

Survey results (6th) concerning the work environment at the Fukushima Daiichi Nuclear Power Station and direction of future improvement (Overview)

November 2015
Tokyo Electric Power Company, Inc.

Introduction

We have compiled opinions and requests from the workers and the direction and schedule for future improvements in the survey results (6th) concerning the work environment at the Fukushima Daiichi Nuclear Power Station.

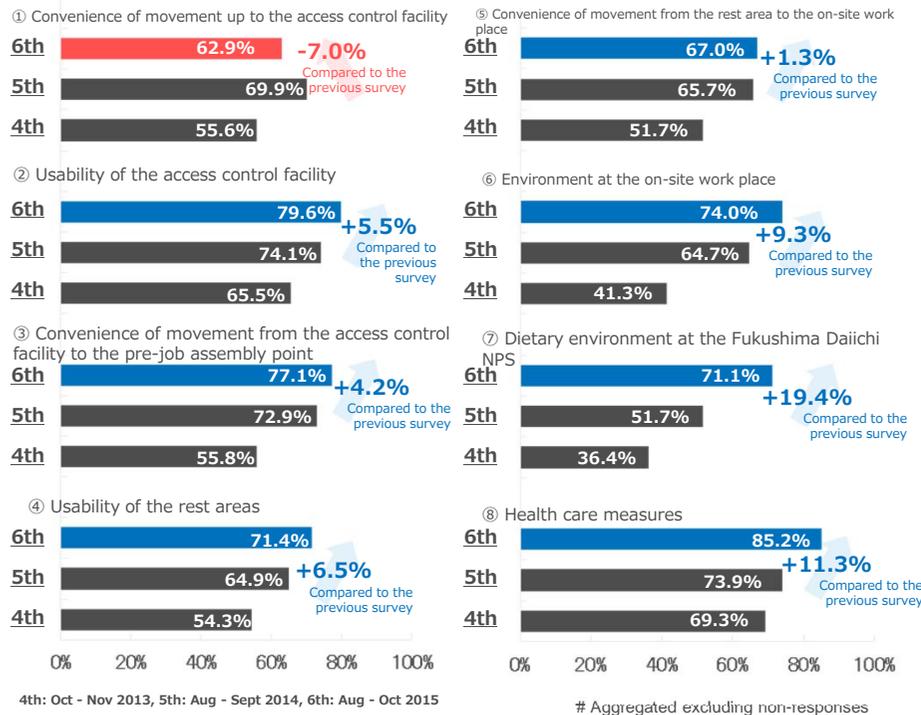
We greatly appreciate for the efforts that the workers at the power station put towards stabilization and decommissioning of the reactors.

We shall continue to strive to create a "pleasant workplace where you can work at peace" based on several perceptions about your current work environment, requests for further improvement, and opinions through this survey.

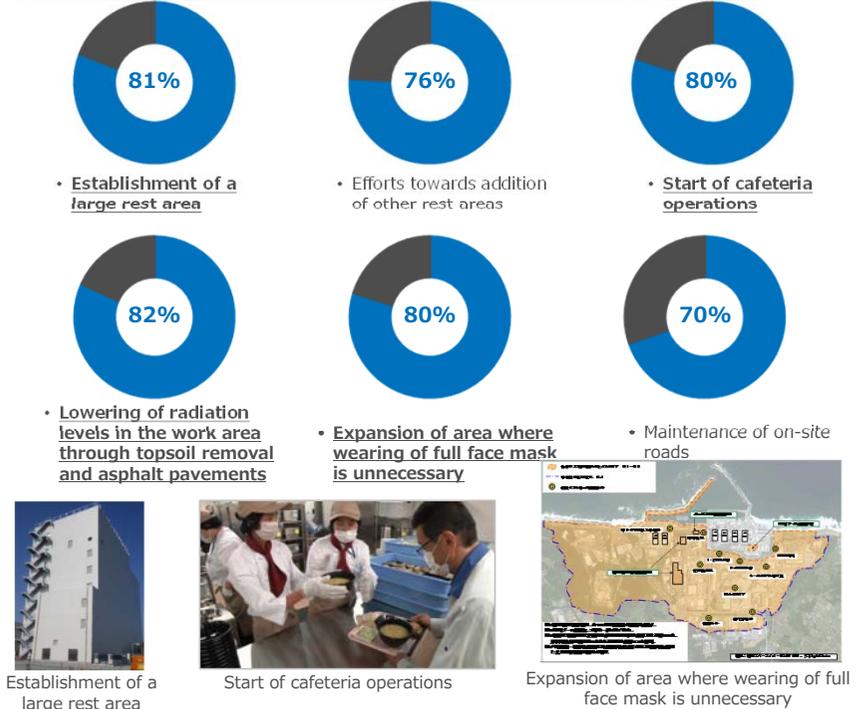
■ Method of conducting the questionnaires ■
Target: All workers engaged in work at the Fukushima Daiichi NPS (excluding TEPCO employees)
Method: Blank form
Time period: August 27, 2015 - October 7, 2015
Number of respondents: 6,527 (7,558 copies distributed, collection rate 86.4%)

Survey results | Work environment (Transition in survey results, assessment of the past efforts)

Transition in the work environment assessment (Percentage of "Good" and "Reasonably good")



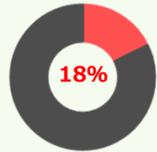
Assessment of the past efforts (Percentage of "Good" and "Reasonably good")



- Although the assessment for "① Convenience of movement up to the access control facility" is worse than the previous times, the percentage of "Good" and "Reasonably good" is **increasing** for the other items.
- For the efforts taken for **establishment of a large rest area** and **start of cafeteria operations**, **lowering of radiation levels in the work area and expansion of area where wearing of full face mask is unnecessary** by fencing and other measures so far, we have received an assessment of "good" and "reasonably good" from most respondent, which means improved assessment of the work environment.
- The main requests for improvement and initiatives for future environmental improvements are listed in the next page.

Expansion of the off-site parking area

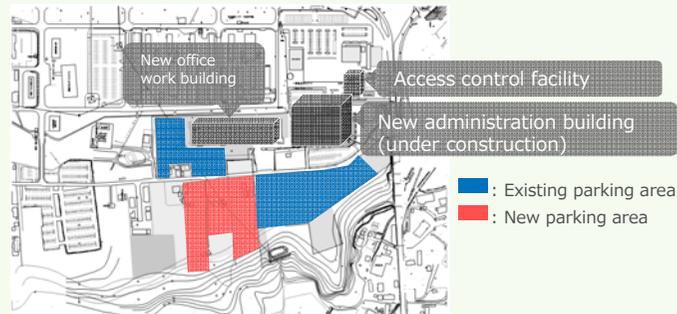
Reason for feeling that "movement up to the access control facility" is "Poor" (opinions of the workers who feel "Poor" or "Very Poor")



The number of the workers who feel "Poor" or "Very Poor" (1,089 workers)

No.	Category name	n	%
1	Off-site parking area is not sufficient	1,273	19.5
2	Rain blows onto the footpath from the bus terminal to the access control facility	1,066	16.3
3	Bus is crowded	753	11.5
4	Footpath near the access control facility is broken	720	11.0
5	There are workers with bad manners, such as jumping the queue at the bus terminal	331	5.1
6	Other	461	7.1
-	No response	69	1.1
*	Not applicable (persons other than those whose response to Question 2 A is 'Bad' or 'Very bad')	4,387	67.2
	Total	6,527	100.0

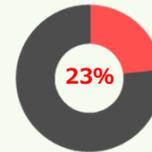
- When the questionnaires were conducted, it was for about 500 cars including standard-sized cars and large-sized cars, but by February 2016, it will be expanded to accommodate up to 700 cars.



■ : Existing parking area
■ : New parking area

Expansion of the rest area

Reason for feeling that "usability of rest area" is "Poor" (opinions of the workers who feel "Poor" or "Very Poor")



The number of the workers who feel "Poor" or "Very Poor" (1,428 workers)

No.	Category name	n	%
1	Rest area is small	1,145	17.5
2	Cell phone connection is difficult	657	10.1
3	There are no desks and chairs	341	5.2
4	Surrounding noise causes hindrance in meetings and resting	287	4.4
5	Small from the smoking area leaks to the rest area. Exhaust is not good.	253	3.9
6	Far from the work place	224	3.4
7	Other	284	4.4
-	No response (persons other than those whose response to Question 2 A is 'Bad' or 'Very bad')	80	1.2
*	Not applicable	5,099	78.1
	Total	6,527	100.0

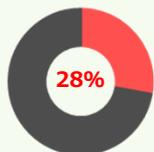
- As expansion of the rest area space, the rest areas at 2 locations within the premises were expanded (for about 680 people*). In the future, we are planning to set up a temporary rest area for 1,000 people outside the premises.
- We shall continue to expand the rest areas hereafter.



*: Calculated as 1 person/1.5m²

Expansion of the on-site parking area

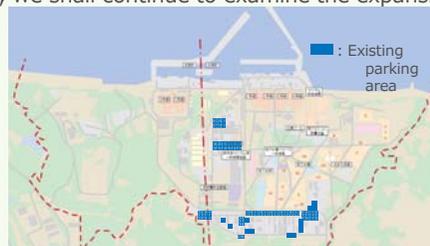
Reason for feeling that "movement from the rest area to the on-site work place" is "Poor" (opinions of the workers who feel "Poor" or "Very Poor")



The number of the workers who feel "Poor" or "Very Poor" (1,702 workers)

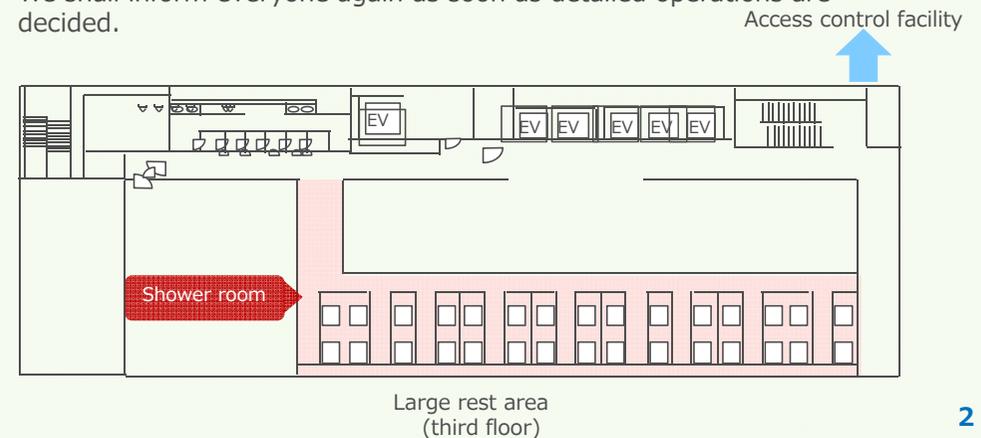
No.	Category name	n	%
1	There is no parking space around the rest area	1,011	15.5
2	There is no parking space around the site	835	12.8
3	Maintenance of roads on the premises is bad	556	8.5
4	There is a lot of parking space beyond the parking area in front of important seismic-isolated buildings	446	6.8
5	Getting to the site takes time	379	5.8
6	Not maintained regularly, only a few cars can be used	203	3.1
7	Exposed to radiation while waiting for the pick-up around the site	69	1.1
8	Other	324	5.0
-	No response	91	1.4
*	Not applicable (persons other than those whose response to Question 2 E is 'Bad' or 'Very bad')	4,825	73.9
	Total	6,527	100.0

- Currently, about 760 standard-sized cars and 120 large-sized cars can be parked within the premises.
- In addition to removing the cars that have been unattended for a long time and ensuring a parking space, we shall continue to examine the expansion of the on-site parking area.



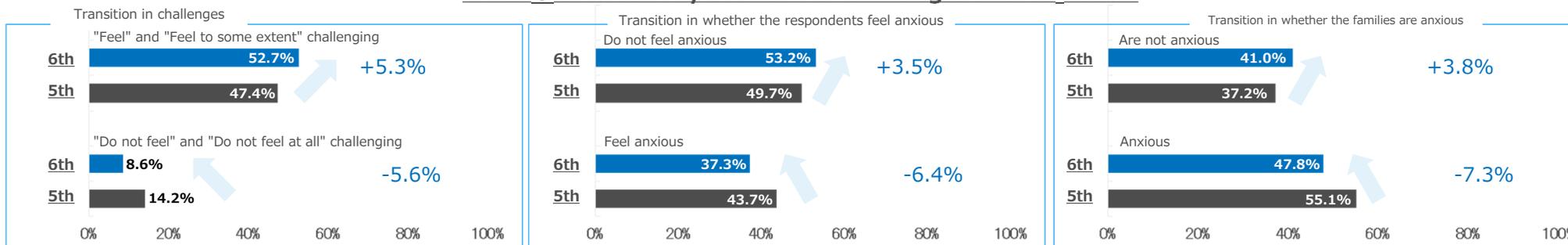
Installation of showers

- As another opinion, we have received requests for "We would like to shower when we come in from the field drenched in sweat".
- A large rest area will be set up on the third floor by mid-March 2016.
- We shall inform everyone again as soon as detailed operations are decided.



Survey results | Challenges and concerns (Transition in survey results, assessment of the past efforts)

Transition in survey results for challenges and concerns



Assessment of the past efforts (Percentage of "Good" and "Reasonably good")

- Cheering messages sent from countries all over the world and display of posters depicting the work scene and posters for improving the safety awareness **84%**
- Display of radiation exposure charts and consultation services related to the effect of exposure on health **76%**
- Installation of on-site dose rate monitors **85%**

- There is improvement on both fronts, "Challenges" and "Concerns"
- Display of posters and installation of on-site dose rate monitors for improving motivation and easing anxiety have been rated as good by several respondents.

Response strategy | Challenges and concerns (Efforts towards future improvement)

Efforts for improving challenges

- We want the posters depicting work scenes to be updated as necessary, and because we have received good reviews including requests to be in the pictures, we are examining the creation of part 2 and part 3.
- The website "1 FOR ALL JAPAN" for all the workers working on the field and their families is now open. We plan to publish interviews with everyone about the expectations with which people carry out their work. We also plan to create and distribute pamphlets with the website content.
- We received requests for something that would explain the pre and post operation states, so a video to show those states is posted on our website. We are creating an updated version, which will be posted as well.

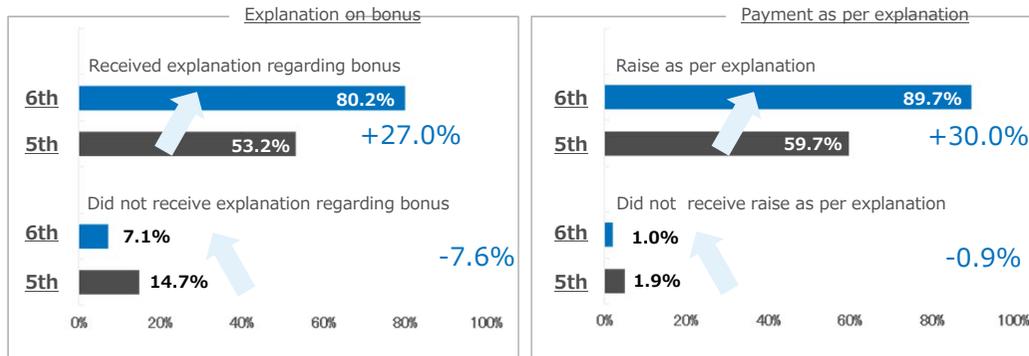


Efforts for easing anxiety

- The number of on-site dose rate monitors will be increased from 20 to 70 so that the dose rate on the field can be checked on the spot.
- The family members can also view the data for on-site radiation levels which will be uploaded on the website "1 FOR ALL JAPAN".
- There was news that leukemia has been recognized as work-related illness.
- Ministry of Health, Labor and Welfare has stated its approach as "The work-related illness certification guidelines for leukemia do not indicate that annual radiation exposure of 5mSv or more will lead to development of leukemia, and recognition as work-related illness does not scientifically prove a cause-and-effect relationship between exposure and health effects." For details, see "1 FOR ALL JAPAN".
- The lectures on the impact of radioactive exposure on health were held, filmed on DVD, and distributed to all contractors.

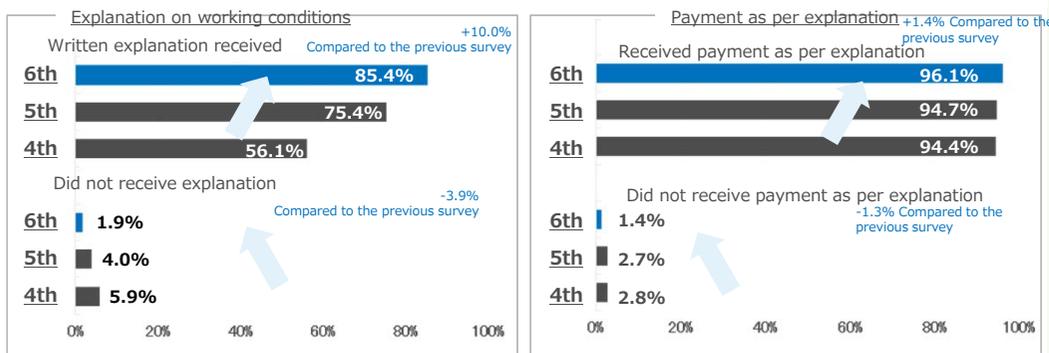
Survey results | Employment environment (Transition in survey results)

Transition in survey results for wages and bonus



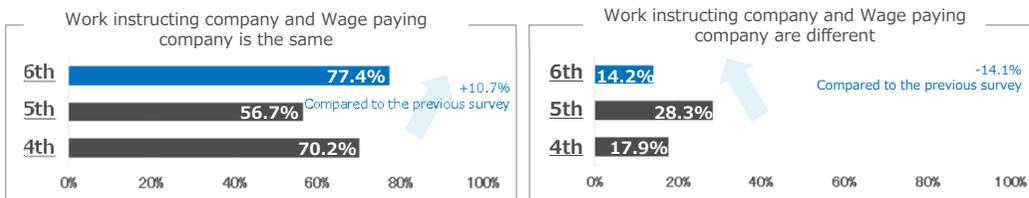
➢ There is considerable improvement in both, respondents who have received explanation on bonus and respondents who have received payment as per explanation.

Transition in survey results for written clarification of working conditions



➢ There is an improvement in both, respondents who have received written explanation and respondents who have received payment as per explanation.

Transition in survey results for fake subcontract investigation



➢ Compared to the previous time, there is a great improvement in the response that the salary paying company and the work instructing company are different (fake subcontract is suspected).

Response strategy | Motivation (Efforts towards future improvement)

Initiatives to get the bonus to the workers

- The amount of wages or allowance and their payment is based on the employment contract between all workers and employers, but as an initiative to improve wages for all workers, we are explaining and requesting the contractors to raise everyone's wages, and are then signing the contracts.
- **TEPCO is working with the contractors to make sure that the raised amount reaches all the workers.**
- To make sure that the increased amount reaches all workers, a target work title is selected for every contractor and the following issues are verified with participation from not only the main contractors, but also the representatives of up to 1-3 sample companies from amongst the cooperating companies:
 - **Confirming the difference in amounts before and after improvement using the working conditions notification** which is signed by the workers
 - **Confirming through pay slips that the difference in amounts is paid**

Holding lectures

- We shall continue to invite lecturers from the Fukushima Labor Bureau, and **hold lectures** about the details concerning fake subcontracts such as differences in work contract / outsourcing / dispatch and the Labor Relations Act.

	Frequency of holding lectures	Number of participants	Number of participating companies
February - March 2013	4 times	420 people	219 companies
February 2014	3 times	363 people	251 companies
March 2015	4 times	342 people	248 companies
August 2015	2 times	203 people	140 companies



Setting up a consultation service

- If the company is believed to undertake illegal dispatching and fake subcontracts, if things cannot be resolved with the employing companies, the consultation services are available as listed below.

■ To contact TEPCO

In-charge: D&D Procurement Center, TEPCO

■ To contact an Attorney at Law

In-charge: Attorney at Law Masayu Suzuki (Hamada Legal Professional Corporation)

■ To contact Local Gov. Relations

Consultation regarding fake subcontracts

Demand and Supply Adjustment Division, Fukushima Labor Bureau

Consultation regarding working conditions

Supervision Division, Fukushima Labor Bureau