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LABOR AND EMPLOYMENT LAW BULLETIN (NO. 5)

Statutory Safety & Sanitation Obligations on Companies That Have 50 Employees or More

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The Employment Safety & Sanitation Act (*Roudou-Anzen-Eisei-Hou*, “ESSA”) requires a company that has 50 employees or more to at least do the following in order to keep the safety and sanitation of its workplace:

- (a) To select a Sanitation Manager (Article 12 of the ESSA), who manages and controls matters regarding sanitation and has to inspect the workplace at least once a week;
- (b) To hold a Sanitation Committee (Article 18 of the ESSA), which must comprise a Sanitation Manager and a Company Medical Doctor and other certain people and be held at least once a month for the purpose of discussing matters concerning promotion of employees' health;
- (c) To select a Company Medical Doctor (Article 13 of the ESSA), who is under an obligation to give recommendations to the company for the purpose of promotion of employees' health and to advise a Sanitation Manager and to inspect the workplace at least once a month; and
- (d) To establish Rest-Taking Rooms (Article 23 of the ESSA), in which employees of one sex can lay themselves separately from employees of the opposite sex.

常時 50 人以上の従業員を有する会社は、労働安全衛生の面で少なくとも次のような法的義務を負います。

- (ア) 衛生管理者の選任(労安衛法 12 条)・・・衛生に関する技術的事項を管理。毎週一回以上作業場を巡視。
- (イ) 衛生委員会の設置(労安衛法 18 条)・・・労働者の健康障害防止・健康保持増進について調査審議。毎月一回以上開催。
- (ウ) 産業医の選任(労安衛法 13 条)・・・健康管理について事業者に報告。衛生管理者に指導・助言を行う。毎月一回以上作業場を巡視。
- (エ) 休養室の設置(労安衛法 23 条)・・・横になることのできる部屋を男性用と女性用に分けて設置。

Should you wish to receive further information as to the above-mentioned, and/or how your company is in compliance with labor/employment law, contact your regular attorney or Hideki Thurgood Kano (tel: 81-3-6888-1061, e-mail: hidekithurgood.kano@andersonmori.com).