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## PECULIARITIES OF MANAGEMENT AND ORGANIZATION OF MINISTRY OF HEALTH, LABOUR AND WELFARE IN JAPAN

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### ОСОБЛИВОСТІ УПРАВЛІННЯ ТА ОРГАНІЗАЦІЇ МІНІСТЕРСТВА ОХОРОНИ ЗДОРОВ'Я, ПРАЦІ Й СОЦІАЛЬНОГО ЗАБЕЗПЕЧЕННЯ В ЯПОНІЇ

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#### РЕЗЮМЕ

У статті розглядаються питання особливостей управління системою охорони здоров'я в Японії. Подано структуру, основні функції й завдання підрозділів Міністерства охорони здоров'я, праці та соціального забезпечення, що може бути прикладом для інших країн, які знаходяться на шляху реорганізації управління системи охорони здоров'я.

### ОСОБЕННОСТИ УПРАВЛЕНИЯ И ОРГАНИЗАЦИИ МИНИСТЕРСТВА ОХРАНЫ ЗДОРОВЬЯ, ТРУДА И СОЦИАЛЬНОГО ОБЕСПЕЧЕНИЯ В ЯПОНИИ

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#### РЕЗЮМЕ

В статье отражены вопросы особенности управления системой здравоохранения в Японии. Представлена структура, основные функции, задачи подразделений Министерства Охраны Здоровья, Труда и Социального обеспечения, что может служить примером для других стран, которые находятся на пути реорганизации управления системы здравоохранения.

**Key words: management, organization, Ministry of Health Labour and Welfare, Japan.**

System of Public Health of Japan is one of the most successful one in the world as its organization is based on scientific management and structural organization of Ministry of Health Labour and Welfare of Japan.

Japan has special structure of public health organization as it coins together the Ministry of Health, Labour and Welfare into one complex. It has many departments which are further allocated into divisions with multiple tasks.

Ministry's navigator, information base and policy maker, support the whole organization. Minister's Secretariat and Statistics and Information Department consist of Personnel Division, General Coordination Division, Finance Division, Regional Bureau Administration Division, International Affairs Division, Health Sciences Division, Policy Planning Division, Vital and Health Statistics Division, Social Statistics Division, Employment Statistics Division, Wages and Labor Welfare Statistics Division. This Department's work includes planning, implementing and analyzing various statistics on population, health, and social welfare, employment, and wages/working hours etc, which are required for the business of Ministry of Health, Labor and Welfare. The planning and development of information systems to deploy IT oriented business in the Ministry is also part of its work. [6]. The following organizations are to protect life, promote healthcare and safety. Health Policy Bureau consists of General Affairs

Division, Guidance's of Medical Service Division, Medical Profession Division, Dental Health Division, Nursing Division, Economic Affairs Division, Research and Development Division and National Hospital Division. The health policy bureau is working to plan and design medical policy that will ensure qualified and effective medical services are available for people suffering from disease or injury. This includes securing doctors, dentists and nurses of high caliber, reinforcing hospital and sanatoriums and promoting medical services that are based on "informed consent" policies that give patients appropriate explanations. It also supports research and development and industries in the field of medical supplies and medical devices which are indispensable for future medical services.

Health Service Bureau which consist of General Affairs Division, Specific Disease Control Division, Tuberculosis and Infectious Disease Control Division, Environmental Health Division and Water Supply Division. The Health Service Bureau promotes local health care through health centers. It is working to control infectious diseases (Ebola Hemorrhagic Fever, AIDS, tuberculosis etc), lifestyle related diseases (cancer, diabetes etc), and other areas such as incurable diseases, allergies, as well as the deployment of appropriate organ transplantation. It also works to ensure that people are able to lead hygienic and comfortable life by enforcing hygienic practice in public places such

working style and attitude and the change in the current employment situation. It also aims to secure employment opportunities by promoting human resources development controlled by workers themselves, supporting training programs conducted by employers, strengthening public vocational training programs, establishing vocational ability evaluation system and promoting trade skills in order to create a society in which each individual can upgrade their vocational abilities and sufficiently display these abilities. The Bureau recognizes the human resources development contributing to the international society. Therefore it is participating in the international cooperation related to human resource development.

Great attention to support working women, protect the well being of individuals to ensure self fulfillment and happiness and encourage mutual support. Equal Employment, Children and Family Bureau consists of General Affairs Division, Equal Employment Policy Division, Work and Family Harmonization Division, Part-time Work and Home Work Division, Families Welfare Division, Child-rearing Promotion Division, Day Care Division, Maternal and Child Health Division. The Equal Employment Children and Families Bureau is carrying out comprehensive measures to create a society where both men and women can jointly participate in activities at their places of work, at home and in their communities. This include measures designed to secure equal employment opportunities for men and women and their fair treatment, support individual who want to pursue a family life and a career, and to promote part-time work, industrial home work and tele - working. This Bureau is also promoting measures for welfare, health insurance, medical care and various allowances for children and families. These measures are specifically aimed at coping with the rapidly declining birth rate, supporting child care. By offering nursing services to help prevent child abuse, helping fatherless families and dependent widows, assisting in the health growth of children, providing allowance for child and maternal and child healthcare. [5].

Social Welfare and War Victims Relief Bureau consists of General Affairs Division, Public Assistant Division, Community Welfare and Service Division, Welfare Promotion Division, Planning Division of War Victim's Relief, Relief Division, and Record Division. This Bureau is working towards the planning and managing the basic systems common in each area of social welfare including the social welfare foundation system, welfare officers, community, securing human resources for social welfare business and consolidating the volunteer's activities infrastructure. Its public assistant services are wide ranging and include the planning and management of the welfare system, measures against the homeless issues, and administrative guidance for consumer's cooperation, etc. While organizing the memorial service for the fallen soldiers at 2<sup>nd</sup> World War,

the bureau also manages programs such as the recovery of the remains of the war dead abroad and pilgrimages. [6]. Department of Health and Welfare for Persons with Disabilities consists of Policy Planning Division, Welfare Division for persons with disabilities, mental health and Welfare Division. This department aims to realize "the normalization," a society where person with disabilities are able to lead active live in the community, and health and welfare plans are made for them. These activities include deploying welfare services that are based on "The Government's Action Plan for Persons with Disabilities", building systems to utilize the new welfare services for the person with disabilities, securing appropriate mental care services which consider the human rights of persons with mental disabilities and promoting opportunities for persons with disabilities to participate in social activities. [4].

Health and Welfare Bureau for the Elderly consists of General Affairs Division, Long Term Care Insurance Divisions, Health Planning Division, Promotion Division, and Division of the Health for the Elderly. In order to help elderly people lead an independent, dignified lives, and to participate in social activities in aging society this Bureau manages the smooth implementations of the long term care insurance system. It is also working to implement the provisions content in "the Gold Plan 21" which includes work to consolidate the infrastructure of the long term care services, developing measures to help guard against lives that are dependent on care and assistance and promoting various projects for elderly to help them obtain a high quality of life.

Health Insurance Bureau consists of General Affairs Division, Employees Health Insurance Divisions, National Health Insurance Division, Medical Economic Division and Actuarial Research Division. The Health Insurance Bureau's work includes the planning and establishing of various medical insurance systems such as Employees Health Insurance, National Health Insurance, Seamen's Insurance and Health Services System for the elderly. It aims to ensure that all the people in this country can be insured and sustained these systems in the long term (the universal health insurance system). This has become particular importance in the face of an aging society.

Pension Bureau consists of General Affairs Division, Pension Division, Corporate Pension and National Pension Fund Management Division, Investment Guidance Division and Actuarial Affairs Division. This Pension Bureau is working to establish public pension systems such as Employees Pension Insurance, National pension and aims to establish a reliable pension system which will provide adequate support to elderly people. It's also trying to consolidate corporate pension schemes which will supplement public pensions. The planning of the management and investment system which includes public and private pension funds is also one of its activities. Director – General for Policy

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