Several work sites committed violations related to the health management of workers by failing to report various medical examination results, and failing to ascertain workers' working hours for face-to-face physician consultations, etc.
- (iii) Several work sites committed violations related to labor management by failing to draw up and submit the rules of employment, failing to pay premium wages, and failing to meet their obligations related to annual paid leave, etc.

◆ 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 informing radiation workers of their measurement results of radiation exposure doses, avoiding placing an acetylene gas container in a place exposed to direct sunlight, using fall arrest equipment meeting performance requirements at edges of working floors, and selecting an operation chief for dangerous work with the risk of oxygen deficiency. 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) The Labour Standards Inspection Office informed employers that they had not submitted a report on various medical examination results and instructed them not to fail to submit future reports. 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.
- (iii) Some of the violations committed by employers were related to basic matters in labor management, such as not submitting the rules of employment to the director of the relevant Labour Standards Inspection Office, not including allowances that should be included in the basis for calculating premium wages for overtime work, and not letting workers acquire 5 days or more of annual paid leave a year. 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	● Confirmation and recording of dose measurement results	Details Radiation exposure doses were recorded quarterly and annually, but the workers were not informed of the results. Therefore, an inspector instructed the employer to inform them of the records without delay (Article 9 of the Ionizing Radiation Regulation for Decontamination).
	● Handling of containers for gas, etc.	Details An acetylene gas cylinder was stored in direct sunlight. Therefore, an inspector instructed the employer to place a cover or something to keep the temperature of the container below 40°C (Article 263 of the Regulation on Industrial Safety and Health).
(ii) Health management-related measures	● Submitting a report on results of ionizing radiation medical examination	Details An employer failed to submit ionizing radiation medical examination reports to the director of the relevant labor standards office. Therefore, an inspector instructed the employer to submit the reports without delay after conducting ionizing radiation medical examination (Article 58 of the Ionizing Radiation Regulation for Decontamination).
	● Ascertaining workers' working hours for face-to-face physician consultations	Details An employer did not record the working hours of workers in an objective way; for example, workers merely stamped a seal in the attendance book. Therefore, an inspector instructed the employer to record working hours in an objective way (Article 66-8-3 of the Industrial Safety and Health Act).
(iii) Labor management-related measures	● Drawing up and submitting of rules of employment	Details Although 10 or more workers were regularly employed, the rules of employment were not submitted to the director of the relevant Labour Standards Inspection Office. Therefore, an inspector instructed the employer to submit the rules of employment (Article 89 of the Labor Standards Act).
	● Wages to be included when calculating premium wages	Details An employer did not include in the calculation of premium wages part of the allowances paid to workers, and the premium wages paid for overtime work and late-night work were insufficient. Therefore, an inspector instructed the employer to pay workers the shortfalls in premium wages (Article 37 of the Labor Standards Act).
(iv) Measures to be taken by principal employers, etc.	● Measures to be taken by principal employers	Details The principal employer, responsible for overseeing the subcontractor's operations, had failed to provide necessary guidance to the subcontractor so as to prevent the subcontractor from 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.10, p.15, p.16, p.17)

- (i) Several work sites committed violations related to measures on safety and health required at work sites by failing to measure doses, failing to install covers, etc. on openings, etc., and failing to determine the operation methods, etc. of mobile cranes.
- (ii) Several work sites committed violations related to the health management of workers by failing to report various medical examination results.
- (iii) Several work sites committed violations related to labor management by failing to disclose working conditions, failing to prepare a wage ledger, failing to meet their obligations related to annual paid leave, and failing to pay premium wages, etc.

◆ Major actions by Labour Standards Inspection Offices

- (i) Serious industrial accidents or health issues might occur if employers fail to take such work-site safety and health-related measures as measuring external radiation doses in work areas for decontamination, etc., taking measures for fall prevention at edges of working floors, and determining the operation methods, etc. of mobile cranes. 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) Regarding health management-related measures, the Labour Standards Inspection Office instructed employers not to fail to submit a report on ionizing radiation medical examination results for decontamination and other work, ionizing radiation medical examination results, or asbestos medical examination results in the case of failure to submit the report. Some employers violated their obligations to ascertain workers' working hours for face-to-face consultation by a physician. This measure is important for maintaining workers' health, and the relevant Labour Standards Inspection Office instructed employers to implement the measure.
- (iii) Some of the violations committed by employers were related to basic matters in labor management. For example, necessary information was not written in a notice of working conditions, necessary information such as the number of working days and the number of working hours was not written in a wage ledger, an employer did not let workers acquire 5 days or more of annual paid leave a year, and premium wages were not paid to workers for overtime work despite their weekly working hours exceeding the statutory working hours (40 hours). 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	• Measurement of dose	Details A worker engaged in decontamination work without measuring external radiation exposure during the task. Therefore, an inspector instructed the employer to measure doses due to external exposure by, for example, having workers wear a personal dosimeter (Article 5 of the Ionizing Radiation Regulation for Decontamination).
	• Installation of covers, etc. on openings, etc.	Details A measure for fall prevention was not taken at a dangerous place from which a worker may fall, such as an edge of a working floor with a height of two meters or more. Therefore, an inspector instructed the employer to install a railing, etc. before having workers work (Article 519 of the Regulation on Industrial Safety and Health).
(ii) Health management-related measures	• Submitting a report on ionizing radiation medical examination results for decontamination and other work	Details An employer failed to submit a report on ionizing radiation medical examination results for decontamination and other work to the director of the relevant Labour Standards Inspection Office. Therefore, an inspector instructed the employer to submit the reports without delay after ionizing radiation medical examination for decontamination and other work (Article 24 of the Ionizing Radiation Regulation for Decontamination).
(iii) Labor management-related measures	• Clear indication of working conditions	Details At the conclusion of a labor contract, legally required matters such as the scope of changes in the place of employment and duties were not clearly stated in writing. Therefore, an inspector instructed the employer to make sure that the legally required matters are clearly stated in writing (Article 15 of the Labor Standards Act).
	• Matters to be included in the wage ledger	Details A wage ledger lacked some of the legally required information, such as the number of working days and the number of working hours. Therefore, 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.	• 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).
	• Measures for raising and lowering openings, etc.	Details In the case of having a worker at a subcontract working place use a working floor with a height of two meters or more, the principal employer did not take a measure for fall prevention. Therefore, an inspector instructed the employer to install a railing, etc. before allowing workers to perform work (Article 653 of the Regulation on Industrial Safety and Health).

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.11, p.17)

- (i) Several work sites committed violations related to labor management by failing to prepare a wage ledger and failing to manage car drivers' continuous driving hours.

◆ Major actions by Labour Standards Inspection Offices

- (i) Some of the violations committed by employers were related to labor management, such as failing to record the number of working hours in a wage ledger. Therefore, detailed explanations of laws and regulations are provided to employers for better understanding at the time of supervision and inspection activities. Violations regarding the driving hours of automobile drivers may result in over-strained driving. The relevant Labour Standards Inspection Office gives instructions for observance.

Examples – Aiming to rectify violations through the following instructions

(i) Labor management-related measures	● Matters to be described in a wage ledger	Details
		Because a wage ledger lacked the number of working hours which is the legally required matter, an inspector instructed the employer to describe this information in the wage ledger (Article 108 of the Labor Standards Act).
(i) Labor management-related measures	● Maximum driving time	Details
		The driving hours of an automobile driver exceeded 4 hours. Therefore, an inspector instructed the employer to let drivers take breaks for 30 minutes or more in total, with each break being 10 minutes or more straight, before the driving hours exceed 4 hours (Article 4 of the Public Notice on Standards for Improving).

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.12, p.18)

- (i) Several work sites committed violations related to labor management by failing to meet their obligations related to annual paid leave, failing to draw up and submit rules of employment, failing to prepare a wage ledger, and failing to meet their obligations related to overtime work.

◆ Major actions by Labour Standards Inspection Offices

- (i) Some of the violations committed by employers were related to basic matters in labor management, such as not letting workers acquire 5 days or more of annual paid leave a year, not submitting the rules of employment to the director of the relevant Labour Standards Inspection Office, and not recording necessary information such as the number of working hours in a wage ledger. 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) Labor management-related measures	● Acquisition of 5 days of annual paid leave a year	Details
		Workers entitled to 10 days or more of annual paid leave did not take 5 days or more of annual paid leave a year. Therefore, an inspector instructed the employer to have them acquire 5 days or more a year by specifying seasons within a year from the base date (Article 39-7 of the Labor Standards Act).
	● Overtime work	Details
		Workers were required to work more than 8 hours a day or 40 hours a week without submitting an agreement on overtime and holiday work to the director of the relevant Labour Standards Inspection Office. Therefore, an inspector instructed the employer to submit the agreement (Article 32 of the Labor Standards Act).

Material

1. Decommissioning work at Fukushima Daiichi NPS (2024)

<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 an operation chief (Article 18 of the Regulation on Industrial Safety and Health)	2
Handling of containers for gas, etc. (Article 263 of the Regulation on Industrial Safety and Health)	1
Installation of covers, etc. on openings, etc. (Article 519 of the Regulation on Industrial Safety and Health)	1
Appointment of operation chiefs (Article 11 of the Ordinance on Prevention of Anoxia, etc.)	1
Confirmation and recording of dose measurement results (Article 9 of the Regulation on Prevention of Ionizing Radiation Hazards)	1

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

Items	Number
A safety officer (Article 11 of the Industrial Safety and Health Act)	1
A health manager (Article 12 of the Industrial Safety and Health Act)	1
An industrial physician, etc. (Article 13 of the Industrial Safety and Health Act)	1
Ascertaining of workers' working hours for face-to-face consultation with a physician (Article 66-8-3 of the Industrial Safety and Health Act)	2
Report of health examination results (Article 52 of the Regulation on Industrial Safety and Health)	1
Report of examination and face-to-face guidance results (Article 52-21 of the Regulation on Industrial Safety and Health)	1
Report of ionizing radiation medical examination results (Article 58 of the Regulation on Prevention of Ionizing Radiation Hazards)	6
Report of specified chemical substances medical examination results (Article 41 of the Specified Chemicals Regulation)	1
Report of the implementation of pneumoconiosis health management (Article 37 of the Pneumoconiosis Law)	1

<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)	3
Payment of regular wages (Article 24 of the Labor Standards Act)	4
Overtime work (Article 32 of the Labor Standards Act)	7
Payment of premium wages (Article 37 of the Labor Standards Act)	18
Annual paid leave (Article 39 of the Labor Standards Act)	14
Drawing up and submitting of rules of employment (Article 89 of the Labor Standards Act)	19
Preparation of a wage ledger (Article 108 of the Labor Standards Act)	7
Preparation of an annual leave management register (Article 24-7 of the Regulation for Enforcement of the Labor Standards Act)	6

<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)	6

*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 (2024)

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

Items	Number
Effective maintenance of safety devices, etc. (Article 28 of the Regulation on Industrial Safety and Health)	1
Operation plan pertaining to the use of vehicle type material handling machines (Article 151-3 of the Regulation on Industrial Safety and Health)	1
Specified self-inspection pertaining to vehicle-type material-handling machines (Article 151-24 of the Regulation on Industrial Safety and Health)	1
Operation plan pertaining to the use of vehicle-type construction machines (Article 155 of the Regulation on Industrial Safety and Health)	4
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)	3
Indication of the weight of attachments, etc. (Article 166-4 of the Regulation on Industrial Safety and Health)	2
Specified self-inspection of vehicle-type construction machines (Article 169-2 of the Regulation on Industrial Safety and Health)	2
Prevention of an electric shock due to current leakage (Article 333 of the Regulation on Industrial Safety and Health)	1
Covering or sheathing on movable cables, etc. (Article 337 of the Regulation on Industrial Safety and Health)	1
Installation of covers, etc. on openings, etc. (Article 519 of the Regulation on Industrial Safety and Health)	6
Facility for wearing fall arrest equipment meeting performance requirements (Article 521 of the Regulation on Industrial Safety and Health)	1
Work such as building scaffolding (Article 564 of the Regulation on Industrial Safety and Health)	1
Duty of an operation chief for work such as building scaffolding (Article 566 of the Regulation on Industrial Safety and Health)	1
Determination, etc. of operation methods, etc. of mobile cranes (Article 66-2 of the Safety Ordinance for Cranes)	5
Dose measurement (Article 5 of the Ionizing Radiation Regulation for Decontamination)	8
Confirmation and recording of dose measurement results (Article 6 of the Ionizing Radiation Regulation for Decontamination)	3
Clear indication of survey results to workers (Article 7 of the Ionizing Radiation Regulation for Decontamination)	4
Use of effective protection gear (Article 16 of the Ionizing Radiation Regulation for Decontamination)	3

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

Items	Number
Report of medical examination results (Article 24 of the Ionizing Radiation Regulation for Decontamination)	4
Report of medical examination results (Article 58 of the Regulation on Prevention of Ionizing Radiation Hazards)	1
Report of medical examination results (Article 43 of the Asbestos Regulation)	3

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

Items	Number
Clear indication of working conditions (Article 15 of the Labor Standards Act)	5
Payment of premium wages (Article 37 of the Labor Standards Act)	2
Annual paid leave (Article 39 of the Labor Standards Act)	3
Drawing up and submitting of rules of employment (Article 89 of the Labor Standards Act)	2
Preparation of a wage ledger (Article 108 of the Labor Standards Act)	5
Preparation of an annual leave management register (Article 24-7 of the Regulation for Enforcement of the Labor Standards Act)	1

<Table 2-4> 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)	19
Establishment and operation of a consultative organization (Article 635 of the Regulation on Industrial Safety and Health)	1
Formulation of plans (Article 638-3 of the Regulation on Industrial Safety and Health)	2
Measure on motor-driven machinery and apparatus (Article 649 of the Regulation on Industrial Safety and Health)	1
Measures Concerning a Hoistway, etc. (Article 653 of the Regulation on Industrial Safety and Health)	5

*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 (2024)

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

Items	Number
None	

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

Items	Number
None	

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

Items	Number
Preparation of a wage ledger (Article 108 of the Labor Standards Act)	1
Maximum driving time (Article 4 of the Public Notice on Standards for Improving)	1

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

Items	Number
None	

4. Disposal of nuclear accident-derived waste, etc. at interim storage facilities and other places (2024)

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

Items	Number
None	

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

Items	Number
None	

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

Items	Number
Overtime work (Article 32 of the Labor Standards Act)	1
Payment of premium wages (Article 37 of the Labor Standards Act)	1
Annual paid leave (Article 39 of the Labor Standards Act)	2
Drawing up and submitting of rules of employment (Article 89 of the Labor Standards Act)	2
Preparation of a wage ledger (Article 108 of the Labor Standards Act)	2

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

<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)	3

1. Decommissioning work at Fukushima Daiichi NPS (2020–2024)

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

	2020	2021	2022	2023	2024
Number of employers for whom supervision has been conducted	277	340	293	292	319
Number of employers having violated industrial safety and health-related laws and regulations or the Labor Standards Act and other related legislation	123	137	67	70	74
Violation rate (%)	44.4%	40.3%	22.9%	24.0%	23.2%
Number of employers having violated the Regulation on Prevention of Ionizing Radiation Hazards or the Ionizing Radiation Regulation for Decontamination Figures in brackets are percentages of relevant violators among the supervised employers.	10 (3.6%)	7 (2.1%)	3 (1.0%)	2 (0.7%)	7 (2.2%)
Number of employers having committed violations concerning safety and health-related measures to be taken at the work site Figures in brackets are percentages of relevant violators among the supervised employers.	7 (2.5%)	10 (2.9%)	6 (2.0%)	3 (1.0%)	6 (1.9%)
Number of employers having committed health management-related violations Figures in brackets are percentages of relevant violators among the supervised employers.	16 (5.8%)	9 (2.6%)	7 (2.4%)	3 (1.0%)	9 (2.8%)
Number of employers having committed labor management-related violations Figures in brackets are percentages of relevant violators among the supervised employers.	110 (39.7%)	113 (33.2%)	55 (18.8%)	62 (21.2%)	59 (18.5%)
Number of employers having committed violations concerning measures to be taken by principal employers Figures in brackets are percentages of relevant violators among the supervised employers.	4 (1.4%)	14 (4.1%)	6 (2.0%)	4 (1.4%)	6 (1.9%)

*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

Items	2020	2021	2022	2023	2024
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	1	0	0	0
Self-inspection of vehicle-type construction machines and forklifts (Articles 151-24, 167, and 169-2 of the Regulation on Industrial Safety and Health)	0	0	0	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	4	1	1
Measurement of radiation exposure doses (Article 8 of the Regulation on Prevention of Ionizing Radiation Hazards)	0	0	0	0	0
Confirmation and recording of dose measurement results (Article 9 of the Regulation on Prevention of Ionizing Radiation Hazards)	0	0	0	0	1
Use of masks depending on the degree of the contamination (Article 38 of the Regulation on Prevention of Ionizing Radiation Hazards)	0	0	0	0	0
Use of effective protection gear (Article 39 of the Regulation on Prevention of Ionizing Radiation Hazards)	0	0	0	0	0
Prohibition of smoking, etc. (Article 41-2 of the Regulation on Prevention of Ionizing Radiation Hazards)	0	0	0	0	0
Others	7	10	2	2	4

Table 1-3 Changes in the numbers of employers having committed health management-related violations

Items	2020	2021	2022	2023	2024
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)	9	3	4	1	2
Provision of an ionizing radiation medical examination (Article 56 of the Regulation on Prevention of Ionizing Radiation Hazards)	0	0	0	0	0
Record of ionizing radiation medical examination results (Article 57 of the Regulation on Prevention of Ionizing Radiation Hazards)	6	0	0	0	0
Report of ionizing radiation medical examination results (Article 58 of the Regulation on Prevention of Ionizing Radiation Hazards)	4	6	3	2	6
Others	0	0	0	0	2

Table 1-4 Changes in the numbers of employers having committed labor management-related violations

Items	2020	2021	2022	2023	2024
Clear indication of working conditions (Article 15 of the Labor Standards Act)	9	20	0	3	3
Payment of regular wages (Article 24 of the Labor Standards Act)	10	15	7	5	4
Payment of allowance for absence from work (Article 26 of the Labor Standards Act)	2	0	0	0	0
Overtime work (Article 32 of the Labor Standards Act)	17	12	9	4	7
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)	40	52	20	26	18
Annual paid leave (Article 39 of the Labor Standards Act)	21	19	9	5	14
Drawing up and submitting of rules of employment (Article 89 of the Labor Standards Act)	60	28	5	22	19
Notification of dormitory regulations (Article 95 of the Labor Standards Act)	0	3	0	0	0
Notification of setup, etc. of dormitory (Article 96-2 of the Labor Standards Act)	0	3	0	0	0
Obligation to disseminate related laws and regulations (Article 106 of the Labor Standards Act)	0	0	0	0	0
Preparation of worker roster (Article 107 of the Labor Standards Act)	3	0	0	1	0
Preparation of a wage ledger (Article 108 of the Labor Standards Act)	20	27	18	17	7
Preparation of an annual leave management register (Article 24-7 of the Regulation for Enforcement of the Labor Standards Act)	13	10	4	14	6
Others	1	2	0	1	0

Table 1-5 Changes in the numbers of employers having committed violations concerning measures to be taken by principal employers

Items	2020	2021	2022	2023	2024
Measures to be taken by principal employers (Article 29 of the Industrial Safety and Health Act)	4	12	6	4	6
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	1	0

*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 (2020–2024)

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

	2020	2021	2022	2023	2024
Number of employers for whom supervision has been conducted	92	92	88	131	125
Number of employers having violated industrial safety and health-related laws and regulations or the Labor Standards Act and other related legislation	39	29	22	32	63
Violation rate (%)	42.4%	31.5%	25.0%	24.4%	50.4%
Number of employers having violated the Regulation on Prevention of Ionizing Radiation Hazards or the Ionizing Radiation Regulation for Decontamination Figures in brackets are percentages of relevant violators among the supervised employers.	3 (3.3%)	4 (4.3%)	6 (6.8%)	13 (9.9%)	20 (16.0%)
Number of employers having committed violations concerning safety and health-related measures to be taken at the work site Figures in brackets are percentages of relevant violators among the supervised employers.	8 (8.7%)	12 (13.0%)	4 (4.5%)	7 (5.3%)	31 (24.8%)
Number of employers having committed health management-related violations Figures in brackets are percentages of relevant violators among the supervised employers.	5 (5.4%)	0 (0.0%)	5 (5.7%)	10 (7.6%)	6 (4.8%)
Number of employers having committed labor management-related violations Figures in brackets are percentages of relevant violators among the supervised employers.	21 (22.8%)	6 (6.5%)	16 (18.2%)	13 (9.9%)	12 (9.6%)
Number of employers having committed violations concerning measures to be taken by principal employers Figures in brackets are percentages of relevant violators among the supervised employers.	9 (9.8%)	11 (12.0%)	2 (2.3%)	7 (5.3%)	19 (15.2%)

*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

Items	2020	2021	2022	2023	2024
Dissemination of the name, etc. of an operation chief (Article 18 of the Regulation on Industrial Safety and Health)	1	2	0	0	0
Operation plan pertaining to the use of vehicle-type construction machines (Article 155 of the Regulation on Industrial Safety and Health)	1	0	0	0	4
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)	2	1	0	0	3
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)	0	0	0	2	2
Fire prevention at locations where fire is used (Article 291 of the Regulation on Industrial Safety and Health)	0	0	0	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	0	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	0	1	6
Securement of safe passages for workers (Article 540 of the Regulation on Industrial Safety and Health)	0	0	0	0	0
Monthly check of cranes (Article 35 of the Safety Regulation for Cranes)	0	0	0	0	0
Crane pre-operation check (Article 36 of the Safety Regulation for Cranes)	0	0	0	0	0

Determination of work methods for mobile cranes, etc.(Article 66-2 of the Safety Regulation for Cranes)	2	0	0	0	5
Preliminary survey (Article 3 of the Asbestos Regulation)	0	0	0	0	0
Measurement of external radiation doses (Article 5 of the Ionizing Radiation Regulation for Decontamination)	0	0	0	0	8
Confirmation and recording of dose measurement results (Article 6 of the Ionizing Radiation Regulation for Decontamination)	0	0	0	0	3
Preliminary survey of the work site and clear indication of survey results (Article 7 of the Ionizing Radiation Regulation for Decontamination)	0	1	2	2	4
Appointment of an operation leader (Article 9 of the Ionizing Radiation Regulation for Decontamination)	0	0	0	0	0
Notification of work (Article 10 of the Ionizing Radiation Regulation for Decontamination)	0	0	0	0	0
Contamination monitoring of exiting persons (Article 14 of the Ionizing Radiation Regulation for Decontamination)	0	0	0	0	0
Contamination monitoring of taken-out articles (Article 15 of the Ionizing Radiation Regulation for Decontamination)	0	0	0	0	0
Use of effective protection gear (Article 16 of the Ionizing Radiation Regulation for Decontamination)	0	3	0	0	3
Others	2	4	3	5	8

Table 2-3 Changes in the numbers of employers having committed health management-related violations

Items	2020	2021	2022	2023	2024
Hearing of physicians' opinions on general health examination results (Article 66-4 of the Industrial Safety and Health Act)	1	0	0	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)	3	0	2	1	0
Provision of special education (Article 19 of the Ionizing Radiation Regulation for Decontamination)	0	0	0	0	0
Provision of an ionizing radiation medical examination (Article 20 of the Ionizing Radiation Regulation for Decontamination)	1	0	0	0	0
Record of ionizing radiation medical examination results (Article 21 of the Ionizing Radiation Regulation for Decontamination)	0	0	0	0	0
Hearing of physicians' opinions on ionizing radiation medical examination results (Article 22 of the Ionizing Radiation Regulation for Decontamination)	0	0	0	0	0
Report of ionizing radiation medical examination results (Article 24 of the Ionizing Radiation Regulation for Decontamination)	2	0	4	9	4
Others	0	0	1	3	3

Table 2-4 Changes in the numbers of employers having committed labor management-related violations

Items	2020	2021	2022	2023	2024
Clear indication of working conditions (Article 15 of the Labor Standards Act)	6	0	3	1	5
Payment of regular wages (Article 24 of the Labor Standards Act)	3	0	0	4	0
Payment of allowance for absence from work (Article 26 of the Labor Standards Act)	0	0	0	0	0
Overtime work (Article 32 of the Labor Standards Act)	10	3	1	6	0
Payment of premium wages (Article 37 of the Labor Standards Act)	11	5	4	4	2
Drawing up and submitting of rules of employment (Article 89 of the Labor Standards Act)	5	0	3	5	2
Notification of dormitory regulations (Article 95 of the Labor Standards Act)	0	0	0	0	0
Notification of setup, etc. of dormitory (Article 96-2 of the Labor Standards Act)	0	0	0	0	0
Obligation to disseminate relevant laws and regulations (Article 106 of the Labor Standards Act)	0	0	1	0	0
Preparation of worker roster (Article 107 of the Labor Standards Act)	1	0	0	0	0
Preparation of a wage ledger (Article 108 of the Labor Standards Act)	7	1	6	3	5
Preparation of an annual leave management register (Article 24-7 of the Regulation for Enforcement of the Labor Standards Act)	2	0	1	2	1
Others	1	3	2	5	3

Table 2-5 Changes in the numbers of employers having committed violations concerning measures to be taken by principal employers

Items	2020	2021	2022	2023	2024
Measures to be taken by principal employers (Article 29 of the Industrial Safety and Health Act)	9	10	2	7	19
Measures to be taken by specified principal employers (Article 30 of the Industrial Safety and Health Act)	0	0	0	0	3
Measures to be taken by orderers (Article 31 of the Industrial Safety and Health Act, Articles 649, and 653 of the Regulation on Industrial Safety and Health)	0	1	0	0	6

*2 (2) 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 (2020–2024)

Table 3 Numbers of employers for whom supervision has been conducted and those found to have committed violations

	2020	2021	2022	2023	2024
Number of employers for whom supervision has been conducted	199	164	99	38	18
Number of employers having violated industrial safety and health-related laws and regulations or the Labor Standards Act and other related legislation	90	67	48	13	2
Violation rate (%)	45.2%	40.9%	48.5%	34.2%	11.1%
Number of employers having violated the Regulation on Prevention of Ionizing Radiation Hazards or the Ionizing Radiation Regulation for Decontamination Figures in brackets are percentages of relevant violators among the supervised employers.	6 (3.0%)	5 (3.0%)	10 (10.1%)	4 (10.5%)	0 (0.0%)
Number of employers having committed violations concerning safety and health-related measures to be taken at the work site Figures in brackets are percentages of relevant violators among the supervised employers.	35 (17.6%)	15 (9.1%)	15 (15.2%)	4 (10.5%)	0 (0.0%)
Number of employers having committed health management-related violations Figures in brackets are percentages of relevant violators among the supervised employers.	9 (4.5%)	4 (2.4%)	8 (8.1%)	3 (7.9%)	0 (0.0%)
Number of employers having committed labor management-related violations Figures in brackets are percentages of relevant violators among the supervised employers.	34 (17.1%)	43 (26.2%)	36 (36.4%)	6 (15.8%)	2 (11.1%)
Number of employers having committed violations concerning measures to be taken by principal employers Figures in brackets are percentages of relevant violators among the supervised employers.	23 (11.6%)	10 (6.1%)	4 (4.0%)	3 (7.9%)	0 (0.0%)

*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 (2020–2024)

Table 4 Numbers of employers for whom supervision has been conducted and those found to have committed violations

	2020	2021	2022	2023	2024
Number of employers for whom supervision has been conducted	183	102	110	76	33
Number of employers having violated industrial safety and health-related laws and regulations or the Labor Standards Act and other related legislation	124	43	52	24	5
Violation rate (%)	67.8%	42.2%	47.3%	31.6%	15.2%
Number of employers having violated the Regulation on Prevention of Ionizing Radiation Hazards or the Ionizing Radiation Regulation for Decontamination Figures in brackets are percentages of relevant violators among the supervised employers.	5 (2.7%)	4 (3.9%)	9 (8.2%)	4 (5.3%)	0 (0.0%)
Number of employers having committed violations concerning safety and health-related measures to be taken at the work site. Figures in brackets are percentages of relevant violators among the supervised employers.	11 (6.0%)	1 (1.0%)	11 (10.0%)	2 (2.6%)	0 (0.0%)
Number of employers having committed health management-related violations Figures in brackets are percentages of relevant violators among the supervised employers.	15 (8.2%)	8 (7.8%)	8 (7.3%)	6 (7.9%)	0 (0.0%)
Number of employers having committed labor management-related violations Figures in brackets are percentages of relevant violators among the supervised employers.	96 (52.5%)	39 (38.2%)	33 (30.0%)	17 (22.4%)	5 (15.2%)
Number of employers having committed violations concerning measures to be taken by principal employers Figures in brackets are percentages of relevant violators among the supervised employers.	13 (7.1%)	2 (2.0%)	7 (6.4%)	3 (3.9%)	0 (0.0%)

*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 type of ordering agency) (2020–2024)

Year	2020		2021		2022		2023		2024	
Ordering agency	National government	Municipalities, etc.	National government	Municipalities, etc.	National government	Municipalities, etc.	National government	Municipalities, etc.	National government	Municipalities, etc.
Number of employers for whom supervision has been conducted	155	136	197	59	164	23	155	13	109	34
Number of employer-violators	55	74	73	23	67	3	37	8	40	25
Violation rate (%)	35.5%	54.4%	37.1%	39.0%	40.9%	13.0%	23.9%	61.5%	36.7%	73.5%

6. Other initiatives by the Fukushima Labour Bureau (2024)

(1) Major initiatives for securing the safety and good health of workers engaging in decommissioning work at Fukushima Daiichi NPS

- Demanded Tokyo Electric Power Company Holdings, Inc. and principal employers to take thorough preventive measures against heat stroke (in May)
- Conducted safety patrols by Fukushima labor director (in June)
- Attended the “Committee on measures for industrial safety and health in the Fukushima Prefecture safety monitoring council on nuclear power station 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)

(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 July and October)
- 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 of the Work Optimization and Safety Measures Council in the Fukushima Regional Environment Office (in September and November)
- Explained labor standards-related laws and regulations to operators engaged in work ordered by the Fukushima Regional Environment Office at a workshop by the Work Optimization and Safety Measures Council in the Fukushima Regional Environment Office (in October)
- 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)