\FAQs/ on Social Insurance Enrolment

Q1 What kind of part-time workers are eligible for this scheme?

A1 From October 2027, this applies to part-time workers who are employed at workplaces with 36 to 50 employees on a regular basis (currently 51 or more) who meet all of the following criteria:

➊<u>Scheduled working hours are 20 hours or more per week</u>

➋<u>Not a student</u>

➌<u>Scheduled monthly earning are 88,000 yen or more.</u>

Additionally, <u>the prospective employment period must exceed two months, just like for full-time employees.</u>

* Note: The requirement marked with ➌ is met if the part-timer works 20 or more hours per week at or above the minimum wage, so it should not be a concern. (This requirement is scheduled to be abolished in October 2026)

Q2 How are the scheduled working hours determined?

A2 Scheduled working hours are determined by the employment rules or contract.
If these are not specified, they are determined as follows:

➊<u>If the scheduled working hours fluctuate on a short-term or cyclical basis:</u>
they are determined by the average weekly scheduled working hours during that cycle.

➋<u>In cases where the scheduled working hours are defined monthly:</u>
the determination is made by dividing the monthly scheduled working hours by 52/12

➌<u>Where there are exceptional variations in the scheduled working hours for a specific month (for example, if a month during a busy period is exceptionally long),</u>
<u>the scheduled working hours for a typical month, excluding that specific month, are divided by 52/12 to determine the figure.</u>

Please note that even if the scheduled working hours are less than 20 hours per week, individuals whose actual working hours exceed 20 hours per week for two consecutive months and are expected to continue doing so thereafter will be eligible for enrolment from the third month.

Q3 Regarding the requirement 'not a student', who is considered a 'student'?

A3 The term 'student' primarily refers to those enrolled in high schools, universities or junior colleges, or vocational schools.
Students are generally eligible for social insurance coverage if they meet certain criteria. This includes individuals who continue working at their workplace after graduation, those enrolled at certain educational institutions, those taking a leave of absence, students in part-time or correspondence courses, and working adults enrolled in postgraduate programs.
For more details on 'not a student', please click here.
(https://www.nenkin.go.jp/tokusetsu/tekiyokakudai.html).

Q4 Why is it possible to work without worrying about the 88,000 yen monthly (about 1.06 million yen annual) limit?

A4 Anyone working 20 hours or more per week at an hourly rate of at least 1,016 yen will earn 88,000 yen per month (approximately 1.06 million yen per year), meeting the requirement. As the minimum wage is 1,016 yen or more per hour in all prefectures, this requirement effectively applies to everyone.
Furthermore, this requirement is scheduled to be abolished in October 2026.

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Q5 Does this not apply to contracts of two months or less?

A5 Even if the contract period is two months or less, you remain eligible for enrolment if there is a prospect of employment exceeding two months, such as where renewal is planned or there is a track record of contract renewal for employees hired under the same conditions. However, you may not be eligible if you work in a workplace involving seasonal work or temporary business operations.

Q6 Is it possible to enrol in Employment Insurance only?

A6 In principle, all workers employed at a workplace covered by Employment Insurance who meet all of the following conditions are insured persons.

❶The scheduled working hours per week are 20 hours or more

❷The employment is expected to last for 31 days or more

Therefore, if you meet the criteria for part-time workers who are covered by social insurance, you will be required to join both the social and employment insurance schemes.

Q7 What is the daily rate for injury and sickness or maternity allowance?

A7 ◆Daily benefit amount

[Average monthly standard remuneration for the 12 consecutive months prior to the payment start date (*1)] ÷ 30 (*2) × 2/3 (*3)

*1 The start date of payment is the date on which payment of injury and sickness allowance (or maternity allowance) begins.

*2 Regardless which month it is, the result of divided by '30 days' is rounded to the nearest whole number.

*3 If the result as '2/3' contains a decimal, round to the nearest whole number.

Note: Please note that the amount may vary depending on the health insurance provider (such as a health insurance association or Kyokai Kenpo) your company is enrolled in. If you have any queries, please check with your insurance provider.

Furthermore, if the period prior to the start date of payment is less than 12 months, the calculation shall be based on whichever of the following is lower:

❶The average of the standard monthly remuneration for each consecutive month prior to the month in which the payment start date falls

❷The average standard monthly remuneration under the health insurance scheme to which you belong

However, if you receive a salary from your employer whilst on leave, you will be paid the difference between the injury and sickness allowance (maternity allowance) and your salary; if your salary is higher than the sickness allowance (maternity allowance), no payment will be made.

Q8 What points should I discuss with my family?

A8 It is important to explain the changes that will result from joining the social insurance scheme.

The benefits include: (1) an increase in your future pension, and (2) the eligibility to receive benefits while on leave (such as injury and sickness allowance, maternity allowance).

Please note that if you are currently in a dependent status, you will be required to pay your own social insurance contributions, and you may no longer be eligible for family or spouse allowances provided by your spouse's employer.

We provide a leaflet containing a simulation tool to help you estimate your contributions. So, we encourage you to use of it.