

Press Release

September 6th, 2016

JEAP Peacemind Inc.

Survey findings: Average test rate 78% after stress check becomes mandatory

JEAP Peacemind Inc. today announced the findings of a survey that it conducted about “stress check” test rates after it became mandatory for organizations in Japan to offer such testing. The test rates were calculated as the share of individuals covered by the stress check rule who actually took a test.

■ Key survey findings

1. **In the first year of the mandatory stress check program, the average test rate was 78.7%. While the test rate was 90% or higher at about 60% of organizations, the test rate was still just 40-50% at more than 10% of organizations (Chart 1)**

The average stress check test rate was 78.7%. Looking at the distribution of test rates, while the test rate was 90% or higher at least 60% of organizations, the test rate was still just 40-50% at more than 10% of organizations.

2. **The test rate tended to be higher in the construction, information & communications, and manufacturing industries, and lower in the finance & insurance and health care & social services industries (Chart 2)**

Looking at the test rate by industry, the rates for the construction and information & communications industries were above 90%, while the rate for the manufacturing industry was nearly 90%. On the other hand, the rates for the finance & insurance and health care & social services industries were around 60%, so it is apparent that the test rates vary greatly depending on the industry.

3. **The smaller the business, the higher the test rate (Chart 3)**

Looking at test rates by the size of the organization, larger organizations tended to have lower test rates, and the rate for organizations with 5,001 employees and up was below 70%.

*EAP Services is a JEAP Peacemind business name. EAP is the abbreviation for Employee Assistance Program.

■ Discussion

The stress check program does not require all employees to be tested, but says it is desirable for everyone who is covered to be tested. This survey found that in the initial year of the requirement that such testing be made available, there was a substantial variance in test rates depending on industry and organization size, and that as a result test rates varied significantly.

By industry, the test rates for the construction, information & communications, and manufacturing industries were relatively high, while the test rates for the health care & social services and finance & insurance industries were relatively low. Table 1 summarizes the conceivable reasons for these test rates.

Looking at test rates by industry, the test rates for the construction, information & communications, and manufacturing industries were high. Among the conceivable reasons for the high test rates in the construction and manufacturing industries are (1) the fact that compared to other industries, there tend to be many organizations that are focused on health and safety initiatives, and (2) it is easy to provide opportunities for simultaneous testing in workplaces such as factories. In fact, some of the organizations with high test rates in the construction and manufacturing industries were found to have considered the implications of shift work and adopted initiatives such as setting aside time during the morning meeting in order to facilitate stress checks for employees working in their factories. The test rate was also high in the information & communications industry. Some possible reasons for this are (1) the fact that in this industry there are few employees who are unfamiliar with how to use the technology that is used to actually take the test and (2) these companies effectively used technology to encourage testing. On the other hand, the low test rates in the finance & insurance and health care & social services industries might be explained by the fact that many employees are engaged in customer support, making it hard to find the time to take a test while they are at work.

The fact that larger organizations tended to have lower test rates might suggest that the bigger the organization, the more there is a need to take the time to diligently spread awareness of the stress check program and encourage testing.

At the same time, there were some organizations with thousands of employees that did manage to achieve a test rate of 90% or

better. These organizations did things such as using internal newsletters or intranets to spread awareness of the stress check program and taking advantage of opportunities like organizational meetings and morning assemblies to encourage testing.

The aims of the stress check program are to promote self-care by having employees gauge their own stress and to leverage the stress check results at each organization to create conducive workplaces. Both of these aims are built on the premise that virtually all employees will take the stress check. At the organizations that have finished administering the stress check this business year, it would be advisable to consider measures for the next business year, such as considering ways to make it easier for employees to take the test, taking into account the test rates and the employee opinions and also taking into consideration the advice offered by outside experts.

■ **Survey overview**

Survey period
December 2015 to July 2016

Survey subjects

Organizations to which JEAP Peacemind offered “Iki-Iki” Stress Check” (<http://www.peacemind-jeap.co.jp/services/stresscheck>).

Chart 1. Distribution of test rates

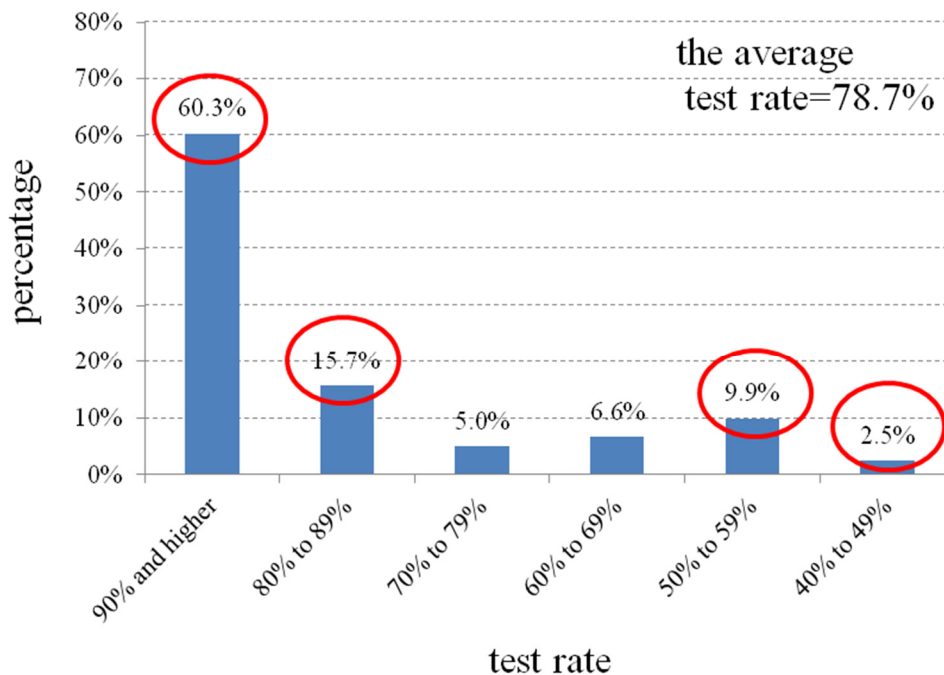


Chart 2. Test rates by industry sector

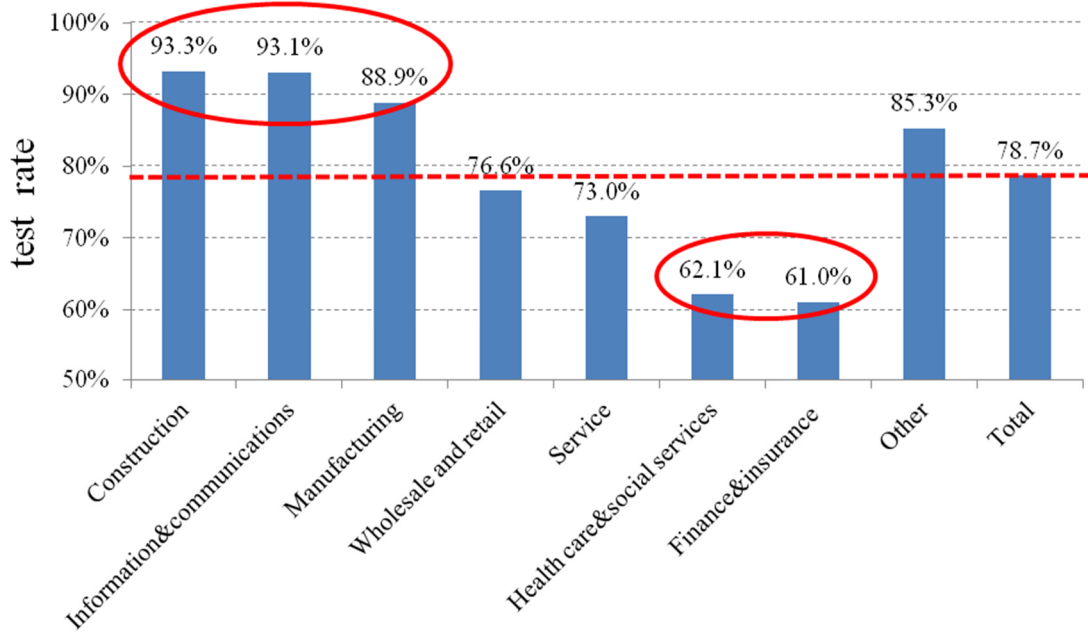


Chart 3. Test rates by organization size

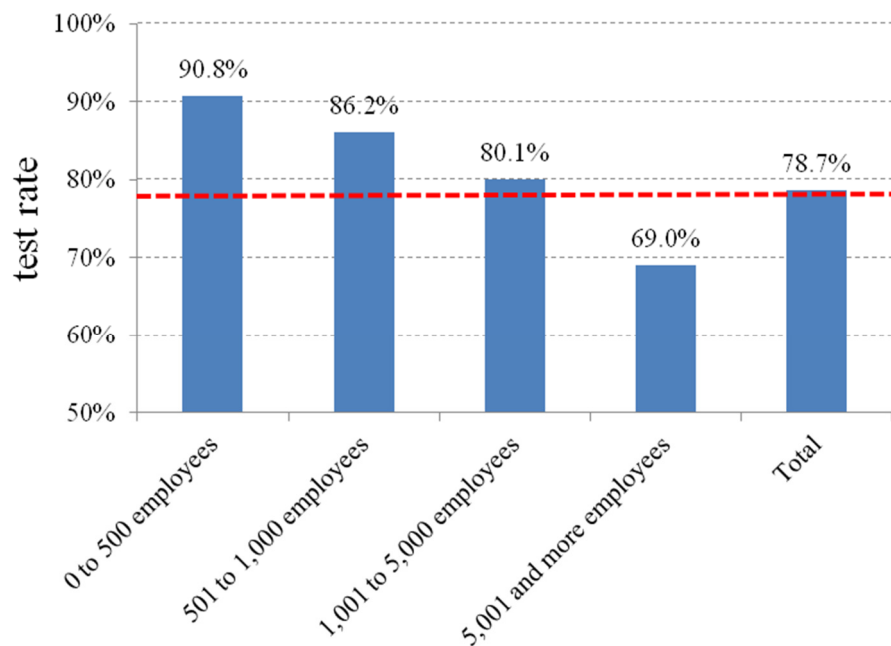


Table 1. Industries with relative high (low) test rates and the conceivable reasons behind this

Test rate	Industry	Conceivable reasons behind the high (low) test rate
Relatively high	Construction industry, manufacturing industry	<ul style="list-style-type: none"> ✓ Compared to other industries, there tend to be many organizations that are focused on health and safety initiatives. ✓ It was easy to provide opportunities for simultaneous testing in workplaces such as factories. ✓ Took into consideration ways to make it easier for employees to take stress checks, such as considering implications of shifts for those working in factories.
	Information & communications	<ul style="list-style-type: none"> ✓ There were few employees who are unfamiliar with how to use the technology that is used to actually take the test. ✓ Effectively used technology to encourage testing.
Relatively low	Health care & social services industry, Finance & insurance industry	<ul style="list-style-type: none"> ✓ Many employees are engaged in customer support, making it hard to find the time to take a test while they are at work.

For further details: <http://www.peacemind-jeap.co.jp/>

For inquiries about the services provided by JEAP Peacemind
JEAP Peacemind Inc.. Sales Department
Telephone: 03-3541-8656 / Fax: 03-3541-8655

For inquiries about this press release
JEAP Peacemind Inc.. Advertising & PR
E-mail : press@peacemind-jeap.co.jp

Based in Chuo-ku and led by President Ayumi Nishikawa, JEAP Peacemind contributes to sustainable enterprise growth through its EAP Services, which provides support to workplaces and individuals.