

# Overview of Act on Partial Amendment of Act on Employment Insurance, etc. (enacted into law on Mar. 29, 2016)

- Considering the current employment situation, insurance premium rates for the unemployment and other benefits will be reduced. Moreover, in order to prevent workers' separation from employment and promote their re-employment, child care and family care leaves will be revised, and employment insurance benefits for employment promotion will be increased, among others.
- Furthermore, in order to further boost the employment of elderly persons, measures will be implemented to secure various employment opportunities for the elderly to realize their wishes, along with making newly hired employees aged 65 or over eligible for the employment insurance.

## 1. Revision of unemployment and other insurance premium rates (related to Act on Labour Insurance Premiums Collection, etc.)

Considering the financial situation of employment insurance, etc., the rates of unemployment and other insurance premiums were reduced. [Current 1.0%→0.8%] [Enforced from Apr. 2016]

## 2. Revision of the systems related to child care and family care leaves and others (related to the Child Care and Family Care Leave Act and the Employment Insurance Act)

- (1) To cope with various types of family and employment, ① the scope of children covered by child care leaves will be expanded (e.g. children in a custody period before special adoption is established, etc.) ② the conditions for fixed-term contract workers to apply for child care leaves (e.g. requirement for continued employment until a child becomes one, etc.), will be relaxed, among others. [To be enforced from Jan. 2017]
- (2) In order to prevent employees from being separated from employment to look after their family members, ① family care leaves can be taken in separate periods of time (for up to three times for a total of 93 days), ② an overtime work exemption system will be established, ③ family care leaves can be taken in the units of half-days, and ④ the family care leave benefits rates will be raised [40%→67% of wages], etc. [To be enforced from Jan. 2017 (④ will be enforced from Aug. 2016)]

## 3. Securing of diverse employment opportunities for the elderly to meet their desires and improvement of working environments (related to Employment Insurance Act, Act on Collection of Labour Insurance Premiums, Act for Securing Employment of Elderly Persons)

- (1) Older persons newly employed after reaching 65 will be eligible for employment insurance. [To be enforced from Jan. 2017] (Their insurance premiums will be waived until fiscal year 2019)
- (2) Members of the Silver Human Resources Centers (SHRCs) will be allowed to work up to 40 hours per week in the types of industry and others designated for each city, town, and village by Prefectural Governors, on the condition that they are employed via dispatch/employment placement services of SHRCs. [Enforced as of April 2016]

## 4. Others (The Equal Employment Opportunities Act, Child Care and Family Care Leave Act, Workers' Dispatch Act, and Employment Insurance Act)

- (1) The working environments for pregnant workers, etc., will be improved.  
Obligate employers to take necessary employment management actions in order to prevent supervisors, co-workers, etc. from engaging in acts that harass employment environments of workers for reasons of pregnancy, childbirth, taking child care and family care leaves, and others. [To be enforced from Jan. 2017]
- (2) Employment promotion benefits paid under employment insurance will be increased. [To be enforced from Jan. 2017]
  - The benefit rates of reemployment allowances are raised in case recipients of unemployment and other benefits re-enter the workforce early. [Payable days : If 1/3 or more days remain as payable unemployment benefits, 50%→60% of the remaining days; if 2/3 or more days remain, 60%→70% of the remaining days]
  - The employment promotion benefits will expand to cover the costs associated with job search activities as the "Job Seeking Activities Expenses" (e.g. : The costs for temporary childcare services to go to job interviews).

# Relaxation of “Temporary/Short-Term/Light” Requirements for Silver Human Resources Center

(Related to the Act on Employment Security, etc. of Elderly)

## Purpose of Revision

To relax requirements for work handled at the Silver Human Resources Centers (SHRCs), etc., which is currently limited to temporary, short-term, or light work, with a view to securing various employment opportunities to meet the needs of elderly people, and in response to the actual local conditions.

## Current System

Work SHRCs handle is **limited to “temporary/short-term” (up to about 10 days per month) or “light work” (up to about 20 hours per week).**

## Content of Revision 【Enforced from Apr. 1, 2016】

- Among work of SHRCs, those provided through the dispatch/employment placement services of SHRCs will be allowed to be performed up to 40 hours per week.
  - In order to ensure that the relaxation of the requirements will not put private-sector businesses under pressure, the following scheme will be set up.
    - The easing of the requirements shall be implemented if it is expected to contribute to securing the employment opportunities of aged retirees and it is recognized that it fulfills the criteria specified by the Ministry of Health, Labour and Welfare (※1), and after the Prefectural Governors designate the types of industries and occupations in respective targeted municipalities.
    - The designation of the types of industries and such where the requirements to be eased shall be done upon consultation with the Minister of Health, Labour and Welfare, as well as hearing opinions of stakeholders in the community (※2).
    - When the designation regarding the relaxation of the requirements no longer meets the criteria set forth by the Ministry of Health, Labour and Welfare, it shall be removed.
- ※1 The following two criteria must be met. In municipal areas where the requirements are to be relaxed,  
①It is acknowledged that the profits of business operators undertaking worker dispatch and employment placement businesses, etc. are not unfairly undermined in the types of industries/occupations to be designated.  
②It is acknowledged that the employment opportunities and working conditions of other workers are not significantly affected.
- ※2 The following stakeholders are specified.  
①Municipal mayors, ②Silver Human Resources Centers, etc., ③Persons representing the business operators of worker dispatch and employment placement undertakings, etc. in the types of industries and occupations to be designated, ④Workers’ representatives in targeted municipalities.