



PRESS RELEASE

29 March 2019

Fukushima Prefectural Labour
Bureau, Ministry of Health,
Labour and Welfare

Administrator

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Results of supervision and instruction activities for employers of decommissioning workers at the TEPCO Fukushima Daiichi Nuclear Power Plant and employers of decontamination workers in Fukushima Prefecture (for 2018)

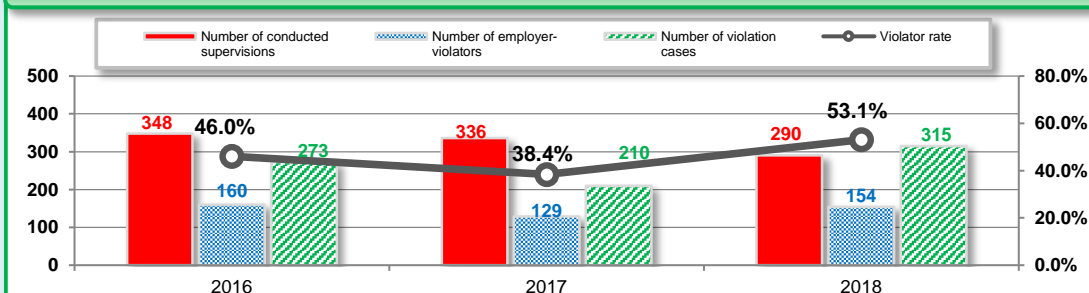
The Fukushima Prefectural Labour Bureau (Director: Kazumi Morito) presents the summarized results of supervision and instruction activities conducted during the twelve-month period from January to December 2018. The workplaces where violations of labour standards-related laws and ordinances were found at the time of supervision and instruction have been instructed to correct the violations, and the status of corrections and improvements thereafter has been checked and confirmed.

Overview of results of supervision and instruction activities

1 Results of supervision and instruction activities for employers of decommissioning workers (*See Material 1 for further details)

- The number of employers for whom supervision has been conducted: **290**
Among the above, the number of employers that violated the laws and regulations related to labour standards: **154**
Violator rate: **53.1%**
- The number of violation cases: **315**
Safety/health-related: **65** (Instructions by primary contractors to subcontractors, non-submission of ionizing radiation medical examination results, etc.)
Working conditions-related: **250** (Payment of premium wages, clarification of working conditions, and submitting of rules of employment, etc.)

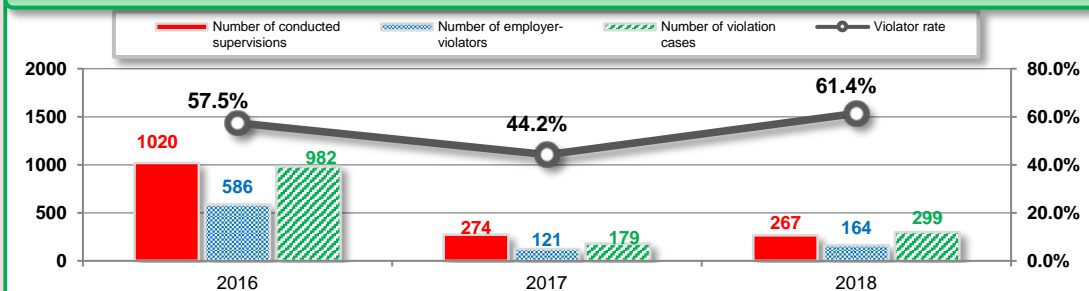
Trend in the numbers of conducted supervisions, employer-violators, and violation cases and the violator rate



2 Results of supervision and instruction activities for employers of decontamination workers (*See Material 2 for further details)

- The number of employers for whom supervision has been conducted: **267**
Among the above, the number of employers that violated the laws and regulations related to labour standards: **164**
Violator rate: **61.4%**
- The number of violation cases: **299**
Safety/health-related: **122** (Instructions by primary contractors to subcontractors, preliminary survey of workplace, etc.)
Working conditions-related: **177** (Payment of premium wage, preparation of wage ledger, statutory working hours, etc.)

Trend in the numbers of conducted supervisions, employer-violators, and violation cases and the violator rate



1 Results of supervision and instruction activities for employers of decommissioning workers (for 2018)

- (1) Supervision and instruction activities were conducted on **290** employers, among which **154** were found to have violated the laws and regulations related to the Labour Standards Act, and the violator rate was **53.1%**. The number of violation cases was **315**.

Items	Period	2015	2016	2017	2018	
		Jan.- Dec.	Jan.- Dec.	Jan.- Dec.	July.- Dec.	Jan.- Dec.
Number of supervised employers		309	348	336	185	290
Number of employer-violators		167	160	129	112	154
Violator rate (%)		54.0%	46.0%	38.4%	60.5%	53.1%
Number of violation cases		308	273	210	232	315
	Safety and health-related, percentage in () indicates ratio to total number	62 (20.1%)	36 (13.2%)	39 (18.6%)	56 (24.1%)	65 (20.6%)
	Working conditions-related, percentage in () indicates ratio to total number	246 (79.9%)	237 (86.8%)	171 (81.4%)	176 (75.9%)	250 (79.4%)

- (2) [1] Figures 1 through 3 show the violator rates, type-specific case numbers of safety and health-related violations and working conditions-related violations.

Figure 1 Violator rates (2016 – 2018)

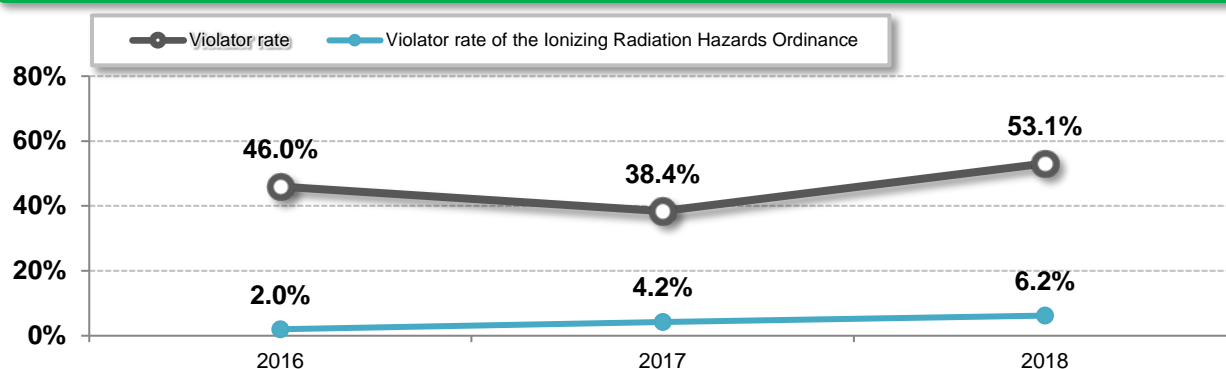


Figure 2 Type-specific numbers of safety and health-related violation cases (Jan. –Dec. 2018)

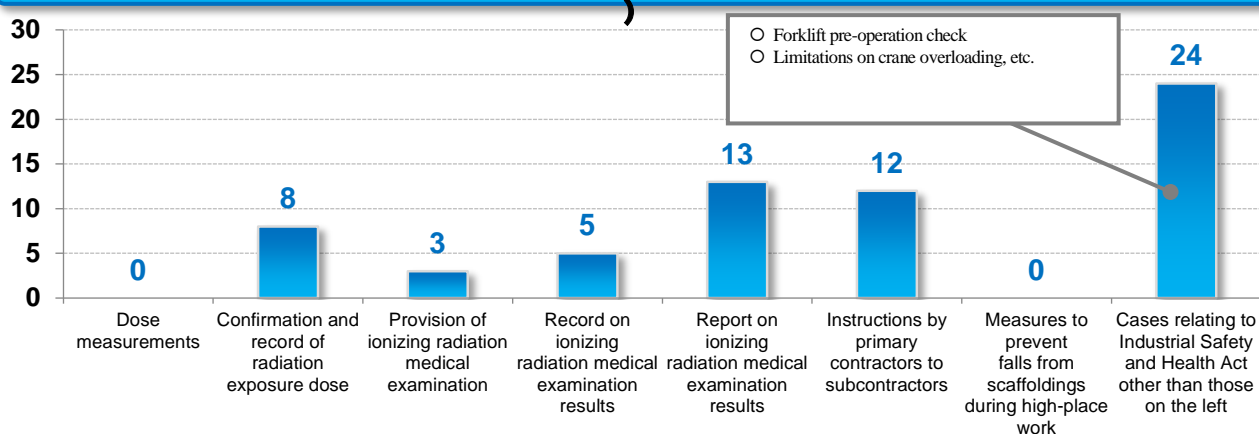
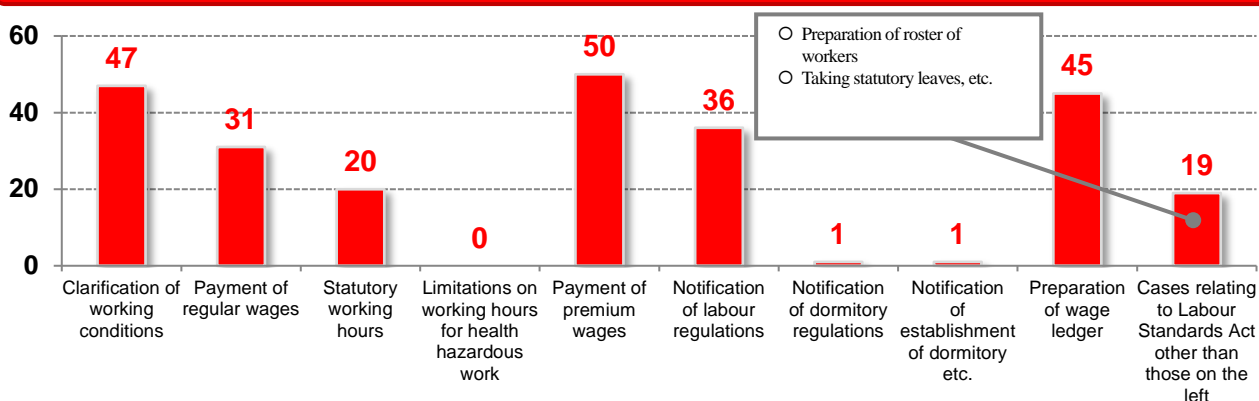


Figure 3 Type-specific numbers of working conditions-related violation cases (Jan.– Dec. 2018)



[2] Details of the safety and health-related violations are as follows:

(a) Violations of the Industrial Safety and Health Act/Ionizing Radiation Hazards Ordinance

Provisions (Industrial Safety and Health Act)	Provisions (Ionizing Radiation Hazards Ordinance)	Items	2015	2016	2017	2018	
			Jan.- Dec.	Jan.- Dec.	Jan.- Dec.	July.- Dec.	Jan.- Dec.
Article 22	Article 8	Measurement of radiation exposure dose	0	0	0	0	0
	Article 9	Confirmation/record of the measurement result of radiation exposure dose	5	0	1	7	8
	Article 38	Use of appropriate masks	0	0	0	0	0
	Article 39	Use of effective protection gear	0	0	0	0	0
	Article 41(2)	Prohibition of smoking, etc.	0	4	0	0	0
Article 66	Article 56	Provision of ionizing radiation medical examination	1	1	0	3	3
	Article 57	Record of ionizing radiation medical examination results	0	0	0	5	5
Article 100	Article 58	Report on ionizing radiation medical examination results	2	2	13	12	13

(b) Violations of the Industrial Safety and Health Act/Violations of the Industrial Safety and Health Act other than those in (a)

Provisions (Industrial Safety and Health Act)	Provisions (Ionizing Radiation Hazards Ordinance)	Items	2015	2016	2017	2018	
			Jan.- Dec.	Jan.- Dec.	Jan.- Dec.	July.- Dec.	Jan.- Dec.
Article 20	Articles 158, 164, etc.	Hazard prevention measures pertaining to the use of vehicle-type construction machines	4	0	0	0	0
	Articles 519, 563, etc.	Measures to prevent falls from scaffoldings during high-place work	7	2	0	0	0
Article 31	Article 653, 655		6	1	0	0	0
Article 29	—	Instructions by primary contractors to subcontractors	20	11	11	10	12
Article 45	Article 167, 168, etc.	Periodical self-inspections of vehicle-type construction machines and forklifts	5	2	2	0	0
Others		Disposal of empty containers previously used to contain organic solvent, etc.	12	13	12	19	24

[3] Details of the working conditions-related violation cases are as follows:

Provisions	Items	2015	2016	2017	2018	
		Jan.- Dec.	Jan.- Dec.	Jan.- Dec.	July.- Dec.	Jan.- Dec.
Article 15	Clear indication of working conditions	39	38	23	35	47
Article 24	Payment of regular wages *	22	18	14	23	31
	(Major breakdowns)	9	13	11	17	24
	• Deduction of social activities fees, accommodation and food costs, etc. without a labour-management agreement • No payment of wages for the hours spent for special medical examination and the dose measurement due to internal exposure	3	1	0	0	1
Article 26	Payment of allowance for absence from work	8	1	0	1	1
Article 32	Statutory working hours	28	23	15	10	20
Article 36	Limitation on working hours for health hazardous work	0	0	0	0	0
Article 37	Payment of premium wages	89	67	61	33	50
Article 89	Drawing up and submitting of rules of employment	5	10	23	26	36
Article 95	Notification of dormitory regulations	0	15	0	1	1
Article 96(2)	Notification of setup, etc. of dormitory	0	17	0	1	1
Article 107	Preparation of roster of workers	4	4	5	6	8
Article 108	Preparation of wage ledger	42	40	22	34	45
Others	Dissemination of the agreements on overtime work and work on days off as described in Article 36 of the Act (so called “36 Agreements”), etc.	9	4	8	6	10

* As violations falling under respective categories of the “Major breakdown” are counted individually and the types of violations are not limited to those “Major breakdown” categories, the number of cases in “Payment of regular wages” and the total number of cases of the “Major breakdown” categories do not match.

(3) Major violation cases (July – December 2018) are as follows:

(1) Safety and health-related

- Notification of dose measurement results (Article 9 of the Ordinance on Prevention of Ionizing Radiation Hazards)

Although the employers measured the exposure doses of radiation workers every three months, they did not inform the radiation workers of the results of the measurements without delay.

- Recording of the results of the ionizing radiation medical examination (Article 57 of the Ordinance on Prevention of Ionizing Radiation Hazards)

The employers had not prepared individual ionizing radiation medical examination results cards and provided them to their workers.

- Instructions by primary contractors to subcontractors (Article 29 of the Industrial Safety and Health Act)

Primary contractors are responsible for instructing their subcontractors not to violate any laws (violations include the failure to promptly submit the report on results of the ionizing radiation medical examination to the Labour Standards Inspection Office having jurisdiction). However, their instructions were not adequate.

- Work necessitating special education (Article 36 of the Ordinance on Industrial Safety and Health)

The employer had their workers who had not been provided special education, to be engaged in dangerous or health hazardous work as prescribed in the Ordinance of the Ministry of Health, Labour and Welfare (work operating a hoist).

- Disposal of empty containers which were previously used to contain organic solvent (Article 36 of the Ordinance on Prevention of Organic Solvent Poisoning)

Empty containers suspected to emit organic solvent vapor were stored indoors, without being sealed.

(2) Working conditions-related

- Payment of premium wages (Article 37 of the Labour Standards Act)

(i) As a result of not having properly understood the working hours of their workers, the employers did not pay the premium wages that were calculated at no less than 25% of the rate for ordinary working hours.

(ii) No premium wages, calculated at no less than 25% of the rate for ordinary working hours, were paid for overtime work performed exceeding ordinary working hours of 40 hours a week.

(iii) When calculating the unit rate of premium wages, various allowances were excluded.

- Clear indication of working conditions (Article 15 of the Labour Standards Act)

At the time of employment of workers, the employer did not clearly indicate necessary items to the workers such as leave, wage determination / calculation method, and retirement in the written statement describing working conditions (Notice of Working Conditions).

- Drawing up of the rules of employment (Article 89 of the Labour Standards Act)

Although having altered the matter pertaining to the times at which work begins and ends, the employer did not revise that part of the rules of employment and did not notify the relevant government agency of the change.

- Preparation of wage ledger (Article 108 of the Labour Standards Act)

The wage ledger did not have a record of working hours.

2 Results of supervision and instruction activities for employers of decontamination workers (for 2018)

- (1) Supervision and instruction activities were conducted on **267** employers, among which **164** were found to have violated the laws and regulations related to labour standards, and the violator rate was **61.4%**.
The number of violations cases was **299**.

Items	Period	2015	2016	2017	2018	
		Jan.- Dec.	Jan.- Dec.	Jan.- Dec.	July - Dec.	Jan.- Dec.
Number of supervised employers		1,299	1,020	274	171	267
Number of employer-violators		839	586	121	110	164
Violator rate (%)		64.6%	57.5%	44.2%	64.3%	61.4%
Number of violation cases		1,586	982	179	203	299
	Safety and health-related, percentage in () indicates ratio to total number	895 (56.4%)	497 (50.6%)	118 (65.9%)	80 (39.4%)	122 (40.8%)
	Working conditions-related, percentage in () indicates ratio to total number	691 (43.6%)	485 (49.4%)	61 (34.1%)	123 (60.6%)	177 (59.2%)

- (2) When the violator rate is classified by types of ordering agency, violator rate of the work sites ordered by the Government was **57.0%**, and that of the work sites ordered by municipal authorities was **66.9%**.

Status of implemented supervision and instruction activities for employers of decontamination works (by types of ordering agency)

	2016		2017		2018			
	Jan.- Dec.		Jan.- Dec.		July - Dec.		Jan.- Dec.	
	Ordered by the Government	Ordered by the Municipalities	Ordered by the Government	Ordered by the Municipalities	Ordered by the Government	Ordered by the Municipalities	Ordered by the Government	Ordered by the Municipalities
Number of supervised employers	500	520	157	117	84	87	149	118
Number of employer-violators	204	382	50	71	50	60	85	79
Violator rate (%)	40.8%	73.5%	31.8%	60.7%	59.5%	69.0%	57.0%	66.9%
Number of violation cases	352	630	69	110	81	122	144	155
	Safety and health-related, percentage in () indicates ratio to total number	135 (38.4%)	362 (57.5%)	23 (33.3%)	95 (86.4%)	26 (32.1%)	54 (44.3%)	39 (27.1%)
	Working conditions-related, percentage in () indicates ratio to total number	217 (61.6%)	268 (42.5%)	46 (66.7%)	15 (13.6%)	55 (67.9%)	68 (55.7%)	72 (46.5%)

- (3) [1] Figures 4 through 6 show the violator rates, type-specific case numbers of safety and health-related violations and working conditions-related violations.

Figure 4 Violator rates (2016 –2018)

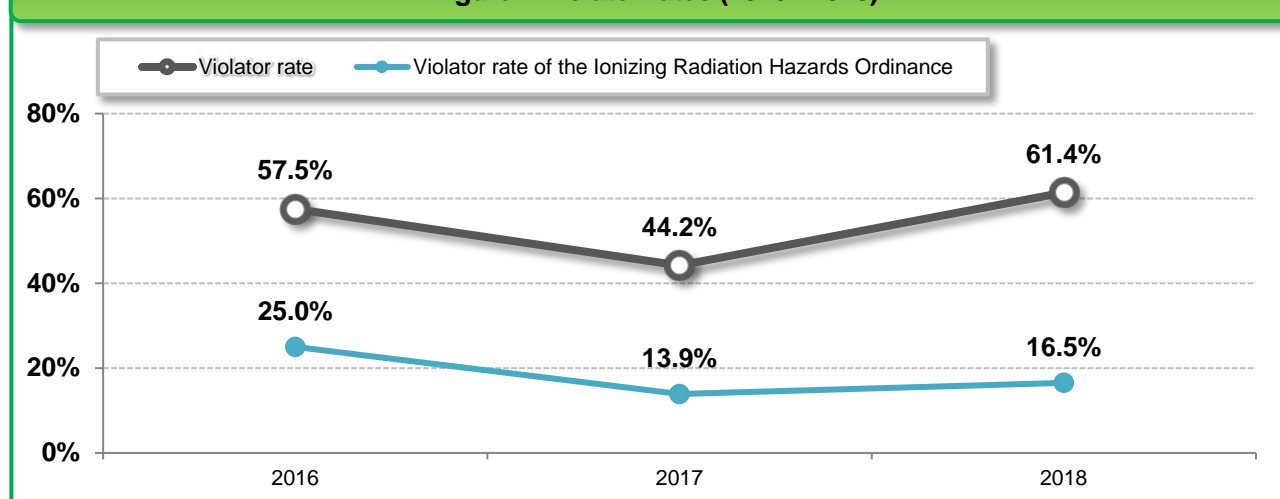


Figure 5 Type-specific numbers of safety and health-related violation cases (Jan. – Dec. 2018)

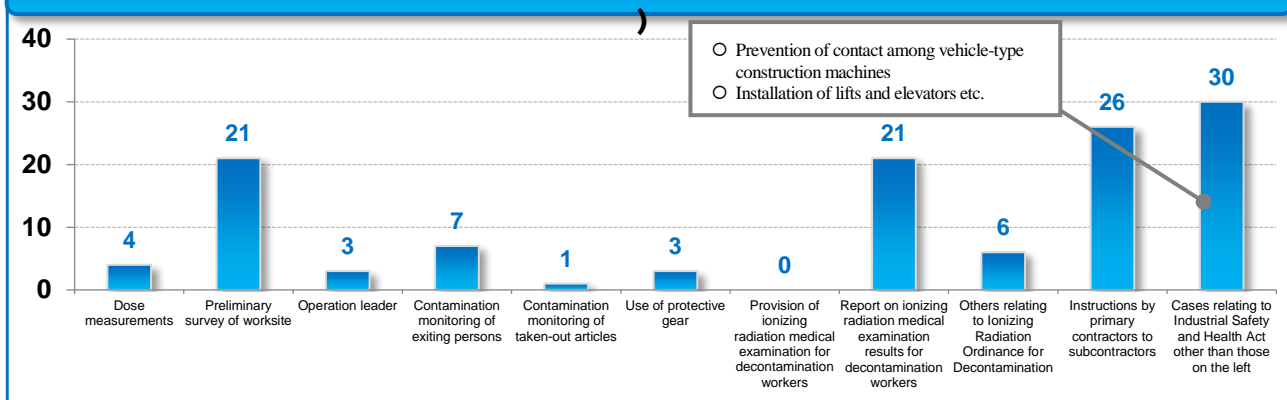
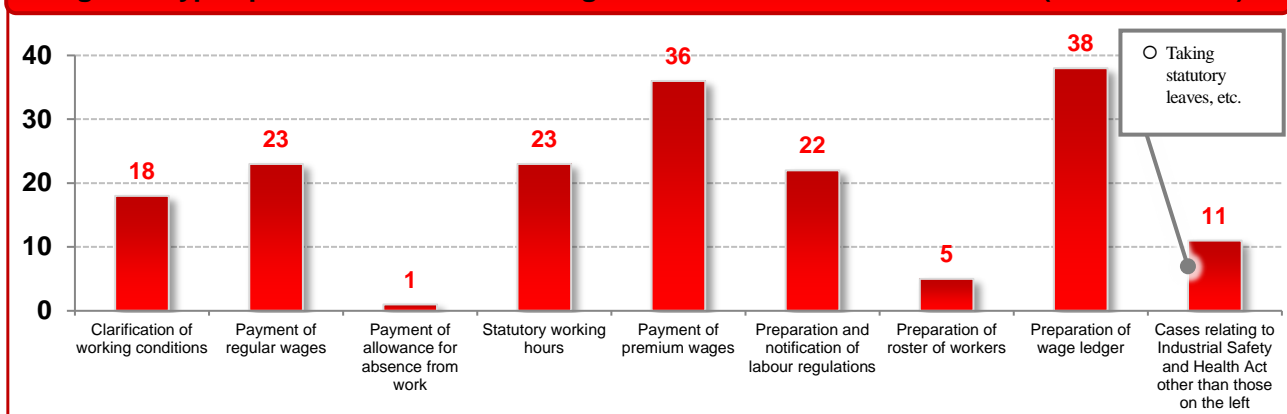


Figure 6 Type-specific numbers of working conditions-related violation cases (Jan.-Dec. 2018)



[2] Details of the safety and health-related violations are as follows:

(a) Violations of the Industrial Safety and Health Act/Ionizing Radiation Ordinance for Decontamination

Provisions (Industrial Safety and Health Act)	Provisions (Ionizing Radiation Ordinance for Decontamination)	Items	Period				
			2015 Jan.- Dec.	2016 Jan.- Dec.	2017 Jan.- Dec.	2018	
Article 22	Article 5	Dose measurements	92	44	10	3	4
	Article 7	Preliminary survey of the worksite	122	101	20	13	21
	Article 9	Operation leader	24	13	0	2	3
	Article 14	Contamination monitoring of exiting persons	18	4	2	1	7
	Article 15	Contamination monitoring of taken-out articles	15	0	1	0	1
	Article 16	Use of protective gear	47	17	9	2	3
Article 59	Article 19	Provision of decontamination work-related special education	6	1	0	0	1
Article 66	Article 20	Provision of ionizing radiation medical examination for decontamination workers	18	4	0	0	0
Article 100	Article 24	Report on the results of ionizing radiation medical examination for decontamination workers	87	107	9	20	21
Others		Record of the results of ionizing radiation medical examination for decontamination workers, etc.	41	11	2	4	5

(b) Violations of the Industrial Safety and Health Act/Violations of the Industrial Safety and Health Act other than those in (a)

Provisions (Industrial Safety and Health Act)	Provisions (Ionizing Radiation Hazards Ordinance)	Items	Period				
			2015 Jan.- Dec.	2016 Jan.- Dec.	2017 Jan.- Dec.	2018	
Article 20	Article 155	Operation plan pertaining to the use of vehicle-type construction machines	11	8	9	0	0
	Articles 158, 164 etc.	Hazard prevention measures pertaining to the use of vehicle-type construction machines	29	13	1	5	9
	Articles 519, 563, etc.	Measures to prevent falls from scaffoldings during high-place work	19	6	0	0	1
Article 31	Article 653, 655, etc.		13	5	0	0	2
Article 29	—	Instructions by primary contractors to subcontractors	182	108	29	16	26
Article 45	Article 167, 169-2, etc.	Periodical self-inspections of vehicle-type construction machines	12	8	2	1	1
Article 23	Article 540	Securement of safe passages for workers	4	4	0	0	0
Others		Appointment/duties of operations chief	155	43	24	13	17

[3] Details of the working conditions-related violation cases are as follows:

Provisions	Items	Period				
		2015	2016	2017	2018	
		Jan.- Dec.	Jan.- Dec.	Jan.- Dec.	July - Dec.	Jan.- Dec.
Article 15	Clear indication of working conditions	102	46	4	10	18
Article 24	Payment of regular wages *	56	36	3	17	23
	(Major breakdowns) • Deduction of social activities fees, accommodation and food costs, etc. without a labour-management agreement	33	24	1	6	9
	• No payment of wages for the hours spent for special medical examination and the dose measurement due to internal exposure	16	6	2	4	7
Article 26	Payment of allowance for absence from work	4	1	0	1	1
Article 32	Statutory working hours	93	77	12	19	23
Article 37	Payment of premium wages	219	159	23	27	36
Article 89	Drawing up and submitting of rules of employment	52	23	5	11	22
Article 107	Preparation of roster of workers	36	29	1	4	5
Article 108	Preparation of wage ledger	90	86	11	27	38
Others	Taking statutory leaves, notification of dormitory regulations, etc.	39	28	2	7	11

* As violations falling under respective categories of the “Major breakdown” are counted individually and the types of violations are not limited to those “Major breakdown” categories, the number of cases in “Payment of regular wages” and the total number of cases of the “Major breakdown” categories do not match.

(3) Major violation cases (July-December 2018) are as follows:

(1) Safety and health-related

- Instructions by primary contractors to subcontractors (Article 29 of the Industrial Safety and Health Act)
Primary contractors are responsible for instructing their subcontractors not to violate any laws (violations include the failure to promptly submit the report on the results of decontamination/ionizing radiation medical examination to the Labour Standards Inspection Office having jurisdiction). However, their instructions were not adequate.
- Preliminary survey of work areas (Article 7 of the Ionizing Radiation Ordinance for Decontamination)
The results of the preliminary survey of radioactivity concentration of contaminated soil were not explained to the workers.
- Dose measurements (Article 5 of the Ionizing Radiation Ordinance for Decontamination)
External radiation doses were not measured.
- Report on the results of decontamination/ionizing radiation medical examination (Article 24 of the Ionizing Radiation Ordinance for Decontamination)
At the time of conducting a decontamination /ionizing radiation medical examination, no report on the results of decontamination/ionizing radiation medical examination was submitted without delay to the Labour Standards Inspection Office having jurisdiction.
- Use for other than main purpose (Article 164 of the Industrial Safety and Health Act)
A vehicle type construction machine was used for other than its main purpose.

(2) Working conditions-related

- Payment of premium wages (Article 37 of the Labour Standards Act)
 - (i) No premium wages, calculated at no less than 25% of the rate for ordinary working hours, were paid for overtime work performed exceeding ordinary working hours of 40 hours a week.
 - (ii) When calculating the unit rate of premium wages, various allowances were excluded.
- Statutory working hours (Article 32 of the Labour Standards Act)
 - (i) Workers were forced to work more than 8 hours a day, 40 hours a week without conclusion and notification of the agreements on overtime work and work on days off as described in Article 36 of the Act (so called “36 Agreements”).
 - (ii) Workers were forced to work longer than hours prescribed in the “36 Agreements”.
- Preparation of wage ledger (Article 108 of the Labour Standards Act)
The wage ledger did not have a record of working hours.

3 Major efforts in 2018 and future action

(1) Decommissioning work-related

[1] Major efforts

- a. Demanded TEPCO to take thorough preventive measures against heat stroke (4 June)
- b. Demanded primary contractors to take thorough preventive measures against heat stroke (4 June)
- c. Held instruction meetings for decommissioning contractors on legal compliance (4 times in total on 8 and 9 March and again 4 times in total on 28 and 29 August)
- d. Attended the “Committee on measures for industrial safety and health in the Fukushima Prefecture safety monitoring council on nuclear power plant decommissioning” (23 January, 7 June and 16 November)
- e. Attended the “On-site coordinating meeting for decommissioning and contaminated water” (6 February, 6 April, 6 June, 23 August, and 2 November)

[2] Future action

We will continue necessary instruction activities for employers of workers engaged in decommissioning with regard to the implementation of safety and health measures in accordance with applicable laws and regulations and “**Guidelines on occupational safety and health management at the TEPCO Fukushima Daiichi Nuclear Power Plant**”.

In cooperation with TEPCO and other relevant organizations, we will also make efforts to notify all employers on the site about the laws and regulations regarding workers’ health management and working conditions, and to aggressively promote legal compliance with higher priority on the supervision and instruction of measures concerning working conditions including the payment of premium wages.

(2) Decontamination work-related

[1] Major efforts

- a. Dispatched a lecturer to make a presentation on safety management at the meeting of the “Workshop for the Fukushima Regional Environmental Office Staff Members in Charge of Decontamination” (10 April)
- b. Held briefings regarding the Ionizing Radiation Ordinance for Decontamination and other regulations for Fukushima Prefecture staff members in charge of decontamination (24 May)
- c. Made a presentation on the Ionizing Radiation Ordinance for Decontamination and on other topics at “The 1st Special Workshop for Municipalities, 2018” (24 May)
- d. Demanded ordering agencies and accident prevention organizations to take thorough preventive measures against heat stroke (4 June)
- e. Conducted workplace safety patrols at decontamination sites jointly by the Fukushima Prefectural Labour Bureau, the Fukushima Regional Environmental Office, and the Fukushima Prefectural Government (9 and 20 July, 4 October, and 26 November)
- f. Demanded both the Fukushima Regional Environmental Office and the primary contractors for any work ordered by the Fukushima Regional Environmental Office to cooperate in the prevention of the occurrence of occupational injuries and diseases at the “Work Optimization and Safety Measures Council in the Fukushima Regional Environment Office” (10 July, 30 August, and 6 December)

[2] Future action

We will give required instructions to employers of workers engaged in work for interim storage facilities and for carrying in contaminated soils, and will continue to give required instructions to employers of workers engaged in decontamination work in the specified reconstruction and recovery zones so that safety and health measures will be implemented on the basis of applicable laws and regulations and the “**General measures for improvement of level of compliance with laws and ordinances for decontamination work.**”

In cooperation with the respective ordering agency, we will also give instructions for thorough legal compliance in relation to the supervision and instruction regarding the measures for working conditions such as payment of premium wages, etc.

A List of Provisions from the Related Laws

Labour Standards Act (Extracted)

(Clear Indication of Working Conditions)

Article 15.

1. In concluding a labour contract, the Employer shall clearly indicate the Wages, working hours and other working conditions to the Worker. In this case, matters concerning Wages, working hours and other matters stipulated by Ordinance of the Ministry of Health, Labour and Welfare shall be clearly indicated in the manner prescribed by Ordinance of the Ministry of Health, Labour and Welfare.

(The rest omitted)

(Payment of Wages)

Article 24.

1. Wages shall be paid in currency and in full directly to Workers; provided, however, that payment other than in currency may be permitted in cases otherwise provided for by laws and regulations or collective agreement, or in cases where a reliable method of payment of Wages defined by Ordinance of the Ministry of Health, Labour and Welfare is provided for; and partial deduction from Wages may be permitted in cases otherwise provided for by laws and regulations or in cases where there exists a written agreement with a labour union organized by a majority of the Workers at the workplace (in cases where such labour union exists), or with a person representing a majority of the Workers (in cases where such labour union does not exist).
2. Wages shall be paid at least once a month on a definite date; provided, however, that this shall not apply to extraordinary Wages, bonuses, and their like as defined by Ordinance of the Ministry of Health, Labour and Welfare (referred to as "Special Wages etc." in Article 89).

(Allowance for Absence from work)

Article 26.

In the event of an absence from work for reasons attributable to the Employer, the Employer shall pay an allowance equal to at least 60 percent of the Worker's average Wage to each Worker concerned during said period of absence from work.

(Working Hours)

Article 32.

1. Employers shall not have Workers work more than 40 hours per week, excluding rest periods.
2. Employers shall not have Workers work more than 8 hours per day for each day of the week, excluding rest periods.

(Days Off)

Article 35.

1. Employers shall provide Workers with at least one day off per week.
2. The provisions set forth in the preceding paragraph shall not apply to an Employer who provides Workers with 4 days off or more over any four-week period.

(Overtime Work and Work on Days Off)

Article 36.

1. If an Employer has entered into a written agreement either with a labour union organized by a majority of the Workers at the workplace (in cases where such labour union exists) or with a person representing a majority of the Workers (in cases where such union does not exist) and has notified the relevant government agency of such agreement, the Employer may, notwithstanding the provisions with respect to working hours stipulated in Articles 32 through 32-5 or Article 40 (hereinafter in this Article referred to as "Working Hours") or the provisions with respect to days off stipulated in the preceding Article (hereinafter in this paragraph referred to as "Days Off"), extend the Working Hours or have Workers work on Days Off in accordance with the provisions of said agreement; provided, however, that the extension of Working Hours for belowground labour and other work particularly harmful to health as stipulated by Ordinance of the Ministry of Health, Labour and Welfare shall not exceed 2 hours per day.

(The rest omitted)

(Premium Wages for Overtime Work, Work on Days Off and Night Work)

Article 37.

1. If an Employer extends the working hours or has a Worker work on a day off pursuant to the provisions of Article 33 or paragraph 1 of the preceding Article, the Employer shall pay Premium Wages for work during such hours or on such days at a rate no less than the rate stipulated by cabinet order within the range of no less than 25 percent and no more than 50 percent over the normal Wage per working hour or working day; provided, however, that in cases when extended working hours exceed 60 hours per month, the Employer shall pay Premium Wages for the excess working hours at a rate not less than 50 percent over the normal Wage per working hour.
(Paragraph 2 and Paragraph 3 omitted)
4. In the event that an Employer has a Worker work between 10 p.m. and 5 a.m. (or between 11 p.m. and 6 a.m., in cases when the Minister of Health, Labour and Welfare recognizes the necessity of the application of those hours at a certain area or time of year), the Employer shall pay Premium Wages for work during such hours at a rate no less than 25 percent over the normal Wage per working hour.
5. Family allowances, commutation allowances, and other elements of Wages as stipulated by Ordinance of the Ministry of Health, Labour and Welfare shall not be added to the base Wages underlying the Premium Wages set forth in paragraph 1 and the preceding paragraph.

(Responsibility for Drawing up and Submitting)

Article 89.

Employers who continuously employ 10 or more Workers shall draw up rules of employment covering the following items and shall submit those rules of employment to the relevant government agency. In the event that the Employer alters the following items, the same shall apply:

- (1) Matters pertaining to the times at which work begins and ends, rest period, days off, leave, and matters pertaining to shifts when Workers are employed in two or more shifts;
- (2) Matters pertaining to the methods for determination, calculating and payment of Wages (excluding Special Wages and the like; hereinafter in this item the same qualification shall apply); the dates for closing accounts for Wages and for payment of Wages; and increases in Wages;
- (3) Matters pertaining to retirement (including grounds for dismissal);
- (3-2) In the event that there are stipulations for retirement allowances, matters pertaining to the scope of Workers covered; methods for determination, calculation, and payment of retirement allowances; and the dates for payment of retirement allowances;
- (4) In the event that there are stipulations for Special Wages and the like (but excluding retirement allowances) and/or minimum Wages, matters pertaining thereto;
- (5) In the event that there are stipulations for having Workers bear the cost of food, supplies for work, and other expenses, matters pertaining thereto;
- (6) In the event that there are stipulations concerning safety and health, matters pertaining thereto;
- (7) In the event that there are stipulations concerning vocational training, matters pertaining thereto;
- (8) In the event that there are stipulations concerning accident compensation and support for injury or illness outside the course of employment, matters pertaining thereto;
- (9) In the event that there are stipulations concerning commendations and/or sanctions, matters pertaining to their kind and degree;
- (10) In the event that there are stipulations applicable to all Workers at the workplace in addition to those contained in the preceding items, matters pertaining thereto.

(Order in Dormitory Life)

Article 95.

1. Employers who have Workers live in dormitories attached to the Business shall draw up dormitory rules with respect to the following items and shall notify such rules to the relevant government agency. In the event that the Employer alters these rules, the same shall apply:
 - (1) Matters pertaining to rising, sleeping, going out, and staying out overnight;
 - (2) Matters pertaining to regular events;
 - (3) Matters pertaining to meals;
 - (4) Matters pertaining to safety and health;
 - (5) Matters pertaining to the management of buildings and facilities.

(The rest omitted)

(Administrative Action for Supervision)

Article 96-2.

1. In the event that an Employer seeks to establish, move, or alter a dormitory attached to a Business that continuously employs 10 or more Workers or a dormitory attached to an Business that is dangerous or injurious to one's health as stipulated by the Ordinance of the Ministry of Health, Labour and Welfare, the Employer shall submit to the relevant government agency plans that have been established in accordance with standards concerning the prevention of danger, injury and other matters, as set forth in the Ordinance of the Ministry of Health, Labour and Welfare issued pursuant to the provisions of the preceding Article, no later than 14 days prior to the start of the construction of said dormitory.

(The rest omitted)

(Roster of Workers)

Article 107.

1. Employers shall prepare a roster of Workers for each workplace with respect to each Worker (excluding day labourers) and shall enter the Worker's name, date of birth, personal history, and other matters as set forth by Ordinance of the Ministry of Health, Labour and Welfare.
2. In the event of a change in any of the matters entered pursuant to the provisions of the preceding paragraph, the Employer shall make a correction without delay.

(Wage Ledger)

Article 108.

Employers shall prepare a Wage ledger for each workplace and shall enter the facts upon which Wage calculations are based, the amount of Wages, and other matters as set forth by Ordinance of the Ministry of Health, Labour and Welfare without delay each time Wage payments are made.

Regulations for a Dormitory Attached to a Construction Contractor (Extracted)

(Notification of Dormitory Regulations)

Article 2.

1. Notification of Dormitory Regulations under the provisions of Paragraph 1 of Article 95 of the Act must be submitted to the Head of the Labour Standards Inspection Office having jurisdiction over the area in which the said workplace exists (hereinafter referred to as "Head of the Relevant Labour Standards Inspection Office"). However, in the event that the Head of the Labour Standards Inspection Office for the location of the dormitory differs from the Head of the Relevant Labour Standards Inspection Office, the notification may be submitted to the Head of the Labour Standards Inspection Office having jurisdiction over the location of the dormitory.

(The rest omitted)

(Notification of Setup and the Like of a Dormitory)

Article 5-2.

- 1 Any person that intends to submit a notification under Paragraph 1 of Article 96-2 of the Act must submit such a notification prepared in the appended form to the Head of the Relevant Labour Standards Inspection Office with the following documents attached thereto.
 - (1) Drawing(s) showing conditions of surroundings and relations with all neighbors
 - (2) Top view and cross-sectional drawings of each floor of the building

(The rest omitted)

Industrial Safety and Health Act (Extracted)

(Operations Chief)

Article 14.

For operations designated by Cabinet Order as those which require prevention control of industrial accidents, such as operations within high pressure rooms, the employer shall, as provided for by the Ordinance of the Ministry of Health, Labour and Welfare, appoint an Operations Chief in accordance with the classification of work, from among those licensed by the Director of the Prefectural Labor Bureau, or those who have finished the skill training course conducted by one

registered by the Director of the Prefectural Labor Bureau, and have the said person direct the employees engaged in the said work and handle other matters provided for by the Ordinance of the Ministry of Health, Labour and Welfare.

(Measures to Be Taken by Employers, etc.)

Article 20.

The employer shall take necessary measures for preventing the following dangers:

- (1) Dangers due to machines, instruments and other equipment (hereinafter referred to as "machines, etc.")
- (2) Dangers due to substances of an explosive nature, substances of a combustible nature and substances of an inflammable nature
- (3) Dangers due to electricity, heat and other energy

(Measures to Be Taken by Employers, etc.)

Article 22.

The employer shall take necessary measures for preventing health impairment as follows:

- (1) Health impairment due to raw materials, gases, vapors, dusts, insufficient oxygen in air, pathogens, etc.
- (2) Health impairment due to radiation, high temperatures, low temperatures, ultrasonic waves, noises, vibration, abnormal atmospheric pressure, etc.
- (3) Health impairment due to operations such as gauge monitoring, precision work, etc.
- (4) Health impairment due to exhaust fumes, waste fluid or solid wastes.

(Measures to Be Taken by Employers, etc.)

Article 23.

The employer shall, respecting the buildings and other workshops where he employs workers, take necessary measures for the maintenance of passages, floor and stair areas, and also for ventilation, lighting, illumination, heating, and moisture prevention. In addition, the employer shall take necessary measures for rest, evacuation and sanitation, and also measures required for maintaining the health, morale and life of workers.

(Measures to Be Taken by Principal Employers, etc.)

Article 29.

1. The principal employer shall give necessary guidance lest the related contractors and the workers employed by the related contractors should contravene the provisions of this Act or Ordinances issued thereunder with respect to the said work.
2. The principal employer shall, where he recognizes that the related contractors or workers employed by them have contravened the provisions of this Act or ordinances issued thereunder with respect to the said work, give the instruction necessary for rectification.
3. The related contractors or workers employed by the related contractors who have received the said instruction under the preceding paragraph shall follow the said instruction.

(Measures to Be Taken by Principal Employers, etc.)

Article 31.

1. When the orderer, who carries out the work from specified undertakings by oneself, has workers, employed by the contractors of the said orderer (where the said work is carried out under subcontracts of several levels, the parties to all the subcontracts subsequent to the contract of the contractor shall be included; this also applies Article 31-4) at the said worksite, use buildings, equipment and raw materials (hereinafter referred to as "buildings, etc."), the said orderer shall take necessary measures for preventing industrial accidents among the said workers in respect to the said buildings, etc.

(The rest omitted)

(Periodical Self Inspection)

Article 45.

1. The employer shall, as provided for by the Ordinance of the Ministry of Health, Labour and Welfare, conduct self inspection periodically and keep the records of the result in respect to boilers and other machines, etc., specified by Cabinet Order.
2. The employer shall - when he conducts voluntary inspection as provided for by the Ordinance of the Ministry of Health, Labour and Welfare (hereinafter referred to as "specified voluntary inspection") among self inspections under

the provisions of the preceding paragraph in respect to machines, etc., as specified by Cabinet Order set forth in the same paragraph - have an employee who has the qualifications provided for by the Ordinance of the Ministry of Health, Labour and Welfare or one who registered under the provisions of paragraph (1) of Article 54-3 and carries out professional specified self inspection in respect to the said machines, etc., in response to others' requests (hereinafter referred to as "registered inspection agency") carry it out.

(The rest omitted)

(Safety and Health Education)

Article 59.

1. The employer shall, when a new worker is employed, give the said worker education for safety and/or health concerning work operations in which the worker is to be engaged, as provided for by the Ordinance of the Ministry of Health, Labour and Welfare.
2. The provisions of the preceding paragraph shall apply mutatis mutandis when the contents of the operations have been changed.
3. The employer shall, when a worker is to be placed in the dangerous or harmful operations provided for by the Ordinance of the Ministry of Health, Labour and Welfare, give the worker the special education for safety and/or health concerning the said operations, as provided for by the Ordinance of the Ministry of Health, Labour and Welfare.

(Medical Examination)

Article 66.

1. The employer of workers must provide its workers with a medical examination by a medical doctor (excluding the examination specified in Paragraph 1 of Article 66.10, the same shall apply hereafter in this article and the following article) in accordance with the stipulations of an Ordinance of the Ministry of Health, Labour and Welfare.
2. The employer shall, as provided for by the Ordinance of the Ministry of Health, Labour and Welfare, have medical examinations on specified items conducted by a physician on the workers engaged in harmful work operations defined by Cabinet Order. The same shall apply to the workers who have engaged in harmful work operations defined by Cabinet Order and are currently in employment.

(The rest omitted)

(Report, etc.)

Article 100.

1. The Minister of Health, Labour and Welfare, the Director of the Prefectural Labor Bureau or the Chief of the Labor Standards Office may, when they find it necessary for the enforcement of this Act, have the employer, worker, machine-lessor, building-lessor or consultant report on necessary matters or order them to appear, as prescribed by the Ordinance of the Ministry of Health, Labour and Welfare.

(The rest omitted)

Ordinance on Prevention of Ionizing Radiation Hazards (Extracted)

(Dose Measurements)

Article 8.

1. An employer must measure the doses to which Radiation Workers, workers engaging in Emergency Work and workers who temporarily enter the Controlled Areas are exposed in the Controlled Areas due to external and internal exposures.
2. The measurement of the dose due to external exposure under the preceding paragraph shall be performed for 1-cm dose equivalent and 70-μm dose equivalent (1-cm dose equivalent in the case of neutron rays); provided, however, that dose measurement performed pursuant to the following paragraph with a radiation measuring instrument attached to the parts of the body referred to in item (iii) of the same paragraph shall be performed for 70-μm dose equivalent.
3. The measurement of the dose due to external exposure under paragraph (1) must be performed with a radiation measuring instrument attached to the parts of the body referred to in each of the following items; provided, however, that if it is extremely difficult to measure the dose by means of a radiation measuring instrument, the dose may be calculated using the dose equivalent rate measured by a radiation measuring instrument, and if this method is extremely difficult, the dose may be obtained by calculation:
 - (1) the chest area in case of male workers or female workers diagnosed as having no possibility of pregnancy, or the

- abdominal area in case of other female workers;
- (2) the area most likely to be exposed to Radiation among the head/neck area, the chest/upper arm area and the abdominal/thigh area (excluding cases where the area most likely to be exposed to Radiation is the chest/upper arm area in case of male workers or female workers diagnosed as having no possibility of pregnancy, or the abdominal/thigh area in case of other female workers); and
 - (3) the area most likely to be exposed to Radiation when it is not the head/neck area, the chest/upper arm area nor the abdominal/thigh area (excluding cases where the area is exposed to neutron rays).
4. The measurement of the dose due to internal exposure under the provision of paragraph (1) shall be performed once every period within three months in the case of workers who enter sections of Controlled Areas where there is a possibility that they will inhale or ingest Radioactive Materials (or once every period within one month in the case of male workers and female workers diagnosed as having no possibility of pregnancy engaging in Emergency Work, female workers who are likely to be exposed to an effective dose exceeding 1.7 mSv in any one-month period (excluding female workers diagnosed as having no possibility of pregnancy) and female workers During Pregnancy); provide, however, that if these workers have inhaled or ingested Radioactive Materials by mistake, the measurement shall be performed immediately after such inhalation or ingestion.

(The rest omitted)

(Confirmation and Recording of Dose Measurement Results)

Article 9.

1. An employer must confirm the measurement results of the dose due to external exposure under paragraph (1) of the preceding Article in respect of workers who is likely to be exposed to Radiation exceeding 1 mSv per day per in the unit of 1-cm dose equivalent.
2. An employer must calculate the dose to which Radiation Workers listed in each of the following items are exposed without delay and by using the method provided by the Minister of Health, Labour and Welfare, on the basis of the measurement or calculation results under paragraph (3) or (5) of the preceding Article, record such calculation, and store such records for 30 years; provided, however, that this provision does not apply in the case where the employer hands over said records to the organization designated by the Minister of Health, Labour and Welfare after these records are stored for five years:
 - (1) a total effective dose for three-month, one-year and five-year periods for male workers or female workers diagnosed as having no possibility of pregnancy (excluding the workers listed in the following item or item (iii) below);
 - (2) a total effective dose for three-year and one-year periods for male workers or female workers diagnosed as having no possibility of pregnancy (limited to workers who have not been exposed to an effective dose exceeding 20 mSv per year in the last five years, and excluding the workers listed in the following item);
 - (3) a total effective dose for one-month, one-year and five-year periods for male workers or female workers diagnosed as having no possibility of pregnancy (limited to workers engaging in Emergency Work);
 - (4) a total effective dose for three-month and one-year periods for female workers (excluding female workers diagnosed as having no possibility of pregnancy) (or a total effective dose for three-month and one-year periods for workers whose effective dose is not likely to exceed 1.7 mSv per month);
 - (5) a total effective dose for three-month and one-year periods by human tissue; and
 - (6) for pregnant female workers, a total effective dose for one-month periods and During Pregnancy due to internal exposure, and the equivalent dose to which the abdomen surfaces of pregnant female workers were exposed.
3. An employer must inform Radiation Workers of the dose of each of the items of the preceding paragraph without delay on the basis of the records made under the provision of the preceding paragraph.

(Protective Equipment)

Article 38.

1. When an employer directs workers to engage in work in an area clearly indicated under the provisions of Article 28, Emergency Work or other work in which the workers may inhale air contaminated in excess of the limit specified by the Minister of Health, Labour and Welfare in Article 3, paragraph (3), the employer must prepare effective personal respiratory protective equipment, such as dust masks, gas masks, hose masks and oxygen breathing apparatuses depending on the degree of the contamination, and direct the workers engaging in the work to use such protective

equipment.

2. Workers must use the protective equipment provided for in the preceding paragraph while they are engaged in the work set forth in the same paragraph.

(Protective Equipment)

Article 39.

1. When an employer directs workers to engage in work in which they may be contaminated in excess of one-tenth of the limit listed in Appended Table 3, the employer must prepare effective protective clothes, gloves or footwear and direct the workers engaging in the work to use them.
2. Workers must use the protective equipment provided for in the preceding paragraph while they are engaged in the work set forth in the same paragraph.

(Prohibition of Smoking)

Article 41-2.

1. Employers shall prohibit their workers from smoking, eating, or drinking in the work rooms for handling radioactive materials and any workplaces where they are likely to inhale or ingest radioactive materials and shall post notices at easily visible places in such workplaces.
2. Workers must not smoke, eat or drink in the workplaces provided for in the preceding paragraph.

(Medical Examinations)

Article 56.

1. An employer must conduct medical examinations of the following items by a physician for workers constantly engaging in Radiation Work who enter Controlled Areas, at the time of employment or transfer to said work and periodically once every period within six months thereafter:
 - (1) investigation and evaluation of radiation exposure history (or, for workers having a radiation exposure history, the location of work, details and period of work, whether there is any Radiation hazard, whether there are any subjective symptoms and other matters concerning Radiation exposure);
 - (2) examination of white blood cell count and percentage;
 - (3) examination of red blood cell count and examination of hemoglobin or hematocrit value;
 - (4) examination of eyes for cataract; and
 - (5) examination of skin.

(Paragraph 2, 3 and Paragraph 4 omitted)

5. At the time of the medical examinations provided for in paragraph (1), an employer must present to the physician the exposed doses of the workers after the last medical examinations (or if the doses cannot be determined by calculation, necessary data to estimate them (or if the data are not available, necessary data to ascertain the situations in which the workers were exposed to the Radiation)).

Article 56-2

1. An employer must conduct medical examinations of the following items by a physician for Radiation Workers engaging in operations for Emergency Work periodically once every period within one month after transfer to the work and upon transfer from the work to another work or separation from service:
 - (1) examination of whether there are any subjective symptoms and other objective symptoms;
 - (2) examination of white blood cell count and percentage;
 - (3) examination of red blood cell count and examination of hemoglobin or hematocrit value;
 - (4) examination of thyroid stimulating hormone, free triiodothyronine and free thyroxine;
 - (5) examination of eyes for cataract; and
 - (6) examination of skin.

(The rest omitted)

(Recording of Results of Medical Examinations)

Article 57

An employer must prepare Ionizing Radiation Medical Examination Individual Cards (Form 1-2) for the medical

examinations provided for in Article 56, paragraph (1) (hereinafter referred to as "ionizing radiation medical examination(s)" in the following Article and in Article 59) or Emergency Ionizing Radiation Medical Examination Cards (Form 1-3) for the medical examinations provided for in Article 56-2, paragraph (1) (hereinafter referred to as "emergency ionizing radiation medical examinations" in the following Article and in Article 59) based on the results of the medical examinations provided for in Article 56, paragraph (1) or in Article 56-2, paragraph (1) (including the medical examinations the workers took under the proviso of Article 66, paragraph (5); the same applies hereinafter in this Article), and store the cards for 30 years; provided, however, that this does not apply in the case where the employer hands over these records to the organization designated by the Minister of Health, Labour and Welfare after these records are stored for five years.

(Reporting of Results of Medical Examinations)

Article 58.

When an employer conducted the medical examinations provided for in Article 56, paragraph (1) (limited to those conducted periodically) or the medical examinations provided for in Article 56-2, paragraph (1), the employer must submit a Report on Results of Medical Examinations on Ionizing Radiation (Form 2) or a Report on Results of Medical Examinations on Emergency Ionizing Radiation (Form 2-2) for each medical examination to the Head of the Competent Labour Standards Inspection Office without delay.

Ordinance on Prevention of Ionizing Radiation Hazards at Works to Decontaminate Soil and Waste Contaminated by Radioactive Materials Resulting from the Great East Japan Earthquake and Related Works (Extracted)

(Dose Measurements)

Article 5.

1. Employers shall measure the external exposure dose received by workers for decontamination and related works (excluding workers engaged in handling designated contaminated soil and wastes only at the locations where the average ambient dose rate is 2.5 $\mu\text{Sv/h}$ or less. The same shall apply for Paragraph 6 and Paragraph 8 of the next Article and Paragraph 2 of Article 27).
2. In addition to dose measurement pursuant to the provisions of the preceding paragraph, employers shall measure the committed dose received by workers for decontamination and related works in the special decontamination areas, etc. (limited to the locations above 2.5 $\mu\text{Sv/h}$; the same shall apply to Paragraph 8 and Article 10) or provide examinations for internal exposure according to the following specifications:
 - (1) Workers for decontamination and related works at the locations where dust concentration exceeds 10 mg/m^3 and contaminated soil, removed soil, or contaminated wastes are handled (Limited to those containing radioactive materials discharged by the accident that exceeds 500,000 Bq/kg of cesium-134 and cesium-137 determined by the methods specified by the Minister of Health, Labour and Welfare. These are referred to as "highly radioactive contaminated soil and wastes" in the next item) shall be measured for the committed dose once every three months (every month for female workers who are likely to receive an effective dose of 1.7 mSv or more (excluding female workers who were diagnosed with no possibility of pregnancy), and pregnant workers).
 - (2) Workers for decontamination and related works described in (a) or (b) shall be provided with examinations for internal exposure by the methods specified by the Minister of Health, Labour and Welfare.
 - (a) Work involving handling highly radioactive contaminated soil and wastes at the locations where the dust concentration is 10 mg/m^3 or less
 - (b) Work involving handling of contaminated soil and wastes, removed soil, or contaminated wastes other than highly radioactive contaminated soil and wastes at the locations where the dust concentration exceeds 10 mg/m^3 .
3. When the committed dose exceeds the standards specified by the Minister of Health, Labour and Welfare in the results of examinations performed for workers for decontamination and related works in accordance with the provisions of item (2) in the preceding paragraph, employers shall measure the committed dose of workers for decontamination and related works by the method specified in item (1) of the same paragraph.
4. The measurement of the external exposure dose pursuant to the provision of Paragraph 1 shall be conducted using the 1 cm dose equivalent rate.

5. The measurement of the external exposure dose pursuant to the provision of Paragraph 1 shall be conducted with radiation monitors on the chest for male workers and female workers who were diagnosed with no possibility of pregnancy and on the abdomen for other female workers.
6. Regardless of the provisions in the two preceding paragraphs, employers may measure the external exposure dose specified in Paragraph 1 received by workers for decontamination and related works in the special decontamination areas, etc. during decontamination related works (limited to the locations of 2.5 $\mu\text{Sv/h}$ or less) by the methods specified by the Minister of Health, Labour and Welfare.

(The rest omitted)

(Measuring and Recording of Dose Monitoring Results)

Article 6.

1. When Workers Engaged in Decontamination and Related Works are likely to be subject to an external exposure dose exceeding 1 mSv according to the 1 cm dose equivalent rate per day, the Employer must confirm the measurement results of the external exposure dose pursuant to the provisions of paragraph (1) in the preceding Article every day.
2. Based on the results of the measurement or calculation under the provisions of paragraph (5) to paragraph (7) in the preceding Article, Employers must calculate and record the dose to which Workers Engaged in Decontamination and Related Works described in the following list of items are subject by the methods specified by the Minister of Health, Labour and Welfare without delay and store the records for 30 years.; provided, however, that this does not apply when such records are transferred to an organization designated by the Minister of Health, Labour and Welfare, after being kept for five years or after termination or reallocation of Workers Engaged in Decontamination and Related Works from their current responsibilities:
 - (1) a total effective dose for three-month, one-year, and five-year periods for each male worker and each female worker who was diagnosed as being unable to conceive (a total effective dose for three-month and one-year periods for workers whose effective dose has never exceeded 20 mSv per one year for five years);
 - (2) a total effective dose for one-month, three-month and one-year periods for each female worker (excluding those who were diagnosed as being unable to conceive) (a total effective dose for three-month and one-year periods for workers whose effective dose is not likely to exceed 1.7 mSv per one month);and
 - (3) the amount of an effective dose due to internal exposure and an equivalent dose to which the abdomen surface is subject for every month, and a total of the effective dose and the equivalent dose during the period of pregnancy for pregnant female workers.
3. Based on the records under the provisions of the preceding paragraph employers must notify the dose results listed in each item without delay to the Workers Engaged in Decontamination and Related Works.

(Preliminary Survey, etc.)

Article 7.

1. When conducting decontamination and related works, employers shall (excluding works for handling designated contaminated soil and wastes) conduct a preliminary survey in advance regarding the matters listed in the following items at the sites where decontamination related works have been implemented (excluding decontamination pertaining to works for handling designated contaminated soil and wastes; hereinafter referred to as “works for handling designated contaminated soil and wastes”. The same shall apply in this paragraph and Paragraph 3). The records of the results of the survey on the following matters shall be stored:
 - (1) Conditions of the decontamination related works sites.
 - (2) Average ambient dose rates of the decontamination related works sites.
 - (3) Concentrations of cesium-134 and cesium-137 determined by the methods specified by the Minister of Health, Labour and Welfare of radioactive materials discharged by the accident, contained in contaminated soil and wastes, removed soil, or contaminated wastes collected during decontamination related works.
2. When implementing works for handling designated contaminated soil and wastes, employers shall conduct a preliminary survey and store the records of the matters listed in the items in the preceding paragraph for the sites where the works for handling designated contaminated soil and wastes are implemented prior to commencing work and every two weeks thereafter.

3. When employers have their workers engage in decontamination related works, employers shall specify the completion date of the survey described in Paragraph 1, and the summary of the methods and the results to the workers in advance.
4. When employers have their workers engage in works for handling designated contaminated soil and wastes, employers shall specify the completion date of the survey described in Paragraph 2 and the summary of the methods and the results to the workers prior to commencing work and every two weeks thereafter.

(Operation Leader)

Article 9.

Employers shall appoint an operation leader for the decontamination related works from workers who have competence and leadership in directing decontamination related works. The employers shall have the appointed leader lead the decontamination related works in accordance with the work plan described in Paragraph 1 of the preceding Article and have him/her implement all of the following matters:

- (1) Define the procedures of the decontamination related works and allocate responsibilities to workers who will engage in decontamination related works.
- (2) Inspect machinery to be used for the decontamination related works and replace any defective items.
- (3) Supervise the usage of radiation monitors and protective equipment.
- (4) Keep unauthorized personnel from entering the decontamination related works areas.

(Contamination Screening of Workers Leaving the Site for the Day)

Article 14.

1. Employers shall establish a radiation contamination screening station at or near the site, where decontamination and related works are implemented and inspect the levels of contamination on workers' bodies, clothing, shoes, protective equipment, and other equipment (hereinafter in this article referred to as "equipment") that came in contact with their bodies before they leave their work sites for the day.
2. Employers shall not allow the workers for decontamination and related works to leave their work site when the levels of contamination on their bodies or their equipment exceed 40 Bq/cm², when assessed in accordance with the provision in the preceding paragraph, until the following measures are taken at the contamination screening station:
 - (1) If workers' bodies are contaminated, they need to reduce their levels of contamination to 40 Bq/cm² or less by washing, etc.
 - (2) If the equipment attached to the workers is contaminated, the workers need to take off, or otherwise remove, the contaminated equipment.
3. Workers for decontamination and related works shall wash their bodies, take off, or otherwise remove, the equipment as instructed by the employers pursuant to the provisions of the preceding paragraph.

(Contamination Screening of Items to be Removed)

Article 15.

1. Employers shall survey contamination of the items to be taken from the site where decontamination and related works are conducted at the contamination screening station established in accordance with the requirements in Paragraph 1 of the preceding Article. This shall not apply when the containers in the main Paragraph 1 of Article 13 are used or measures in the proviso in the same paragraph are taken to transport them to the other sites where decontamination and related works are conducted.
2. Employers and workers shall not remove the items if they are determined to be contaminated above 40 Bq/cm² during screening in the preceding paragraph. This shall not apply when the containers in the main Paragraph 1 of Article 13 are used, or measures in the proviso in the same paragraph are taken to transport them to the decontamination facilities, storage facilities, disposal facilities, or other sites where decontamination and related works are conducted.

(Protective Equipment)

Article 16.

1. Before workers for decontamination and related works start their work specified in the items in Paragraph 2 of Article 5, employers shall prepare effective respiratory protective equipment such as dust masks, protective clothing effective against contamination, gloves, or footwear and ensure the appropriate use of this protective equipment by the workers

for decontamination and related works when they conduct the decontamination related works, according to the classification of the decontamination related works specified by the Minister of Health, Labour and Welfare.

2. Workers for decontamination and related works shall use the protective equipment in the preceding paragraph when implementing works described in the same paragraph.

(Special Education Regarding Decontamination and Related Works)

Article 19.

1. Employers shall provide special education to the workers regarding the following topics:
 - (1) Knowledge for effects of ionizing radiation on organisms and methods of exposure dose control.
 - (2) Knowledge for methods and procedures of decontamination and related works.
 - (3) Knowledge regarding structure and handling methods of machinery used for decontamination and other related works. (Limited to the knowledge about the name and usage of the machinery used for workers engaged in works for designated contaminated soil and wastes.)
 - (4) Relevant laws and ordinances.
 - (5) Methods and procedures concerning decontamination and other related works including how to use machinery. (Limited to the procedures for works for handling designated contaminated soil and wastes, when the employers engage the workers in works for designated contaminated soil and wastes.)

(The rest omitted)

(Medical Examinations)

Article 20.

1. Employers shall provide workers for decontamination and related works who are regularly engaged in decontamination and related works with medical examinations by medical doctors when they assign workers for decontamination and related works, regarding the matters listed in the following items at the time of employment and periodically once every six months thereafter and at the time of reallocation:
 - (1) Investigation and evaluation of the exposure history. (If the worker has an exposure history, it is necessary to confirm the location, nature of work, duration, and other details concerning radiation exposure, in addition to existence of subjective symptoms.)
 - (2) Examinations of leukocyte count and classifications.
 - (3) Examinations of red blood cell count and hemoglobin contents or hematocrit values.
 - (4) Examinations of eyes for cataract.
 - (5) Skin examinations.
2. Regardless of the provisions of the preceding paragraph, the requirements described in (2) through (5) in the preceding paragraph can be exempted if medical doctors determine those examinations are unnecessary for the workers whose effective doses did not exceed 5 mSv in the year before the medical examinations (limited to periodical examinations; the same shall apply to the present item), and their effective doses are not likely to exceed 5 mSv in the year the medical examinations will be conducted.

(Reporting the Results of Medical Examinations)

Article 24.

Employers shall (limited to periodical examinations) submit the report of decontamination and related works ionizing radiation medical examination results (Form No. 3) to the Head of the relevant Labour Standards Inspection Office without delay.

Ordinance on Industrial Safety and Health (Extracted)

(Preserving the Record of Special Education)

Article 38.

The employer shall, when having given special education to workers, record the curricula and names of those who attended the said special education course and preserve the records for three years.

(Periodical Medical Examination)

Article 44.

The employer shall provide a regularly employed worker (excluding the worker prescribed by paragraph (1) of Article 45) with a medical examination by a physician as to the following check-items periodically once every period within a year:

- (1) Investigation of anamnesis and work history.
- (2) Examination of the presence of subjective and objective symptoms.
- (3) Examination of height, weight, eyesight and hearing.
- (4) Thoracic X-ray examination and sputum examination.
- (5) Blood pressure measurement.
- (6) Anemia examination.
- (7) Examination of hepatic function.
- (8) Examination of blood lipid levels.
- (9) Examination of blood sugar level.
- (10) Urine analysis.
- (11) Examination by electrocardiogram.

(Prevention of Workers Being Hit)

Article 158.

1. The employer shall, when carrying out the work using a vehicle type construction machine, not allow a worker to enter a place, which is liable to cause dangers to workers due to being hit by the vehicle type construction machine during operation. However, this shall not apply to when arranging a guide and having the said person guide the said machine, etc.

(The rest omitted)

(Restriction on the Use for Other than Main Purpose)

Article 164.

1. The employer shall not use a vehicle type construction machine to hoist loads by using a power shovel or to raise or lower workers in a clamshell, or for other than its main purpose.

(The rest omitted)

(Periodical Self-inspections)

Article 167.

1. The employer shall, as regards a vehicle type construction machine, carry out self-inspections for the following matters periodically once every period within a year. However, this shall not apply to the non-use period of a vehicle type construction machine, which is not used for a period exceeding one year:

(The rest omitted)

2. The employer shall, as regards the vehicle type construction machine set forth in the proviso of the preceding paragraph, carry out self-inspection for the matters listed in each item of the same paragraph before resuming the operation.

(Periodical Self-inspections)

Article 168.

1. The employer shall, as regards a vehicle type construction machine, carry out self-inspections for the following matters periodically once every period within a month. However, this shall not apply to the non-use period of a vehicle type construction machine, which is not used for a period exceeding one month:

(The rest omitted)

2. The employer shall, as regards the vehicle type construction machine set forth in the proviso of the preceding paragraph, carry out self-inspection for the matters listed in each item of the same paragraph before resuming the operation.

(Enclosures, etc. of an Opening, etc.)

Article 519.

1. The employer shall provide enclosures, handrails, covers, etc., (hereinafter referred to as "enclosures, etc." in this Article), to places having a height of 2 m or more and where it is liable to endanger workers due to a fall, such as at an end of a working floor and an opening.

2. The employer shall, when it is extremely difficult to provide enclosures, etc., pursuant to the provision of the preceding paragraph, or when removing enclosures, etc., temporarily for necessity for work, take the measures of setting a protective net, having workers use safety belts, etc., to prevent the workers from dangers due to fall.

(Installation, etc., of Facilities for Ascending and Descending)

Article 526.

1. The employer shall, when carrying out a work at a place having a height or a depth exceeding 1.5 m, provide facilities that enable the worker engaging in the said work to go up and down safely. However, this shall not apply when providing facilities to ascend or descend safely is extremely difficult due to the nature of the work.
2. The worker engaging in the work set forth in the preceding paragraph shall use the facilities for safe ascending and descending when such facilities have been provided pursuant to the provision of the text of same paragraph.

(Passage)

Article 540.

1. The employer shall provide places leading to a workshop and inside of the workshop with safe passages for workers, and maintain the said passages effectively at all times.
2. Of the passages prescribed in the preceding paragraph, the main ones shall have a sign indicating they are passages in order to maintain their effectiveness.

(Working Floor)

Article 563.

1. The employer shall provide a work place on scaffolding (excluding single-row scaffolding: the same shall apply in Item (3)) having a height of 2 m or more with a working floor as prescribed in the followings:

(The rest omitted)

(Measures Concerning a Raising and Lowering Openings, etc.)

Article 653.

1. The orderer shall, in the case set forth in paragraph (1) of Article 31 of the Act, and when having workers of the contractor use working floors, raising and lowering openings, pits and hatches of the vessel, install enclosures, handrails, covers, etc., at places with height of 2 m or more where workers are liable to fall. However, this shall not apply when it is difficult to install enclosures, handrails, covers, etc., due to the nature of the work.
2. The orderer shall, in the case set forth in preceding paragraph, for the working floor located at exceeding 1.5 m in height or in depth, install the facilities for workers to safely ascend and descend.

(Measures Concerning a Scaffolding)

Article 655.

The orderer shall, in the case set forth in paragraph (1) of Article 31 of the Act and when having workers of the contractor use scaffoldings, take the following measures concerning the said scaffoldings:

- (1) To determine the maximum loading capacity of working floor corresponding to the structure and material used and to display it at a readily visible place of the scaffolding.
- (2) To check the following matters after bad weather conditions such as strong wind, heavy rain and heavy snow, or an earthquake of medium or stronger shock, or after assembling, partially disassembling or altering of scaffoldings, and before commencing work on scaffoldings, and to make repairs promptly when dangerous conditions are likely to be caused:

(The rest omitted)

Labour Consultation Service

Office name, etc.	Location	Phone number	Jurisdiction
Fukushima Prefectural Labour Bureau	〒 960-8021 Fukushima Regional Government Office, 5 F 1-46 Kasumi-Cho Fukushima City	024-536-4602 (Inspection Division)	Fukushima Pref.
Fukushima Labour Standards Inspection Office	〒 960-8021 Fukushima Regional Government Office, 1 F 1-46 Kasumi-Cho Fukushima City	024-536-4611	Fukushima City, Nihonmatsu City, Date City, Date County, Soma County Idate Village
Koriyama Labour Standards Inspection Office	〒 963-8025 2-1-18 Kuwano-Cho Koriyama City	024-922-1370	Koriyama City, Tamura City, Motomiya City, Tamura County, Adachi County
Iwaki Labour Standards Inspection Office	〒 970-8026 Iwaki Regional Government Office, 4 F 4-11 Taira Aza Done-Machi Iwaki City	0246-23-2255	Iwaki City
Aizu Labour Standards Inspection Office	〒 965-0803 2-10 Shiromae-Cho Aizu-Wakamatsu City	0242-26-6494	Aizu-Wakamatsu City, Onuma County, Minami-Aizu County, Yama County (Inawashiro Town, Bandai Town) Kawanuma County
Shirakawa Labour Standards Inspection Office	〒 961-0074 1-124 Kakunai-Cho Shirakawa City	0248-24-1391	Shirakawa City, Nishi-Shirakawa County, Higashi-Shirakawa County
Sukagawa Labour Standards Inspection Office	〒 962-0834 204-1 Asahi-Cho Sukagawa City	0248-75-3519	Sukagawa City, Iwase County, Ishikawa County
Kitakata Labour Standards Inspection Office	〒 966-0896 91 Suwa-Cho Kitakata City	0241-22-4211	Kitakata City Yama County (Nishi-Aizu Town, Kita-Shiobara Village)
Soma Labour Standards Inspection Office	〒 976-0042 68 Nakamura Aza Sakuragaoka-Cho, Soma City	0244-36-4175	Soma City, Minami-Soma City, Soma County Shinchi Town
Tomioka Labour Standards Inspection Office	〒 979-1112 2-104 Chuo Tomiokamachi, Futaba County	0240-22-3003	Futaba County