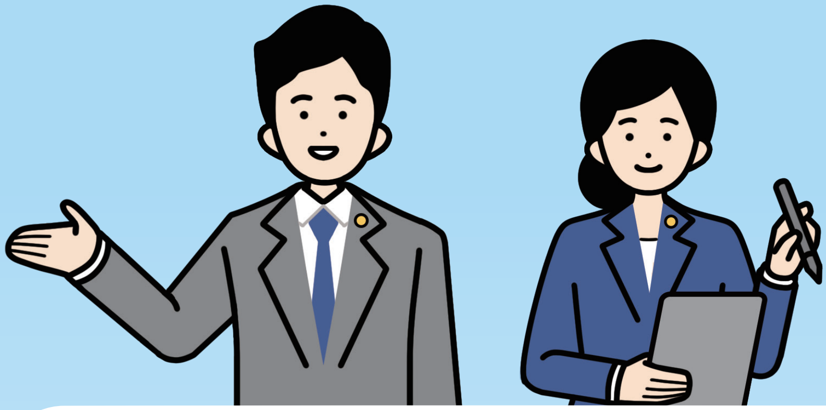


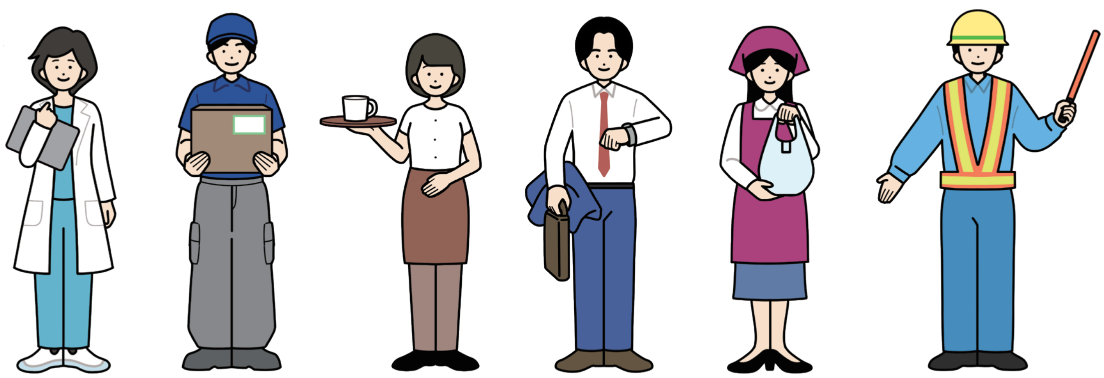
For employers and HR In charges

Are you aware that the coverage of social insurance is being extended?

(Health Insurance and Employees' Pension Insurance)

Guide to the Extension of Social Insurance Coverage

~ Clear explanations of key points for employers to review ~



Social Insurance Coverage Extension Portal

https://www.mhlw.go.jp/tekiyoukakudai/index.html

MHLW 厚生労働省 Ministry of Health, Labour and Welfare of Japan

日本年金機構 Japan Pension Service

Overview of the Extension of Social Insurance Coverage

What is the extension of social insurance coverage?

The Ministry of Health, Labour and Welfare is extending the eligibility criteria for social insurance to ensure that part-time and casual workers, as well as individuals employed by sole proprietorships who are not currently covered by social insurance(health insurance and employees' expension insurance), receive enhanced medical and pension protection.

This guide explains how eligibility is being extended for part-time and casual workers.

Q How will the coverage be extended?

POINT **Company size** ··· The scope of companies required to enrol part-time employees in social insurance will be extended in stages based on company size.

51 or more employees	36–50 employees	21–35 employees	11–20 employees	10 or fewer employees
By September 2027	From October 2027	From October 2029	From October 2032	From October 2035

How to count the number of employees

"Current eligible persons of Employees' Pension Insurance" at the place of business or, in the case of a corporation, the entire corporation. = Number of full-time employees + Number of Part-Timers whose scheduled weekly working hours are equal to or more than three-quarters of full-timers.

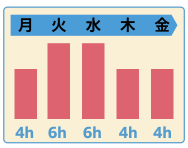
In principle, companies and other entities that consistently exceed the employee count threshold (*) are subject to this requirement.

* This refers to situations in which the total number of people insured under the Employees' Pension Insurance is expected to exceed the threshold for at least six months of the year.

Q Which employees are newly eligible for enrolment?

Eligible employees include part-time and casual workers who meet the following criteria.

*Employees who work three-quarters or more of a full-time schedule are already covered by social insurance.



Scheduled weekly working hours of **20 hours or more.**

*1 Overtime hours are not usually included in the calculation of the scheduled weekly work hours, but they may be included in cases where overtime is consistently required.

Not a student

*2 Students enrolled in certain educational institutions, those on leave of absence, and those attending part-time or correspondence courses are eligible for enrolment.

Monthly regular wages are 88,000 yen or more.

*3 Those who work at least 20 hours per week at or above the minimum wage automatically meet this requirement, so income is not a concern. (The wage requirement is scheduled to be abolished in October 2026)

*4 Additionally, as with full-time employees, employment must be expected to last more than two months.

Please refer to pages 4–5 for further details.

Q Are there any support programs available?

For Employees
Reduction of employee insurance contributions

Insurance Contribution Adjustment Scheme

The social insurance contribution burden for part-time workers working for companies and other organizations subject to the extension of social insurance coverage will be reduced for up to three years. (This will be implemented in October 2026.)

Click here for details »

https://www.mhlw.go.jp/tekiyoukakudai/jigyonushi/shienseido/index.html

For Employers
Free Support of a Labor and Social Security Attorney

Expert Support Program

We will send a Labor and Social Security Attorney or other expert free of charge to help employers explain the extension of social insurance coverage and the social insurance system to employees.

Please visit your local pension office to apply

https://www.nenkin.go.jp/section/soudan/index.html

For Employers
Support for initiatives that improve working conditions

Career Enhancement Subsidy

(Support Course for Extending Working Hours of Part-Time Workers)

We provide grants to employers who enrol new part-time and casual employees in the social insurance program and implement measures to extend their scheduled weekly working hours or increase their wages.

Click here for details »

https://www.mhlw.go.jp/stf/seisakunitsuite/bunya/koyou_roudou/part_haken/jigyounushi/career.html

Please see pages 6–7 for further details.

Q Where should I begin with internal preparations?

Proceed with internal preparations in three steps.
Please refer to the 'What to Do in Such Situations! Guide' for specific procedures.

STEP 1 (P8) Preparations for internal announcement

Identify eligible employees and review the scheme overview and support measures. Depending on the situation, it is also important to ensure that line managers understand the scheme.

STEP 2 (P9-10) Internal Announcement and Employee Briefings

Inform employees through briefings or one-to-one meetings. At that time, it is effective to explain who is eligible to enrol and the benefits of joining

STEP 3 (P11) Preparing and Submitting the Application

Let's submit the "Application to enroll in EPI / EHI".
Please take advantage of the convenient online application service.

What changes will employees experience?

For eligible employees, the amount of insurance contributions they pay will change, but their benefits will be enhanced

Please review the benefits of joining and ensure that all eligible employees are made aware of this

You can use a tool to estimate the change in employees' take-home pay.

Take-Home Pay Simple Simulator

https://www.mhlw.go.jp/tekiyoukakudai/jugyouin/henka/#simulator2

Please refer to pages 8–11 for further details.

Scope of companies and employees

Eligible companies will be extended in stages

Company size (number of employees)	Social Insurance Eligibility Timeline for Part-Time Employees
51 employees or more	Already applicable ✔
36-50 employees	From **October 2027**
21-35 employees	From **October 2029**
11-20 employees	From **October 2032**
10 employees or fewer	From **October 2035**

Q Please explain how to determine which companies and businesses are eligible

For corporations: This is determined by whether the total number of employees across all business premises with the same corporate number is consistently at or above the threshold (*) or not.For sole proprietor: Eligibility is determined by whether the number of employees at each individual business premises is consistently at or above the threshold (*) or not.

*As of April 2026: 51 employees or more

POINT 1 How to count the number of employees

The number of employees refers to those currently covered by the Employees' Pension Insurance at that business establishment.

= Number of full-time employees + Number of Part-Timers whose scheduled weekly working hours are equal to or more than three-quarters of full-timers.

POINT 2 Interpretation of "consistently"

This refers to cases where it is expected that the total number of employees covered by the Employees' Pension Insurance will exceed the threshold for at least six months in a year.

POINT 3 The procedures to be taken when your company becomes eligible

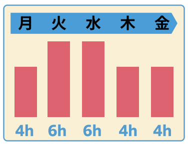
You will need to submit a "Notification of Status Change to Specified Applicable Workplace" to the Japan Pension Service. If there are any part-time workers who are newly acquiring insured status, you must also submit a "Application to enroll in EPI / EHI "
(see page 11 for details).

The Japan Pension Service will send a document notifying companies with 36 to 50 employees that they will become eligible for the scheme on 1 October 2027 and are therefore newly subject to the extension of social insurance coverage.

Q Which employees are newly eligible for enrolment?

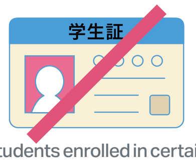
Eligible employees are part-time and casual workers who meet the following criteria.

*Employees who work three-quarters or more of a full-time schedule are already covered by social insurance.



Scheduled weekly working hours of **20 hours or more.**

*1 Overtime hours are not usually included in the calculation of the scheduled weekly work hours, but they may be included in cases where overtime is consistently required.



Not a student

*2 Students enrolled in certain educational institutions, those on leave of absence, and those attending part-time or correspondence courses are eligible for enrolment.

Monthly regular wages are 88,000 yen or more.

*3 Those who work at least 20 hours per week at or above the minimum wage automatically meet this requirement, so income is not a concern. (The wage requirement is scheduled to be abolished in October 2026)

*4 Additionally, as with full-time employees, employment must be expected to last more than two months.

Q What should we do if we want to enrol part-time workers before social insurance coverage is extended?

You can enrol part-time and casual employees in the social insurance scheme by submitting an application once you have obtained the consent of at least half of your employees (*).

*Employees refer to insured persons of Employees' Pension Insurance, including employees aged 70 or over working in a similar way, as well as part-time or casual employees who meet the eligibility criteria.

POINT 1 There are three benefits to enrolling in social insurance

- Income protection for employees in the event of their absence due to illness, injury or childbirth
- The Japan Health Insurance Association's health check-ups can be also available to provide health care for part-time and casual employees.
- Employees' future pension amounts are increased, and protection for disability and survivors is enhanced.

POINT 2 If you wish to voluntarily enrol part-time and casual employees, you will need to submit the following applications

- Application for Voluntary Specified Applicable Workplace
- A document demonstrating the consent of more than half of the eligible employees
- Application to enroll in EPI / EHI for Part-Time Workers

*Once an application has been submitted, all part-time workers who meet the eligibility criteria will be covered.

POINT 3 If you voluntarily enrol part-time or casual employees from October 2026 onwards, you may utilise the insurance premium adjustment scheme (see page 6 for details).

Support Programs

For Employees

Reducing the insurance contribution burden for eligible employees

Insurance Contribution Adjustment Scheme

Click here for details ›››

https://www.mhlw.go.jp/tekiyoukakudai/jigyonushi/shienseido/index.html

The employees' contribution burden can be reduced for a total of three years (*), by the employer's temporarily covering the employees' insurance contributions.

Although employers are required to pay the reduced amount of employees' contributions temporarily, this will be adjusted after a certain period, meaning the total insurance contributions ultimately paid by employers will not increase.

*The insurance contributions covered are health Insurance contribution and employees' pension contribution. Insurance contributions for eligible employees are reduced over a three-year period on a per-workplace basis.

Eligible business establishments

1. Workplaces that may become voluntary specified application office* on or after 1 October 2026
(*Workplaces in which part-time and casual workers are covered by social insurance by agreement between employer and employees.)
2. Workplaces where, in principle, part-time workers will become eligible for social insurance coverage from 1 October 2027 onwards due to the extension of social insurance coverage (see page 2 for details)

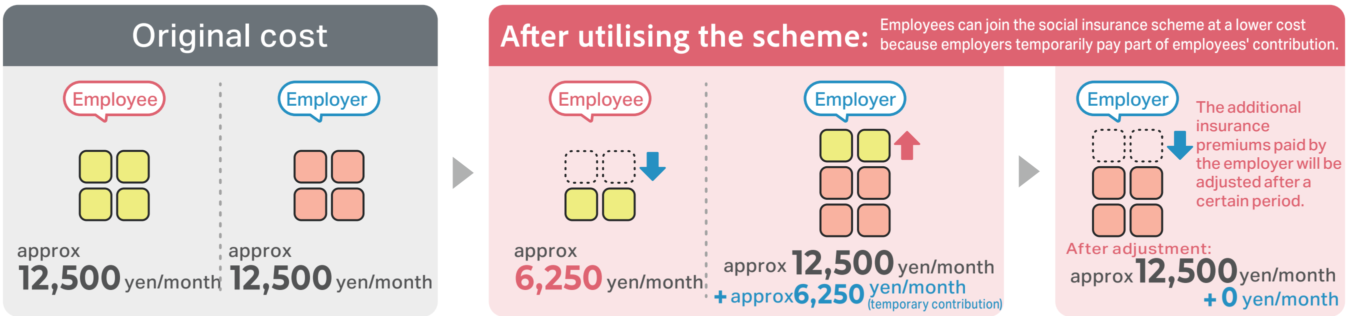
Eligible employees

Eligible employees are those who meet all three of the following conditions:

1. Scheduled weekly working hours of 20 hours or more
(less than three-quarters of full-time weekly working hours)
2. Monthly income is less than 130,000 yen
(standard monthly remuneration is 126,000 yen or less)
3. Not a student

Example of insurance premiums for an employee earning 88,000 yen per month when using the new scheme

*The insurance contribution shown in the diagram is an estimate only, and the actual amount may differ.



The percentage of the employee's reduced contribution varies according to monthly income. Furthermore, the percentage is halved in the third year after utilizing the scheme.

For Employers

Free Support by a Labor and Social Security Attorney

Expert Support Program

Please visit your local pension office to apply

https://www.nenkin.go.jp/section/soudan/index.html

If you are having difficulty formulating a plan to address the extension of social insurance coverage and administrative procedures, an experienced labor and social security attorney or other expert is available via a local Japan Pension Office to help you free of charge.

Please feel free to consult them on matters such as formulating a plan to address the extension of social insurance coverage, obtaining a support in explaining the changes to employers, and requesitng advice on procedures.

For Employers Measures to the Annual Income Threshold

Career Enhancement Subsidy

(Support Course for Extending Working Hours of Part-time Workers)

Grants are available to employers who enrol new part-time or casual employees in the social insurance scheme and implement measures to extend their scheduled weekly working hours or increase their wages.

Initiatives in the First Year

Requirements		Grant amount per person	
Extension of scheduled working hours	Wage Increase	Small enterprises*	Small and medium-sized enterprises
5 hours or more	–	500,000 yen	400,000 yen
4 hours or more but less than 5 hours	5% or more		
3 hours or more but less than 4 hours	10% or more		
2 hours or more but less than 3 hours	15% or more		

This includes cases where companies implement measures such as extending the prescribed weekly working hours over a period of several years, after which they enrol in a social insurance scheme.

Initiatives in the second year

Requirements		Grant amount per person	
Extension of scheduled working hours	Wage increase	Small enterprises*	Small and medium-sized enterprises
Working Hours Extended by 2+ Hours	–	250,000 yen	200,000 yen
–	5%+ Basic Salary Increase, Bonus, or Retirement Plan		

Results of a comparison between the measures implemented at the time of joining the social insurance scheme (Year 1) and the measures introduced in (Year 2).

* A small-scale enterprise refers to a business with 30 or fewer regular employees consistently.

Click here for details ››› https://www.mhlw.go.jp/stf/seisakunitsuite/bunya/koyou_roudou/part_haken/jigyounushi/career.html

Click here for online application ››› (*G-Biz ID required for login) https://www.esop.mhlw.go.jp/subsidy-course/a0iJ3000000pXDIIA2/view

For Employers Solving Labour Management Problems

Work Style Reform Promotion Support Centre

Click here for details ››› https://hatarakikatakaikaku.mhlw.go.jp/consultation/

Labour management experts and other specialists offer free individual consultations and comprehensive advisory services on work style reform such as the upper limits on overtime, equal pay for equal work and how to utilise labour-related subsidies.

For Employers Tackling Management Problems

Yorozu Support Centre (Business Consultation Centre)

Click here for details ››› https://yorozu.smrj.go.jp

We offer in-depth, specialised proposals to help resolve business challenges such as sales growth and operational improvements. Feel free to get in touch for a consultation, as many times as you like.

For Employers Digitalization and AI Implementation Subsidies

SME Productivity Revolution Promotion Project

To apply click here ››› https://seisansei.smrj.go.jp

This is an ongoing support scheme for improving productivity in small and medium-sized enterprises, run by the Organisation for Small & Medium Enterprises and Regional Innovation (SME Support, Japan). Businesses that actively pursue measures such as wage increases are given priority support.

3 Steps for Internal Preparation

STEP 1 Preparations for internal announcement

✔ Identify eligible employees

Please refer to page 5 for details on eligible employees.
Once you have identified the eligible employees, review the relevant policies and prepare an internal announcement.
When reviewing the plan, please also refer to the support programs (pages 6–7).
You can use the simulator below to estimate changes in the employer's share of social insurance contributions and employees' take-home pay.

For employers and HR In charges

Let's estimate employer's social insurance contribution amount.

https://www.mhlw.go.jp/tekiyoukakudai/jigyonushi/shanaijunbi/#simulator1

Social Insurance Premium Simple Simulator

For Employees

Calculate changes in take-home pay

https://www.mhlw.go.jp/tekiyoukakudai/jugyouin/henka/#simulator2

Take-Home Pay Simple Simulator

✔ Please explain the changes to site supervisors (HR managers and department heads) at each location

When explaining to employees through a site supervisor, be sure to explain the necessary points to the supervisor first. If he/she understands the extension of social insurance coverage and can explain it, the rollout to the employees will proceed smoothly.

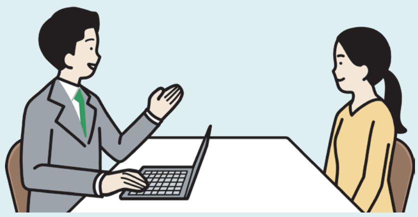
Further details regarding internal procedures are provided on page 4 of the "What to Do in Such Situations! Guide".

STEP 2-1 Internal Announcement and Employee Briefings

Depending on the size of your company and your plan regarding the extension of social insurance coverage, consider measures such as briefing sessions, one-to-one meetings or communication tools to keep employees informed.

Briefing Sessions

In addition to having internal HR staff handle the task, you can also consider outsourcing it to external experts such as Labour and Social Security Attorneys and other experts. If you are considering hiring an external expert, please use the Expert Utilization Support Program (P6).



One-to-one meeting

Providing explanations and answering questions tailored to individual circumstances can help to clear up any doubts employees may have before choosing their preferred work style, such as working hours and employment type. It is also an effective way to find out about their aspirations for future career development.

Use of Communication Tools

By using everyday employee tools like the intranet, you can always make this information accessible. Combining these with other communication methods will further enhance understanding

For the announcement, please include the following points.

- ✔ Inform employees that they will become eligible for social insurance
- ✔ Explain the benefts of joining social insurance
  ·········> Go to P10 for more details
- ✔ Explaining how joining social insurance affects your take-home pay and future pension benefits. ·········> Go to P10 for more details
- ✔ Discuss future working hours, etc.

You can easily estimate changes in future pension amounts. Use the following tool.

Public Pension Simulator

https://nenkin-shisan.mhlw.go.jp/

3 Steps for Internal Preparation

STEP 2-2 Benefits of Joining Social Insurance

Medical Benefits

Understand in 1 min! Watch the video here »

Injury and Sickness Allowance

For absences due to a non-occupational injury or sickness,
From the 4th day,
you can receive two-thirds of your salary
for up to 1 year and 6 months. (A doctor's note is required.)

Occurrence of sickness or injury

Work	Day Off	Day Off (payable)
	Days 1–3 (including weekends)	From the 4th day onwards (including weekends)

Maternity Allowance

If you take leave from work for childbirth,
you can receive two-thirds of your salary
from 42 days before the date of childbirth to 56 days after the date of childbirth.

Delivery

42 days pre-childbirth (payable)	56 days post-childbirth (payable)

Paid according to the number of days taken off (including weekends)

Pension Benefits

'Two-tier' pension will be provided that offers enhanced protection for longevity, disability and survivors!

Understand in 1 min! Watch the video here »

Benefits are topped up.
You can also receive the Employees' Pension.

	Old-Age	Disability	Survivors'
Before joining the social insurance	Old-Age Basic Pension	Disability Basic Pension	Survivors' Basic Pension
After joining the social insurance	Old-age Employees' Pension + Old-Age Basic Pension	Disability Employees' Pension + Disability Basic Pension	Survivors' Employees' Pension + Survivors' Basic Pension

Overview of insurance premiums and benefits when joining the social insurance scheme

When a person who was not previously a dependent (Category 1 insured person) joins the scheme

Higher pension benefits/ Lower premium burden

(*For an annual income of 1.3 million yen)

	Before joining (Category 1 insured person)	After joining (Category 2 insured person)
Insurance Contribution Burden	(National Pension + National Health Insurance) Employee: 22,200 yen/month	(Employees' Pension Insurance + Health Insurance) Employer: 15,700 yen/month; Employee: 15,700 yen/month
Benefits	Basic Pension (Lifetime)	Employees' Pension (Lifetime) + Basic Pension (Lifetime)

●Higher Pension Benefits ··· +¥11,000/month for life (after 20 years of enrollment)

In addition, enhanced health insurance benefits will be available (injury and sickness allowance, maternity allowance)

When a dependent (Category 3 insured person) joins the scheme

Higher pension amount/ new premiums burdens

(*For an annual income of 1.06 million yen)

	Before joining (Category 3 insured person)	After joining (Category 2 insured person)
Insurance Contribution Burden	(National Pension + National Health Insurance) No premium burden	(Employees' Pension Insurance + Health Insurance) Employer: 12,600 yen/month; Employer: 12,600 yen/month
Benefits	Basic Pension (Lifetime)	Employees' Pension (Lifetime) + Basic Pension (Lifetime)

● Higher Pension Benefits ··· ¥8,800/month for life (after 20 years of enrollment)

In addition, enhanced health insurance benefits will be available (injury and sickness allowance, maternity allowance)

* The premium amount is the sum of the health and pension insurance premiums. National Health Insurance premiums and Health Insurance premiums include child and childcare support payments.
*Please check with your employer's HR department or your municipal office for further details.

STEP 3 Preparing and Submitting the Application

This section provides information on the procedures for the Application to enroll in EPI / EHI.

1. Report or notification → 2. Preparing the application → 3. Submission of the application

1. You will receive a notification from the Japan Pension Service informing you that you are newly eligible for the extension of social insurance coverage.

2. Prepare the application.

3. Please submit the "Application to enroll in EPI" online.

Information on Online Applications

https://www.nenkin.go.jp/denshibenri/index.html

Information on Submitting the "Application to enroll in EPI / EHI"

https://www.nenkin.go.jp/tokusetsu/shutoku.html

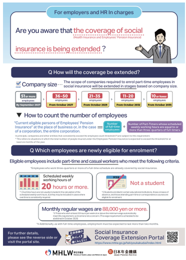
Please make use of our convenient online application service

- Applications can be submitted 24 hours a day
- Apply from anywhere
- Expected to save time and reduce costs

List of leaflets and brochures regarding the extension of social insurance coverage

For Understanding and Explaining the System

For employers and HR In charges:
Guidebook and Leaflets on the Extension of Social Insurance Coverage

What you will learn

An explanation of the expanded coverage from the perspective of employers and HR In charges

- Details of the legal amendments
- An overview of internal preparations
- Benefits of enrolling employees in social insurance
- Introduction to various support programmes

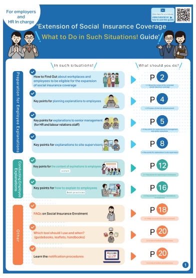
When to use them

For employers and HR in charges

- When you want to learn about the extension of social insurance coverage
- When you want to learn about the general process before beginning internal preparations

Internal Planning

For employers and HR In charges:
A guide



What you will learn

Explanations of 'What to Do in Such Situations!' regarding the extension of social insurance coverage.

- Step-by-step guide to internal preparations
- Key points for employee briefings
- Case studies of individual companies
- FAQs on social insurance enrolment

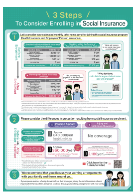
When to use them

For employers and HR in charges

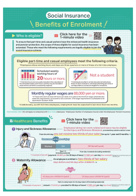
- When considering internal plans
- When you want to know tips for communicating the advantage of social insurance enrolment to employees
- When you want to know how to explain leaflets to employees

Explanation to Employees

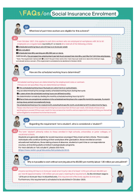
'3 Steps to Consider Enrolling in Social Insurance



"Benefits of Social Insurance Enrolment" A Leaflet



"FAQs on Social Insurance Enrolment" A leaflet



What you will learn

'3 Steps to Consider Enrolling in Social Insurance

- Detailed explanation of how enrolment affects take-home pay and how to estimate your future pension benefits

  A one-minute video explaining the content is available via the QR code

"Benefits of Social Insurance Enrolment" A Leaflet

- Illustration of the expanded coverage eligibility and the healthcare/pension benefits of enrolment

"FAQs on Social Insurance Enrolment" A leaflet

- Employee FAQs and Answers

When to use them

For employers and HR in charges

- As explanatory material for briefings and meetings with employees

For Employees

- When you want to know the benefits of joining the social insurance scheme
- When you want to estimate your take-home pay or pension amount
- As a reference when discussing social insurance enrolment with family or others

日本年金機構
Japan Pension Service

Click here for information on social insurance enrolment procedures for part-time workers ▶
https://www.nenkin.go.jp/tokusetsu/tekiyokakudai.html

The leaflet above is also available on the Social Insurance Coverage Extension Portal
https://www.mhlw.go.jp/tekiyoukakudai/index.html

Social Insurance Coverage Extension Portal ▶

Version as of April 2026