

過労死等防止対策推進法

Act Promoting Measures to Prevent Death and Injury from Overwork

(平成二十六年六月二十七日法律第百号)
(Act No. 100 of June 27, 2014)

第一章 総則

Chapter I General Provisions

(目的)

(Purpose)

第一条 この法律は、近年、我が国において過労死等が多発し大きな社会問題となっていること及び過労死等が、本人はもとより、その遺族又は家族のみならず社会にとっても大きな損失であることに鑑み、過労死等に関する調査研究等について定めることにより、過労死等の防止のための対策を推進し、もって過労死等がなく、仕事と生活を調和させ、健康で充実して働き続けることのできる社会の実現に寄与することを目的とする。

Article 1 In light of the fact that, in recent years, death and injury from overwork, "karoshi, etc." has become more frequent and has grown into a significant societal concern in Japan, and given that they represent significant losses—not only to the victims and their families—but also to society, this Act aims to promote measures to prevent people from dying and becoming injured from overwork by providing research, studies, and information management concerning death and injury from overwork, thereby helping to bring about a society without death and injury from overwork in which people are able to keep working while maintaining a good work-life balance and remaining healthy and fulfilled.

(定義)

(Definitions)

第二条 この法律において「過労死等」とは、業務における過重な負荷による脳血管疾患若しくは心臓疾患を原因とする死亡若しくは業務における強い心理的負荷による精神障害を原因とする自殺による死亡又はこれらの脳血管疾患若しくは心臓疾患若しくは精神障害をいう。

Article 2 In this Act, "death and injury from overwork" means death due to cerebrovascular disease or heart disease that is brought on by an overload of work; death by suicide due to a mental disorder that is brought on by an intense psychological burden at work; or cerebrovascular disease, heart disease, or a mental disorder brought on by such work-related causes.

(基本理念)

(Basic Principles)

第三条 過労死等の防止のための対策は、過労死等に関する実態が必ずしも十分に把握されていない現状を踏まえ、過労死等に関する調査研究を行うことにより過労死等に関する実態を明らかにし、その成果を過労死等の効果的な防止のための取組に生かすことができるようにするとともに、過労死等を防止することの重要性について国民の自覚を促し、これに対する国民の関心と理解を深めること等により、行われなければならない。

Article 3 (1) As the actual situation surrounding death and injury from overwork has not necessarily been sufficiently assessed, measures to prevent it must be undertaken by conducting research and studies to achieve a clear understanding of the actual situation surrounding it and forming the results into something that can be leveraged for use in efforts to effectively prevent it, as well as by encouraging public awareness of the importance of preventing death and injury from overwork and deepening public concern for and understanding of death and injury from overwork.

2 過労死等の防止のための対策は、国、地方公共団体、事業主その他の関係する者の相互の密接な連携の下に行われなければならない。

(2) Measures to prevent death and injury from overwork must be undertaken under close, mutual cooperation among the national government, local governments and related parties, such as a person in control of business.

(国の責務等)

(Responsibilities of the National Government)

第四条 国は、前条の基本理念にのっとり、過労死等の防止のための対策を効果的に推進する責務を有する。

Article 4 (1) In accordance with the basic principles set forth in the preceding Article, the national government is responsible for effectively promoting measures to prevent death and injury from overwork.

2 地方公共団体は、前条の基本理念にのっとり、国と協力しつつ、過労死等の防止のための対策を効果的に推進するよう努めなければならない

(2) In accordance with the basic principles set forth in the preceding Article, local governments must endeavor to effectively promote measures to prevent death and injury from overwork, in cooperation with the national government.

3 事業主は、国及び地方公共団体が実施する過労死等の防止のための対策に協力するよう努めるものとする。

(3) Persons in control of businesses are to endeavor to cooperate with the national government and local governments in promoting measures to prevent death and injury from overwork.

4 国民は、過労死等を防止することの重要性を自覚し、これに対する関心と理解を深

めるよう努めるものとする。

- (4) The people are to endeavor to gain awareness of the importance of preventing death and injury from overwork, and to deepen their concern for and understanding of it.

(過労死等防止啓発月間)

(Enlightenment Month to Raise Awareness for Preventing Death and Injury from Overwork)

第五条 国民の間に広く過労死等を防止することの重要性について自覚を促し、これに対する関心と理解を深めるため、過労死等防止啓発月間を設ける。

Article 5 (1) An enlightenment month to raise awareness for preventing death and injury from overwork is hereby established to encourage awareness of the importance of preventing death and injury from overwork widely among the people and to deepen their concern for and understanding of the same.

2 過労死等防止啓発月間は、十一月とする。

(2) The enlightenment month to raise awareness for preventing death and injury from overwork is November.

3 国及び地方公共団体は、過労死等防止啓発月間の趣旨にふさわしい事業が実施されるよう努めなければならない。

(3) The national government and local governments must endeavor to implement projects commensurate with the purpose of the enlightenment month to raise awareness for preventing death and injury from overwork.

(年次報告)

(Annual Reports)

第六条 政府は、毎年、国会に、我が国における過労死等の概要及び政府が過労死等の防止のために講じた施策の状況に関する報告書を提出しなければならない。

Article 6 Every year, the government must submit to the Diet a report giving a summary of death and injury from overwork in Japan and describing the implementation of measures that the government has taken to prevent it.

第二章 過労死等の防止のための対策に関する大綱

Chapter II Outline of Measures to Prevent Death and Injury from Overwork

第七条 政府は、過労死等の防止のための対策を効果的に推進するため、過労死等の防止のための対策に関する大綱（以下この条において単に「大綱」という。）を定めなければならない。

Article 7 (1) The government must prescribe an outline of measures to prevent death and injury from overwork (hereinafter simply referred to as "the outline" in this Article) to efficiently promote measures to prevent death and injury

from overwork.

2 厚生労働大臣は、大綱の案を作成し、閣議の決定を求めなければならない。

(2) The Minister of Health, Labour and Welfare must prepare a draft of the outline and ask for a decision at a cabinet meeting.

3 厚生労働大臣は、大綱の案を作成しようとするときは、関係行政機関の長と協議するとともに、過労死等防止対策推進協議会の意見を聴くものとする。

(3) When drafting the outline, the Minister of Health, Labour and Welfare is to consult with the heads of the relevant administrative organs and hear the opinions of the Council for the Promotion of Measures to Prevent Death and Injury from Overwork.

4 政府は、大綱を定めたときは、遅滞なく、これを国会に報告するとともに、インターネットの利用その他適切な方法により公表しなければならない。

(4) When prescribing the outline, the government must report it to the Diet and publicize it online or by other appropriate means without delay.

5 前三項の規定は、大綱の変更について準用する。

(5) The provisions of the preceding three paragraphs apply mutatis mutandis to any change to the outline.

第三章 過労死等の防止のための対策

Chapter III Measures to Prevent Death and Injury from Overwork

(調査研究等)

(Research, Studies, and Information Management)

第八条 国は、過労死等に関する実態の調査、過労死等の効果的な防止に関する研究その他の過労死等に関する調査研究並びに過労死等に関する情報の収集、整理、分析及び提供（以下「過労死等に関する調査研究等」という。）を行うものとする。

Article 8 (1) The national government is to research the actual situation surrounding death and injury from overwork, study effective prevention of death and injury from overwork, and conduct other research and studies concerning death and injury from overwork; and is to collect, organize, analyze, and provide information concerning death and injury from overwork (hereinafter referred to as "research, studies, and information management concerning from overwork").

2 国は、過労死等に関する調査研究等を行うに当たっては、過労死等が生ずる背景等を総合的に把握する観点から、業務において過重な負荷又は強い心理的負荷を受けたことに関連する死亡又は傷病について、事業を営む個人や法人の役員等に係るものを含め、広く当該過労死等に関する調査研究等の対象とするものとする。

(2) When conducting research, studies, and information management concerning death and injury from overwork, the national government is to include a wide range of subjects into its research, studies, and information management, on deaths and injuries associated with work overload or intense psychological

burden, including the deaths and injuries of individuals engaged in business, officers of corporations and others, from the perspective of gaining a comprehensive assessment of the background of death and injury from overwork.

(啓発)

(Public-enlightenment Programs)

第九条 国及び地方公共団体は、教育活動、広報活動等を通じて、過労死等を防止することの重要性について国民の自覚を促し、これに対する国民の関心と理解を深めるよう必要な施策を講ずるものとする。

Article 9 The national government and local governments are to promote awareness among the people of the importance of preventing death and injury from overwork through educational and public relations activities, and are to take the necessary measures to deepen public concern for and understanding of this issue.

(相談体制の整備等)

(Establishment of a Consultation System)

第十条 国及び地方公共団体は、過労死等のおそれがある者及びその親族等が過労死等に関し相談することができる機会の確保、産業医その他の過労死等に関する相談に応じる者に対する研修の機会の確保等、過労死等のおそれがある者に早期に対応し、過労死等を防止するための適切な対処を行う体制の整備及び充実に必要な施策を講ずるものとする。

Article 10 The national government and local governments are to respond rapidly to those at risk of death and injury from overwork and to take the necessary measures to improve and upgrade the system for appropriately handling prevention of death and injury from overwork, such as by securing opportunities for those at high risk of death and injury from overwork and their relatives to avail themselves of counseling services regarding death and injury from overwork, and by securing training opportunities for those who engage in such counseling services, such as industrial physicians.

(民間団体の活動に対する支援)

(Supports for Private-Sector Activities)

第十一条 国及び地方公共団体は、民間の団体が行う過労死等の防止に関する活動を支援するために必要な施策を講ずるものとする。

Article 11 The national government and local governments are to take the necessary measures to support private-sector activities related to the prevention of death and injury from overwork.

第四章 過労死等防止対策推進協議会

Chapter IV Council for the Promotion of Measures to Prevent Death and Injury from Overwork

第十二条 厚生労働省に、第七条第三項（同条第五項において準用する場合を含む。）に規定する事項を処理するため、過労死等防止対策推進協議会（次条において「協議会」という。）を置く。

Article 12 The Council for the Promotion of Measures to Prevent Death and Injury from Overwork (referred to as "the Council" in the following Article) is hereby established in the Ministry of Health, Labour and Welfare to handle what is prescribed in Article 7, paragraph (3) (including as applied mutatis mutandis pursuant to Article 7, paragraph (5)).

第十三条 協議会は、委員二十人以内で組織する。

Article 13 (1) The Council is comprised of 20 or fewer members.

2 協議会の委員は、業務における過重な負荷により脳血管疾患若しくは心臓疾患にかかった者又は業務における強い心理的負荷による精神障害を有するに至った者及びこれらの者の家族又はこれらの脳血管疾患若しくは心臓疾患を原因として死亡した者若しくは当該精神障害を原因とする自殺により死亡した者の遺族を代表する者、労働者を代表する者、使用者を代表する者並びに過労死等に関する専門的知識を有する者のうちから、厚生労働大臣が任命する。

(2) The members of the Council are appointed by the Minister of Health, Labour and Welfare from among persons suffering from cerebrovascular or heart disease brought on by an overload of work, persons who have come to have a mental disorder due to an intense psychological burden at work, the family members of any of the foregoing persons, persons representing the bereaved families of persons who have died due to such a disease, persons representing the bereaved families of persons who have died by suicide brought on by the relevant disorder, persons representing workers, persons representing employers, and persons with expertise on death and injury from overwork

3 協議会の委員は、非常勤とする。

(3) The members of the Council serve on a part-time basis.

4 前三項に定めるもののほか、協議会の組織及び運営に関し必要な事項は、政令で定める。

(4) Beyond what is prescribed in the preceding three paragraphs, Cabinet Order prescribes the necessary particulars related to the organization and management of the Council.

第五章 過労死等に関する調査研究等を踏まえた法制上の措置等

Chapter V Legislative and Other Measures Based on Research, Studies, and Information Management Concerning Death and Injury from Overwork

第十四条 政府は、過労死等に関する調査研究等の結果を踏まえ、必要があると認めるときは、過労死等の防止のために必要な法制上又は財政上の措置その他の措置を講ずるものとする。

Article 14 When finding it to be necessary to do so, the government is to take measures, such as legislative or fiscal measures, needed to prevent death and injury from overwork, based on the results of research, studies, and information management concerning death and injury from overwork.

附 則 [抄]

Supplementary Provisions [Extract]

(施行期日)

(Effective Date)

1 この法律は、公布の日から起算して六月を超えない範囲内において政令で定める日から施行する。

(1) This Act comes into effect within a period not exceeding six months from the day of its promulgation, on the date that Cabinet Order prescribes.

(検討)

(Review)

2 この法律の規定については、この法律の施行後三年を目途として、この法律の施行状況等を勘案し、検討が加えられ、必要があると認められるときは、その結果に基づいて必要な措置が講ぜられるものとする。

(2) The provisions of this Act are to be reviewed in consideration of the extent to which this Act has come into effect and other factors approximately three years after this Act comes into effect, and if it is found to be necessary, the needed measures are to be taken based on the results of that review.