

Ordinance for Enforcement of the Act on Childcare Leave, Caregiver Leave, and Other Measures for the Welfare of Workers Caring for Children or Other Family Members

(Ordinance of the Ministry of Labor No. 25 of October 15, 1991)

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Chapter 1 General Provisions

(Period Specified by Ordinance of the Ministry of Health, Labour and Welfare Referred to in Article 2, item (iii) of the Act)

Article 1 The period specified by Ordinance of the Ministry of Health, Labour and Welfare referred to in Article 2, item (iii) of the Act on Childcare Leave, Caregiver Leave, and Other Measures for the Welfare of Workers Caring for Children or Other Family Members (hereinafter referred to as the "Act") shall be two weeks or more.

Specified by Ordinance of the Ministry of Health, Labour and Welfare Referred to in Article 2, Item (iv) of the Act)

Article 2 A person specified by Ordinance of the Ministry of Health, Labour and Welfare referred to in Article 2, item (iv) of the Act shall be a grandparent, brother, sister, and grandchild who is living with the worker and supported thereby.

(Relatives Specified by Ordinance of the Ministry of Health, Labour and

Welfare Referred to in Article 2, Item (v) of the Act)

Article 3 Relatives specified by Ordinance of the Ministry of Health, Labour and Welfare referred to in Article 2, item (v) of the Act shall be relatives (excluding subject family members specified in item (iv) of the same Article (hereinafter referred to as a "Subject Family Member")) living with the worker.

Chapter 2 Childcare Leave

(Special Circumstances Specified by Ordinance of the Ministry of Health, Labour and Welfare Referred to in Article 5, paragraph (2) of the Act)

Article 4 The special circumstances specified by Ordinance of the Ministry of Health, Labour and Welfare which are referred to in Article 5, paragraph (2) of the Act are as follows:

- (i) With regard to a worker who filed an application set forth in Article 5, paragraph (1) of the Act, in cases where the period of Childcare Leave set forth in Article 9, paragraph (1) of the Act (hereinafter referred to as the "Period of Childcare Leave") ends due to the start of a period of leave pursuant to the provision of Article 65, paragraph (1) or (2) of the Labor Standards Act (Act No. 49 of 1947) (hereinafter referred to as the "Period of Maternity Leave") and in the event that any child born during said Period of Maternity Leave comes to fall under any of the following items by the end of said Period of Maternity Leave:
 - (a) If said child dies; or
 - (b) If said child ceases to live with said worker due to being adopted or other circumstances.
- (ii) With regard to a worker who filed an application set forth in Article 5, paragraph (1) of the Act, in cases where the Period of Childcare Leave ends due to the start of a new Period of Childcare Leave (referred to as the "New Period" hereinafter in this item) and if all children with respect to the Childcare Leave for said New Period come to fall under any of the preceding item (a) or (b) by the end of said New Period;
- (iii) With regard to a worker who filed an application set forth in Article 5, paragraph (1) of the Act, in cases where the Period of Childcare Leave ends due to the start of a period of Caregiver Leave prescribed in Article 15, paragraph (1) of the Act (hereinafter referred to as the "Caregiver Leave Period"), and if a Subject Family Member with respect to the Caregiver Leave of said period dies or a kinship relationship ends between the Subject Family Member with respect to the Caregiver Leave of said period and the worker who filed the Caregiver Leave Application (which means an application for Caregiver Leave prescribed in Article 11, paragraph (3) of the Act; the same shall apply hereinafter) due to a divorce, rescission of marriage,

dissolution of the relationship, etc. by the end of said Caregiver Leave Period;

- (iv) If a spouse who is a parent of a child relating to the application set forth in Article 5, paragraph (1) of the Act (including a person in a de facto marital relationship with the worker, though an application to register marriage has not been filed; the same shall apply hereinafter) dies;
- (v) If the spouse prescribed in the preceding item comes to have difficulty in taking care of the child relating to the application set forth in Article 5, paragraph (1) of the Act due to injury, illness, or physical or mental disability;
- (vi) If the spouse prescribed in item (iv) ceases living with the child relating to the application set forth in Article 5, paragraph (1) of the Act due to dissolution of marriage or other circumstances;
- (vii) If the child relating to the application set forth in Article 5, paragraph (1) of the Act comes to need care for two weeks or longer due to injury, illness, or physical or mental disability; or
- (viii) If a worker, with regard to the child relating to the application set forth in Article 5, paragraph (1) of the Act, desires child care at a nursery school and makes an application, but such care is unlikely to be provided in the immediate future.

(Cases Specified by Ordinance of the Ministry of Health, Labour and Welfare Referred to in Article 5, paragraph (3), Item (ii) of the Act)

Article 4-2 Cases specified by Ordinance of the Ministry of Health, Labour and Welfare referred to in Article 5, paragraph (3), item (ii) of the Act are as follows:

- (i) In cases where a worker, with regard to the child relating to the application set forth in Article 5, paragraph (3) of the Act, desires child care at a nursery school and makes an application, but such care is unlikely to be provided in the immediate future after the day on which the child reaches one year of age;
- (ii) In cases where a spouse who ordinarily takes care of the child relating to the application set forth in Article 5, paragraph (3) of the Act as said child's parent and intends to ordinarily take care of said child after said child reaches one year of age falls under any of the following:
 - (a) If said Spouse dies;
 - (b) If said Spouse comes to have difficulty in taking care of the child relating to the application set forth in Article 5, paragraph (3) of the Act due to injury, illness, or physical or mental disability;
 - (c) If a spouse who ordinarily takes care of the child relating to the application set forth in Article 5, paragraph (3) of the Act as said child's

parent ceases living with said child due to dissolution of marriage or other circumstances; or

- (d) If said Spouse is due to give birth within six weeks (or 14 weeks in the case of a multiple pregnancy), or eight weeks have not elapsed since childbirth.

(Methods, etc. of Childcare Leave Application)

Article 5 (1) An application for Childcare Leave set forth in Article 5, paragraph (4) of the Act (hereinafter referred to as "Childcare Leave Application") must be filed by notifying the employer of the particulars listed in the following items (limited to the particulars listed in items (i), (ii) and (iv) in the case prescribed in Article 5, paragraph (5) of the Act):

(i) Date of the Childcare Leave Application;

(ii) Name of the worker who files the Childcare Leave Application;

(iii) Name, date of birth of the child relating to said Childcare Leave Application, and said child's relationship with the worker set forth in the preceding item (in cases where the child relating to the Childcare Leave Application is not yet born at the time of filing said application of Childcare Leave, the name of the mother who is going to give birth to the child relating to said Childcare Leave Application, expected date of confinement and the relationship with the worker set forth in the preceding item);

(iv) The first day of the period relating to the Childcare Leave Application (hereinafter referred to as the "Childcare Leave Scheduled Start Date") and the last day thereof (hereinafter referred to as the "Childcare Leave Scheduled End Date");

(v) In cases where a worker who files a Childcare Leave Application has a child who does not pertain to said Childcare Leave Application and is under one year of age, the name, date of birth of said child and said child's relationship with the worker;

(vi) In cases where the child relating to the Childcare Leave Application is an adopted child, the date on which said adoption became effective;

(vii) In cases where there are circumstances listed in items of Article 4, the facts with respect to said circumstances.

(viii) In cases of an application set forth in Article 5, paragraph (3) of the Act, the facts that fall under any of the items listed in the preceding Article;

(ix) In cases where a worker whose spouse is taking Childcare Leave on the day on which the child relating to the Childcare Leave Application reaches one year of age (which means the Date of One Year of Age prescribed in Article 5, paragraph (1) item (ii) of the Act; the same shall apply hereinafter) files an application set forth in Article 5, paragraph (3) of the Act, the facts;

(x) In cases where there occur reasons listed in Article 9, the facts with respect

- to said reasons; and
- (xi) In cases where there are circumstances listed in the items of Article 18, the facts with respect to said circumstances.
 - (xii) In cases where a worker takes Childcare Leave on or after the day following the Date of One Year of Age of said worker's child upon application set forth in Article 5, paragraph (1) of the Act as applied by replacing terms pursuant to the provision of Article 9-2, paragraph (1) of the Act, the fact that the Childcare Leave Scheduled Start Date with respect to said application comes on or after the first day of the Period of Childcare Leave with respect to Childcare Leave taken by the spouse of said worker.
- (2) The application set forth in the preceding paragraph and the notice set forth in paragraph (8) must be made or given by any of the following means (only if the employer finds said means to be appropriate in the cases referred to in items (ii) and (iii)):
- (i) Submitting paper copies;
 - (ii) Transmitting by facsimile; or
 - (iii) Transmitting through telecommunications lines to a communication terminal used by the employer (limited to means that allows the worker and the employer to produce a paper copy by outputting transmitted information).
- (3) Applications and notices made or given by means set forth in item (ii) of the preceding paragraph shall be deemed to have arrived at the employer when they are received by a facsimile machine used by said employer, and by means set forth in item (iii) of the same paragraph shall be deemed to have arrived at the employer when they are received by a communication terminal used by said employer.
- (4) Employers must, when a Childcare Leave Application is filed, promptly notify the worker of the particulars listed as follows:
- (i) The fact that the employer has received the Childcare Leave Application;
 - (ii) The Childcare Leave Scheduled Start Date (or the date designated by the employer in cases of designation pursuant to the provision of Article 6, paragraph (3) of the Act) and Childcare Leave Scheduled End Date; and
 - (iii) If the employer refuses the Childcare Leave Application, said fact and the reason behind said fact.
- (5) The notice set forth in the preceding paragraph must be given by any of the following means (only if the worker desires so in the cases referred to in items (ii) and (iii))
- (i) Delivering paper copies;
 - (ii) Transmitting by facsimile; or
 - (iii) Transmitting by email (limited to means that allows the worker to produce a paper copy by outputting a record of the email).
- (6) Notice given by means set forth in item (ii) of the preceding paragraph shall

be deemed to have arrived at the worker when it is received by a facsimile machine used by said worker, and by means set forth in item (iii) of the same paragraph when it is received by a communication terminal used by said worker.

- (7) An employer may, when a Childcare Leave Application set forth in paragraph (1) is filed, have the worker who filed said application submit documents certifying pregnancy, and the birth (or the expected date of confinement in cases where the child relating to said Childcare Leave Application is not yet born at the time of filing said Childcare Leave Application) or adoption of the child relating to said Childcare Leave Application, or facts listed in items (vii) through (xii) of the same paragraph; provided, however, that this shall not apply to the case prescribed in Article 5, paragraph (5) of the Act.
- (8) When the child relating to the Childcare Leave Application is born after said application is filed, the worker who filed said Childcare Leave Application must promptly notify their employer of said child's name and date of birth, and the child's relationship with said worker. In this case, the employer may have said worker submit a document that certifies the fact of the birth of said child.

Article 6 Deleted

(Persons Specified by Ordinance of the Ministry of Health, Labour and Welfare Referred to in Article 6, Paragraph (1), Item (ii) of the Act)

Article 7 Persons specified by Ordinance of the Ministry of Health, Labour and Welfare referred to in Article 6, paragraph (1), item (ii) of the Act are as follows:

- (i) A worker whose employment relationship is certain to be terminated within one year (or six months in the case of an application set forth in Article 5, paragraph (3) of the Act) from the day of Childcare Leave Application;
- (ii) A worker who works for fewer days per week than the number of days specified by the Minister of Health, Labour and Welfare as extremely few scheduled working days per week; and

(Procedures, etc. for the Case Referred to in the Proviso of Paragraph (1) of Article 6 of the Act)

Article 8 Pursuant to the provision of the proviso of Article 6, paragraph (1) of the Act, procedures and other matters required for an employer's refusal of a Childcare Leave Application from a worker, and terminating Childcare Leave because a worker who is taking Childcare Leave becomes a worker specified as being unable to take Childcare Leave shall be in accordance with the provisions of the written agreement set forth in the proviso of the same paragraph.

(Reasons Specified by Ordinance of the Ministry of Health, Labour and Welfare Referred to in Article 6, Paragraph (3) of the Act)

Article 9 Reasons specified by Ordinance of the Ministry of Health, Labour and Welfare referred to in Article 6, paragraph (3) of the Act are as follows:

- (i) Birth of a child before the expected date of confinement;
- (ii) Death of a Spouse who is a parent of a child relating to the Childcare Leave Application;
- (iii) A spouse prescribed in the preceding item comes to have difficulty in taking care of the child relating to the Childcare Leave Application due to injury or illness;
- (iv) A spouse prescribed in item (ii) ceases living with the child relating to the Childcare Leave Application;
- (v) If the child relating to the application set forth in Article 5, paragraph (1) of the Act comes to need care for two weeks or longer due to injury, illness, or physical or mental disability; and
- (vi) If a worker, with regard to the child relating to the application set forth in Article 5, paragraph (1) of the Act, desires child care at a nursery school and makes an application, but such care is unlikely to be provided for the immediate future.

(Date Specified by Ordinance of the Ministry of Health, Labour and Welfare Referred to in Article 6, Paragraph (3) of the Act)

Article 10 The date specified by Ordinance of the Ministry of Health, Labour and Welfare referred to in Article 6, paragraph (3) of the Act shall be the day on which a week elapses from the day following the date of Childcare Leave Application.

(Designation Set Forth in Article 6, Paragraph (3) of the Act)

- Article 11 (1) Designation set forth in Article 6, paragraph (3) of the Act must be implemented by notifying the worker who filed the Childcare Leave Application of the day designated as the Childcare Leave Scheduled Start Date on or before said Childcare Leave Scheduled Start Date (in cases where the Scheduled Start Date falls after the day on which three days elapse from the day following said Childcare Leave Application, the day on which three days elapse from the day following the date of said application).
- (2) The provisions of Article 5, paragraphs (5) and (6) shall apply mutatis mutandis to the notice set forth in the preceding paragraph.

(Applications for a Change of the Childcare Leave Scheduled Start Date)

Article 12 (1) Any application for a change of the Childcare Leave Scheduled

Start Date set forth in Article 7, paragraph (1) of the Act (referred to as a "Change of Date Application" hereinafter in this Article and Article 14) must be filed by notifying the employer of the particulars listed as follows:

- (i) Date of the Change of Date Application;
 - (ii) Name of the worker who files the Change of Date Application;
 - (iii) The changed Childcare Leave Scheduled Start Date; and
 - (iv) The facts with respect to the reasons for the Change of Date Application.
- (2) The provisions of Article 5, paragraphs (2) through (6) (excluding paragraph (4) item (iii)) shall apply mutatis mutandis to Change of Date Applications. In this case, the term "Article 6, paragraph (3) of the Act" in Article 5, paragraph (4), item (ii) shall be deemed to be replaced with "Article 7, paragraph (2) of the Act."
- (3) When a Change of Date Application set forth in paragraph (1) is filed, an employer may have the worker who filed said application submit documents that certify the fact listed in item (iv) of the same paragraph.

(Period Specified by Ordinance of the Ministry of Health, Labour and Welfare
Referred to in Article 7, Paragraph (2) of the Act)

Article 13 The period specified by Ordinance of the Ministry of Health, Labour and Welfare referred to in Article 7, paragraph (2) of the Act shall be one week.

(Designation Set forth in Article 7, Paragraph (2) of the Act)

Article 14 Designation set forth in Article 7, paragraph (2) of the Act shall be implemented by issuing documentation stating the day designated as the changed Childcare Leave Scheduled Start Date to the worker who filed the application for the change on or before the changed Childcare Leave Scheduled Start Date (in cases where the changed Scheduled Start Date falls after the day on which three days elapse from the day following the date of Change of Date Application for Childcare Leave, the day on which three days elapse from the day following the date of said application).

(Date Specified by Ordinance of the Ministry of Health, Labour and Welfare
Referred to in Article 7, Paragraph (3) of the Act)

Article 15 The date specified by Ordinance of the Ministry of Health, Labour and Welfare referred to in Article 7, paragraph (3) of the Act shall be one month prior to the end date of Childcare Leave in the application for Childcare Leave (or two weeks prior to said end date in the case of the application set forth in Article 5, paragraph (3) of the Act).

(Application for Change of the Childcare Leave Scheduled End Date)

Article 16 (1) The application for a change of the Childcare Leave Scheduled End

Date set forth in Article 7, paragraph (3) of the Act (referred to as a "Change of Date Application" hereinafter in this Article) must be filed by notifying the employer of the matters listed as follows:

- (i) Date of the Change of Date Application;
 - (ii) Name of the worker who files the Change of Date Application for a change;
and
 - (iii) Changed Childcare Leave Scheduled End Date.
- (2) The provisions of Article 5, paragraphs (2) through (6) (excluding paragraph (4) item (iii)) shall apply mutatis mutandis to Change of Date Applications. In this case, the term "Childcare Leave Scheduled Start Date (or the date designated by said employer in the case of designation pursuant to the provision of Article 6, paragraph (3) of the Act)" in Article 5, paragraph (4), item (ii) shall be deemed to be replaced with "Childcare Leave Scheduled Start Date."

(Withdrawal of an Application for Childcare Leave)

Article 17 (1) Withdrawal of a Childcare Leave Application set forth in Article 8, paragraph (1) of the Act must be implemented by notifying the employer to that effect and of the date of said withdrawal.

- (2) The provisions of Article 5, paragraphs (2) through (6) (excluding paragraph (4), items (ii) and (iii)) shall apply mutatis mutandis to the withdrawal set forth in the preceding paragraph.

(Special Circumstances Specified by Ordinance of the Ministry of Health, Labour and Welfare Referred to in Article 8, Paragraph (2) of the Act)

Article 18 Special Circumstances specified by Ordinance of the Ministry of Health, Labour and Welfare referred to in Article 8, paragraph (2) of the Act are as follows:

- (i) Death of a spouse who is a parent of the child relating to the Childcare Leave Application;
- (ii) A spouse prescribed in the preceding item comes to have difficulty in taking care of the child relating to the Childcare Leave Application due to injury, illness, or physical or mental disability;
- (iii) A spouse prescribed in item (i) ceases living with the child relating to the Childcare Leave Application due to marriage dissolution or other circumstances;
- (iv) The child relating to the application set forth in Article 5, paragraph (1) of the Act comes to need care for two weeks or longer due to injury, illness, or physical or mental disability; and
- (v) A worker, with regard to the child relating to the application set forth in Article 5, paragraph (1) of the Act, desires child care at a nursery school and

makes an application, but such care is unlikely to be provided for the immediate future.

(Reasons Specified by Ordinance of the Ministry of Health, Labour and Welfare Referred to in Article 8, Paragraph (3) of the Act)

Article 19 Reasons specified by Ordinance of the Ministry of Health, Labour and Welfare referred to in Article 8, paragraph (3) of the Act are as follows:

- (i) Death of the child relating to the application for Childcare Leave;
- (ii) Dissolution or rescission of an adoptive relationship in cases where the child relating to the application for Childcare Leave is an adopted child;
- (iii) The child relating to the application for Childcare Leave ceases to live with the worker who filed the application for Childcare Leave due to said child becoming adopted or other circumstances; and
- (iv) The worker who filed the application for Childcare Leave becoming unable to take care of the child relating to said application for Childcare Leave due to injury, illness, or physical or mental disability for the period up until said child reaches one year of age (or one year and six months of age with regard to a child relating to the application set forth in Article 5, paragraph (3) of the Act).
- (v) The spouse of the worker not taking Childcare Leave in cases where the worker takes Childcare Leave on or after the day following the Date of One Year of Age of said worker's child upon application set forth in Article 5, paragraph (1) of the Act as applied by replacing terms pursuant to the provision of Article 9-2, paragraph (1) of the Act (excluding cases where the Childcare Leave Scheduled Start Date with respect to said application is the first day of the Period of Childcare Leave with respect to Childcare Leave taken by said spouse).

(Reasons Specified by Ordinance of the Ministry of Health, Labour and Welfare Referred to in Article 9, Paragraph (2), Item (i) of the Act)

Article 20 The provisions of the preceding Article (excluding item (v)) shall apply mutatis mutandis to the reasons specified by Ordinance of the Ministry of Health, Labour and Welfare referred to in Article 9, paragraph (2), item (i) of the Act.

(Replacement of Terms for Special Provisions for Childcare Leave Taken by Spouses for the Same Child)

Article 20-2 (1) Technical replacement of terms under Article 9-2, paragraph (1) of the Act shall be as described in the following table:

| Provision of the Act containing wording deemed to be replaced | Wording deemed to be replaced | Wording to be used as a replacement |
|---|--|---|
| Article 5 paragraph 2 | preceding paragraph | preceding paragraph (including the cases where applied by replacing terms pursuant to the provision of Article 9-2 paragraph 1) |
| Article 5 paragraph 4 | paragraph 1 | paragraph 1 (including the cases where applied by replacing terms pursuant to the provision of Article 9-2 paragraph 1) |
| | preceding paragraph | preceding paragraph (including the cases where applied by replacing terms pursuant to the provision of Article 9-2 paragraph 1) |
| Article 5 paragraph 5 | paragraph 2, the proviso of paragraph 3 and the second sentence of the preceding paragraph | paragraph 2 (including the cases where applied by replacing terms pursuant to the provision of Article 9-2 paragraph 1), the proviso of paragraph 3 (including the cases where applied by replacing terms pursuant to the provision of Article 9-2 paragraph 1), and the second sentence of the preceding paragraph (including the cases where applied by replacing terms pursuant to the provision of Article 9-2 paragraph 1) |
| Article 6 paragraph 2 | paragraphs 1 and 3 of the preceding Article | paragraphs 1 (including the cases where applied by replacing terms pursuant to the provision of Article 9-2 paragraph 1) and 3 (including the cases where applied by replacing terms pursuant to the provision of Article 9-2 paragraph 1) of the preceding Article |
| Article 6 paragraph 3 | paragraph 3 of the preceding Article | paragraph 3 of the preceding Article (including the cases where applied by replacing terms pursuant to the provision of Article 9-2 paragraph 1) |

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| Article 6 paragraph 4 | preceding paragraph | preceding paragraph (including the cases where applied by replacing terms pursuant to the provision of Article 9-2 paragraph 1) |
| | paragraph 5 of the preceding Article | paragraph 5 of the preceding Article (including the cases where applied by replacing terms pursuant to the provision of Article 9-2 paragraph 1) |
| Article 7 paragraph 1 | Article 5 paragraph 1 | Article 5 paragraph 1 (including the cases where applied by replacing terms pursuant to the provision of Article 9-2 paragraph 1) |
| | paragraph 3 of the preceding Article | paragraph 3 of the preceding Article (including the cases where applied by replacing terms pursuant to the provision of Article 9-2 paragraph 1) |
| Article 7 paragraph 2 | preceding paragraph | preceding paragraph (including the cases where applied by replacing terms pursuant to the provision of Article 9-2 paragraph 1) |
| | paragraph 3 of the preceding Article | paragraph 3 of the preceding Article (including the cases where applied by replacing terms pursuant to the provision of Article 9-2 paragraph 1) |
| Article 8 paragraph 1 | Article 6 paragraph 3 | Article 6 paragraph 3 (including the cases where applied by replacing terms pursuant to the provision of Article 9-2 paragraph 1) |
| | paragraph 2 of the preceding Article | paragraph 2 of the preceding Article (including the cases where applied by replacing terms pursuant to the provision of Article 9-2 paragraph 1) |
| | paragraph 1 of the same Article | paragraph 1 of the same Article (including the cases where applied by replacing terms pursuant to the provision of Article 9-2 paragraph 1) |

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| Article 8 paragraph 2 | preceding paragraph | preceding paragraph (including the cases where applied by replacing terms pursuant to the provision of Article 9-2 paragraph 1) |
| | Article 5 paragraphs 1 and 3 | Article 5 paragraphs 1 (including the cases where applied by replacing terms pursuant to the provision of Article 9-2 paragraph 1) and 3 (including the cases where applied by replacing terms pursuant to the provision of Article 9-2 paragraph 1) |
| Article 9 paragraph 2 | preceding paragraph | preceding paragraph (including the cases where applied by replacing terms pursuant to the provision of paragraph 1 of the following Article) |
| Article 9-3 | Article 5 paragraph 3 | Article 5 paragraph 3 (including the cases where applied by replacing terms pursuant to the provision of paragraph 1 of the preceding Article) |
| | Article 5 paragraph 1 | Article 5 paragraph 1 (including the cases where applied by replacing terms pursuant to the provision of paragraph 1 of the preceding Article) |
| Article 12 paragraph 2 | the proviso of Article 6 paragraph 1 and the provisions of paragraph 2 of the same Article | the proviso of Article 6 paragraph 1 and the provisions of paragraph 2 of the same Article (including the cases where applied by replacing terms pursuant to the provision of Article 9-2 paragraph 1) |

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| | paragraphs 1 and 3 of the preceding Article | paragraphs 1 (including the cases where applied by replacing terms pursuant to the provision of Article 9-2 paragraph 1) and 3 (including the cases where applied by replacing terms pursuant to the provision of Article 9-2 paragraph 1) of the preceding Article |
| Article 12 paragraph 4 | preceding two paragraphs | preceding two paragraphs (including the cases where applied by replacing terms pursuant to the provision of Article 9-2 paragraph 1) |
| Article 16-3 paragraph 2 and Article 16-6 paragraph 2 | the proviso of Article 6 paragraph 1 and the provisions of paragraph 2 of the same Article | the proviso of Article 6 paragraph 1 and the provisions of paragraph 2 of the same Article (including the cases where applied by replacing terms pursuant to the provision of Article 9-2 paragraph 1) |
| | paragraphs 1 and 3 of the preceding Article | paragraphs 1 (including the cases where applied by replacing terms pursuant to the provision of Article 9-2 paragraph 1) and 3 (including the cases where applied by replacing terms pursuant to the provision of Article 9-2 paragraph 1) of the preceding Article |
| Article 24 | Article 5 paragraph 3 | Article 5 paragraph 3 (including the cases where applied by replacing terms pursuant to the provision of Article 9-2 paragraph 1) |
| Article 29 | through 27 | through 23, Article 24 (including the cases where applied by replacing terms pursuant to the provision of Article 9-2 paragraph 1), and Articles 25 through 27 |

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| Article 56-2 | Article 12 paragraph 2, Article 16-3 paragraph 2 and Article 16-6 paragraph 2 | Article 12 paragraph 2 (including the cases where applied by replacing terms pursuant to the provision of Article 9-2 paragraph 1), Article 16-3 paragraph 2 (including the cases where applied by replacing terms pursuant to the provision of Article 9-2 paragraph 1), and Article 16-6 paragraph 2 (including the cases where applied by replacing terms pursuant to the provision of Article 9-2 paragraph 1) |
| Article 57 | Article 5 paragraph 2 | Article 5 paragraph 2 (including the cases where applied by replacing terms pursuant to the provision of Article 9-2 paragraph 1) |
| | Article 12 paragraph 2, Article 16-3 paragraph 2 and Article 16-6 paragraph 2 | Article 12 paragraph 2 (including the cases where applied by replacing terms pursuant to the provision of Article 9-2 paragraph 1), Article 16-3 paragraph 2 (including the cases where applied by replacing terms pursuant to the provision of Article 9-2 paragraph 1), and Article 16-6 paragraph 2 (including the cases where applied by replacing terms pursuant to the provision of Article 9-2 paragraph 1) |
| | paragraph 3, Article 7 paragraph 2 | paragraph 3 (including the cases where applied by replacing terms pursuant to the provision of Article 9-2 paragraph 1), Article 7 paragraph 2 (including the cases where applied by replacing terms pursuant to the provision of Article 9-2 paragraph 1) |

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| | Article 8 paragraph 2 | Article 8 paragraph 2 (including the cases where applied by replacing terms pursuant to the provision of Article 9-2 paragraph 1) |
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(2) With regard to the application of the provisions listed in the left column of the following table in cases where the spouse of a worker is taking Childcare Leave for taking care of the worker's child on any day before the Date of One Year of Age of said child under Article 9-2 of the Act, the wording of these provisions listed in the middle column of the same table shall be deemed to be replaced with the wording listed in the corresponding right column of the same table.

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| Article 4 (including the heading) | Article 5 paragraph (2) | Article 5 paragraph (2) (including the cases where applied by replacing terms pursuant to the provision of Article 9-2 paragraph (1) of the Act) |
| | Article 5 paragraph (1) | Article 5 paragraph (1) (including the cases where applied by replacing terms pursuant to the provision of Article 9-2 paragraph (1) of the Act) |
| | Article 9 paragraph (1) | Article 9 paragraph (1) (including the cases where applied by replacing terms pursuant to the provision of Article 9-2 paragraph (1) of the Act) |
| | prescribed in the preceding item | prescribed in the preceding item (including the cases where applied by replacing terms pursuant to the provision of Article 20-2 paragraph (2)) |
| | item (iv) | item (iv) (including the cases where applied by replacing terms pursuant to the provision of Article 20-2 paragraph (2)) |
| Article 4-2 | Article 5 paragraph (3) | Article 5 paragraph (3) (including the cases where applied by replacing terms pursuant to the provision of Article 9-2 paragraph (1) of the Act) |

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| Article 5 paragraph (1) | Article 5 paragraph (4) | Article 5 paragraph (4) (including the cases where applied by replacing terms pursuant to the provision of Article 9-2 paragraph (1) of the Act) |
| | Article 5 paragraph (5) | Article 5 paragraph (5) (including the cases where applied by replacing terms pursuant to the provision of Article 9-2 paragraph (1) of the Act) |
| | one year of age | one year of age (or one year and two months of age with regard to Childcare Leave for which an application was filed pursuant to the provision of Article 5 paragraph (1) of the Act as applied by replacing terms pursuant to the provision of Article 9-2 paragraph (1) of the Act) |
| | items of Article 4 | items of Article 4 (including the cases where applied by replacing terms pursuant to the provision of Article 20-2 paragraph (2)) |
| | Article 5 paragraph (3) | Article 5 paragraph (3) (including the cases where applied by replacing terms pursuant to the provision of Article 9-2 paragraph (1) of the Act) |
| | items listed in the preceding Article | items listed in the preceding Article (including the cases where applied by replacing terms pursuant to the provision of Article 20-2 paragraph (2)) |

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| | (which means the Date of One Year of Age prescribed in Article 5 paragraph (1) item (ii) of the Act | (in cases where the Childcare Leave Scheduled End Date prescribed in Article 9 paragraph (1) (including the cases where applied by replacing terms pursuant to the provision of Article 9-2 paragraph (1)) pertaining to an application filed pursuant to the provision of paragraph (1) as applied by replacing terms pursuant to the provision of Article 9-2 paragraph (1) of the Act falls after the date on which said child reaches one year of age, said Childcare Leave Scheduled End Date |
| | reasons listed in Article 9 | any of the reasons listed in Article 9 items (i) through (iv), item (v) (including the cases where applied by replacing terms pursuant to the provision of Article 20-2 paragraph (2)) and item (vi) (including the cases where applied by replacing terms pursuant to the provision of Article 20-2 paragraph (2)) |
| | the items of Article 18 | Article 18 items (i) through (iii), item (iv) (including the cases where applied by replacing terms pursuant to the provision of Article 20-2 paragraph (2)) and item (v) (including the cases where applied by replacing terms pursuant to the provision of Article 20-2 paragraph (2)) |
| Article 5 paragraph (2) | preceding paragraph | preceding paragraph (including the cases where applied by replacing terms pursuant to the provision of Article 20-2 paragraph (2)) |

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| Article 5 paragraph (4) | Article 6 paragraph (3) | Article 6 paragraph (3) (including the cases where applied by replacing terms pursuant to the provision of Article 9-2 paragraph (1) of the Act) |
| Article 5 paragraph (5) | preceding paragraph | preceding paragraph (including the cases where applied by replacing terms pursuant to the provision of Article 20-2 paragraph (2)) |
| Article 5 paragraph (7) | paragraph (1) | paragraph (1) (including the cases where applied by replacing terms pursuant to the provision of Article 20-2 paragraph (2)) |
| | items (vii) through (xii) of the same paragraph | items (vii) through (xi) (including the cases where applied by replacing terms pursuant to the provision of Article 20-2 paragraph (2)) and item (xii) of the same paragraph |
| | Article 5 paragraph (5) | Article 5 paragraph (5) (including the cases where applied by replacing terms pursuant to the provision of Article 9-2 paragraph (1) of the Act) |
| Article 7 | Article 5 paragraph (3) | Article 5 paragraph (3) (including the cases where applied by replacing terms pursuant to the provision of Article 9-2 paragraph (1) of the Act) |
| Article 9 (including the heading) | Article 6 paragraph (3) | Article 6 paragraph (3) (including the cases where applied by replacing terms pursuant to the provision of Article 9-2 paragraph (1) of the Act) |
| | Article 5 paragraph (1) | Article 5 paragraph (1) (including the cases where applied by replacing terms pursuant to the provision of Article 9-2 paragraph (1) of the Act) |

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| Article 10 (including the heading) | Article 6 paragraph (3) | Article 6 paragraph (3) (including the cases where applied by replacing terms pursuant to the provision of Article 9-2 paragraph (1) of the Act) |
| Article 11 (including the heading) | Article 6 paragraph (3) | Article 6 paragraph (3) (including the cases where applied by replacing terms pursuant to the provision of Article 9-2 paragraph (1) of the Act) |
| | Article 5 paragraphs (5) | Article 5 paragraphs (5) (including the cases where applied by replacing terms pursuant to the provision of Article 20-2 paragraph (2)) |
| Article 12 paragraph (1) | Article 7 paragraph (1) | Article 7 paragraph (1) (including the cases where applied by replacing terms pursuant to the provision of Article 9-2 paragraph (1) of the Act) |
| | this Article and Article 14 | this Article (including the cases where applied by replacing terms pursuant to the provision of Article 9-2 paragraph (1) of the Act) and Article 14 (including the cases where applied by replacing terms pursuant to the provision of Article 9-2 paragraph (1) of the Act) |
| Article 12 paragraph (2) | Article 5 paragraphs (2) through (4) (excluding item (iii)), paragraph (5) | Article 5 paragraph (2) (including the cases where applied by replacing terms pursuant to the provision of Article 20-2 paragraph (2)), paragraph (3), paragraph (4) (excluding item (iii)) and including the cases where applied by replacing terms pursuant to the provision of Article 20-2 paragraph (2)), paragraph (5) (including the cases where applied by replacing terms pursuant to the provision of Article 20-2 paragraph (2)) |

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| | Article 5 paragraph (4) item (ii) | Article 5 paragraph (4) item (ii) (including the cases where applied by replacing terms pursuant to the provision of Article 20-2 paragraph (2)) |
| | Article 6 paragraph (3) | Article 6 paragraph (3) (including the cases where applied by replacing terms pursuant to the provision of Article 9-2 paragraph (1) of the Act) |
| Article 12 paragraph (3) | paragraph (1) | paragraph (1) (including the cases where applied by replacing terms pursuant to the provision of Article 20-2 paragraph (2)) |
| Article 13 (including the heading) | Article 7 paragraph (2) | Article 7 paragraph (2) (including the cases where applied by replacing terms pursuant to the provision of Article 9-2 paragraph (1) of the Act) |
| Article 14 (including the heading) | Article 7 paragraph (2) | Article 7 paragraph (2) (including the cases where applied by replacing terms pursuant to the provision of Article 9-2 paragraph (1) of the Act) |
| Article 15 | Article 5 paragraph (3) | Article 5 paragraph (3) (including the cases where applied by replacing terms pursuant to the provision of Article 9-2 paragraph (1) of the Act) |

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| Article 16 paragraph (2) | Article 5 paragraphs (2) through (4) (excluding item (iii)), paragraph (5) | Article 5 paragraph (2) (including the cases where applied by replacing terms pursuant to the provision of Article 20-2 paragraph (2)), paragraph (3), paragraph (4) (excluding item (iii) and including the cases where applied by replacing terms pursuant to the provision of Article 20-2 paragraph (2)), paragraph (5) (including the cases where applied by replacing terms pursuant to the provision of Article 20-2 paragraph (2)) |
| | Article 5 paragraph (4) item (ii) | Article 5 paragraph (4) item (ii) (including the cases where applied by replacing terms pursuant to the provision of Article 20-2 paragraph (2)) |
| | Article 6 paragraph (3) | Article 6 paragraph (3) (including the cases where applied by replacing terms pursuant to the provision of Article 9-2 paragraph (1) of the Act) |
| Article 17 paragraph (1) | Article 8 paragraph (1) | Article 8 paragraph (1) (including the cases where applied by replacing terms pursuant to the provision of Article 9-2 paragraph (1) of the Act) |
| Article 17 paragraph (2) | Article 5 paragraphs (2) though (4) (excluding items (ii) and (iii)), paragraph (5) | Article 5 paragraph (2) (including the cases where applied by replacing terms pursuant to the provision of Article 20-2 paragraph (2)), paragraph (3), paragraph (4) (excluding items (ii) and (iii)), paragraph (5) (including the cases where applied by replacing terms pursuant to the provision of Article 20-2 paragraph (2)) |

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| | preceding paragraph | preceding paragraph (including the cases where applied by replacing terms pursuant to the provision of Article 20-2 paragraph (2)) |
| Article 18 (including the heading) | Article 8 paragraph (2) | Article 8 paragraph (2) (including the cases where applied by replacing terms pursuant to the provision of Article 9-2 paragraph (1) of the Act) |
| | Article 5 paragraph (1) | Article 5 paragraph (1) (including the cases where applied by replacing terms pursuant to the provision of Article 9-2 paragraph (1) of the Act) |
| Article 19 | one year of age (or one year and six months of age with regard to the child pertaining to the application set forth in Article 5 paragraph (3) of the Act) | one year of age (or one year and two months of age with regard to Childcare Leave for which an application was filed pursuant to the provision of Article 5 paragraph (1) of the Act as applied by replacing terms pursuant to the provision of Article 9-2 paragraph (1) of the Act, or one year and six months of age with regard to Childcare Leave for which an application was filed pursuant to the provision of Article 5 paragraph (3) of the Act (including the cases where applied by replacing terms pursuant to the provision of Article 9-2 paragraph (1) of the Act) |
| Article 20 | preceding Article | preceding Article (including the cases where applied by replacing terms pursuant to the provision of Article 20-2 paragraph (2)) |

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| Article 22 paragraph (2) | Article 5 paragraphs (2) through (6) | Article 5 paragraph (2) (including the cases where applied by replacing terms pursuant to the provision of Article 20-2 paragraph (2)), paragraph (3), paragraph (4) (including the cases where applied by replacing terms pursuant to the provision of Article 20-2 paragraph (2)), and paragraph (6) |
| | Article 5 paragraph (4) item (ii) | Article 5 paragraph (4) item (ii) (including the cases where applied by replacing terms pursuant to the provision of Article 20-2 paragraph (2)) |
| | Article 6 paragraph (3) | Article 6 paragraph (3) (including the cases where applied by replacing terms pursuant to the provision of Article 9-2 paragraph (1) of the Act) |
| Article 23 (including the heading) | Article 12 paragraph (2) | Article 12 paragraph (2) (including the cases where applied by replacing terms pursuant to the provision of Article 9-2 paragraph (1) of the Act) |
| Article 24 (including the heading) | Article 12 paragraph (2) | Article 12 paragraph (2) (including the cases where applied by replacing terms pursuant to the provision of Article 9-2 paragraph (1) of the Act) |
| Article 25 paragraph (2) | Article 11 paragraph (2) | Article 11 paragraph (2) (including the cases where applied by replacing terms pursuant to the provision of Article 20-2 paragraph (2)) |
| Article 27 | Article 16 | Article 16 (including the cases where applied by replacing terms pursuant to the provision of Article 20-2 paragraph (2)) |

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| Article 28 | Article 17 | Article 17 (including the cases where applied by replacing terms pursuant to the provision of Article 20-2 paragraph (2)) |
| Article 30-2 (including the heading) | Article 16-3 paragraph (2) | Article 16-3 paragraph (2) (including the cases where applied by replacing terms pursuant to the provision of Article 9-2 paragraph (1) of the Act) |
| Article 30-3 (including the heading) | Article 16-3 paragraph (2) | Article 16-3 paragraph (2) (including the cases where applied by replacing terms pursuant to the provision of Article 9-2 paragraph (1) of the Act) |
| Article 30-6 (including the heading) | Article 16-6 paragraph (2) | Article 16-6 paragraph (2) (including the cases where applied by replacing terms pursuant to the provision of Article 9-2 paragraph (1) of the Act) |
| Article 30-7 (including the heading) | Article 16-6 paragraph (2) | Article 16-6 paragraph (2) (including the cases where applied by replacing terms pursuant to the provision of Article 9-2 paragraph (1) of the Act) |

Chapter 3 Caregiver Leave

(Special Circumstances Specified by Ordinance of the Ministry of Health, Labour and Welfare Referred to in Article 11, Paragraph (2), Item (i) of the Act)

Article 21 Special circumstances specified by Ordinance of the Ministry of Health, Labour and Welfare referred to in Article 11, paragraph (2), item (i) of the Act are as follows:

- (i) With regard to a worker who filed a Caregiver Leave Application, in cases where the Caregiver Leave Period ends due to the start of a new Caregiver Leave Period, and the Subject Family Member with respect to the Caregiver Leave for said new Caregiver Leave Period dies or a kinship relationship ends between the Subject Family Member with respect to the Caregiver Leave for said new Caregiver Leave Period and the worker who filed the application for the Caregiver Leave due to a divorce, rescission of marriage,

dissolution of the relationship, etc. by the end of said new Caregiver Leave Period; and

- (ii) With regard to a worker who filed a Caregiver Leave Application, in cases where the Caregiver Leave Period ends due to the start of a Period of Maternity Leave or a Period of Childcare Leave and all the children with respect to said Period of Maternity Leave (including a Period of Childcare Leave with respect to a child who is born during said Period of Maternity Leave; the same shall apply hereinafter in this item) or to the leave for the Period of Childcare Leave come to fall under any of item 1(a) or 1(b) of Article 4 by the end of said Period of Maternity Leave or the Period of Childcare Leave.

(Measures Specified by Ordinance of the Ministry of Health, Labour and Welfare Referred to in Article 11, Paragraph (2), Item (ii) (b) of the Act)

Article 21-2 Measures specified by Ordinance of the Ministry of Health, Labour and Welfare referred to in Article 11, paragraph (2), item (ii) (b) of the Act shall be those that are listed in items of paragraph (3) of Article 34 and that clearly indicate that an employer takes measures as specified by Ordinance of the Ministry of Health, Labour and Welfare referred to in Article 11, paragraph (2), item (ii) (b) of the Act and notifies the workers subject to said measures of the start date of said measures.

(Methods, etc. of Caregiver Leave Application)

Article 22 (1) Caregiver Leave Applications must be filed by notifying the employer of the particulars listed as follows (limited to the particulars listed in items (i), (ii) and (vi) in the case prescribed in Article 11, paragraph (4) of the Act):

- (i) Date of the Caregiver Leave Application;
- (ii) Name of the worker who files the Caregiver Leave Application;
- (iii) Name of the Subject Family Member with respect to the Caregiver Leave Application and said family member's relationship with the worker set forth in the preceding item;
- (iv) In cases where the Subject Family Member relating to the Caregiver Leave Application is a grandfather, grandmother, brother, sister or grandchild, the facts that the worker set forth in item (ii) lives with and supports said Subject Family Member;
- (v) The fact that the Subject Family Member with respect to the Caregiver Leave Application is in need of care (which means the Care-requiring Condition set forth in Article 2, paragraph (3) of the Act; the same shall apply hereinafter);
- (vi) The first day of the period with respect to the Caregiver Leave Application

(hereinafter referred to as the "Caregiver Leave Scheduled Start Date") and the last day thereof (hereinafter referred to as the "Caregiver Leave Scheduled End Date");

- (vii) Number of Days for Caregiver Leave, etc. set forth in Article 11, paragraph (2), item (ii) of the Act with regard to the Subject Family Member with respect to the Caregiver Leave Application; and
- (viii) In cases where there are circumstances listed in items of Article 21, the facts with respect to said circumstances.

(2) The provisions of Article 5, paragraphs (2) through (6) shall apply mutatis mutandis to Caregiver Leave Applications. In this case, the term "Article 6 paragraph (3)" in Article 5, paragraph (4), item (ii) shall be deemed to be replaced with "Article 12, paragraph (3)."

3) An employer may, when a Caregiver Leave Application set forth in paragraph (1) is filed, have the worker who filed said application submit documents that certify the facts listed in items (iii) through (v) and item (viii) of the same paragraph; provided, however, that this shall not apply to the case prescribed in Article 11, paragraph (4) of the Act. 3) An employer may, when a Caregiver Leave Application set forth in paragraph (1) is filed, have the worker who filed said application submit documents that certify the facts listed in items (iii) through (v) and item (viii) of the same paragraph; provided, however, that this shall not apply to the case prescribed in Article 11, paragraph (4) of the Act.

(Persons Specified by Ordinance of the Ministry of Health, Labour and Welfare Referred to in Article 6, Paragraph (1), Item (ii) of the Act, as Applied Mutatis Mutandis Pursuant to Article 12, Paragraph (2) of the Act)

Article 23 Persons specified by Ordinance of the Ministry of Health, Labour and Welfare referred to in Article 6, paragraph (1), item (ii) of the Act, as applied mutatis mutandis pursuant to Article 12, paragraph (2) of the Act are as follows:

- (i) A worker whose employment relationship is certain to be terminated within 93 days from the day of a Caregiver Leave Application;
- (ii) A worker set forth in Article 7, item (ii)

(Procedures, etc. for the Case Referred to in the Proviso of Paragraph (1) of Article 6 of the Act, as Applied Mutatis Mutandis Pursuant to Article 12, Paragraph (2) of the Act)

Article 24 The provisions of Article 8 shall apply mutatis mutandis to the procedures, etc. for the case referred to in the proviso of paragraph (1) of Article 6 of the Act, as applied mutatis mutandis pursuant to Article 12, paragraph (2) of the Act.

(Designation Set forth in Article 12, Paragraph (3) of the Act)

Article 25 (1) Designation set forth in Article 12, paragraph (3) of the Act must be implemented by notifying the worker who filed a Caregiver Leave Application of the day designated as the Caregiver Leave Scheduled Start Date on or before the Caregiver Leave Scheduled Start Date (in cases where the Scheduled Start Date falls after the day on which three days elapse from the day following the date of the Caregiver Leave Application, the day on which three days elapse from the day following the date of said application)

(2) The provision of Article 11, paragraph (2) shall apply mutatis mutandis to the designation set forth in the preceding paragraph.

(Date Specified by Ordinance of the Ministry of Health, Labour and Welfare Referred to in Article 7, Paragraph (3) of the Act, as Applied Mutatis Mutandis Pursuant to Article 13 of the Act)

Article 26 The date specified by Ordinance of the Ministry of Health, Labour and Welfare referred to in of Article 7, paragraph (3) of the Act, as applied mutatis mutandis pursuant to Article 13 of the Act shall be two weeks prior to the Caregiver Leave Scheduled End Date in the Caregiver Leave Application.

(Application for Change of the Caregiver Leave Scheduled End Date)

Article 27 The provisions of Article 16 shall apply mutatis mutandis to an application for a change of the Caregiver Leave Scheduled End Date set forth in Article 7, paragraph (3) of the Act, as applied mutatis mutandis pursuant to Article 13 of the Act.

(Withdrawal of Applications for Caregiver Leave)

Article 28 The provisions of Article 17 shall apply mutatis mutandis to a withdrawal of Caregiver Leave Applications set forth in Article 14, paragraph (1) of the Act.

(Reasons Specified by Ordinance of the Ministry of Health, Labour and Welfare Referred to in Article 8, Paragraph (3) of the Act, as Applied Mutatis Mutandis Pursuant to Article 14, Paragraph (3) of the Act)

Article 29 Reasons specified by Ordinance of the Ministry of Health, Labour and Welfare referred to in Article 8, paragraph (3) of the Act, as applied mutatis mutandis pursuant to Article 14, paragraph (3) of the Act are as follows:

- (i) Death of the Subject Family Member with respect to the Caregiver Leave Application;
- (ii) The end of a kinship relationship between the Subject Family Member with respect to the Caregiver Leave Application and the worker who filed said Caregiver Leave Application due to a divorce, rescission of marriage,

- dissolution of the relationship, etc.; and
- (iii) The worker who filed a Caregiver Leave Application becoming unable to take care of the Subject Family Member relating to said application for Caregiver Leave due to injury, illness, or physical or mental disability for a period for which the Number of Days of Caregiver Leave, etc. set forth in Article 11, paragraph (2) item (ii) of the Act reaches 93 days with regard to the Subject Family Member relating to said Caregiver Leave Application.

(Reasons Specified by Ordinance of the Ministry of Health, Labour and Welfare Referred to in Article 15, Paragraph (3), Item (i) of the Act)

Article 29-2 The provisions of the preceding paragraph shall apply mutatis mutandis to the reasons specified by Ordinance of the Ministry of Health, Labour and Welfare referred to in Article 15, paragraph (3), item (i) of the Act.

Chapter 4 Time Off for Sick/Injured Childcare

(Care of a Child Specified by Ordinance of the Ministry of Health, Labour and Welfare Referred to in Article 16-2, Paragraph (1) of the Act)

Article 29-3 The caring of a child specified by Ordinance of the Ministry of Health, Labour and Welfare referred to in Article 16-2, paragraph (1) of the Act relates to having said child vaccinated or undergo a medical examination.

(Methods, etc. of Application for Time Off for Sick/Injured Childcare)

Article 30 (1) An application pursuant to the provision of Article 16-2, paragraph (1) of the Act (hereinafter referred to as "Time Off for Sick/Injured Childcare Application" in this Article and Article 30-3) must be filed by notifying said applicant's employer of the following particulars:

- (i) Name of the worker who files a Time Off for Sick/Injured Childcare Application;
 - (ii) Name and birth date of the child with respect to the Time Off for Sick/Injured Childcare Application;
 - (iii) Date on which Time Off for Sick/Injured Childcare is to be obtained; and
 - (iv) The fact that the child relating to the Time Off for Sick/Injured Childcare Application is injured or sick, or that the intention to provide the care set forth in the preceding Article exists
- (2) An employer may, when a Time Off for Sick/Injured Childcare Application is filed, have the worker who filed said application submit a document that certifies the fact listed in item (iv) of the preceding paragraph.

(Persons Specified by Ordinance of the Ministry of Health, Labour and Welfare Referred to in Article 6, Paragraph (1) item (ii) of the Act, as Applied Mutatis

Mutandis Pursuant to Article 16-3, Paragraph (2) of the Act)

Article 30-2 A person specified by Ordinance of the Ministry of Health, Labour and Welfare referred to in Article 6, paragraph (1), item (ii) of the Act, as applied mutatis mutandis pursuant to Article 16-3, paragraph (2) of the Act, shall be a worker set forth in Article 7, item (ii).

(Persons Specified by Ordinance of the Ministry of Health, Labour and Welfare Referred to in Article 6, Paragraph (1), Item (iii) of the Act, as Applied Mutatis Mutandis Pursuant to Article 16-3, Paragraph (2) of the Act)

Article 30-3 A person specified by Ordinance of the Ministry of Health, Labour and Welfare referred to in Article 6, paragraph (1), item (iii) of the Act, as applied mutatis mutandis pursuant to Article 16-3, paragraph (2) of the Act shall be a worker set forth in Article 7, item (ii).

Chapter 5 Time Off for Caregivers

(Care Specified by Ordinance of the Ministry of Health, Labour and Welfare Referred to in Article 16-5, Paragraph (1) of the Act)

Article 30-4 The care specified by Ordinance of the Ministry of Health, Labour and Welfare referred to in Article 16-5, paragraph (1) of the Act are as follows:

- (i) Nursing care of a Subject Family Member; and
- (ii) Accompanying a Subject Family Member to hospital, carrying out on behalf of a Subject Family Member procedures necessary for said Subject Family Member to receive nursing care service, and taking other necessary care of a Subject Family Member.

(Methods, etc. of Application for Time Off for Caregivers)

Article 30-5 (1) An application pursuant to the provision of Article 16-5, paragraph (1) of the Act (referred to as an "Application for Time Off for Caregivers" hereinafter in this Article and Article 30-7) must be made by clarifying to the employer the matters listed as follows:

- (i) Name of the worker who files an Application for Time Off for Caregivers;
- (ii) Name of the Subject Family Member with respect to the Application for Time Off for Caregivers and said family member's relationship with the worker set forth in the preceding item;
- (iii) In cases where the Subject Family Member relating to the Application for Time Off for Caregivers is a grandfather, grandmother, brother, sister or grandchild, the fact that the worker set forth in item (i) lives with and supports said Subject Family Member;
- (iv) Date on which Time Off for Caregivers is to be obtained; and
- (v) The fact that the Subject Family Member relating to the Application for

Time Off for Caregivers is in Care-requiring Condition.

(2) An employer may, when an Application for Time Off for Caregivers is filed, have the worker who filed said application submit documents that certify the facts listed in items (ii), (iii) and (v) of the preceding paragraph.

(Persons Specified by Ordinance of the Ministry of Health, Labour and Welfare Referred to in Article 6, Paragraph (1), Item (ii) of the Act, as Applied Mutatis Mutandis Pursuant to Article 16-6, Paragraph (2) of the Act)

Article 30-6 A person specified by Ordinance of the Ministry of Health, Labour and Welfare referred to in Article 6, paragraph (1), item (ii) of the Act, as applied mutatis mutandis pursuant to Article 16-6, paragraph (2) of the Act, shall be a worker set forth in Article 7, item (ii).

(Procedures, etc. for the Case Referred to in the Proviso of Paragraph (1) of Article 6 of the Act, as Applied Mutatis Mutandis Pursuant to Article 16-6, Paragraph (2) of the Act)

Article 30-7 Pursuant to the provision of the proviso of Article 6, paragraph (1) of the Act, as applied mutatis mutandis pursuant to Article 16-6, paragraph (2) of the Act, procedures and other matters required for an employer's refusal of an Application for Time Off for Caregivers from a worker shall be in accordance with the provisions of the written agreement set forth in the proviso of Article 6, paragraph (1) of the Act.

Chapter 6 Limitations on Unscheduled Work

(Persons Specified by Ordinance of the Ministry of Health, Labour and Welfare Referred to in Article 16-8, Paragraph (1), Item (ii) of the Act)

Article 30-8 A person specified by Ordinance of the Ministry of Health, Labour and Welfare referred to in Article 16-8, paragraph (1), item (ii) of the Act shall be a worker whose prescribed working days are two days or fewer per week.

(Means, etc. of Request Pursuant to the Provision of Article 16-8, Paragraph (1) of the Act)

Article 30-9 (1) Requests must be made by notifying the employer of the particulars listed as follows:

(i) Date of the request;

(ii) Name of the worker who makes the request;

(iii) Name, date of birth of a child with respect to said request, and said child's relationship with the worker set forth in the preceding item (in cases where the child relating to the request is not yet born at the time of making said request, the name of the mother who is going to give birth to the child

- relating to said request, the expected date of confinement, and the relationship with the worker set forth in the preceding item);
- (iv) The first day of the limitation period with respect to the request (which means the Limitation Period set forth in Article 16-8, paragraph (2) of the Act; the same shall apply hereinafter in this Chapter) and the last day thereof; and
 - (v) In cases where the child relating to the request is an adopted child, the date on which the adoption became effective.
- (2) The request set forth in the preceding paragraph and the notice set forth in paragraph (5) must be made or given by any of the following means (only if the employer finds said means to be appropriate in the cases referred to in items (ii) and (iii)):
- (i) Submitting paper copies;
 - (ii) Transmitting by facsimile; or
 - (iii) Transmitting through telecommunications lines to a communication terminal used by the employer (limited to means that allows the worker and the employer to produce a paper copy by outputting transmitted information).
- (3) Requests and notices made or given by the means set forth in item (ii) of the preceding paragraph shall be deemed to have arrived at the employer when they are received by a facsimile machine used by said employer, and by the means set forth in item (iii) of the same paragraph shall be deemed to have arrived at the employer when they are received by a communication terminal used by said employer.
- (4) An employer may, when the request set forth in paragraph (1) is made, have the worker who made said request submit documents certifying pregnancy, and the birth or adoption of the child with respect to said request.
- (5) When the child with respect to a request is born after said request is made, the worker who made said request must promptly notify their employer of said child's name and date of birth, and the child's relationship with said worker. In this case, the employer may have said worker submit a document that certifies the fact of birth of said child.

(Reasons Specified by Ordinance of the Ministry of Health, Labour and Welfare Referred to in Article 16-8, Paragraph (3) of the Act)

Article 31 Reasons specified by Ordinance of the Ministry of Health, Labour and Welfare referred to in Article 16-8, paragraph (3) of the Act are as follows:

- (i) Death of the child with respect to the request;
- (ii) Dissolution or rescission of an adoptive relationship in cases where the child with respect to the request is an adopted child;
- (iii) The child with respect to the request ceases to live with the worker who made the request due to said child becoming adopted or other circumstances;

and

- (iv) The worker who made the request becoming unable to take care of the child with respect to said request due to injury, illness, or physical or mental disability for the period until the end date of the Limitation Period with respect to said request.

(Reasons Specified by Ordinance of the Ministry of Health, Labour and Welfare Referred to in Article 16-8, Paragraph (4), item (i) of the Act)

Article 31-2 The provision of the preceding Article shall apply mutatis mutandis to the reasons specified by Ordinance of the Ministry of Health, Labour and Welfare referred to in Article 16-8, paragraph (4), item (i) of the Act.

Chapter 7 Limitations on Overtime Work

(Persons Specified by Ordinance of the Ministry of Health, Labour and Welfare Referred to in Article 17, Paragraph (1), Item (ii) of the Act)

Article 31-3 A person specified by Ordinance of the Ministry of Health, Labour and Welfare referred to in Article 17, paragraph (1), item (ii) of the Act shall be a worker whose prescribed working days are two days or fewer per week.

(Means, etc. of Requests Pursuant to the Provision of Article 17, Paragraph (1) of the Act)

Article 31-4 (1) Requests must be made by notifying the employer of the particulars listed as follows:

- (i) Date of the request;
- (ii) Name of the worker who makes the request;
- (iii) Name and date of birth of the child with respect to the request, and said child's relationship with the worker set forth in the preceding item (in cases where the child with respect to the request is not yet born at the time of making said request, the name of mother who is going to give birth to the child with respect to said request, the expected date of confinement, and the relationship with the worker set forth in the preceding item);
- (iv) The first day of the limitation period with respect to the request (which means the Limitation Period set forth in Article 17, paragraph (2) of the Act; the same shall apply hereinafter in this Chapter) and the last day thereof;
- (v) In cases where the child with respect to the request is an adopted child, the date on which the adoption became effective; and

(2) Requests set forth in the preceding paragraph and the notice set forth in paragraph (5) shall be made or given by any of the following means (only if the employer finds said means to be appropriate in the cases referred to in items (ii) and (iii)):

- (i) Submitting paper copies;
 - (ii) Transmitting by facsimile; or
 - (iii) Transmitting through telecommunications lines to a communication terminal used by the employer (limited to means that allows the worker and the employer to produce a paper copy by outputting transmitted information).
- (3) Requests and notices made or given by the means set forth in item (ii) of the preceding paragraph shall be deemed to have arrived at the employer when they are received by a facsimile machine used by said employer, and by the means set forth in item (iii) of the same paragraph when they are received by a communication terminal used by said employer.
- (4) An employer may, when the request set forth in paragraph (1) is made, have the worker who made said request submit documents certifying pregnancy, and the birth or adoption of the child with respect to said request.
- (5) When the child with respect to the request is born after said request is made, the worker who made said request must promptly notify their employer of said child's name and date of birth, and the relationship with said worker. In this case, the employer may have said worker submit a document that certifies the fact of birth of said child.

(Reasons Specified by Ordinance of the Ministry of Health, Labour and Welfare Referred to in Article 17, Paragraph (3) of the Act)

Article 31-5 Reasons specified by Ordinance of the Ministry of Health, Labour and Welfare referred to in Article 17, paragraph (3) of the Act are as follows:

- (i) Death of the child with respect to the request;
- (ii) Dissolution or rescission of an adoptive relationship in cases where the child with respect to the request is an adopted child;
- (iii) The child with respect to the request ceasing to live with the worker who made the request due to said child becoming adopted or other circumstances; and
- (iv) The worker who made the request becoming unable to take care of the child with respect to said request due to injury, illness, or physical or mental disability for the period until the end date of the Limitation Period with respect to said request.

(Reasons Specified by Ordinance of the Ministry of Health, Labour and Welfare Referred to in Article 17, Paragraph (4), Item (i) of the Act)

Article 31-6 The provisions of the preceding Article shall apply mutatis mutandis to the reasons specified by Ordinance of the Ministry of Health, Labour and Welfare referred to in Article 17, paragraph (4), item (i) of the Act.

(Person Specified by Ordinance of the Ministry of Health, Labour and Welfare

Referred to in Article 17, Paragraph (1), Item (iii) of the Act, as Applied Mutatis Mutandis Pursuant to Article 18, Paragraph (1) of the Act)

Article 31-7 The provisions of Article 31-3, item (i) shall apply mutatis mutandis to said person specified by Ordinance of the Ministry of Health, Labour and Welfare referred to in Article 17, paragraph (1), item (ii) of the Act, as applied mutatis mutandis pursuant to Article 18, paragraph (1) of the Act.

(Methods, etc. of Request Pursuant to the Provision of Article 17, Paragraph (1) of the Act, as Applied Mutatis Mutandis Pursuant to Article 18, Paragraph (1) of the Act)

Article 31-8 (1) The request pursuant to the provision of Article 17, paragraph (1) of the Act, as applied mutatis mutandis pursuant to Article 18, paragraph (1) of the Act, shall be made by notifying the employer of the particulars listed as follows:

- (i) Date of the request;
- (ii) Name of the worker who makes the request;
- (iii) Name and relationship with the worker set forth in the preceding item with regard to a Subject Family Member with respect to said request;
- (iv) In the case where the Subject Family Member is a grandfather, grandmother, brother, sister or grandchild, the facts that the worker set forth in item (ii) lives with and supports said Subject Family Member;
- (v) Fact that the Subject Family Member with respect to the request is in Care-requiring Condition; and
- (vi) The first day of the Limitation Period with respect to the request and the last day thereof.

(2) The notice set forth in the preceding paragraph shall be made or given by any of the following means (only if the employer finds said means to be appropriate in the cases referred to in items (ii) and (iii)):

- (i) Submitting paper copies;
- (ii) Transmitting by facsimile; or
- (iii) Transmitting through telecommunications lines to a communication terminal used by the employer (limited to means that allows the worker and the employer to produce a paper copy by outputting transmitted information).

(3) Notices made or given by the means set forth in item (ii) of the preceding paragraph shall be deemed to have arrived at the employer when they are received by a facsimile machine used by said employer, and by the means set forth in item (iii) of the same paragraph when they are received by a communication terminal used by said employer.

(4) An employer may, when the request set forth in paragraph (1) is made, have the worker who made said request submit documents that certify the facts listed in items (iii) through (v) of the same paragraph.

(Reasons Specified by Ordinance of the Ministry of Health, Labour and Welfare Referred to in Article 17, Paragraph (3) of the Act, as Applied Mutatis Mutandis Pursuant to Article 18, Paragraph (1) of the Act)

Article 31-9 Reasons specified by Ordinance of the Ministry of Health, Labour and Welfare pursuant to the provisions of Article 17, paragraph (3) of the Act, as applied mutatis mutandis pursuant to Article 18, paragraph (1) of the Act are as follows:

- (i) Death of the Subject Family Member relating to the request;
- (ii) The end of a kinship relationship between the Subject Family Member relating to the request and the worker who made said request due to a divorce, rescission of marriage, dissolution of the relationship, etc.; and
- (iii) The worker who made a request becoming unable to take care of the Subject Family Member relating to said request due to injury, illness, or physical or mental disability for the period until the end date of the Limitation Period with respect to said request.

(Reasons Specified by Ordinance of the Ministry of Health, Labour and Welfare Referred to in Article 17, Paragraph (4), Item (i) of the Act, as Applied Mutatis Mutandis Pursuant to Article 18, Paragraph (1) of the Act)

Article 31-10 The provisions of the preceding paragraph shall apply mutatis mutandis to the reasons specified by Ordinance of the Ministry of Health, Labour and Welfare referred to in Article 17, paragraph (4), item (i) of the Act, as applied mutatis mutandis pursuant to Article 18, paragraph (1) of the Act.

Chapter 8 Limitations on Late-Night Work

(Person Specified by Ordinance of the Ministry of Health, Labour and Welfare Referred to in Article 19, Paragraph (1), Item (ii) of the Act)

Article 31-11 A person specified by Ordinance of the Ministry of Health, Labour and Welfare referred to in Article 19, paragraph (1), item (ii) of the Act shall be a family member aged 16 years or older living with the child relating to the request pursuant to the provision of the same paragraph (which means a family member set forth in Article 2, item (v) of the Act) and fall under all of the following items:

- (i) A person who does not work during the late-night set forth in Article 19, paragraph (1) of the Act (hereinafter referred to as "Late-Night") (including a person who works Late-Night for three days or fewer per month);
- (ii) A person who does not have difficulty in taking care of the child relating to the request, due to injury, illness, or physical or mental disability; and
- (iii) A person who is not going to give birth within six weeks (or 14 weeks in

the case of multiple pregnancy) or is not within eight weeks after childbirth.

(Person Specified by Ordinance of the Ministry of Health, Labour and Welfare Referred to in Article 19, Paragraph (1), Item (iii) of the Act)

Article 31-12 A person specified by Ordinance of the Ministry of Health, Labour and Welfare referred to in Article 19, paragraph (1), item (iii) of the Act are as follows:

- (i) A worker whose prescribed working days are two days or fewer per week; and
- (ii) A worker whose prescribed working hours are all Late-Night.

(Methods, etc. of Request Pursuant to the Provision of Article 19, Paragraph (1) of the Act)

Article 31-13 (1) The request pursuant to the provision of Article 19, paragraph (1) of the Act must be made by notifying the employer of the particulars listed as follows:

- (i) Date of the request;
 - (ii) Name of the worker who makes the request;
 - (iii) Name, date of birth of a child with respect to said request and said child's relationship with the worker set forth in the preceding item (in cases where the child with respect to the request is not yet born at the time of making said request, the name of mother who is going to give birth to the child with respect to said request, expected date of confinement and the relationship with the worker set forth in the preceding item);
 - (iv) The first day of the limitation period with respect to the request (which means the Limitation Period set forth in Article 19, paragraph (2) of the Act; the same shall apply hereinafter in this Chapter) and the last day thereof;
 - (v) In cases where the child with respect to the request is an adopted child, the date on which the adoption became effective; and
 - (vi) The fact that the worker does not have a person set forth in Article 31-11.
- (2) The request set forth in the preceding paragraph and the notice set forth in paragraph (5) must be made or given by any of the following means (only if the employer finds said means to be appropriate in the cases referred to in items (ii) and (iii)):
- (1) Submitting paper copies;
 - (ii) Transmitting by facsimile; or
 - (iii) Transmitting through telecommunications lines to a communication terminal used by the employer (limited to means that allows the worker and the employer to produce a paper copy by outputting transmitted information).
- (3) Requests and notices made or given by the means set forth in item (ii) of the preceding paragraph shall be deemed to have arrived at the employer when

they are received by a facsimile machine used by said employer, and by the means set forth in item (iii) of the same paragraph shall be deemed to have arrived at the employer when they are received by a communication terminal used by said employer.

- (4) An employer may, when the request set forth in paragraph (1) is made, have the worker who made said request submit documents certifying pregnancy, and the birth or adoption of the child with respect to said request, or the fact listed in item (vi) of the same paragraph.
- (5) When the child with respect to the request is born after said request is made, the worker who made said request must promptly notify their employer of said child's name and date of birth, and the child's relationship with said worker. In this case, the employer may have said worker submit documents certifying pregnancy, and the birth of said child.

(Reasons Specified by Ordinance of the Ministry of Health, Labour and Welfare Referred to in Article 19, Paragraph (3) of the Act)

Article 31-14 Reasons specified by Ordinance of the Ministry of Health, Labour and Welfare referred to in Article 19, paragraph (3) of the Act are as follows:

- (i) Death of the child with respect to the request;
- (ii) Dissolution or rescission of an adoptive relationship in cases where the child with respect to the request is an adopted child;
- (iii) The child with respect to the request ceasing to live with the worker who made the request due to said child becoming adopted or other circumstances; and
- (iv) The worker who made the request becoming unable to take care of the child with respect to said request due to injury, illness, or physical or mental disability for a period until the end date of the Limitation Period with respect to said request.

(Reasons Specified by Ordinance of the Ministry of Health, Labour and Welfare Referred to in Article 19, Paragraph (4), Item (i) of the Act)

Article 31-15 The provisions of the preceding paragraph shall apply mutatis mutandis to the reasons specified by Ordinance of the Ministry of Health, Labour and Welfare referred to in Article 19, paragraph (4), item (i) of the Act.

(Person Specified by Ordinance of the Ministry of Health, Labour and Welfare Referred to in Article 19, Paragraph (1), Item (ii) of the Act, as Applied Mutatis Mutandis Pursuant to Article 20, Paragraph (1) of the Act)

Article 31-16 The provisions of Article 31-11 shall apply mutatis mutandis to a person specified by Ordinance of the Ministry of Health, Labour and Welfare referred to in Article 19, paragraph (1), item (ii) of the Act, as applied mutatis

mutandis pursuant to Article 20, paragraph (1) of the Act. In this case, the term "child" in Article 31-11 shall be deemed to be replaced with "Subject Family Member" and the terms "child" and "taking care of the child" in item (ii) of the same Article shall be deemed to be replaced respectively with "Subject Family Member" and "taking care of the Subject Family Member."

(Person Specified by Ordinance of the Ministry of Health, Labour and Welfare Referred to in Article 19, Paragraph (1), Item (iii) of the Act, as Applied Mutatis Mutandis Pursuant to Article 20, Paragraph (1) of the Act)

Article 31-17 The provisions of Article 31-12 shall apply mutatis mutandis to a person specified by Ordinance of the Ministry of Health, Labour and Welfare referred to in Article 19, paragraph (1), item (iii) of the Act, as applied mutatis mutandis pursuant to Article 20, paragraph (1) of the Act.

(Means, etc. of Request Pursuant to the Provision of Article 19, Paragraph (1) of the Act, as Applied Mutatis Mutandis Pursuant to Article 20, Paragraph (1) of the Act)

Article 31-18 (1) Requests pursuant to the provision of Article 19, paragraph (1) of the Act, as applied mutatis mutandis pursuant to Article 20, paragraph (1) of the Act, must be made by notifying the employer of the following particulars:

- (i) Date of the request;
- (ii) Name of the worker who makes the request;
- (iii) Name and relationship with the worker set forth in the preceding item with regard to the Subject Family Member with respect to said request;
- (iv) In cases where the Subject Family Member with respect to the request is a grandfather, grandmother, brother, sister or grandchild, the fact that the worker set forth in item (ii) lives with and support said Subject Family Member;
- (v) The fact that the Subject Family Member with respect to the request is in a Care-requiring Condition;
- (vi) The first day of the Limitation Period with respect to the request and the last day thereof; and
- (vii) The fact that the worker does not have a person set forth in Article 31-11, as applied mutatis mutandis pursuant to Article 31-16.

(2) The notice set forth in the preceding paragraph must be given by any of the following means (only if the employer finds said means to be appropriate in the cases referred to in items (ii) and (iii)):

- (i) Submitting paper copies;
- (ii) Transmitting by facsimile; or
- (iii) Transmitting through telecommunications lines to a communication terminal used by the employer (limited to means that allows the worker and

- the employer to produce a paper copy by outputting transmitted information).
- (3) Notices made or given by the means set forth in item (ii) of the preceding paragraph shall be deemed to have arrived at the employer when they are received by a facsimile machine used by said employer, and by the means set forth in item (iii) of the same paragraph shall be deemed to have arrived at the employer when they are received by a communication terminal used by said employer.
- (4) An employer may, when the request set forth in paragraph (1) is made, have the worker who made said request submit documents that certify the facts listed in items (iii) through (v) and item (vii) of the same paragraph.

(Reasons Specified by Ordinance of the Ministry of Health, Labour and Welfare Referred to in Article 19, Paragraph (3) of the Act, as Applied Mutatis Mutandis Pursuant to Article 20, Paragraph (1) of the Act)

Article 31-19 Reasons specified by Ordinance of the Ministry of Health, Labour and Welfare referred to in Article 19, paragraph (3) of the Act, as applied mutatis mutandis pursuant to Article 20, paragraph (1) of the Act are as follows:

- (i) Death of the Subject Family Member with respect to the request;
- (ii) The end of a kinship relationship between the Subject Family Member with respect to the request and the worker who made said request due to a divorce, rescission of marriage, dissolution of the relationship, etc.; and
- (iii) The worker who made the request becoming unable to take care of the Subject Family Member with respect to said request due to injury, illness, or physical or mental disability for the period until the end date of the Limitation Period with respect to said request.

(Reasons Specified by Ordinance of the Ministry of Health, Labour and Welfare Referred to in Article 19, Paragraph (4) Item (i) of the Act, as Applied Mutatis Mutandis Pursuant to Article 20, Paragraph (1) of the Act)

Article 31-20 The provisions of the preceding paragraph shall apply mutatis mutandis to the reasons specified by Ordinance of the Ministry of Health, Labour and Welfare referred to in of Article 19, paragraph (4) item (i) of the Act, as applied mutatis mutandis pursuant to Article 20, paragraph (1) of the Act.

Chapter 9 Measures to be Taken by Employers

(Matters Specified by Ordinance of the Ministry of Health, Labour and Welfare Referred to in Article 21, Paragraph (1), Item (iii) of the Act)

Article 32 Particulars specified by Ordinance of the Ministry of Health, Labour

and Welfare referred to in Article 21, paragraph (1), item (iii) of the Act are as follows:

- (i) Particulars with regard to the start time of labor provided by a worker whose Period of Childcare Leave is terminated due to the occurrence of the circumstances listed in Article 9, paragraph (2), item (i) of the Act and a worker whose Caregiver Leave Period is terminated due to the occurrence of the circumstances listed in Article 15, paragraph (3), item (i) of the Act; and
- (ii) Particulars with regard to the means by which a worker pays the social insurance premiums to be borne during a Caregiver Leave Period to the employer.

(Notification of Procedures Set Forth in Article 21, Paragraph (2) of the Act)

Article 33 Notification of procedures set forth in Article 21, paragraph (2) of the Act shall be made by issuing documentation that clearly states the procedures with respect to a worker who has filed a Childcare Leave or Caregiver Leave Application promptly after the worker filed said application.

(Person Specified by Ordinance of the Ministry of Health, Labour and Welfare as Workers Whose Prescribed Working Hours are Short in the Main Clause of Article 23, Paragraph (1) of the Act)

Article 33-2 A person specified by Ordinance of the Ministry of Health, Labour and Welfare as workers whose prescribed working hours are short in the main clause of Article 23, paragraph (1) of the Act shall be a worker whose prescribed working hours are six hours or fewer per day.

(Persons Specified by Ordinance of the Ministry of Health, Labour and Welfare Referred to in Article 23, Paragraph (1), Item (ii) of the Act)

Article 33-3 A person specified by Ordinance of the Ministry of Health, Labour and Welfare referred to in Article 23, paragraph (1), item (ii) of the Act shall be a worker whose prescribed working days are two days or fewer per week.

(Measures Set Forth in Article 23 of the Act)

Article 34 (1) Measures to Shorten Prescribed Working Hours prescribed in Article 23, paragraph (1) of the Act must include measures to require six hours in principle as prescribed working hours per day.

(2) Measures Including Change of Starting Time prescribed in Article 23, paragraph (2) of the Act must be taken in any one of the ways listed as follows which applies to workers who wish to be covered under the system concerned:

- (i) Establishing a system with regard to working hours pursuant to the provision of Article 32-3 of the Labor Standards Act;
- (ii) Establishing a system of moving up or delaying the starting time or

- finishing time without changing prescribed working hours per day; or
- (iii) Establishing and administering nursery facilities for worker's children under three years of age, or providing other equivalent services.
- (3) Measures set forth in Article 23, paragraph (3) of the Act must be taken in any one of the ways listed as follows:
- (i) Establishing a system of reducing prescribed working hours which applies to persons who are workers set forth in Article 23, paragraph (3) of the Act (referred to as a "Worker" in this paragraph) and who wish to perform the work concerned;
- (ii) Establishing either of the systems listed in item (i) or (ii) of the preceding paragraph which applies to Workers who wish to be covered by the system concerned; or
- (iii) Establishing a system to subsidize the cost for nursing services borne by a Worker who takes care of a Subject Family Member in Care-requiring Condition or an equivalent system, in cases where said Worker uses said services to take care of the Subject Family Member instead of taking care thereof by himself or herself during working hours.

(Appointment of a Promoter for Balancing Work Life and Family Life)

Article 34-2 An employer shall appoint a person who takes charge of duties set forth in Article 29 of the Act as a Promoter for Balancing Work Life and Family Life from among persons who are recognized as having the knowledge and experience required for performing such duties.

Chapter 10 Designated Corporations

- (Application for Designation)
- Article 35 (1) An entity that seeks to be designated pursuant to the provision of Article 36, paragraph (1) of the Act must submit to the Minister of Health, Labour and Welfare an application form that states the matters as follows:
- (i) Name and address;
- (ii) Name of representative; and
- (iii) Office location.
- (2) Documentation listed as follows must be attached to the application form set forth in the preceding paragraph:
- (i) Articles of incorporation, or act of endowment, and certificates of registered matters;
- (ii) A business report, a balance sheet, a statement of accounts and an inventory of assets with regard to the last business year and other documents that clearly state that the entity has a financial and technical foundation;

- (iii) Basic plans and accompanying budgets for the business year in which the application is filed and the following business year, covering the business prescribed in Article 38 of the Act; and
- (iv) Documentation that states the names and brief personal histories of officers.

(Notification of a Change of Name, etc.)

Article 36 A designated corporation prescribed in Article 36, paragraph (2) of the Act (hereinafter referred to as a "Designated Corporation"), in seeking to make a notification pursuant to the provision of paragraph (3) of the same Article, must submit to the Minister of Health, Labour and Welfare documents describing the particulars listed as follows:

- (i) Changed name or address, or office location;
- (ii) Date on which said change is to be made; and
- (iii) Reason for the change.

Articles 37 through 40 Deleted

(Notification of Change with respect to the Office Executing Welfare-Related Business)

Article 41 A Designated Corporation must, in seeking to make the notification pursuant to the provision of the second sentence of Article 39, paragraph (3) of the Act, submit to the Minister of Health, Labour and Welfare a notification form that states the following items:

- (i) The changed location of the office that will execute the welfare-related business prescribed in Article 39, paragraph (1) of the Act (hereinafter referred to as a "Welfare-Related Business");
- (ii) Date on which said change is to be made; and
- (iii) Reason for said change.

(Matters to be Specified in Operational Rules)

Article 42 The particulars to be specified in the operational rules set forth in Article 40, paragraph (3) of the Act are as follows:

- (i) Particulars with regard to provision of counseling services and other support set forth in Article 39, paragraph (1), item (i) of the Act;
- (ii) Particulars with regard to provision of the benefits set forth in Article 39, paragraph (1), item (ii) of the Act;
- (iii) Particulars with regard to provision of counseling services, training, and other support set forth in Article 39, paragraph (1), item (iii) of the Act;
- (iv) Particulars with regard to necessary businesses for the purpose of the continuing employment and promoting re-employment of Subject Workers,

etc. and of promoting their welfare set forth in Article 39, paragraph (1), item (iv) of the Act.

(Application for Approval to Change Operational Rules)

Article 43 A Designated Corporation must, in seeking to obtain approval pursuant to the provision of the second sentence of Article 40, paragraph (1) of the Act, submit to the Minister of Health, Labour and Welfare an application form that states the particulars listed as follows:

- (i) Particulars (s) to be changed;
- (ii) Date on which said change is to be made; and
- (iii) Reason for said change.

(Approval by the Minister of Health, Labour and Welfare with respect to the Provision of Welfare-Related Benefits)

Article 44 A Designated Corporation must, in seeking to obtain approval pursuant to the provision of Article 41 of the Act, submit an application form that states the particulars listed as follows:

- (i) Name of the benefit that the corporation intends to receive;
- (ii) Amount of said benefit and the basis of the calculation thereof; and
- (iii) Other particulars that the Minister of Health, Labour and Welfare finds necessary.

(Accounting Principles)

Article 45 In order to state clearly the financial condition of its business, A Designated Corporation must keep accounts of any increase, decrease, or change in its properties, based on the facts pertaining thereto.

(Manner of Conducting Separate Accounting)

Article 46 Designated Corporations must establish a special account for all accounting with respect to Welfare-Related Business (which is referred to in Article 52, paragraph (2) and Article 54, paragraph (3) as the "Welfare-Related Business Special Account") and keep this account separate from accounts for other business.

(Application for Approval concerning Business Plans, etc.)

Article 47 Designated Corporations must, in seeking to obtain approval pursuant to the provision of the first sentence of paragraph (1) of Article 43 of the Act, submit to the Minister of Health, Labour and Welfare a business plan and a budget for income and expenditure prior to the start of each business year (or promptly after the corporation received designation during the business year that includes the day of designation) in order to apply for said

permission.

(Particulars to be Specified in the Business Plan)

Article 48 The business plan set forth in Article 43, paragraph (1) of the Act must state plans with regard to the particulars listed as follows:

- (i) Particulars with regard to provision of counseling services and other support set forth in Article 39, paragraph (1), item (i) of the Act;
- (ii) Particulars with regard to provision of the benefits set forth in Article 39, paragraph (1), item (ii) of the Act;
- (iii) Particulars with regard to provision of counseling services, training, and other support set forth in Article 39, paragraph (1), item (iii) of the Act;
- (iv) Particulars with regard to necessary businesses for the purpose of the continuing employment and promoting re-employment of Subject Workers, etc. and of promoting their welfare set forth in Article 39, paragraph (1), item (iv) of the Act; and
- (v) In addition to what is listed in the preceding items, particulars with regard to the business listed in items of Article 38 of the Act.

(Budget for Income and Expenditure)

Article 49 The budget for income and expenditure shall be itemized according to the nature of income and the purpose of expenditure.

(Documents Attached to Budgets for Income and Expenditure)

Article 50 Designated Corporations must, in seeking to obtain approval for a budget for income and expenditure pursuant to the provision of the first sentence of Article 43, paragraph (1) of the Act, submit the following attached documents to the Minister of Health, Labour and welfare:

- (i) A prospective balance sheet of the preceding business year;
- (ii) A prospective balance sheet of the current business year; and
- (iii) In addition to what is listed in the preceding two items, reference materials for said budget for income and expenditure.

(Application for Approval to Change Business Plans, etc.)

Article 51 Designated Corporations must, in seeking to obtain approval to change a business plan or budget for income and expenditure pursuant to the provision of the second sentence of paragraph (1) of Article 43 of the Act, submit to the Minister of Health, Labour and Welfare an application form that states the particulars to be changed and reasons for said changes. In this case, when a change in the budget for income and expenditure results in a change in a document listed in item (ii) or (iii) of the preceding Article, the revised document describing the said change shall be attached.

(Reserve Funds)

Article 52 (1) Designated Corporations may establish reserve funds in a budget for income and expenditure to cover deficits in an expenditure budget that may arise from unforeseeable causes.

(2) If a Designated Corporation uses reserve funds in a Welfare-Related Business Special Account, it must promptly notify the Minister of Health, Labour and Welfare to that effect.

(3) Notification pursuant to the provision of the preceding paragraph shall consist of documents that clearly state the reason for the use of said funds, the amount used and the basis of their calculation.

(Diversion, etc. of Budget)

Article 53 (1) Designated Corporations shall not use budgeted expenditure for any purpose other than those specified in the budget. However, when appropriate and necessary for budget implementation purposes, they may mutually divert expenditure notwithstanding the itemization pursuant to the provision of Article 49.

(2) With regard to expenses for which amounts have been designated by the Minister of Health, Labour and Welfare, Designated Corporations shall not mutually divert expense items between such expenses, or with other expenses, nor use reserve funds for the purpose of such expenditures, unless so approved by the Minister.

(3) Designated Corporations must, in seeking to obtain the approval of the Minister of Health, Labour and Welfare for a budgetary diversion or use of reserve funds pursuant to the provision of the preceding paragraph, submit to the Minister of Health, Labour and Welfare documents that clearly state the reasons for said diversion or use of reserve funds, the amount thereof, and the basis of their calculation.

(Carry Over of Budget)

Article 54 (1) Designated Corporations may, when necessary for budget implementation purposes, carry over for use in the following business year the amount of budgeted expenditure whose disbursement has not been finalized within the current business year; provided, however, that said corporation must obtain the prior approval of the Minister of Health, Labour and Welfare when carrying over budgeted expenditure for which the amounts have been designated by the Minister.

(2) Designated Corporations must, in seeking to obtain the approval pursuant to the provision of the proviso of the preceding paragraph, submit to the Minister of Health, Labour and Welfare documents that clearly state, for each item, the

reason why the carry over is necessary and the amount thereof before the end of the current business year.

- (3) When a Designated Corporation has carried over amounts of budgeted expenditures in the Welfare-Related Business Special Account pursuant to the provision of the paragraph (1), it must submit to the Minister of Health, Labour and Welfare a statement of carry over within two months of the end of the business year concerned.
- (4) The statement of carry over set forth in the preceding paragraph must be itemized in the same way as the budgeted expenditures and state the actual amount of each budgeted expenditure involved in the carry over, together with a breakdown of said amount into the amount for which disbursement has been finalized, the amount carried over to the following business year, and the amount not used.

(Applications for the Approval of Business Reports, etc.)

Article 55 If a Designated Corporation seeks to apply for the approval pursuant to the provision of Article 43, paragraph (2) of the Act, such an application must be filed within three months from the end of every business year.

(Statement of Accounts)

Article 56 A statement of accounts must be itemized in the same way as the budget for income and expenditure and contain the following particulars:

(i) Income;

(a) Amount of budgeted income;

(b) Amount of determined income;

Difference between the amount of budgeted income and the amount of determined income; Difference between the amount of budgeted income and the amount of determined income;

(ii) Expenditure;

(a) Amount of budgeted expenditure;

(b) Amount brought over from the preceding business year;

(c) Amount used from reserve funds and the reasons therefor;

(d) Amount diverted and the reason therefor;

(e) Actual amount of budgeted expenditure;

(f) Amount of determined expenditure;

(g) Amount carried over to the following business year; and

(h) Amount not used.

(Accounting Regulations)

Article 57 (1) Designated Corporations must stipulate accounting regulations with regard to its finance and accounting in addition to what is specified by the

Act and this Ordinance.

- (2) When a Designated Corporation intends to stipulate the accounting regulations set forth in the preceding paragraph, it must obtain the approval of the Minister of Health, Labour and Welfare with regard to its basic matters thereof. The same shall apply when it intends to make a change therein.
- (3) When a Designated Corporation has established or changed the accounting regulations set forth in paragraph (1), it must without delay notify the Minister of Health, Labour and Welfare of the reasons for and contents of the newly established or changed regulations.

(Application for Approval for Appointment and Dismissal of Officers)

Article 58 When a Designated Corporation intends to obtain approval pursuant to the provision of Article, 47 paragraph (1) of the Act, it must submit to the Minister of Health, Labour and Welfare an application form that states the following particulars:

- (i) Name and brief personal history of the officer to be appointed or dismissed;
and
- (ii) Reasons for the appointment or dismissal.

(Identification Cards for On-Site Inspections)

Article 59 The identification card set forth in Article 49, paragraph (2) of the Act shall conform to a format specified by the Minister of Health, Labour and Welfare.

(Succession, etc. of Welfare-Related Business)

Article 60 (1) When the Minister of Health, Labour and Welfare is to execute the Welfare-Related Business pursuant to the provision of Article 52, paragraph (1) of the Act, a Designated Corporation must implement the following:

- (i) Succession of the Welfare-Related Business to the Minister of Health, Labour and Welfare;
 - (ii) Succession of the account books and documents concerning the Welfare-Related Business to the Minister of Health, Labour and Welfare; and
 - (iii) Other matters that the Minister finds necessary.
- (2) When the Minister of Health, Labour and Welfare intends to cease executing the Welfare-Related Business that is being executed by the Minister pursuant to the provision of Article 52, paragraph (1) of the Act, the Minister must implement the following:
- (i) Succession of Welfare-Related Business to a Designated Corporation;
 - (ii) Succession of the account books and documents concerning Welfare-Related Business to a Designated Corporation; and
 - (iii) Other Matters that the Minister finds necessary.

Chapter 11 Resolution of Disputes

(Application, Mutatis Mutandis)

Article 60-2 The provisions of Articles 3 through 12 of the Ordinance for Enforcement of the Act on Securing, Etc. of Equal Opportunity and Treatment between Men and Women in Employment (Ordinance of the Ministry of Labor No. 2 of 1986) shall apply mutatis mutandis to the conciliation procedure set forth in Article 52-5, paragraph (1) of the Act. In this case, the term "Article 18, paragraph (1) of the Act" in Article 3, paragraph (1) of the same Ordinance shall be deemed to be replaced with "Article 52-5, paragraph (1) of the Act on Childcare Leave, Caregiver Leave, and Other Measures for the Welfare of Workers Caring for Children or Other Family Members (Act No. 76 of 1991; hereinafter referred to as "Child Care and Family Care Leave Act)"; the term "Equal Opportunity Conciliation Conference" in Article 3, paragraph (1), Article 4 (including the heading) and Article 5 (including the heading) thereof shall be deemed to be replaced with "Work-Life Balance Support Conciliation Conference"; the terms "Article 18, paragraph (1) of the Act" and "workplace" in Article 6 thereof shall be deemed to be replaced with "Article 52-5, paragraph (1) of the Child Care and Family Care Leave Act" and "place of business," respectively; the term "Article 20, paragraph (1) or (2) of the Act" in Article 8, paragraph (1) thereof shall be deemed to be replaced with "Article 20, paragraph (1) of the Act, as applied mutatis mutandis pursuant to Article 52-6 of the Child Care and Family Care Leave Act"; and the term "A person whose attendance is requested by the Commission pursuant to the provision of Article 20, paragraph (1) or (2) of the Act shall attend the Equal Opportunity Conciliation Conference. In this case, said person" in the same paragraph shall be deemed to be replaced with "A person whose attendance is requested by the Commission pursuant to the provision of Article 20, paragraph (1) or (2)"; the terms "Article 20, paragraph (1) or (2) of the Act" and "Article 20, paragraph (1) of the Act" in Article 8, paragraph (3) thereof shall be deemed to be replaced with "Article 20, paragraph (1) of the Act, as applied mutatis mutandis pursuant to Article 52-6 of the Child Care and Family Care Leave Act" and "Article 20, paragraph (1) of the Act, as applied mutatis mutandis pursuant to Article 52-6 of the Child Care and Family Care Leave Act," respectively; the term "the Parties Concerned" in Article 9 thereof shall be deemed to be replaced with "the parties concerned, or workers employed at the same place of business as the parties concerned or other witnesses"; the term "Article 4, paragraphs (1) and (2)" in Article 10, paragraph (1) thereof shall be deemed to be replaced with "Article 4, paragraphs (1) and (2), as applied mutatis mutandis pursuant to Article 60-2 of the Ordinance for Enforcement of the Act

on the Welfare of Workers Who Take Care of Children or Other Family Members Including Child Care and Family Care Leave (Ordinance of the Ministry of Labor of No. 25 of 1991)"; the term "Article 8" in the same paragraph shall be deemed to be replaced with "Article 8, as applied mutatis mutandis pursuant to Article 60-2 of the same Ordinance"; and the term "Article 21 of the Act" in Article 11, paragraph (1) thereof shall be deemed to be replaced with "Article 21 of the Act, as applied mutatis mutandis pursuant to Article 52-6 of the Child Care and Family Care Leave Act."

Chapter 12 Miscellaneous Provisions

(Application for Authorization)

Article 61 A business cooperative association, etc. set forth in Article 53, paragraph (2), item (ii) of the Act that intends to obtain authorization pursuant to the provision of the same item shall submit to the Minister of Health, Labour and Welfare an application form that states its intention and the matters with respect to the standards set forth in the same item through the Director-General of the Prefectural Labour Bureau who has jurisdiction over the district where its principal office is located.

(Delegation of Authority)

Article 62 The authority with respect to the recruitment listed as follows among the authorities of the Minister of Health, Labour and Welfare referred to in Article 37, paragraph (2) and Article 41, paragraph (2) of the Employment Security Act (Act No. 141 of 1947), as applied mutatis mutandis pursuant to Article 53, paragraphs 4 and 5 of the Act, shall be delegated to the Director-General of the Prefectural Labour Bureau who has jurisdiction over the district where the principal office of the authorized association of small and medium-sized enterprises is located (which means an authorized association of small and medium-sized enterprises prescribed in Article 53, paragraph (2), item (ii) of the Act; the same shall apply hereinafter):

- (i) Recruitment for which the recruitment area is a district or districts of the prefecture in which the principal office of the authorized association of small and medium-sized enterprises is located; and
- (ii) If the number of workers to be recruited in districts outside the prefecture where the principal office of the authorized association of small and medium-sized enterprises is located (excluding districts designated by the Minister of Health, Labour and Welfare in view of the state of the labor market, etc. in said districts) is less than 100 (30 in cases where the number of workers to be recruited in a single prefecture is 30 or more), recruitment for which the recruitment area is a district or districts outside said prefecture (excluding

recruitment that involves businesses belonging to an industry designated by the Minister of Health, Labour and Welfare in view of the state of the labor market, etc. in such industry).

(Particulars to be Notified)

Article 63 Particulars with regard to the recruitment of workers specified by Ordinance of the Ministry of Health, Labour and Welfare pursuant to the provisions of Article 53, paragraph (4) of the Act are as follows:

- (i) Name and location of the office with respect to recruitment;
- (ii) Recruitment period;
- (iii) Recruitment area;
- (iv) Type of job, period of leave and total number of workers taking Childcare Leave or Caregiver Leave whose duties are to be handled by workers to be recruited pursuant to the provisions of Article 53, paragraph (1) of the Act;
- (v) Type of job for recruited workers and the number of said workers; and
- (vi) Wages, working hours, period of employment and other working conditions with respect to said recruitment.

(Procedures for Notification)

Article 64 (1) The notification pursuant to the provision of Article 53, paragraph (4) of the Act must be made separately for recruitment for which the recruitment area is a district or districts of the prefecture in which the principal office of the authorized association of small and medium-sized enterprises set forth in the same paragraph is located; recruitment for which the recruitment area is a district or districts outside said prefecture (referred to as "Recruitment Outside the Prefecture" hereinafter in this paragraph) and to which the provisions of Article 62, item (ii) apply; and Recruitment Outside the Prefecture to which the provisions of the same item do not apply.

(2) Authorized associations of small and medium-sized enterprises that intends to make a notification pursuant to the provision of Article 53, paragraph (4) of the Act must notify the Director-General of the Prefectural Labour Bureau set forth in Article 62 with regard to the recruitment set forth in the same Article, or the Minister of Health, Labour and Welfare with regard to other recruitment, in either cases through the head of the Public Employment Security Office that has jurisdiction over the district in which its principal office of said association is located (or the Public Employment Security Office that handles the duty pursuant to Article 792 of the Ministry of Health, Labour and Welfare Organization Rules (Ordinance of the Ministry of Health, Labour and Welfare No. 1 of 2001) if there are two or more such Public Employment Security Offices).

(3) In addition to what is referred to in the preceding two items, the format and

other matters of the notification procedure shall be as prescribed in the Director-General of Employment Security Bureau of the Ministry of Health, Labour and Welfare (hereinafter referred to as the "Director-General of Employment Security Bureau").

(Report on the Recruitment of Workers)

Article 65 An authorized association of small and medium-sized enterprises that engages in the recruitment set forth in Article 53, paragraph (4) of the Act must prepare a report on recruitment of workers every business year according to a format specified by the Director-General of Employment Security Bureau, and submit said report to the head of the Public Employment Security Office with respect to the notification set forth in paragraph (2) of the preceding Article by the end of April of the following business year (or by the end of the month which follows the month containing the day on which the recruitment of workers is terminated).

(Application, Mutatis Mutandis)

Article 66 The provisions of Article 31 of the Ordinance for Enforcement of the Employment Security Act (Ordinance of the Ministry of Labor No. 12 of 1947) shall apply mutatis mutandis to the small and medium-sized enterprise that contracts recruitment of workers to an authorized association of small and medium-sized enterprises pursuant to the provisions of Article 53, paragraph (4) of the Act.

(Delegation of Authority)

Article 67 The authority of the Minister of Health, Labour and Welfare prescribed in Article 56 of the Act, except concerning cases that the Minister finds to be of national importance, shall be delegated to the Director-General of the Prefectural Labour Bureau that has jurisdiction over the district where the place of business of the employer is located.

Supplementary Provisions

(Effective Date)

Article 1 This Ordinance shall come into effect as from April 1, 1992.

Supplementary Provisions [Ordinance of the Ministry of Health, Labour and Welfare No. 116 of April 28, 2006] [Extract]

(Effective Date)

Article 1 This Ordinance shall come into effect as from May 1, 2006.

**Supplementary Provisions [Ordinance of the Ministry of Health, Labour
and Welfare No. 121 of June 8, 2009] [Extract]**

(Effective Date)

Article 1 This Ordinance shall come into effect as of the day of promulgation.

**Supplementary Provisions [Ordinance of the Ministry of Health, Labour
and Welfare No. 162 of December 28, 2009] [Extract]**

(Effective Date)

Article 1 This Ordinance shall come into effect as of the effective date (June 30, 2010) of the Act for Partial Revision of the Act on the Welfare of Workers Who Take Care of Children or Other Family Members Including Child Care and Family Care Leave and the Employment Insurance Act (Act No. 65 of 2009; hereinafter referred to as "Revision Act"); provided, however, that the provisions of Articles 1 and 2 shall come into effect as of April 1, 2010.

(Temporary Measures for Employers, etc. Continuously Employing Not More Than 100 Workers)

Article 2 The provisions of Chapter 5, Chapter 6, the column of Article 24 of the table set forth in Article 20-2, paragraph (1), the column of Article 30-6 (including the heading) of the table set forth in Article 20-2, paragraph (2), the column of Article 30-7 (including the heading) of the same table, and Articles 33-2 through 34 of the Ordinance for Enforcement of the Act on Childcare Leave, Caregiver Leave, and Other Measures for the Welfare of Workers Caring for Children or Other Family Members revised under Article 3 shall not apply to employers who are continuously employing not more than 100 workers at the time of the enforcement of this Ordinance or workers employed by said employers until the day specified by Cabinet Order as prescribed in Article 2 of the Supplementary Provisions of the Revision Act. In this case, the provisions of Article 34 of the Ordinance for Enforcement of the Act on Childcare Leave, Caregiver Leave, and Other Measures for the Welfare of Workers Caring for Children or Other Family Members prior to revision under Article 3, Article 26-2 of the Ordinance for Enforcement of the Health Insurance Act prior to revision under Article 5, Article 10, item (v) of the Ordinance for Enforcement of the Mariners Insurance Act prior to revision under Article 6, Article 10 of the Ordinance for Enforcement of the Employees' Pension Insurance Act prior to revision under Article 7, and Article 16-2 of the Employees Pension Fund Rules prior to revision under Article 8 shall remain in force.

**Supplementary Provisions [Ordinance of the Ministry of Health, Labour
and Welfare No. 53 of April 1, 2010] [Extract]**

(Effective Date)

Article 1 This Ordinance shall come into effect as of April 1, 2010.