

Efforts to improve working environment based on survey results

April 2015

**Tokyo Electric Power
Company, Incorporated
(TEPCO)**

TEPCO regularly conducts surveys so that workers feel continually safe working in the decommissioning environment.

Since we have been decreasing the radiation dose within the site and building a Meal Service Center based on workers' opinions, the survey results show that workers now think the working environment has improved.

On the other hand, the results of the 5th survey conducted last year shows that there is still a need for working environment strategies as noted below:

1. Ensuring a proper working environment
2. Feeling that it's rewarding, at the same time anxious working at Fukushima Daiichi NPS

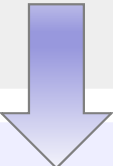
Based on the survey results, we made a report on how to deal with the situation for above matters.

This report also includes our efforts to improve workers wages.

1. Ensuring a proper working environment

Survey results

- The percentage of workers who received documents explaining that the labor contract has increased from 54.6% to 75.4%
- On the other hand, the number of workers who claim that the company which gives working details is different from the company which pays the salary, has increased from 17.9% to 28.3%



Holding a talk

- Invite an instructor from the Fukushima labor office and hold a talk to learn about the differences between subcontracting, outsourcing, and temporary staffing, the definition of false contracting, as well as labor-related laws

Lecture

Date: March 3, 10, 17, 24 from 15:00 to 16:30

Place: J-Village Convention Hall

	March 3	March 10	March 17	March 24
Participants from Contractors	95	60	127	60
Original Contractors	11	8	11	8
Contractors (including original contractors)	72	44	88	44



1. Ensuring a proper working environment

Survey results (Regarding the items below in which company names are written)

- Company which gives working details is different from the company which pays the salary
204 cases, 19 companies

- No documents which explain working conditions: 25 cases, 13 companies

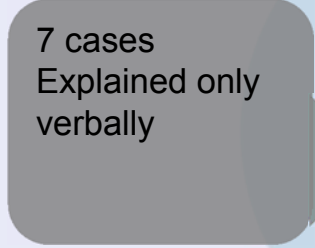
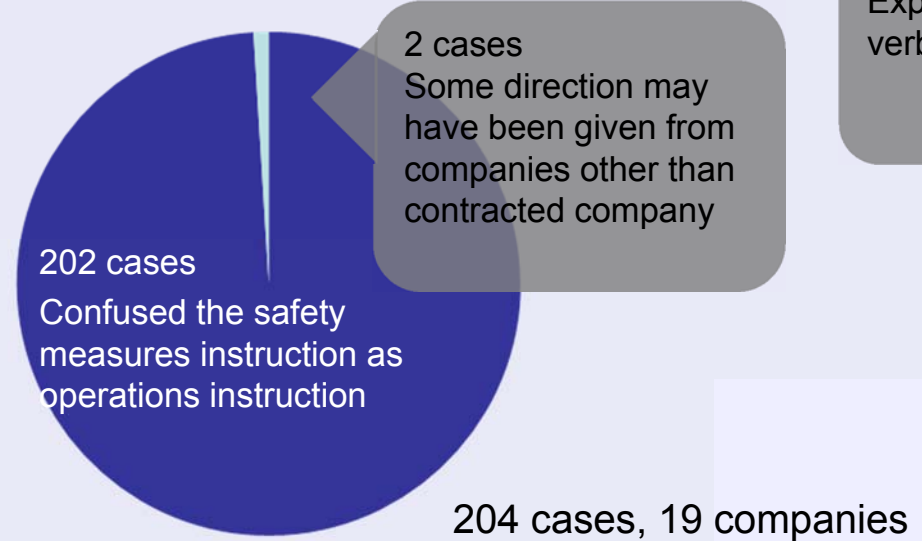
Explain working conditions



Additional survey regarding the item in which the company's name is written.

Under suspicion of false contracting,

Suspicion of false contracting



Follow up of above 2 cases

- Regarding the 2 cases in which there had been a suspicion of direction from companies other than the contracted company, the instructions and corrective actions were given by the original contractors

Follow up of above 7 cases

- Regarding the 7 cases, in which it was alleged that the labor contract had been explained only verbally, it was confirmed later that the labor contract notifications were sent.
- Regarding companies with expired contracts, TEPCO to confirm later.

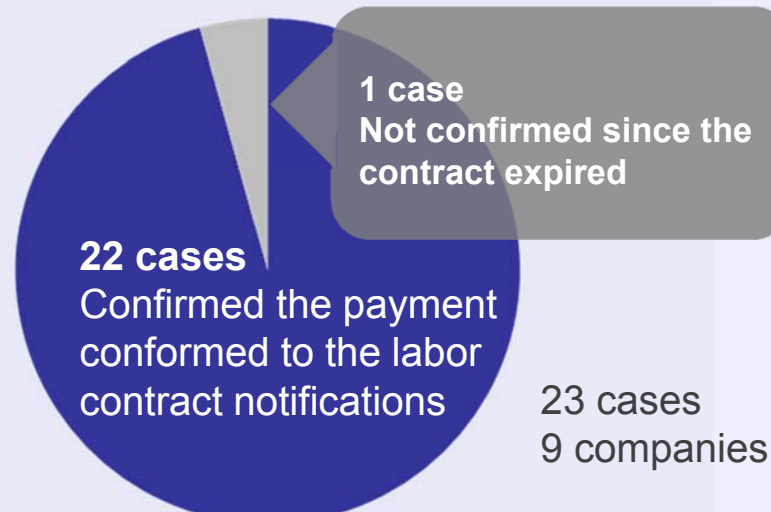
1. Ensuring a proper working environment

Survey results (regarding the items below in which company names are written)

- The payment does not conform to the labor contract: 23 cases, 9 companies
- The working time within Fukushima Daiichi NPS site was over 10 hours a day: 9 cases, 4 companies

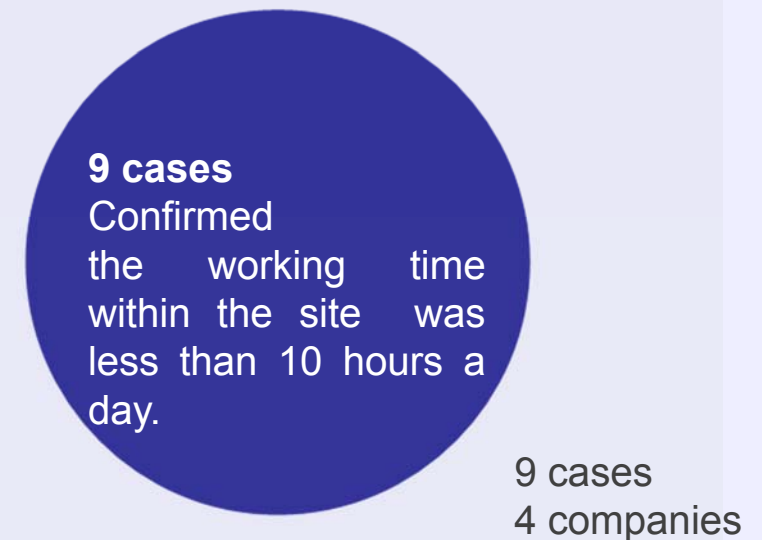
Additional survey results regarding the items in which company names were written

Payments conforming to labor contract



- Regarding the companies whose contracts expired, to be confirmed

Working time



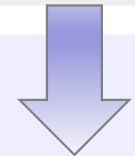
- 1 case
Personal dose meter monitoring showed over 10 hours a day, but it was confirmed that the time was less than 10 hours if break time was deducted

- The additional survey will be reported to the supervisory authority
- Make efforts to ensure proper working conditions while following authority directions

2. “Meaningful” and “concern” working at Fukushima Daiichi NPS

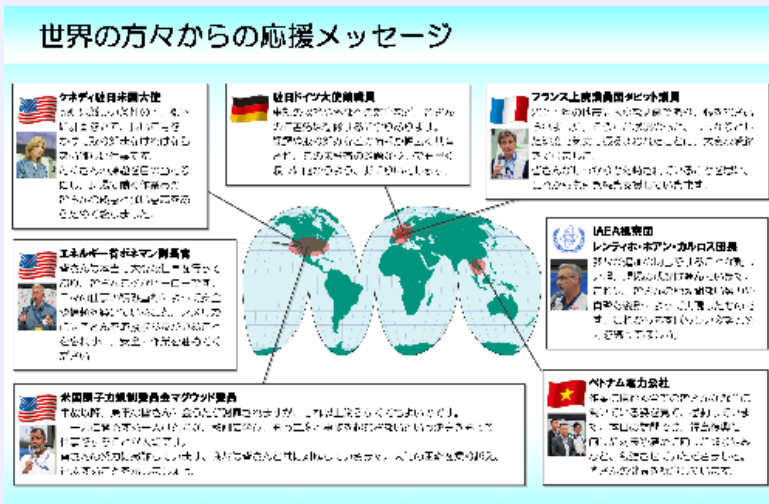
Survey results (meaningful)

- 47.4 %of workers said they felt it was meaningful working at Fukushima Daiichi
- On the other hand,14.2% of workers said they do not feel it is meaningful
- There was an opinion that “They did not feel motivated by the job”



Efforts to raise morale

- Display the poster which shows messages from all over the world
- TEPCO executives join the morning meetings for the unified operation of decommissioning work with contractors.
- TEPCO’s management executives join the morning meeting for the unified operation of decommissioning work with cooperative contractors.
- Serve warm meals at the meal service center in the new office building (Planned opening at the beginning of June)



Messages from around the world 平成27年1月 東京電力株式会社



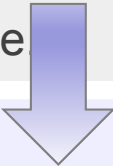
Poster of workers at the Fukushima Daiichi NPS



2. "Meaningful" and "concern" from working at Fukushima Daiichi NPS

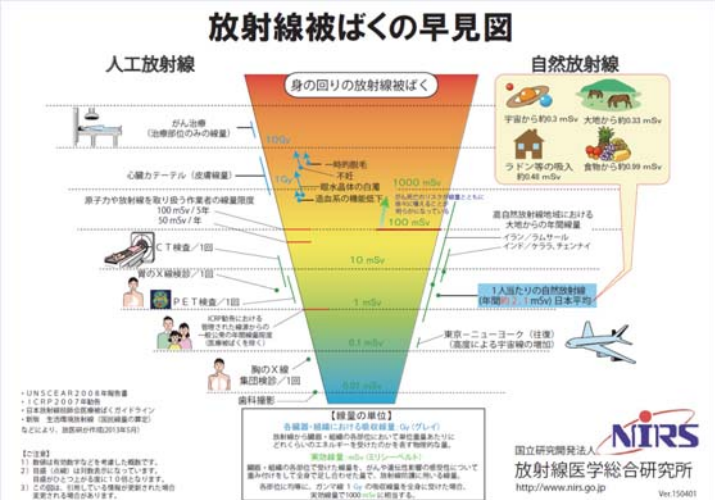
Survey results (concern)

- Almost half of the workers and their families answered that they felt concern.
- More than half of them answered that they were worried about health effects by radiation exposure as a reason for concern.
- Many other workers answered that they were worried about accidents or injury at the site.



Efforts to reduce concern

- Display radiation exposure chart* and set up a counseling room for health consulting with regards to effects to health by radiation exposure.
(Also make leaflets for home use available at the site or in commuting buses)
- Placing dose rate monitors at major spots onsite to visualize the dose rate of the site
- Display the poster to raise safety consciousness
- Establish an interactive training facility to improve risk predictions



Radiation exposure chart



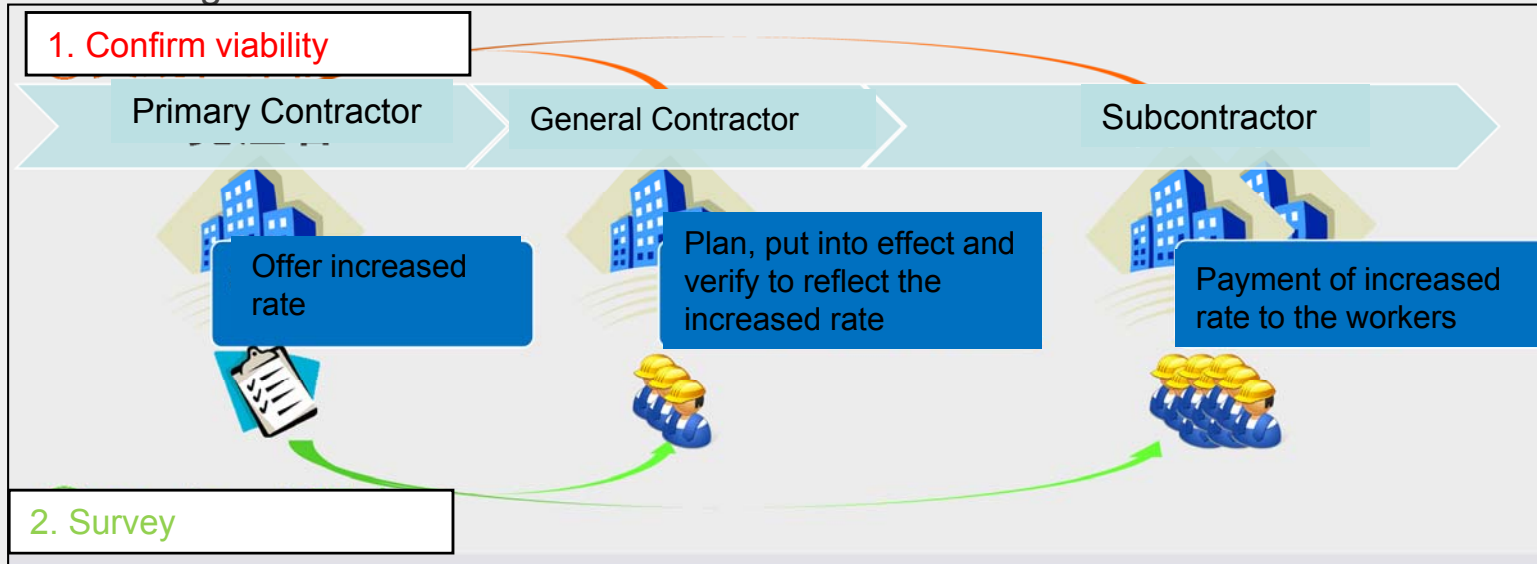
Dose rate monitor



Poster to raise safety awareness

3. Efforts to improve worker wages

- In November 2013, **“Increased the labor rates based on the conditions” and reflected on the contract** for the purpose of improving the working environment and workers morale
- **“Check with both 1. general contractors and 2. workers** whether the increased rates are reflected on workers wages or not.



1. Confirm with the general contractor (verify increased rate has been implemented based on the conditions)

- Survey* began in June 2014 and 53 of 57 general contractors completed as of April 2015. It was confirmed that the wages had increased for the workers of subcontractors (the other four contractors to be surveyed soon)

*Select construction site topics for every general contractor and survey the items below with representatives from bottom tier subcontractors (1 to 3)

- Check the difference in wages before and after the improvements **by checking labor contract notifications with the workers signatures.**

- **Verify the payslip** to confirm whether the payment was made based on the labor contract notifications.

- **Confirm the wage rate repeatedly throughout organizations at Fukushima Daiichi NPS.**

3. Efforts to improve workers wages

2. Confirmation with workers (survey)

- Conducted with the 5th survey last year
- 70.8% of workers answered that they had received an explanation about extra wages
- 93.0% of the workers in the above answered that the wage had increased as explained or that it was not time yet for the increased rate.
- **Continue to check with the workers as well as with general contractors.**

Explanation about increased rate

14.7%
Did not
receive
explanation

14.5%
No
answer

17.6% received
explanation
that the wage
increase is
pending.

53.2%
received
explanation

Payment of the increased rate

1.9% did not
receive
increased rate
as explained

5.0%
No
answer

59.7%
received
increased
rate as
explained

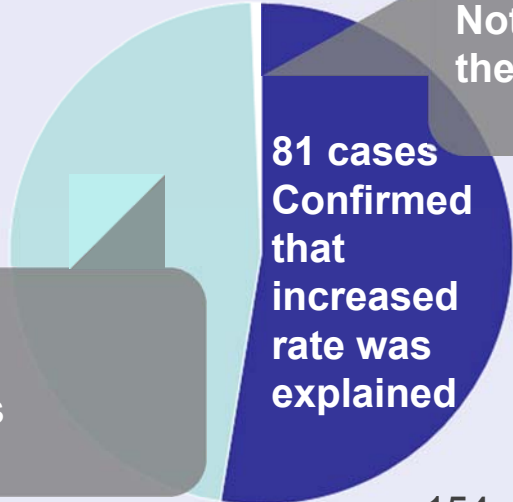
33.3% it was
not time yet
for the
increased
rate

3. Efforts to improve workers wages

- Survey Results (the following items have specific company names written)
 - No explanation regarding increased rates: 154 cases, 20 companies
 - No increased rate as explained: 12 cases, 7 companies

■ Additional confirmations regarding items with company

Explanation of increased rate



72 cases
Incomplete
explanations

81 cases
Confirmed
that
increased
rate was
explained

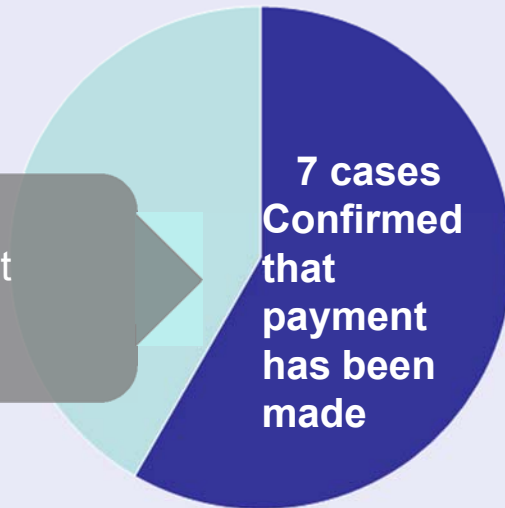
1 case
Not confirmed since
the contract expired

154 cases, 20 companies

Updates for above data

- As for 72 cases, it was confirmed that explanations were made later
- As for the companies with expired contracts, TEPCO will confirm after contracts are renewed.

Actual payment of increased rate



5 cases
Payment has not
been completed

7 cases
Confirmed
that
payment
has been
made

12 cases, 7 companies

Updates for above data

- As for the 5 cases in which payment had not been made, it was confirmed the payment was made later

TEPCO will continue with its efforts to ensure proper labor contracts are carried out while receiving guidance from the authorities.

TEPCO will also make every effort to build a working environment that eases concerns as well as strive to raise the workers morale.

We will continue to get feedback from workers from time to time, for each effort and measure the practices put in place.