

Overview

Overview 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 are 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 Act on Improvement, etc. of Employment Management for Part-Time Workers

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

- 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)

Effective date Enforced in April 1, 2008