

Abstracts

Research Trends of Health and Productivity Management: Disentangling Conflict between Worksite Health Promotion and Business Administration

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The purpose of this article is to introduce the basic concept of health and productivity management (HPM) and discuss its future directions. This article consists of three parts. The first part provides an overview of HPM, including a discussion of a literature survey on HPM. This survey found that HPM aims to improve not only the health of individuals but also the health of organizations and workplaces as a whole. In addition, the literature revealed that the goal of HPM encompasses a broader approach to health, as it not only aims to improve the physical health of employees, but aims to improve their mental or emotional well-being as well. To demonstrate how HPM works, this article explains the basic model of psychological health in the workplace. The second part of this article introduces the latest intervention studies that used health management programs. Both of the two studies discussed show that intervention that uses employee participatory processes has a positive effect on employee health and well-being as well as organizational outcomes. Following the examination of intervention studies, this article discusses the direction of future research on HPM. To advance the study of HPM, researchers must investigate the effect of motivational strategies on participation in health management programs and the cultivation of sustained practice of those programs. Furthermore, additional research is necessary to illustrate how to build an effective cross-sectional operating system to conduct HPM.

Problems Faced by Workers Receiving Cancer Treatment and Supportive Measures

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Cancer is a disease of the working generation, and the balance of work and treatment in cancer patients is a pressing issue among social problems in Japan. Previous studies have stated a lack of support from institutions and workplaces, reduced work capacity associated with physical changes, and reduced cognitive functioning, such as depression, as factors responsible for cancer patients leaving their jobs, both in Japan and abroad. In addition to these factors, cancer patients in Japan have a strong tendency to consider their surroundings, which can also become a factor that expedites attrition. Meanwhile, offices have cited issues, such as the necessity of securing replacement personnel, lack of information on the impact of the disease and the course of treatment on work, and difficulties with flexible working hours and monetary compensation in the workplace. Necessary countermeasures cited by various parties, therefore, include the development and operation of a flexible employment system, installation and publicizing of quality-assured consultation services, and dissemination of medical information by medical institutions in accordance with the requirements of patients and enterprises. With regard to policy, the Second Phase of the Basic Plan to Promote Cancer Control in Japan, launched in 2012, provided an opportunity to implement a system focusing on human support to actually provide employment support to cancer patients. However, few studies have established scientific evidence for the efficacy of such a system in preventing attrition, suggesting a requirement for more advances in this field. Furthermore, the support that patients require from medical institutions that provide cancer treatment is fine-tuned employment support tailored to individual patient needs at any given time that links the circle of support through collaboration between different professionals and organizations and information sharing with offices. These forms of employment support are ultimately expected to improve patient adherence to treatment, eliminate mental stress, and improve the quality of life and prognosis.

The Difference and Determinant of Medical Care Expenditure by Health Insurance Societies in Japan

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The health insurance benefits covered by society-managed health insurance are increasing year by year, and each health insurance society is enhancing various health services aiming for promotion of subscribers' health and prevention of diseases. However, the studies about determinants of medical care expenditures borne by each health insurance society is limited. In light of current situations, this paper has obtained roughly four findings by analyzing the average medical care expenditure of the insured (less than 70 years old) by health insurance society in fiscal 2003 to 2007. First, it was found that the average medical care expenditures covered by health insurance significantly differed depending on health insurance societies. Second, it was confirmed that both the rise of an average age and that of an average yearly income had an effect to significantly push up the average medical care expenditure. Third, the significant effect of the average yearly income on medical care expenditures for hospitalization was not observed. This seems to be related to the fact that hospitalization, or especially long-term one is hard to be compatible to being insured while being employed. Fourth, by considering the average ages and average yearly incomes of individual health insurance societies, about 50 percent of the difference of the average medical expenditure borne by the individual health insurance societies and about 10 percent of the change of the average medical care expenditures over time could be explained.

The Impact of Worker's Age on Occupational Injury, Illness, and Fatality: Evidence from Japanese Data

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Japanese firms have an increasing number of aging employees. This is partially a result of the government's attempt to raise the labor force participation rate of middle-aged and older persons. This has raised concerns about a potential increase in work-related injuries and illnesses. Based on both industry-specific average data and administrative microdata from the 2000s in Japan, this paper investigates whether the probability of having a work-related accident rises with a worker's age and whether injury (or illness) due to an accident is more likely to be serious when the worker is older. We found a positive, statistically significant impact of a worker's age on the probability of having a work-related accident after controlling for factors such as industry and firm size. We also found that the impact of aging is larger in manufacturing and that the proportion of accidents resulting in deaths to total accidents increases rapidly beyond the age of 60. The proportion of accidents resulting in cerebral and heart diseases also increases with a worker's age. However, the impact of age on work-related accidents had remained almost unchanged throughout the 2000s.

Duties of Employers in the Occupational Safety and Health Law for Ensuring Worker Health and Preventing Injuries or Illness

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In recent years, mental disorders, illness from overwork, health disturbances from second-hand tobacco smoke and back problems are increasing. Employers must take care of their workers' health more than ever. In this context, in 2014, the Japanese government established the duties of employers to carry out "Stress Checks" on their workers and to make utmost efforts to take measures to prevent passive smoking. In addition, as technological innovation advances and hazard risk factors diversify, it has become impossible to take measures according to the way the government specifies and regulates hazards. Therefore, employers are required to implement risk assessment and to take other measures to discover hazards by themselves and to prevent occupational accidents in advance. At that time, it may be necessary for employers to train occupational safety and health experts inside the company, or to utilize external experts. Today, improving the occupational health and safety environment directly or indirectly brings a considerable profit to enterprises. Also, if employers do not comply with the Industrial Safety and Health Law, and thereby cause occupational accidents, then they

may have extremely heavy legal responsibilities. Employers need to voluntarily promote occupational safety and health activities more than ever.