

## Outline of Measures for Part-Time Working

In recent years, part-time workers have increased significantly and played essential roles in workplace. However treatment of part-time workers is not necessarily commensurate with their Performance. It has been an issue to make part-time working attractive working styles so that Part-time workers can use their abilities effectively.

### Overview of the revised part-time labour law("The law on improvement of employ management of short-time workers")

(Revised in 2007)

In the society with dwindling birthrate and an ageing population, and the society with declining labour force, improvement of short-time workers' satisfaction, securing treatment equal to regular workers and promotion to change them to regular workers shall be planned in order to maintain employment environment where short-time workers can exercise their ability more effective.

#### Establishment of common workplace rules correspondent to progress of diversification of working form

- 1 Promulgation of the document of working condition and explanation obligation  
Obligating to promulgate the documents demonstrating working condition, etc (non-penal fine might be charged)
- 2 Promotion of securing equal treatment (Maintenance of the rule in which fair treatment is formulated according to achievement and contribution)
  - (1) Obligating measures to secure treatment equal to regular workers toward all part-time workers, etc
  - (2) Prohibition of discriminatory treatment against especially short-time workers who must be treated as same as regular workers
- 3 Promotion to change them to regular workers  
Obligating measures for promotion to change them to regular workers
- 4 Troubleshooting and supports for dispute resolution
  - (1) Obligating effort to resolve complaint voluntarily
  - (2) Maintenance of Administrative Type ADR (conciliation, etc)
- 5 Maintenance of supports for entrepreneurs  
Review of the Short-Time Labour Assistance Center (focus on the subsidy provision business for entrepreneurs and others)  
Effective date Enforced in April 1, 2008 (however, the rule for 5 was enforced in July 1 ,2007)



Realization of fair treatment  
Increase of labour productivity