

## Abstracts

### Job Stress and Health Promotion in the Workplace

**Fumio Kobayashi** (Aichi Medical University School of Medicine)

The Japanese employment system has helped raise the standards of living and contributed to improvements in health standards. However, long working hours, job stress and other psychosocial factors in the workplace related to rapid changes in the system have emerged as important issues. Integrated programs to promote health and reduce stress in the workplace need to be implemented both individually and comprehensively, with a focus on preventative health care for workers. Combining health care programs in the workplace with those in the community would also be productive.

### The Impact of Various Working Time Systems on Employees' Health and Lifestyles

**Takashi Asakura** (Tokyo Gakugei University)

Diversified working time systems have helped change the way employees relate to their jobs. Hours, location and the type of employment are becoming important factors as Japanese employees seek a better balance between their working lives and lifestyles -- a trend also witnessed in other post-industrialized societies. Flexible arrangements and hours at workplaces are being introduced to meet employees' needs and to secure a labor force. Moreover, regulations prohibiting women from working at night were abolished in 1999, which is expected to lead to an increased number of such employees. Therefore it is necessary that our society monitor the negative and positive effects of night working hours on the health and lifestyles for both male and female employees. This paper discusses the impact of four different working arrangements -- flex time, telecommuting, discretionary schedules and night work -- on employees' health, social lives and quality of life (QOL).

### Health Care of White-Collar Employees and Employers' Responsibilities

**Ikuko Mizushima** (Himeji Dokkyo University)

Systems of health care and safety have tended to be widely established in blue-collar industries. However, such systems are also needed in the white-collar industry, particularly in relation to overwork and the effect on employees' health. This paper analyzes recent cases to determine employers' responsibilities in providing health care and safety to workers.

### Industrial Accidents, Safety and Health and Internal Labour Markets

**Souichi Ohta** (Nagoya University)

This paper examines theoretically and empirically the determinants of the rate of industrial accidents. Empirical analysis of time-series data suggests that, in the long run, changes in the occupational structure and other trends have contributed to the decline in the accident rate since the 1970s. However, it is argued that the rate could increase in the near future due to the rapid aging of the Japanese labour force. Also, job hazard functions in Japanese manufacturing are estimated considering the endogeneity of workers' length of service. We found that the degree of "internalization" of labour markets plays a crucial role in the rate of accidents.