

The Act for Partial Revision of the Act on Improvement of the Employment Management for Part-Time Workers (Overview)

In an effort to promote, among others, improvement of the employment management of part-time workers, necessary measures will be taken, including expanding the scope of part-time workers deemed equivalent to ordinary workers (“part-time workers equivalent to ordinary workers”) whose discriminatory treatment is to be prohibited.

1. Ensuring equality for and equal treatment of part-time workers

① Expand the scope of the “part-time workers equivalent to ordinary workers” for whom employers are prohibited from engaging in discriminatory treatment.

【The current Act】 “Part-time workers equivalent to ordinary workers” : (1) Job descriptions are equal to those of ordinary workers; (2) the same personnel system applies as that of ordinary workers; and (3) indefinite-term employment contracts are concluded.



【The amended Act】 When part-time workers satisfy only (1) and (2), such workers meet the definition of “part-time workers equivalent to ordinary workers,” which makes discriminatory treatment of employers illegal.

② The amended Act stipulates that differences in the treatment between part-time workers and ordinary employees should not be unreasonable in light of their job content, the personnel system, and other conditions.

2. A measure to enhance part-time workers’ understanding

① Introduce a new measure that obliges employers to explain to newly hired part-time workers about the details of measures they have taken for the above obligations to improve the part-time workers’ employment management.

3. Other

① Insert provisions, including one which stipulates that, if employers fail to follow the Health, Labour and Welfare Minister’s advice to take corrective actions against their violations of provisions for improving the employment management of part-time workers, then the Minister may publicly announce these employers’ names.

② The designation of juridical persons as “Part-Time Working Assistance Centers” was abolished in 2011, and assistance services for the improvement of part-time workers’ employment management are now provided by the Regional Labour Bureaus. Therefore, relevant provisions will be deleted.

【Date of enforcement】 The amended Act will come into effect on a date within one year from the date of promulgation as to be fixed under the Cabinet Order.