

**Editor's Note:** This is the first in a series of articles summarizing various country's government and SH&E legislative processes. It is intended to serve as a useful planning tool for companies, and EHS professionals, preparing to conduct business in the profiled country. The material contained has been provided courtesy of ENSR International. Requests for additional country information should be directed to Halley Moriyama at [hmoriyama@ensr.aecom.com](mailto:hmoriyama@ensr.aecom.com) or +1-978-589-3233 or Jack Fearing at +1-973-463-6240 / [jack\\_fearing@ars.aon.com](mailto:jack_fearing@ars.aon.com).

## Country Profile - Japan



### Geography

Japan encompasses about 377,800 square kilometers (145,900 square miles), which makes the country slightly smaller than the state of California (U.S. CIA 1995). Situated in eastern Asia, Japan is an island chain that lies east of the Korean peninsula, between the North Pacific Ocean and the Sea of Japan. This chain consists of four main islands (Kyushu, Shikoku, Honshu, and Hokkaido), as well as the Ryukyu Islands and more than 1,000 lesser islands.

The terrain of Japan is mostly rugged and mountainous. The country's climate varies widely from tropical in the south to cool and temperate in the north. Japan has 4 distinct seasons, with a wet season of approximately 3 to 4 weeks starting from around June to mid July (depending on location).

A map of Japan is provided in Figure 1-1. This illustration identifies the 47 prefectures into which the country is divided. A list of prefectures is provided in Table 1-1.

### Population

The population of Japan was about 127.6 million in 2004 (Statistics Bureau, Ministry of Public Management, Home Affairs, Posts and Telecommunications 2004). About 79% of the people live in urban areas. The principle cities are Tokyo, the capital and financial and commercial center of the country; Yokohama, a leading seaport, and ship building and industrial center; Osaka, an important seaport and one of Japan's largest financial centers; Nagoya, a manufacturing center; Kobe, another leading seaport, ship building and transportation center; and Kyoto, a location known for its manufacturing of art goods including silk brocades and textiles (Microsoft 1997).

Japanese make up about 98 percent of the population, with the remainder being composed of Koreans, Chinese, and Ainu. The latter are believed to be the aborigines of Japan. Japanese is the official language.

## **Government**

### **Overview**

Japan is a constitutional monarchy and is governed according to the provisions of a constitution that came into force in 1947. Under the constitution, the emperor is the symbolic head of state and has only ceremonial functions. The throne is hereditary and descends only through the male line of the imperial family.

Executive power is vested in a Cabinet, headed by a Prime Minister, who is the head of the political party in power. The Prime Minister selects most of the members of Cabinet from amongst the members of the national legislature (Diet), subject to the approval of the Diet.

Legislative authority resides in the Diet, a bi-cameral body consisting of the House of Representatives (lower house) and the House of Councilors (upper house). There are 480 members of the House of Representatives; each is elected to a four-year term of office. Half of the members of the Lower House are directly elected through popular vote while the remaining 200 seats are filled by the various political parties based on national election results. The House of Councilors has 247 representatives, each of whom is elected to a six year term, with 149 of the seats being filled through direct election and 98 being allocated to the various political parties based on national election results.

The judicial system in Japan is independent of the executive branch. Judges can only be removed through public impeachment. The highest court is the Supreme Court, which consists of a chief justice appointed by the Emperor upon the recommendation of the Cabinet, and 14 associate justices who are appointed by the Cabinet. There are several national appellate and trial courts, including the high court, which hears appeals in civil and criminal cases from lower courts; district courts, which are the courts of general and first jurisdiction for both civil and criminal cases; family courts, which deal with domestic matters and juvenile delinquency; and summary courts, which deal with civil cases involving claims of 900,000 yen or less and criminal cases involving minor offences under the *Minor Offenses Law*.

Japan is divided into 47 prefectures, each of which is administered by an elected governor and assembly. Within each prefecture there are municipalities, each of which has a legislature composed of popularly elected representatives. Although the National government exercises primary authority over prefectures and municipalities, the constitution does provide prefectures and municipalities having populations greater than one million with certain autonomous powers, including the right to protect the health and welfare of its residents. In addition, the central government may delegate certain responsibilities to prefectures, which in turn may delegate some functions to municipalities.

Local governments may enact ordinances so long as they do not conflict with national laws and orders.

### **Legislative Process**

The National Diet, which consists of the House of Representative and the House of Councilors, is the national legislative body of Japan. Passage by both houses is required for a bill to become law. Typically, bills are submitted to the legislature by the cabinet, but bills can be, and sometimes are, introduced directly by members of the Diet.

Most environmental laws are implemented through binding regulations, which can take the form of cabinet orders, orders from the Prime Minister's office, or ministerial orders issued by ministers. However, after the Environment Agency became the Ministry of the Environment in January 2001, greater powers to implement and enforce environment laws were placed with the new ministry.

Local public bodies or local assemblies have authority to enact local ordinances. Many environmental matters, such as waste disposal and recycling, are not only regulated at the national level, but are also regulated by local government through local ordinances. The heads of local public bodies can issue local regulations to implement local ordinances in the same way that the national ministries can issue orders to implement national laws.

The hierarchy of legal authority descends from the Constitution, to statutes and laws, to (national) orders, to local ordinances, and lastly to local regulations. Lower level legislation must always be in accord with (i.e. be at least as stringent as) upper level legislation.

### **Environmental Authorities**

In January 2001, the government initiated the first stage of administrative reform that had been promised by the Hashimoto cabinet in 1996. In its largest post war reformation, the number of governmental ministries and agencies were reduced from 22 to 12 through realignment of the roles within government. These reforms were designed to bring fundamental change to a system that was considered too large, inflexible and fatigued. The aims of the reforms were to introduce greater transparency, simplicity, efficiency and social fairness to government administration. The Japan Environment Agency was included within this re-organization and subsequently became a Ministry (Ministry of the Environment).

The Ministry of the Environment is responsible for its independent implementation of regulations and laws concerning pollution, policies regarding natural environment preservation, and waste disposal administration (the later was formerly a responsibility of the Ministry of Health and Welfare). In addition, the Ministry of the Environment is now responsible for the investigation and setting of standards for chemical substances, recycling, river and lake preservation, radiation monitoring etc. Other areas of increased

responsibility include policy coordination with other ministries, and the provision of "environmental" advice to other ministries and agencies.

Enforcement and regulation of certain other environmental matters is delegated to local governors. For example, the Ministry of the Environment has established basic standards and has designated areas of special care in connection with the prevention of water pollution. However, the governor of each prefecture is responsible for enforcing those standards, and the governor does so principally through administrative guidance.

Besides the enforcement and regulations of certain environmental matters by the designated government agencies, special status public corporations are often assigned to set up standards and training methods relating to the environmental laws. The designated public corporations and associations are usually announced through public notification from the ministry.

### **Health and Safety Authorities**

The Ministry of Health, Labour and Welfare (the former Ministry of Labor and Ministry of health and Welfare) is principally responsible for industrial health and safety matters, public health and safety, food, drinking water, and the control of poisonous and volatile substances. It is responsible for formulating the Labor Accident Prevention Plan. The Central Labor Standard Council (a group of appointed officials who, among other things, advise the Minister of Health, Labour and Welfare) is also required to comment on the Plan.

Other governmental agencies also have authority over specified health and safety matters. The Ministry of Economy, Trade, and Industry (formerly The Ministry of International Trade and Industry) is responsible for formulating the Labor Accident Prevention Plan that applies to safety measures at mines. The Prefectural Labor Standards Office and/or the Labor Standard Inspection Offices in each prefecture are responsible for the enforcement of the *Industrial Safety and Health Law* in individual workplaces.

### **History of EH&S Legislation**

#### **Environmental**

Before the enactment of the *Basic Law for Environment Pollution Control*, Japan had no comprehensive national laws for the protection of the environment. Prior to 1967, regulation of health, safety and the environment was primarily undertaken at the local level. For example, the Tokyo Metropolitan Assembly first enacted the *Industrial Public Nuisance Prevention Ordinance* in 1949. The Osaka Prefecture and Kanagawa Prefecture followed by enacting similar ordinances in 1950 and 1951, respectively.

Like environmental laws in other countries, the enactment of environmental laws at the national level in Japan has often been triggered by high-profile events that have spurred political action.

In 1958, a paper mill discharged large amounts of polluted water into the Edo River (a river flowing into the Tokyo Bay), killing fish and shellfish. Fishermen in the Tokyo Bay area protested strongly and some even broke into the mill to stop its operation. Many fishermen, policemen, and mill workers were injured as a result of the clash. This incident spurred the enactment of the first two public nuisance (pollution) laws, the *Law Concerning Preservation of Quality of Public Service Water* and the *Law Concerning Regulation of Factory Drain Water* (both no longer in effect). However, these laws provided only limited authority to prevent pollution because both laws contained provisions requiring “mutual compromise and harmonization between industries.”

In the 1960's a large number of people in the Yokkaichi area suffered from a form of asthma, known as “Yokkaichi Asthma,” that was linked to air pollution from heavy petrochemical complexes. This situation led to the enactment of the *Law Concerning Regulation of Smoke Emission* (no longer in effect) in 1962. Because its purpose was “to harmonize environmental protection and the development of industries,” this law too was inadequate to effectively prevent air pollution.

In the late 1960's, pollution problems continued to increase. In 1967, the *Basic Law for Environment Pollution Control* (Law No. 132 of 1967), the core legislation for environmental regulation in Japan, was enacted. The law addresses seven so-called “public nuisances” (i.e. air pollution, water pollution, and contamination of land, noise, vibration, ground subsidence, and offensive odor), and clarified the responsibilities and liabilities of businesses, the national government, local governments, and individuals in connection with those matters. The law also introduced the environmental standards to be complied with in order to sustain a wholesome life and environment. Following the enactment of the *Air Pollution Control Law* and the *Noise Regulation Law* in 1968, the *Anti-Farm Soil Pollution Law* (1970), the *Water Pollution Control Law* (1970), and the *Offensive Odor Prevention Law* (1971) were enacted.

In the 1970's, the *Air Pollution Control Law* and the *Water Pollution Control Law* were amended to change the basis of regulation from concentration levels to total volume limits for pollutant discharges. The amendments also introduced strict liability for businesses. The *Basic Law for Environment Pollution Control* was also amended to make the national government responsible for preserving the natural environment.

Until 1971, there was no centralized enforcement of environmental regulations. Instead, responsibility was divided among the Ministry of Health and Welfare and other ministries. In 1971, the Environmental Agency was created to centralize and help streamline environmental enforcement.

In 1992, the United Nations Conference Concerning the Environment and Development was held in Rio de Janeiro. To be consistent with international standards, the *Basic Environmental Law* was enacted in 1993. It became the new core law for environmental administration in Japan and laid down fundamental and comprehensive national environmental policies and goals.

In 1997, the *Environmental Assessment Law*, which requires that an environmental assessment be conducted before starting construction of projects that may have an adverse environmental effect, was enacted.

To implement the Kyoto Protocol, adopted in December 1997, Japanese legislation to reduce emissions of carbon dioxide, green house gasses and ozone depleting gasses were implemented. These laws include: *Law Concerning the Promotion of the Measures to Cope with Global Warming* (Law No.117 of 1998; Effective from October 9, 1998); the *Law Concerning the Rational Use of Energy* (Law No. 49, June 1979. Last amended June 1998); the *Law Concerning Special Measures for Total Emission Reduction of Nitrogen Oxides from Automobiles in Specified Areas* (Law No. 70 of 1992. Amended on June 19, 2001); the *Law Concerning the Protection of the Ozone Layer through the Control of Specified Substances and Other Measures* (Law No. 53 of May 1998); and the *Law Concerning the Recovery and Destruction of Fluorocarbons* (Effective from April 2002 and October 2002--requirements being phased in).

The year 2000 saw a flurry of new environment laws enacted, as well as amendments to existing laws. At the heart of these changes lies the *Basic Law for Establishing the Recycling-based Society*. This law was enacted in May 2000 and, in combination with other new laws and amendments, is designed to change Japan from a society of mass production, mass consumption, and mass disposal to a society based on recycling and reuse. In support of the *Basic Law for Establishing the Recycling-based Society*, seven other laws were enacted or amended, including:

- *Waste Management and Public Cleansing Law*- Revised
- *Law for Promotion of Effective Utilization of Resources*- Revised
- *Container and Packaging Recycling Law*- Enacted
- *Electric Household Appliance Recycling Law*- Enacted
- *Construction Material Recycle Act*- Enacted
- *Food Recycling Law*- Enacted
- *Law on Promoting Green Purchasing*- Enacted

The *Basic Law for Establishing the Recycling-based Society* was enacted to facilitate the policies designed to transform Japan towards a recycling-based society consistent with the fundamentals of the *Basic Environment Law*. For the first time, the priorities for effective utilization of waste and recycling are set forth. The law also looks at ways to promote re-circulation of resources and the reuse of all natural resources regardless of value.

The first order of priority for waste disposal and recycling looks at the control and reduction of waste generation, and then focuses on reuse and recycling. Of the waste that does not fall into the “three R” category (reduce, reuse, recycle), the heat produced from its incineration shall be harvested for energy, or appropriate disposal (landfill etc.) shall be done in a manner that gives the highest possible consideration to environment preservation.

This law presents the basic plan (framework) for measures to be taken by government to realize a socioeconomic system based on recycling, proper waste disposal while using new technologies and role sharing between prefectural and local governments, industry and the public. Industry (in line with the concepts of extended producer responsibility) is to create more durable products, reduce packaging, make re-collection of its products more attainable, and improve the labeling of its materials and products for possible recycling, take-back etc. Consumers are to be more responsible for product sorting, recycling and re-collection. Government must appropriately dispose of the products, through reuse or recycling, and produce energy from incineration. Government must also provide clear guidelines and infrastructure for business and people. In effect, discouraging raw materials and products from becoming waste and lightening the load on the environment through more efficient usage, durability, recycling, and social awareness.

In 2002, the *Soil Pollution Control Law*, which sets forth the mandatory investigation of soil pollution at former industrial lands, was enacted by the Ministry of Environment. Although the law does not currently establish any liability or sanction against the landowner, it creates a foundation for an investigation procedure, which eventually will be followed with regards to the future evaluation and clean up of contaminated industrial soils. A list of harmful substances and their concentration levels are described in the law. Secondary investigation of the ground water will be required if the concentration level in the soil exceeds the applicable standards. Clean up requirements will be determined/ordered by the prefectural governor. The ministry will introduce the clean up requirements along with sanction details as either a notification or an addendum to the Enforcement regulations in the near future. The law also makes clear who is responsible for conducting the further investigation of the contaminated land, based on the usage, duration, and the scope of the operation.

### **Occupational Health and Worker Safety**

The *Labor Standard Law*, enacted in 1947, contained a single chapter (Chapter V) regarding the safety and health of workers. By 1972, the *Labor Standard Law* was considered inadequate, and the *Industrial Safety and Health Law* was enacted.

The Ministry of Health, Labour and Welfare is in charge of the administration of occupational health and safety issues and the enforcement of the *Industrial Safety and Health Law*. In this capacity, the Ministry of Health, Labour and Welfare has issued more than fifteen ministerial orders to implement the *Industrial Safety and Health Law*, including the *Ordinance on Industrial Safety and Health* (Ministry of Labor Order No. 32 of 1972), the *Safety Regulation for Boilers and Pressure Containers* (Ministry of Labor Order No. 33 of 1972 as amended), the *Safety Regulations for Cranes* (Ministry of Labor Order No. 34 of 1972 as amended), and the *Safety Regulations for Gondolas* (Ministry of Labor Order No. 35 of 1972 as amended).

There are other related laws. The *Regulations of Standards for Youth Labor* was enacted in 1954. The *Pneumoconiosis Law* and related orders were enacted as early as 1960. The *Work Environment Measurement Law* and related orders were enacted in 1975. The *Regulations of Labor Standards for Female Workers* were enacted in 1985. The law and various regulations for dispatched workers were enacted in 1985 and 1986.

Minor amendments and additions have been made regularly through ministerial orders and notices.

### **Future Legislation**

The new *Soil pollution Control Law* was enacted in 2002. The Ministry of Environment and its special task committee are in discussions as to the schedule and details of clean up requirements and sanctions. A series of guidance for the investigation and clean up procedure of contaminated industrial soil and ground water will be introduced in the near future.

The definition of waste (as prescribed by the *Waste Disposal Law*) recently has been the topic for heated debated as it is considered too ambiguous and may actually hinder the promotion of recycling. For this reason, the definition of waste is “most likely” to undergo a revision.

The Ministry of Economy, Trade and Industry is currently holding discussions with industry to promote the formation of a *Vehicle Recycle Law*. Current discussion suggests that this law will be implemented by 2004.

### **Enforcement of EH&S Regulations**

#### **Administrative Actions**

Regulations under the *Basic Environmental Law* and related laws are the responsibility of the Ministry of the Environment. However, this responsibility is delegated to the governor of each prefecture and/or the mayors of local municipalities.

Administrative regulations differ from case to case and are governed by separate laws and regulations for each matter. However, the following items are common provisions included in most of the administrative regulations:

- Advance Notification to the governor or mayor, as appropriate, is required and the governor or mayor concerned may order changes in plans or take measures to prevent hazards;
- Environmental standards are established and publicized for enforcement;
- Administrative bodies receive reports and perform on-site inspections;

- Administrative bodies issue recommendations and orders in cases where standards are not being met; and
- Fines are imposed generally for noncompliance with recommendations and orders issued by administrative bodies.

### **Civil Liability**

When losses occur as the result of environmental hazards such as pollution, civil tort liability can be imposed. In such cases, it is ordinarily sufficient to demonstrate that an “epidemiological” cause-effect relationship exists (as opposed to a direct cause-effect relationship, which is often impossible to prove in such cases); a stricter standard of proof is usually not required of the parties suffering losses. However, cases of civil liability usually resort to after-the-fact relief, typically in the form of financial compensatory damages. Instances where an injunction is granted to stop a present, ongoing action are extremely rare.

### **Criminal Sanctions**

#### **Crimes Under Administrative Laws**

Each public hazard law provides for criminal penalties usually in the form of a monetary fine. Examples of this can be found in such legislation as the *Atmospheric Contamination Prevention Law* (from Art. 33), the *Water Pollution Prevention Law* (from Art. 30), the *Waste Disposal and Refuse Collection Law* (from Art. 25), and the *Law Concerning Prevention of Marine Pollution and Maritime Disaster* (from Art. 54-2). Under certain of these laws, prison terms may be imposed, but in reality imprisonment for these crimes rarely occurs. In the past few years, however, more than 3,000 cases a year have been brought seeking criminal sanctions, with over half moving forward to indictment. The greatest number of such cases arises in the hazardous waste disposal area, followed by maritime pollution and water pollution.

#### **Crimes Under the Criminal Code**

The following are crimes that may be applicable to EH&S matters under the *Criminal Code* of Japan: crime of professional negligence resulting in death or injury (Art. 211), crime of causing gas leaks (Art. 118), and crime concerning drinking water (Art. 142 to 147).

#### **Law Concerning Punishment of Public Nuisance Crimes Pertaining to Human Health**

*The Law Concerning Punishment of Public Nuisance Crimes Pertaining to Human Health* provides for the special crime of intentionally, or negligently causing, in connection with a business project, the release of substances that results in damage to peoples’ health. If this results in a specific danger to public health, penalties may be

imposed on the company as well as the responsible individuals. At the current time, this law is rarely used.

## **Other Useful Information**

### **List of Key Federal Agencies**

Ministry of the Environment  
1-2-1 Kasumigaseki, Chiyoda-ku  
Tokyo 100-0013  
Tel: 81-3-3581-3351

[www.env.go.jp](http://www.env.go.jp)

Ministry of Economy, Trade and Industry  
1-3-1 Kasumigaseki, Chiyoda-ku  
Tokyo 100-0013  
Tel: 81-3-3501-1511

[www.meti.go.jp](http://www.meti.go.jp)

Ministry of Health, Labour and Welfare  
1-2-2 Kasumigaseki, Chiyoda-ku  
Tokyo 100-0013  
Tel: 81-3-5253-1111

<http://www.mhlw.go.jp/>

Ministry of Land, Infrastructure and Transport  
2-1-3 Kasumigaseki, Chiyoda-ku  
Tokyo 100-0013  
Tel: 81-3-5253-8111

[www.mlit.go.jp](http://www.mlit.go.jp)

### **Sources of Regulatory Information**

#### **Publications**

The Official Gazette (Kanpo) officially publishes all laws and regulations. It publishes each law and regulation only once after being enacted.

Official Gazette (Kanpo)  
Ministry of Finance, the Printing Bureau  
2-2-4 Toranomom, Minato-ku, Tokyo 105-8445  
Tel: 81-3-3587-4294

In addition, the publishing company, Rodo Kijun Chosa Kai, publishes a number of different books, which contain full text of health and safety regulations. Among the currently available titles are:

- An Ei Ho Binran (Handbook of Safety and Health Law)
- Chart An Ei Ho (Book of Safety and Health Law Charts)
- Anzen Eisei Horei Hayami Hyo (Book of Safety and Health Law and Regulations Basic Charts)

Rodo Kijun Chosa Kai (Publisher)  
2-4-5 Kita Otsuka, Toshima-ku, Tokyo 170-0004

The publisher, Chuo Hoki Shuppan K.K., also publishes several compendiums of environmental laws and regulations in full text. Among their titles are:

- Environmental Six Laws
- Waste Six Laws

Chuo Hoki Shuppan K.K.  
 2-27-4 Yoyogi, shibuya-ku, Tokyo 151-0053  
 Tel: 81-3-3379-3861, Fax: 81-3375-5054

The company, Sanaal Co. Ltd., publishes environmental legislation on CD-ROM (see web site: <http://www.ecology.or.jp/info/kankyo/index.html>); they can be contacted at:

Sanaal Co. Ltd.  
 5-29-19 Shiba Minato-ku, Tokyo 108-0014  
 Tel: 81-3-3454-2641; Fax: 81-3-3454-2055  
 E-Mail: [order@iso.bs.nes.nec.co.jp](mailto:order@iso.bs.nes.nec.co.jp)

Lastly, an English-language translation of many health and safety regulations is periodically published by the Japan Industrial Safety and Health Association under the title, “Industrial Safety and Health Law and Related Legislation of Japan.”

Japan Industrial Safety & Health Association  
 5-35-1 Shiba, Minato-ku  
 Tokyo 108  
 (81-3) 3452-6841

### **Web Sites**

There are several governmental web sites with EHS legislation, most of which is in Japanese.

<a href="http://www.e-gov.go.jp/">www.e-gov.go.jp/</a>	Ministry of Public Management, Home Affairs, Posts and Telecommunications
<a href="http://www.nihs.go.jp/ICSC/">www.nihs.go.jp/ICSC/</a>	National Institute of Health and Science--chemicals-related legislation; some of which is in English
<a href="http://www.meti.go.jp">www.meti.go.jp</a>	Ministry of Economy, Trade and Industry--environmental legislation, some of which is in English
<a href="http://www.env.go.jp/">www.env.go.jp/</a>	Ministry of the Environment--environmental legislation, some of which is in English
<a href="http://www5.cao.go.jp/otodb/english/">www5.cao.go.jp/otodb/english/</a>	Summaries of many applicable pieces of EHS legislation from numerous Ministries, all of which is in English
<a href="http://www.mhlw.go.jp/english/index.html">www.mhlw.go.jp/english/index.html</a>	Summaries of selected Ministry of Health, Labour and Welfare legislation, all of which is in English

## Other Contacts

Embassy of Japan  
2520 Massachusetts Avenue N.W.  
Washington D.C., 20008-2869  
Tel: 202-939-6700

U.S. Embassy  
1-10-5 Akasaka, Minato-ku, Tokyo  
107-0052, Japan  
Tel: 81-3-3224-5000

American Chamber of Commerce  
Japan  
Bridgestone Toranomon Bldg.  
3-25-2 Toranomon, Minato-ku  
Tokyo 105-0001, Japan  
Tel: 81-3-3433-5381

American Consulate General  
2-11-5 NishiTenma  
Kita-ku,Osaka-shi,Osaka  
Tel: 81-6-315-5900

## Public Holidays

National holidays are noted as follows; this is a working guide only. Dates should be verified prior to undertaking any visit. When holidays fall on a Sunday, commercial establishments may be closed the following Monday. Holidays identified by an asterisk (\*) signify that the event falls on a variable date, depending upon the year. The date shown herein reflects the specified date in 2003.

<u>Holiday</u>	<u>Fixed Date</u>
New Year's Day	January 1
Coming of Age Day*	2 <sup>nd</sup> Monday of January (Jan. 12)
National Foundation Day	February 11
Vernal Equinox Day*	March 20
Greenery Day	April 29
Constitution Memorial Day	May 3
People's Holiday	May 4
Children's Day	May 5
Maritime Day	July 20
Respect for the Aged Day	September 15
Autumnal Equinox Day*	September 23
Health-Sports Day*	2 <sup>nd</sup> Monday of October (Oct. 11)
Culture Day	November 3
Labor Thanksgiving Day	November 23
Emperor's Birthday	December 23

## **Business Practices and Customs**

Business practices and protocols vary around the world. What is acceptable in one country may be taboo in another. Useful information on appropriate business practices and protocols in Japan can be obtained from the following sources:

### Getting Through Customs

Newtown Square, PA

Tel: +610-353-9894

E-Mail: [74774.1206@compuserve.com](mailto:74774.1206@compuserve.com)

Web Site: <http://www.getcustoms.com>

### Craighead Publications

P.O. Box 1006

Darien, CT 06820-1006

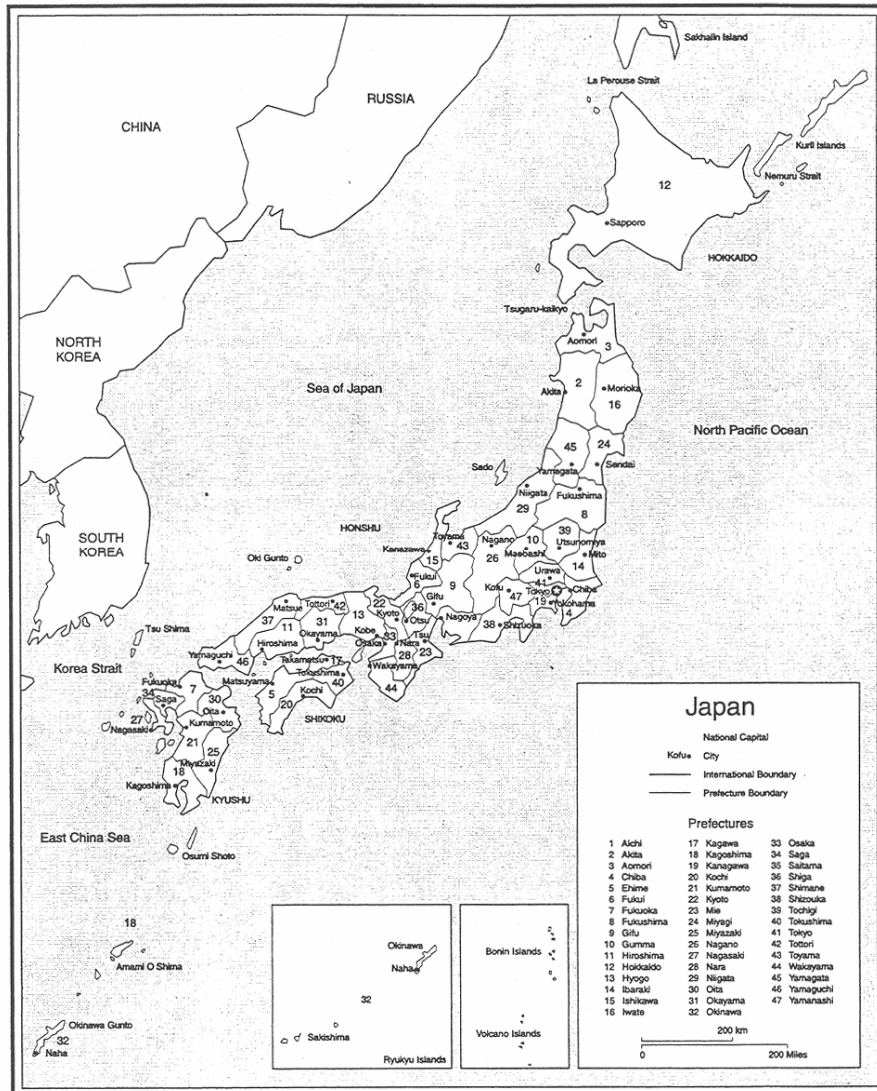
Tel: +203-655-1007

Fax: +203-655-0018

E-Mail: [info@craighead.com](mailto:info@craighead.com)

Web Site: <http://www.craighead.com>

Figure 1-1



**Table 1-1**  
**List of Prefectures**

Aichi	Miyazaki
Akita	Nagano
Aomori	Nagasaki
Chiba	Nara
Ehime	Niigata
Fukui	Oita
Fukuoka	Okayama
Fukushima	Okinawa
Gifu	Osaka
Gumma	Saga
Hiroshima	Saitama
Hokkaido	Shiga
Hyogo	Shimane
Ibaraki	Shizouka
Ishikawa	Tochigi
Iwate	Tokushima
Kagawa	Tokyo
Kogoshima	Tottori
Kanagawa	Toyama
Kochi	Wakayama
Kumamoto	Yamagata
Kyoto	Yamaguchi
Mie	Yamanashi
Miyagi	