

英語版 / English Version

Technical Intern Trainees Safety and Health Measures Manual

Agriculture-related Jobs





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Overview of the Technical Intern Training Program

Introduction





⁽Source: Administration Statistics, Organization for Technical Intern Training)

The number of approved plans in the Technical Intern Training Program significantly decreased in FY2020 and FY2021 compared to each of the previous years, affected by the travel restrictions to Japan because of measures to prevent COVID-19 infections. However, the number has been increasing since FY2022, when the travel restrictions to Japan were gradually relaxed.

When looking at the number of approved plans for agriculture-related jobs out of the total, in FY2019 before the impact of COVID-19 infections there were 32,419 cases but in FY2023 there were only 25,077 cases, which means the situation has not recovered to past levels. However, the number of agriculture-related jobs as a percentage of the number of approved plans has remained at a constant percentage of around 7.2% in FY2023.

Furthermore, almost all of the implementing organizations who conduct training in agriculture-related jobs are supervising-organization-type implementing organizations, and technical intern training is often provided by implementing organizations who are sole proprietors. However, these sole proprietors may not be able to fully implement safety and health measures for technical intern trainees due to their lack of individuals with knowledge of safety and health.

This manual collects together a large amount of information that forms the basis of safety and health measures specific to agriculture-related jobs. Furthermore, it was decided to publish this manual along with translated versions in 9 languages so that all implementing organizations can use this information to provide guidance to their technical intern trainees.

We hope that using this manual will help to improve safety and health measures for everyone involved in technical intern training.

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2 Structure of the Technical Intern Training Program



3 Agriculture and Forestry-related Jobs

Currently, 91 job categories and 167 operations are stipulated as job categories and operations subject to transfer that can transition to technical intern training (ii) within the Technical Intern Training Program. Among them, the following 3 job categories and 7 operations are stipulated for agriculture and forestry-related. In addition, standards for required work that must be performed by technical intern trainees for each job category and operation have been established, and these required work must be performed at least 50% of the time during the technical intern training period at each stage (i) to (iii).

Agriculture and forestry-related (3 job categories and 7 operations, as of September 30, 2024)

Job Categories	Operations
Cultivation agriculture	Facility horticulture
	Upland field cropping/vegetable growing
	Fruit growing
	Hog raising
Livestock agriculture	Poultry farming (collecting chicken eggs)
	Dairy
Forestry	Silviculture/production of logs

*Forestry jobs were added from September 30, 2024.

This manual refers to cultivation agriculture and livestock agriculture jobs as "agriculture-related jobs".

Trade skills test and technical intern training evaluation examination

The trade skills test and technical intern training evaluation examination are implemented to evaluate the skills acquired by technical intern trainees for each type of work in the Technical Intern Training Program. Technical intern trainees must take the relevant test and pass in order to transition through and receive technical intern training (i) to (ii) and then to (iii). Therefore, appropriate guidance must be given to technical intern trainees in their daily technical intern training to ensure that they can acquire the skills appropriate to the stage of technical intern training they are studying.

The trade skills test in the Technical Intern Training Program has a basic level, level 3, level 2 and an advanced level.

Prefectural Vocational Ability Development Associations implement the tests. In addition, for supervisingorganization-type training, supervising organizations need to apply for the test on the Testing Procedures Support Website provided by the Organization for Technical Internal Training (https://www.juken.otit.go.jp/) (Japanese version only).

* For agriculture-related jobs, technical intern trainees must take the agricultural skills evaluation tes	ŧ
implemented by the National Chamber of Agriculture. The test levels and qualifications are shown below.	

Level	Operations	Test details
Elementary level	Trainees with 6 or more months of practical experience	Basic skills and knowledge required to perform basic work
Intermediate level	Trainees with 12 or more months of practical experience	Skills and knowledge required to perform basic work
Specialized level	Trainees with 24 or more months of practical experience	Skills and knowledge that elementary level farmers would normally have
Advanced level	Trainees with 48 or more months of practical experience	Skills and knowledge that general farmers would normally have

Key point

Fees associated with taking the trade skills test and technical intern training evaluation examination must be paid by the implementing organizations or supervising organizations based on the "basic policy for the proper implementation of technical intern training and the protection of technical intern trainees (Ministry of Justice and Ministry of Health, Labour and Welfare Notification No. 1 of 2017)" (Japanese version only).

Residence Card 4

Technical intern trainees, who are mid to long-term residents, are required to always carry the residence card with them, in principle, based on Article 23 of the Immigration Control and Refugee Recognition Act (Cabinet Order No. 319 of 1951, hereafter referred to as the "Immigration Control Act").

Storage of residence cards by supervising organizations and implementing organizations is also prohibited based on Article 48 of the Act on Proper Technical Intern Training and Protection of Technical Intern Trainees.

* It is acceptable for employees of a supervising organization to temporarily hold a residence card for legal procedures such as changing the residence status but the holding period should be minimized as much as possible.

issuing a receipt to create a clear record that the residence card was transferred in any way between the employee and trainee.

在留資格に基づ 就労活動のみ可 In addition, please also consider a response such as 1年(2025年04月01日) *京山入国在留管理局長) **◇ MOJ ◇** 明問更新言 2024年04月01日 交付年月日 2024年04月01日 2025年04月01日まで有効 この ドは 住居地記載欄 住居地 (Place of residence) 記載者的 0月1日 都港区港南 5· - 5 - 3 0 東京都港区長 2024 Any changes are listed on the back of the card. 就労制限の有無 (Work restrictions) Sample Cannot work in activities other than technical intern training. 在留期間(満了日)(Period of stay (date of expiration)) Shows the period the trainee can reside in Japan. 资格外关股防可用 在留期間更新等許可申請標 有効期間 (Period of validity) This is the validity period for the residence card. 田資格変更許可更新 資格外活動許可欄

日本国政府

NAM

在留資

生年月日 DATE OF BIR

氏名 NGUYEN ABC

技能実習1号口

住居地 ADDRESS 東京都千代田区霞が関1-1-1

在留カード

NATIONALITY/F

2000年01月01日性別女F.国籍・地域ベトナム

番号 AB12345678CD

(Allowed activities other than specified in residence status)

Technical intern trainees cannot receive permission to work in activities other than specified in their residence status.

Please see the "What is a residence card?" section (Japanese version only) of the Immigration Services Agency website for details about how to read the residence card.

https://www.moj.go.jp/isa/applications/faq/newimmiact_4_point.html#anchor-point1

You can check the validity of a residence card.

Enter the required field including the residence card number on the "Residence Card Number Expiration Information Inquiry" section (Japanese version only) of the Immigration Services Agency website to check whether the entered card number has expired. https://lapse-immi. moj.go.jp/ZEC/appl/e0/ZEC2/pages/FZECST011.aspx

Key point 2

The period of validity may be different to what is shown on the front of the card.

Generally, the period of validity shown on the front of the card is the residence card's validity period. However, if an application to change the status of residence or an application to extend the period of stay was submitted before the date of expiration for the period of stay shown on the front of the card, this will be listed on the back of the residence card, and the card will be valid until a period of 2 months after the date of expiration for the period of stay shown on the front of the card unless a disposition has been made for the application.

Please note

If an implementing organization allows the technical intern trainee to work part-time at another implementing organization (for a company or individual), or employs a foreign national without the status of residence required to work or permission to work in activities other than specified in their residence status, the implementing organization may be charged with an illegal work promotion crime (Article 73-2 of the Immigration Control Act). When it is necessary to check the residence status of a foreign national, please contact your nearest regional immigration services bureau.

Safety and Health Basics



Safety and health education for technical intern trainees

So that technical intern trainees can better understand safety and health education, teach trainees simple Japanese to use when responding to emergencies and abnormal conditions and use easy-to-understand illustrations and videos.



2

Safety and health education when hiring and when the type of work has changed

(Article 59, paragraph (1) and (2) of the Industrial Safety and Health Act)

Implement safety and health education without delay for the following matters, when hiring new technical intern trainees (workers) and when the type of work has changed.

- ① Matters concerning the dangers or hazards of machines and raw materials, and how to handle these items
- ② Matters concerning the performance of safety devices, harmful substance control devices, or protective gear and how to handle these items
- ③ Matters concerning work procedures
- ④ Matters concerning inspection when starting the work
- (5) Matters concerning the cause and prevention of diseases that may occur when performing this type of work
- (6) Matters concerning maintaining Seiri (Sort), Seiton (Set in order) and Seiketsu (Standardize)
- $\ensuremath{\textcircled{O}}$ Matters concerning emergency measures and evacuation during an accident
- (8) In addition to the information listed in the preceding items, any matters required for safety or health in the work

(Article 59, paragraph (3) of the Industrial Safety and Health Act (Article 36 of the Safety and Health Ordinance))

When technical intern trainees (workers) are assigned certain dangerous or harmful work, special education concerning health or safety about this work must be implemented. Special education is provided by registered training agencies located in each prefecture.

In addition, if a person who has sufficient specialized knowledge and experience in the duties is available in the company, the training can be implemented in-house with this person as the instructor.

Here, we will list items relating to mainly agriculture from among the work that requires special education.

If you wish to know more, please see the "Information about licenses, qualifications, skill training courses and special education relating to industrial safety and health" section (Japanese version only) on the Ministry of Health, Labour and Welfare website (https://www.mhlw.go.jp/stf/seisakunitsuite/bunya/roudoukijun/ anzeneisei10/qualificaton_education.html).

[Work using a chainsaw for the felling of a standing tree, disposing of a hanging tree, or bucking]



[Work operating a forklift with a maximum load of less than 1 ton] [Work operating a shovel loader or a fork loader with a maximum load of less than 1 ton]

[Work operating a transporting vehicle on rough terrain with a maximum loading capacity of less than 1 ton]

[Operation of vehicle type construction machine (for leveling ground, etc.)] Work operating small vehicle type construction machines (for leveling ground, transportation, loading and excavating) with a vehicle weight of <u>less</u> <u>than</u> 3 tons* such as bulldozers, drag shovels, power shovels, scrape dozers and wheel loaders

*Trainees cannot operate a vehicle weight of 3 tons <u>or more</u> unless they have finished the skill training course.



[Work operating a crane with a lifting capacity of less than 5 tons] [Work operating a mobile crane with a lifting capacity of less than 1 ton]

[Work involving the sling work for a crane or mobile crane with a lifting capacity of less than 1 ton]



[Work pertaining to assembling, dismantling or altering scaffolding]

- Horse scaffolding and rolling towers are included in the term "scaffolding".
- * Since there is no limit to the types of scaffolding and their height, a separate work platform and supports assembled together into a single unit as shown in the illustration are, in principle, considered to be scaffolding and require special education.



[Work pertaining to the work at the place of an oxygen-deficient danger]

Work performed in silos or similar structures where there is a possibility of reduced oxygen concentration



[Safety and health education for brush cutter operators*]

People engaged in work that uses a brush cutter

* This is safety and health education (education that conforms to special education requirements) based on the Ministry of Health, Labour and Welfare Notification "Safety and Health Education for Brush Cutter Operators (Notification No. 66 dated February 16, 2000)" (Japanese version only)



2

Work with restrictions

When technical intern trainees engage in work with restrictions (work that is stipulated by the Industrial Safety and Health Act as being particularly dangerous or harmful), they must complete skill training courses. Here, we will list items relating to mainly agriculture from among the work that requires trainees to complete skill training courses.

[Forklift operation]

Work operating a forklift with a maximum load of 1 ton or more



[Operation of vehicle type construction machine (for leveling

ground, etc.)]

Work operating vehicle type construction machines (for leveling ground, transportation, loading and excavating) with a vehicle weight of 3 tons or more such as bulldozers, drag shovels, power shovels, scrape dozers and wheel loaders

[Shovel loader operation]

Work operating a shovel loader or a fork loader with a maximum load of 1 ton or more

[Operation of transporting vehicle on rough terrain] Work operating a transporting vehicle on rough terrain with a maximum loading capacity of 1 ton or more







[Small mobile crane operation]

Mobile cranes with a lifting capacity from 1 ton to less than 5 tons

The following work requires that an operations chief be assigned, and this person must have acquired a license or completed skill training courses to work as an operations chief.

* An operations chief must be assigned according to the work category for certain work that must be managed to prevent industrial injuries based on Article 14 of the Industrial Safety and Health Act.

Here, we will list items relating to mainly agriculture-related jobs.

[Operations chief of cargo piling]

Work involving stacking cargo (piling^{*}) and unloading cargo (breaking) of a height 2 meters or more (excludes work conducted only using cargo handling machinery).

* Cargo piling refers to cargo that is stacked in a warehouse, in a shed or on the ground. The cargo is packaged in bags, boxes or bales, and even timber falls under this category.

[Operations chief of oxygen deficiency work]

For work performed in silos or similar structures where there is a possibility of reduced oxygen concentration, an operations chief of hazardous work of oxygen deficiency must be assigned.

To work as this type of operations chief the person must have completed either a skill training course for operations chief of hazardous work of oxygen deficiency or a skill training course for operations chief of hazardous work of oxygen deficiency and hydrogen sulfide.



Wearing work clothes and safety helmets

Wearing the correct clothing is the first step to safety in order to protect workers from agricultural work accidents.

It might be troublesome but wearing the correct clothing will make the work more efficient. Therefore, select appropriate clothing and protective gear based on the type of work performed by technical intern trainees.

* Wear long sleeve shirts and pants (not short sleeves or shorts) to protect against injuries from vegetable leaves and insect bites.



[Helmets]

Wear a helmet when working in dangerous areas such as high places, places with flying debris, places with falling objects and also when traveling along a road.

Ensure the helmet chin strap is secure.

[Gloves]

Wear protective gloves when the work involves touching blades or sharp objects with hands.

[Protective glasses (goggles)]

Wear protective glasses to protect eyes when diluting or spraying pesticides, from flying cutting debris, and from intense light during welding work.

[Fall arrest equipment (often referred to as safety belts)]

Use this type of equipment to prevent falls when working in high places. (The illustration shows a full body harness)

[Ear plugs]

Use when working in areas with loud noises. Ear plugs or ear mufflers (that cover the ears) are available.



Wear shoes fitted with reinforced toe caps and slip-protection when working in areas where heavy objects may fall down, where there is flying debris, and the possibility of standing on a nail or sharp object.

[Dust mask and gas mask]

Use a "dust mask" for work areas with a lot of dust in the air and an "air supply mask" for areas with low oxygen. Also use a gas mask or respiratory protective equipment fitted with an electric fan that protects against gases when spraying pesticides.















Safety signs

Safety signs are one of the methods used to prevent industrial injuries because they use characters and symbols to provide a clear visual way of informing people about warnings or cautions relating to dangerous work and dangerous areas, and they ensure that people comply with safe working practices.

It is recommended to create safety signs based on the International Standard ISO 7010:2019 from the International Organization for Standardization (Graphical symbols - Safety colours and safety signs - Registered safety signs) and the Japanese Industrial Standards JIS Z 8210:2017 (Public information symbols) to ensure that everyone can understand what the signs are depicting.

In addition, introduced below are some "unified safety signs to prevent construction accidents" established by the Japan Construction Occupational Safety and Health Association (JCOSHA).

These safety signs can be used by anyone free of charge so please use them with the foreign language (English is shown in the examples below) displayed in the blank white area below the pictogram according to the native language of the technical intern trainee. For details on how to use them, please see the "Guidance for unified safety signs to prevent construction accidents" page (Japanese version only) on the JCOSHA website. https://www.kensaibou.or.jp/safety_sign/index.html



Implementing Safety and Health Activities

Implementing 5S

3

5S is a terms created from the first letter of Seiri (Sort), Seiton (Set in order), Seisou (Shine), Seiketsu (Standardize) and Shitsuke (Sustain). Working hard to achieve all of the 5S on a daily basis is important in preventing industrial injuries.

	Explanation	Example	Response for example
[Seiri (Sort)] Necessary items 必要	Seiri (Sort) refers to separating unnecessary items from necessary items to dispose of them.	If unnecessary items are left in work passageways, workers will not only trip and fall over these items but it will also cause poor work efficiency.	Determine procedures to sort items that are unnecessary.
[Seiton (Set in order)]	Seiton (Set in order) refers to how to place items such as tools required for the work, where to place these tools, and how to arrange them so that they can be used when required.	If tools are not set in order, it will not be possible to find the required tool, resulting in workers taking a lot of time to find tools.	When the work is finished, clean up afterwards so that no tools are left lying around.
[Seisou (Shine)]	Seisou (Shine) refers to cleaning and removing garbage from machinery and equipment, warehouses and the workplace as well as cleaning dirt from clothing and similar items.	Not cleaning away garbage or dirt may cause accidents that result in workers unexpectedly tripping and falling over.	Regularly clean work areas and remove dirt from work clothes once a day, such as at the end of the work.
[Seiketsu (Standardize)]	Seiketsu (Standardize) refers to maintaining a good level of seiri, seiton and seisou, and ensuring that the workers body, their clothes and their surroundings are clean.	When handling food such as vegetables, if storage carts are not cleaned frequently enough it will cause hygiene- related problems.	Consider and implement management- led initiatives to maintain standardized conditions in the workplace.
[Shitsuke (Sustain)]	Shitsuke (Sustain) refers to creating rules and developing habits to thoroughly enforce the 4 S, which are Seiri (Sort), Seiton (Set in order), Seisou (Shine) and Seiketsu (Standardize).	If regular education or guidance is not provided, there is a risk that the established rules will not be thoroughly enforced.	All employees should make it a habit to comply with the established rules.

5 S are the first step to safety

[Key points for storage]

- ① Places where items must not be stored
- Do not place items in passageways, entrances, exits, emergency exits and on stairs.
- Do not place items around machinery or in front of switchboards, fire hydrants or extinguishers.

- ② Secure storage locations and establish the storage method
- Secure the space necessary to store items such as agricultural machinery and equipment, and place these items in designated locations (positions) using the determined storage method. Also give consideration to ensure that the area has enough lighting and ventilation.
- Obey the rules concerning the designated storage location, how the items are stored and stacked.
- ③ Implement storage based on the shape
- Long objects must be stored horizontally, not leaning against a wall, and round objects that tend to roll around must be stored using a restraint such as a wedge.

• When leaning long objects against a wall, tie them together with rope and secure them in place against a wall so they do not fall over.



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• Shovels must be hung or secured in place on a wall.





- ④ Storage based on frequency of use
- When considering the frequency of use, items that are used often must be placed in location where they are easy to retrieve.



- (5) How to store bladed tools
- Provide a cover for the blade when storing these items.



Risk prediction activities (KY activities) and tool box meeting (TBM)

[KY activities]

Risk prediction (K: Kiken, Y: Yochi) activities attempt to prevent industrial injuries by having workers talk with each other about potential risks in the workplace and in the work they do as well as industrial injuries that arise from these risks so that the workers can perform their work with a high level of awareness for specific dangers. This type of activity is also often referred to as "KYK" (Kiken Yochi Katsudou).

[TBM]

Each day before starting the work, hold a meeting to understand what work is to be done on the day, what dangers are involved, and to provide thorough work instructions. A tool box meeting (TBM) is a meeting where people discuss the "type of work" and "share information about any dangers" before the work begins.

Accidents occur when the 2 conditions of "unsafe situation" and "unsafe behavior" are combined. Therefore, eliminate any "unsafe behavior" caused by people when they act dangerously such as the way they work or if they are careless.



Occurrence of accidents in agricultural work

According to documents published by the Ministry of Agriculture, Forestry and Fisheries, the percentage of deaths due to accidents in agricultural work (number of fatal accidents per 100 thousand employees during 2022) is over 9 times higher than the average of all industries, as shown in Graph 1 below.

Furthermore, when looking at the breakdown of fatal accidents by cause (total of 238 people), there were 62 passenger tractor fatalities, 21 walking tractor fatalities and 16 agricultural transport vehicle fatalities which accounted for 41.6% of the total as shown in Graph 2 below. When including fatalities involving agricultural machinery such as brush cutters to this figure, the percentage becomes 63.9%.





Agricultural Work Fatal Accidents Survey (Japanese version only) (Ministry of Agriculture, Forestry and Fisheries) Other industries: Fatal Accidents Report (Japanese version only) (Ministry of Health, Labour and Welfare) Reference source for data on number of Census of Agriculture and Forestry, Survey on Movement of Agricultural Structure (Ministry of Agriculture, Forestry and Fisheries) Other industries: Labour Force Survey (Ministry of Internal Affairs

and Communications)



Graph 2: Occurrence of fatal accidents by cause (2022)

Source: Documents published by the Crop Production Bureau, Ministry of Agriculture, Forestry and Fisheries dates February 22, 2024 https://www.maff.go.jp/j/press/nousan/sizai/240222.html

4 Ensuring Safety for Agricultural Machinery

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4

Technical intern training specific measures

① During technical intern training, implementing organizations should know the capability of their technical intern trainees, clearly define which machinery and equipment can or cannot be used by each technical intern trainee, and then thoroughly inform the trainee and other employees who work with the trainee about this so that technical intern trainees can acquire knowledge of machinery and equipment in line with the technical intern training plan.

When working with machinery, the technical intern training manager and technical intern training instructor must provide appropriate guidance to ensure that technical intern trainees can work safely. It is also effective to provide guidance such as allowing trainees to start off by using low-risk machinery. For example, when mowing, methods can be adopted that have trainees use only lowrisk brush cutters with a nylon cord blade when they are still unfamiliar with the work.



Nylon cord blade

② When conducting technical intern training and allowing technical intern trainees to operate agricultural machinery, they must acquire the necessary licenses.

For example, a driving license (special small motor vehicle license or special large motor vehicle license) is of course necessary under the Road Traffic Act to drive agricultural machinery such as tractors, combine harvesters and forklifts on public roads. Also, trainees must have completed a skill training course or special education based on the Industrial Safety and Health Act even when driving or operating a forklift on private property such as on cultivated land or in a warehouse.

Please ensure that trainees take safety lectures for operating tractors and similar vehicles even if they only operate them on private property. Information about where these lectures can be taken is available from your nearest agricultural university, prefectural extension advisory center, Japan Agricultural Cooperatives (JA) or agricultural tool and equipment store.

Ensuring safety for agricultural product machinery and equipment

Accidents involving technical intern trainees are becoming more common due to facility machinery and equipment used to prepare, sort and package agricultural products (hereafter, referred to as "agricultural product machinery and equipment").

Safety measures for these accidents are as follows.

① Ensure safety for the main body of the equipment

Inspect before starting the work to check that protective covers are installed on movable parts such as chains and gears, and that safety devices such as the emergency stop button is working correctly.



When agricultural product machinery and equipment do not function properly, it can result in an accident. Therefore, carefully clean, lubricate and replace consumable parts on machinery and equipment. Also, always tidy up and clean the floor around machinery and equipment because power cables and small objects on the floor can cause people to trip and stumble.

③ Ensure safety during non-routine work

When looking at examples of accidents involving technical intern trainees, there are many examples of trainees getting their hand caught inside machinery when either removing blockages or while cleaning. This type of accident can easily occur during non-routine work such as when there is a problem with the agricultural product machinery and equipment.

When placing your hands close to a movable part or rotating part, first make sure that the power switch on the machinery and equipment is turned off, then turn off any other power supply switches or pull out any power cables to ensure the machinery and equipment will definitely not move. To ensure that other nearby workers do not touch the power switch, inform them by explaining that you are "responding to an equipment fault" and also display a sign that states the machinery or equipment is "under inspection".



Seiri Seiton (Sort & Set in order) is important, and care must be especially taken with floors.



Ensuring safety for brush cutters

Tractor-related incidents are the most common cause of fatal accidents in agriculture, and when we include injuries in the number of accidents, many of these accidents are caused by brush cutters. Safety measures for brush cutters are as follows.

① Safety and health education

Workers must receive safety-related education to use brush cutters.

This is defined in the Ministry of Health, Labour and Welfare Notification "Safety and Health Education for Brush Cutter Operators (Notification No. 66 dated February 16, 2000)" (Japanese version only) in which the safety and health education curriculum is shown.

② Selecting brush cutters

Use brush cutters suitable for the purpose of the agricultural work in terms of the shape of the cutter and its output.

Please use a brush cutter affixed with a safety inspection certificate as the standard to determine the safety of a brush cutter. Also, whenever possible select a brush cutter type that automatically drops to idling speed when the operator removes their hand from the brush cutter handle.

<Example of a safety inspection certificate>



(Note) NARO is an abbreviation of the National Agriculture and Food Research Organization. Due to constant agricultural work accidents, the old system of type inspection and safety assessments for agricultural machinery was abolished and a new safety inspection scheme (an optional scheme) was introduced from FY2018. For details please see the NARO website. https://www.naro.go.jp/laboratory/iam/contents/test/index.html

protective cover!

③ Inspection, maintenance and adjustment

A chip saw blade is mainly used for the cutting blade because it is highly versatile. The blade should be checked for any damage or deformity because the tip of the blade can break off and fly into the air.

When cutting close to fences and standing trees, use a nylon cord blade because it is not very dangerous if this type of blade hits a fence or tree.

Removing or shifting aside the flying debris protective cover near the cutting blade because grass easily gets trapped is not appropriate.

For brush cutters with shoulder straps, adjust the length of the strap to match your body.

In addition, always clean and inspect the blade after use.



④ Clothes and protective gear

Wear protective glasses or a face shield to protect your eyes.

Also wear long sleeves, long pants, a helmet, safety boots and heavy-duty gloves such as those made from leather.

Also use shin guards in particularly dangerous areas.

(5) Work preparation

Before starting the work, check how to use the engine stop switch and emergency release device.

The noise is extremely loud while working with a bush cutter and it is not possible to approach the operator. Therefore, decide on how to give signals (such as waving both hands to signal the operator to stop the engine).

Remove fallen objects such as stones, branches, wire and empty cans around the place where the brush cutter will be used before the work starts.



Remove empty cans or branches that will fly into the air before starting the work.

6 During the work

Follow the work procedures decided in advance and stay in the cutting area for which you are responsible.

Be careful of kickback when the rotating blade on the brush cutter hits an obstacle because it can cause the brush cutter to be swing abruptly towards the operator.

Working on a slope is particularly dangerous. Set up small steps (with secured logs and large staples for scaffolding) and when working simultaneously on the top and bottom steps, shift the assigned operators at the front and back. In addition, when several operators are working together, ensure that they are 15 meters or more apart even on a flat surface.



Ensuring safety for farm tillers

① Selecting farm tillers

Select a farm tiller affixed with a safety inspection certificate.

② Inspection and maintenance

Inspect the farm tiller to check the oil level, whether the belt is loose or damaged, whether the claws are loose or damaged, the safety cover, and that the clutch and brake are working based on the instruction manual. This inspection should be done regularly and before starting the work.

If you have lost the instruction manual, obtain a copy from the manufacturer's website or an agricultural equipment store.



Inspect and maintain based on the instruction manual. (For any model)

③ Work preparation

Before starting the work, check the engine stop switch and how to use the following safety devices (note that the equipment may differ depending on the model).

OPinch prevention device (emergency clutch operation lever)

A device set up in such a way that the main clutch will disengage when moving backwards and the operator is trapped between an obstacle and the farm tiller

ODead man's clutch

A clutch built so that when the operator takes their hand off the clutch it will cut the power being transmitted to the farm tiller (for general clutch types, the operator has to pull the clutch to disengage the power being transmitted to the farm tiller)

OParking brake

A brake to prevent the farm tiller from moving on its own when on a slope or similar surface

④ During the work

The most common type of fatal accident is when the operator is moving backwards and becomes accidentally trapped between a wall or standing tree behind them and the machine in front of them.

OWhen moving backwards,

operators must use a low engine speed and be ready to quickly disengage the clutch.

ODo not move backwards with a farm tiller in narrow spaces in the first place.



Accident where the operator is trapped by a tree while moving backwards

Many accidents involve the operator being pulled into rotating parts.

- OAlways stop the engine when removing straw tangled in the rotary.
- ODisengage the rotary clutch when moving backwards, turning and moving without tilling.
- OAlways equip the V belt cover.



Turn off the engine when removing straw.

People may also be injured as a result of the machine falling over or overturning.

- OTurn at low speed and ensure there is enough space to make the turn.
- OEnter and exit cultivated land or cross over ridges between rice fields at right angles. Use foot boards if necessary.
- ODo not get close to the shoulder on roads where weeds have grown.



Falling over accident (when crossing over ridges between rice fields)

Ensuring safety for passenger agricultural machinery (tractors and agricultural transport vehicles)

Selecting passenger tractors

Almost all passenger tractors being sold in Japan are models that have passed the requirements of the safety inspection certificate. However, a significant number of fatal accidents still occurs each year with these models.

It is recommended that you do not use significantly old models because they don't have a safety cab (a roof and glass window surrounding the seat) or a safety frame (a steel structure behind the seat) and are dangerous.

Inspection and maintenance

You must regularly inspect and perform inspection before starting the work for the following items according to the instruction manual for each model.

OTire pressure, tire damage and loose nuts, oil and coolant level, loose fan belt, brake left and right connection and function, covers and PTO shaft cover, gauges, lights, mirrors and engine sound

③ Work preparation

The following items must be checked before starting the work.

- OWhat are the responsibilities of workers other than the operator on the day of the work? (in particular, will any workers other than the operator be working near to the tractor during the work?)
- OHow is the terrain of the place where the operation and work is performed on the day? (Are there any dangerous places such as with poor visibility, sloped ground, ridges between rice fields, and waterways?)
- OSet up large reflectors when performing work during the night.
- OCarry a mobile phone to contact others in an emergency.
- OWear a helmet and put on a seat belt, etc.

④ During the work

Please be aware of the following items during the work and try to drive safely.

- OWear a helmet and use the seat belt.
- OWhen turning, drive slowly and ensure there is enough space to make the turn.
- OEnter and exit cultivated land or cross over ridges between rice fields slowly at right angles. Use foot boards if necessary.
- OAlways connect the left and right brake when driving on roads.

ODo not get close to the shoulder on roads where weeds have grown.



Sudden high speed turns are strictly prohibited.



Use low angles to enter and leave cultivated land.



Be careful when driving on road shoulders that easily collapse.

- OAlways stop the engine when removing foreign objects tangled in the rotary.
- Olt is prohibited for two people to ride on a passenger tractor without an auxiliary seat or for a person to ride in the back of an agricultural transport vehicle.

OAvoid driving on roads with lots of traffic.



Do not ride together.

Please be careful about the following because accidents also happen on public roads.
 OA driving license is required to drive on public roads.
 OBe aware of the significant speed difference with other vehicles, especially when turning right.

Ensuring Safety for Farm Tools, Stepladders and Ladders

- Farm tools (hoes, shovels, pitchforks, knives, sickles and scissors, etc.)
 - Cover the blades on farm tools when not using them.
 - Store farm tools in a designated location where they can be easily seen.
 - Inspect farm tools for loose blades so that the blade does not detach from the handle.
 - After using farm tools, remove and clean off any dirt and material sticking to the tool so that it is ready for use next time.
 - When using farm tools, be careful of the position where you are working so that you do not make contact with people around you.



Do not use a hoe near your feet.

② Stepladder and ladder

- Use in a stable location.
 - * To set up stepladders and ladders in a stable manner, check the amount of space in the setup location, the hardness of the ground, and the slope of the ground. The ground may be soft and uneven on fruit farms so use bedding material and planks if it is not possible to secure a place where the stepladder can be reliably set up. If the place where the stepladder is set up is unstable, have another worker hold and support the stepladder.



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Ensuring Safety for Farm Too

③ Fertilizer

- Store fertilizer so that it does not contaminate underground water.
- Be careful of the heat generated when adding water to quicklime.
 - * Quicklime (CaO or calcium oxide) reacts with water to produce slaked lime (Ca(OH)₂ or calcium hydroxide), and this creates a lot of heat and causes the temperature to rise.



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- ④ Attach a chain to prevent the stepladders from opening too far.
 - * Before starting the work check that the chain is attached to prevent the stepladders from opening too far. When using a ladder, secure the top and bottom of the ladder in position so it cannot slip.
- (5) When setting up a stepladder, step onto the first rung and check the stability.
 - * First, step onto the first rung and check that it is stable and does not wobble.

When checking this, do not climb past the first rung.

Before climbing a stepladder, check that there are no dangerous items around the stepladder.

- (6) Do not stand on the top plate of the stepladder.
 - * Do not stand on the top plate to perform the work or do not work while overreaching on a stepladder. It will cause the stepladder to become unstable and may result in you falling off or cause the stepladder to fall over.

- \oslash Do not carry heavy objects when climbing up or down a ladder.
 - * Perform work on ladders within the maximum load that the ladder can handle in terms of people and objects. Do not carry heavy objects such as boxes filled with fruit when climbing up or down ladders.









Safety and Health Management Inside Cattle Sheds

- ① Cleaning work
 - Always clean cattle shed passageways, feed warehouses, feed troughs, water troughs and watering cups.
 - Keep boots and work clothes clean.



- ② Disinfection work
 - When entering cattle sheds, disinfect boots by stepping into a foot dipping vessel.
 - For vehicles entering and exiting farms, disinfect the tires using a disinfection sprayer and a disinfection mat for vehicles.
 - Spray slaked lime around cattle sheds to prevent pathogens from entering.
- ③ Maintain the environment for breeding animals.
 - Maintain the proper temperature inside cattle sheds by covering gaps where wind enters during winter and by facilitating the flow of air using electric fans and ventilation fans in summer.
 - Ensure that the floor of cattle sheds is dry and clean.
 - Always clean items such as watering cups and ensure that the animals have fresh water available.
- ④ Treat breeding animals in cattle sheds with care.
 - Do not place stress on breeding animals so that they can rest and relax.
 - Breeding animals can make sudden unexpected movements so always concentrate when working around these animals.



Safe Handling of Pesticides

- ① Storing and transporting pesticides
 - Be very careful when storing and transporting pesticides before use, in addition to diluting and spraying pesticides when they are used.
 - * In livestock agriculture, handle disinfectants the same way as you would pesticides.
- ② Wear appropriate clothing and protective gear.
 - To ensure that pesticides do not land on the worker's skin, wear designated protective work clothes, mask, gloves and protective glasses.
 - * Do not use a hand towel instead of a designated mask.



③ Check the instructions (labels) on pesticides.

Pesticide Instructions

• Comply with the standards of use listed in the pesticide instructions (such as how to use and cautions when using the pesticide).

For example, during OJT (on the job training), show trainees how to perform the work and ensure they understand how to dilute pesticides when using them.

	Type of pictograms	Displayed pictogram and precautions (example)		
	Prohibited use for people with sensitive skin (Skin rash caution)	カブレ Skin rash	Work should not be done by people with sensitive skin. Do not touch crops applied with this chemical.	
	Do not spray on beehives (Honeybee caution)		Do not use if there is a risk of spraying this chemical on or around a honeybee hive.	
HEL	Prohibited use inside facilities		Do not use inside greenhouses or places where spray will accumulate.	

Source: Crop Life Japan (Japan Crop Protection Association) website "Pesticide Q&A Information -Are Pesticides Safe?- (Safety measures and information about using pesticides for farmers)" (Japanese version only)

https://www.jcpa.or.jp/qa/a 5 _18.html

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Heatstroke is the general term given to a disorder that develops when there is an imbalance of water and salt (sodium) in the human body within a high temperature and humidity environment and the body fails to regulate heat. Heatstroke is categorized into level 1 to 4 based on the severity level in the Heatstroke Diagnosis Guideline 2024 created by the Japanese Association for Acute Medicine.

Category	Symptoms	Treatment	Severity
Level 1	Dizziness, fainting (lightheaded when standing), yawning without feeling sleepy, profuse sweating, muscle ache, muscle stiffness (leg cramps)	Can provide treatment in the workplace. Rest in a cool room away from the sun or with air conditioning (passive cooling), and drink to replenish water and electrolytes. If this is not enough, use active cooling (cool the affected person's body by some method).	Low
Level 2	Headache, vomiting, fatigue, despondency, lack of concentration and decision- making ability	Requires a medical examination at a medical institution. Administer infusion products (intravenous drip) that have been stored in a refrigerator or rest in a cool room away from the sun or a room with an air-conditioner. If either or both of these measures are not enough, drink to replenish water and electrolytes and use active cooling.	
Level 3	 Any of the following 3 symptoms Central nervous system symptoms (impaired consciousness, convulsions) Liver and kidney dysfunction Blood coagulation disorder 	Requires emergency transport to a medical institution. After treatment in hospital, consider and use multidisciplinary treatment including active cooling.	High
Level 4	Core body temperature is 40 degrees or higher and the affected person is unable to communicate	Requires emergency transport to a medical institution. Provide immediate multidisciplinary treatment including active cooling.	

For all industries, the number of deaths or injuries among workers with 4 or more days of absence from work due to heatstroke in the workplace was 1,106 people in 2023 (of which 31 people died). Among this number for agriculture, the number of deaths or injuries was 27 people (2.4% of the total) of which 4 people died (12.9% of the total).

Work in agriculture is often performed outdoors and some of the work is performed inside greenhouses where the temperature and humidity is high so workers tend to easily develop heatstroke in the summer months.

WBGT value (heat index)

The WBGT value is used as a heat index when evaluating heat stress due to a hot environment.

The WBGT value is an indicator that focuses on the heat exchange between the human body and the outside air (the heat balance), and incorporates three factors that have a significant effect on the body's heat balance, which are (1)humidity, (2)the surrounding thermal environment such as sunlight intensity and radiant heat, and (3)temperature.

The higher the WBGT value, the easier it is to develop heatstroke.

The WBGT value is measured using a WBGT measuring device equipped with a black bulb sensor (conforms to Japanese Industrial Standards JIS Z8504 or JIS B 7922).

If this measuring device is not available, the predicted and actual WBGT values can be checked on the Heat Stroke Prevention Information website provided by the Ministry of the Environment (https://www.wbgt.env.go.jp/wbgt_data.php).

Agricultural work and heat index

In places (hot and humid workplaces) where the WBGT value exceeds the standard value (or there is a risk of this happening), it is highly probable that workers will develop heatstroke. Therefore, it is necessary to first make every effort to measure the WBGT value while people are working.

The measured WBGT value should be compared to the WBGT standard values in the table below and the following measures must be taken for hot and humid workplaces.

- ① Aim to reduce the WBGT value using such as "a simple roof that can block direct sunlight and reflect heat" and "ventilation and air conditioning equipment".
- ② Set up cool rest areas equipped with air conditioning or cool rest areas in the shade near hot and humid workplaces.
- ③ Make every effort to set up items and equipment such as ice, cold face cloths, cold baths and showers that workers can use to suitably cool their bodies in hot and humid workplaces and near such places.
- ④ Provide drinking water in hot and humid workplaces so that workers can regularly and easily replenish water and salt.

Physical work intensity	Example of work	Heat index (WBGT) Reference value
Resting	Resting	33 (32 for people who are not used to the heat)
Light work	 Light manual work in a comfortable sitting or standing position (such as writing, bookkeeping) Working with hands (inspection, assembly or sorting light materials) Working with hands and feet (driving vehicles in normal conditions, operating foot switches and pedals) 	30 (29 for people who are not used to the heat)
Moderate work	 Operating tractors or heavy vehicles, weeding, picking fruit and vegetables Pushing and pulling lightweight carts and wheelbarrows 	28 (26 for people who are not used to the heat)
Strenuous work	 Using shovels, mowing, digging and manual sawing Pushing and pulling heavy carts and wheelbarrows 	25 (22 for people who are not used to the heat)
Extremely strenuous work	 Strenuous digging using shovels, swinging axes, climbing up stairs and running 	23 (18 for people who are not used to the heat)



This information was created based on Annex A "WBGT Heat stress index reference value" of Japan Industrial Standards

Z8504 (Ergonomics of the thermal environment -- Assessment of heat stress using the WBGT (wet bulb globe temperature) index) (Japanese version only) as well as "Further thorough enforcement of heatstroke measures in agricultural work" (Japanese version only) as reported by the Office of the Head of Agricultural Production Materials Office, Technology and Extension Division, Crop Production Bureau, Ministry of Agriculture, Forestry and Fisheries dated July 10, 2024.

If a person affected by heatstroke is unconscious, cannot drink water by themselves, or their symptoms do not improve even after giving first aid, they should be immediately taken to a medical institution for a medical examination.



Lower Back Pain Preventive Measures

It is important to implement comprehensive and continuous education for occupational health and manage 3 factors, which are the work, work environment and health, to prevent lower back pain in agriculture-related jobs.

In particular, the following are effective measures to manage the work.

① Automation, labor-saving

Automate the work using machines when the work involves handling heavy objects that place a strain on the lower back and the work places the worker in an unnatural posture. If this is difficult, use labor-saving measures to reduce the worker's load by using tools such as a flatbed trolley or auxiliary equipment.

② Work posture and movement

Workers should move their body as close as possible to the work target to perform the work. When the work requires an unnatural posture, reduce the degree of the posture (such as bending forward and twisting postures) and reduce the frequency and duration of the posture.

Adjust work benches and chairs to the appropriate height.

Ensure the height of work benches is such that the angle of the worker's bent elbows is about 90 degrees.

③ A system to implement the work

When setting the work hours and workload, consider factors such as the number of people doing the work, the type of work, duration, weight, automation and labor-saving situation, and do not allow a person to work by themselves to perform work that places excessive strain on their lower back.

④ Creating work standards

Create work standards about work posture, movement, procedures and duration. The work standards must be regularly checked with consideration for worker characteristics and skill level. Also, the work standards must be reviewed each time a new piece of machinery or equipment is introduced to the workplace.

(5) Breaks, workload and combining work Provide breaks as needed, and ensure that workers change their posture during this time. When performing work that requires an unnatural posture or when performing repetitive tasks, combine the work with other tasks and avoid continuous work whenever possible.

Transport using a flatbed trolley.





Squat down and lift with your legs.

Carry loads next to your body.



Divide into smaller quantities and carry.

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Bee stings

Agricultural workers should be careful about being stung by bees during the summer. When weeding in grassy places not entered during standard work, workers may not notice that there is a beehive and be stung. Among the types of bees that sting humans, the most feared are hornets and paper wasps. In particular, hornets (yellow jackets) are highly aggressive. Bees switch to an alert status and become threatening when something approaches their nest, and they will attack if their hive is disturbed. The number of fatalities due to bee stings in Japan was 21 people in 2023.

Number of fatalities due to bee stings in Japan

(Unit: people)

Category	2019	2020	2021	2022	2023
Number of bee sting fatalities	11	13	15	20	21

Source: Vital Statistics by Ministry of Health, Labour and Welfare When stung by a bee, this can create a dangerous situation due to anaphylactic shock*.

* This refers to a serious life-threatening condition in which a person suffers breathing problems and a lowered blood pressure in an extremely short period of time (several minutes to up to 30 minutes) because of an allergic reaction to drugs or similar chemicals.



Symptoms of anaphylactic shock

	Systemic	Respiratory system	Circulatory system	Digestive system	Nervous system	Skin
Subjective Symptoms	AnxiousHelpless- ness	 Difficulty breathing Tightness in the throat 	Palpitations	 Nausea Abdominal pain Urge to defecate Urge to urinate 	 Dizziness Numbness Buzzing in the ears 	Swelling of the entire bodyItchiness
Objective Symptoms	• Cold sweat	 Sneezing Breathing that sounds like wheezing Difficulty breathing 	 Lowered blood pressure Weak pulse Fast pulse 	 Vomiting Diarrhea Bowel or urinary incontinence 	 Convulsions Impaired consciousness 	Systemic hivesOverall pallor

The following treatment must be given when stung by a bee.

- ① Move away from the place where the worker was stung and immediately draw out the venom using a bee venom extractor.
- ② Use cold water to cool the affected area and slow the speed of the venom circulating in the body.
- (3) Apply anti-histamine ointment to the sting.

People who have been prescribed anti-histamine tablets should take them orally.

- ④ If symptoms such as a rash, coughing or dizziness are present, immediately transport the affected person to a medical institution.
- (5) When moving the patient, transport the patient to the ambulance on a stretcher. Do not let them walk by themselves or carry them on your back.

Tick-borne infections

If a person is bitten by a tick, they may become infected with severe fever with thrombocytopenia syndrome (SFTS), tick-borne encephalitis, Japanese spotted fever, scrub typhus or Lyme disease. Tick characteristics and other information is as follows.

① Tick distribution

Ticks are different to mites (mold mites and house dust mites) that live indoors. Ticks mostly live outdoors in woodlands and grasslands. They are sometimes seen even around cities and town, and are distributed throughout the whole of Japan. There is a risk of being bitten by ticks when performing agricultural work in fields or when mowing bushes.

Period when ticks are active

Ticks show increased activity from spring until autumn. However, in warmer regions, ticks can still be active even in winter although they are less active at this time so workers must be careful.

③ How to prevent

To prevent infection from ticks, do not get bitten by them.

When traveling to places where many ticks live such as grassy places and mountains, avoid exposing your skin as much as possible on the arms, legs and neck, and also wear clothes without any gaps where ticks can enter while working.

If you are bitten by ticks

Many types of ticks firmly pierce the skin with their mouths and suck blood over a long period of time (over a period of several days and this may last as long as 10 days). People bitten by ticks are often unaware of it and fail to notice the ticks because there is no pain after being bitten.

However, after 2 to 3 days after being bitten, the size of the tick increases as it sucks blood and they may feel an itchy, discomfort or burning sensation and mild pain.

If you discover a tick on your body

If you discover a tick biting and stuck to your body and try to forcibly pull it out of your skin, a piece of the tick will remain under your skin or crushing the tick's body may cause a virus or bacteria carried by the tick to enter your body. Therefore, you must seek treatment at a medical institution (a dermatologist or surgical clinic).

After being bitten by ticks

When you have been bitten by a tick, monitor your health over a period of around 3 weeks to see if you develop any symptoms such as a fever, fatigue, rash, joint pain, abdominal pain and diarrhea. If any of these symptoms develop, quickly seek medical attention at a medical institution and notify the doctor that you were bitten by a tick (when, where and which part of your body).

Reference:Ministry of Agriculture, Forestry and Fisheries, Crop Production Bureau, Technology and Extension Division Manager "Important points concerning tick bites in agricultural work" (Japanese version only) dated February 25, 2013 - 24 Production No. 2933

Occurrence of anoxia and other accidents

Each year a certain number of accidents occur relating to anoxia and hydrogen sulfide poisoning (anoxia and other accidents). There are also fatalities that result from some of these accidents.

Anoxia and other accidents have a very high fatality rate. One of the reasons for this is due to the lack of awareness of oxygen deficiency accidents among businesses and workers. Prevent the occurrence of these accidents by taking appropriate measures in the form of measuring the work environment, providing proper ventilation, and using respiratory protective equipment such as air supply masks.



Occurrence of accidents relating to anoxia and hydrogen sulfide poisoning

Source: "Occurrence of Industrial Injuries due to Anoxia and Hydrogen Sulfide Poisoning" (Japanese version only) from the Ministry of Health, Labour and Welfare website (https://www.mhlw.go.jp/stf/newpage_05929.html)

Hazardous location such as places with an oxygen deficiency

Oxygen deficiency refers to conditions in which the oxygen concentration in air is under 18% or the hydrogen sulfide concentration in air is in excess of 10 parts per million. The following places can be considered as hazardous locations with a shortage of oxygen for agriculture-related jobs.

① Inside culverts and tanks where rainwater collected or has collected in the past

(There is a risk of oxygen deficiency due to underground iron oxidation and microorganisms consuming oxygen)



Oxygen levels decrease due to the respiration of proliferated microorganisms.

② Inside silos, cellars, warehouses, hatches or pits used for grain or feed storage, fruit and vegetable ripening, seed germination or mushroom cultivation (oxygen is consumed by the respiration of grains)



Respiration of grass and feed

Also, in the agricultural sector, it is possible that hydrogen sulfide poisoning occurs due to the decay, decomposition and sulfate-reducing bacteria inside tanks, cisterns, pipes, culverts, manholes, ditches or pits containing or having once contained sewage, rotting earth, waste water, pulp liquid and other substances which easily decay and decompose.



Hydrogen sulfide is produced

Measures to prevent anoxia and other accidents

- ① Check places with an oxygen deficiency hazard before starting the work.
- ② Assign an operations chief of oxygen deficiency work.
- ③ Measure the oxygen concentration and hydrogen sulfide concentration.
- ④ Implement special education for workers engaged in oxygen deficiency work.
- * When assigning a worker to duties involving work performed in places with an oxygen deficiency hazard, it is necessary to implement special education that teaches the cause of oxygen deficiency, the symptoms, how to use air respirators, and how to evacuate and provide emergency resuscitation to affected individuals in the event of an accident.
- (5) Ventilation
- 6 Use protective gear.
- O Emergency measures
- ⑧ Prevent secondary accidents (use air respirators when rescuing people).
- 9 Other measures

12 The Importance of Communication with Technical Intern Trainees

- ① Promote communication
 - Communicating with the technical intern trainee will help to understand their Japanese language ability and the difference in lifestyle, which will promote safety and health measures under a reasonable work plan.
- 2 Promote the trainee's level of understanding for safety and health terminology and safety signs, etc.
 - For safety and health terminology and safety signs relating to the work, use descriptions in the technical intern trainee's native language and illustrations so that the trainee can accurately understand the details.
- ③ The importance of safety and health education immediately after coming to Japan
 - Since there is a tendency for industrial injuries to occur when hiring trainees, it is important to provide safety and health education when hiring trainees to prevent industrial injuries at the stage when trainees acquire skills for work which they are unfamiliar.
 - Since trainees lack experience working in Japan, when providing work instructions, carefully explain while demonstrating how to do the work so that trainees can understand the instructions.
- ④ Implement daily safety and health activities.
 - Implement daily safety and health activities (5S, TBM and KYK) even when trainees are accustomed to the work after gaining a certain level of experience working in Japan.
- (5) When an emergency response is required
 - Regularly educate technical intern trainees so they can improve their Japanese language ability and sufficiently understand the Japanese language shown for dangerous and prohibited items. Also, set up a notice board with contact and other information to notify and explain in advance how to contact others or emergency services during emergency situations.
 - Give daily instructions to trainees to ensure they shout to notify the people around them and act in the prescribed calm manner when an accident has occurred.
- 6 Initiatives for GAP certification
 - Explain to trainees that in Japanese agriculture we work hard to acquire GAP (Good Agricultural Practice) certification to maintain sustainable food safety, preserve the environment, and maintain occupational safety and health.

Implementing Medical Examinations

All implementing organizations must implement medical examinations for technical intern trainees based on the Industrial Safety and Health Act.

General medical examinations

When hiring new technical intern trainees, they must receive a medical examination for the following items required by law. (Article 43 of the Safety and Health Ordinance)

Medical examination items when hiring trainees are shown below from 1 to 1.

- $(\ensuremath{\underline{1}})$ Anamnesis and work history
- ② Subjective and objective symptoms
- ③ Height, weight, waist circumference, eyesight and hearing
- ④ Thoracic X-ray examination
- (5) Blood pressure

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- 6 Anemia examination (examination of hemoglobin content and erythrocyte count)
- ⑦ Examination of hepatic function (examination of GOT, GPT, γ-GTP)
- (8) Examination of blood lipid levels
- (9) Examination of blood sugar level
- In Urine analysis (examination of sugar and protein in the urine)
- (1) Electrocardiogram examination



Medical examinations at the time of hiring contribute towards the appropriate allocation of workers and help to manage their health after they enter employment. Furthermore, it is necessary to implement these examinations at the time of hiring, including a thoracic X-ray examination, with the possibility of discovering tuberculosis incidence because there has been an increase in the number of young foreign-born people infected with tuberculosis in recent years.

<Measures to prevent infections in the workplace (tuberculosis) - Response for when a tuberculosis outbreak occurs ->

Implement a response for tuberculosis based on the Infectious Act on the Prevention of Infectious Diseases and Medical Care for Patients with Infectious Diseases. When a tuberculosis outbreak occurs in a standard workplace, excluding medical institutions, an exposed person screening is essential for the main goal of quickly detecting and responding to people who are or may be infected with tuberculosis.

The basic response is to act according to instructions received from the public health center. However, the main role of businesses is to identify exposed people, give an explanation to employees, recommend that people who have not taken a periodical medical examination do so, and conduct an exposed person screening.

Periodical medical examination

Periodical medical examinations must be conducted once a year to check items required by law for full-time workers (technical intern trainees). (Article 44 of the Safety and Health Ordinance)

Periodical medical examination items are shown below from 1 to 1.

- 1 Anamnesis and work history
- (2) Subjective and objective symptoms
- ③ Height, weight, waist circumference, eyesight and hearing
- ④ Thoracic X-ray examination and sputum examination
- (5) Blood pressure
- (6) Anemia examination (examination of hemoglobin content and erythrocyte count)
- ⑦ Examination of hepatic function (examination of GOT, GPT, γ-GTP)
- (8) Examination of blood lipid levels
- (9) Examination of blood sugar level
- ⁽¹⁾ Urine analysis (examination of sugar and protein in the urine)
- (1) Electrocardiogram examination

Examples of Industrial Injuries

Examples of Industrial Injuries Involving Technical Intern Trainees in Agriculture-related Jobs

Lastly we will introduce some examples of industrial injuries. Please consider safe work methods to prevent accidents and use the checklist at the end of this section.

Example 1

A technical intern trainee who was using a harvester for harvesting work attempted to remove root grass attached to the machine by placing their hand in the rotating part of the machine, resulting in their fingers being pulled in and injured.



To prevent accidents

Instruct technical intern trainees in advance to always stop operation at the machine when removing a blockage such as root grass. In addition, if the machine has blades, wear cut-resistant gloves and use appropriate tools to remove the root grass.

Example 2

A technical intern trainee who was sorting onions attempted to remove a stalk that had fallen on rotating rollers and their glove became trapped between the rollers, resulting in an injury to their right hand.

To prevent accidents

Wearing gloves may cause accidents depending on the type of work being performed. Therefore, implementing organizations should establish whether gloves must be used or not for certain work and provide appropriate instructions to technical intern trainees.

In addition, be sure to stop operation at the machine before removing objects depending on the situation such as the size of objects to remove.



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Example 3

A technical intern trainee who was planting cabbage seedlings using a planting machine attempted to remove small stones trapped between the planting machine crawler and wheels but their glove was caught in the machine, resulting in an injury to the fingers on their right hand.

Example 4

A technical intern trainee who was grinding up dead trees using a wood chipper attempted to kick out debris that was blocking the wood chipper but was pulled into the rotating blade, resulting in an injury to the toes on their left foot.

Example 5

A technical intern trainee accidentally touched the start switch on a stopped automatic packing machine while cleaning it. The automatic packing machine started which resulted in the trainee's right hand being trapped and injured between moving parts on the machine.

Example 6

A technical intern trainee who was installing a roll of plastic bags inside an automatic packaging machine trapped and injured their right hand between moving parts on the machine when it started unexpectedly.

Example 7

A technical intern trainee who was using a packaging machine to pack mushrooms attempted to repair a problem with the packaging film, resulting in their right hand being trapped and injured by the crimping and cutting unit on the machine.

Example 8

While timber was being lifted using a rope tied to the forks on a forklift, a technical intern trainee attempted to lay steel pipes below the lifting area but the rope detached and the timber fell off, resulting in an injury to the thumb on the trainee's left hand.

Example 9

When using a hydraulic shovel and attempting to suspend and move a fence with a technical intern trainee standing on top of the fence, the trainee's legs were trapped and injured by the bucket cylinder part of the hydraulic shovel.

Check and tick off each item.

	\vee	
1	Has a safety and health manager been assigned? (Such as a safety and health advocate or safety advocate*)	
2	Is machinery and equipment fitted with covers and safety devices?	
3	Are inspections and repairs performed to ensure that machinery and equipment can be used safely?	
4	Is the workplace clean, tidy and organized?	
5	Do you make trainees use protective gear so that the work can be done safely? (Safety boots, safety belt, gloves, helmet, gas mask, etc.)	
6	Is safety and health education provided? (When hiring or when the type of work changes, etc.)	
7	Do you make sure trainees understand the work procedures? → How? □ In Japanese □ In their native language □ The instructor demonstrates	
8	Do you have trainees learn the necessary Japanese and basic signals so that they can understand instructions and other information to prevent industrial injuries?	
9	Do you use illustrations and other items to make it easier for trainees to understand signs and displays to prevent industrial injuries?	
10	Do you engage qualified trainees in work that requires them to obtain a license or complete a skill training course?	

* The Industrial Safety and Health Act requires that a "Safety and health advocate" be assigned in workplaces that use from 10 to under 50 regular workers while a "Safety manager (qualified personnel)" be assigned in workplaces that use over 50 regular workers in industries such as forestry.

Agriculture is exempt from the requirement of assigning these specialists. However, it is recommended to assign the person in charge of promoting safety measures as a "Safety advocate" and implement activities such as the 5S to provide safety measures in technical intern training.



Organization for Technical Intern Training Head Office / Regional offices and branch offices address

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Head Office	_	108-0022	LOOP-X 3F, 3-9-15, Kaigan, Minato- ku, Tokyo	03-6712-1523 (Main operator number) 03-3453-8000 (Call center)
Sapporo Office	Hokkaido	060-0034	Maruito Kita4-jo Bldg. 5F, 2-8-2 Kita4- johigashi, Chuo-ku, Sapporo-shi, Hokkaido	011-596-6445 (Guidance Division)
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Nagano Branch	Niigata, Nagano	380-0825	Nakajima Kaikan Bldg. 6F, 1361 Suehirocho, Minaminagano, Nagano- shi, Nagano	026-217-3556 (Main operator number)
Nagoya Office	Shizuoka, Gifu, Aichi, Mie	460-0008	Nikken/Sumisei Bldg. 5F, 4-15-32 Sakae, Naka-ku, Nagoya-shi, Aichi	052-684-8412 (Guidance Division)
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Hiroshima Office	Tottori, Shimane, Okayama, Hiroshima, Yamaguchi	730-0051	Hiroshima Rijodori Bldg. 3F, 3-1-9 Otemachi, Naka-ku, Hiroshima-shi, Hiroshima	082-207-3126 (Guidance Division)
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Fukuoka Office	Fukuoka, Saga, Nagasaki, Oita, Okinawa	812-0029	Nikkan Kogyo Shinbun Seibu Branch Bldg. 5F, 1-1 Komondomachi, Hakata- ku, Fukuoka-shi, Fukuoka	092-710-4083 (Guidance Division)
Kumamoto Branch	Kumamoto, Miyazaki, Kagoshima	860-0806	MY Kumamoto Bldg. 8F, 1-7 Hanabatacho, Chuo-ku, Kumamoto- shi, Kumamoto	096-223-6470 (Guidance Division)

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<Agriculture-related Jobs> English Version

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