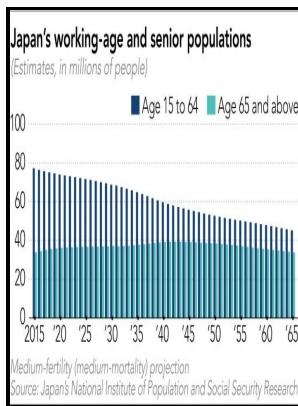


# Japanese laws relating to insurance

## Eibun-Horei-Sha - National Labour Law Profile: Japan



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### Japans Healthcare System

In the event that a labour standards inspector deems it necessary to enforce this law, the inspector may have an employer or a worker submit a report on the necessary matters or order an employer or a worker to report in person. Under the APPI, an employer must notify or make public the purpose for which it intends to use the personal information they have acquired when acquiring personal information except in some cases, including where, judging from the circumstances, it can be said that the utilisation purpose is clear.

### Health Insurance Portability and Accountability Act

Although both countries consider both medical and functional factors in the disability decision, Japan relies solely on the impairment tables, while the United States goes beyond the standardized tables Listing of Impairments and undertakes a separate evaluation of the individual's residual functional capacity and vocational prospects.

### Japan.

Furthermore, if the NPA judges that a criminal sanction is appropriate, it will ask prosecutors to prosecute the case.

### Japan.

While criminal records are held by the police and employers do not have the means to check them directly, a typical template CV enables an employer to obtain and utilise such information legally for the purpose of background checks. This law was passed under the old Constitution which had mainly focused on the power of the emperor and the state. The NPI cannot contain any embedded intelligence; the NPI is a number that does not itself have any additional meaning.

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