



## PRESS RELEASE

20 September 2016  
Fukushima Prefectural Labour Bureau,  
Ministry of Health, Labour and Welfare

Results of supervision and instruction activities for employers of decommissioning workers at the TEPCO Fukushima Daiichi Nuclear Power Plant and decontamination workers in Fukushima Prefecture (from Jan. to June 2016)

The Fukushima Prefectural Labour Bureau (Director: Yukio Shimaura) has announced the summarized results of supervision and instruction activities conducted in the half-year period from January to June 2016. During the activities, the Bureau has given instructions on corrective actions and has confirmed the corrected and improved status for those operation sites where violations were observed against the Labour Standards Act and other related laws.

## Overview of results of supervision and instruction activities (Jan. to June 2016)

### 1 Results of supervision and instruction activities for employers of workers conducting decommissioning work (\*See Materials 1 and 2-1 for details.)

- The number of employers for whom supervision has been carried out: **118**

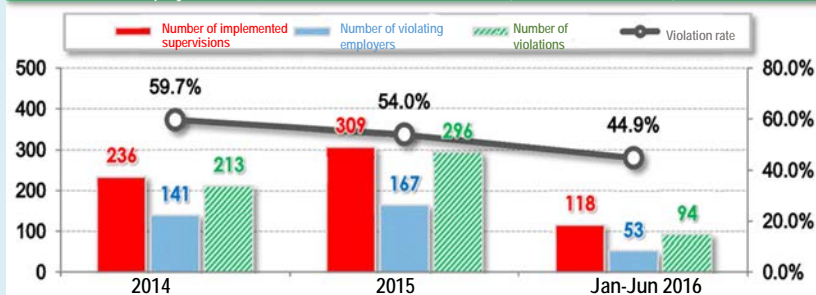
Among the above, those employers which violated laws and regulations related to the Labour Standards Act: **53** (Violation rate: **44.9%**)

- The number of violation cases: **94**

Safety/health-related: **16** (Instruction for subcontractors by the principal contractor, reporting medical examination results, etc.)

Working condition-related: **78** (Such as regarding clarification of extra pay, preparation of the wage ledger, statutory working hours, etc.)

<Decommissioning work> Change in the number of implemented supervision cases, number of violating employers, number of violations, and violation rate (Jan. 2014 – June 2016)



### 2 Results of supervision and instruction activities for employers of workers conducting decontamination work (\*See Materials 1 and 2-2 for details.)

- The number of employers for whom supervision has been carried out: **506**

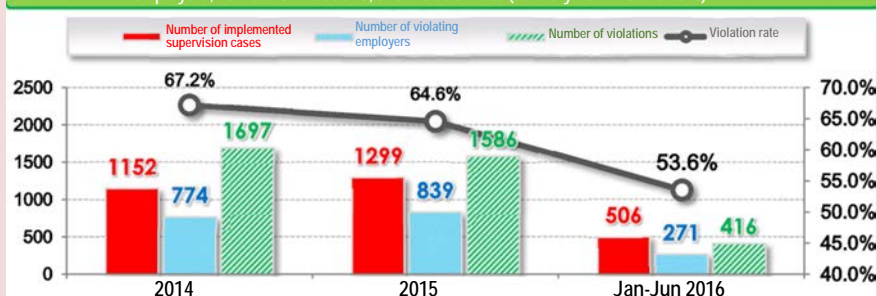
Among the above, those employers who violated laws and regulations related to the Labour Standards Act: **271** (Violation rate: **53.6%**)

- The number of violation cases: **416**

Safety/health-related: **252** (Reporting medical examination results, instruction for subcontractors by the principal contractor, etc.)

Working condition-related: **164** (Such as regarding clarification of extra pay, preparation of the wage ledger, statutory working hours, etc.)

<Decontamination work> Change in the number of implemented supervision cases, number of violating employers, number of violations, and violation rate (January 2014 – June 2016)

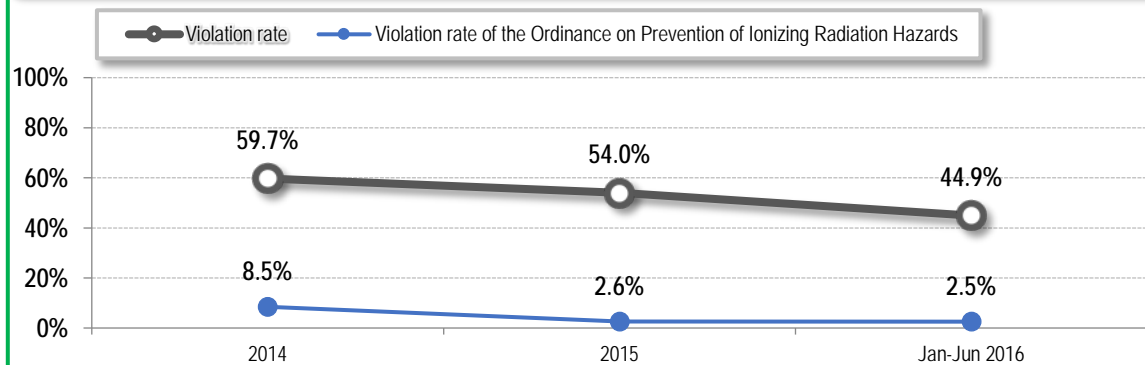


# 1 Results of supervision and instruction for employers of decommissioning workers (from Jan. to June 2016)

The Bureau has provided supervision and instruction for 118 employers of workers, of which 53 employers of workers were observed as violating the Labour Standards Act and other related laws (violation rate 44.9%) and the number of violation cases was 94.

The violation rate and the number of violation cases related to safety/health, as well as working condition-related, are as shown in Figures 1 to 3.

Figure 1 Violation rate (2014 to June 2016)



- \*1 The violation rate was reduced by 5.7 percentage points to 54.0% in 2015 as compared with that of 2014, and during the first half of 2016, it was reduced by 9.1 percentage points to 44.9% as compared with that of 2015.
- \*2 When the violation rate 44.9% is seen from the viewpoint of the contents of violations, the safety/health-related violation rate was 16.1%, while the rate was 66.1% for cases concerning the Labour Standards Act and other related laws (Refer to Table 1 of Material 2-1).

Figure 2 Number of safety/health-related violations (Jan. to June 2016)

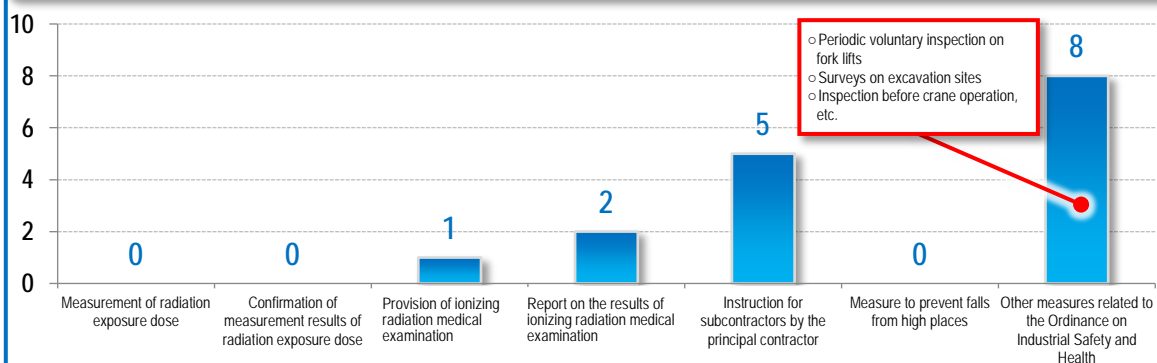
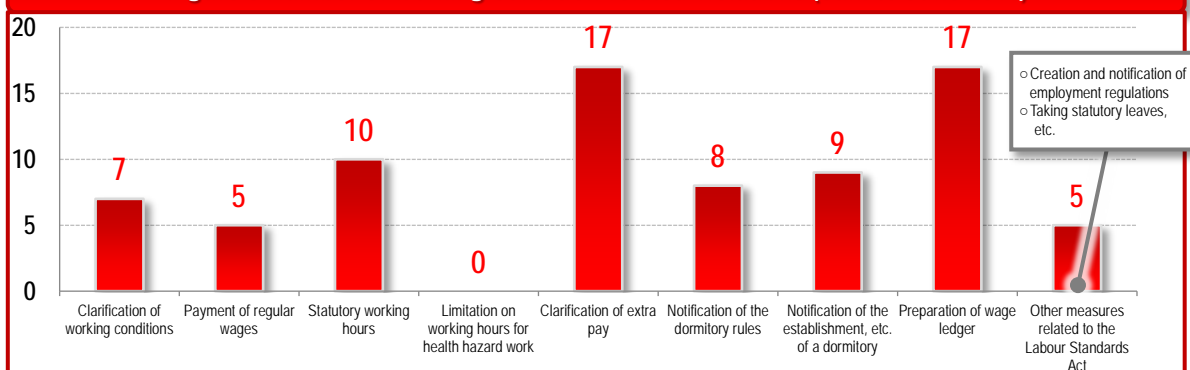


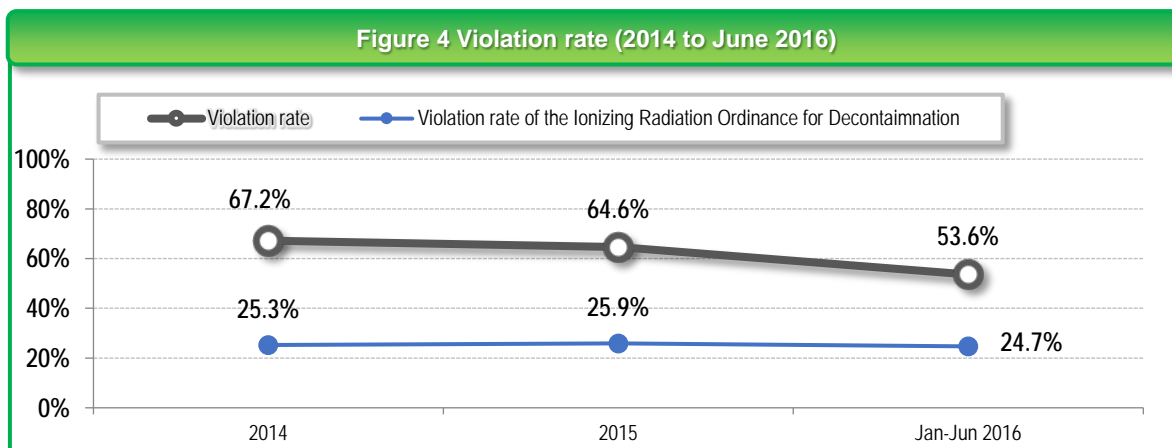
Figure 3 Number of working condition-related violations (Jan. to June 2016)



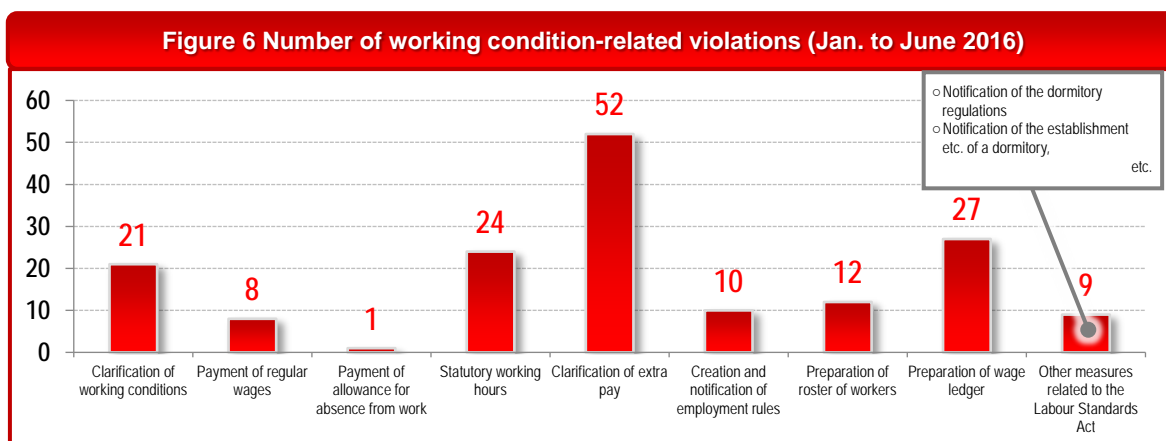
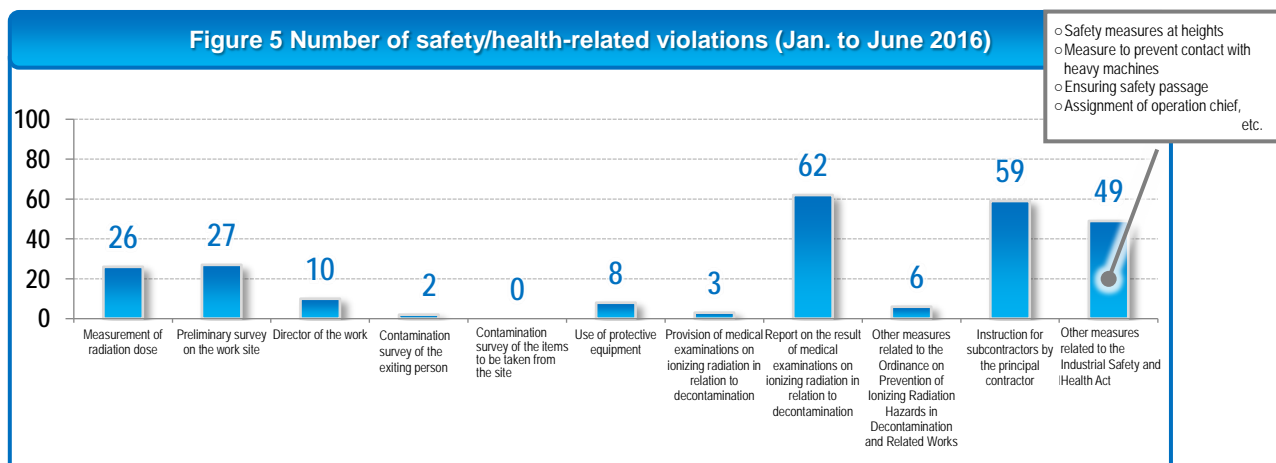
## 2 Results of supervision and instruction for employers of decontamination workers (from Jan. to June 2016)

The Bureau has conducted supervision and instruction activities for 506 employers of workers, of which 271 were observed as violating the Labour Standards Act and other related laws (violation rate 53.6%) with the number of violation cases being 416.

The violation rate and the number of violation cases related to safety/health as well as working condition-related are as shown in Figures 4 to 6.



- \*1 The violation rate was reduced by 2.6 percentage points to 64.6% in 2015 as compared with that of 2014, and during the first half of 2016, it was reduced by 11.0 percentage points to 53.6% as compared with that of 2015.
- \*2 When the violation rate 53.6% is seen from the viewpoint of the contents of violation, the safety/health-related violation rate was 46.9%, while the violation rate was 71.1% for cases concerning the Labour Standards Act and other related laws (Refer to Table 3 of Material 2-2).
- \*3 When the violation rate 53.6% is seen from the viewpoint of contractors, the violation rate at the sites of a contractor under a contract with the national government was 33.5%, while the violation rate at the sites under the contract with a municipality was 72.9% (refer to Table 5 of Material 2-2).



### 3 Major violation cases

#### <Decommissioning work>

##### (1) Safety/health-related

- Instruction for subcontractors by the primary contractor (Industrial Safety and Health Act, Article 29)  
The primary contractor did not give adequate guidance in spite of the provision that necessary guidance shall be given to the subcontractors to prevent violation of the related laws.
- Report on the result of ionizing radiation medical examination (Ordinance on Prevention of Ionizing Radiation Hazards, Article 58)  
The report on the results of ionizing radiation medical examination was not submitted to the Labour Standards Inspection Office with jurisdiction.
- Provision of Ionizing Radiation Medical Examination (Ordinance on Prevention of Ionizing Radiation Hazards, Article 56)  
Ionizing radiation medical examinations were not given within 6 months of the previous medical examination for workers who constantly were engaged in radiation work and entering the controlled area.
- Periodical self-inspections of vehicle-type construction machines (Ordinance on Industrial Safety and Health, Article 167)  
Periodical self-inspections of power shovels were not conducted within one year.

##### (2) Working condition-related

- Clarification of extra pay (Labour Standards Act, Article 37)
  - (i) No extra wages, calculated at the rate of no less than 25% of the overtime jobs carried out over 40 hours a week, were provided.
  - (ii) In calculating the unit price of extra wages for overtime, the unit price was calculated on the basis of the regular wages only without various allowances.
  - (iii) No extra wages, calculated at the rate of no less than 25% of the late-night work carried out from 10:00 pm to 5:00 am, were provided.
- Preparation of wage ledger (Labour Standards Act, Article 108)  
The wage ledger had no description on “working hours” or “overtime working hours”, which were legally required entry items.
- Statutory working hours (Labour Standards Act, Article 32)
  - (i) Workers were subjected to overtime work and holiday work over the maximum hours stipulated by the 36 labour-management agreement on overtime work.
  - (ii) Workers were subjected to work exceeding 8 hours a day/40 hours a week without the 36 labour-management agreement and its notification.
- Notification of the establishment, etc. of a dormitory (Labour Standards Act, Article 96-2)  
When the dormitory was established, the employer did not submit notification to the Labor Standards Inspection Office with jurisdiction.

## <Decontamination work>

### (1) Safety/health-related

- Report on the result of Ionizing Radiation Medical Examination in relation to decontamination (Ordinance on Prevention of Ionizing Radiation Hazards in Decontamination and Related Works, Article 24)  
The report on the result of the ionizing radiation medical examination was not submitted to the head of the Labour Standards Inspection Office with jurisdiction.
- Instruction for subcontractors by the principal contractor (Industrial Safety and Health Act, Article 29)  
The primary contractor did not give adequate guidance in spite of the provision that necessary guidance shall be given to the subcontractors to prevent violation of the related laws.
- Preliminary survey on the work site (Ordinance on Prevention of Ionizing Radiation Hazards in Decontamination and Related Works, Article 7)  
Preliminary survey for radioactivity concentration of contaminated soil which should be removed was not conducted.
- Measurement of radiation exposure dose (Ordinance on Prevention of Ionizing Radiation Hazards in Decontamination and Related Works, Article 5)  
Dosimeter that should have been attached to the chest was left in the vehicle.

### (2) Working condition-related

- Clarification of extra pay (Labour Standards Act, Article 37)
  - (i) No extra pay, calculated at the rate of no less than 25% of the overtime jobs carried out over 40 hours a week, were provided.
  - (ii) In calculating the unit price of extra pay for overtime, the unit price was calculated on the basis of the regular wages only without various allowances.
  - (iii) In calculating the unit price of extra pay various allowances, the unit price was calculated by dividing the daily wage and the monthly wage by the working hours exceeding the specified working hours.
- Preparation of wage ledger (Labour Standards Act, Article 108)  
The wage ledger had no description on "overtime working hours" or "holiday working hours", which were legally required entry items.
- Statutory working hours (Labour Standards Act, Article 32)  
Workers were subjected to work exceeding 8 hours a day/40 hours a week without any overtime work labour-management agreement and its notification.
- Clarification of working conditions (Labour Standards Act, Article 15)  
When workers were employed, the documents describing the working conditions (notice on working conditions) had no descriptions on the "payment method of wages", "rests" or "holidays" etc.

#### 4 Major past efforts (in the period from Jan. to June 2016) and future action

##### (1) Decommissioning work-related

###### (i) Major efforts

- a Demanded TEPCO take actions to implement preventive measures for heatstroke. (26 April, 9 June)
- b Demanded primary contractors of workers implement preventive measures for heatstroke. (25 May)
- c Held instruction meetings on the health care of workers for the primary contractors and primary subcontractors. (21 June)
- d Attended the “Committee on measures for industrial safety and health in the Fukushima Prefecture safety monitoring council on nuclear power plant decommissioning” (3 June, 4 times a year)
- e Attended the “On-site adjustment meeting for decommissioning and contaminated water” (monthly)

###### (ii) Future action

The Fukushima Prefectural Labour Bureau will continue to implement focused supervision and instruction activities for employers of workers engaged in decommissioning and decontamination work, and provide the employers with guidance on thorough compliance with related laws and regulations and appropriate implementation of measures stipulated in the **“Guidelines on occupational safety and health management at the TEPCO Fukushima Daiichi Nuclear Power Plant”**.

In addition, the Fukushima Prefectural Labour Bureau will give instructions on thorough compliance with laws and ordinances with emphasis on supervision and instruction on responses to such working conditions as the payment of premium wages, etc.

##### (2) Decontamination work-related

###### (i) Major efforts

- a Demanded at the “Council on work monitoring and accident prevention measures, Fukushima Office for Environmental Restoration” that the staff members take actions for prevention of accidents. (26 April)
- b Demanded principal contractors and disaster prevention organizations take actions to implement preventive measures for heatstroke. (25 May)
- c Held briefings on the Ordinance on Ordinance on Prevention of Ionizing Radiation Hazards in Decontamination and Related Works for the staff members in charge of the decontamination work in Fukushima Prefecture. (30 May)
- d The following efforts were conducted during the “Law-abiding level improvement month.” (June)
  - (a) Concentrated supervision on decontamination sites at the Prefectural Labor Standards Inspection Office.
  - (b) Made patrols at the decontamination sites jointly with the Fukushima Prefectural Labour Bureau and the Fukushima Labor Standards Inspection Office.
  - (c) Made patrols at the decontamination sites jointly with the Fukushima Prefectural Labour Bureau, the Fukushima Office for Environmental Restoration and the Fukushima Prefectural Government.

###### (ii) Future action

The Fukushima Prefectural Labour Bureau will continue to give required instructions on the implementation of safety and health-related measures for employers of workers conducting decontamination on the basis of related laws and regulations as well as the **“General Measures for Law-abiding Level Improvement in Decontamination Work, etc.”** Meanwhile, as for the sites under contracts with municipalities, etc., the Bureau will give focused instructions.

In addition, the Fukushima Prefectural Labour Bureau will give instructions on thorough compliance with laws and ordinances with a greater focus on supervision and instruction on responses to such working conditions as the payment of premium wages, etc.



Table 1 Current status of supervision/instructions concerned with decommissioning work

Items	Period	2014	2015	2016
		Jan.-Dec.	Jan.-Dec.	Jan.-June
Number of supervised employers		236	309	118
Number of violators		141	167	53
Violation rate (%)		59.7%	54.0%	44.9%
	Safety/health-related			16.1%
	Working condition-related			66.1%
Number of violation cases		213	296	94
	Safety/health-related values in parenthesis indicate the percentage of total	75(35.2%)	62(20.9%)	16(17.0%)
	Working condition-related values in parenthesis indicate the percentage of total	138(64.8%)	234(79.1%)	78(83.0%)

Table 2 Details of major violations concerned with decommissioning work (Refer to Material 3 "A List of Related Laws".)

(1) Violations of the Industrial Safety and Health Act and the Ordinance on Prevention of Ionizing Radiation Hazards

(17) Transition of the Maximum Safety and Health Act and the Ordinance on Prevention of Ionizing Radiation Hazards						
Provisions (SH Act)	Provisions (Ordinance on Prevention of Ionizing Radiation Hazards)	Items	Period	2014	2015	2016
			Jan.-Dec.	Jan.-Dec.	Jan.-June	
Article 22	Article 8	Measurement of radiation exposure dose		0	0	0
	Article 9	Confirmation and recording of measurement results of radiation exposure dose		6	5	0
	Article 38	Effective use of respiratory protective equipment		2	0	0
	Article 39	Effective use of protective equipment		0	0	0
Article 66	Article 56	Provision of ionizing radiation medical examinations		0	1	1
Article 100	Article 58	Report on the result of ionizing radiation medical examination		13	2	2

(2) Violations of the Industrial Safety and Health Act and the Industrial Safety and Health Ordinance

(27) Violations of the Industrial Safety and Health Act and the Industrial Safety and Health Ordinance						
Provisions (SH Act)	Provisions (SH Ordinance)	Items	Period	2014	2015	2016
			Jan.-Dec.	Jan.-Dec.	Jan.-June	
Article 20	Articles 158 and 164, etc.	Safe work using vehicle-type construction machines		3	4	0
	Articles 519 and 563, etc.	Measures to prevent falls from high places		0	7	0
Article 31	Articles 653 and 655, etc.			0	6	0
Article 29	—	Instruction for subcontractors by the principal contractor		22	20	5
Article 45	Articles 151-24, 167 and 168, etc.	Periodic voluntary inspection of vehicle-type construction machines and fork lifts		3	5	2
Others		Inspection before crane operation, etc.		26	12	6

(3) Violations of the Labour Standards Act

Provisions	Items	Period	2014	2015	2016
		Jan.-Dec.	Jan.-Dec.	Jan.-June	
Article 15	Clarification of working conditions		14	39	7
Article 24	Payment of regular wages *		11	22	5
	(Major breakdown)	Deduction of social activities fees, accommodation costs or food costs without a labour-management agreement	7	9	5
		No payment of wages for the hours spent for the medical examinations and the monitoring of internal exposure	3	3	0
Article 26	Payment of allowance for absence from work		0	8	0
Article 32	Statutory working hours		7	25	10
Article 36	Limitation on working hours for work having health hazards		3	0	0
Article 37	Payment of premium wages		81	80	17
Article 89	Preparation and notification of the rules of employment		3	5	3
Article 95	Notification of the dormitory rules		2	0	8
Article 96-2	Notification of the establishment etc. of a dormitory		0	0	9
Article 107	Preparation of roster of workers		2	4	0
Article 108	Preparation of wage ledger		13	42	17
Others	Acquisition of statutory leave, etc.		2	9	2

\* 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 numbers of cases in "Payment of regular wages" and the total number of cases of the "Major Breakdown" categories do not match.

Table 3 Current status of supervision/instructions concerned with decontamination work

Items	Period	2014	2015	2016
		Jan.-Dec.	Jan.-Dec.	Jan.-June
Number of supervised employers		1,152	1,299	506
Number of violators		774	839	271
Violation rate (%)		67.2%	64.6%	53.6%
	Safety/health-related			46.9%
	Working condition-related			71.7%
Number of violation cases		1,697	1,586	416
	Safety/health-related values in parenthesis indicate the percentage of total	799(47.1%)	895(56.4%)	252(60.6%)
	Working conditions-related values in parenthesis indicate the percentage of total	898(52.9%)	691(43.6%)	164(39.4%)

Table 4 Details of major violations concerning decontamination (Refer to Material 3 "A List of Related Laws".)

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

Provisions (SH Act)	Provisions (Ordinance on Prevention of Ionizing Radiation Hazards)	Items	Period	2014	2015	2016
				Jan.-Dec.	Jan.-Dec.	Jan.-June
Article 22	Article 5	Measurement of radiation dose		97	92	26
	Article 7	Preliminary survey on the work place		145	122	27
	Article 9	Director of the work		3	24	10
	Article 14	Contamination inspection of the exiting person		18	18	2
	Article 15	Contamination inspection of the items to be taken from the workplace		12	15	0
	Article 16	Use of protective equipment		38	47	8
Article 59	Article 19	Provision of special education on decontamination work		5	6	0
Article 66	Article 20	Provision of medical examinations according to the Ionizing Radiation Ordinance for Decontamination		26	18	3
Article 100	Article 24	Report on the result of medical examination according to the Ionizing Radiation Ordinance for Decontamination		75	87	62
Others		Prohibition of smoking, etc.		45	41	6

(2) Violations of the Industrial Safety and Health Act and the Industrial Safety and Health Ordinance

Provisions (SH Act)	Provisions (SH Ordinance)	Items	Period	2014	2015	2016
				Jan.-Dec.	Jan.-Dec.	Jan.-June
Article 20	Article 158, 164	Safe work using vehicle-type construction machines		21	19	7
	Article 155	Plan on work using vehicle-type construction machines		8	11	5
	Articles 519 and 563	Measures to prevent falls from high places		16	13	5
Article 31	Articles 653 and 655			8	13	4
Article 29	—	Instruction for subcontractors by the principal contractor		146	182	59
Article 45	Articles 167 and 168	Periodic voluntary inspection of vehicle-type construction machines and fork lifts		4	6	2
Article 23	Article 540	Safe passages		4	4	4
Others		Duties, etc. of the Safety and Health Control Officer		128	177	22

(3) Violations of the Labour Standards Act

Provisions	Items	Period	2014	2015	2016
			Jan.-Dec.	Jan.-Dec.	Jan.-June
Article 15	Clarification of working conditions		121	102	21
Article 24	Payment of regular wages *		88	56	8
	(Major breakdown) • Deduction of social activities fees, accommodation costs or food costs without a labour-management agreement		54	33	7
	• No payment of wages for the hours spent for the medical examinations and the monitoring of internal exposure		25	16	0
Article 26	Payment of allowance for absence from work		31	4	1
Article 32	Statutory working hours		145	93	24
Article 37	Payment of premium wages		238	219	52
Article 89	Preparation and notification of the rules of employment		61	52	10
Article 107	Preparation of roster of workers		56	36	12
Article 108	Preparation of wage ledger		111	90	27
Others	Notification of the dormitory rules and the establishment, etc. of a dormitory, etc.		47	39	9

\* 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 numbers of cases in "Payment of regular wages" and the total number of cases of the "Major Breakdown" categories do not match.



**Table 5 Current status of supervision/instructions concerning decontamination work (under the contract of each body)**

	Jan.-Dec. 2015		Jan.-June 2016	
	Under the contract of the national government	Under the contract of a municipality, etc.	Under the contract of the national government	Under the contract of a municipality, etc.
Number of supervised employers	649	650	248	258
Number of violators	341	498	83	188
Violation rate (%)	52.5%	76.6%	33.5%	72.9%
Safety/health-related			24.9%	69.8%
Working condition-related			62.7%	78.3%
Number of violation cases	636	950	114	302
Safety/health-related	301	594	67	185
Working condition-related	335	356	47	117

## 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.

(Paragraph 2 and 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.

(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.

(Paragraph 2 and 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.

(Paragraphs 2 and 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.**

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.**

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.

**Regulation for Dormitories Attached to Construction Business (Extracted)**

(Notification of the Dormitory Rules)

**Article 2.**

Notification of the dormitory rules according to the Provision of Article 95, paragraph 1 of the Regulation shall be provided to the Head of the Labour Standards Inspection Office having jurisdiction over the area where the relevant operation site is located (hereinafter referred to as the "Competent Head of the Labour Standards Inspection Office"). However, in the case where the Head of the Labour Standards Inspection Office having jurisdiction over the area where the relevant dormitory is located differs from the Competent Head of the Labour Standards Inspection Office, the above notification can be provided to the Head of the Labor Standards Inspection Office having jurisdiction over the area where the relevant dormitory is located.

(The rest omitted)

**Article 5-2.**

The person who is to provide the notification as provided by the Provision of Article 96-2, paragraph 1 of the Regulation shall submit the said notification together with the following documents attached to the notification document in the separately prescribed format to the Competent Head of the Labour Standards Inspection Office.

- (1) Drawings which show the relationships with the surrounding conditions and the whole neighborhood.
- (2) A floor plan and sectioned drawings of each floor of a structure

(The rest omitted)

**Industrial Safety and Health Act (Extracted)**

(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.

(Paragraph 2 and 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.

(Paragraph 3 and 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 shall, as provided for by the Ordinance of the Ministry of Health, Labour and Welfare, have medical examinations of workers conducted by a physician.
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.

(Paragraph 3 and 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.

(Paragraph 2 and the rest omitted)

**Ordinance on Prevention of Ionizing Radiation Hazards (Extracted)**

(Exposure Dose Limit to Radiation Workers)

**Article 4.**

1. An employer must prevent the effective dose to which workers engaging in Radiation Work in the Controlled Areas (hereinafter referred to as “Radiation Workers”) are exposed from exceeding 100 mSv per five years and 50 mSv per year.
2. Notwithstanding the provision of the preceding paragraph, an employer must prevent the effective dose to which female Radiation Workers (excluding female workers diagnosed as having no possibility of pregnancy and those provided for in Article 6) are exposed from exceeding 5 mSv per three months.

(Dose Limit in Emergency Work)

**Article 7.**

1. In the event of an accident that falls under any of the items of Article 42, paragraph 1, and an employer carries out any emergency work for preventing radiation-derived health hazards to Radiation Workers that is to be carried out in an area described in the same paragraph emerges (hereinafter referred to as “Emergency Work”), the employer may allow male workers engaging in said Emergency Work and female Radiation Workers diagnosed as having no possibility of pregnancy to be exposed to Radiation exceeding the limits provided for in Article 4, paragraph 1, and in Article 5, notwithstanding the provisions contained therein.
2. In the case described in the preceding paragraph, the dose to which workers will be exposed during said Emergency Work must not exceed the value provided for each of the following dose categories:
  - (1) 100 mSv in the case of the effective dose;
  - (2) 300 mSv in the case of the equivalent dose to which the eye lens will be exposed; and
  - (3) 1 Sv in the case of the equivalent dose to which the skin will be exposed.
3. The provision of the preceding paragraph shall apply mutatis mutandis to male workers and female workers diagnosed as having no possibility of pregnancy, who are engaging in Emergency Work, other than Radiation Workers.

(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 (3) 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 (3) 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.

(Containers)

**Article 37.**

1. Containers must be used when an employer stores or keeps Radioactive Materials, or transports, disposes of by storage or temporarily keeps for discarding the Radioactive Materials or Contaminated Objects; provided, however, that this does not apply when an effective measure is taken against Radioactive Materials or Contaminated Objects that are extremely difficult to put in containers to shield external radiation or prevent the spread of contamination or when Radioactive Materials or Contaminated Objects are transported in work rooms for handling Radioactive Materials.
2. (Omitted)
3. An employer must indicate on the containers provided for in the main clause of paragraph 1 that the containers are to contain Radioactive Materials or Contaminated Objects.
4. An employer must indicate the following information on containers for the storage, preservation, transportation, or temporary retention for discarding of Radioactive Materials:
  - (1) types of the Radioactive Materials and their classification as gas, liquid or solid; and
  - (2) types and quantities of Radioisotopes contained in the Radioactive Materials.



(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. An employer must prohibit workers from smoking, eating or drinking in work rooms for handling Radioactive Materials and workplaces where they may inhale or ingest Radioactive Materials, and indicate the prohibition of smoking, eating or drinking in an easy-to-see place in said workplaces.
2. Workers must not smoke, eat or drink in the workplaces provided for in the preceding paragraph.

(Work Rules at Nuclear Reactor Facilities)

**Article 41-12.**

1. When an employer performs any work that handles nuclear fuel materials, spent fuels or objects contaminated by such materials in the Controlled Area of a nuclear reactor facility (meaning the nuclear reactor facility for research and testing provided for in Article 23, paragraph 2, item (5) of the Act on the Regulation of Nuclear Source Material, Nuclear Fuel Material and Reactors and the nuclear reactor facilities for power generation provided for in Article 43-3-5, paragraph 2, item (5) of the same Act; the same applies in Article 52-7, paragraph 1), the employer must establish necessary rules concerning the work to prevent hazards to workers caused by Radiation in connection with the following matters and perform the work in accordance with the rules:
  - (1) method and sequence of work;
  - (2) measures concerning the monitoring of dose equivalent rates due to external radiation and the concentration of Radioactive Materials in the air;
  - (3) measures concerning inspections of the state of contamination of the surfaces of ceilings, floors, walls, equipment, etc. and decontamination;
  - (4) emergency measures in case of abnormality; and
  - (5) beyond what is set forth in each of the above items, necessary measures to prevent hazards to workers caused by Radiation.

(The rest omitted)

(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.

(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 said workers received 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 said 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.

**Ionizing Radiation Ordinance for Decontamination (Extracted)**

(Dose Measurements)

**Article 5.**

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  $\text{mg/m}^3$  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  $\text{mg/m}^3$  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  $\text{mg/m}^3$ .
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.

(The rest omitted)

(Preliminary Survey, etc.)

**Article 7.**

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.**

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/cm<sup>2</sup>, 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/cm<sup>2</sup> 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.**

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/cm<sup>2</sup> 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.**

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.**

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.**

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)**

(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.

(Paragraph 2 and 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:
  - (1) Abnormalities in compression pressure, valve clearance and other parts of a prime mover.
  - (2) Abnormalities in a clutch, a transmission, a propeller shaft, a differential and other power transmission devices.
  - (3) Abnormalities in a drive wheel, an idling wheel, a vertical trunk roller, a belt, a tire, a wheel bearing and other traveling devices.
  - (4) Abnormalities in rotation angle of left and right steering wheels, a knuckle, a rod, an arm and other controlling devices.
  - (5) Abnormalities in braking capability, a brake drum, a brake shoe and other brakes.
  - (6) Abnormalities in a blade, a boom, link-mechanism, a bucket, a wire rope and other working devices.
  - (7) Abnormalities in a hydraulic pump, a hydraulic motor, a cylinder, a safety valve and other parts of a hydraulic system.
  - (8) Abnormalities in voltage, amperage and other parts of electrical system.
  - (9) Abnormalities in a body, an operating device, a head guard, a back stopper, a raising and lowering device, a locking device, a warning device, a direction indicator, a lightning device and a meter.
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:
  - (1) Abnormalities in a brake, a clutch, a controlling device and working devices.
  - (2) Damage in a wire rope and a chain.
  - (3) Damage in a bucket, a zipper, etc.
  - (4) For a specified dismantling machine set forth in Item (4) of Article 171, abnormalities in a check valve, a warning device, etc.
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.

(Working Floor)

### **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.

(The rest omitted)

(Passage)

**Article 540.**

1. The employer shall provide places leading to a workplace and inside of the workplace 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.

(The rest omitted)

(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:
  - (a) Condition of damage, mounting and placing of floor materials.
  - (b) Condition of loosening at the fastening, connecting and mounting portions of standards, ledgers, brackets, etc.
  - (c) Condition of damage and corrosion of clamping materials and clamps.
  - (d) Conditions of loosening and unfastening of fall protection equipment used with scaffoldings.
  - (e) Conditions of loosening and unfastening of baseboards, etc.
  - (f) Condition of settling and sliding of leg portions.
  - (g) Condition of mounting of bracings, stays, ties to wall and other reinforcement materials.
  - (h) Damage of standards, ledgers and brackets.
  - (i) Condition of the mounting portion of projected girders and lifting cables and the function of lifting devices.

(The rest omitted)

## Labour Consultation Service

Office name, etc.	Location	Phone number	Jurisdiction
Fukushima Prefectural Labour Bureau	〒 960-8021 Fukushima Regional Government Office 5F 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	024-536-4610	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, 4F 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	(Temporary office) 〒970-8026 LATOV Building, 8F 120 Taira Aza Tamachi Iwaki City	0246-35-0050	Futaba County