Abstracts

Current Conditions and Prevention of Mental Health Problems among Japanese Working People
Yujiro Hara（The University of Tokyo）
Recently, mental health disorders among working people have become a major concern in Japan. For example, it is known that about 60% of working people experience some stress, there are approximately 30,000 suicides per year in Japan, and about one million people are known to have mood disorders. As a background to this, there are the effects of social conditions, such as the deterioration of the economy following the Lehman Shock, instability of the employment situation including the continuingly high unemployment rate, the transition from lifetime employment to result-oriented management, the development of information technology, and weakening of human relationships, among others. These problems have imposed burdens on business conditions and preventive measures have become necessary. In 2006, the Ministry of Health, Labour and Welfare issued "Guidelines for Maintaining and Improving Worker's Mental Health" and recommended "four mental types of health care." A number of studies have been conducted on these four types of care, particularly "self-care training," "line-care training," and "improvement of the work environment," as primary prevention methods. Furthermore, focus has been placed on the Rework Program as a method of supporting reinstatement. This program might be useful for filling the gap between doctors in charge of patients and the needs of companies. The results of this program have been reported. On the other hand, approaches to this problem by businesses have been insufficient. In order to conduct more effective preventive measures, it is suggested that in the future, industrial health care stuffs and personnel and management divisions should share a common vision, complement each other to achieve a common goal, and cooperate with each other through sharing concepts, such as "work engagement," which are related not only to the quality of working people's health but also to company sales.

What Kind of Company Is Passionate about Mental Health?
Kazuya Ogura（Waseda University）
This paper will analyze an ad hoc survey conducted by JILPT concerning mental health treatment at workplace to indentify the elements that affect mental health（MH）in a corporation. We looked at responses to past experimental studies and saw four explanatory variables which influenced on the explained variables. Viewing the results of analysis comprehensively, we made four main factual discoveries, which are as follows. 1) Variation depending on the industry: The results show that the industries most passionate about MH are electricity/gas/water/heat providers, followed by information and communications in second place, and tied for third: finance/insurance, academic research/specialist and technical services, and comprehensive services. Conversely, industries that did not show a passion for MH were transport/postal, wholesale/retail, hospitality/food and beverage, lifestyle-related services/entertainment, education/learning support, and medical/welfare. 2) Variation depending on the size of the business: Even controlling for many different variables, large-scale corporations are passionate about MH. 3) The problem of irregular workers:Among other issues, working as an irregular worker seems to be unbeneficial from an MH viewpoint. The increase and decrease of irregular workers at many corporations is not being considered as an MH problem. 4) Treatment of those on mental illness leave:Corporations that treat those on leave caused by mental illness well, whether those corporations are large or small, are passionate about MH. Based on the above results, we believe that a prioritization of the issues of specific industries, small- and medium-sized enterprises, and irregular workers will have a quick effect for the resolution and improvement of MH problems.

Sickness on the Job: The Implication from OECD Report

Ryo Kambayashi（Hitotsubashi University）, Shruti Shingh（Organisation for Economic Co-operation and Development）, Akira Wakisaka（Gakushuin University）

We summarize the OECD report, "Sick on the Job? Myths and Realities about Mental Health and Work," in order to clarify the bled points of discussion about the link between mental health and labor market. The implications are applied into the Japanese case by using an ad hoc survey by *Denki Rengo*. From the viewpoint of Japanese labor market, the OECD report proposes two important points. Firstly, the deterioration of mental health amplifies the difficulty for a worker to get back to the labor market. Secondly, recent discussion on mental disorder is moving into the on-the-job situation. Especially the effect of pay-for-performance and/or team production is substantial and the control by boss offers the key to reduce such burden on mental health. Then, we examine these implications by using a Japanese data. An ad hoc survey by Japanese Electrical Electronic & Information Union reveals the same mechanism even in the Japanese labor market. Although the lack of comprehensive data is critical in the Japanese case, the on-the-job mental health issue should be examined further.

Psychological Distress and Physical Complaints of the Workaholic

Takashi Fujimoto（The Japan Institute for Labour Policy and Training）

The aim of this paper is to examine psychological distress and physical complaints of workaholics. In the analysis, for the characteristics of workaholics, the addictive nature is focused on rather than working hours. Following the Spence & Robbins（1992）definition of a workaholic, the relevant variables of "work involvement," "driven" and "work engagement" are used in the analysis. As a result, work involvement, driven and work engagement have a weak association with longer working hours. Whereas work engagement is positively associated with health conditions, work involvement and driven are negatively associated with them. In this sense, work engagement is regarded as the positive side of being a workaholic, and work involvement and driven are the negative side. In particular, "being driven" has the impact on health conditions.

Improving the Skills of Employers to Take Necessary Measures for Employees with Mental Disease

Fumiko Obata（Kyoto University）

The recent Supreme Court decision regarding the Hewlett-Packard Japan, Ltd. case emphasizes the importance of the employers' skill to take necessary measures for their employees with mental diseases. The Industrial Safety and Health Act stipulates that the employer shall have medical examinations of employees conducted by a physician（Article 66）and take measures including changing the work content, along with reporting the opinion of the physician to the Health Committee, and other appropriate measures, while considering the circumstances of the employee（Article 66-5）. Moreover, it also says that the employer shall endeavor to give health guidance by a physician or a health nurse for such employees as are specially deemed necessary to strive to maintain their health according to the results of a medical examination（Article 66-7）. According to the act, these are the keys for employers to take suitable measures for their employees with mental disease. The amendment of the Act on Employment Promotion of Persons with Disabilities about the quota system, which obligates employers to employ a certain percentage or more of persons with disabilities in line with government guidelines, is also effective in improving the skills of employers to take necessary measures for their employees with mental disease.

Return to Work of Employees following Mental Health Problems: Evidence-based Intervention

Yoko Sugimoto（Panasonic Health Insurance Organization）

At the request of the employer, the Department of Mental Health Care of the Panasonic Health Insurance Organization has been operating a reinstatement support panel for the return to work of employees with mental health problems. Before the panel meeting for

each patient, we conducted a questionnaire survey and various psychological tests at the health checkup before reinstatement to explore the relationships between findings in the checkup and effectiveness after returning to work from 2006. The purpose of the investigation was to clarify factors influencing employees after returning to work. The evidence obtained has been effectively applied to support other employees returning to work. Generally, subjects who communicated well with healthcare staff, personal affairs department staff, and supervisors had a favorable prognosis after returning to work. In April 2013, a new reinstatement system for employees with mental health problems was introduced. In the new system, a reinstatement support team will be established for each employee with mental health problems to support their return to work and decrease repeated sick leave after reinstatement.

Factors relating to the Use of Work-Life Balance Programs from the Coworkers' Perspective: An Empirical Study in a Local Government
Masaki Hosomi（Osaka University），Tomoki Sekiguchi （Osaka University）
To examine factors that promote the use of employer-sponsored work life balance（WLB） programs, we focus on the psychological process held by the coworkers surrounding the potential beneficiaries of WLB programs. Specifically, using survey data from 147 Japanese local government officers, we investigate whether employees anticipate the increase of their workload when someone in their workplace is about to use a WLB program, and whether they are supportive of the person using the program. As predicted, our analyses revealed that extra work hours have a positive effect on the prediction of increasing workload and a negative effect on the supportive attitude in the case of the WLB program use. Our data also indicates that work-to-family conflict has a positive effect on the prediction of increasing workload. In addition, leader-member-exchange（LMX） was found to directly influence the supportive attitude, and job autonomy mediated the relationship. These results highlight the importance of work hours, work-to-family conflict, role of supervisors, and job characteristics in promoting the use of WLB programs. Our findings may apply not only to public sectors but also to private sectors. Further implications are discussed.