

Japanese history on policy in occupational health

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1. General structure of legislations in Japan
2. History until the development of ISH Law
3. Five main components of occupational health managements in ISH Law
4. Amendments of ISH Law
5. Workers' compensation insurance in Japan
6. Infrastructures for occupational health services
7. Efficacy of ministerial policy

1. General structure of legislations in Japan

legislative hierarchy

constitution

referendum

law

congress

cabinet order

cabinet

ordinance

ministry

— — — — — legislations — — — — —

governmental notices

bureaus, divisions, etc.

= non-binding documents

1. General structure of legislations in Japan

Constitution of Japan

Article 27, paragraph 2

Standards for wages, hours, rest and other working conditions shall be fixed by legislation.

→ Labor Standards Law (1947)

Workers' Accident Compensation Insurance Law (1947)

Minimum Wage Law (1959)

Pneumoconiosis Law (1960)

Industrial Safety and Health Law (ISH Law, 1972)

Security of Wage Payment Law (1975)

Working Environment Measurement Law (1975)

1. General structure of legislations in Japan

legislative hierarchy

constitution Article 28 Paragraph 2

law Industrial Safety and Health Law (ISH Law)

cabinet order ISH Law Enforcement Order

ordinance ISH Regulation

Work Under High Pressure, Ionizing

Radiation, Lead Poisoning, Organic

Solvent Poisoning, Hazards due to

Specified Chemical Substances, etc.

2. History until the development of ISH Law

Factory Law, 1911

frequent accidents in coal mines and deadly tuberculosis of young females in textile industry

Factory Law (announced in 1911, enforced in 1916): safety and health inspection by government officers, employers' obligation to reimburse medical fee of occupational injuries

gas intoxication, heavy work load, mal-nutrition, military armament

Factory Danger Prevention and Hygiene Regulation based on Factory Law (1938): health exam, walk-through survey, safety supervisor and factory physician were defined

2. History until the development of ISH Law

Factory Law, 1911

frequent accidents involving
young female workers
Factory Law (1911): safety
and health in factories
obligation to prevent
injuries



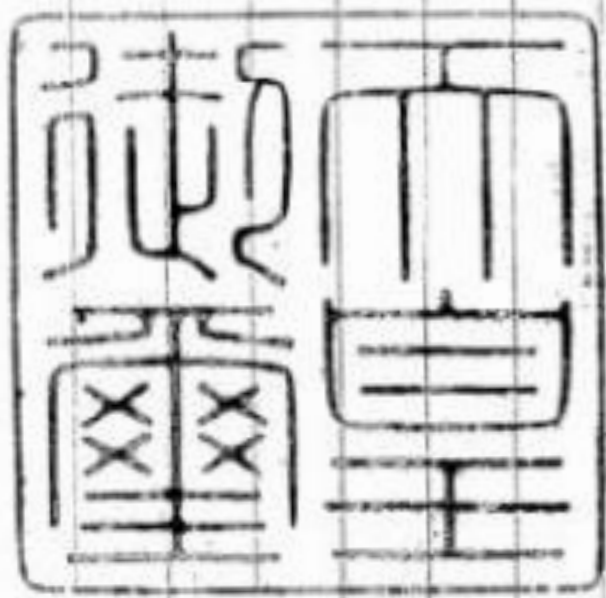
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16): safety
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gas intoxication, heavy work load, malnutrition, military
armament Dr. Ishihara, Osamu (石原修 博士)

Factory Danger Prevention and Hygiene Regulation based
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safety supervisor and factory physician were defined

朕帝國議會ノ協賛ヲ經タル工場法ヲ裁
可シ茲ニ之ヲ公布セシム

廢止



明治四十四年三月二十八日

内閣

内閣總理大臣侯爵桂 太郎

内務大臣士學博士平田 東助

農商務大臣男爵大浦 兼武

Factory Law 1911

第十三條 行政官廳ハ命令ノ定ムル所ニ依リ工場及附屬建設物並設備カ危害ヲ生シ又ハ衛生風紀其ノ他公益ヲ害スル虞アリト認ムルトキハ豫防又ハ除害ノ為必要ナル事項ヲ工業主ニ命シ必要ト認ムルトキハ其ノ全部又ハ一部ノ使用ヲ停止スルコトヲ得

第十四條 當該官吏ハ工場又ハ其ノ附屬建設物ニ臨檢スルコトヲ得此ノ場

合ニ於テハ其ノ證票ヲ携帶スヘシ

第十五條 職工自己ノ重大ナル過失ニ依ラスシテ業務上員傷シ疾病ニ罹リ又ハ死亡シタルトキハ工業主ハ勅令ノ定ムル所ニ依リ本人又ハ其ノ遺族ヲ扶助スヘシ

第十六條 職工徒弟職工徒弟タラムト

(參照)

大正十二年六月十九日勅令第二百十五號 市町村義務教育法ノ施行ニ關スル件 抄録

第七條第一項

國庫支出金ハ左ノ時期ニ於テ之ヲ市町村ニ交付ス
一 市町村義務教育費國庫負擔法第三條ノ規定ニ依リ市町村ニ交付スル金額

四月、七月、九月、十二月及三月、各其ノ五分ノ一

省令

厚生省令第四號

工場危害豫防及衛生規則中左ノ通改正ス

昭和十三年四月十六日

厚生大臣 侯爵 木戸 幸一

工場危害豫防及衛生規則中左ノ通改正ス

第三十四條ノ二 工業主安全管理者ヲ選任シタルトキハ遲滯ナク其ノ旨ヲ地方長官ニ届出ツベシ

常時五十人以上ノ職工ヲ使用スル工場ノ工業主ハ安全管理者ヲ選任スベシ但シ作業ノ狀況ニ依リ危害又ハ衛生上有害ノ虞少キ場合ニ於テハ地方長官ノ許可ヲ受ケ之ヲ選任セザルコトヲ得

安全管理者ハ工業主ノ指揮ヲ承ケ工場及其ノ附屬建設物ニ於ケル危害豫防及衛生ニ關スル一切ノ事項ヲ管理ス

安全管理者ハ安全日誌ヲ作成シ危害豫防及衛生ニ關シ爲シタル處置ヲ記載シ置クベシ

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工場醫ハ工業主及安全管理者ノ指揮ヲ承ケ工場及其ノ附屬建設物ニ於ケル衛生ニ關スル事項ヲ掌ル

工場醫ハ毎月少クトモ一回工場及其ノ附屬建設物ヲ巡視シ設備又ハ作業方法ニシテ衛生上有害ノ虞アル場合ハ應急處置又ハ適當ナル豫防ノ處置ヲ爲スベシ

工業主ハ工場醫ヲシテ毎年少クトモ一回職工ノ健康診斷ヲ爲サシムベシ

前項ノ健康診斷ニ關スル記録ハ三年間之ヲ保存スベシ

第三十四條ノ四 工業主安全管理者又ハ工場醫ヲ解任シタルトキハ遲滯ナク其ノ旨ヲ地方長官ニ届出ツベシ安全管理者又ハ工場醫死亡シタルトキ亦同ジ

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地方長官必要アリト認めルトキハ工業主ニ對シ安全管理者又ハ工場醫ノ増員又ハ改任ヲ命ズルコトヲ得

第三十四條ノ五 工業主ハ工場及其ノ附屬建設物ニ於ケル危害豫防及衛生ニ關スル事項ニ従事セシムル爲安全委員ヲ選任スベシ但シ常時十人未滿ノ職工ヲ使用スル工場ノ工業主ハ之ヲ選任セザルコトヲ得

安全委員ハ工業主、安全管理者及工場醫ノ指揮ヲ承ケ毎日工場及其ノ附屬建設物ヲ巡視シ設備又ハ作業方法ニシテ危害ヲ生ジ又ハ衛生上有害ノ虞アル場合ハ應急處置又ハ適當ナル豫防ノ處置ヲ爲スベシ

第三十四條ノ六 工業主安全委員會ヲ設ケタルトキハ安全委員會規則ヲ作成シ之ヲ地方長官ニ届出ツベシ安全委員會規則ヲ變更シタルトキ亦同ジ

附則

本令ハ昭和十三年七月一日ヨリ之ヲ施行ス

土曜日

昭和十三年四月十六日

官報 第三三八四號

Factory Danger Prevention and Hygiene Regulation amended in 1938

工場危害豫防及衛生規則中左ノ通改正ス

昭和十三年四月十六日

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市町村ニ交付スル第三條ノ規定ニ五分ノ一

地方長官必要アリト認めルトキハ常時五百人未滿ノ職工ヲ使用スル工場ノ工業主ニ對シ工場醫ノ選任ヲ命ズルコトヲ得
工場醫ハ醫師タルコトヲ要ス
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健康診斷

第三十四條ノ四 工業主安全管理者又ハ工場醫ヲ解任シタルトキハ遲滯ナク其ノ旨ヲ地方長官ニ届出ツベシ安全管理者又ハ工場醫死亡シタルトキ亦同ジ
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附則

本令ハ昭和十三年七月一日ヨリ之ヲ施行ス

工場危害豫防及衛生規則中左ノ

Factory Danger Prevention and Hygiene Regulation amended in 1938

厚生大臣 侯爵 木

工場危害豫防及衛生規則中左ノ
第三十四條ノ二 工業主安全管
シタルトキハ遅滞ナク其ノ旨ヲ地方長官
ニ届出ツベシ

工業主ハ安全管理者

常時五十人以上ノ職工ヲ使用スル
工業主ハ安全管理者
業ノ状況ニ依リ危害又ハ衛生上
少キ場合ニ於テハ地方長官ノ許可ヲ得
之ヲ選任セザルコトヲ得
安全管理者ハ工業主
其ノ附屬建設物ニ於
ニ關スル一切ノ事項
安全管理者ハ安全
及衛生ニ關シ爲シ
ベシ
第三十四條ノ三 工業
ルトキハ遅滞ナク
出ツベシ
常時五百人以上ノ
工業主ハ工場醫
狀況ニ依リ衛生上
テハ地方長官ノ許
ルコトヲ得

The factory owner with 500 or more employee shall appoint an factory physician.

The factory physician shall perform walk-through survey at least once at a month.

The factory owner with 50 or more employee shall appoint a safety supervisor.

健康診断

巡視シ

The factory physician shall perform health examination of workers at least once at a year.

地方長官必要アリト認ムルトキハ常時五
人未滿ノ職工ヲ使用スル工場ノ工業主
對シ工場醫ノ選任ヲ命ズルコトヲ得
工場醫ハ醫師タルコトヲ要ス
場醫ハ工業主及安全管理者ノ指揮ヲ承
務及其ノ附屬建設物ニ於ケル衛生ニ
事項ヲ掌ル
毎月少クトモ一回工場及其ノ附
屬建設物ヲ巡視シ設備又ハ作業方法ニシ
衛生上有害ノ虞アル場合
適當ナル豫防ノ處置ヲ爲
業主ハ工場醫ヲシテ毎年
工ノ健康診断ヲ爲サシム
項ノ健康診断
保存スベシ

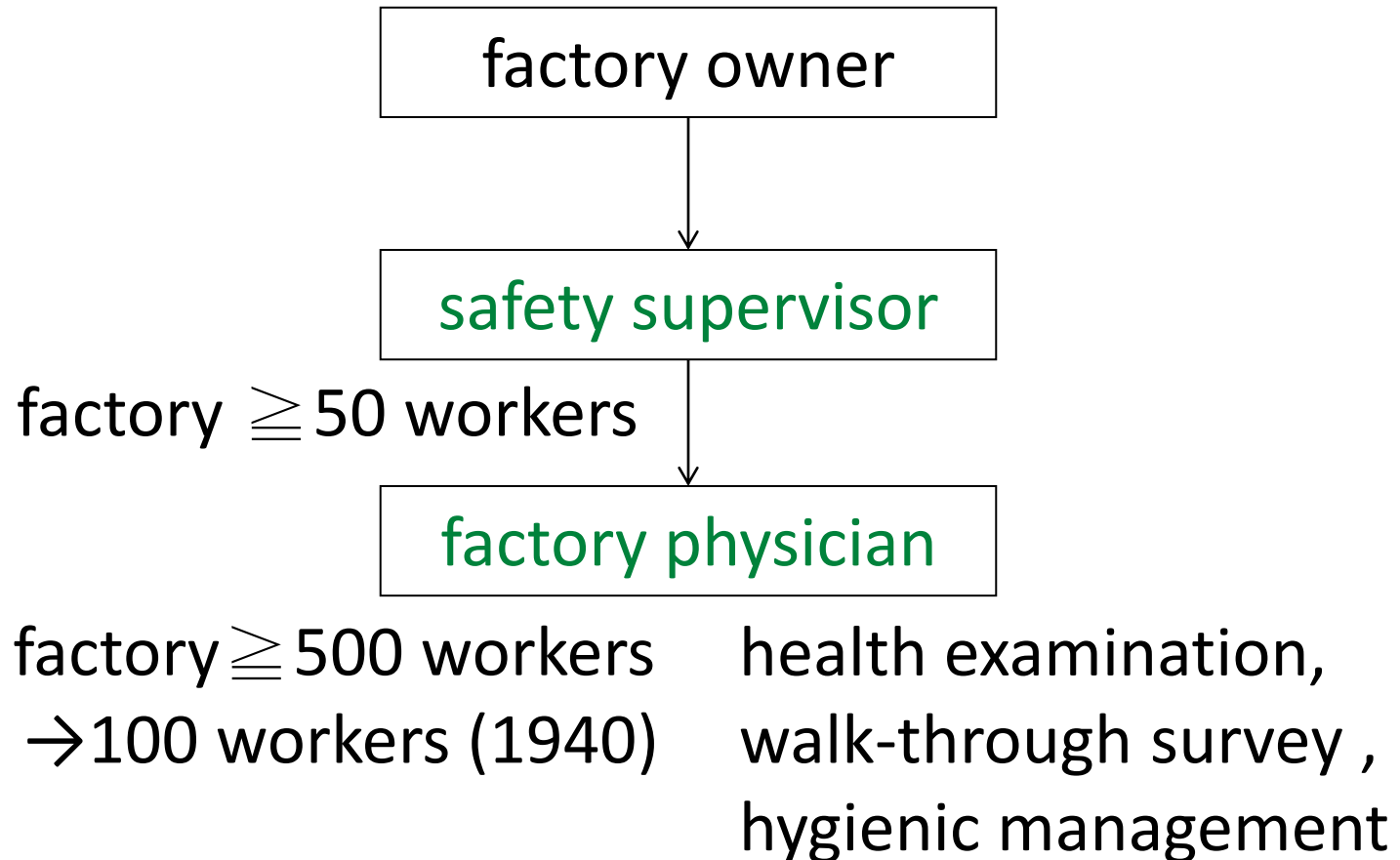
本令 變地タ第三シ處生ヲノ安得工

工業主ハ安全管理者
者又ハ工場
ルトキ亦
ルトキハ
出ツベシ
ルトキハ
出ツベシ
業主ハ工場
工業主ハ工
危害豫防及
ムル爲安全
人未滿ノ職
之ヲ選任
主、安全管理
日工場及其
ハハ作業方法
有害ノ虞ア
ル豫防ノ
工業主安全
委員會規則
出ツベシ安全委員會規則ヲ
亦同ジ
七月一日ヨリ之ヲ施行ス

2. History until the development of ISH Law

Factory Law, 1911

Factory Danger Prevention and Hygiene Regulation (1938)



2. History until the development of ISH Law

Labour Standard Law, 1947

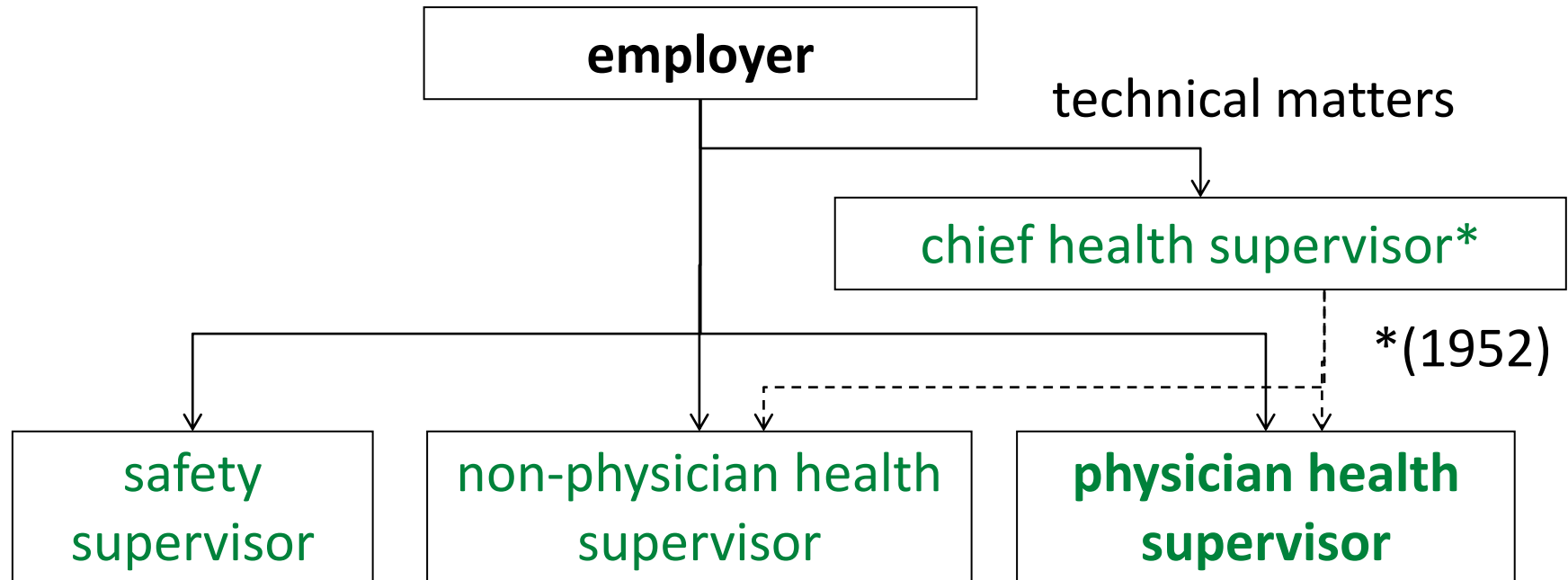
political reconstruction by USA following non-conditional surrender in Pacific war

Labour Standard Law (1947): stipulates minimum requirements to employer including safety and health issues at workplaces; defined health supervisors in the relevant ordinance

2. History until the development of ISH Law

Labour Standard Law, 1947

Industrial Safety and Health Regulation (1947)



safety management
factory ≥ 50 workers

walk-through survey,
hygienic management

walk-through survey,
health examination

factory $\geq 50 \rightarrow 30$ workers (1966)

other workplace $\geq 50 \rightarrow 100$ (1949)

$\rightarrow 50$ workers (1966)

2. History until the development of ISH Law

Pneumoconiosis Law, 1960

pneumoconiosis, chemical poisoning, diseases from physical hazards

Pneumoconiosis Law (1960): health exam for the screening of pneumoconiosis

2. History until the development of ISH Law

Industrial Safety and Health Law, 1972

occupational cancer, needs for systematic prevention of occupational diseases

ISH Law (1972): a criminal law diversified from Labour Standard Law; stipulates minimum requirements to work organization (**company**); enforced by labor standard officers

労働基準法 Labour Standard Law

minimum requirements to **employer = 使用者**

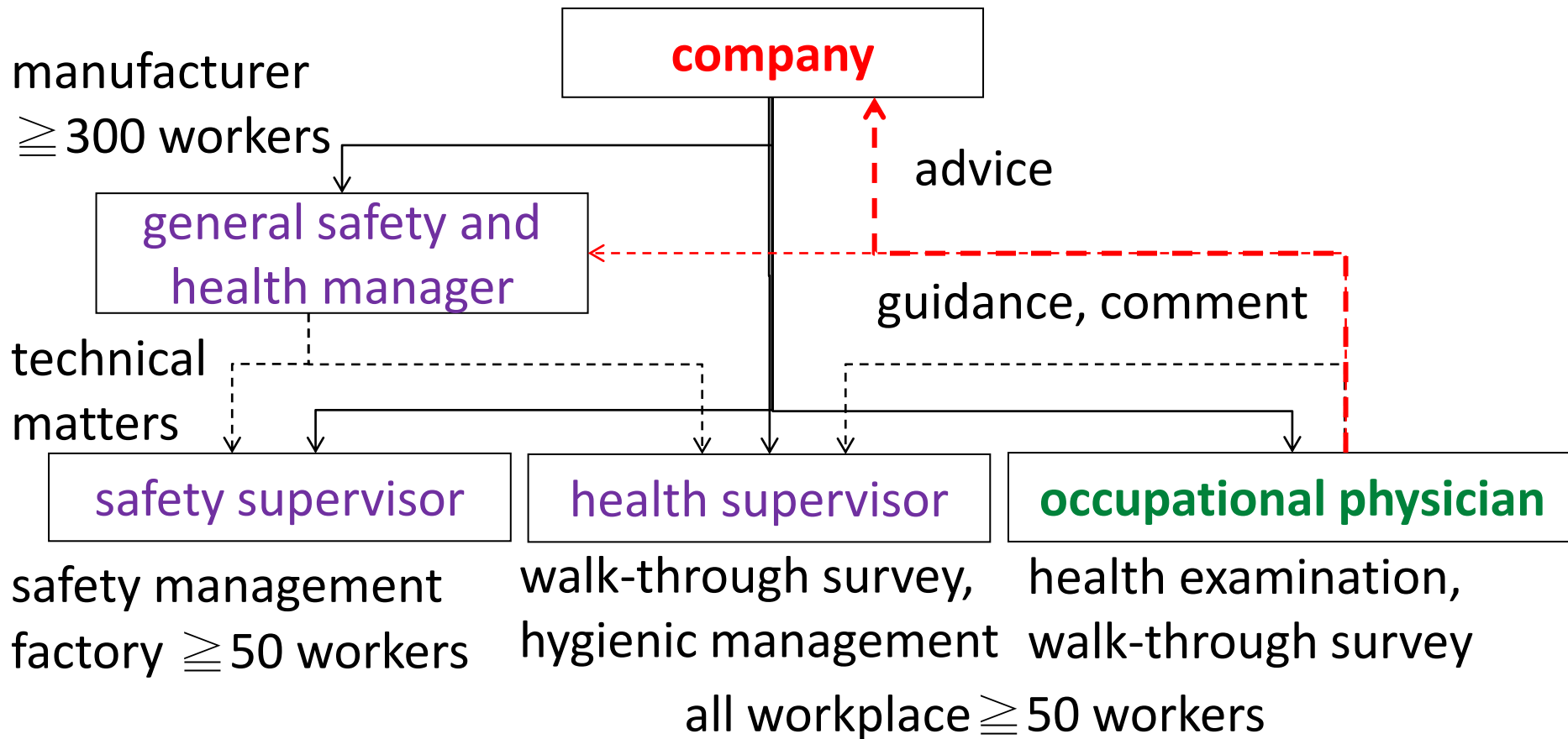
労働安全衛生法 ISH Law

minimum requirements to work organization (**company**)
= 事業者

2. History until the development of ISH Law

Industrial Safety and Health Law, 1972

Industrial Safety and Health Regulation (1972)



2. History until the development of ISH Law

Industrial Safety and Health Law, 1972

Article 1

The purpose of this Law is to secure, ... the **safety and health of workers** in workplaces as well as to facilitate the establishment of **comfortable working environment**, by promoting the comprehensive and systematic countermeasures concerning the prevention of industrial accidents, such as taking measures for the establishment of standards for prevention of danger and injury, the clarification of responsibility and the promotion of voluntary activities with a view to preventing industrial accidents.

2. History until the development of ISH Law

Industrial Safety and Health Law, 1972

Cabinet order of ISH Law: defines hazardous substances or works, etc.

Ordinances of ISH Law: composed of a general ordinance and specific ordinances by hazardous agents; work under high pressure, ionizing radiation, lead poisoning, organic solvent poisoning, hazards due to specified chemical substances, etc.

3. 5 components of OH managements in ISH Law

Industrial Safety and Health Law, 1972

- 1) Working Environment Management
- 2) Work Management
- 3) Health Management
- 4) Organization for Occupational Health Management
- 5) Occupational Health Education

3. 5 components of OH managements in ISH Law

Industrial Safety and Health Law, 1972

1) Working Environment Management

2) Work Management

3) Health Management

4) Organization for Occupational Health Management

5) Occupational Health Education



Three Managements
三管理

3. 5 components of OH managements in ISH Law

Industrial Safety and Health Law, 1972

1) Working Environment Management

working environment monitoring, work improvement, creating comfortable workshop, etc.

2) Work Management

3) Health Management

4) Organization for Occupational Health Management

5) Occupational Health Education

3. 5 components of OH managements in ISH Law

Industrial Safety and Health Law, 1972

1) Working Environment Management

2) Work Management

improving work process, shortening long working hours,
advising proper method for protective devices

3) Health Management

4) Organization for Occupational Health Management

5) Occupational Health Education

3. 5 components of OH managements in ISH Law

Industrial Safety and Health Law, 1972

1) Working Environment Management

2) Work Management

3) Health Management

health exams, countermeasures based on results of health exams, mental health care, etc.

4) Organization for Occupational Health Management

5) Occupational Health Education

3. 5 components of OH managements in ISH Law

Industrial Safety and Health Law, 1972

3) Health Management

items at health exam stipulated in ISH ordinance

1938 no items specified

1942 body height, body weight, vision, etc.

1947 body vision, hearing acuity, chest x-ray,
erythrocyte sedimentation rate

1972 blood pressure, urinalysis

1989 blood chemistry (liver function, serum lipids,
CBC), ECG

1998 HDL-cholesterol, blood sugar or HbA1c

2008 visceral circumference, LDL-cholesterol

3. 5 components of OH managements in ISH Law

Industrial Safety and Health Law, 1972

1) Working Environment Management

2) Work Management Three Managements 三管理

3) Health Management

4) Organization for Occupational Health Management

5) Occupational Health Education

Base to Support Three Managements

3. 5 components of OH managements in ISH Law

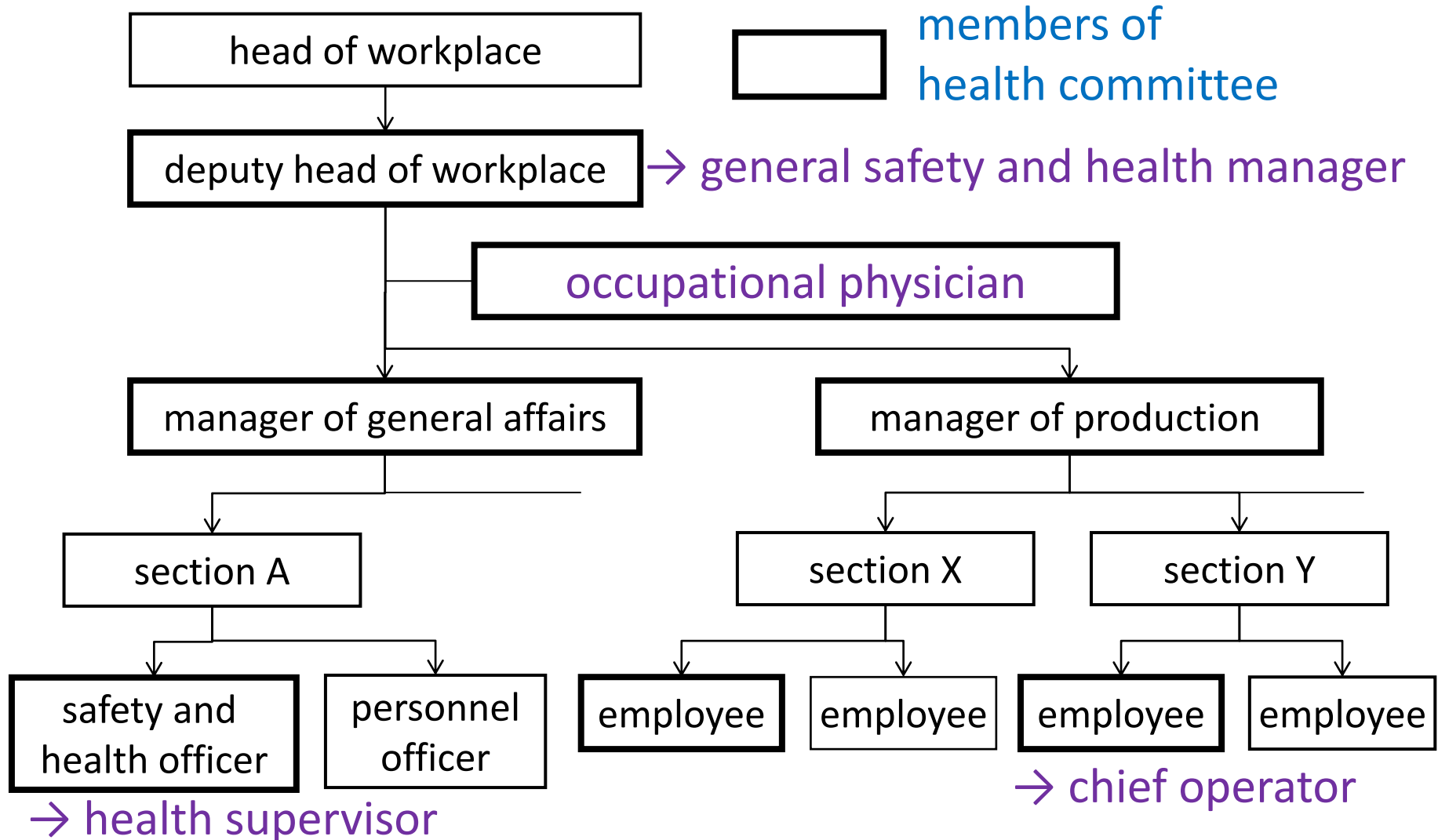
Industrial Safety and Health Law, 1972

- 1) Working Environment Management
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health supervisor, occupational physician, health
committee, etc.
- 5) Occupational Health Education

3. 5 components of OH managements in ISH Law

Industrial Safety and Health Law, 1972

4) Organization for Occupational Health Management



3. 5 components of OH managements in ISH Law

Industrial Safety and Health Law, 1972

- 1) Working Environment Management
 - 2) Work Management
 - 3) Health Management
 - 4) Organization for Occupational Health Management
 - 5) Occupational Health Education
- occupational health education at employment, etc.

4. Amendments of ISH Law

Industrial Safety and Health Law, 1972

1972 responsibility of work organization, general safety and health manager, health supervisor, occupational physician, chief operator, **overall safety and health controller in construction industry**, principal safety and health supervisor, industrial health consultant

1975 method of **working environment measurement**

1977 hazard assessments on new chemical substance by a manufacturer, epidemiological survey by the government

4. Amendments of ISH Law

Industrial Safety and Health Law, 1972

1988 health promoter, appointment of occupational physician as a health committee member, evaluation of **working environment measurement**, work management, occupational health education, health promotion for workers

1989 items checked in health exam included blood chemistry, ECG, etc. in ISH ordinance

1992 creating comfortable workshop

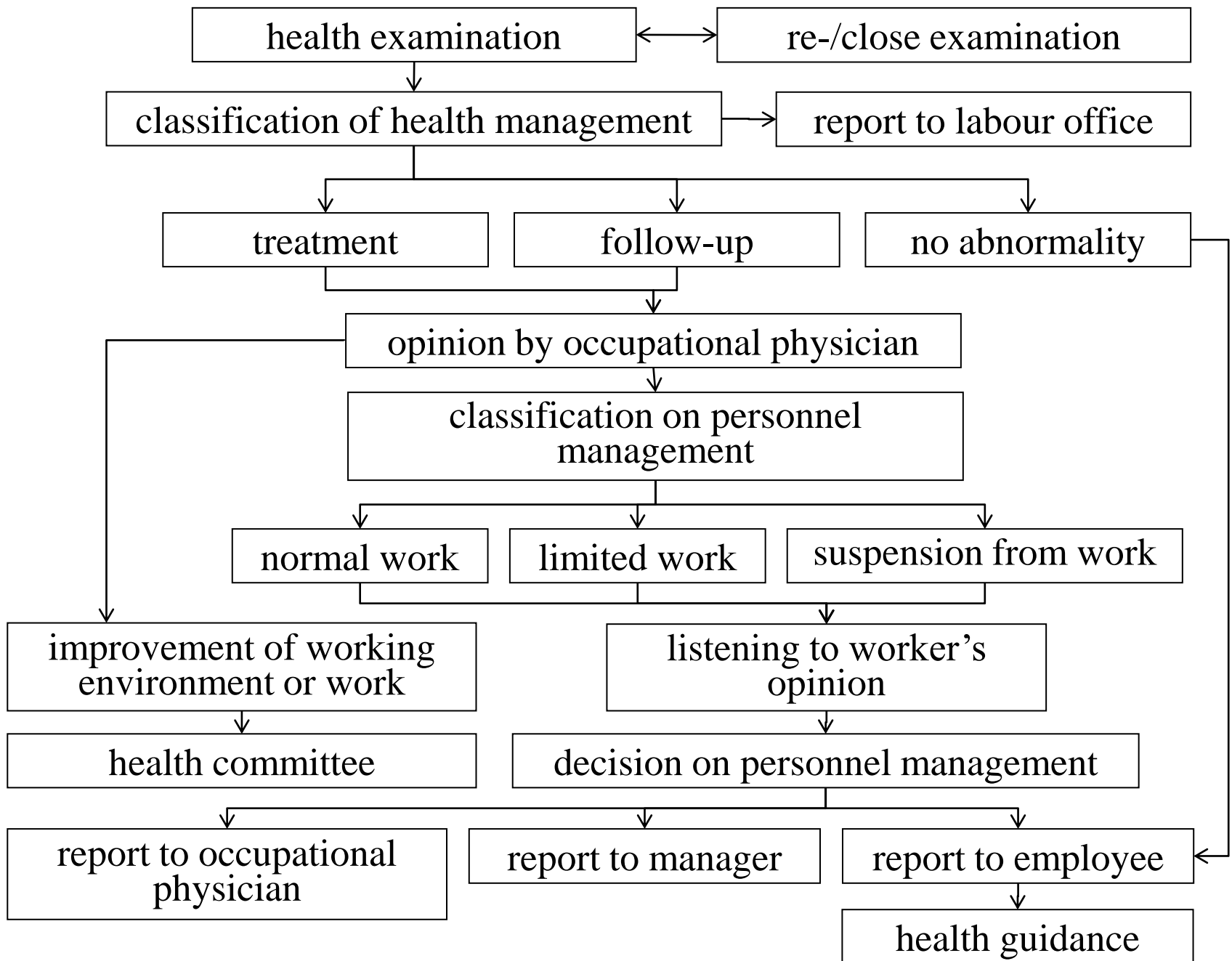
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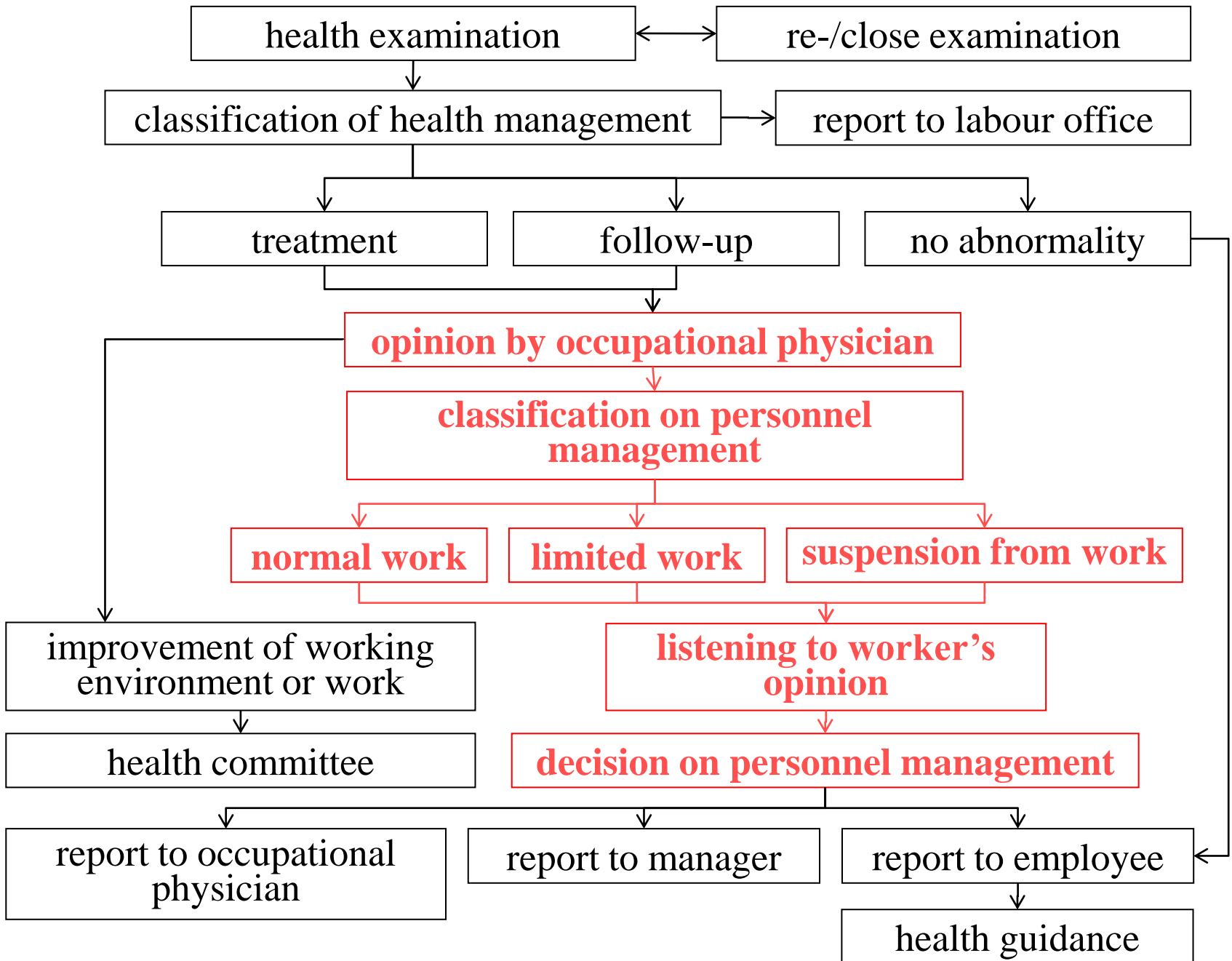
Industrial Safety and Health Law, 1972

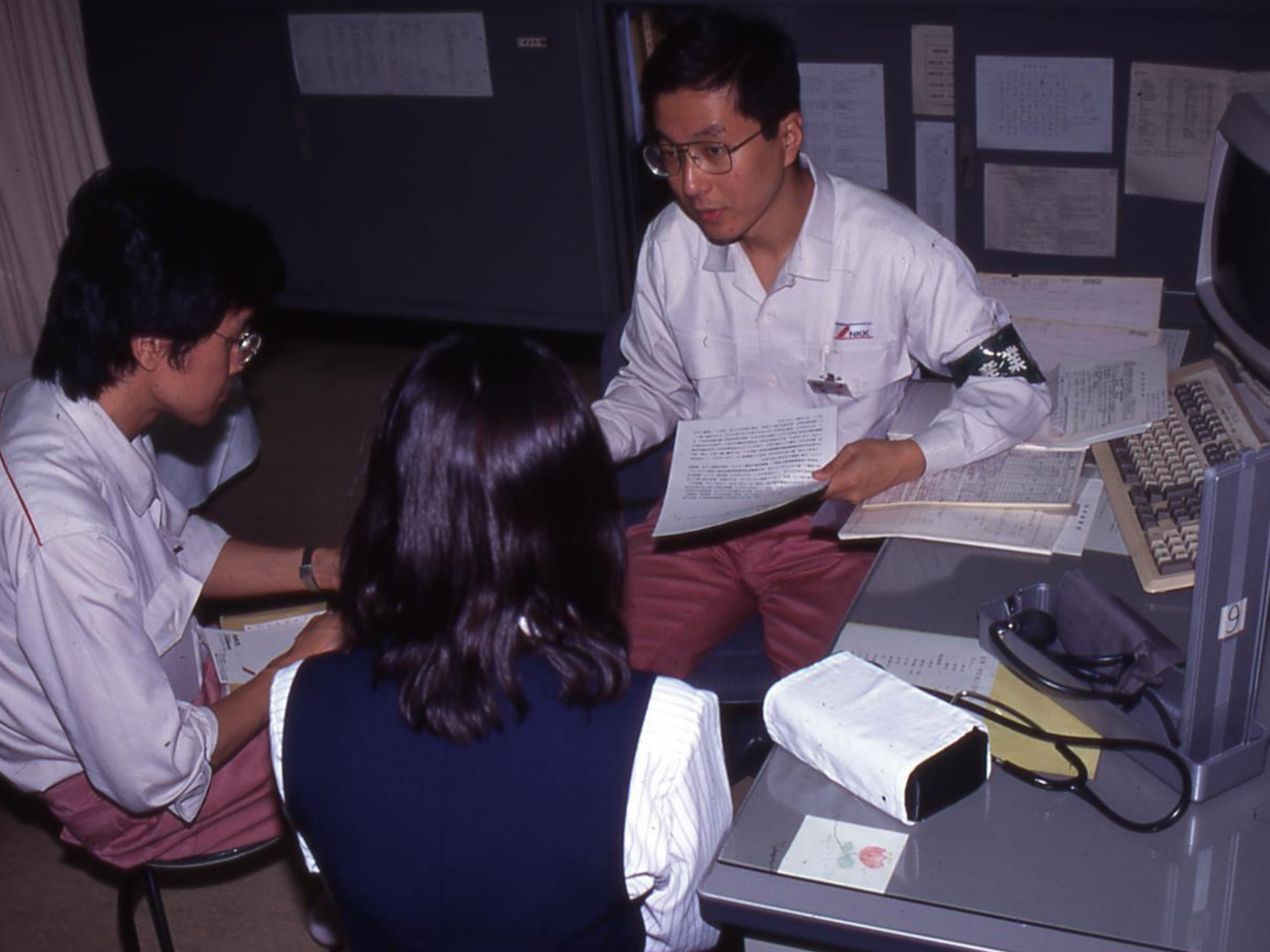
1996 qualification requirement for occupational physician, aid for small workplaces, **countermeasures based on health exams**, health guidance by nurses

1999 financial aid on health exam for night-shift workers, use of safety data sheet

2005 medical interview for long-working workers, promotion of occupational safety and health risk assessment









1988年7月20日 (52週) 入社年月日 (3) 日 47年10月1日
 病状の確認 就業制限が済了 現職の適否

現在の職務 (交替勤の有無等) 光輝探鉱採掘の操業及び管理
 2直勤務、労務手帳業に直60' N直50' 就業有り

産 業 NKK京浜保健センター
 本人の適正配置につき御意見を頂きたい存じます。何卒よろしくご協力下さい。 産業医 堀江 正知

病 名 < 左膜下出血 >

1. 入院年月日 H 8年 2月 7日から入院 H 8年 2月 28日に退院
 2. 経過・治療・投薬内容等
 突然の激しい頭痛に2発症。CTに2左膜下出血が
 見られ入院し、脳血管造影を2回施行し、
 脳動脈瘤はみられなかった。保存的に加療し、2直
 の予防目的に2抗血小板剤を投与している。
 神経学的には異常所見なし。

規則正しい内服以外
 注意事項は特になし。

H 8年 3月 8日

病院名 [REDACTED] 197-1
 住 所 [REDACTED] 病院
 主治医氏名 [REDACTED]

平成9年2月7日に初発の発症して左膜下出血にて入院の療
 養を経て発症の完全には消滅したため、通常発症による脳動脈瘤等
 の原因は見つからず、原因不明の発症に付いては、特に元来白尼毛
 症の発症のリスクも高くないと見られる。と30歳発症時に付、脳出血の発
 症のリスクも高くないと見られる。再発防止のためには本人に付いては、
 再発防止のためには、本人に付いては、
 再発防止のためには、本人に付いては、

復職判定 3/9 (復職可) < 原職 作業規制 職場変更 復帰訓練 > 復職尚早 K 2
 就業条件 夜勤禁止 (1・2直可 常昼勤) 残業規制 () 残業禁止

H 8年 3月 2日 産業医氏名 堀江 正知 (印) 印 (5012)

部門担当名 [REDACTED] 印 (6226)

産業医の見解に見られるように、原職復帰(3/9以降)
 可と判断します。

室長 主査 部長
 (印) (印) (印)

1. 休職よりの復職 人事 → 京浜保健センター → 人事 所属 → 京浜保健センター
 2. 現職適否・長欠復職等 所属 → 京浜保健センター → 人事 所属 → 京浜保健センター

京浜保健センター 〒210 川崎市川崎区南渡田町1番1号 印 (044) 322-1490 FAX (044) -276-0122

と思います。交替勤務の可否は
 作業内容から多少とも判断したいと思っております。





●厚生省令第七號

工場法施行規則

昭和十七年二月十七日

厚生

第八條 工業主職工ヲ

入後三十日以内ニ醫

健康診断ヲ爲サシム

指定スル健康診断ヲ

ル者ヲ雇入レタルト

第八條ノ二 工業主ハ醫師ヲシテ毎年少

クトモ一回職工ノ健康診断ヲ爲サ

ベシ

瓦斯、蒸

上有害

前項ノ健

爲サシ

其ノ年

又ハ厚生

タル者

前二項

シメザ

第八條ノ二

ノ項目

シ但シ其

場合ニ其

ニ視力、

フヲ以

一 身

二 視力

Based on the opinion of a physician, the factory owner shall implement, treatment, change of workplace, job transfer, shortening of working time, extending resting time, and follow-up of health status.

ordinance relevant to Factory Law amended in 1942

健康診断又ハ厚生大臣ノ指定スル健康

診断ノ結果ニ關スル記録ノ寫ヲ作成ス

ベシ

前二項ノ規定ニ依ル健康診断ノ結果ニ關

スル記録、體力検査票若ハ精密検査票ノ

寫又ハ厚生大臣ノ指定スル健康診断ノ結

果ニ關スル記録ノ寫ハ各三年間之ヲ保存

スベシ

第八條ノ五 工業主ハ職工ノ健康診断ノ結

果注意ヲ要スト認メラレタル者ニ付テハ

醫師ノ意見ヲ徵シ療養ノ指示、就業ノ場

所又ハ業務ノ轉換、就業時間ノ短

時間ノ増加、健康状態ノ監視其

保護上必要ナル處置ヲ執ルベシ

第八條ノ六 工業主ハ毎年一回第

八條ノ二第一項若ハ第二項ノ

ル健康診断ノ結果(第八條ノ二

規定ニ依リ健康診断ヲ爲サシメ

ニ付テハ體力検査又ハ厚生大臣

ル健康診断ノ結果)ヲ様式第七

地方長官ニ報告スベシ

第八條ノ七 工業主其ノ他健康診

ニ従事シ又ハ従事シタル者ハ其

知り得タル職工ノ秘密ヲ故ナク

カラズ

第八條ノ八 工業主ハ左ニ掲グル

ル者ヲシテ就業セシムルコト

シ第四號又ハ第五號ニ掲グル疾

The first ordinance stipulated measures based on health examination, 1942

5. Workers' compensation insurance in Japan

Workers' compensation insurance Law, 1972

- 1) insurance owned and ruled by the government
credible and stable, universal coverage of all workers,
uniform and equal criteria to all workers, coverage for
injuries during commuting, budget saved for the
prevention of diseases
- 2) non-fault liability
(null or complete responsibility for reimbursement)
quick initiation of medical treatment without argument
on medical cost sharing between worker and employer
- 3) premium fully incurred by a company
no monetary burden on workers

5. Workers' compensation insurance in Japan

Workers' compensation insurance Law, 1972

- 4) a disease must be caused by the job
(primary cause of the claimed disease)
the cause must exist in working environment or in work process
the worker must be exposed to the cause at the level which may cause the disease
the cause must be more important than off-work cause, past history or personality
- 5) a disease must be happened on the job
while the worker was under the control of the employer inside the premise of the workplace or the worker was implementing the order of the employer

6. Infrastructures for occupational health services

Organizations for occupational health services

Japan Labor Health and Welfare Organization, 1957

Japan Industrial Safety and Health Association, 1964

Nationwide Labor Hygiene Group Federation, 1969

National Institute of Industrial Health (J-NIOSH), 1976

Safety and Health Examination Association, 1976

Japan Bioassay Center, 1977

University of Occupational and Environmental Health,

Japan (UOEH), 1978

Japan Association for Working Environment Measurement,
1979

6. Infrastructures for occupational health services

Organizations for occupational health services

for Occupational Physician
University of Occupational
and Environmental Health,
Japan (UOEH)



Kitakyushu

for Health Supervisor
Japan Industrial Safety
and Health Association
(JISHA)



Tokyo

6. Infrastructures for occupational health services

Training Course

Training Course for Health Supervisor, 1955

Training Course for Occupational Physician, Japan Medical Association (JMA), 1965

Training Course on Occupational Medicine, UOEH, 1984

6. Infrastructures for occupational health services

Certification and Exams

Exam of Health Supervisor, Ministry, 1972

Exam of Industrial Health Consultant, Ministry, 1972

Certification of Occupational Physician, JMA, 1992

Board Exam of Occupational Physician, JSOH, 1993

Qualification of Occupational Physician, MHLW, 1996

6. Infrastructures for occupational health services

Training Course, Certification and Exams

qualification of health supervisor and occupational physician

- 1955 Training Course for Health Supervisor
- 1965 Seminar on Occupational Medicine for physician, Japan Medical Association (a)
- 1972 Exam of Health Supervisor based on ISH Law
- 1984 Fundamental Course on Occupational Medicine, UOEH (b)
- 1990 System for Registered Occupational Physician (ROP), Japan Medical Association
- 1993 System for Board Certified Occupational Health Physician (BCOHP), Japan Society for Occupational Health
- 1996 Qualification requirement for occupational physician, Industrial Safety and Health Law (a and b)

6. Infrastructures for occupational health services

Certification and Exams (%)

Year	general S&H manager	health supervisor	occupational physician	health committee
1995	87.3	75.2	73.6	74.9
2000	87.1	76.6	75.8	74.2
2005	90.5	80.4	75.4	76.2
2010	86.6	86.0	87.0	84.7

size of workplaces with the number of workers in 2010				
>=1000	95.4	98.8	99.8	99.8
>= 500	89.9	98.2	98.7	98.1
>= 300	83.3	98.1	99.3	99.0
>= 100	-	94.0	95.8	92.8
>= 50	-	80.4	80.9	78.8

7. Efficacy of ministerial policy

incentive for legal compliance

law-abiding spirit; judicial system is not well developed

detailed expressions in legislation

critical consequences of violations to laws

criminal penalties

→artificial person (=enterprise) will be punished

administrative penalty

→disadvantage at business competition

judiciary decision of compensation for damage

→disappointment from investors

social sanction

→damage their public reliance

→anti-buying tendency by consumers

是正勧告書

平成 18 年 10 月 17 日

工業株式会社

代表取締役社長

殿

労働基準監督署

労働基準監督官

㊟

貴事業場における下記労働基準法、労働安全衛生法
違反及び自動車運転者の労働時間等の改善のための基準違反については、
それぞれ所定期日までに是正の上、遅滞なく報告するよう勧告します。

~~また、「法条項等」欄に□印を付した事項については、同種違反の繰
り返しを防止するための点検責任者を事項ごとに指名し、確実に点検補修
を行うよう措置し、当該措置を行った場合にはその旨を報告してください。~~

所定期日迄に是正しない場合には、送付検手続を
と取ることとなります。

(注意)

- 一、労働安全衛生法等関係法令違反を原因として、とることがあり、また、労働者災害補償保険法
- 二、この勧告書は二年間保存して下さい。

7. Efficacy of ministerial policy

passive attitude against legislations

cared only within the extent of stipulation with penalties

not well-followed by small businesses

some out-dated and inefficient measures remaining

limited discretionary power by specialists

7. Efficacy of ministerial policy

recent problems and future agenda

policies are driven by litigation

frequent law amendments pursued by ministerial officers

budget cut and downsizing of infrastructures

aging workforce and necessity of skill transfer

classic problems remain unsolved



Thank you for your attention

