

AP007-AP1307: OSH Support Project for Small & Medium-sized Enterprises (SMEs)

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1. About JISHA



JISHA: Japan Industrial Safety and Health Association



Established in 1964

- Based on the “Industrial Accident Prevention Organization Law”,
- Last year (2014), it turned 50th anniversary from foundation,
- It has had a close relationship with the Ministry and a variety of institutions for assisting enterprises’ OSH efforts.

Basic Mission

- Cultivation of human resource for enterprises,
- Support enterprises’ OSH activities with expertise,
- Distribution of OSH latest Information.



Organization

- Headquarters (TOKYO)
- Local branch 9, education center 2 (TOKYO/OSAKA)
OSAKA Occupational Health Service Center.



Please refer to our “ Annual Report”.

http://www.jisha.or.jp/international/pdf/JISHA_Annual_Report_2014.pdf

A string of activities

OSH diagnose
at workplace

Risk assessment
OSH management
system

Dispatching lecturers
to seminars

Total health
promotion
Mental health

Consultation on
chemical substances

**JISHA is a
think tank.**

Zero-accident
activity

National OSH
Convention

Working environmental
measurement

Sharing OSH
information

Comfortable
workplace

*Significant
issue*

Support for SMEs

International
cooperation

2. About OSH Support Project (SP) for SMEs (6/13)



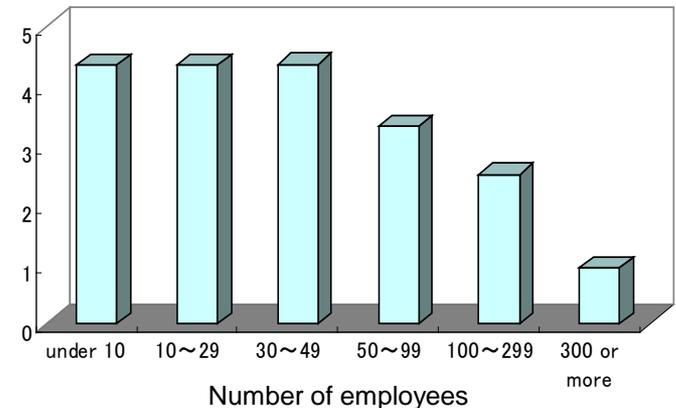
Background

SMEs:

- Occupy a vast majority in the nationwide. While, at **workplaces (WPs) in a smaller scale, 9/10 occupational accidents of the total occur.**

Especially, in the manufacturing sector, the number of fatalities & injuries per 1,000 workers at WPs (less than 50 employees) is approximately 4.5 times compared to the number who belong to the WPs (300 employees or more).

- Because **OSH know-how for improvement is scarce,** a strong support is a must.
- **Government prescribed its importance on the 12th National OSH Plan, JISHA has been strengthening supporting SMEs collaborating with the Government,** and eventually, started this SP from FY2013.



Outline of SP

Purpose: Targeting small WPs/SMEs that can hardly take OSH actions due to scarce know-how and HR for improvement of OSH level, SP support by making use of JISHA expert, initiated in FY2013.

Sectors/WPs: Manufacture (tertiary sector and so on) from FY2014, WPs with approximately less than 100 employees.

Contents:

- **IS:** Visit to each site, inspect and advise for improvement,
- **GS:** Group seminar/training gathering WPs members of organization/association such as supply-chains, affiliates, trades and industrial estates.

*Fee: Free of charge due to subsidy of the Ministry of Health, Labour and Welfare



Outline of SP (IS-1)

Procedure -1

- **Application by WP staff to JISHA**
- **Inquiry and Confirmation by JISHA on basic situation and the day available on-site visit**
- **Site visit and inspection at site (approximately 2 hours)**
 - : JISHA expert visiting on WPs, inspecting environment and work at site
- **Re-visit on WPs, giving advice to the WPs on the previous inspection**
 - : Drafting report and making a concrete suggestion for improvement, implementing training and seminar for workers, as the case maybe, request by WPs.

* Example of advice

- Pointing out items requested to correct ASAP,
(not enforce but encourage to do spontaneously)
- Pointing out items expected to tackle with to improve OSH,
- Appreciation on a good example.



Outline of SP (IS-2)

Procedure -2

- In addition, implementing **follow-up support for specific issues**, afterward, based on inspection at site, as necessary,

- * Example of follow-up support

- : Working environmental improvement, machinery safety advice and other lectures



- After a few month, JISHA will check up actions (visit etc.).

Outline of SP (GS)

Procedure -1

- **Application by organization staff to JISHA,**
- **Inquiry and confirmation by JISHA on the theme and the day of seminar/training,**
- **Holding seminar/training (approximately 2 hours)**
- : **JISHA expert visiting venue and giving lecture.**



* Example of theme

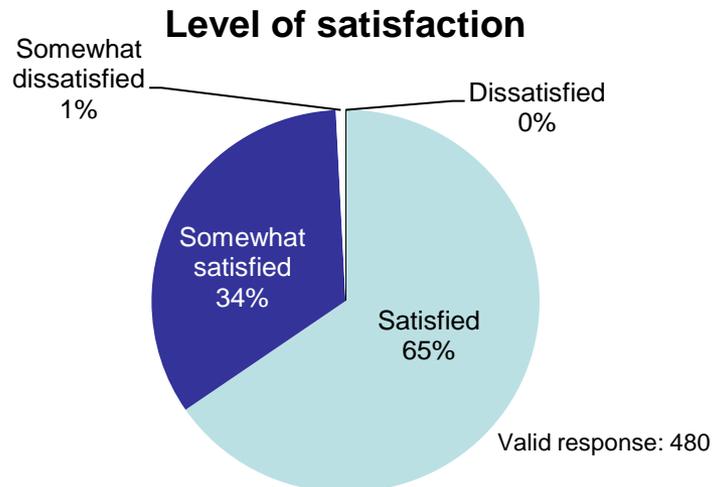
- Manufacturing: KYT (*kiken yochi* or hazard predicting training), Risk assessment, Measures for heat stroke, 5S OSH activities, Role of managers
- Tertiary: OSH guidance for security guard/building maintenance sectors
- In addition, as requested,
 - implementing twice seminar/training
 - implementing IS for WPs joining organization

Outline of the SP (result)

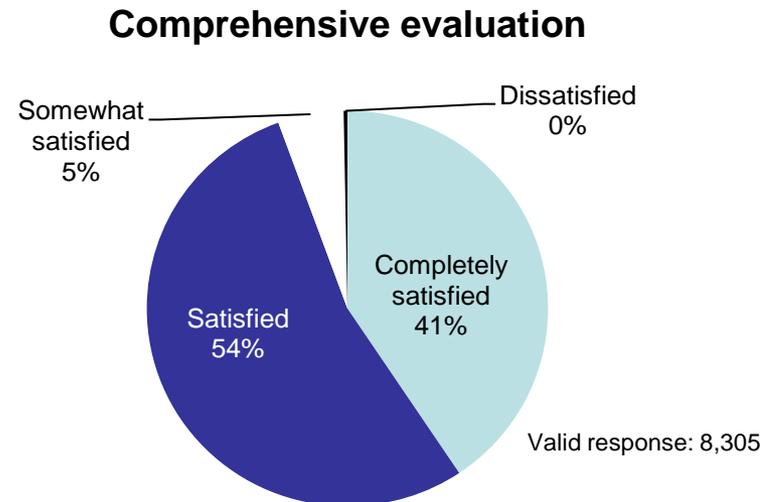
FY2014 Total

Type of SP	Number		Times
IS	WPs	847	1,203
GS	Organization	231	254

The entire evaluation of IS (FY2014)



The entire evaluation of GS (FY2014)



3. Examples

(1) Individual Support (IS):
Action based on
Hitachi Construction Machinery Co., Ltd.
Tsuchiura Works (HCMTW)



Outline of HCMTW

- **HCM** is the company operating produce, sell, rental and after-care of construction/ transportation machinery/products and goods relating to environment, with business bases inside/ outside the nation.
- Its headquarters is situated at Tokyo, while **HCMTW** is located in the NE from Tokyo around 60 km, **as the Mother Plant**, conducting its manufacturing department and running operation, **collaborating with SMEs supply-chains (suppliers)**.



Oil pressure shovel

Example of products



Wheel loader

HCMTW at Tsuchiura City
in Ibaraki Prefecture



Background HCMTW getting to utilize SP (IS) -1

- HCMTW has established OSH policy having basic strategy and concrete objectives and has been implementing OSH activities.
- As external suppliers have been deeply involved in its operation, **it has been highly requested for the suppliers to make their OSH level catch up with HCMTW's one.**
- Recently, enterprises have been asked to realize a comprehensive OSH management in a contract work, so **HCMTW has collaborated with its suppliers organization "TOKIWA-KAI" (TK), dealing with parts, processing and assembly, consisting of 47 companies, and promoting OSH management activities in a body.**



Background HCMTW getting to utilize SP (IS) -2

- While, **suppliers handle with a variety of products and diversify own scales**, so it is highly expected to invent to take actions.
- To facilitate them to engage in OSH activity hand in hand, it is vital to encourage an atmosphere for them to identify and address problems at site by themselves and to share such a style and result among them.
- **As HCMTW, promoting activities of TK members:**
 - Holding safety & environment committee
 - Visit enterprises concerned
 - Dissemination of accident information
 - A tour of inspection on member company etc.



Background HCMTW getting to utilize SP (IS) -3

- Especially, a tour of inspection is positively implemented.
 - : OSH committee members of TK and staff of HCMTW make a tour of inspection with staff on member company.
- Its results:
 - Further grasp on defects/points through many participants' check,
 - Penetration of dissemination of HCMTW' s OSH policy into supplier company.
- While, it cannot help admitting that there are differences in measures/ actions among the members, so HCMTW applied SP (IS) to JISHA for introducing them to step up and eventually to upgrade their OSH level as a whole, with a practical advice on the issues.



Example of IS - 1

- In FY2013, as to HCMTW, TK affiliates 5 member companies were targeted, among them, we would like to introduce the case as “**Ohguro Diesel Industry Kasumigaura Plant**” (ODIKP).

.....

**Location: at Kasumigaura City in Ibaraki Prefecture
(next to Tsuchiura City)**

Sector: Assembly of construction machinery

Personnel: 90

**Details: Taking responsibility for assembly as
supplier of HCMTW,
ODIKP heard that SP could contribute
to improve OSH quality, so it applied to IS.**



**Main entrance of
the plant No1**

Example of IS - 2

- Date: November 6, 2013
- Outline
 - **JISHA expert visited the plant, inspected circumstance and works at site.** The expert checked a problem and a good example with taking a picture.
 - The expert gave **an assessment and held Q&A session based on results of inspection.**
 - **Two weeks later**, the expert drafted report implying advice for OSH activities and concrete suggestion on improvement, afterward, and explained staffs concerned on the plant.



Example of IS - 3

- A good example

- : Demonstrating plainly parking space for vehicle by line in the workplaces



- Expected to correct

- : Good to specify location of extinguisher, while would be more better if not plane but dimensional triangular sign is used so that it will allow people to recognize from many directions, it would be so useful.



Example of IS - 4

- Provision of a concrete advice and introduction of a good example of other company, based on the contents of report.
- On February 4, 2014, KYT (hazard predicting training) was implemented, as the follow- up support.



- **ODIKP has evaluated IS could encourage OSH awareness of workers at site, and it aims to achieve to upgrade level.**

Example of IS (future orientation)

- **It is requested** to improve OSH level of TK members continuously and make it the same as that of HCMTW as much as possible.
- **While, it is true** that there is difficulty in estimation on degree of commitment and common measures due to diversity of suppliers.
- It is **vital** to keep encouraging those concerned to have motivation.
- It is **expected to continue support** for heightening OSH awareness through provision of an educational opportunity such as safety seminars
- It is **important** to implement a tour of inspection as a core activity of TK, because of synergy.
- **In future**, it is aimed to promote introduction of the system open to third party assessment for the purpose of encouraging each company's spontaneous measure further.



3. (2) Group Support (GS): Actions of Utsunomiya Food Manufacturing Industrial Accidents Prevention Council (23/34)



Outline of Utsunomiya Food Manufacturing Industrial Accidents Prevention Council (UFMIAP)

- Utsunomiya City is situated in North direction from Tokyo around 100km, active in food manufacturing/processing.
- **UFMIAP is a private organization gathering food manufacturing companies in Utsunomiya and operating accident preventive activities. (currently, 28 members)**
- **Almost all the members are from SMEs,** and exchange information related among the members.
- Incumbent chairman comes from board member of Futaba foods Co., Ltd., i.e., manufacturing ice cream and chilled dumpling.



Dumpling Venus, placed in front of Utsunomiya Railway Station



Products

Background UFMIAP getting to utilize SP (GS)

- **Food manufacturing sector would be subject to encounter a grave accident without notice because it uses a variety/number of machine during producing/processing.**
- **The sector in Utsunomiya established the accident prevention organization (UFMIAP) for keep from occurring it and now be in action.**
- **Until so far, UFMIAP has implemented seminars for members and so on, with getting assistance from local administration, further, considering a new event vitalizing its activities.**
- **So UFMIAP heard it could use SP and has decided to apply SP (GS) to JISHA.**

Example of GS - 1

- Date: February 17, 2015
- Venue: Utsunomiya City,
Tochigi Prefecture



GS site

- Organizer: UFMIAP

- Program: **Opening remarks**
Speech by Administration

- Tochigi Labour Bureau
- Utsunomiya Labour Inspection
Office

- Lecture by JISHA expert**

- Participants: 41 people



Scene

Example of GS - 2



Lecture of
Utsunomiya Labour
Inspection Office Director
: Safety culture



Lecture of
JISHA expert
- Hazard identification
- Hazard predicting



Example of GS - 3

Example of opinion from participants

- Effective for enhancement of OSH awareness of younger leader in the factory,
- Useful for in-house education also,
- Hope to make use of distributed document for daily activity and morning meeting,
- Hope to learn a practical example such as RA sheets,
- Request for attendance of staff at site.

UFMIAP' s future orientation

- Further vitalization of its activities based on this time result,
- Invent menu for activities deriving reflection of participants,
- Promotion for application to IP by member company with JISHA.

4.JISHA' s Observation based on the above examples



JISHA' s Observation on IS case

- Effective to support OSH activity at site, because of success in **realizing safety education usually difficult as to small WPs.**
- Contribution to vitalization of TK activities, in this sense, it is recognized that **the effect spreads beyond individual WP.**
- In future, **JISHA is highly requested to do follow-up aggressively** because it could get further needs and demands.
- **Securing company to implement a spontaneous action continuously and positively,** regardless of its scale, and eventually improving its OSH level:
 - It hold good to introduce an encouraging approach to improve considering actual situation,
 - Also useful to integrate a step-up promoting approach for upper level gradually.



JISHA' s Observation on GS case

- Effective to a certain extent, because GS **can cover company** joining the organization **simultaneously** and that **invite a variety of groups**, without individual inspection at site.
- While, significant **to integrate IS into GS service**, due to own demand from company
- And, vital to collaborate with **local administration** because of benefit such as lecture and encouragement broad participation, i.e., exploration for users and consideration on theme.



JISHA' s Observation (future orientation -1)

- Significant to encourage **a positive atmosphere and deal with a daily improvement** for SMEs to promote OSH activities.
- More effective to make use of **external expert** rather than only rely on own staff, because SMEs have scarce HR and OSH know-how, compared to larger company.
- **SP promoting a concrete actions with an easy way is really useful to support OSH activity for SMEs.**

JISHA' s Observation (future orientation -2)

- After SP finised, it is much expected for WPs to implement its OSH activitiy spontaneously and continuously than before, so that it is also requested for JISHA **to foresee to realize from beginning.**
- To facilitate it, it is vital to **well utilize also follow-up IS support and GS scheme**, effectively, in addition, useful for bringing into stay other supportive menu except for SP.
- From now on, it is important for JISHA to **prescribe a supportive menu to WPs strategically and gradually** so as to enable to enhance OSH activity of SMEs.
- Finally, it is effective to introduce SP into an **approach with collaboration among those concerned.**

Thank you for your attention.

