

Japanese Experience in Facilitating the Development of OSHMS in the Industry

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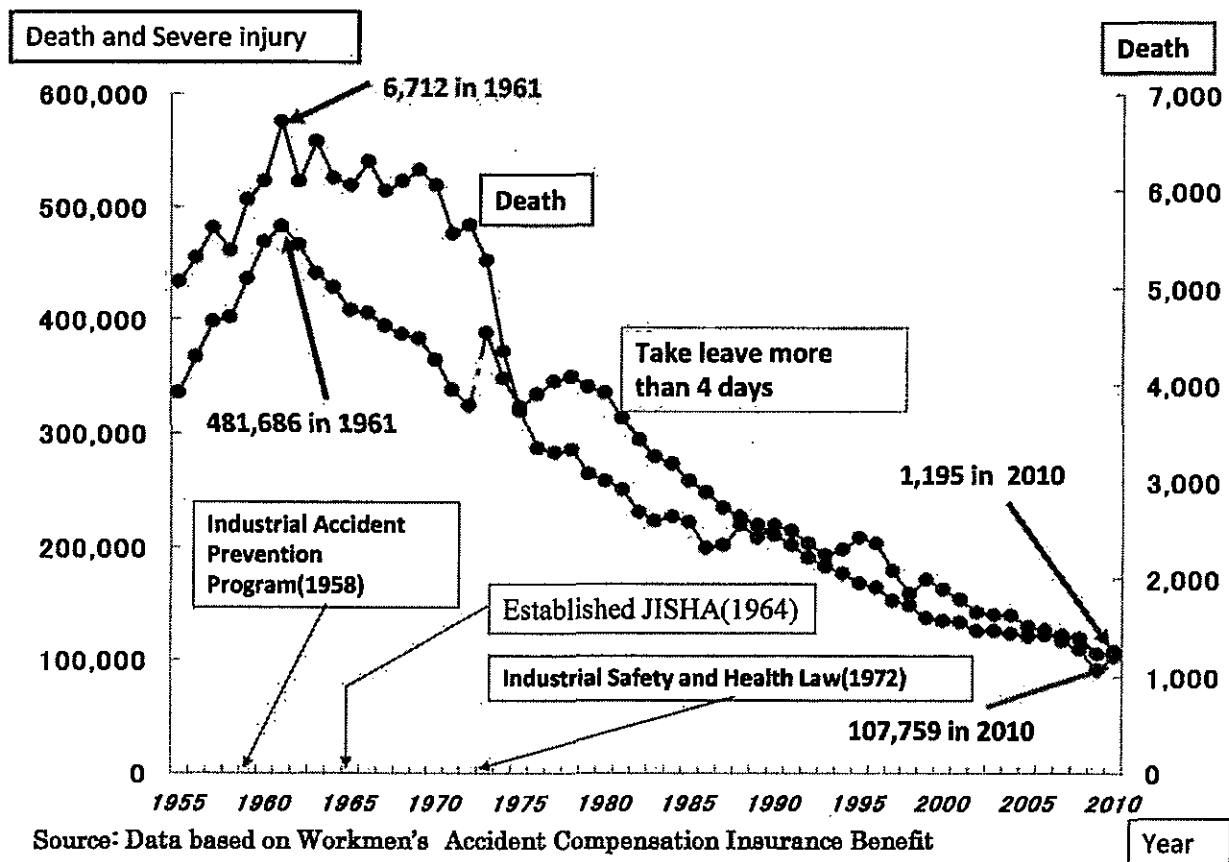
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Outline of the Presentation

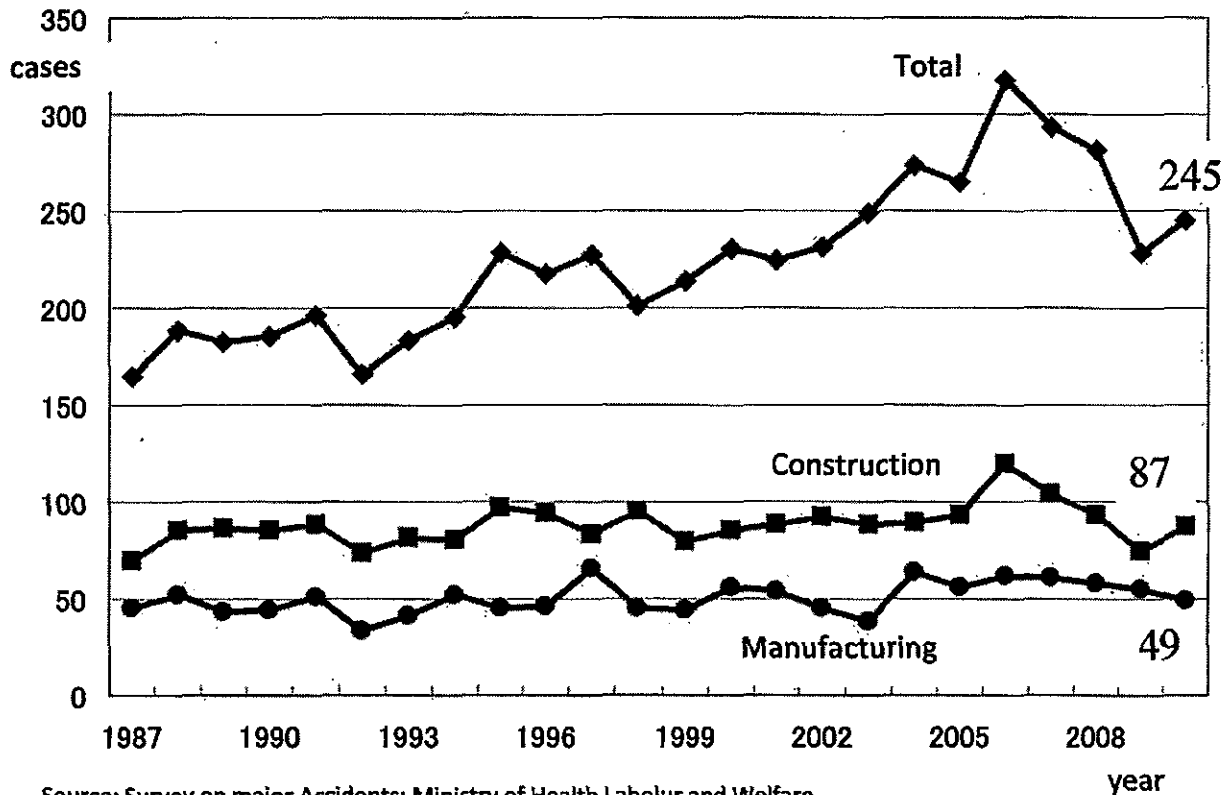
- 1. Current OSH Challenges in Japan**
 - Background of Introducing OSHMS
 - OSHMS on National Level (ILO Convention 187)
- 2. OSH Legislation on SMEs**
 - Current Situations
 - Legislative Basis and Challenges
 - Good Practice
- 3. Governmental OSH Initiatives for SMEs**
 - General Measures
 - OSHMS Related Measures

1 Current OSH Challenges in Japan

Trend of Number of Occupational Accidents (1954-2010)



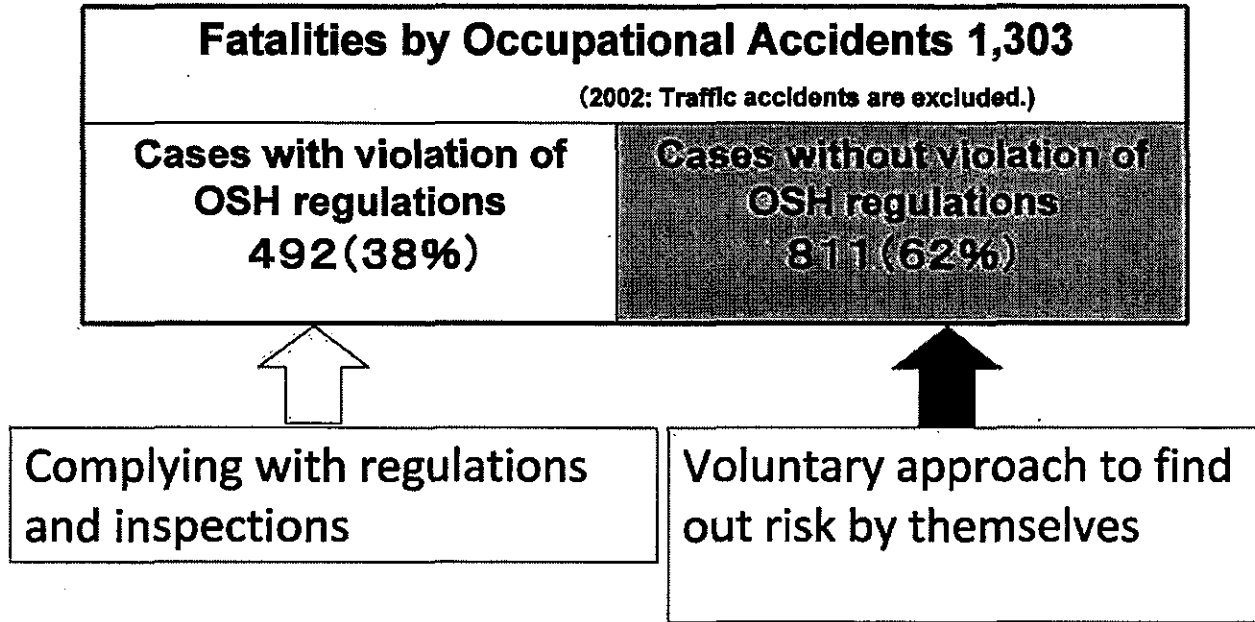
Number of Major Accidents (Three or more workers involved)



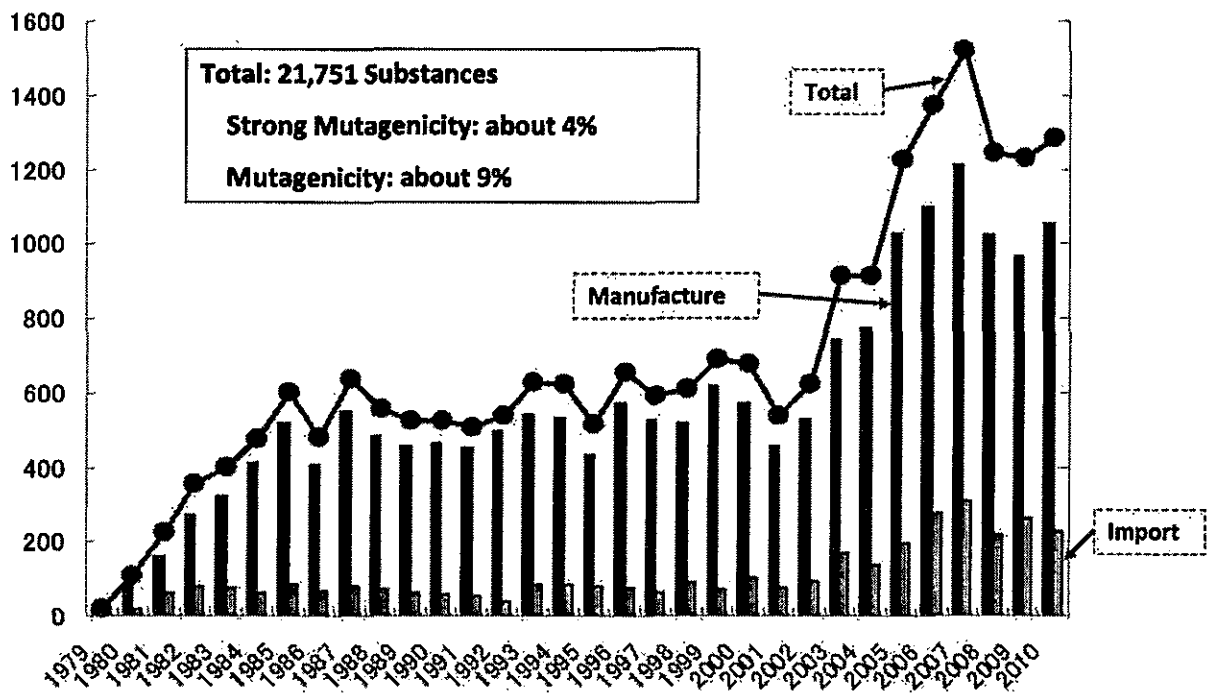
Growing Diversification at Workplaces

- **Expanding diversity of types of hazards at work**
 - Increasing variety and complexity of manufacturing processes
 - Introduction of new machinery and chemical substances
- **Increasing diversity of employment formats**
 - Increase in the number of Dispatched workers / Temporary employed workers / Contract-based workers

Limitation of Legislation Due to the Diversity of Manufacturing Processes etc.

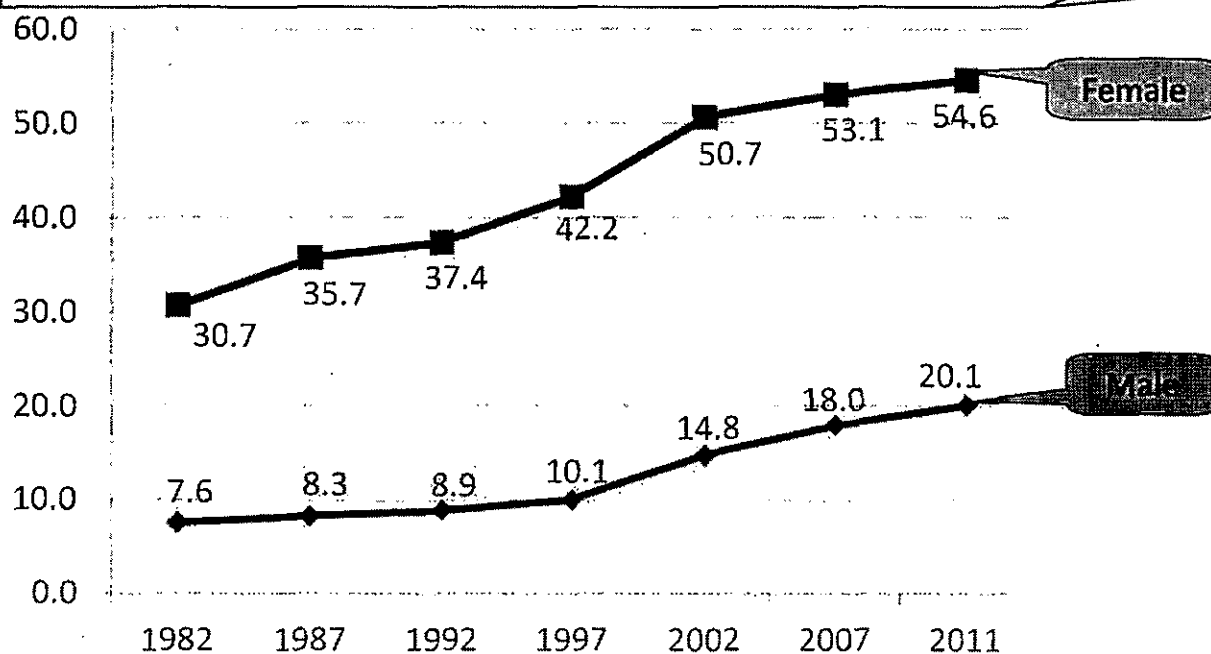


The Number of Newly Produced and Imported Chemical Substances



Increasing Rate of Non-Permanent Employees

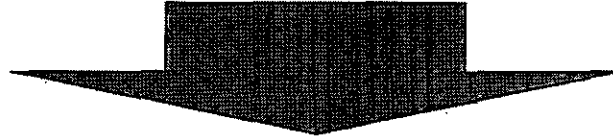
The portion of non-permanent employees (part-time workers, dispatched workers, temporary workers) is increasing rapidly.



(Source: Ministry of General Affairs; Employment Structure Basic Survey)

Challenges of OSH Management Hereafter

- 1) Safety is not guaranteed by just complying OSH legislation.
- 2) As the fluidity of workers increases, inexperienced workers increase.
- 3) Retirement of baby boomers with tacit knowledge on OSH



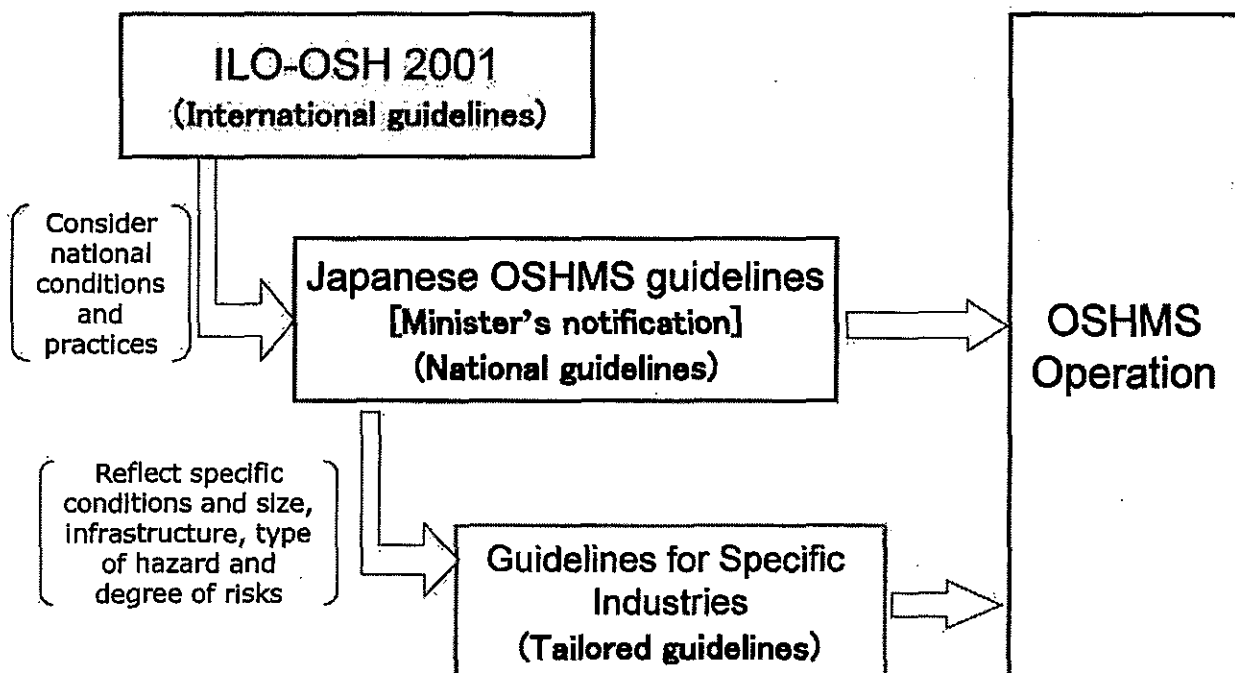
- **Not taking measures after accidents happen, but removing potential risks in advance**

From **Reactive** Management
to **Proactive** Management

- **Not relying solely on individual's competency and experiences, but implementing OSH activities systematically and continuously**

From **Individual** Approach
to **Systematic** Approach

Japanese OSHMS Guidelines and ILO-OSH 2001



Newly Introduced Concept in 11th Program

Two Approaches to Prevent Accidents

Risk-based approach to upgrade OSH level as a whole

Enhance conventional approach in the most hazardous fields

Introducing Principles of ILO Convention No.187

Continuous improvement of OSH level by introducing management systems approach at the national level

Overall Goals of the 11th Industrial Accident Prevention Plan (From fiscal 2008 to 2012)

Number of victims of fatal accidents:

Decrease 20% or more

Number of victims of accidents*:

Decrease 15% or more

* Required an absence of 4 days or more

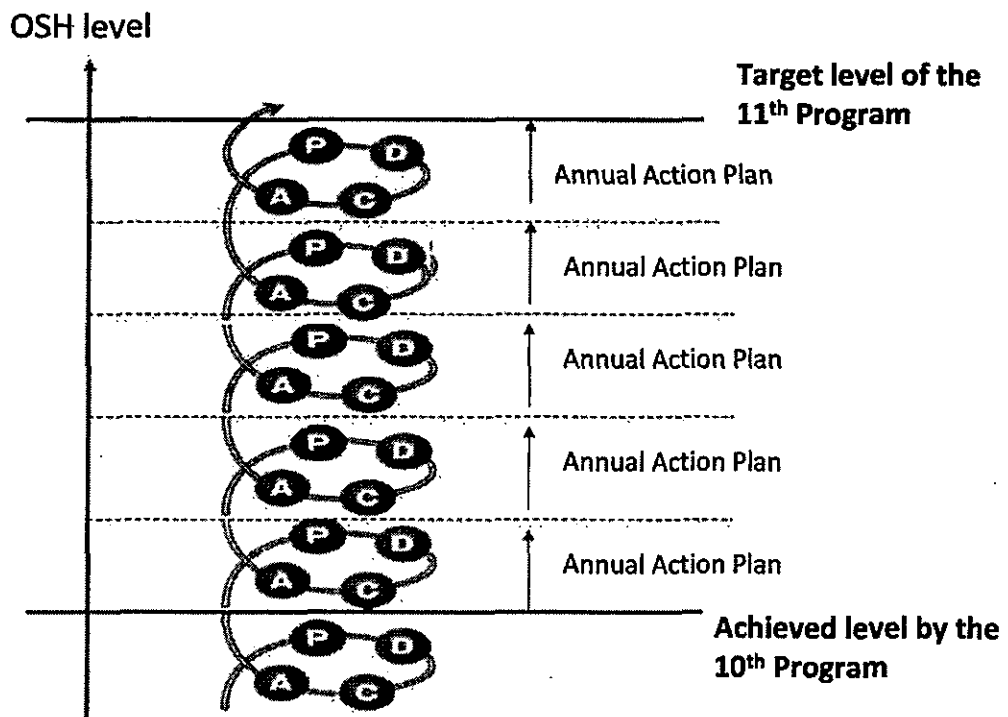
Prevalence rate of abnormal findings by periodic medical examination at workplaces:

Changing Trend from Increase to Decrease

Priority Fields

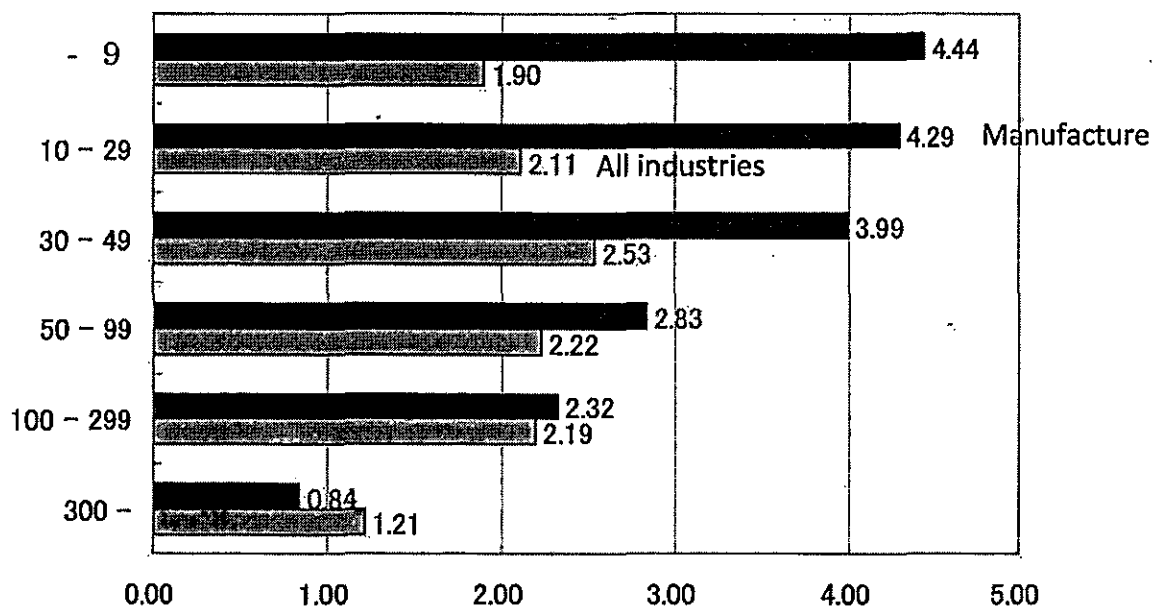
| | |
|---|--|
| <ul style="list-style-type: none"> • Risk assessment and risk reduction at workplaces | |
| <ul style="list-style-type: none"> • Machine safety • Prevention of accidents due to falls of persons from height | <ul style="list-style-type: none"> • Prevention of health impairment due to dust • Prevention of health impairment due to chemical substances • Promotion of health control measures based on medical examination results • Mental health care at workplaces |

Upgrading OSH by PDCA Cycle



2. OSH Legislation on SMEs

Annual Accidents Rate per 1000 workers
sorted by the Size of Enterprises

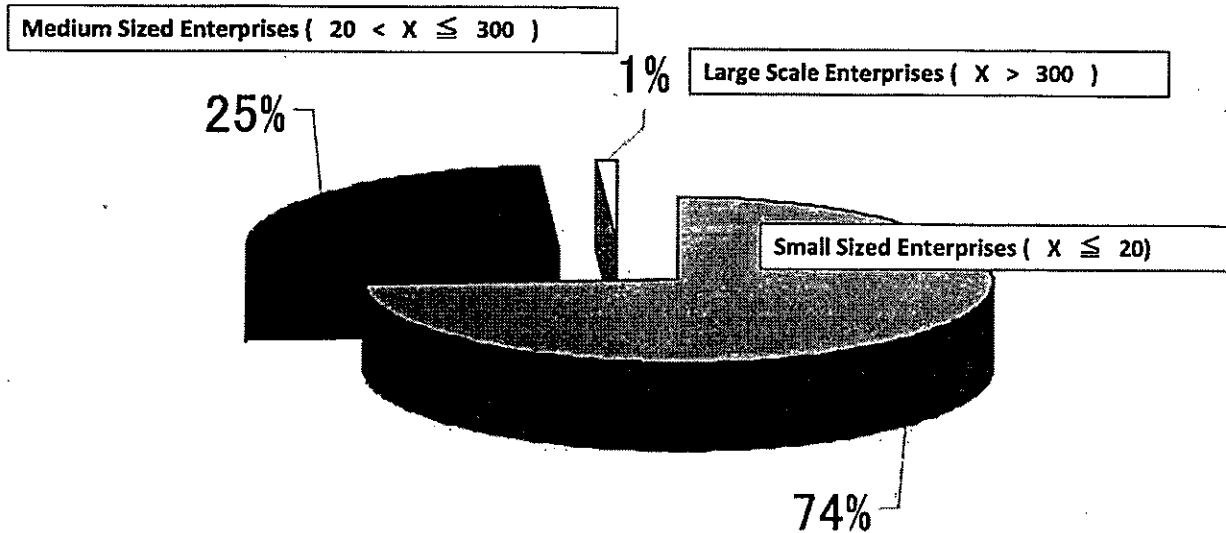


Note: Annual accidents rate per 1,000 workers =
 $\{(\text{Number of casualties with absence of 4 days or more per year}) / (\text{Number of average workers per year})\} * 1,000$

Source: 2009 Reports on Worker's Casualties etc.

Number of Workplaces

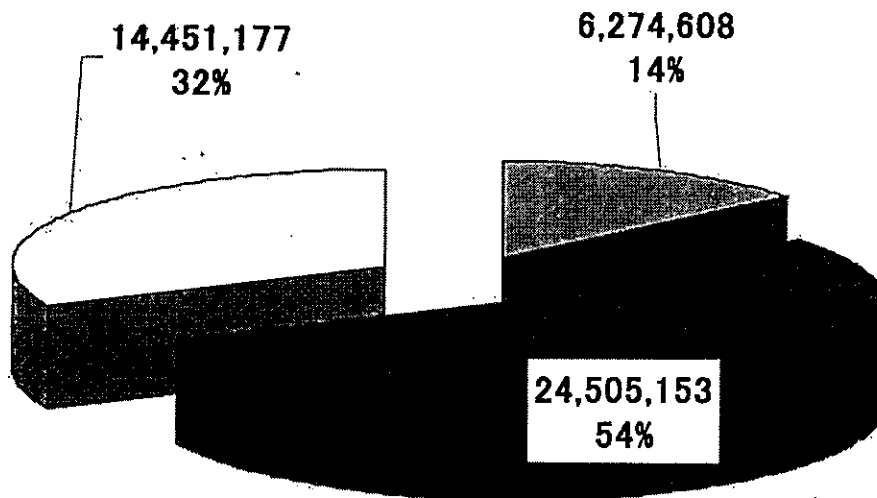
sorted by the Size of Enterprises



(Source: 2011 White Paper on SMEs in Japan)

Number of Workers

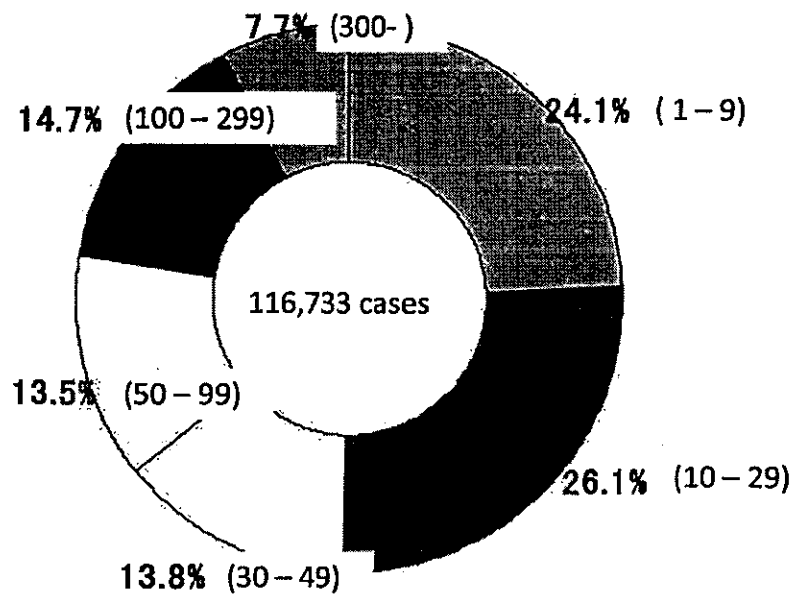
sorted by the Size of Enterprises



Source: 2011 White Paper on Small and Medium Enterprises in Japan

Number of Worker's Casualties

sorted by the Size of Enterprises



Source: Reports on Worker's Casualties, Ministry of Health, Labour and Welfare (2010)

Safety and Health Promoter System

- Workplaces with 10-49 regular employees

→ have to assign

Safety and Health Promoter
from competent persons

(Revision of OSH Law in 1988)

- Competent?

1) Education + Work experience

ex) High school grad + 3yrs of OSH activities

2) Completing OSH courses accredited by LS Bureau ...

Legislative Basis of OSHMS

- **Guidelines on Occupational Safety and Health Management Systems**

(Ministry of Labour Notification No. 53, April 30, 1999: Amendment; Ministry of Health, Labour and Welfare Notification No. 113, March 10, 2006)

<http://www.jniosh.go.jp/icpro/jicosh-old/english/guideline/2007/070612a.html>

- not stipulating specific measures that employers are required to adopt in accordance with the OSH Act

- **Risk Assessment**

- Employers are obliged to conduct RA (Obligation of Effort)

(by the revision of the Act in 2006: Article 28-2)

Obligation of Risk Assessment

(by 2006 Amendments)

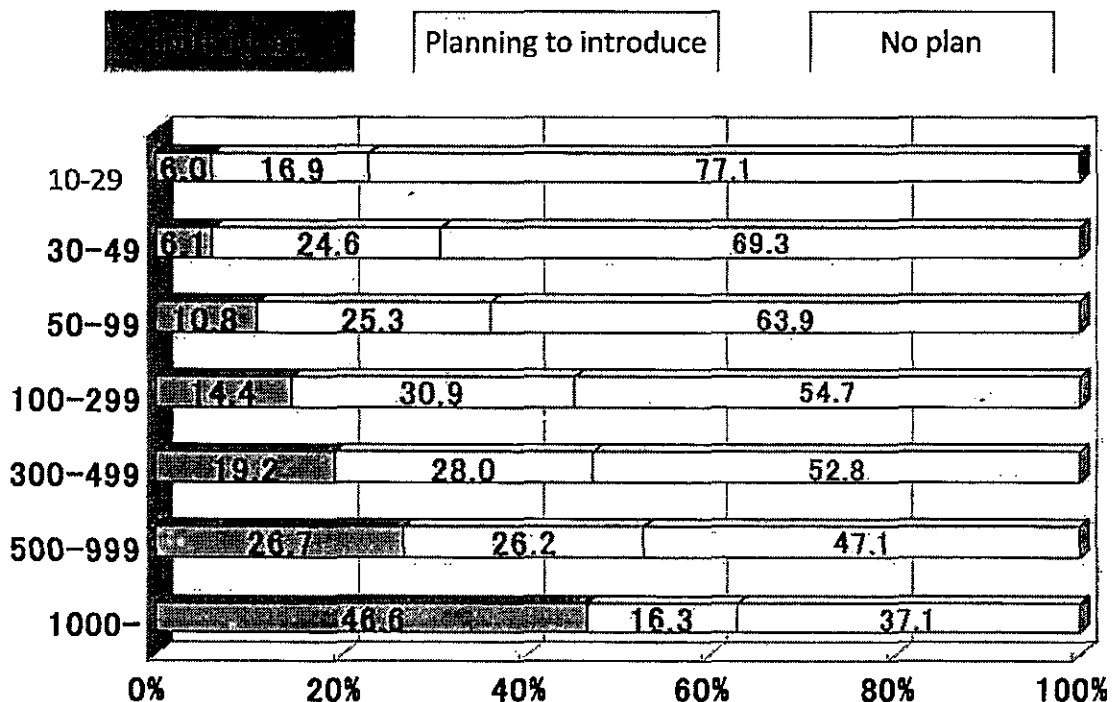
Article 28-2. (Investigation, etc. to Be Carried Out by Employer)

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

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

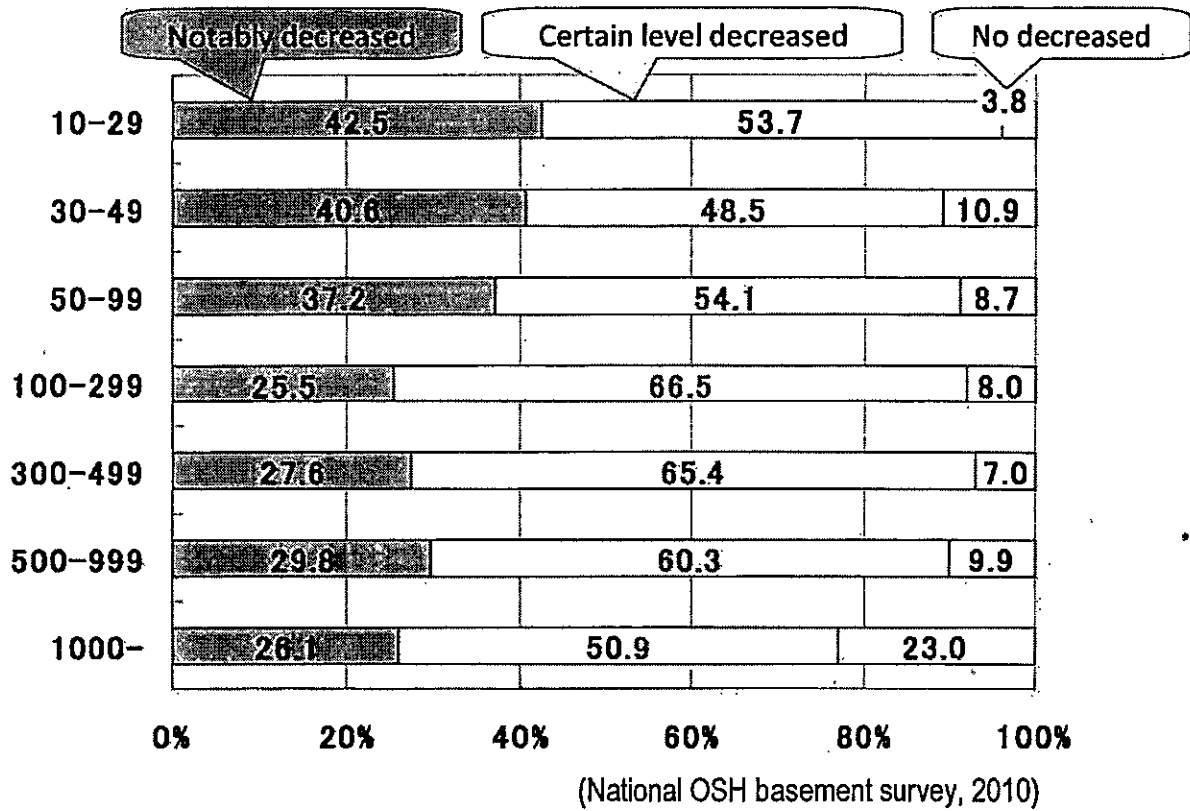
(3) The Minister of Health, Labor and Welfare may provide individual employers and organizations of employers with necessary guidance and assistance, etc., under the guidelines in the preceding a paragraph.

Challenge to Introduce OSHMS in Japan

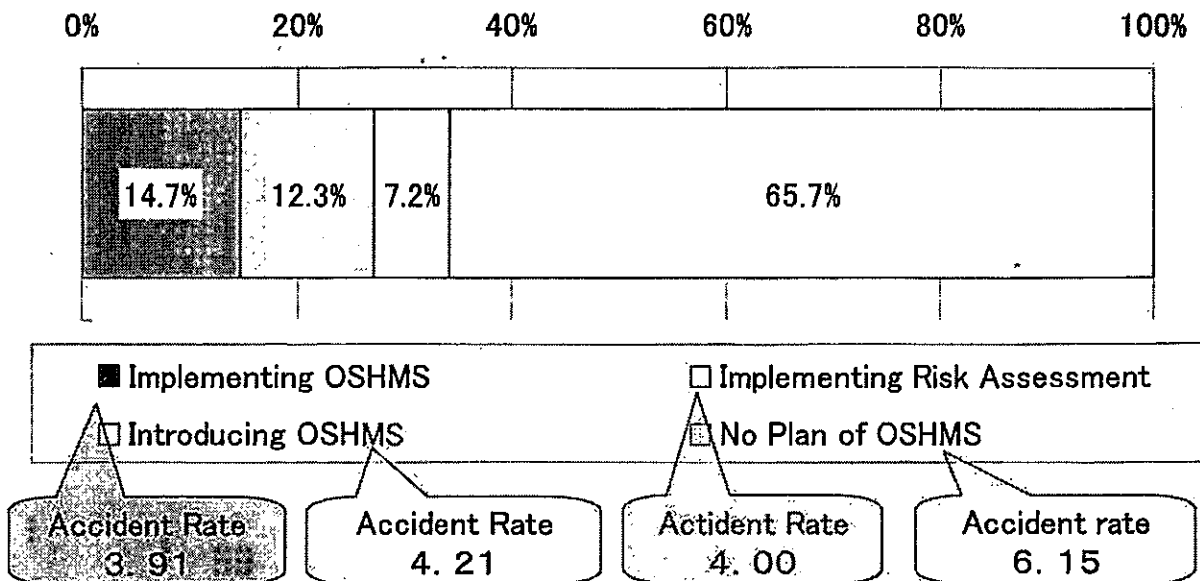


(National OSH basement survey, 2010)

Effects of Introducing OSHMS



Differences of Accident Rates with/without OSHMS or Risk Assessment



(Result of OSH Questionnaire among Manufacturing Industry, 2003)

Good Practice of Implementing OSHMS in SMEs

JISHA (Japan Industrial Safety and Health Association)

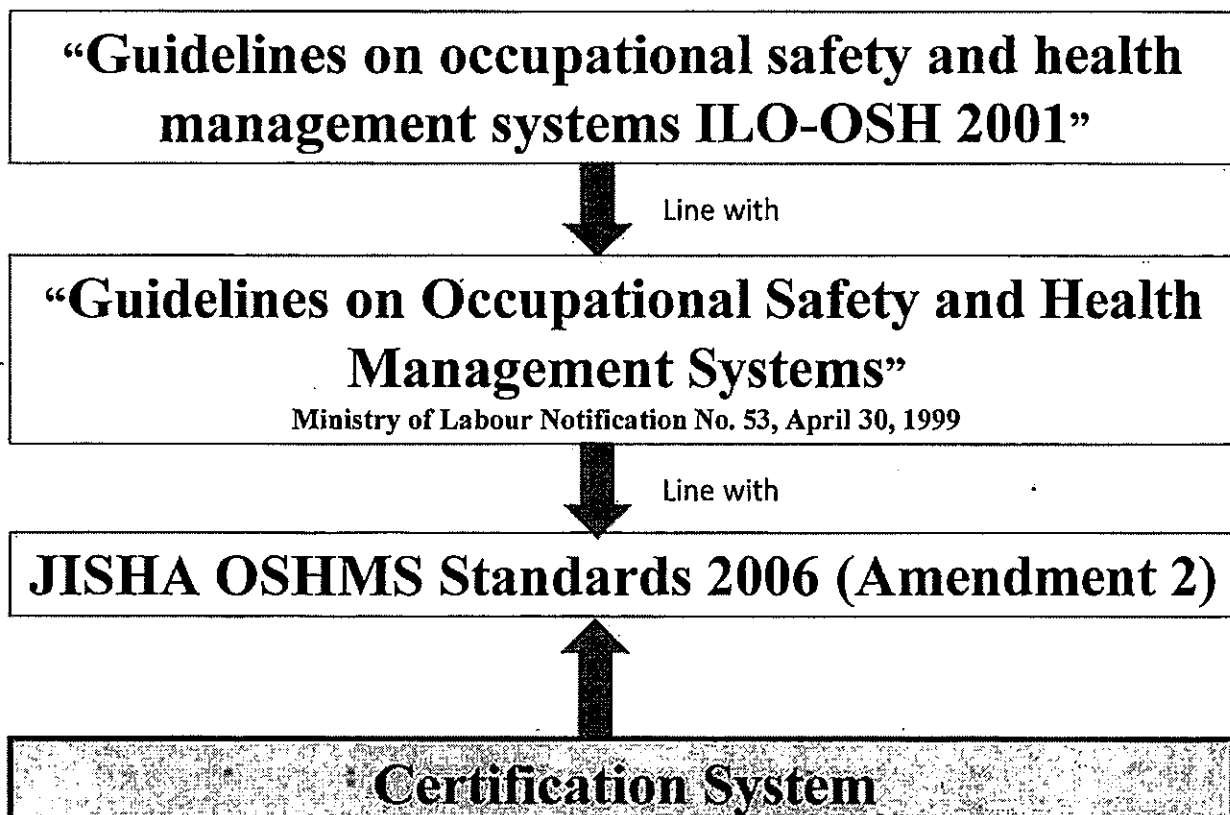
- Providing third party certification of OSHMS
- Also, authorizing third party certification authority for JISHA Standard OSHMS (Based on ILO-OSH 2001)



Toyama Labour Standard Association

Hiroshima Labour Standard Association

- Local institution to support LS administration
- Strong connection with local SMEs
- The first third party certification authority to certificate JISHA Standard OSHMS



Standards for appropriate JISHA's OSHMS

JISHA has set up the standards in accordance with the Guideline provided by the Ministry of Health, Labour and Welfare.

- 1. The occupational safety and health management structure is well organized.**
- 2. OSHMS including daily OSH activities, etc. is appropriately operated and implemented.**
- 3. Thanks to operating and implementing OSHMS, there is the effective improvement in the level of OSH.**

Features of Appropriate OSHMS Accreditation (Related to standards)

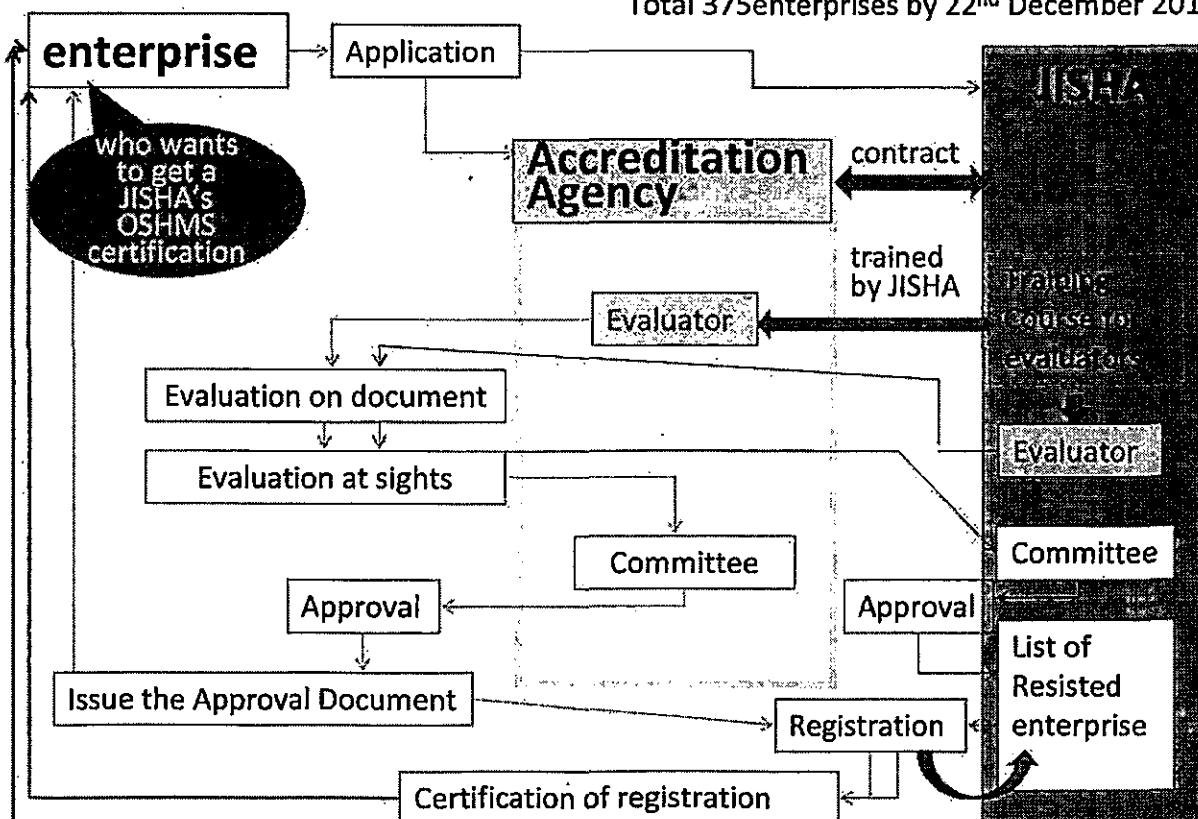
- 1. The accreditation is made according to the standards based on the Guideline prescribed by the Ministry of Health, Labour and Welfare.**
- 2. To confirm that the occupational safety and health management structure is well established and OSHMS including daily safety and health activities, etc. is appropriately operated and implemented.**
- 3. To confirm that there is the effective improvement in the level of OSH because of operating and implementing OSHMS.**

Features of Appropriate OSHMS Accreditation (Related to the investigation and evaluation methods)

1. A competent person who has knowledge and experience on OSH, investigates and evaluates.
2. At the field investigation, the evaluation is made taking into account the actual safety and health activities at job-site.
3. Not only to evaluate whether or not complying with the standards, but also to provide recommendation (advices) so as to effectively operate and implement OSHMS.

A flow of JISHA's Certification System for OSHMS

Total 375 enterprises by 22nd December 2011



3. Governmental OSH Initiatives for SMEs

**Japanese Government sat up
a series of curriculum for**

- Person in charge to build up
OSHMS**
- Audit**
- Person in charge to implement
Risk Assessments**

Governmental Supports for Risk Assessment in Japan

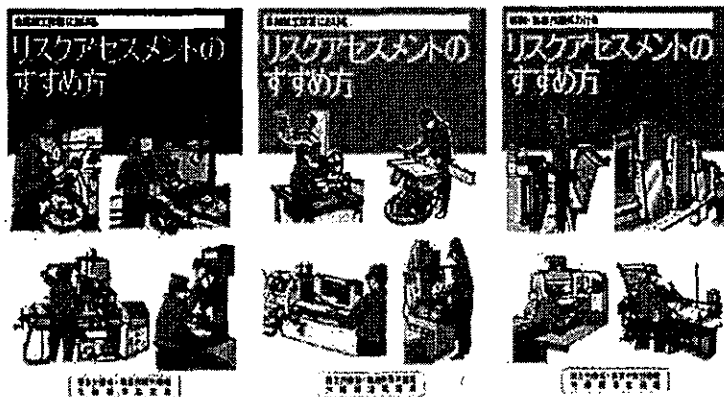
1) Developing leaflets and booklets for RA (industry-wise and operation-wise)

- Forestry, retail industry, wood processing, press machine, industrial waste management, etc.

2) Governmental training program for SME personnel

- Developing curriculum and materials to train RA personnel, including on the job training
- Subsidizing training seminars of Risk Assessments

Examples of Intelligible Leaflets on Risk Assessment



The image shows a small table or form, likely a risk assessment checklist or data sheet. It has multiple columns and rows of text, including a header section and a main body with various fields and checkboxes. The text is small and difficult to read, but it appears to be a structured document used for risk assessment.