

# [4] Working Conditions/Labour Relations

## (1) Working Conditions

### Measures for Security and Improvement of Working Conditions

#### Overview Security and Improvement of Working Conditions

Approximately 55.14 million people are working at some 3.82 million workplaces in Japan (source: 2021 "Economic Census for Business Frame", Statistics Bureau, Ministry of Internal Affairs and Communications). In order to provide working environment in which workers can work without worries, it is crucial to secure the working conditions stipulated in the Labor Standards Act etc. and take measures to improve working conditions.

As means to achieve this goal, Labor Bureau is established in every prefecture, and Labor Standards Inspection Offices nationwide. On-site inspections are conducted in accordance with labour standards related laws to ensure that employers abide by the statutory working hours, occupational safety and health standards and the minimum wages as well as to secure and improve working conditions.

There are two types of inspections: regular inspection and inspection based on reports filed by workers. The former includes monthly planned inspection and so-called accident site investigation carried out when a serious industrial accident occurs or a workplace disaster such as fire and explosion takes place. Accident site investigation aims to investigate the cause of the industrial accident and prevent recurrence of similar accidents. The other type of inspection is conducted based on reports filed by workers, etc.

When labor standards inspectors find serious or malicious violation case of labour standards related laws on inspection site, they investigate the case, as special judicial police officers, in accordance with the Code of Criminal Procedure to pursue criminal liability, and send the case to a prosecutor.

#### Detailed Data 1 Transition of the Number of Inspections

Year	Number of offices where on-site inspection was conducted			Inspection rate	Violation rate
	Regular inspection	Other inspection	Total		
	case	case	case	%	%
2004	122,793	42,835	165,628	3.6	67.1
2005	122,734	41,407	164,141	3.7	66.3
2006	118,872	42,186	161,058	3.6	67.4
2007	126,499	42,234	168,733	4.1	67.9
2008	115,993	43,097	159,090	3.9	68.5
2009	100,535	46,325	146,860	3.6	65.0
2010	128,959	45,574	174,533	4.3	66.7
2011	132,829	42,703	175,532	4.1	67.4
2012	134,295	39,225	173,520	4.1	68.4
2013	140,499	37,634	178,133	4.2	68.0
2014	129,881	36,568	166,449	3.9	69.4
2015	133,116	36,120	169,236	4.0	69.1
2016	134,617	35,006	169,623	4.1	66.8
2017	135,785	34,413	170,198	4.1	68.3
2018	136,281	33,911	170,192	4.1	68.2
2019	134,981	32,577	167,558	4.1	70.9
2020	116,317	29,316	145,633	3.5	69.1
2021	122,054	27,325	149,379	3.6	68.2
2022	142,611	28,917	171,528	4.5	70.6
2023	139,215	32,464	171,679	4.5	69.6

Source: Labour Standards Bureau, MHLW

(Note) "Violate rate" indicates the percentage of offices which committed violations among offices where regular inspections were conducted.

## Detailed Data 2 Transition of the Number of Inspection Based on Reports

Year	Cases to be inspected		Cases carried over from the previous year		Cases carried over from the previous year	
	Number of cases	Year-on-year change	Number of cases	Year-on-year change	Number of cases	Year-on-year change
2004	43,423	94.4	6,795	97.7	36,628	93.8
2005	41,003	94.4	6,072	89.4	34,931	95.4
2006	40,234	98.1	5,442	89.6	34,792	99.6
2007	40,254	100.0	4,724	86.8	35,530	102.1
2008	44,432	110.4	5,145	108.9	39,287	110.6
2009	48,448	109.0	5,976	116.2	42,472	108.1
2010	44,736	92.3	6,588	110.2	38,148	89.8
2011	41,047	91.8	5,784	87.8	35,263	92.4
2012	37,253	90.8	5,901	102.0	31,352	88.9
2013	34,322	92.1	5,004	84.8	29,318	93.5
2014	31,709	92.4	4,620	92.3	27,089	92.4
2015	30,381	95.8	4,119	89.2	26,280	97.0
2016	29,773	98.0	4,073	98.9	25,700	97.8
2017	29,388	98.7	4,016	98.6	25,372	98.7
2018	28,874	98.3	4,086	101.7	24,788	97.7
2019	27,471	95.1	3,959	96.9	23,512	94.9
2020	25,568	93.1	3,954	99.9	21,614	91.9
2021	21,667	84.7	2,853	72.2	18,814	87.0
2022	22,780	105.1	2,843	99.6	19,937	106.0
2023	27,182	119.3	3,423	120.4	23,759	119.2

Source: Labour Standards Bureau, MHLW

## Detailed Data 3 Transition of the Number of Judicial Cases by Major Type of Business

Year	All industries	Manufacturing	Construction	Commerce
2004	1,339 (100.0)	312 (23.3)	571 (42.6)	113 (8.4)
2005	1,290 (100.0)	303 (23.5)	525 (40.7)	106 (8.2)
2006	1,219 (100.0)	286 (23.5)	470 (38.6)	97 (8.0)
2007	1,277 (100.0)	308 (24.1)	458 (35.9)	122 (9.6)
2008	1,227 (100.0)	295 (24.0)	484 (39.4)	92 (7.5)
2009	1,110 (100.0)	285 (25.7)	375 (33.8)	114 (10.3)
2010	1,157 (100.0)	268 (23.2)	400 (34.6)	102 (8.8)
2011	1,064 (100.0)	253 (23.8)	352 (33.1)	98 (9.2)
2012	1,133 (100.0)	260 (22.9)	406 (35.8)	97 (8.6)
2013	1,043 (100.0)	231 (22.1)	369 (35.4)	79 (7.6)
2014	1,036 (100.0)	215 (20.8)	392 (37.8)	96 (9.3)
2015	966 (100.0)	241 (24.9)	336 (34.8)	85 (8.8)
2016	890 (100.0)	210 (23.6)	309 (34.7)	75 (8.4)
2017	896 (100.0)	195 (21.8)	307 (34.3)	79 (8.8)
2018	896 (100.0)	221 (24.7)	312 (34.8)	82 (9.2)
2019	821 (100.0)	169 (20.6)	307 (37.4)	63 (7.7)
2020	887 (100.0)	224 (25.3)	300 (33.8)	79 (8.9)
2021	918 (100.0)	177 (19.3)	317 (34.5)	69 (7.5)
2022	783 (100.0)	174 (22.2)	285 (36.4)	49 (6.3)
2023	799 (100.0)	162 (20.3)	296 (37.0)	57 (7.1)

Source: Labour Standards Bureau, MHLW

(Note) The figures in parentheses indicate the percentage among all industries.

# Measures for Working Hours

## Overview

## Major Measures for Working Hours

### Major efforts, etc., to achieve the realization of work-life balance

- Fostering social momentum toward the realization of work-life balance
- Support for promoting improvements in working hours and other settings
  - Dissemination of Act on Special Measures for Improvement of Working Hours Arrangements and "Guidelines on the Improvement of Working Hour Arrangements"
  - Support for improving the working hours arrangement
    - ▶ Work Style Reform Promotion Support Center
    - ▶ Subsidy for improving overtime work, etc.
    - ▶ Promotion of voluntary efforts especially for business owners of business establishments with long overtime
  - Promotion of review for trading practices that lead to long working hours

### Promotion of the specific measures for working hours

- Preparation of the implementation system of improvement of working hours arrangements
- Thorough compliance with statutory working hours
  - Thorough compliance with statutory working hours by continuing to provide group guidance, etc., in addition to disseminating the Labor Standards Act
- Reduction of overtime work
  - Optimization of working hours management, etc.
    - ▶ Guidance for proper management of working hours according to "Guidelines on measures that employers should take in order to properly ascertain work hours"
  - Optimization of the overtime and holiday work agreement (the 36 agreement)
    - ▶ Providing the necessary guidance on the contents of the 36 agreements when it is submitted to the jurisdictional Labor Standards Inspection Offices

#### 【Upper limit of overtime work with penalties】

- By law, the upper limit of overtime work is, in principle, 45 hours a month and 360 hours a year, which cannot be exceeded unless there are extraordinary special circumstances.
- Even if labor and management agree on extraordinary special circumstances (special provisions), the following must be complied.
  - ▶ Overtime work is within 720 hours a year
  - ▶ Overtime and holiday working hours are less than 100 hours a month
  - ▶ Regarding the total of overtime work and holiday work, it shall be within 80 hours a month by calculated in "2-month average", "3-month average", "4-month average", "5-month average" and "6-month average"
  - ▶ Overtime is allowed to exceed 45 hours a month only for up to 6 months a year
- Violations of the above may result in penalties (up to 6 months imprisonment or up to 300,000 yen fine).
- For the following businesses and operations, the upper limit regulation has been applied as follows since April 2024.

Business / operation	Handling on and after April 1, 2024
Construction	<ul style="list-style-type: none"> <li>• All upper limits are applied, except for disaster recovery and reconstruction projects</li> <li>• Regulations which specify total overtime and holiday work as below are not applied to the disaster recovery and reconstruction projects:               <ul style="list-style-type: none"> <li>✓ Less than 100 hours a month</li> <li>✓ Within 80 hours on average for 2 to 6 months</li> </ul> </li> </ul>
Automobile drivers	<ul style="list-style-type: none"> <li>• The upper limit of overtime hours per year shall be 960 hours per year, if the 36-agreement with special provisions is concluded</li> <li>• Regulations which specify total overtime and holiday work as below are not applied               <ul style="list-style-type: none"> <li>✓ Less than 100 hours a month</li> <li>✓ Within 80 hours on average for 2 to 6 months</li> </ul> </li> <li>• The regulation that overtime is allowed to exceed 45 hours a month only for up to 6 months a year is not applied</li> </ul>
Doctors	<ul style="list-style-type: none"> <li>• The upper limit for overtime and holiday work shall be 1,860 hours per year, if the 36-agreement with special provisions is concluded</li> <li>• Regulations which specify total overtime and holiday work as below are not applied               <ul style="list-style-type: none"> <li>✓ Within 80 hours on average for 2 to 6 months</li> </ul> </li> </ul>
Sugar industry in Kagoshima and Okinawa prefectures	All upper limit regulations are applied

- The application of the upper limit regulation is excluded for the research and development work of new technologies and new products.

- Ensuring proper operation of working hour systems such as the one-year variable working hour system
- Promoting the introduction of work time interval system
- Promoting the taking of annual paid leave
  - Ensuring for workers to take the annual paid leave of 5 days a year, etc.
  - Managing the number of days of annual paid leave taken by workers, etc.
  - Fostering momentum to promote annual paid leave usage
  - Prohibiting the disadvantageous treatment due to taking annual paid leave
  - Promoting the long-term leave system

## Improvement of working hour arrangements

- At the setting the matters related to working hours, such as working hours, start and end time of working, number of holidays, seasons of annual paid leaves, number of midnight works, intervals of working hours, etc., the health and life of workers shall be considered and, at the same time, such setting shall be improved to correspond to the various work styles.
- Employers are obliged to make efforts in taking necessary measures for improving working hour arrangements. In addition, when dealing with other employers, it is required to consider not to set short deadlines, not to change the order details frequently, and not to set transaction conditions which hinder the improvement of working hours setting by other employers.
- The Government must make efforts to support employers, etc. and promote necessary measures in an comprehensive and effective manner.

## Guidelines on the Improvement of Working Hour Arrangements

Matters which are stipulated so that employers etc. can appropriately deal with the obligation to make efforts to improve the setting of working hours, etc. (matters to be references for promoting specific efforts shall be also stipulated.)

## Committee on the Improvement of Working Hours, etc. Arrangements // Working Hours Setting Improvement Corporate Committee

- Established to create opportunities for discussions between labours and managements (obligation to make efforts).
- Exceptions of the Labour Standards Act, such as substitution effects of labour and management agreement and notification exemption, are applied to committees that meet specific requirements.

## Implementation plan for improvement of working hour arrangements

In case two or more employers jointly formulate the plan and receive ministerial approval, relevant ministers and the Fair Trade Commission shall check whether there's any violation of the Antimonopoly Act.

## Guidelines on the Improvement of Working Hour Arrangements (Main contents)

- It is important the executive officers take the lead in carrying out, and strive for raising awareness for the reform of working environments
- Taking measures in a systematic manner toward the realization of work-life balance according to the actual conditions of individual enterprises in light of the goals of the entire society provided in the "Action Policy for Promoting a Good Work-Life Balance" is important

## [ Measures that are important for the realization of work-life balance ]

- (1) Development of opportunities for discussion between labour and management
  - Development of opportunities for discussion between labour and management such as Committee on the Improvement of Working Hours, etc. Arrangements
- (2) Development of environment where annual paid leave is easily taken
  - Utilization of annual paid leave management book
  - Pre-planned annual paid leave acquisition, continuous annual paid leave acquisition
  - Examination of hourly unit grant system, etc. for annual paid leave
  - Considering early provision of annual paid leave so that it will not be disadvantageous for changing jobs
  - Consideration for acquisition of annual paid leave matching to the child's school holidays, and etc.
- (3) Reduction of overtime and holiday work
  - Introduction and improvement of "no overtime day" and "no overtime week"
  - Control of long working hours based on the introduction of the upper limit regulation for overtime work
  - Utilization of teleworking, limit of the number of midnight work, interval between working, examination of morning working style, and etc.
- (4) Consideration for health and life of individual workers
  - Workers considered to be in particular need of maintaining their health
  - Workers that are raising their children or nursing their family members
  - Workers exercising civil rights, etc.
  - Business bachelors
  - Workers making voluntary efforts in vocational ability development
  - Consideration for workers engaged in local activities, etc.
- (5) Consideration in transactions with other employers
  - Optimizing delivery dates, curbing frequent order changes, improving ordering methods, and etc.

## Detailed Data 1

## Transition of Average Annual Hours Actually Worked per Person in 6 Major Countries

(Hour)

Year	Japan	United States	United Kingdom	Canada	Germany	France
2012	1765	1839	1501	1725	1336	1440
2013	1746	1836	1505	1718	1327	1427
2014	1741	1841	1512	1716	1334	1422
2015	1734	1840	1496	1716	1337	1422
2016	1724	1832	1513	1710	1334	1428
2017	1720	1830	1509	1699	1331	1416
2018	1706	1835	1510	1715	1326	1424
2019	1669	1827	1513	1703	1321	1428
2020	1621	1807	1365	1676	1273	1319
2021	1633	1826	1487	1708	1305	1367
2022	1633	1815	1515	1702	1303	1389
2023	1636	1810	1508	1701	1301	1389

Source: OECD Data Explorer (<https://data-explorer.oecd.org>) "Average annual hours actually worked per worker [Employees]" As of June 2025  
(The figures for Japan are calculated based on the "Monthly Labor Survey", MHLW)

(Note) 1. Including part-time workers, but excluding self-employed persons.

2. The figures for Japan indicate hours worked by workers in offices with 5 or more workers. No limitation is imposed on the figures for other countries.

3. 2015 value of France is an estimate.

4. Note that statistical methods used for obtaining the data, including selection of the general population, are different in each country.

## Detailed Data 2 Annual Paid Leave Usage <sup>1)</sup>

Size of enterprise, industry, year	Days granted(per person on average) <sup>2)</sup>	Days acquired(per person on average) <sup>3)</sup>	Acquisition rate <sup>4)</sup>
2024	16.9	11.0	65.3
2023	17.6	10.9	62.1
2022	17.6	10.3	58.3
2021	17.9	10.1	56.6
2020	18.0	10.1	56.3
2024 Total			
1,000 employees and over	17.1	11.5	67.0
300-999 employees	17.3	11.5	66.6
100-299 employees	16.5	10.4	62.8
30-99 employees	16.6	10.6	63.7
2024			
Mining and quarrying of stone and gravel	17.8	12.7	71.5
Construction	17.8	10.8	60.7
Manufacturing	18.3	12.9	70.4
Electricity, gas, heat supply and water	18.7	13.2	70.7
Information and communications	18.7	12.5	67.1
Transport and postal activities	17.8	11.1	62.2
Wholesale and retail trade	16.7	10.1	60.6
Finance and insurance	15.1	9.9	65.4
Real estate and goods rental and leasing	16.9	10.6	62.4
Scientific research, professional and technical services	18.6	12.2	65.7
Accommodations, eating and drinking services	11.6	5.9	51.0
Living-related and personal services and amusement services	13.9	8.8	63.2
Education, learning support	17.7	10.1	56.9
Medical, health care and welfare	16.4	11.0	66.8
Compound services business	19.7	10.8	55.0
Services (not elsewhere classified)	15.1	10.7	71.1

Source: "General Survey on Working Conditions", Wage and Labour Welfare Statistics Office to the Councilor, Director-General for Statistics, Information System Management and Industrial Relations, MHLW

(Note) 1) Year in this table indicates implementation year, with the survey period covered being the previous year (or the fiscal year before the last)

2) "Days granted" exclude those carried over from the previous year.

3) "Days acquired" indicates the number of days actually acquired within a year.

4) "Acquisition rate" is calculated by (Total days acquired / Total days granted) × 100 (%).

## Wage Measures

### Overview Outline of Minimum Wage System

#### 1. Minimum wage system

The minimum wage system is a system that employers are obliged to pay employees the amount no less than the minimum wages formulated by the government in accordance with the Minimum Wages Act.

Even the cases where the wages below the minimum wage is stipulated in the conditions of agreement with employees are considered invalid and the amount equal to the minimum wage is considered applicable. Employers that failed to pay the regional minimum wage are punishable by a fine not exceeding ¥500,000.

#### 2. Types of the minimum wages

Two types of the minimum wages exist, namely the "regional minimum wages" that apply to all workers within the prefecture regardless of industry and profession and the "specified minimum wages" that are more expensive than the regional minimum wage and applies to core workers in specific industries (electromechanical apparatus manufacturing, retail trade of motor vehicles, etc.).

#### 3. Comparing with the minimum wage

Wages paid and the minimum wage are compared using the following method. Of wages paid, however, [1] special wages (marriage allowance, etc.), [2] wages paid for a period exceeding that of one month (bonuses, etc.), [3] wages paid for hours worked that exceeded their prescribed working hours (premium wage for overtime work, etc.), [4] wages paid for days worked outside of prescribed working days (premium wage for working on days off, etc.), [5] portion of wages paid for hours worked between 22:00 and 05:00 that exceeds the amount of ordinary wages calculated for that hours (premium wage for night work), and [6] allowance for specific duty, commuting allowance, and family allowance were excluded from the abovementioned minimum wage comparison.

(1) In case of hourly wage:  $\text{hourly wage} \geq \text{minimum wage (per hour)}$

(2) In case of daily wage:  $\text{daily wage} / \text{daily average prescribed working hours} \geq \text{minimum wage (per hour)}$

(3) In case of monthly wage:  $\text{monthly wage} / \text{monthly average prescribed working hours} \geq \text{minimum wage (per hour)}$

(4) In case of combination with (1), (2) and (3) above: For example, in the case that basic salary is on a daily basis, each allowance (including job allowance) is a monthly basis, hourly rate is calculated on a basis of formula of (2) and (3). Therefore, the hourly rate combined with (2) and (3) is compared with the amount of the minimum hourly wage (per hour).

**Detailed Data 1 List of Prefectural Minimum Wages**

	FY 2020		FY 2021		FY 2022		FY 2023		FY 2024	
	Min. Wage	Effective date	Min. Wage	Effective date	Min. Wage	Effective date	Min. Wage	Effective date	Min. Wage	Effective date
Weighted national average (per hour)	902		930		961		1004		1055	
Hokkaido	861	-	889	October 1, 2021	920	October 2, 2022	960	October 1, 2023	1010	October 1, 2024
Aomori	793	October 3, 2020	822	October 6, 2021	853	October 5, 2022	898	October 7, 2023	953	October 5, 2024
Iwate	793	October 3, 2020	821	October 2, 2021	854	October 20, 2022	893	October 4, 2023	952	October 27, 2024
Miyagi	825	October 1, 2020	853	October 1, 2021	883	October 1, 2022	923	October 1, 2023	973	October 1, 2024
Akita	792	October 1, 2020	822	October 1, 2021	853	October 1, 2022	897	October 1, 2023	951	October 1, 2024
Yamagata	793	October 3, 2020	822	October 2, 2021	854	October 6, 2022	900	October 14, 2023	955	October 19, 2024
Fukushima	800	October 2, 2020	828	October 1, 2021	858	October 6, 2022	900	October 1, 2023	955	October 5, 2024
Ibaraki	851	October 1, 2020	879	October 1, 2021	911	October 1, 2022	953	October 1, 2023	1005	October 1, 2024
Tochigi	854	October 1, 2020	882	October 1, 2021	913	October 1, 2022	954	October 1, 2023	1004	October 1, 2024
Gunma	837	October 3, 2020	865	October 2, 2021	895	October 8, 2022	935	October 5, 2023	985	October 4, 2024
Saitama	928	October 1, 2020	956	October 1, 2021	987	October 1, 2022	1028	October 1, 2023	1078	October 1, 2024
Chiba	925	October 1, 2020	953	October 1, 2021	984	October 1, 2022	1026	October 1, 2023	1076	October 1, 2024
Tokyo	1013	-	1041	October 1, 2021	1072	October 1, 2022	1113	October 1, 2023	1163	October 1, 2024
Kanagawa	1012	October 1, 2020	1040	October 1, 2021	1071	October 1, 2022	1112	October 1, 2023	1162	October 1, 2024
Niigata	831	October 1, 2020	859	October 1, 2021	890	October 1, 2022	931	October 1, 2023	985	October 1, 2024
Toyama	849	October 1, 2020	877	October 1, 2021	908	October 1, 2022	948	October 1, 2023	998	October 1, 2024
Ishikawa	833	October 7, 2020	861	October 7, 2021	891	October 8, 2022	933	October 8, 2023	984	October 5, 2024
Fukui	830	October 2, 2020	858	October 1, 2021	888	October 2, 2022	931	October 1, 2023	984	October 5, 2024
Yamanashi	838	October 8, 2020	866	October 1, 2021	898	October 20, 2022	938	October 1, 2023	988	October 1, 2024
Nagano	849	October 1, 2020	877	October 1, 2021	908	October 1, 2022	948	October 1, 2023	998	October 1, 2024
Gifu	852	October 1, 2020	880	October 1, 2021	910	October 1, 2022	950	October 1, 2023	1001	October 1, 2024
Shizuoka	885	-	913	October 2, 2021	944	October 5, 2022	984	October 1, 2023	1034	October 1, 2024
Aichi	927	October 1, 2020	955	October 1, 2021	986	October 1, 2022	1027	October 1, 2023	1077	October 1, 2024
Mie	874	October 1, 2020	902	October 1, 2021	933	October 1, 2022	973	October 1, 2023	1023	October 1, 2024
Shiga	868	October 1, 2020	896	October 1, 2021	927	October 6, 2022	967	October 1, 2023	1017	October 1, 2024
Kyoto	909	-	937	October 1, 2021	968	October 9, 2022	1008	October 6, 2023	1058	October 1, 2024
Osaka	964	-	992	October 1, 2021	1023	October 1, 2022	1064	October 1, 2023	1114	October 1, 2024
Hyogo	900	October 1, 2020	928	October 1, 2021	960	October 1, 2022	1001	October 1, 2023	1052	October 1, 2024
Nara	838	October 1, 2020	866	October 1, 2021	896	October 1, 2022	936	October 1, 2023	986	October 1, 2024
Wakayama	831	October 1, 2020	859	October 1, 2021	889	October 1, 2022	929	October 1, 2023	980	October 1, 2024
Tottori	792	October 2, 2020	821	October 6, 2021	854	October 6, 2022	900	October 5, 2023	957	October 5, 2024
Shimane	792	October 1, 2020	824	October 2, 2021	857	October 5, 2022	904	October 6, 2023	962	October 12, 2024
Okayama	834	October 1, 2020	862	October 2, 2021	892	October 1, 2022	932	October 1, 2023	982	October 2, 2024
Hiroshima	871	-	899	October 1, 2021	930	October 1, 2022	970	October 1, 2023	1020	October 1, 2024
Yamaguchi	829	-	857	October 1, 2021	888	October 13, 2022	928	October 1, 2023	979	October 1, 2024
Tokushima	796	October 3, 2020	824	October 1, 2021	855	October 6, 2022	896	October 1, 2023	980	November 1, 2024
Kagawa	820	October 1, 2020	848	October 1, 2021	878	October 1, 2022	918	October 1, 2023	970	October 2, 2024
Ehime	793	October 3, 2020	821	October 1, 2021	853	October 5, 2022	897	October 6, 2023	956	October 13, 2024
Kochi	792	October 3, 2020	820	October 2, 2021	853	October 9, 2022	897	October 8, 2023	952	October 9, 2024
Fukuoka	842	October 1, 2020	870	October 1, 2021	900	October 8, 2022	941	October 6, 2023	992	October 5, 2024
Saga	792	October 2, 2020	821	October 6, 2021	853	October 2, 2022	900	October 14, 2023	956	October 17, 2024
Nagasaki	793	October 3, 2020	821	October 2, 2021	853	October 8, 2022	898	October 13, 2023	953	October 12, 2024
Kumamoto	793	October 1, 2020	821	October 1, 2021	853	October 1, 2022	898	October 8, 2023	952	October 5, 2024
Oita	792	October 1, 2020	822	October 6, 2021	854	October 5, 2022	899	October 6, 2023	954	October 5, 2024
Miyazaki	793	October 3, 2020	821	October 6, 2021	853	October 6, 2022	897	October 6, 2023	952	October 5, 2024
Kagoshima	793	October 3, 2020	821	October 2, 2021	853	October 6, 2022	897	October 6, 2023	953	October 5, 2024
Okinawa	792	October 3, 2020	820	October 8, 2021	853	October 6, 2022	896	October 8, 2023	952	October 9, 2024

## Transition of results of inspection (2004-2024, nationwide total)

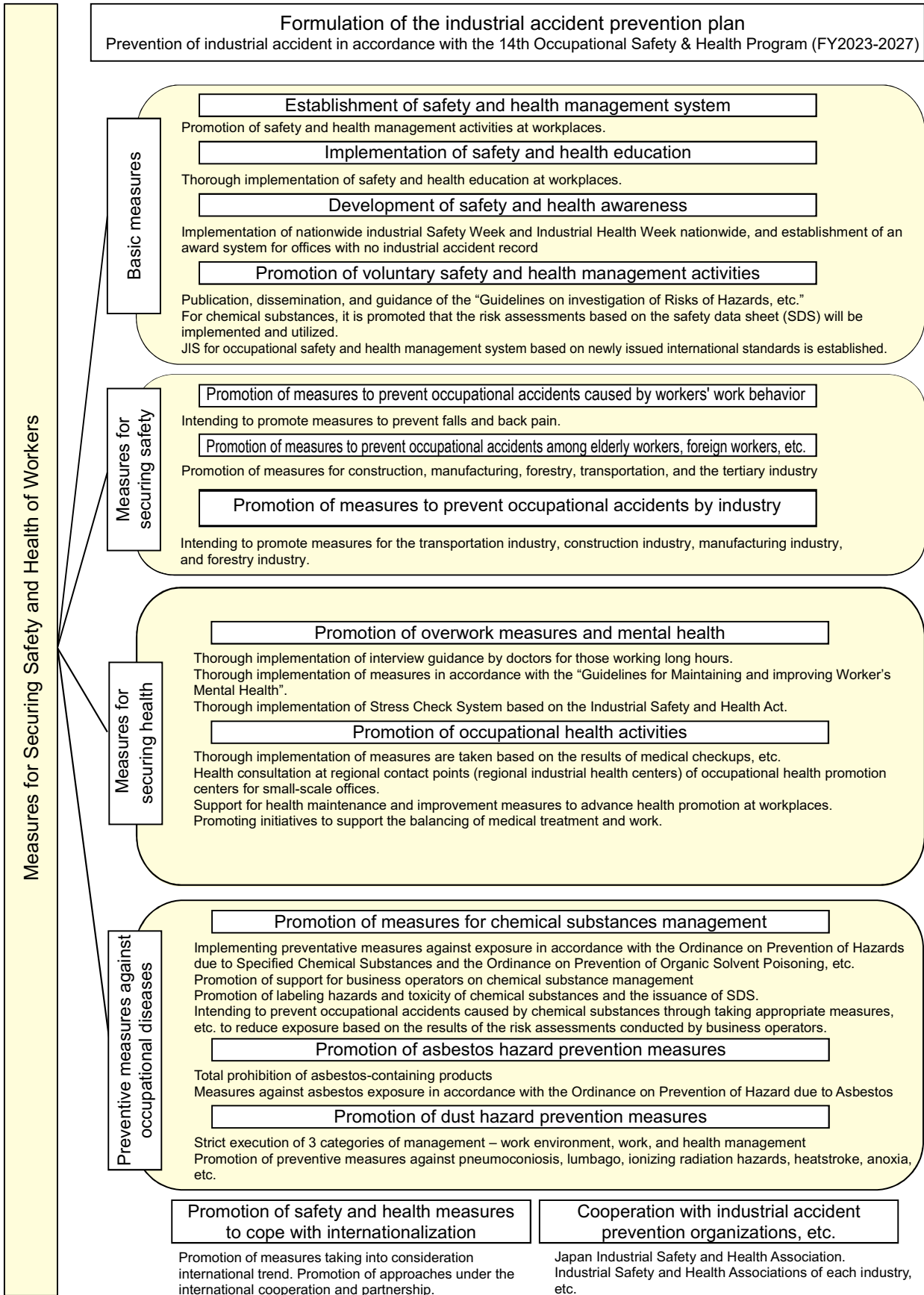
Matters Year	Violations of the law			Awareness in offices violating the law			Workers receiving less than the minimum wages		
	Number of workplaces inspected	Number of workplaces violating the obligation to pay the minimum wages	Violation rate (%)	Aware of the amount of the minimum wages being applied	Not aware of the amount of the minimum wages but aware of it being applied	Not aware of the minimum wages being applied	Number of workers in workplaces inspected	Number of workers receiving below minimum wages	Proportion of workers receiving below minimum wages (%)
	case	case	%	%	%	%	person	person	%
2004	12,337	678	5.5	30.2	53.1	16.7	178,757	2,321	1.3
2005	11,820	753	6.4	30.9	50.5	18.6	177,086	2,087	1.2
2006	10,700	731	6.8	32.6	51.8	15.6	149,523	2,376	1.6
2007	20,362	1,399	6.9	33.4	56.0	10.7	299,402	4,241	1.4
2008	19,550	1,318	6.7	34.7	56.5	8.8	310,782	4,081	1.3
2009	9,743	833	8.5	32.5	59.7	7.8	150,126	3,393	2.3
2010	13,559	1,055	7.8	34.2	57.6	8.2	192,080	3,482	1.8
2011	14,398	1,481	10.4	41.3	51.8	6.9	201,362	5,275	2.6
2012	13,644	1,139	8.3	36.9	55.4	7.7	185,260	4,056	2.2
2013	13,946	1,343	9.6	40.9	50.7	8.4	190,386	4,079	2.1
2014	13,975	1,491	10.7	39.6	51.5	8.9	182,548	5,716	3.1
2015	13,295	1,545	11.6	40.1	52.2	7.6	161,377	5,262	3.1
2016	12,925	1,715	13.3	39.4	51.7	8.9	166,570	5,590	3.4
2017	15,413	2,166	14.1	41.8	52.3	5.9	196,039	6,853	3.5
2018	15,602	1,985	12.7	47.3	48.2	4.6	195,606	6,386	3.3
2019	15,671	2,145	13.7	52.4	42.6	5.0	198,108	7,213	3.6
2020	15,600	2,080	13.3	55.9	38.6	5.5	185,239	5,910	3.2
2021	9308 (※)	751	8.1	53.0	41.0	6.0	96,730	1,680	1.7
2022	14,965	1,607	10.7	56.2	36.7	7.1	164,525	4,389	2.7
2023	15,105	1,558	10.3	59.6	35.2	5.2	163,175	3,786	2.3
2024	15,485	1,633	10.5	61.9	32.2	5.9	173,558	4,053	2.3

(Note) The figures for the respective years indicate the results for the period between January and March.

(\*) In 2021, due to the issuance of the declaration of a state of emergency, etc., the implementation of the above inspection was partially postponed, except for cases that were considered to be urgent, such as those based on reports or consultations from workers.

# Measures for Securing Safety and Health of Workers

## Detailed Information 1 Structure of Safety and Health Measures



**The 14th Occupational Safety & Health Program  
(Output Indicators and Outcome Indicators)**

Output indicators (newly introduced)	Outcome Indicators
<b>(a) Promotion of measures to prevent occupational accidents caused by the work behavior of workers (mainly middle-aged and elderly women) (Priority measure ②)</b>	
<ul style="list-style-type: none"> <li>The percentage of workplaces that have taken measures to prevent falls (both hardware and software measures) shall be increased to 50% or more by 2027.</li> <li>The implementation rate of health and safety education programs for workers other than full-time employees in workplaces in the wholesale and retail sector and the medical and welfare industry shall be increased to 80% or more by 2027.</li> <li>The implementation rate of health and safety education programs for workers other than full-time employees in workplaces in the wholesale and retail sector and the medical and welfare industry shall be increased to 80% or more by 2027.</li> <li>The percentage of workplaces that have introduced no-lift care in the work of caregiving and nursing shall be increased to a higher level than that in 2023 by 2027.</li> </ul>	<ul style="list-style-type: none"> <li>As the number of annual deaths and injuries from falls by age group per 1,000 workers is expected to increase, the increase shall be halted by 2027 for both men and women.</li> <li>The average number of expected lost workdays due to falls shall be 40 days or less by 2027.</li> <li>The number of annual deaths and injuries from low back pain per 1,000 workers in social welfare facilities shall be reduced to a lower level than that in 2020 by 2027 as it is expected to increase.</li> </ul>
<b>(b) Promotion of measures to prevent occupational accidents among elderly workers (Priority measure ③)</b>	
<ul style="list-style-type: none"> <li>The percentage of workplaces that implement initiatives to ensure the safety and health of elderly workers (such as establishment of a safety and health management system and improvement of the work environment) based on the "Guidelines for Ensuring the Safety and Health of Elderly Workers" shall be increased to 50% or more by 2027.</li> </ul>	<ul style="list-style-type: none"> <li>As the number of annual work-related deaths and injuries per 1,000 workers aged 60 or older is expected to increase, the increase shall be halted by 2027 for both men and women.</li> </ul>
<b>(c) Response to diverse working styles and promotion of measures to prevent occupational accidents involving foreign workers, etc. (Priority Measure ④)</b>	
<ul style="list-style-type: none"> <li>The percentage of workplaces that provide foreign workers with education about the prevention of occupational accidents shall be increased to 50% or more by 2027. Those workplaces shall provide the education in ways that are easy for foreign workers to understand by using educational and audiovisual materials translated into their native languages, and other means.</li> </ul>	<ul style="list-style-type: none"> <li>The number of annual deaths and injuries per 1,000 foreign workers shall be reduced to the level no more than the average number of annual deaths and injuries of the entire workforce by 2027.</li> </ul>
<b>(d) Promotion of measures to prevent occupational accidents by industry (Priority Measure ⑥)</b>	
<ul style="list-style-type: none"> <li>The percentage of workplaces (including shippers who own the workplaces) in the land transportation industry, etc. that implement safety measures based on the "Guidelines for Safety Measures for Cargo Handling Operations in the Land Transportation Industry" shall be increased to 45% or more by 2027.</li> <li>The percentage of construction sites that conduct risk assessments to prevent accidents involving crashes or falls shall be increased to 85% or more by 2027.</li> <li>The percentage of manufacturing workplaces that conduct measures to prevent "being pinched or caught in" machinery shall be increased to 60% or more by 2027.</li> <li>The percentage of forestry workplaces that conduct measures based on the "Guidelines for the Safety of Logging, etc. Using Chainsaws" shall be increased to 50% or more by 2027.</li> </ul>	<ul style="list-style-type: none"> <li>The number of annual deaths and injuries in the land transportation industry shall be reduced by 5 % or more compared to 2022 by 2027.</li> <li>The number of annual deaths and injuries in the construction industry shall be reduced by 15 % or more compared to 2022 by 2027.</li> <li>The number of annual deaths and injuries caused by caught-in or caught between machinery in the manufacturing industry shall be reduced by 5 % or more compared to 2022 by 2027.</li> <li>The number of deaths in the forestry industry shall be reduced by at least 15% or more compared to 2022 by 2027 by focusing on preventing worker accidents during logging operations.</li> </ul>

Output indicators (newly introduced)	Outcome Indicators
<b>(e) Promotion of measures to ensure the health of workers (Priority Measure ⑦)</b>	
<ul style="list-style-type: none"> <li>The rate of use of annual paid leave shall be increased to 70% or more by 2025.</li> <li>The percentage of companies that have introduced the "Work Interval System" shall be increased to 15% or more by 2025.</li> <li>The percentage of business operators that are working on mental health measures shall be increased to 80% or more by 2027.</li> <li>The percentage of implementation of stress checks at small workplaces with less than 50 workers shall be increased to 50% or more by 2027.</li> <li>The percentage of workplaces that provide the necessary industrial health services shall be increased to 80% or more by 2027.</li> </ul>	<ul style="list-style-type: none"> <li>The percentage of employers with weekly working hours of 60 hours or more among employers with weekly working hours of 40 hours or more shall be 5% or less by 2025.</li> <li>The percentage of workers who have strong anxiety, worries, or stress about their work or professional life shall be less than 50% by 2027.</li> </ul>
<b>(f) Promotion of measures to prevent health problems caused by chemical substances, etc. (Priority measure ⑧)</b>	
<ul style="list-style-type: none"> <li>The percentage of workplaces that provide labeling and safety data sheets (SDS) for chemical substances that are not subject to the obligation to provide labeling and SDS under Articles 57 and 57-2 of the Industrial Safety and Health Act, but for which the hazards or harmful effects are known, shall be 80% or more by 2025.</li> <li>The percentage of workplaces that conduct risk assessments for chemical substances that are not subject to the obligation to conduct risk assessments under Article 57-3 of the Industrial Safety and Health Act, but for which the hazards or harmful effects are known, shall be increased to 80% or more by 2025, and the percentage of workplaces that implement measures necessary to prevent hazards or health problems for workers based on the results of risk assessments shall be increased to 80% or more by 2027.</li> <li>The percentage of workplaces that grasp and utilize the heat index to prevent heatstroke-related accidents shall be increased compared to 2023 by 2027.</li> </ul>	<ul style="list-style-type: none"> <li>The number of accidents involving death or injury strongly associated with the properties of chemical substances (accidents associated with exposure to hazardous materials, etc., explosions and fires) shall be reduced by at least 5 % compared to the figure marked during the period of the 13th Occupational Safety &amp; Health Program.</li> <li>The rate of increase* in the number of deaths from heatstroke shall be reduced to the lower level compared with the 13th Occupational Safety &amp; Health Program period. * The rate of increase is calculated by dividing the total number of deaths during the current program period by the total during the previous program period.</li> </ul>

If the government and employers aim to achieve the effects described in the outcome indicators above, the following results are expected to be obtained at least in relation to occupational accidents as a whole:

- Fatal accidents will be reduced by at least 5% by 2027 compared to the 2022 level.
- Though the number of accidents involving death or injury had been on the rise until 2021, the upward trend will be halted. Meanwhile, the number of casualties will begin to go down to the lower level than that in 2022 by 2027.

## Detailed Information 3 Safety Measures in the Workplace

Promote safety measures in the workplace to reduce, even slightly, occupational accidents and to realize a workplace environment where each and every worker can work safely and healthily.

### **1. Promotion of measures to prevent occupational accidents caused by workers' work behavior**

Due to the effects of changes in the industrial structure and diversification of working styles, etc., the occupational accidents caused by workers' work behavior, such as falls and back pain, are tending to increase, especially in the retail industry and nursing care facilities, and measures are urgently needed. In accordance with the 14th Occupational Safety & Health Program, therefore, initiatives are being taken to disseminate equipment and facilities that contribute to the prevention of these accidents, to disseminate efficient and effective health and safety education tools that utilize apps, videos, etc., based on the realities of busy workplaces, and to promote initiatives to maintain and improve the physical functions of workers, such as muscle and core strength.

### **2. Promotion of measures to prevent occupational accidents among elderly workers, foreign workers, etc.**

In order to create a workplace environment in which elderly workers, who are at high risk of occupational accidents due to the effects of decreased physical function, etc., can work safely and without worry, based on the "Age-Friendly Guidelines" formulated in 2020, efforts are underway to establish a safety and health management system that takes into account the working conditions of elderly workers, improve the workplace environment, etc. In addition, in order to prevent industrial injury among foreign workers, illustrations are being created for these workers to promote the visualization of hazards and to present efficient and effective health and safety education methods.

### **3. Promotion of measures to prevent occupational accidents by industry**

In recent years, the number of occupational accidents during cargo handling operations in the Land Transportation Industry industry has been increasing, and measures to address this issue are urgently needed.

In addition, of the deaths caused by occupational accidents, about 30% are in the construction industry and about 20% are in the manufacturing industry, and the largest number of deaths in each of these industries are caused by "crashes/falls" and "pinched/ caught in". Although deaths in the forestry industry are few, the number of deaths per 100,000 workers is significantly higher than that of the total industry.

For these categories of industry, it is particularly necessary to give priority to taking measures to prevent industrial accidents.

#### (1) Measures for the Land Transportation Industry

- Since approximately 70% of fatal and injury accidents in the Land Transportation Industry occur during cargo handling operations, such as when a worker crashes or falls from a truck, measures to prevent crashes and falls when loading and unloading cargo from trucks shall be promoted.

#### (2) Measures for the construction industry

- To prevent crashes and falls which account for around 40% of fatal accidents, measures to prevent crashes and falls shall be promoted.

#### (3) Measures for the manufacturing industry

- To prevent occupational accidents caused by machinery, the implementation of risk assessments at the manufacturing stage (manufacturers) and the usage stage (users) based on the "Guidelines for Comprehensive Safety Standards for Machinery" shall be promoted. In addition, safety standards for machinery, etc. (such as structural standards) shall be reviewed to ensure consistency with international safety standards in line with technological development.

#### (4) Measures for the forestry industry

- Since there are many accidents when logging trees, etc., measures based on the "Guidelines for Safety in Logging, etc." and the "Guidelines for Developing an Emergency Contact System for Forestry" shall be thoroughly implemented.

(Formulated in February 2002, revised in April 2020)

In order to prevent health disorders due to overwork, properly implementing measures for worker's health care is important in preventing worker from cumulative fatigue and eliminating such heavy long-time overwork that does not allow workers to recover from fatigue. For this reason, the Comprehensive Measures aim to prevent health problems caused by overwork with the formulation of the “measures that employers must take to prevent health disorders due to overwork” and compilation of necessary measures taken by the government, including thorough dissemination and guidance, etc.

#### Measures that employers must take to prevent health disorders due to overwork

##### (1) Reduction of overtime and holiday work hours

- Observance of the guideline for the 36 Agreement when concluding it (overtime holiday work agreement)
- Proper identification of working hours, etc.

##### (2) Promotion of taking annual paid leave

##### (3) Improvement of working hour arrangements

##### (4) Thorough implementation of health management measures for workers

- [1] Establishment of health management system and implementation of health checkups, etc.
- Appointment of industrial doctors, health supervisors, and health promoters, etc. and implementation of health management by them
  - Development of health Management system, including establishment of health committees
  - Steady implementation of health checkups and subsequent measures, etc.
- [2] Interview and guidance for workers who had overtime and holiday work hours for a long time, etc.
- Implementation of interview and guidance by doctors and subsequent measures, etc.
  - Development of procedures for implementing interview guidance, etc.
  - Utilization of regional industrial health centers to prompt implementation of interview and guidance, etc. at small-scale offices
- [3] Implementation of the mental health measures
- [4] Identification of causes and prevention of the recurrence in the case of occurrence of the occupational diseases due to over work
- [5] Handling of information on the physical and mental condition of workers

#### Necessary measures taken by the government

- Guidance to standardize the 36 Agreement at consultation desks, etc.)
- Inspection for offices that are suspected of having overtime/holiday work hours of over 45 hours per month
- Guidance for thorough implementation of the prevention of recurrence in the case of occurrence of the occupational disease due to overwork

## Detailed Information 5 Mental Health Measures at Workplaces

### I System Framework

#### 1. Measures of industrial safety and health laws and ordinances

- (1) "Stress check" to examine how much workers suffer from mental stress and interviews are to be implemented (being enacted as of December 1, 2015)
- (2) Conducting mental health checkups by doctors at the time of interview guidance for those working long hours
- (3) Conducting investigation and discussion at health committees, etc. for establishing mental health measures

#### 2. Measures to be taken by employers

- (1) Establishment of a stress checking system based on the Industrial Safety and Health Act (issued in June, 2014 and being enacted as of December 2015)

A stress checking system is primarily designed for primary prevention (of workers' mental health disorders) and to promote workers themselves to be aware of their stress load as well as improving the working environment leading to causing stress. To improve such, the following items are set.

- Employers shall conduct mental health examinations (stress checking)\*<sup>1</sup> for their workers by doctors, public health nurses and others based on the Ordinance of MHLW\*<sup>2</sup>.
- Stress check results are notified to test takers by doctors and others who conducted tests. Such results are not subject to be notified to employers without the prior consent of the test takers themselves.
- Employers shall conduct a doctor's interview based on the Ordinance of MHLW in case they receive an offer from workers pertinent to the conditions\*<sup>3</sup> set by the Ordinance of MHLW, who received a stress check test result.
- Employers shall not treat a given test taker disadvantageously as a result of an offer from such test taker.
- Employers shall hear the doctor's opinion based on the results of interview guidance by the Ordinance of MHLW, and take appropriate measures for working conditions\*<sup>4</sup> if necessary, after considering the doctor's opinion.
- The minister of MHLW shall issue guidelines about the implementation of appropriate and effective measures which business owners should take.

\*1 Performers of stress checks are dentists, nurses, psychiatric social workers, and certified public psychologists who have received a certain level of training, in addition to doctors and public health nurses.

\*2 Items examined are standardized "simple questionnaires on professions" (57 items) and should be conducted once a year.

\*3 A doctor's interview should be conducted only for persons whom a performer deems necessary, even if the test-taker's stress level is high.

\*4 Measures on professions include changing the working location, work and shortening working hours and decreasing number of late-night overtime considering a worker's actual situation.

- (2) Formulation of the "Guidelines for Maintaining and Improving Workers' Mental Health" (Announced in March 2006 and amended in November 2015)  
The Guidelines provide the following matters as general implementation methods of mental health care that employers should take.

1. Investigation and discussion at health committees, etc.
2. Formulation of mental health promotion plans
3. Promotion of four types of mental health care
  - (1) Self-care
  - (2) Care by management supervisors
  - (3) Care by industrial health staffs, etc. placed at offices
  - (4) Care by external resources
4. Concrete procedures of mental health care
  - (1) Educational training and information provision
  - (2) Identification and improvement of working environment, etc.
  - (2) Detecting and responding to mental health disorders
  - (4) Support for returning to work
5. Consideration to personal information protection
6. Prevention of disadvantageous treatment due to information on mental health.
7. Matters requiring attention for efforts made in small-scale offices

\* External resources: refers to institutions or experts that provide support for mental health care outside offices

- (3) Formulation of "Support Guide for Workers Absent from Work due to Mental Health Problems to Return to Workplaces" (October 2004, revised in July 2012)

### 3. Guidance by Prefectural Labour Bureaus and Labour Standards Inspection Offices

Employers are provided with guidance on measures that conforms to the Guidelines for offices.

### II The government support for promoting mental health measures at workplaces

#### 1. Comprehensive support

Establishment and operation of Occupational Health Promotion Center, etc.

Implementation of comprehensive support for efforts being made by employers in mental health measures, and from prevention of mental health disorders, their early detection, and appropriate treatment, through to support for absent workers to return to their workplaces

- [1] Responses to consultation requests from employers
- [2] Visit support at individual workplaces (including support for introduction of "Stress Check System")
- [3] Support for the formulation of programs on returning to workplaces
- [4] Education for managers/supervisors, etc.
- [5] Implementation of training on mental health to the occupational health staff, etc.

#### 2. Information provision

Establishment of a mental health portal site "Ears of the Heart" (October 2009; <http://kokoro.mhlw.go.jp/>)

In addition to providing comprehensive information on mental health measures at the workplace, the phone/mail consultation window was opened concerning mental problems, etc.

#### 3. Other

Payment of industrial health care related subsidies via organizations by the Japan Organization of Occupational Health and Safety

## Detailed Information 6 Supporting the Balancing of Medical Treatment and Work

### I. Formulation of “Guidelines for supporting the balancing of medical treatment and work in the workplace”

The guidelines aim to take appropriate occupational measures for workers who have diseases that require treatment such as cancers, strokes, cardiovascular diseases, diabetes and hepatitis and to give consideration to medical treatment at workplaces. (Revised in March 2024)  
“The Medical Treatment and Work Integration Support Card” was added as a sample form on the revision in March 2024.  
(<https://chiryoutoshigoto.mhlw.go.jp/dl/download/guideline.pdf>)

#### 1.Environmental improvement for providing support the balancing of medical treatment and work

- Expression of basic policy and dissemination to workers, by business operators
- Raising awareness by providing trainings for workers and management-level employees
- Clarifying consultation counters where workers can receive consultation services and make a declaration without fear
- Improve the system and structure for providing support for balancing treatment and occupational life (improve leave and working hour system and collaboration between workers and the management)

#### 2.Process of providing support the balancing of medical treatment and work

- (1) A worker notifies his/her employer
  - The worker submits to his/her doctor the content of duties using a certain form.
  - Based on this information, the doctor prepares a document describing symptoms (symptoms that can affect commuting and task implementation, etc.), the medical treatment plan, whether the worker can continue to work, desirable occupational measures to be taken and matters requiring consideration using a certain form.
  - The worker submits the document prepared by the doctor to his/her employer.
- (2) The employer hears opinions from an industrial doctor
  - The employer provides the industrial doctor with information from his/her doctor submitted by the worker and hears the industrial doctor's opinions regarding whether the worker can continue to work, occupational measures to be taken and consideration to be given to medical treatment at work place.
- (3) The employer decides and implements occupational measures
  - The employer takes opinions of the doctor and the industrial doctor into consideration and hears opinions of the worker to decide whether the worker can continue to work and the content of consideration to be given for medical treatment (securing of time for seeing a doctor, etc.) and to implement occupational measures (reallocation, etc.)
  - \* The employer is desirable to prepare a “support plan for balanced life” which summarizes specific contents of the above support measures.

### II. Government's support measures for promoting efforts based on the guidelines for supporting the balancing of medical treatment and work in the workplace

#### 1 Comprehensive support

- The Japan Organization of Occupational Health and Safety acts as the contact point and subsidizes the “Subsidy for Promoting Industrial Health Activities through Organizations.”
- The Industrial Health Care Comprehensive Support Centers across the country implement various measures below to support the companies' efforts based on the guidelines.
  1. Holding seminars and specialized training on support for balancing treatment and work
  2. Providing the visit guidance to business establishments working on supporting medical and work balance
  3. Support consultations of medical staffs and employers
  4. Support for individual adjustment between patient (worker) and company

#### 2 Providing information

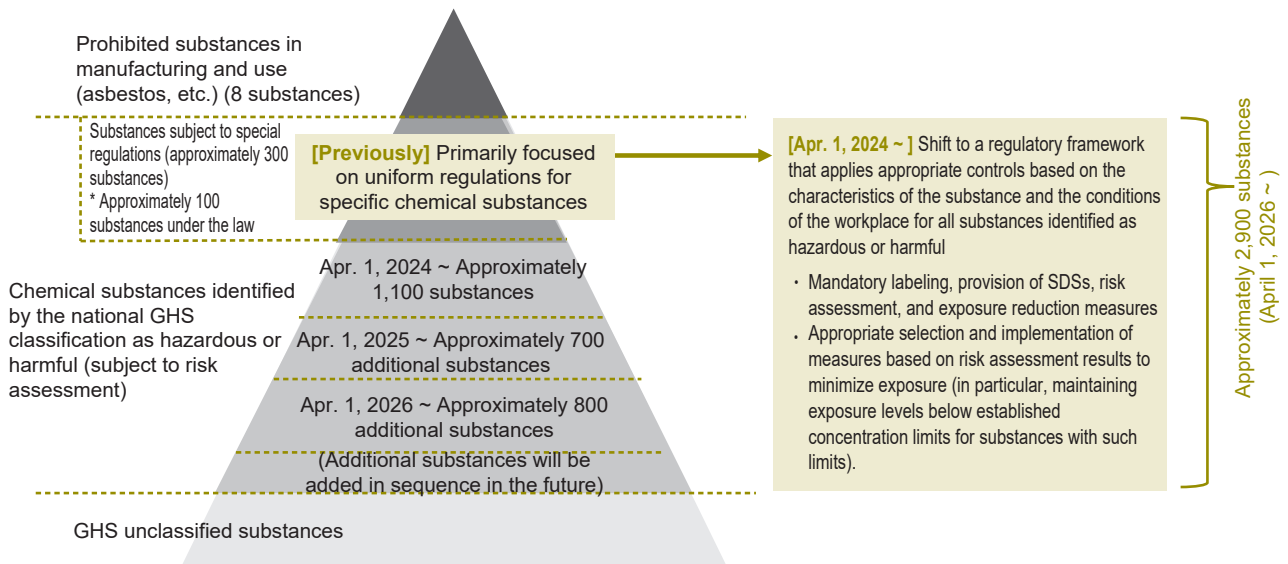
- Establishment of “the balancing of medical treatment and work portal site” that summarizes information about government's support and companies cases.  
(<https://chiryoutoshigoto.mhlw.go.jp/>)
- As reference materials for the guidelines, “Companies and Medical Institutions Collaboration Manual” which can be used as a reference when companies and medical institutions exchange information and points to note regarding major diseases has been prepared.  
(<https://chiryoutoshigoto.mhlw.go.jp/dl/download/manual.pdf>)

## Detailed Information 7 Measures to Prevent Industrial Accidents due to Chemical Substances

Chemical substances have significantly contributed to the development of industry and modern life, making them indispensable in our daily lives. However, many of them are not only useful but also hazardous and toxic, and inappropriate handling of chemical substances can cause harmful effects to our health. Therefore, when using chemical substances, it is crucial to manage them properly.

To prevent occupational accidents due to chemical substances, it is necessary to know the appropriate information on hazardous properties of chemical substances used at a workplace as well as , necessary to take appropriate measures to avoid exposures to them based on such information. Therefore, since April 2024, MHLW has added all substances, of which hazards and harmful effects were confirmed in the national GHS classification, in the substances subject to the labeling to their containers etc., and notification by issuance of SDS (safety data sheet), as well as in the substances (risk assessment subject) with mandatory survey (risk assessment) on hazards or harmful effects. The following were carried out:

- Development and expansion of systems such as labeling and SDS issuance to ensure that information on the hazards and harmful effects of chemical substances is properly communicated
- Promotion of conducting surveys (risk assessments) about dangerous and harmful effects based on the SDS information etc.\*
- Obligation to take measures to minimize the degree of exposure as much as possible
- Formulation of the national standards for maximum exposure limits
- Use of impermeable protective equipment when handling substances that may cause skin damage, etc.
- For work that poses a high risk of causing health problems to workers, appropriate implementation of various measures to prevent occupational accidents stipulated in the special regulations, such as the Ordinance on Prevention of Hazards due to Specified Chemical Substances
- A notification system of new chemical substances (notifying survey results on harmful effects by employers to the nation)



Asbestos is fibrous mineral produced from natural environment, hazardous for human health and may cause lung cancer and mesothelioma after decades of latent period when inhaling its dust particle.

### Measures to prevent future damage

#### 1. Total ban on manufacturing asbestos (Industrial Safety and Health Act)

- Based on the "Asbestos Comprehensive Measures" (Meeting on asbestos issue by concerned ministers on December 27, 2005), manufacture, import, transfer, provision and use of asbestos-containing products has been totally prohibited with exception of several kinds of products (products of exclusion from application of prohibition) since September 1, 2006
- Manufacturing the products of exclusion from application of prohibition is to be gradually banned after the safety of the substitutes is confirmed, and manufacturing, etc. is fully prohibited on March 1, 2012

#### 2. Prevention measures of diffusion and exposure at demolition work, etc. (Ordinance on Prevention of Hazards due to Asbestos)

- Measures have been intensified with the establishment of the "Ordinance on Prevention of Hazards due to Asbestos" in February, 2005.

← • Asbestos was formally controlled under the Ordinance on Prevention of Hazards due to Specified Chemical Substances.

[Outline of Ordinance on Prevention of Hazards due to Asbestos]

Pre-examination of construction materials, notification to the authorities, isolation of working sites, use of respiratory protective equipment, keeping working records, health check-ups, etc.

### Response to anxiety of the people

#### 3. Health management of resignees (Personal Health Record System in accordance with the Industrial Safety and Health Act)

- Personal Health Record is issued for those who have been engaged in handling asbestos for a certain period  
(Health check-ups by the government's burden (every 6 months))

#### 4. Disclosure of information on workplaces, etc. where workers certified as being afflicted with asbestos exposition belonged

### Relief of the victims without a gap

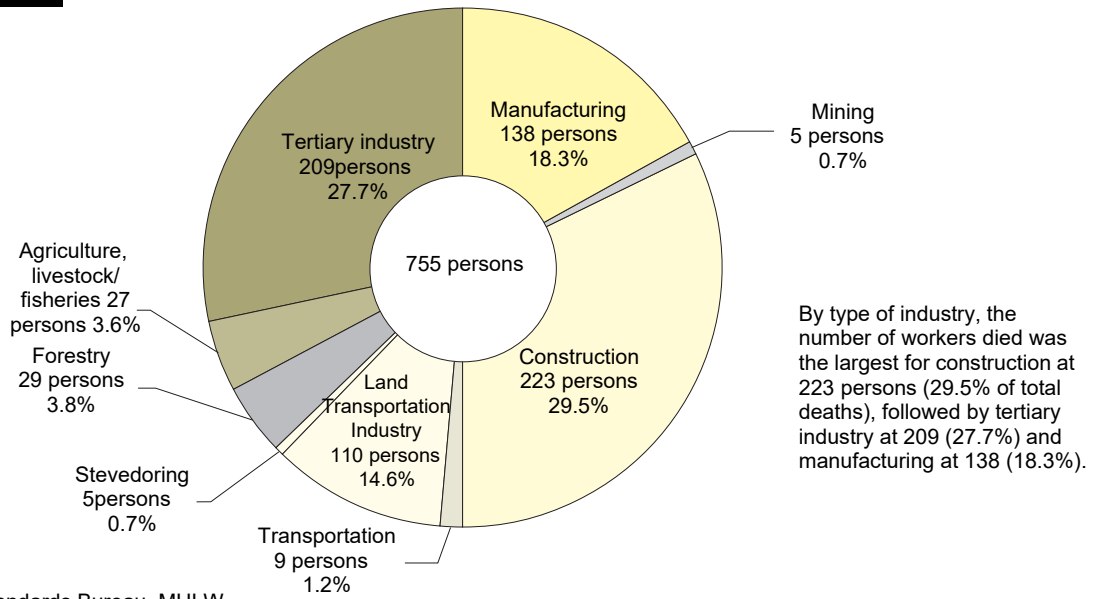
#### 5. Relief based on Industrial Accident Compensation Insurance Act

- Insurance benefits for victims and the bereaved families afflicted with employment injuries by asbestos

#### 6. Relief based on Act on Asbestos Health Damage Relief

- Payment of the special survivor benefits to those who have lost the right to receive the survivor compensation benefits pursuant to lapses due to prescription based on the industrial accidents insurance

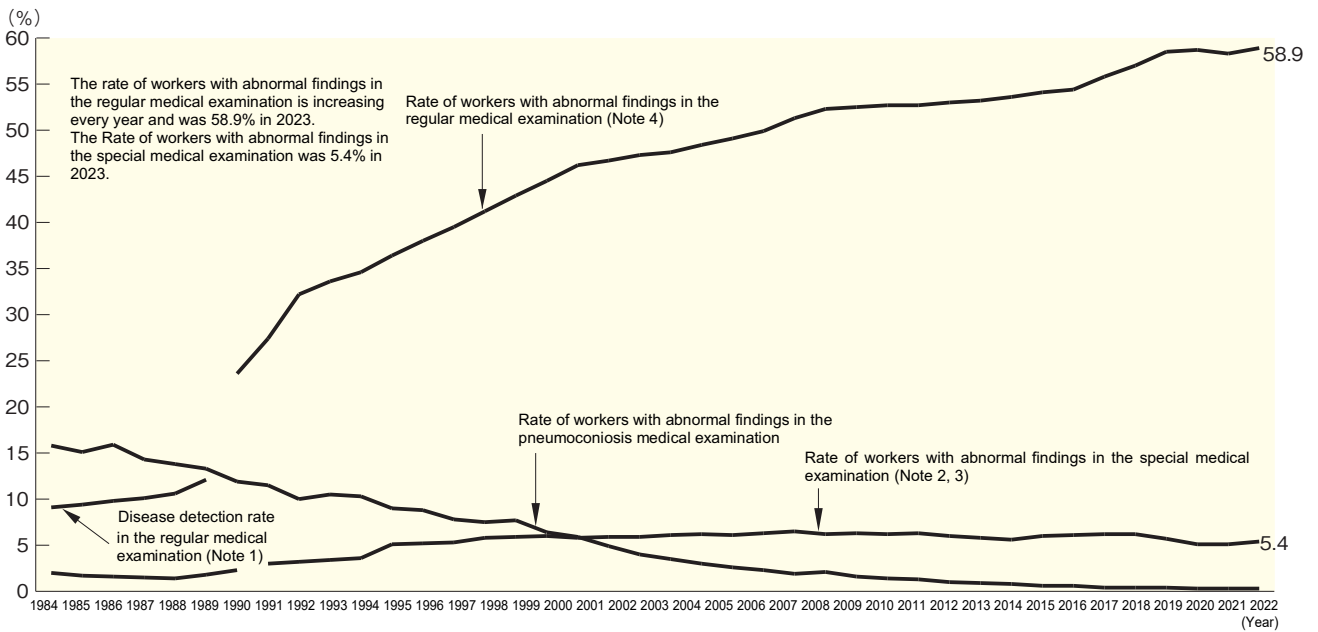
**Detailed Data 1 Fatal Industrial Accidents by Industry (FY 2023)**



By type of industry, the number of workers died was the largest for construction at 223 persons (29.5% of total deaths), followed by tertiary industry at 209 (27.7%) and manufacturing at 138 (18.3%).

Source: Labour Standards Bureau, MHLW  
 (Note) Occupational accidents caused by infection with the new coronavirus are excluded.

**Detailed Data 2 Annual Medical Examination Results**

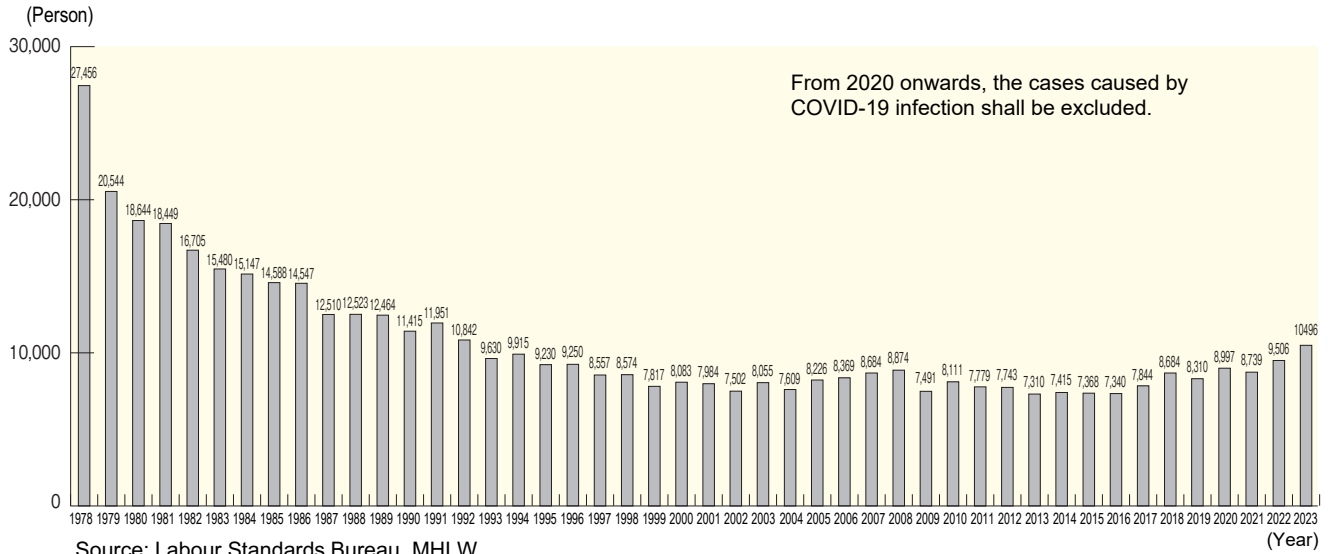


Source: Labour Standards Bureau, MHLW

- (Note)
1. Items covered by the regular medical examination were revised in October 1989.
  2. Items covered by the organic solvent and lead medical examination were revised in October 1989.
  3. Tabulation methods for the special medical examination were changed in 1995.
  4. Items covered by regular medical examination were revised in January 1999.

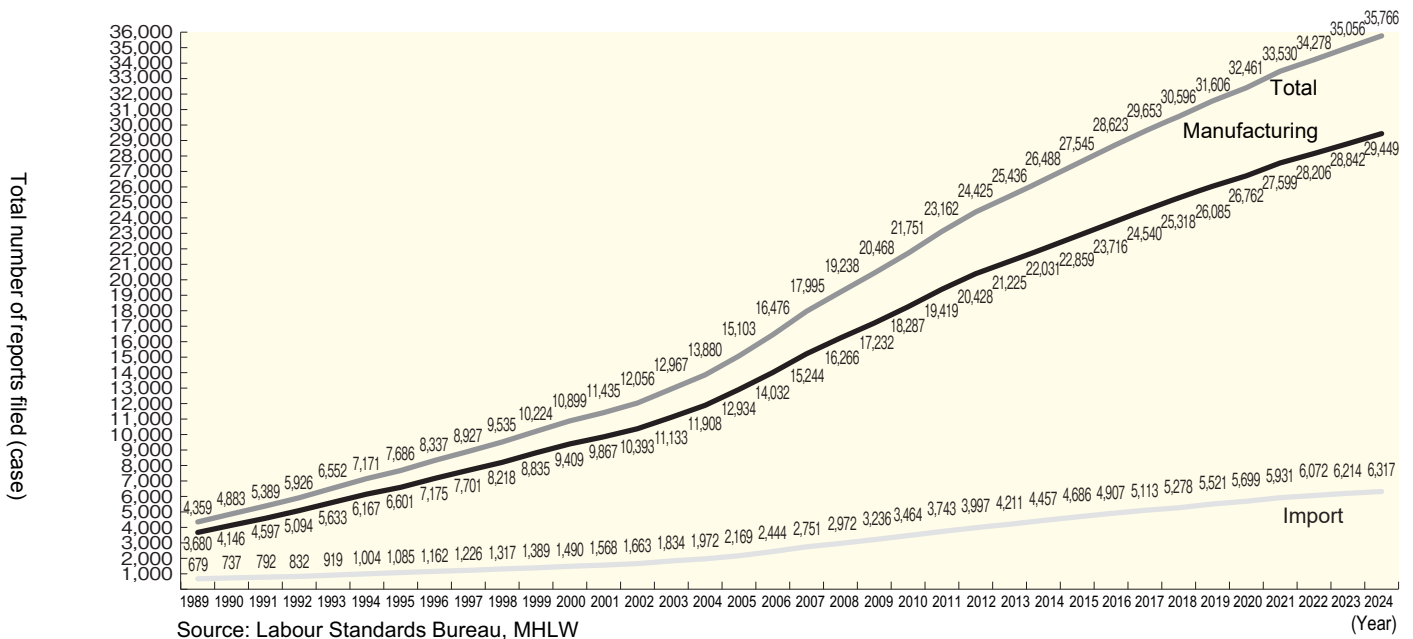
### Detailed Data 3

### Annual Number of Persons Having Industrial Diseases



### Detailed Data 4

### Reports Filed for Manufacturing and Importing New Chemical Substances



# Asbestos Health Damage Relief

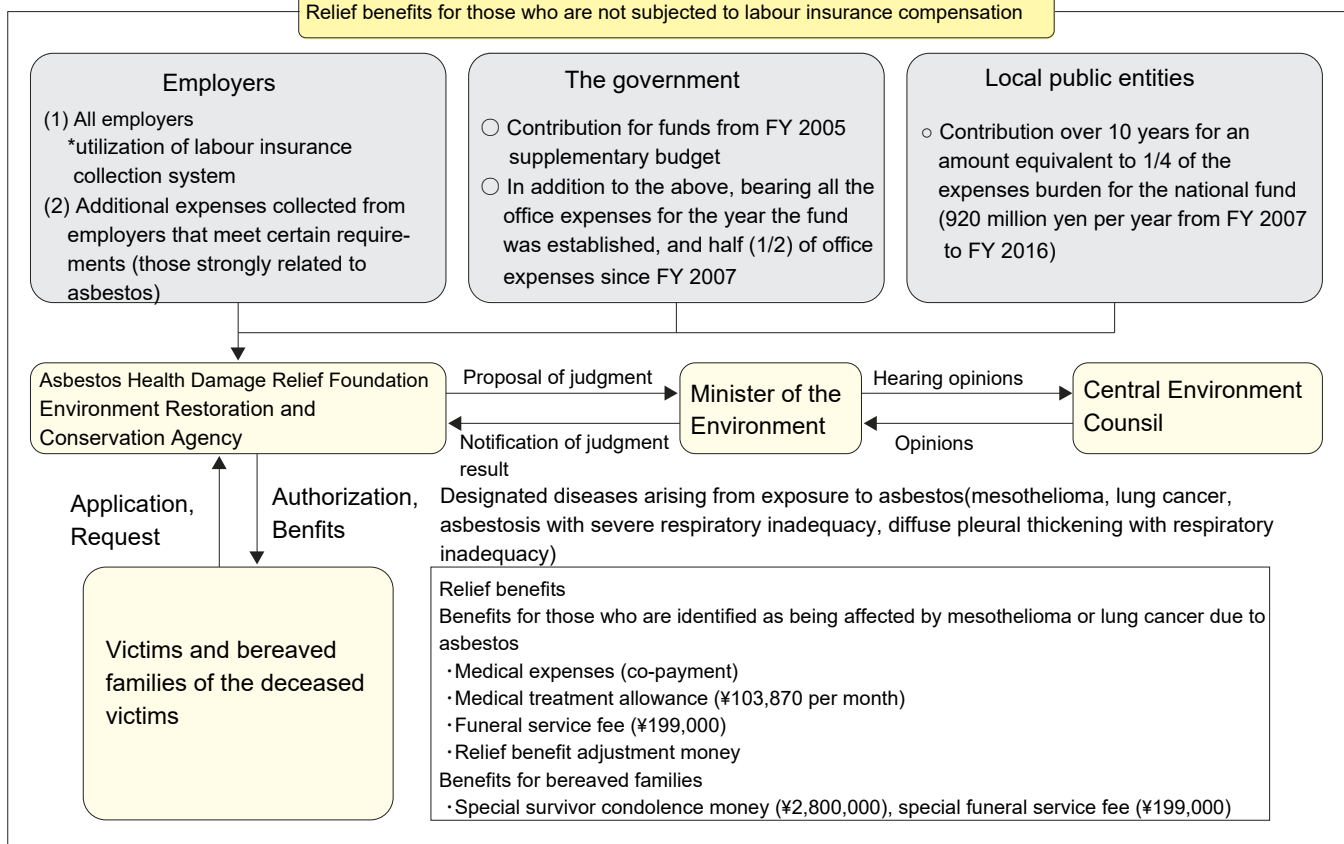
## Overview

## Outline of the Act on Asbestos Health Damage Relief

Purpose: The purpose of this Act is to provide prompt relief to persons who sustain health damage from asbestos, etc. in view of the special characteristics of asbestos health damage.

Effective date: Establishment of funds	Feb. 10, 2006
Provision of relief benefits and special survivor benefits	Mar. 27, 2006
Collection of expenses from employers	Apr. 1, 2007
Extension of payment period of medical expenses, etc.	Dec. 1, 2008
Addition of designated diseases (revision of Cabinet Order)	July. 1, 2010
Extension of the application due date for the special bereaved survivor condolence money / special bereaved survivor, etc.	Aug. 30, 2011
Review of lung cancer criterion	Jun. 18, 2013
Revision of general contribution rate (Notification revision)	April. 1, 2014
Extension of the application due date for the special bereaved survivor benefits and expansion of the scope of those eligible for the benefits	Jun. 17, 2022

### Relief benefits for those who are not subjected to labour insurance compensation



### Relief measures for bereaved families of workers who died without receiving labour insurance compensation

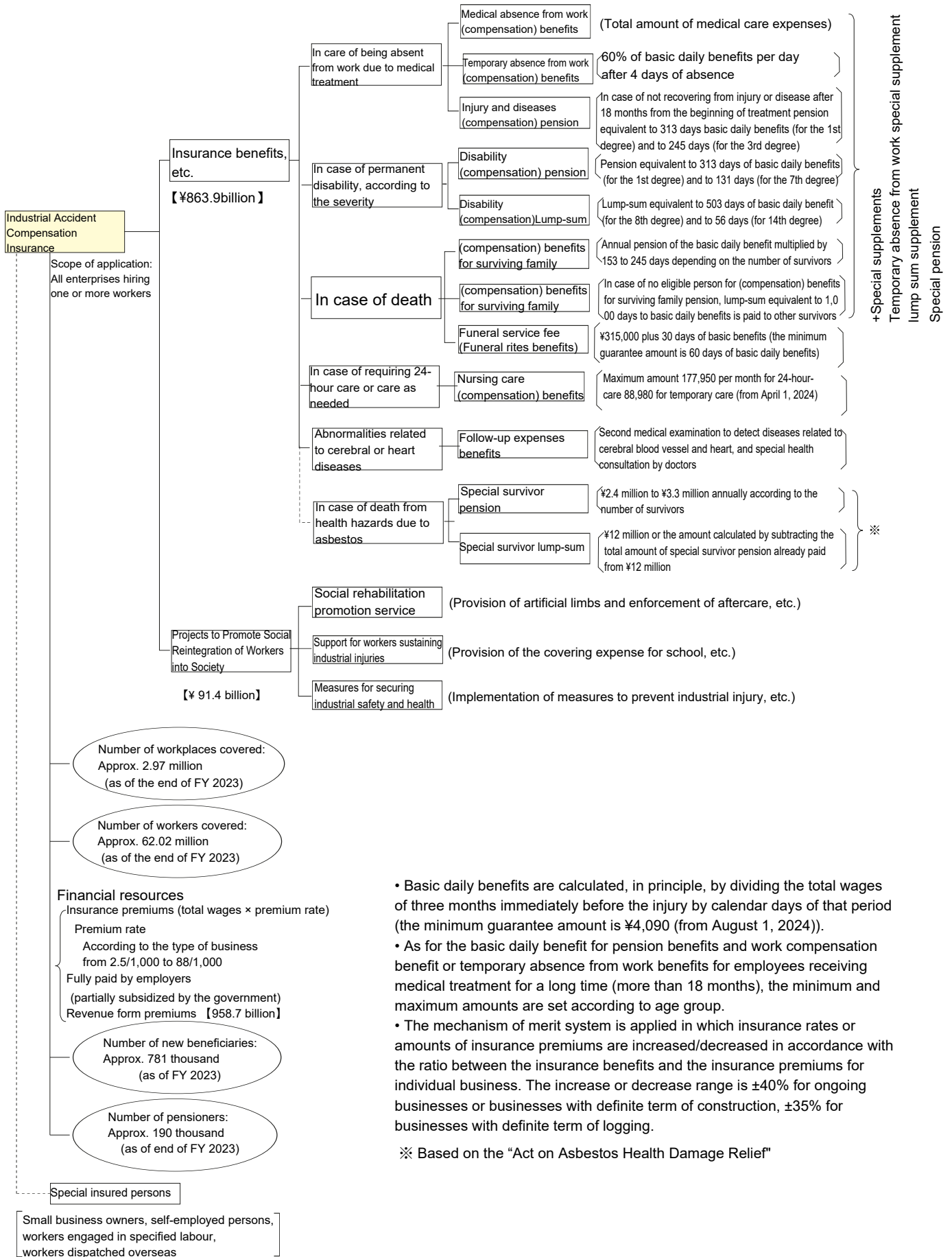
#### [Provision of special survivor benefits]

- (1) Subjects: The bereaved families of workers (including special affiliates) who die no later than March 26, 2026 because of designated diseases, etc. and that lost their right to receive the bereaved family compensation benefits under the Worker's Accident Insurance Act due to expiration of the prescription
- (2) Amount of benefits: Special survivor person 2.4 million in principle per year  
\*Bereaved families that are not subject to the provision of special survivor pension are provided with lump sum payment.
- (3) Application due date: March 27, 2032
- (4) Financial resource: It is burdened by the Account of Special Account for Labour Insurance.

# Industrial Accident Compensation Insurance System

## Overview

## Outline of Industrial Accident Compensation Insurance System (FY 2025 budget based)



**Detailed Data Financial Status of Industrial Accident Compensation Insurance**

(Unit: ¥100 million)

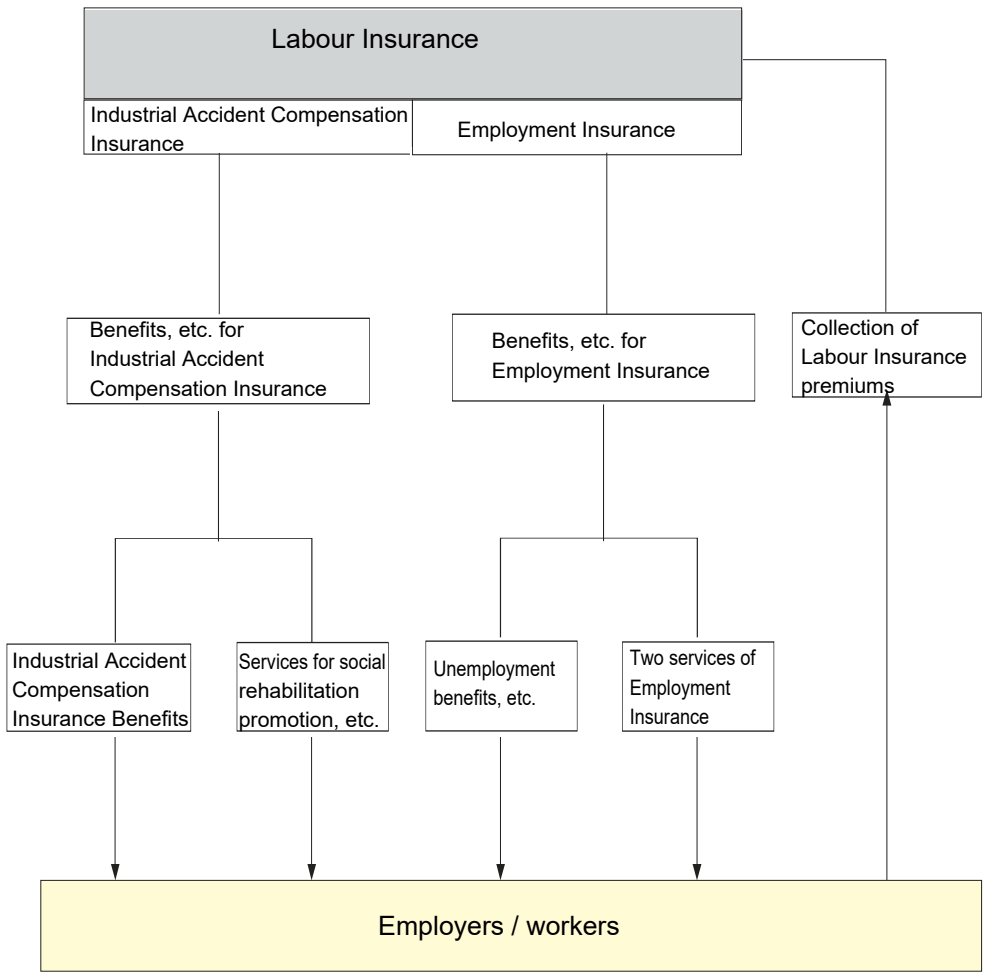
Category	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023
[1] Revenue	11,705	12,036	12,332	11,746	11,779	12,277
Insurance premiums (included)	8,249	8,621	8,972	8,503	8,617	9,145
Interest revenue (included)	1,256	1,203	1,118	1,061	1,018	980
[2] Expenditure	12,151	12,467	12,253	11,885	11,809	11,972
Insurance benefits (included)	8,396	8,496	8,243	8,138	8,023	8,062
Expenses for social rehabilitation promotion services (included)	662	802	907	747	742	755
Fiscal balance ([1]-[2])	△446	△431	79	△139	△30	305
Total of reserve funds	78,670	78,239	78,318	78,180	78,149	78,454

- (Note) 1. Reserve funds of the Industrial Accident Compensation Insurance are used as the resource for the payment of pension benefits of Industrial Accident Compensation Pension in the future.  
 2. The figures may not add up to the total number due to rounding.  
 3. "Insurance benefits (included)" is the total of insurance benefits and special supplements.

# Labour Insurance Application and Contribution Collection Systems

## Overview

### Labour Insurance Application and Contribution Collection Systems



#### [Labour Insurance]

Industrial Accident Compensation Insurance and Employment Insurance are collectively referred to as the Labour Insurance. Insurance benefits of these systems are paid individually while the insurance premiums are collected, in principle, as the unified Labour Insurance premiums. The amount of insurance premiums collected is calculated by multiplying the total amount of wages paid by employers by the sum of the premium rate of Industrial Accident Compensation Insurance and that of Employment Insurance.

Employers, excluding those in certain businesses in agriculture, forestry, or fisheries, that employ one or more worker must establish insurance relation and pay the premiums.

### Application of Labour Insurance and Obligation of Collection

- 1. Labour Insurance**
- Industrial Accident Compensation Insurance (Industrial Accident Insurance) and Employment Insurance are collectively referred to as the "Labour Insurance."
  - The Labour Insurance shall be applied to all businesses where one employee or more are employed in principle.
- \*Number of undertakings covered by the Labour Insurance is approx. 3.44 million (as of the end of FY 2023)

- 2. Labour Insurance premium**
- The Insurance premiums are collected, in principle, as the unified Labour Insurance premiums which include Industrial Accident Compensation Insurance (Industrial Accident Insurance) and Employment Insurance.
  - The amount of the insurance premiums are calculated by multiplying the total amount of wages paid by employers by the premium rate.
- Labour insurance premium = Total amount of wages in the entire business × premium rate (Employment Insurance premium rate + Industrial Accident Insurance premium rate)
- |   |  |
|---|--|
| Industrial Accident Insurance premium rate: | from 2.5/1,000 to 88/1,000 depending on the business type  |
| Employment Insurance premium rate:          | 15.5/1,000 (general business),<br>17.5/1,000 (agriculture, forestry, fishery and sake brewing),<br>18.5/1,000 (construction) (FY 2023) |
- Bearing of the Labour Insurance premiums is as follows
    - Industrial Accident Insurance: Borne by employers
    - Employment Insurance: Unemployment benefit portion is evenly shared by labour and management, two service portion is borne by employers
  - Insurance premium revenue: approx. 4 trillion, collection rate: 99.1% (as of the end of FY 2023)

**Detailed Data 1 Coverage of Labour Insurance**

(Unit: 10 thousand)

End of FY Category	2018	2019	2020	2021	2022	2023
Number of businesses covered by Labour Insurances	329	330	337	341	343	344
Number of businesses covered by Industrial Accident Compensation Insurance	285	286	291	295	297	297
Number of businesses covered by Employment Insurance	225	227	233	237	239	240

Source: Surveyed by Labour Standards Bureau, MHLW

**Detailed Data 2 Collection of Labour Insurance Premiums**

(Unit: ¥100 million)

End of FY Category	2018	2019	2020	2021	2022	2023
Total amount	24,873	25,264	25,649	26,081	31,336	40,624
Industrial Accident Compensation Insurance	8,558	8,621	8,653	8,506	8,908	9,141
Employment insurance	16,315	16,643	16,995	17,575	22,428	31,483

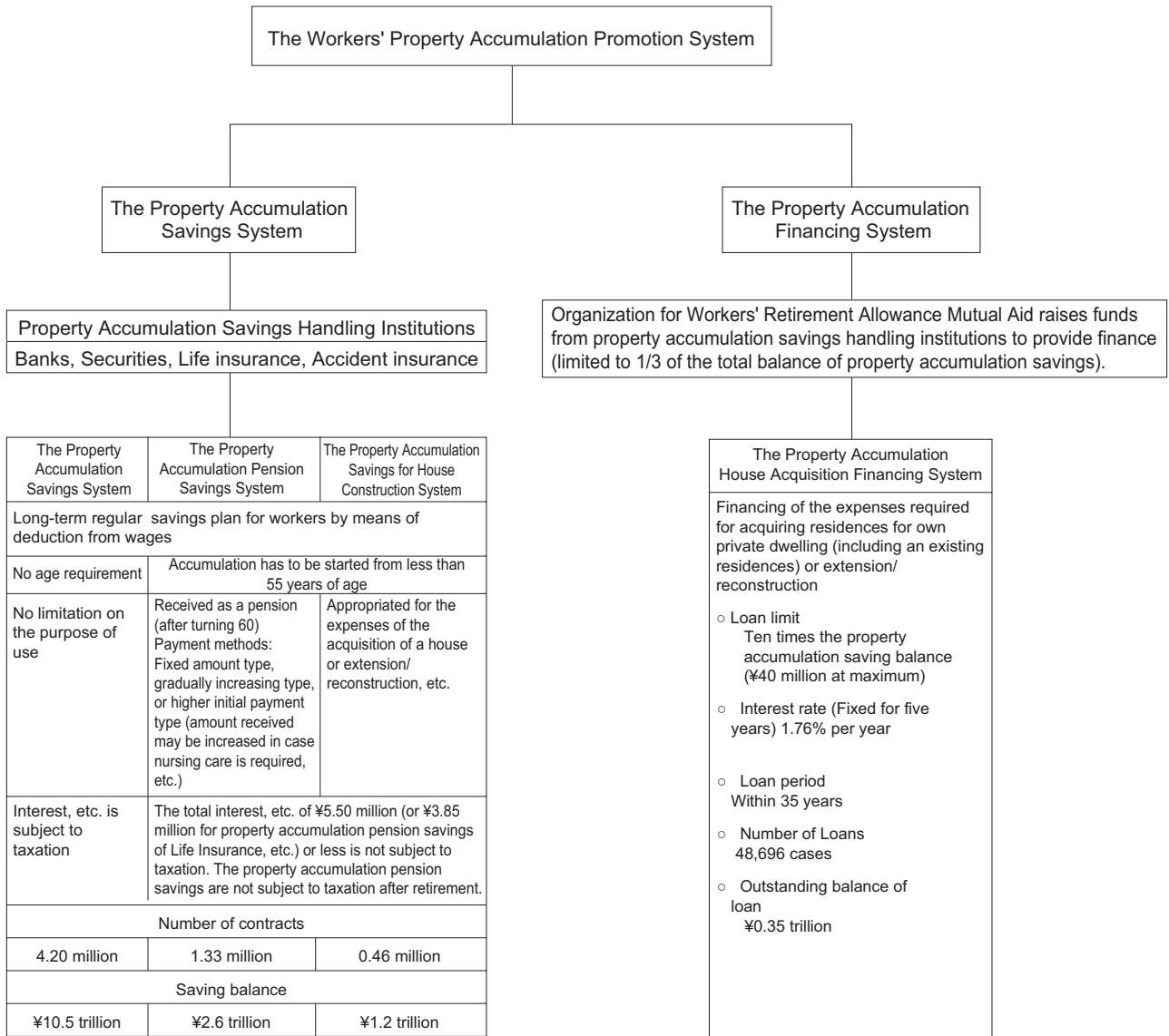
Source: Surveyed by Labour Standards Bureau, MHLW

# Improved Welfare for Workers

## Overview

### Outline of The Workers' Property Accumulation Promotion System

The Workers' Property Accumulation Promotion System was founded in accordance with The Workers' Property Accumulation Promotion Act enacted in 1971. It is the system that the government and employers provide support for and cooperate in the efforts of workers to make properties such as savings and acquisition of their own houses.

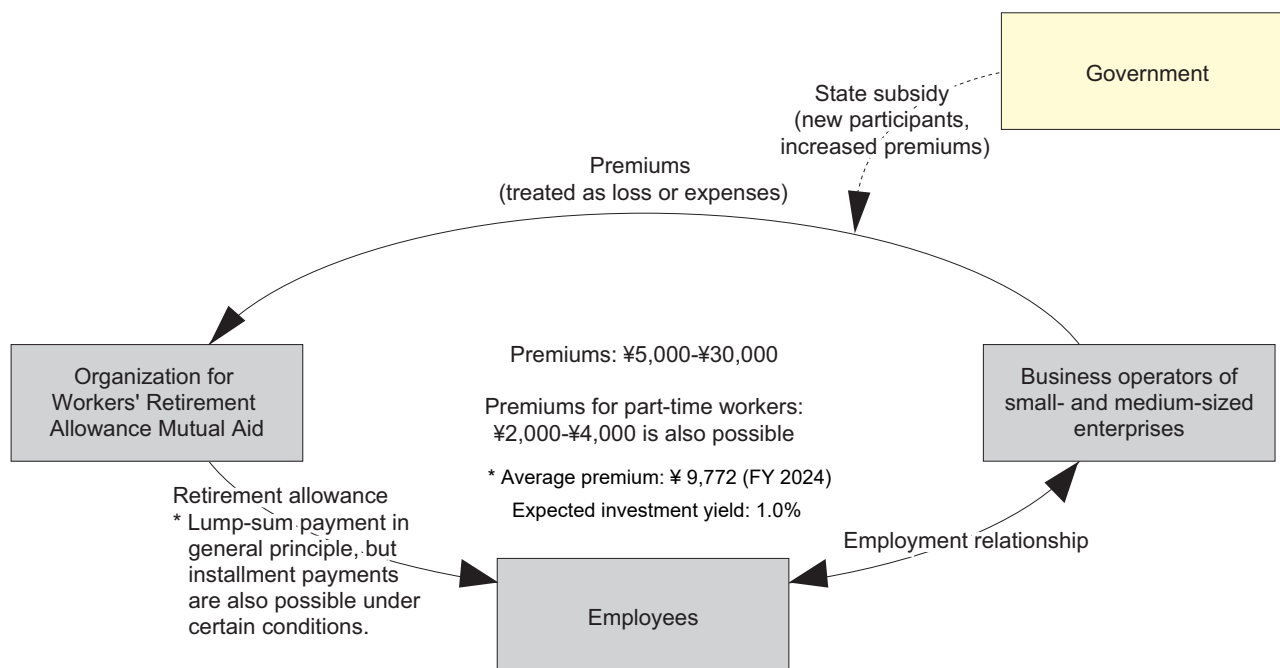


The interest rate is as of April 1, 2025.  
The saving balance and outstanding balance of loan are as of March 31, 2024.

## The Small- and Medium-Sized Enterprises' Retirement Allowance Mutual Aid System

The Small- and Medium-sized Enterprises' Retirement Allowance Mutual Aid System provides small- and medium-sized enterprises that cannot establish their own retirement allowance systems, creating a common retirement allowance system based on mutual aid among such enterprises with the government aid. This system aims to improve welfare of workers of small- and medium-sized enterprises and contribute to the growth of small- and medium-sized enterprise businesses.

### Structure of The Small- and Medium-Sized Enterprise Retirement Allowance Mutual Aid System for General Industries



### Number of Participants and Amount of Payment (FY2024)

	The Small- and Medium-Sized Enterprises' Retirement Allowance Mutual Aid System for general industries	Retirement Allowance Mutual Aid System for specified industries		
		Construction	Sake maker	Forestry
Target	Mainly for regular workers	For workers employed during a specific period in each industry (fixed-term worker)		
Mutual aid contractors Number of employers (case)	377,734	174,526	1,749	3,270
Mutual aid members Number of workers (person)	3,575,790	2,102,272	3,995	19,832
Retirement allowance, etc. Number of payments (case)	294,537	63,100	94	1,221
Retirement allowance, etc. Amount of payment (¥1,000)	412,387,023	60,268,592	84,174	1,303,508

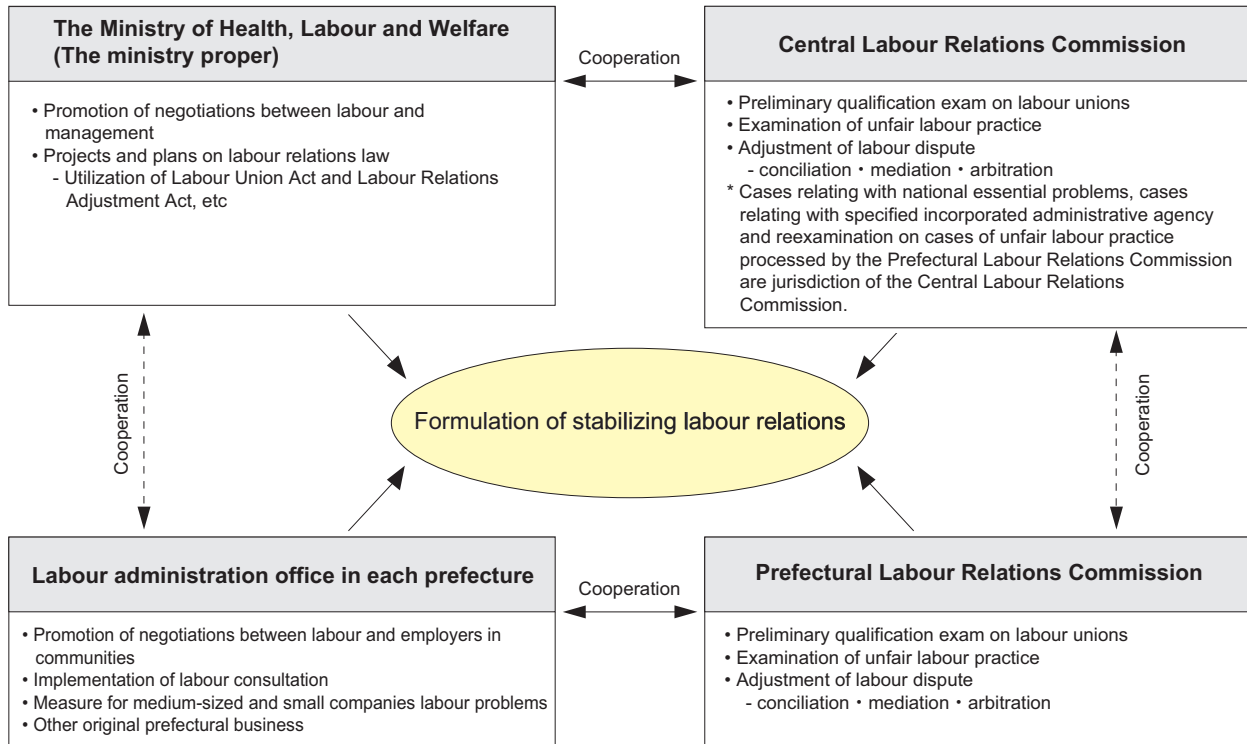
(Note) The number of mutual aid contractors and the number of mutual aid members are as of the end of FY 2024.

## (2) Labour Relations

### Stable Labour-Management Relations

#### Overview

#### The System of the Labour Relations Plan



#### Detailed Information 1

#### The Labour Commission System and Adjustment of Labour Dispute

##### ○ What is the Central Labour Relations Commission?

The Central Labour Relations Commission is one of administrative organ's commissions described in paragraph 2 of Article 3 of the National Government Organization Act, established in 1946 on the basis of the Labour Union Act, and it is the center organ to deal with labour-management dispute. The Central Labour Relations Commission is composed of total 45 members (15 members from each representative), such as those who are representative of the public interests (public members), those who are representative of labour (the labour members) and those who are representative of employers (employer members).

Also, for labour-management dispute handling organs in local areas, Prefectural Labour Relations Commission of 47 exists in the same constitution composed of three representatives of public-labour-employers like the Central Labour Relations Commission as administrative commissions in each prefecture.

The Central Labour Relations Commission shall have the right to handle following matters in chief like labour-employers dispute and others in accordance with the law on labour relations, such as the Labour Union Act, the Labour Relations Adjustment Act and the Act on Labour Relations of Agency Engaged in Administrative Execution.

##### [1] Examination into cases of unfair labour practice

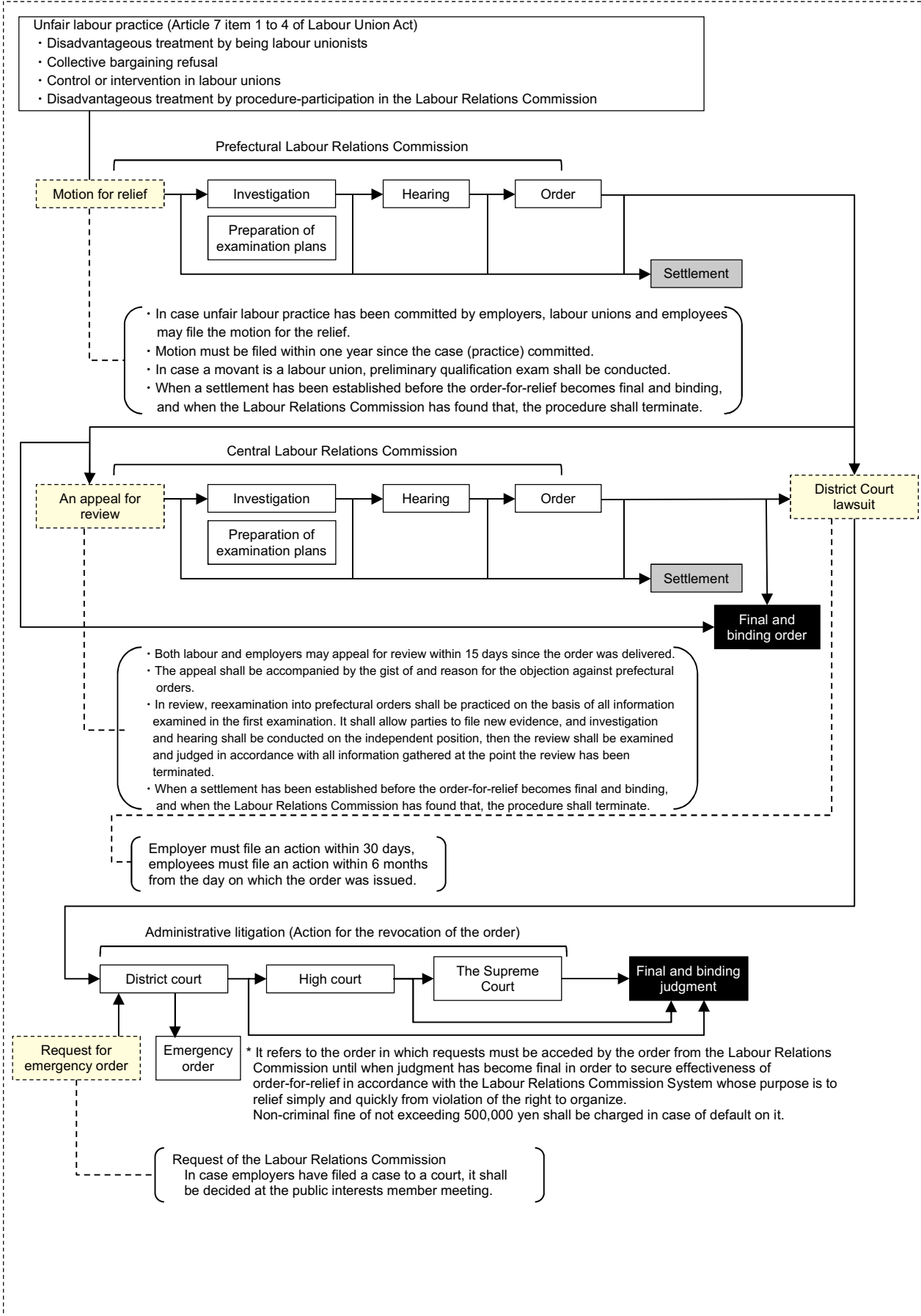
Procedure of the unfair labour practice examination applies two-tiered system in principle and the Central Labour Relations Commission reexamines into objections raised by parties against judgment of the first hearing of Prefectural Labour Relations Commission (relief order). Besides, it provides the first trial (in this case, it refers to the first trial system) on national important cases and the cases of unfair labour practice relating to the Agency Engaged in Administrative Execution.

Further, parties can file of an action with the court for the revocation of the order of the Labour Relations Commission.

##### [2] Conciliation, mediation of labour dispute

According to the Labour Relations Adjustment Act, in case labour dispute has occurred between parties relating to labour matters, it plans to settle that. Prefectural Labour Relations Commission handles cases relating to only a single prefecture. However, the Central Labour Relations Commission handles cases which span 2 or more prefectures, cases included in national important issues and cases relating to the Agency Engaged in Administrative Execution.

○ Outline of procedures of unfair labour practice



○ **What is adjustment of labour dispute?**

In adjustment of labour dispute handled by the Labour Relations Commission, there are conciliation, mediation and arbitration. Among them, "conciliation" is the adjustment measure used most. These adjustments shall be begun by requests of parties in principle.

The basis of adjustment conducted by the Labour Relations Commission shall plan to resolve it by giving advice as a fair third party and voluntary promoting compromise between labour and employers.

Although there might be cases that proposals are presented to parties of labour and employers while the Labour Relations Commission is advancing its adjustment, they shall not compel to accept it. However, for arbitration, once awards have been gone into effect, the parties are regarded to conclude collective agreement including the award's content. Therefore, they shall be bound by the awards.

**Features of conciliation, mediation and arbitration**

	Conciliation	Mediation	Arbitration
Grounds for beginning	<ul style="list-style-type: none"> <li>• One-way request</li> <li>• Mutual request</li> <li>• Chairperson's authority*1</li> </ul>	<ul style="list-style-type: none"> <li>• Mutual application</li> <li>• One-way application in accordance with collective agreement</li> <li>• Any of following items relate to public utilities and Agency Engaged in Administrative Execution                             <ul style="list-style-type: none"> <li>• One-way application</li> <li>• Decision of Commission based on ex officio</li> <li>• Request from ministers*2 or governors</li> </ul> </li> <li>• Any of following items relate to local public enterprises                             <ul style="list-style-type: none"> <li>• Decision made by the Commission based on one-way application</li> <li>• Decision of the Commission</li> <li>• Request from the Minister of Health, Labour and Welfare or governors</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Mutual application</li> <li>• One-way application in accordance with collective agreement</li> </ul> <p>*3</p>
Adjustment subjects of the Labour Relations Commission	Conciliation members	Mediation Committee (Consisted of representatives of public, labour and management)	Arbitration committee (Consisted of 3 or more odd public interest members *4)
Presentation of proposal	There are cases presenting them.	Presentation in principle	Presentation in principle
Acceptance of proposal	Voluntary	Voluntary	To bind parties by the same effect with collective agreement

\*1 As for industrial disputes in Agencies Engaged in Administrative Execution, "decision of the Commission."

\*2 As for public utilities, the "Minister of Health, Labour and Welfare" and as for Agencies Engaged in Administrative Execution, the "competent minister."

\*3 As for industrial disputes in Agencies Engaged in Administrative Execution and local public enterprises, any of the following items ; one-way application 2 months after conciliation or mediation started, decision of the Commission (cases which are being conciliated or mediated), or request from the minister (in case of any Agency Engaged in Administrative Execution, "the competent minister," and of any local public enterprise, "the Minister of Health, Labour and Welfare.")

\*4 As for Agencies Engaged in Administrative Execution, entire public interest members responsible for the agencies (5 members) or 3 members.

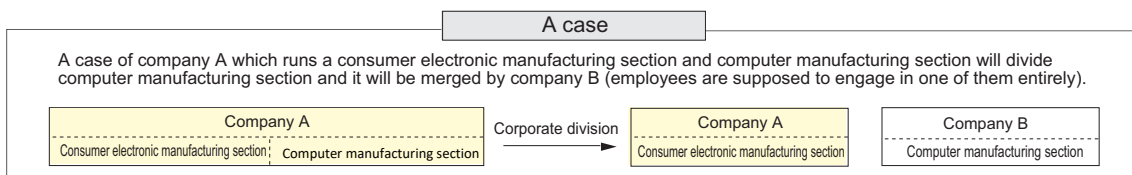
**Detailed Information 2 Effort to Labour Problems Attendant on Reorganization of Cooperate Organization**

○ **Outline**

Under the social affairs where international competition of companies has been getting harder, the legal system for reorganization of cooperate organization has been conducted, so that organizations can reorganize in a flexible manner. Opening of pure holding companies by the revision of Act on Prohibition of Private Monopolization and Maintenance of Fair Trade (1997), introduction of corporate division system by amendment to the Commercial Code (2001) and introduction of an abbreviated organizational restructuring system by the enactment of the Companies Act (2006) can be cited as examples.

As for the company split system, the Act on the Succession to Labor Contracts upon Company Split (Act No. 103 of 2000) was enacted, and the related ministerial ordinance and guidelines were formulated. Also, for assignment of business and mergers, since there are many cases that they greatly affect workers' employment and working conditions, guidelines (MHLW public notice No. 318 of FY2016) were formulated on matters to be taken by companies, etc. in assignment of business and mergers in FY2016.

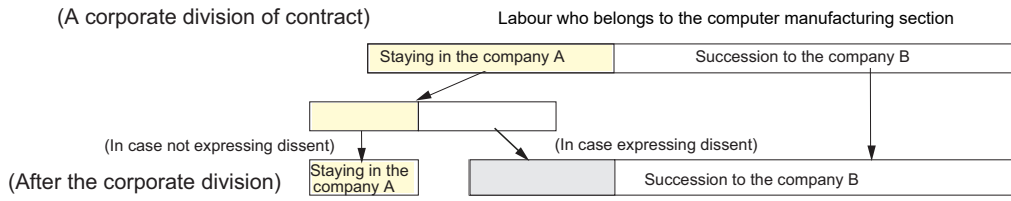
○ **Labour protection at concrete procedure for corporate division (in case of absorption-type company split)**



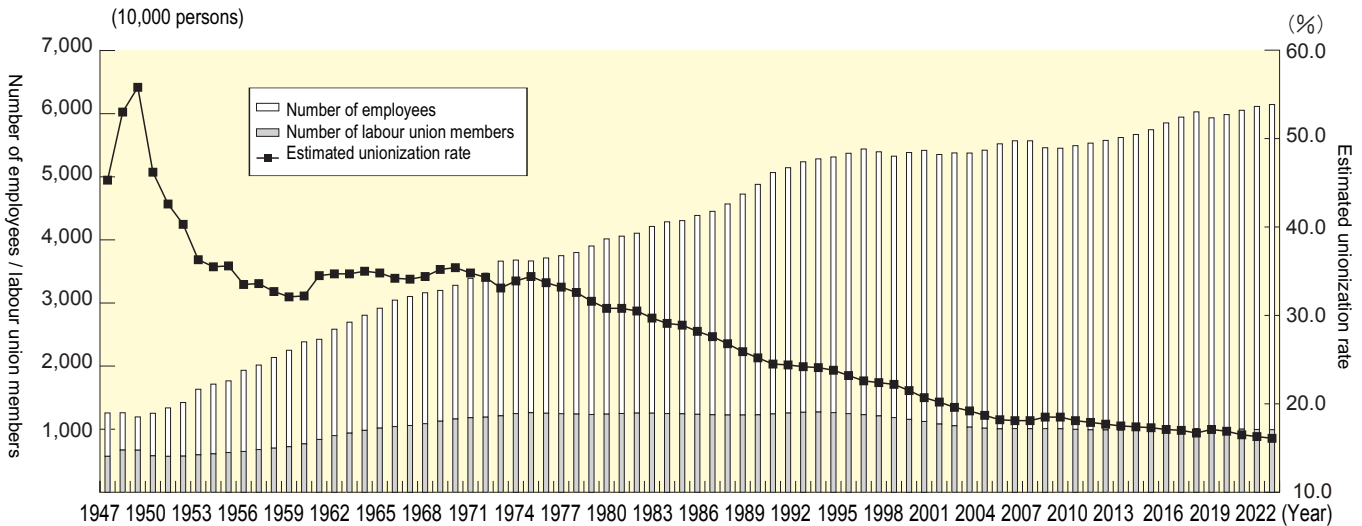
As the company A conducts company, it concludes a split agreement with the company B. The split agreement is provided so as to specify names of all labour, who are succeeded to the company B from the company A, and the labour contract which provides wage and working hours are succeeded to the company B in the same condition when they worked at the company A by that the split agreement has been approved by a general meeting of stockholders. As the company A conducts company split, it concludes a split agreement with the company B. The split agreement is provided so as to specify names of all labour, who are succeeded to the company B from the company A, and the labour contract which provides wage and working hours are succeeded to the company B in the same condition when they worked at the company A by that the split agreement has been approved by a shareholders meeting.

The labour who engaged in the computer manufacturing section before the corporate division is informed within definite period from the company A about which company they will belong to and rules of the split agreement after the company has been divided.

The labour who were informed to stay in the company A and to be cut off from the work in the computer manufacturing section which they had engaged in can be succeeded to the company B by expressing dissent against the company A within definite period, and can work in the computer manufacturing section on and on (referring to the gray-shaded part on the below chart).



## Detailed Data 1 Current State of Labour Unions

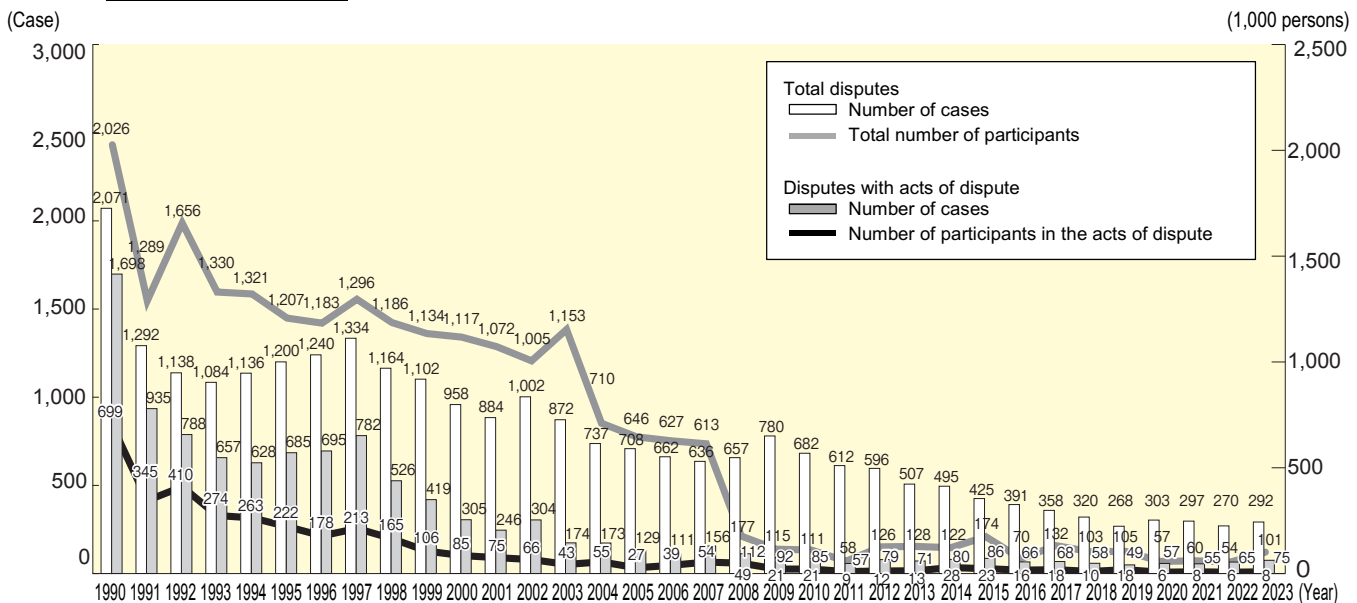


Source: "Basic Survey on Labour Unions", Employment, Wage and Labour Welfare Statistics Office to the Councilor, Director-General for Statistics, Information System Management and Industrial Relations, MHLW

"Labour Force Survey", Statistics Bureau, Ministry of Internal Affairs and Communications

- (Note)
1. The number of employees indicates the figures for June in the respective years of the Labour Force Survey.
  2. "Estimated unionization rate" was calculated by dividing the number of labour union members by number of employees.
  3. The number of labour union members indicates that of unit labour unions up to 1952 and that of unitary labour unions from 1953 onward. The same applies to the calculation of "the estimated unionization rate". The survey method of "the Labour Force Survey" (Statistics Bureau, Ministry of Internal Affairs and Communications) that investigates "the number of employees" was revised in 1953 and 1967, and the differences in the number of employees due to the 1967 revision was retroactively applied to that of 1953 and later years.
  4. The number of employees and estimated unionization rate in 2011 were calculated using estimated figures of June 2011 from the "Complementary Estimate of the Great East Japan Earthquake for the Labour Force Survey" published in April 2012 by the Statistics Bureau of the Ministry of Internal Affairs and Communications. Care should therefore be taken with time-series comparison.

## Detailed Data 2 Changes in Number of Disputes, etc.



Source: "Survey on Labour Disputes", Employment, Wage and Labour Welfare Statistics Office to the Councilor, Director-General for Statistics, Information System Management and Industrial Relations, MHLW

- (Note)
1. "Total disputes" indicates the total of the number of disputes that had acts of dispute, and disputes that had no acts of dispute but had an involvement of a third party such as Labour Relations Commissions, etc.
  2. "Total number of participants" indicates the maximum number of members of unions or dispute parties during the duration of the labour dispute regardless of whether the person participated in an act of dispute or not.
  3. "Acts of dispute" indicates the act or counteract hampering the normal business operation performed by the parties concerned with labour relations with the purpose of attaining their respective claims (strike for half a day or more, lock-out, strike for less than half a day, slowdown, or operation management, etc.).
  4. "Number of participants in the acts of dispute" indicates the number of persons that actually performed the acts of dispute.

**Detailed Data 3**
**International Comparison of Number of Labour Disputes, Workers Involved, and Working Days Lost**
**Number of labour disputes**

(unit: case)

Country/region	2005	2010	2015	2019	2020	2021	2022	2023
Japan <sup>1)</sup>	50	38	39	27	35	32	33	39
United States <sup>2)</sup>	22	11	12	25	8	16	23	33
Canada <sup>3)</sup>	260	174	237	128	66	186	176	778
united Kingdom <sup>4)</sup>	116	92	106	96	-	-	749	-
Germany <sup>5)</sup>	-	131	1,618	1,252	1,265	1,251	1,532	5,217
France <sup>6)</sup>	699	-	-	-	-	-	-	-
Sweden <sup>7)</sup>	14	5	5	6	0	2	4	6
Russia <sup>8)</sup>	2,575	-	5	0	2	2	1	1
Hong Kong <sup>9)</sup>	1	3	2	-	-	-	-	-
Korea <sup>10)</sup>	287	86	105	141	105	141	132	223
Malaysia <sup>11)</sup>	3	2	-	-	-	-	-	-
Thailand <sup>12)</sup>	9	3	6	7	1	-	1	6
Indonesia	96	82	10	-	-	-	-	-
Philippines <sup>13)</sup>	26	8	5	18	5	-	6	3
India <sup>14)</sup>	456	429	150	-	-	-	-	-
Australia <sup>15)</sup>	472	-	228	147	77	130	188	198
New Zealand <sup>16)</sup>	60	17	5	110	-	-	-	-

**Number of workers involved**

(unit: 1,000 persons)

Country/region	2005	2010	2015	2019	2020	2021	2022	2023
Japan <sup>1)</sup>	4	2	13	5	1	1	1	2
United States <sup>2)</sup>	100	45	47	426	27	81	121	459
Canada <sup>3)</sup>	199	58	429	46	624	290	207	541
united Kingdom <sup>4)</sup>	93	133	81	40	-	-	328	-
Germany <sup>5)</sup>	17	12	230	88	140	381	285	327
France <sup>6)</sup>	60	-	-	-	-	-	-	-
Sweden <sup>7)</sup>	1	3	0	1	0	7	1	1
Russia <sup>8)</sup>	85	-	1	0	0	0	0	0
Hong Kong <sup>9)</sup>	0	0	0	-	-	-	-	-
Korea <sup>10)</sup>	118	40	77	35	68	51	67	79
Malaysia <sup>11)</sup>	1	0	-	-	-	-	-	-
Thailand <sup>12)</sup>	3	2	2	2	0	-	1	1
Indonesia	57	2	4	-	-	-	-	-
Philippines <sup>13)</sup>	9	3	1	4	3	-	1	0
India <sup>14)</sup>	2,914	1,063	473	-	-	-	-	-
Australia <sup>15)</sup>	241	-	73	53	11	71	122	46
New Zealand <sup>16)</sup>	18	6	2	52	-	-	-	-

**Number of working days lost**

(unit: 1,000 days)

Country/region	2005	2010	2015	2019	2020	2021	2022	2023
Japan <sup>1)</sup>	6	23	15	11	2	1	2	4
United States <sup>2)</sup>	1,736	302	740	3,244	966	1,552	2,195	16,673
Canada <sup>3)</sup>	4,148	1,202	1,846	1,213	1,452	1,324	1,896	6,584
United Kingdom <sup>4)</sup>	224	365	170	206	-	-	2,518	-
Germany <sup>5)</sup>	19	25	1,092	162	195	373	267	590
France <sup>6)</sup>	1,997	3,850	-	-	-	-	-	-
Sweden <sup>7)</sup>	1	29	-	8	0	0	5	4
Russia <sup>8)</sup>	86	-	10	0	1	0	0	0
Hong Kong <sup>9)</sup>	0	0	0	-	-	-	-	-
Korea <sup>10)</sup>	848	511	447	402	554	472	344	355
Malaysia <sup>11)</sup>	5	0	-	-	-	-	-	-
Thailand <sup>12)</sup>	46	50	88	52	2	-	3	18
Indonesia	766	11	37	-	-	-	-	-
Philippines <sup>13)</sup>	123	34	5	147	143	-	15	3
India <sup>14)</sup>	29,665	17,932	2,334	-	-	-	-	-
Australia <sup>15)</sup>	228	-	83	64	34	117	197	99
New Zealand <sup>16)</sup>	30	6	0	0	-	-	-	-

Source: Japan: "Survey on Labour Disputes" (2024.8), MHLW

[U. S.] Bureau of Labor Statistics (BLS) (Feb. 2024) Work Stoppages

 [Canada (from 2015 onwards)] Canadian government website (<https://www.canada.ca/>) As of February 2025

[Thailand (2010 onwards)] Department of Labour Protection and Welfare, Ministry of Labour, Thailand (June

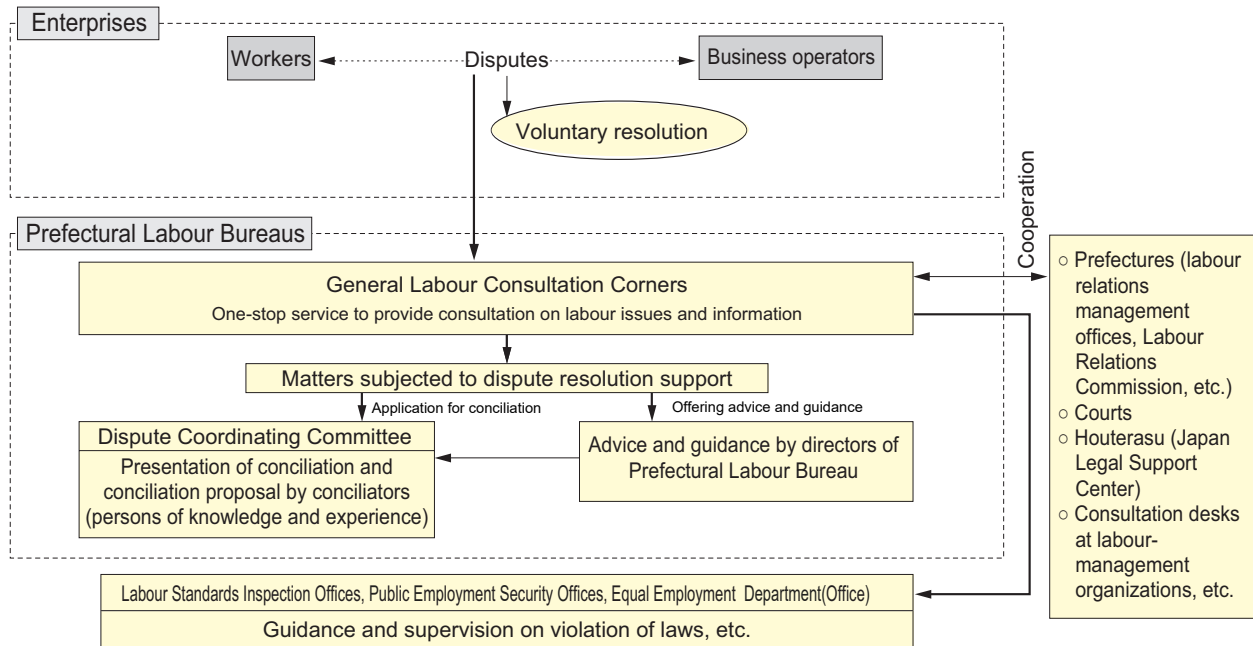
2024), Labour Statistics Yearbook 2023, and others

 Others: ILOSTAT (<https://ilostat.ilo.org/data/>) As of February 2025

- (Note) 1) The number of labour disputes indicates the number of strikes and lockouts involving at least half a day. The number of workers involved indicates the number of those that actually participated in the disputes. Working days lost are the total number of days that workers did not engage in work due to strikes or lockouts.
- 2) Excluding labour disputes involving less than 1,000 workers.
- 3) Subject to disputes involving 10 or more workers-days of participation.
- 4) For 2005, political strikes are excluded. For 2010, strikes lasting less than one day are excluded. From 2015 and onwards, strikes involving less than 10 workers are excluded.
- 5) Excluding disputes lasting less than one day. For 2005, excluding the public sector. For 2019 and onwards, only strikes are included.
- 6) The number of labour disputes is counted per office. The number of labour disputes and the number of workers involved for 2005 indicates that of 2004. The figures for 2010 and later years indicate those of enterprises with 10 or more employees and including public enterprises.
- 7) The number of workers indicates the actual number of participating workers in disputes.
- 8) For 2005, excluding disputes that lasted less than half a day. For 2015, only strikes are included. The number of participants after 2015 is the number of workers who actually participated in disputes.
- 9) The 2005 survey covered workers in the public sector, while the 2010 survey covered workers in the private sector. The number of workers involved represents the figure for those who actually participated in disputes. For 2010, only strikes are included.
- 10) The number of workers involved represents the figure for those who actually participated in disputes. From 2010 and onwards, only strikes are included. From 2015 and onwards, disputes that lasted less than 8 hours are excluded.
- 11) Including strikes only. The number of workers involved indicates the number of those that actually participated in the disputes.
- 12) The figures are the total of lockouts and strikes (calculated by JILPT). For 2022, only lockouts are included, and for 2020, only strikes are included.
- 13) Disputes that lasted less than one day are excluded. The number of workers involved indicates the figure for those who actually participated in disputes. For 2015, only strikes are included. For 2022, agriculture is excluded.
- 14) Excluding disputes involving less than 10 workers. Excluding political strikes in 2005.
- 15) Excluding disputes that lasted less than 10 days. The number of workers involved indicates the number of those that actually participated in the disputes.
- 16) For 2010 and onwards, disputes lasting less than 5 days are excluded. The number of workers involved indicates the number of those that actually participated in the disputes.

# Individual Labour Dispute Resolution System

## Overview Individual Labour Dispute Resolution System



1. Number of cases of consultation delivered to General Labour Consultation Corner: 1,210,412					
[1] Type of those requested for consultation					
Workers	708,689 (58.5%)	Employers	350,810 (29.0%)	Others	150,913 (12.5%)
Foreigners among those who consulted	15,644 (1.3%)	Technical intern trainees among the foreigners	1,273 (0.1%)		
② Breakdown of consultation (* some cases are included in multiple categories, thus the breakdown figures add up to 1,364,006 cases)					
Legal system inquiries	834,829 (61.2%)	Those suspected of violating the Labor Standards Act, etc.	192,961 (14.1%)		
Civil individual labor consultation	266,162 (19.5%)	Others	70,054 (5.1%)		
2. Number of cases of consultation on civil individual labour dispute: 266,162					
[1] Type of those requested for consultation					
Workers	225,215 (84.6%)	Employers	24,796 (9.3%)	Others	16,151 (6.1%)
[2] Employment status of workers					
Regular workers	104,624 (39.3%)	Short time workers	37,275 (14.0%)	Dispatched workers	14,348 (5.4%)
Fixed-term employment workers	31,052 (11.7%)	Others ,unknown	78,863 (29.6%)		
[3] Details of disputes (* some cases are included in multiple categories, thus the breakdown figures add up to 314,049 cases)					
Ordinary dismissal	26,616 (8.5%)	Layoff	2,972 (0.9%)	Punitive dismissal	3,356 (1.1%)
End of Employment	14,677 (4.7%)	Encouragement to retire	25,234 (8.0%)	Informal job offer cancellation	2,157 (0.7%)
Voluntary resignation	42,472 (13.5%)	Temporary transfer/reshuffling	10,384 (3.3%)	Worsened working conditions	30,234 (9.6%)
Other working conditions	51,805 (16.5%)	Bullying/harassment	60,125 (19.1%)	Employment management, etc.	9,705 (3.1%)
Recruitment/adoption	2,634 (0.8%)	Others	31,678 (10.1%)		
3. Number of cases of advice/guidance provided by the directors of Prefectural Labour Bureaus					
(1) Number of applicants: 8,372					
[1] Type of applicants					
Workers	8,341 (99.6%)	Employers	31 (0.4%)		
[2] Employment status of workers					
Regular workers	4,232 (50.5%)	Short time workers	1,598 (19.1%)	Dispatched workers	605 (7.2%)
Fixed-term employment workers	1,440 (17.2%)	Others or unknown	497 (5.9%)		
[3] Details of disputes (* some cases are included in multiple categories, thus the breakdown figures add up to 9,447 cases)					
Ordinary dismissal	641 (6.8%)	Layoff	56 (0.6%)	Punitive dismissal	56 (0.6%)
End of Employment	555 (5.9%)	Encouragement to retire	556 (5.9%)	Informal job offer cancellation	73 (0.8%)
Voluntary resignation	833 (8.8%)	Temporary transfer/reshuffling	488 (5.2%)	Worsened working conditions	1,023 (10.8%)
Other working conditions	2,545 (26.9%)	Bullying/harassment	960 (10.2%)	Employment management, etc.	624 (6.6%)
Recruitment/adoption	84 (0.9%)	Others	953 (10.1%)		
(2) Number of cases processed 8,275					
[1] Completion status					
Advice given	7,935 (95.9%)	Guidance given	3 (0.0%)	Others	20 (0.2%)
Withdrawn	205 (2.5%)	Discontinued	112 (1.4%)		
[2] Processing period					
within 1 month	8,195 (99.0%)	More than 1 month and less than 2 months	64 (0.8%)	More than 2 months	16 (0.2%)
4. Number of cases of conciliation by the Dispute Coordinating Committee					
(1) Number of applications 3,687					
[1] Type of applicants					
Workers	3,642 (98.8%)	Employers	44 (1.2%)	Both labour and management	1 (0.1%)
[2] Employment status of workers					
Regular workers	1,821 (49.4%)	Short time workers	685 (18.6%)	Dispatched workers	320 (8.7%)
Fixed-term employment workers	674 (18.3%)	Others or unknown	187 (5.1%)		
[3] Details of disputes (* some cases are included in multiple categories, thus the breakdown figures add up to 3,992 cases)					
Ordinary dismissal	700 (17.8%)	Layoff	57 (1.5%)	Punitive dismissal	36 (0.9%)
End of Employment	360 (9.2%)	Encouragement to retire	278 (7.1%)	Informal job offer cancellation	88 (2.2%)
Voluntary resignation	134 (3.4%)	Temporary transfer/reshuffling	132 (3.4%)	Worsened working conditions	380 (9.7%)
Other working conditions	629 (16.0%)	Bullying/harassment	800 (20.4%)	Employment management, etc.	120 (3.1%)
Recruitment/adoption	208 (5.3%)				
(2) Number of cases processed: 3,681 (of which 1,880 were held by both parties participating in the mediation events)					
[1] Completion status					
Agreement reached	1,210 (32.9%)	Of which agreed without holding a mediation event	55 (1.5%)		
Withdrawn	152 (4.1%)	Others	16 (0.4%)		
Discontinued	2,303 (62.6%)	Discontinued due to non-participation	1,575 (42.8%)		
[2] Processing period					
within 1 month	1,504 (40.9%)	More than 1 month and less than 2 months	1,221 (33.2%)	More than 2 months	956 (26.0%)

※ ( ) Is the each percentage in total number. Due to rounding fractions, the sum of the percentages may not come to 100%. 144