

Measures for Part-Time Working

Overview

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.

Outline of the Act on Improvement, etc. of Employment Management for Part-Time Workers

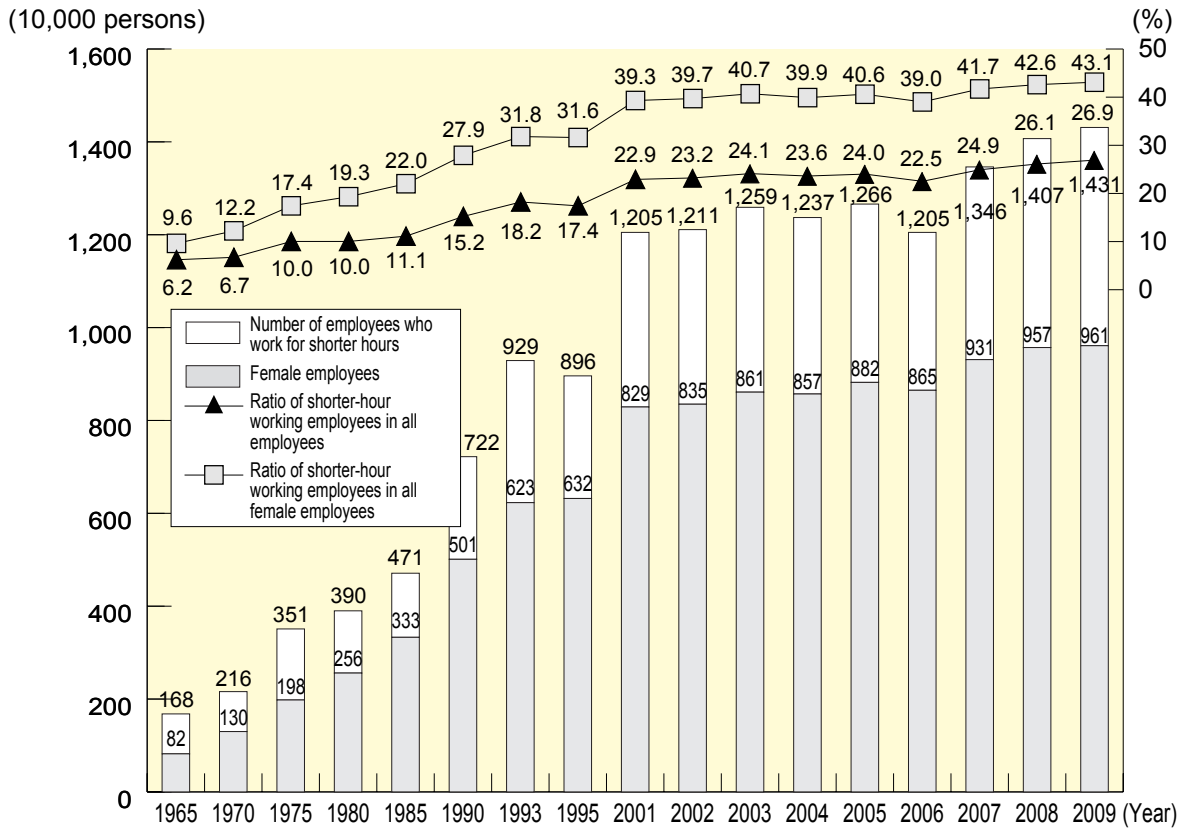
Improving part-time workers' satisfaction, securing balanced treatment comparing with that of ordinary workers and promoting conversion to ordinary workers in order to create an employment environment for part-time workers to able to effectively perform with their full ability

1. Delivery of the document of working condition and explanation obligation
Obligating to deliver the documents demonstrating working condition, etc (non-penal fine might be charged)
2. Promotion of securing balanced treatment (Maintenance of the rule in which fair treatment is formulated according to achievement and contribution)
 - (1) Obligating measures to secure treatment balanced with ordinary workers toward all part-time workers, etc.
 - (2) Prohibition of discriminatory treatment against especially part-time workers who must be treated as same as ordinary workers
3. Promotion to change them to ordinary workers
Obligating measures for promotion to change them to ordinary workers
4. Troubleshooting and supports for dispute resolution
 - (1) Obligating effort to resolve complaint voluntarily
 - (2) Maintenance of Administrative Type ADR (conciliation, etc.)

Effective date: Enforced on April 1, 2008

Detailed Data

Changes in Numbers and Ratio of Employees Who Work for Shorter Hours (those who work for less than 35 hours a week) - Other than agriculture and forestry -



Source: "Labour Force Survey," MIC

(Note) Number of employees excludes those on leave.

- Ratio of female employees in all shorter-hour working employees: 67.2%
- Ratio of shorter-hour working employees in all female employees: 43.1%
- Ratio of shorter-hour working employees in all employees: 26.9%