

## Overview of “the integrated measure for the health problems prevention caused by overwork

(Formulated in February, 2002 and revised in March, 2008)

In order to prevent health problems caused by overwork, it is important to implement measures properly on worker's health care to prevent worker from accumulation of tiredness while excluding heavy long-time overwork as worker can not recover from their tiredness.

For this reason, “the measures which employer must take in order to prevent health problems caused by overwork” was formulated, and map out the necessary measures including information and instruction by government.

### The measures which employer must take in order to prevent health problems caused by overwork

#### (1) Reduction of overtime work and working hours on days off

- Compliance of the limit basis when 36 agreements have been concluded
- Grasp on appropriate working hours, etc

#### (2) Promotion for acquisition of annual paid leave

#### (3) Improvement of establishment of working hours and others

#### (4) Persistent of measures related to workers health care

- ① Maintenance of the health care system and implementation of medical examination and others
  - Appointment of industrial doctors, health managers and health promoters and Implementation of the health care by them
  - Maintenance of the health care system such as establishment of health committee
  - Implementation of medical examination and subsequent measures certainly
- ② Interview instructions for workers who have worked overtime, and on a day-off
  - Implementation of interview instructions by doctors and that of subsequent measures and others
  - Maintenance of procedure to implement interview instructions and others
  - Utilization of the regional industrial health center to promote implementation of interview instructions in small sized workplaces
- ③ Investigation of causes of disease and countermeasures to prevent its recurrence in case of industrial disease due to overwork

### Measures by the government

- Window Instructions related to overtime work in accordance with 36 agreements
- Supervisor instructions for workplaces in which time of overwork and work on days off might be over 45 hours per month
- Instructions to persist countermeasures to prevent its recurrence in case of industrial disease due to overwork