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厚生労働省
Ministry of Health, Labour and Welfare
Fukushima Labour Bureau
Press Release

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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 2025)

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 2025, 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: **369**

Among the above, number of employers having committed violations related to safety/health and labor management: **43 (11.7%)**

[Status of violators]
- Number of employers having committed violations concerning safety and health-related measures to be taken at the work site: **9 (2.4%)**
- Number of employers having committed labor management-related violations: **26 (7.0%)**

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

Number of employers for whom supervision has been conducted: **156**

Among the above, number of employers having committed violations related to safety/health and labor management: **51 (32.7%)**

[Status of violators]

- Number of employers having committed violations concerning safety and health-related measures to be taken at the work site: **23 (14.7%)**
- Number of employers having committed labor management-related violations: **8 (5.1%)**

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

Number of employers for whom supervision has been conducted: **13**

Among the above, number of employers having committed violations related to safety/health and labor management: **4 (30.8%)**

[Status of violators]

- Number of employers having committed violations concerning safety and health-related measures to be taken at the work site: **2 (15.4%)**
- Number of employers having committed labor management-related violations: **0 (0.0%)**

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

Number of employers for whom supervision has been conducted: **27**

Among the above, number of employers having committed violations related to safety/health and labor management: **1 (3.7%)**

[Status of violators]

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

*1 "Violations concerning safety and health-related measures 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 Ordinance for Decontamination regarding measurement of radiation doses, etc., as well as violations concerning restrictions on the use of vehicle-type construction machines for purposes other than their main purpose, and failure to install covers, etc. on openings, etc.

*2 Some employers are counted both in "Number of employers having committed violations concerning safety and health-related measures to be taken at the work site" and "Number of employers having committed labor management-related violations," which are two of the four categories of employers having committed violations. The other two categories are "Number of employers having committed health management-related violations" and "Number of employers having committed violations concerning measures to be taken by principal employers, etc.," which are given from page 10 in this document. Therefore, the sum of "Number of employers having committed violations concerning safety and health-related measures to be taken at the work site" and "Number of employers having committed labor management-related violations" 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 safety/health and labor management, etc. (See p.10, p.14, and p.15.)

(i) Several work sites committed violations concerning safety and health-related measures to be taken at the work site by failing to measure dose equivalent rates or confirm and record dose measurement results, or by failing to observe restrictions on the use of vehicle-type construction machines only for their main purpose and meet their obligations related to work at openings, etc., failing to disseminate the name, etc. of an operation chief, failing to conduct pre-operation checks for vehicle-type construction machines, or failing to determine work methods, etc. for mobile cranes.

(ii) Several work sites committed health management-related violations by failing to report ionizing radiation medical examination results, or failing to hear opinions of physicians on medical examination results.

(iii) Several work sites committed labor management-related violations by failing to pay premium wages, failing to prepare a wage ledger, failing to draw up and submit rules of employment, failing to meet their obligations related to annual paid leave, failing to pay regular wages, failing to meet their obligations related to overtime work, or failing to disclose working conditions.

◆ Major actions by Labour Standards Inspection Offices

(i) Serious industrial accidents might occur if employers fail to take safety and health-related measures to be taken at the work site, such as failing to disseminate measurement results of dose equivalent rates due to external radiation at the work site among workers, failing to inform radiation workers of measurement results of their radiation exposure doses, using vehicle-type construction machines for purposes other than their main purpose, failing to use fall arrest equipment meeting performance requirements at edges of working floors, or failing to conduct pre-operation checks for vehicle-type construction machines. Therefore, the relevant Labour Standards Inspection Offices provide guidance even after confirming that situations have been rectified so as to prevent the occurrence of similar violations.

(ii) The Labour Standards Inspection Offices instructed employers that had not submitted a report on ionizing radiation medical examination results not to fail to submit future reports. Some employers were found to have failed to hear opinions of physicians on medical examination results. Because this measure is important for keeping workers healthy, the relevant Labour Standards Inspection Offices instructed employers to implement it without fail.

(iii) Some of the violations committed by employers were related to basic matters in labor management, such as failing to include allowances that should be included in the basis for calculating premium wages for overtime work, failing to enter the number of working hours or other required matters in a wage ledger, failing to stipulate allowances or other required matters in the rules of employment, failing to let workers take 5 days or more of annual paid leave a year, failing to conclude a payroll deduction agreement, having workers work for hours exceeding the upper limit specified in an agreement on overtime work, or failing to enter necessary information in a notice of working conditions. Detailed explanations of laws and regulations are provided to employers to help them gain a 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 equivalent rates, etc.	Details
		An employer failed to disseminate measurement results on dose equivalent rates due to external radiation at the work site by such means as posting them at a readily visible place. Therefore, an inspector instructed the employer to disseminate them (Article 54 of the Regulation on Prevention of Ionizing Radiation Hazards).
	● Installation of covers, etc. on openings, etc.	Details
		An employer failed to have workers use fall arrest equipment meeting performance requirements at places, such as edges of a working floor with a height of 2 meters or more, which have the risk of endangering workers due to falling and where it is difficult to install a railing, etc. for fall prevention. Therefore, an inspector instructed the employer to have workers use the equipment (Article 519 of the Ordinance on Industrial Safety and Health).
(ii) Health management-related measures	● Submission of a report on ionizing radiation medical examination results	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 Regulation on Prevention of Ionizing Radiation Hazards).
	● Hearing of opinions of physicians on medical examination results	Details
		As an employer failed to hear opinions of physicians, etc. on measures necessary for maintaining workers' health based on their general health examination results, an inspector instructed the employer to hear opinions (Article 51-2 of the Ordinance on Industrial Safety and Health).
(iii) Labor management-related measures	● 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 were insufficient. Therefore, an inspector instructed the employer to pay workers the shortfalls in premium wages (Article 37 of the Labor Standards Act).
	● Drawing up and submission of rules of employment	Details
		As an employer did not specify, in the rules of employment, matters concerning the method of determining part of the allowances to be paid to workers, an inspector instructed the employer to specify them (Article 89 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).
	● Establishment and administration of a consultative organization	Details
		As not all related constructors participated in a consultative organization and its meeting was not held periodically, an inspector instructed the principal employer to periodically hold a meeting of the consultative organization with the participation of all related constructors (Article 635 of the Ordinance on Industrial Safety and Health).

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

◆ The situation regarding violations of laws related to safety/health and labor management, etc. (See p.11, p.16, and p.17.)

(i) Several work sites committed violations related to safety and health-related measures to be taken at the work site, such as violations concerning a preliminary survey of the work site and clear indication of survey results, as well as violations concerning the specified self-inspection of vehicle-type construction machines, the use of vehicle-type construction machines for purposes other than their main purpose, or workers' wearing of protective equipment for preventing cut wounds in lower limbs.

(ii) Several work sites committed labor management-related violations by failing to disclose working conditions, failing to draw up and submit rules of employment, failing to pay wages, failing to meet their obligations related to annual paid leave, or 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 safety and health-related measures to be taken at the work site, such as failing to clearly indicate radioactivity concentrations of contaminated soil, etc. subject to decontamination and related work, failing to conduct the specified self-inspection of vehicle-type construction machines, using vehicle-type construction machines for purposes other than their main purpose, or failing to have workers wear protective equipment for preventing cut wounds in lower limbs. Therefore, the relevant Labour Standards Inspection Offices provide guidance even after confirming that situations 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, such as failing to enter necessary information in a notice of working conditions, failing to enter premium wage rates when overtime work exceeds 60 hours per month in the rules of employment, failing to conclude a payroll deduction agreement, failing to let workers take 5 days or more of annual paid leave per year, or failing to include allowances that should be included in the basis for calculating premium wages for overtime work. Therefore, detailed explanations of laws and regulations are provided to employers to help them gain a 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	● Preliminary survey of the work site and clear indication of survey results	Details
		An employer failed to clearly indicate radioactivity concentrations of contaminated soil, etc. subject to decontamination and related work, which were measured before commencing the work, to workers. Therefore, an inspector instructed the employer to clearly indicate the relevant data (Article 7 of the Ionizing Radiation Ordinance for Decontamination).
	● Specified self-inspection of vehicle-type construction machines	Details
		As an employer failed to conduct the specified self-inspection of vehicle-type construction machines periodically once a year, an inspector instructed the employer to conduct the inspection periodically (Article 169-2 of the Ordinance on Industrial Safety and Health).
(ii) Labor management-related measures	● Clear indication of working conditions	Details
		At the time of concluding a labor contract, legally required matters, such as the scope of changes in the place of employment, 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).
	● Drawing up and submission of rules of employment	Details
		Premium wage rates when overtime work exceeds 60 hours per month, which is legally required information, were not stated in the rules of employment. Therefore, an inspector instructed the employer to ensure that legally required matters are surely stated in the rules of employment (Article 89 of the Labor Standards Act).
(iii) 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).
	● Measures concerning a hoistway, etc.	Details
		When 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 Ordinance on Industrial Safety and Health).

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

◆ The situation regarding violations of laws related to safety/health and labor management, etc. (See p.12 and p.18.)

(i) Several work sites committed violations concerning safety and health-related measures to be taken at the work site, such as the use of vehicle-type construction machines for purposes other than their main purpose, or violations concerning the pre-operation checks for vehicle-type construction machines.

◆ Major actions by Labour Standards Inspection Offices

(i) Serious industrial accidents might occur if employers fail to take safety and health-related measures to be taken at the work site, such as using vehicle-type construction machines for purposes other than their main purpose, or failing to conduct pre-operation checks for vehicle-type construction machines. Therefore, the relevant Labour Standards Inspection Offices provide guidance even after confirming that situations have been rectified so as to prevent the occurrence of similar violations.

Examples—Aiming to rectify violations through the following instructions

(i) Safety and health-related measures to be taken at the work site	● Restrictions on the use of vehicle-type construction machines for purposes other than their main purpose	Details
		In cargo lifting work at a work site, a drag shovel with a crane attachment was used without being switched to crane mode. Therefore, an inspector instructed the employer to use the drag shovel in crane mode (Article 164 of the Ordinance on Industrial Safety and Health).
	● Pre-operation checks for vehicle-type construction machines	Details
		At a work site, vehicle-type construction machines were used but pre-operation checks were not conducted. Therefore, an inspector instructed the employer to conduct checks (Article 170 of the Ordinance on Industrial Safety and Health).

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

◆ The situation regarding violations of laws related to safety/health and labor management, etc. (See p.13 and p.18.)

(i) Several work sites committed violations concerning the provision of ionizing radiation medical examinations.

◆ Major actions by Labour Standards Inspection Offices

(i) Some employers were found to have failed to provide ionizing radiation medical examinations once within six months. Because this measure is important for keeping workers healthy, the relevant Labour Standards Inspection Offices instructed employers to provide examinations without fail.

Examples—Aiming to rectify violations through the following instructions

(i) Health management-related measures	● Provision of ionizing radiation medical examinations	Details
		An employer provided an ionizing radiation medical examination after the lapse of six months or more from the previous examination. Therefore, an inspector instructed the employer to provide examinations once within six months (Article 56 of the Regulation on Prevention of Ionizing Radiation Hazards).

Material

1. Decommissioning work at Fukushima Daiichi NPS (2025)

<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 Ordinance on Industrial Safety and Health)	**1**
Restrictions on the use of vehicle-type construction machines for purposes other than their main purpose (Article 164 of the Ordinance on Industrial Safety and Health)	**2**
Pre-operation checks for vehicle-type construction machines (Article 170 of the Ordinance on Industrial Safety and Health)	**1**
Installation of covers, etc. on openings, etc. (Article 519 of the Ordinance on Industrial Safety and Health)	**2**
Determination of work methods for mobile cranes, etc. (Article 66-2 of the Safety Ordinance for Cranes)	**1**
Confirmation and recording of dose measurement results (Article 9 of the Regulation on Prevention of Ionizing Radiation Hazards)	**1**
Measurement of dose equivalent rates, etc. (Article 54 of the Regulation on Prevention of Ionizing Radiation Hazards)	**2**

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

Items	Number
Hearing of opinions of physicians on medical examination results (Article 51-2 of the Ordinance on Industrial Safety and Health)	**1**
Report of ionizing radiation medical examination results (Article 58 of the Regulation on Prevention of Ionizing Radiation Hazards)	**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)	**1**
Payment of regular wages (Article 24 of the Labor Standards Act)	**3**
Overtime work (Article 32 of the Labor Standards Act)	**3**
Payment of premium wages (Article 37 of the Labor Standards Act)	**10**
Annual paid leave (Article 39 of the Labor Standards Act)	**4**
Drawing up and submission of rules of employment (Article 89 of the Labor Standards Act)	**7**
Preparation of a wage ledger (Article 108 of the Labor Standards Act)	**8**

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

Items	Number
Measures to be taken by principal employers, etc. (Article 29 of the Industrial Safety and Health Act)	**8**
Establishment and administration of a consultative organization (Article 635 of the Ordinance on Industrial Safety and Health)	**1**

*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 (2025)

<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 an operation chief (Article 18 of the Ordinance on Industrial Safety and Health)	**2**
Effective maintenance of safety devices, etc. (Article 28 of the Ordinance on Industrial Safety and Health)	**1**
Operation plan pertaining to the use of vehicle-type construction machines (Article 155 of the Ordinance on Industrial Safety and Health)	**1**
Restriction on the use of vehicle-type construction machines for purposes other than their main purpose (Article 164 of the Ordinance on Industrial Safety and Health)	**3**
Specified self-inspection of vehicle-type construction machines (Article 169-2 of the Ordinance on Industrial Safety and Health)	**4**
Pre-operation checks for vehicle-type construction machines (Article 170 of the Ordinance on Industrial Safety and Health)	**1**
Handling of gas containers (Article 263 of the Ordinance on Industrial Safety and Health)	**1**
Enclosure for electric machines and appliances (Article 329 of the Ordinance on Industrial Safety and Health)	**1**
Wearing protective equipment for preventing cut wounds in lower limbs (Article 485 of the Ordinance on Industrial Safety and Health)	**3**
Investigation and work plan for demolition of concrete structures and other work (Article 517-14 of the Ordinance on Industrial Safety and Health)	**1**
Appointment of an operation chief for demolition of concrete structures and other work (Article 517-17 of the Ordinance on Industrial Safety and Health)	**1**
Installation of covers, etc. on openings, etc. (Article 519 of the Ordinance on Industrial Safety and Health)	**2**
Facility for wearing fall arrest equipment meeting performance requirements (Article 521 of the Ordinance on Industrial Safety and Health)	**1**
Installation of facilities for ascending and descending (Article 526 of the Ordinance on Industrial Safety and Health)	**2**
Prevention of danger due to falling objects (Article 537 of the Ordinance on Industrial Safety and Health)	**2**
Assembling of scaffoldings (Article 564 of the Ordinance on Industrial Safety and Health)	**1**
Determination of work methods for mobile cranes, etc. (Article 66-2 of the Safety Ordinance for Cranes)	**1**
Checkup before commencing work (Article 78 of the Safety Ordinance for Cranes)	**1**
Checkup before commencing work (Article 220 of the Safety Ordinance for Cranes)	**1**
Preliminary survey of the work site and clear indication of survey results (Article 7 of the Ionizing Radiation Ordinance for Decontamination)	**3**
Restriction on engagement (slinging operation) (Article 20 of the Order for Enforcement of Industrial Safety and Health Act)	**1**

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

Items	Number
None	

<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)	**3**
Payment of wages (Article 24 of the Labor Standards Act)	**2**
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 submission of rules of employment (Article 89 of the Labor Standards Act)	**3**

<Table 2-4> Number of employers having committed violations concerning measures to be taken by principal employers, etc.

Items	Number
Measures to be taken by principal employers, etc. (Article 29 of the Industrial Safety and Health Act)	**21**
Measures concerning a hoistway, etc. (Article 653 of the Ordinance on Industrial Safety and Health)	**3**

*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 (2025)

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

Items	Number
Restrictions on the use of vehicle-type construction machines for purposes other than their main purpose (Article 164 of the Ordinance on Industrial Safety and Health)	**1**
Pre-operation checks for vehicle-type construction machines (Article 170 of the Ordinance on Industrial Safety and Health)	**1**

<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
None	

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

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

4. Disposal of nuclear accident-derived waste, etc. at interim storage facilities and other places (2025)

<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
Provision of ionizing radiation medical examinations (Article 56 of the Regulation on Prevention of Ionizing Radiation Hazards)	**1**

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

Items	Number
None	

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

Items	Number
None	

Reference

1. Decommissioning work at Fukushima Daiichi NPS (2021–2025)

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

	2021	2022	2023	2024	2025
Number of employers for whom supervision has been conducted	340	293	292	319	369
Number of employers having committed violations related to safety/health and labor management	137	67	70	74	43
Violation rate (%)	40.3%	22.9%	24.0%	23.2%	11.7%
Number of employers having violated the Regulation on Prevention of Ionizing Radiation Hazards or the Ionizing Radiation Ordinance for Decontamination Figures in brackets are percentages of relevant violators among the supervised employers.	7 (2.1%)	3 (1.0%)	2 (0.7%)	7 (2.2%)	4 (1.1%)
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.	10 (2.9%)	6 (2.0%)	3 (1.0%)	6 (1.9%)	9 (2.4%)
Number of employers having committed health management-related violations Figures in brackets are percentages of relevant violators among the supervised employers.	9 (2.6%)	7 (2.4%)	3 (1.0%)	9 (2.8%)	2 (0.5%)
Number of employers having committed labor management-related violations Figures in brackets are percentages of relevant violators among the supervised employers.	113 (33.2%)	55 (18.8%)	62 (21.2%)	59 (18.5%)	26 (7.0%)
Number of employers having committed violations concerning measures to be taken by principal employers, etc. Figures in brackets are percentages of relevant violators among the supervised employers.	14 (4.1%)	6 (2.0%)	4 (1.4%)	6 (1.9%)	9 (2.4%)

*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 committed violations related to safety/health and labor management.

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	2021	2022	2023	2024	2025
Hazard prevention measures pertaining to the use of vehicle-type construction machines (Article 158 of the Ordinance on Industrial Safety and Health)	0	0	0	0	0
Use of vehicle-type construction machines for purposes other than their main purpose (Article 164 of the Ordinance on Industrial Safety and Health)	1	0	0	0	2
Self-inspection of vehicle-type construction machines and forklifts (Articles 151-24, 167, and 169-2 of the Ordinance 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 Ordinance on Industrial Safety and Health)	0	4	1	1	2
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	1	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	10	2	2	4	5

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

Items	2021	2022	2023	2024	2025
Hearing of opinions of physicians on general health examination results (Article 66-4 of the Industrial Safety and Health Act)	0	1	0	0	1
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	4	1	2	0
Provision of ionizing radiation medical examinations (Article 56 of the Regulation on Prevention of Ionizing Radiation Hazards)	0	0	0	0	0
Recording of ionizing radiation medical examination results (Article 57 of the Regulation on Prevention of Ionizing Radiation Hazards)	0	0	0	0	0
Reporting of ionizing radiation medical examination results (Article 58 of the Regulation on Prevention of Ionizing Radiation Hazards)	6	3	2	6	1
Others	0	0	0	2	0

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

Items	2021	2022	2023	2024	2025
Clear indication of working conditions (Article 15 of the Labor Standards Act)	20	0	3	3	1
Payment of regular wages (Article 24 of the Labor Standards Act)	15	7	5	4	3
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)	12	9	4	7	3
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)	52	20	26	18	10
Annual paid leave (Article 39 of the Labor Standards Act)	19	9	5	14	4
Drawing up and submission of rules of employment (Article 89 of the Labor Standards Act)	28	5	22	19	7
Notification of dormitory regulations (Article 95 of the Labor Standards Act)	3	0	0	0	0
Notification of setup, etc. of dormitory (Article 96-2 of the Labor Standards Act)	3	0	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)	0	0	1	0	0
Preparation of a wage ledger (Article 108 of the Labor Standards Act)	27	18	17	7	8
Preparation of an annual leave management register (Article 24-7 of the Ordinance for Enforcement of the Labor Standards Act)	10	4	14	6	0
Others	2	0	1	0	0

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

Items	2021	2022	2023	2024	2025
Measures to be taken by principal employers (Article 29 of the Industrial Safety and Health Act)	12	6	4	6	8
Measures to be taken by specified principal employers (Article 30 of the Industrial Safety and Health Act, Article 635 of the Ordinance on Industrial Safety and Health)	0	0	0	0	1
Measures to be taken by orderers (Article 31 of the Industrial Safety and Health Act, Articles 653, 654, and 655 of the Ordinance on Industrial Safety and Health)	2	0	1	0	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 (2021–2025)

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

	2021	2022	2023	2024	2025
Number of employers for whom supervision has been conducted	92	88	131	125	156
Number of employers having committed violations related to safety/health and labor management	29	22	32	63	51
Violation rate (%)	31.5%	25.0%	24.4%	50.4%	32.7%
Number of employers having violated the Regulation on Prevention of Ionizing Radiation Hazards or the Ionizing Radiation Ordinance for Decontamination Figures in brackets are percentages of relevant violators among the supervised employers.	4 (4.3%)	6 (6.8%)	13 (9.9%)	20 (16.0%)	3 (1.9%)
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.	12 (13.0%)	4 (4.5%)	7 (5.3%)	31 (24.8%)	23 (14.7%)
Number of employers having committed health management-related violations Figures in brackets are percentages of relevant violators among the supervised employers.	0 (0.0%)	5 (5.7%)	10 (7.6%)	6 (4.8%)	0 (0.0%)
Number of employers having committed labor management-related violations Figures in brackets are percentages of relevant violators among the supervised employers.	6 (6.5%)	16 (18.2%)	13 (9.9%)	12 (9.6%)	8 (5.1%)
Number of employers having committed violations concerning measures to be taken by principal employers, etc. Figures in brackets are percentages of relevant violators among the supervised employers.	11 (12.0%)	2 (2.3%)	7 (5.3%)	19 (15.2%)	21 (13.5%)

*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 committed violations related to safety/health and labor management.

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	2021	2022	2023	2024	2025
Dissemination of the name, etc. of an operation chief (Article 18 of the Ordinance on Industrial Safety and Health)	2	0	0	0	2
Operation plan pertaining to the use of vehicle-type construction machines (Article 155 of the Ordinance on Industrial Safety and Health)	0	0	0	4	1
Hazard prevention measures pertaining to the use of vehicle-type construction machines (Article 158 of the Ordinance on Industrial Safety and Health)	2	0	0	2	0
Use of vehicle-type construction machines for purposes other than their main purpose (Article 164 of the Ordinance on Industrial Safety and Health)	1	0	0	3	3
Self-inspection of vehicle-type construction machines and forklifts (Articles 151-24, 167, and 169-2 of the Ordinance on Industrial Safety and Health)	0	0	2	2	4
Fire prevention at locations where fire is used (Article 291 of the Ordinance 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 Ordinance 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 Ordinance on Industrial Safety and Health)	0	0	1	6	2
Securement of safe passages for workers (Article 540 of the Ordinance on Industrial Safety and Health)	0	0	0	0	0
Monthly checks of cranes (Article 35 of the Safety Ordinance for Cranes)	0	0	0	0	0
Crane pre-operation checks (Article 36 of the Safety Ordinance for Cranes)	0	0	0	0	0
Determination of work methods for mobile cranes, etc. (Article 66-2 of the Safety Ordinance for Cranes)	0	0	0	5	1
Preliminary survey (Article 3 of the Asbestos Regulation)	0	0	0	0	0
Measurement of external radiation doses (Article 5 of the Ionizing Radiation Ordinance for Decontamination)	0	0	0	8	0
Confirmation and recording of dose measurement results (Article 6 of the Ionizing Radiation Ordinance for Decontamination)	0	0	0	3	0
Preliminary survey of the work site and clear indication of survey results (Article 7 of the Ionizing Radiation Ordinance for Decontamination)	1	2	2	4	3
Appointment of an operation leader (Article 9 of the Ionizing Radiation Ordinance for Decontamination)	0	0	0	0	0
Notification of work (Article 10 of the Ionizing Radiation Ordinance for Decontamination)	0	0	0	0	0
Contamination monitoring of exiting persons (Article 14 of the Ionizing Radiation Ordinance for Decontamination)	0	0	0	0	0
Contamination monitoring of taken-out articles (Article 15 of the Ionizing Radiation Ordinance for Decontamination)	0	0	0	0	0
Use of effective protection gear (Article 16 of the Ionizing Radiation Ordinance for Decontamination)	3	0	0	3	0
Others	4	3	5	8	15

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

Items	2021	2022	2023	2024	2025
Hearing of opinions of physicians on general health examination results (Article 66-4 of the Industrial Safety and Health Act)	0	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)	0	2	1	0	0
Provision of special education (Article 19 of the Ionizing Radiation Ordinance for Decontamination)	0	0	0	0	0
Provision of ionizing radiation medical examinations (Article 20 of the Ionizing Radiation Ordinance for Decontamination)	0	0	0	0	0
Recording of ionizing radiation medical examination results (Article 21 of the Ionizing Radiation Ordinance for Decontamination)	0	0	0	0	0
Hearing of opinions of physicians on ionizing radiation medical examination results (Article 22 of the Ionizing Radiation Ordinance for Decontamination)	0	0	0	0	0
Reporting of ionizing radiation medical examination results (Article 24 of the Ionizing Radiation Ordinance for Decontamination)	0	4	9	4	0
Others	0	1	3	3	0

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

Items	2021	2022	2023	2024	2025
Clear indication of working conditions (Article 15 of the Labor Standards Act)	0	3	1	5	3
Payment of regular wages (Article 24 of the Labor Standards Act)	0	0	4	0	2
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)	3	1	6	0	0
Payment of premium wages (Article 37 of the Labor Standards Act)	5	4	4	2	1
Drawing up and submission of rules of employment (Article 89 of the Labor Standards Act)	0	3	5	2	3
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 related laws and regulations (Article 106 of the Labor Standards Act)	0	1	0	0	0
Preparation of worker roster (Article 107 of the Labor Standards Act)	0	0	0	0	0
Preparation of a wage ledger (Article 108 of the Labor Standards Act)	1	6	3	5	0
Preparation of an annual leave management register (Article 24-7 of the Ordinance for Enforcement of the Labor Standards Act)	0	1	2	1	0
Others	3	2	5	3	2

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

Items	2021	2022	2023	2024	2025
Measures to be taken by principal employers (Article 29 of the Industrial Safety and Health Act)	10	2	7	19	21
Measures to be taken by specified principal employers (Article 30 of the Industrial Safety and Health Act, Articles 635 and 638-3 of the Ordinance on Industrial Safety and Health)	0	0	0	3	0
Measures to be taken by orderers (Article 31 of the Industrial Safety and Health Act, Articles 649 and 653 of the Ordinance on Industrial Safety and Health)	1	0	0	6	3

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

3. Collection and transportation of contaminated soil, etc. in Fukushima Prefecture (2021–2025)

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

	2021	2022	2023	2024	2025
Number of employers for whom supervision has been conducted	164	99	38	18	13
Number of employers having committed violations related to safety/health and labor management	67	48	13	2	4
Violation rate (%)	40.9%	48.5%	34.2%	11.1%	30.8%
Number of employers having violated the Regulation on Prevention of Ionizing Radiation Hazards or the Ionizing Radiation Ordinance for Decontamination Figures in brackets are percentages of relevant violators among the supervised employers.	5 (3.0%)	10 (10.1%)	4 (10.5%)	0 (0.0%)	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.	15 (9.1%)	15 (15.2%)	4 (10.5%)	0 (0.0%)	2 (15.4%)
Number of employers having committed health management-related violations Figures in brackets are percentages of relevant violators among the supervised employers.	4 (2.4%)	8 (8.1%)	3 (7.9%)	0 (0.0%)	0 (0.0%)
Number of employers having committed labor management-related violations Figures in brackets are percentages of relevant violators among the supervised employers.	43 (26.2%)	36 (36.4%)	6 (15.8%)	2 (11.1%)	0 (0.0%)
Number of employers having committed violations concerning measures to be taken by principal employers, etc. Figures in brackets are percentages of relevant violators among the supervised employers.	10 (6.1%)	4 (4.0%)	3 (7.9%)	0 (0.0%)	2 (15.4%)

*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 committed violations related to safety/health and labor management.

4. Disposal of nuclear accident-derived waste, etc. at interim storage facilities and other places (2021–2025)

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

	2021	2022	2023	2024	2025
Number of employers for whom supervision has been conducted	102	110	76	33	27
Number of employers having committed violations related to safety/health and labor management	43	52	24	5	1
Violation rate (%)	42.2%	47.3%	31.6%	15.2%	3.7%
Number of employers having violated the Regulation on Prevention of Ionizing Radiation Hazards or the Ionizing Radiation Ordinance for Decontamination Figures in brackets are percentages of relevant violators among the supervised employers.	4 (3.9%)	9 (8.2%)	4 (5.3%)	0 (0.0%)	1 (3.7%)
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.	1 (1.0%)	11 (10.0%)	2 (2.6%)	0 (0.0%)	0 (0.0%)
Number of employers having committed health management-related violations Figures in brackets are percentages of relevant violators among the supervised employers.	8 (7.8%)	8 (7.3%)	6 (7.9%)	0 (0.0%)	1 (3.7%)
Number of employers having committed labor management-related violations Figures in brackets are percentages of relevant violators among the supervised employers.	39 (38.2%)	33 (30.0%)	17 (22.4%)	5 (15.2%)	0 (0.0%)
Number of employers having committed violations concerning measures to be taken by principal employers, etc. Figures in brackets are percentages of relevant violators among the supervised employers.	2 (2.0%)	7 (6.4%)	3 (3.9%)	0 (0.0%)	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 committed violations related to safety/health and labor management.

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) (2021–2025)

Year	2021		2022		2023		2024		2025	
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	197	59	164	23	156	13	109	34	158	11
Number of employer-violators	73	23	67	3	37	8	40	25	47	8
Violation rate (%)	37.1%	39.0%	40.9%	13.0%	23.7%	61.5%	36.7%	73.5%	29.7%	72.7%

6. Other initiatives by the Fukushima Labour Bureau (2025)

(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)
- Attended meetings of 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 November)
- 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 of and working conditions for workers engaging in decontamination and collection/transportation of contaminated soil, etc., and disposal of nuclear accident-derived waste, etc. at interim storage facilities and other places

- Held meetings of the Interim Storage Facilities Accident Prevention Council and 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)