

## ④ Working Conditions ▪ Labour Relations

### (1) Working Conditions

#### Measures to Secure and Improve Working Conditions

##### Overview

##### Ensuring and Improving Working Conditions

In Japan, approximately 49.45 million people are working at some 4.09 million workplaces (source: Establishment and Enterprise Census 2006, Statistics Bureau, Ministry of Internal Affairs and Communications). In order to provide working environment in which people can work with a sense of security, it is crucial that working conditions laid down by the Labour Standards Law and other labour laws be observed and measures to improve working conditions be carried out.

As means to achieve this goal, every prefecture has its Labour Bureau, and there are regional Labour Standard Inspection offices across the country. In accordance with the laws related to labour standards, inspectors visit workplaces to make sure that employers abide by the statutory standards relating to working hours, safety and health and minimum wages, as well as to secure and improve working conditions.

There are two types of inspection: regular inspection and inspection based on reports filed by workers. The former includes a monthly planned inspection and a disaster inspection carried out when a serious industrial accident, fire or explosion occurs. Disaster inspection aims to investigate the cause and prevent recurrence of such accidents.

Inspection based on reports from workers is conducted when a report is filed by workers, etc.

When labour standards inspectors find that serious and gross violations of labour laws are committed, they investigate the matters as a special judicial policeman in accordance with the Code of Criminal Procedure to Prove criminal liability, and take judicial action to send the case to the Prosecutor's office.