

Act on the Promotion of Female Participation and Career Advancement in the Workplace

(Act No. 64 of September 4, 2015)

Table of Contents

Chapter I General Provisions (Articles 1 through 4)
Chapter II Basic Policy (Article 5 and Article 6)
Chapter III Plan of Action for Employers
Section 1 Guidelines for Plan of Action for Employers (Article 7)
Section 2 Plan of Action for General Employers (Articles 8 through 14)
Section 3 Plan of Action for Specified Employers (Article 15)
Section 4 Publication of Information that Contributes to Career Opportunities for Women (Article 16 and Article 17)
Chapter IV Support Measures for the Promotion of Female Participation and Career Advancement in the Workplace (Articles 18 through 25)
Chapter V Miscellaneous Provisions (Articles 26 through 28)
Chapter VI Penal Provisions (Articles 29 through 34)
Supplementary Provisions

Chapter I General Provisions

(Purpose)

Article 1 The purpose of this Act is, in consideration of the increasing importance in recent years that women who choose to or intend to work, are successful in the workplace and able to fully demonstrate their qualities and capabilities (hereinafter referred to as "female participation and career advancement in the workplace"), to expeditiously and intensively promote female participation and career advancement in the workplace, leading to an affluent and dynamic society in which the rights of both men and women are respected; a society which can respond to changes in various socioeconomic conditions including the rapid progression of a declining birthrate and increased aging population, and the diversification of the demands of the Japanese public, pursuant to the basic principles of the Basic Act for Gender-Equal Society (Act No. 78 of 1999), by establishing fundamental principles for the promotion of female participation and career advancement in the workplace; and clarifying the responsibilities of the national government and local governments and employers, formulating a basic policy and plan of action for employers, and stipulating support measures for the promotion of female participation and career advancement in the workplace.

(Fundamental Principles)

Article 2 (1) The promotion of female participation and career advancement in the workplace is to be conducted for the purpose of enabling women to fully demonstrate their qualities and capabilities, due to the state of gender disparities regarding participation and career advancement in the workplace, through the active provision of employment opportunities, education and training, workplace promotion, different types of occupation, changes in employment, and other opportunities related to participation in the workplace; and the use of those opportunities for women who choose to or intend to work, and in consideration of the effects of workplace practices reflecting a stereotyped division of roles based on gender, etc. on female career advancement.

(2) In light of how the working lives of many women are negatively affected through having to leave work due to marriage, pregnancy, giving birth, raising children, caregiving activities, and other domestically-related reasons, the promotion of female participation and career advancement in the workplace is to be conducted for the purpose of enabling a smooth and continuous balance between the working and family lives of men and women, by establishing a supportive environment for men and women with families, regardless of their gender, to allow them to carry out their household responsibilities such as childcare or caregiving activities for other family members, through mutual cooperation and with social support.

(3) When promoting female participation and career advancement in the workplace, special attention must be given to the importance of respecting the wishes of women concerning the balance between working and family life..

(Responsibilities of the National Government and Local Governments)

Article 3 The national and local governments must formulate and implement necessary measures for the promotion of female participation and career advancement in the workplace, pursuant to the fundamental principles of the promotion of female participation and career advancement in the workplace (referred to as the "basic principles" in the following Article and Article 5, paragraph (1)) prescribed in the preceding Article.

(Responsibilities of Employers)

Article 4 Employers must, pursuant to the basic principles, endeavor to play an integral role in the active provision of work opportunities for female workers who they employ or intend to employ, endeavor to establish a work environment that contributes positively to both the working and family lives of employees, and endeavor to undertake other initiatives for the promotion of

female participation and career advancement in the workplace, and to cooperate with measures for the promotion of female participation and career advancement in the workplace implemented by the national or local governments.

Chapter II Basic Policy

(Basic Policy)

Article 5 (1) The Government must, pursuant to the basic principles, establish a basic policy on the promotion of female participation and career advancement in the workplace (hereinafter referred to as the "basic policy"), in order to comprehensively and integrally implement measures for the promotion of female participation and career advancement in the workplace.

(2) The basic policy is to prescribe the following:

(i) A basic stance on promoting female participation and career advancement in the workplace;

(ii) Basic particulars concerning initiatives to be taken by employers for the promotion of female participation and career advancement in the workplace;

(iii) Particulars concerning measures for the promotion of female participation and career advancement in the workplace set forth as follows:

(a) Particulars concerning support measures for the promotion of female participation and career advancement in the workplace.

(b) Particulars concerning the establishment of an environment to create a balance between working and family lives.

(c) Other important particulars concerning the promotion of female participation and career advancement in the workplace.

(iv) Particulars necessary for the promotion of female participation and career advancement in the workplace beyond those listed in the preceding three items.

(3) The Prime Minister must prepare a draft of the basic policy and call for a Cabinet decision on the policy.

(4) The Prime Minister must, when a Cabinet decision is made pursuant to the provisions of the preceding paragraph, disclose the Basic Policy to the public without delay.

(5) The provisions under the preceding two paragraphs apply *mutatis mutandis* when altering the basic policy.

(Prefectural Promotion Plans)

Article 6 (1) Taking into consideration the basic plan, prefectures are to endeavor to establish plans with regard to measures for the promotion of female participation and career advancement in the workplace within the

relevant prefectural areas (hereinafter referred to as a "prefectural promotion plan" in this Article).

- (2) Taking into consideration the basic plan (when a prefectural promotion plan has been established, both the basic plan and the prefectural promotion plan), municipalities are to endeavor to establish plans with regard to measures for the promotion of female participation and career advancement in the workplace within the relevant municipal areas (referred to as a "municipal promotion plan" in the succeeding paragraph).
- (3) When a prefecture or a municipality has established or modified its prefectural promotion plan or its municipal promotion plan, the prefecture or municipality must publicize this without delay.

Chapter III Plan of Action for Employers

Section 1 Guidelines for Plan of Action for Employers

Article 7 (1) The Prime Minister, Minister of Health, Labour and Welfare, and Minister for Internal Affairs and Communications must establish guidelines (hereinafter referred to as "guidelines for plan of action for employers") on the formulation of the plan of action for general employers prescribed in paragraph (1) of the succeeding Article and the plan of action for specified employers prescribed in Article 15, paragraph (1) (collectively referred to as the "plan of action for employers" in the succeeding paragraph), in order to enable employers to comprehensively and effectively implement the initiatives concerning the promotion of female participation and career advancement in the workplace in light of the basic policy.

- (2) The guidelines for the plan of action for employers are to stipulate particulars which act as a guide for the plan of action for employers regarding the following:
 - (i) Basic particulars concerning the formulation of the plan of action for employers;
 - (ii) Particulars concerning the content of the initiatives for the promotion of female participation and career advancement in the workplace;
 - (iii) Other important particulars concerning the initiatives for the promotion of female participation and career advancement in the workplace.
- (3) If the Prime Minister, Minister of Health, Labour and Welfare, and Minister for Internal Affairs and Communications establishes or modifies the Guidelines for the Plan of Action for Employers, the Prime Minister, Minister of Health, Labour and Welfare, and Minister for Internal Affairs and Communications must publicize this without delay.

Section 2 Plan of Action for General Employers

(Formulation of the Plan of Action for General Employers)

Article 8 (1) Employers other than the national government and local governments (hereinafter referred to as "general employers") with over 300 regularly employed workers must, in light of the guidelines for the plan of action for employers, establish a plan of action for general employers (referring to a plan concerning initiatives for the promotion of female participation and career advancement in the workplace implemented by general employers; hereinafter the same applies) and notify the Minister of Health, Labour and Welfare pursuant to the provisions of the Order of the Ministry of Health, Labour and Welfare. The same applies upon making any modification to the plan.

- (2) The plan of action for general employers is to prescribe the following particulars:
- (i) Plan period;
 - (ii) Goals to be achieved by implementing initiatives for the promotion of female participation and career advancement in the workplace;
 - (iii) Content of the initiatives for the promotion of female participation and career advancement in the workplace which are planned to be implemented and their implementation period.
- (3) General employers prescribed in paragraph (1) must, when intending to establish or modify the plan of action for general employers, take into account the percentage of their workers who are female, gender differences in the number of years of continuous employment, working hours, the ratio of female workers in managerial positions, and other factors in relation to female participation and career advancement in the workplace in their businesses, analyze what can be changed to improve the promotion of female participation and career advancement in the workplace, and then establish an action plan based on the results of analysis, pursuant to the provisions of Order of the Ministry of Health, Labor and Welfare.
- In this case, the goals set forth in item (ii) of the preceding paragraph must be quantitatively prescribed using data on the percentage of female personnel from the total number of workers to be employed, the amount of reduction of difference in the number of years of continuous employment based on gender, working hours, and the percentage of female workers in managerial positions.
- (4) General employers prescribed in paragraph (1) must, when establishing or modifying the plan of action for general employers, take measures to publicize those particulars among workers pursuant to the provisions of Order of the Ministry of Health, Labor and Welfare.
- (5) General employers prescribed in paragraph (1) must, when establishing or modifying the plan of action for general employers, publicize those particulars

pursuant to the provisions of Order of the Ministry of Health, Labor and Welfare.

- (6) General employers prescribed in paragraph (1) must implement measures based on the plan of action for general employers and endeavor to achieve the goals prescribed in the plan of action for general employers.
- (7) General employers with less than 300 regularly employed workers must endeavor to establish the plan of action for general employers pursuant to the guidelines for the plan of action for employers and notify the Minister of Health, Labour and Welfare. The same applies upon making any modification to the plan.
- (8) The provisions of paragraph (3) and the provisions of paragraphs (4) through (6) apply mutatis mutandis to cases in which general employers prescribed in the preceding paragraph intend to establish or modify the plan of action for general employers, and cases in which general employers prescribed in the preceding paragraph established or modified the plan of action for general employers, respectively.

(Recognition of General Employers that Conform with Standards)

Article 9 Based on applications from general employers who notified the Minister of Health, Labour and Welfare pursuant to the provisions of the preceding Article, paragraph (1) or paragraph (7), the Minister of Health, Labour and Welfare may recognize these general employers as having implemented initiatives for the promotion of female participation and career advancement in the workplace that are appropriate and conform with other standards specified by Order of the Ministry of Health, Labor and Welfare.

(Indicating Recognized General Employers)

- Article 10 (1) General employers who receive the recognition set forth in the preceding Article (referred to as the "recognized general employers" in the following Article and Article 20, paragraph (1)) may add markings indicating the recognition specified by the Minister of Health, Labour and Welfare to goods, items for the provision of services, advertisements of goods or services or documents used for transactions, or communication and other goods and services specified by Order of the Ministry of Health, Labor and Welfare (referred to as the "goods, etc.," in the following paragraph).
- (2) No person may add markings indicating the recognition prescribed in the preceding paragraph or any other misleading markings to the goods, etc., except in cases provided for in the preceding paragraph.

(Rescinding Recognition as a General Employer)

Article 11 The Minister of Health, Labour and Welfare may rescind recognition

as a general employer if a recognized general employer falls under any of the following items:

- (i) Cases when it is confirmed that a recognized general employer no longer conforms with the standards prescribed in Article 9;
- (ii) Cases involving violations of this Act or Orders pursuant to this Act;
- (iii) Cases in which recognition under Article 9 has been achieved by improper means.

(Special Provisions on the Requesting of Recruitment Services)

Article 12 (1) If a small or medium-sized enterprise (a general employer with less than 300 regularly employed workers, the same applies hereinafter in this paragraph and the following paragraph), that is a member of an approved employer organization for small and medium-sized enterprises, commissions the recruitment of workers required for the implementation of initiatives related to the promotion of female participation and career advancement in the workplace through the approved employer organization, when that organization intends to engage in recruitment, the provisions of Article 36, paragraph (1) and (3) of the Employment Security Act (Act No. 141 of 1947) do not apply to the small and medium-sized enterprise that is a member of the organization.

- (2) In this Article and the following Article, an "approved employer organization for small and medium-sized enterprises" refers to, among business cooperatives, federations of cooperatives, or other cooperatives or federations thereof established under special acts, or a federation specified by Order of the Ministry of Health, Labor and Welfare or a general association comprising of small and medium-sized enterprise employers as its direct or indirect members (limited to those falling under the requirement prescribed by Order of the Ministry of Health, Labor and Welfare), an organization that provides consultations and assistance to small and medium-sized enterprises that are members of that organization with respect to securing human resources for the implementation of initiatives related to the promotion of female participation and career advancement in the workplace, and which are recognized by the Minister of Health, Labour and Welfare in that the organization conforms with the standards required for appropriate implementation of that consultation and assistance specified by Order of the Ministry of Health, Labor and Welfare, based on an application from the organization.
- (3) The Minister of Health, Labour and Welfare may rescind the recognition provided in the preceding paragraph if it is confirmed that an approved employer organization for small and medium-sized enterprises no longer conforms with the standards prescribed in the preceding paragraph.
- (4) An approved employer organization for small and medium-sized enterprises,

when intending to engage in the recruitment prescribed in paragraph (1), must notify the Minister of Health, Labour and Welfare of the recruitment period, the number of persons to be recruited, the recruitment area, and other particulars related to the recruitment of workers specified by Order of the Ministry of Health, Labor and Welfare.

- (5) The provisions of Article 37, paragraph (2) of the Employment Security Act applies mutatis mutandis to cases in which notification under the preceding paragraph has been received; the provisions of Article 5-3, paragraphs (1) and (4), Article 5-4, Article 39, Article 41, paragraph (2), Article 42, paragraph (1), Article 42-2, Article 48-3, paragraph (1), Article 48-4, Article 50, paragraphs (1) and (2), and Article 51 of the same Act applies mutatis mutandis to persons who engage in the recruitment of workers upon submitting the notification prescribed in the preceding paragraph; the provisions of Article 40 of the same Act applies mutatis mutandis to giving compensation to persons who engage in the recruitment of workers upon submitting the notification prescribed in the same paragraph; and the provisions of Article 50, paragraphs (3) and (4) applies mutatis mutandis to cases in which the authority prescribed by the same Article, paragraph (2), as applied mutatis mutandis pursuant to this paragraph, is exercised.

In this case, the phrase "persons who intend to conduct labor recruitment" in Article 37, paragraph (2) of the same Act is deemed to be replaced with "persons who intend to engage in the recruitment of workers upon submitting a notification as prescribed in Article 12, paragraph (4) of the Act on Promotion of Female Participation and Career Advancement in the Workplace," and the phrase "order the abolition of the businesses of the labor recruitment concerned or [...] a set period" in Article 41, paragraph (2) of the same Act is deemed to be replaced with "a set period."

- (6) With regard to the application of the provisions of Article 36, paragraph (2) and Article 42-3 of the Employment Security Act, the phrase "in the preceding paragraph" in Article 36, paragraph (2) of the same Act refers to "an act in which a person who intends to have a person other than their own employee engage in the recruitment of workers attempts to give it to a person other than that employee," and the phrase "a commissioned recruiter prescribed in Article 39" in Article 42-3 of the same Act refers to "a person who engages in the recruitment of workers upon submitting a notification as prescribed in Article 12, paragraph (4) of the Act on Promotion of Female Participation and Career Advancement in the Workplace (Act No. 64 of 2015)."
- (7) The Minister of Health, Labour and Welfare may request the approved employer organization for small and medium-sized enterprises to submit a report on the status of implementation of the consultation and support prescribed in paragraph (2).

Article 13 Public Employment Security Offices are to provide, to approved employer organizations for small and medium-sized enterprises engaged in the recruitment of workers after giving the notification pursuant to the provisions of the preceding Article, paragraph (4), employment information and results of occupational surveys and research, and, based on these, provide guidance on the content or means of the recruitment, thereby achieving effective and appropriate implementation of the recruitment.

(State Assistance for General Employers)

Article 14 The national government is to endeavor to provide consultation services and other assistance to general employers who intend to formulate the plan of action for general employers pursuant to the provisions of Article 8, paragraph (1) or paragraph (7), or who have submitted a notification pursuant to these provisions, in order to facilitate smooth implementation of the formulation of the plan of action for general employers, dissemination of the action plan to employees or publication, or measures based on the plan of action for general employers.

Section 3 Plan of Action for Specified Employers

Article 15 (1) The national government and local government organizations, and the head or other officials of these organizations specified by Cabinet Order (hereinafter referred to as the "specified employers") must establish a plan of action for specified employers (referring to a plan concerning initiatives for the promotion of female participation and career advancement in the workplace implemented by specified employers; hereinafter the same applies in this Article) in light of the guidelines for the plan of action for employers pursuant to the provisions of Cabinet Order.

(2) The plan of action for specified employers is to prescribe the following

Particulars:

(i) Plan period;

(ii) Goals to be achieved by implementing initiatives for the promotion of female participation and career advancement in the workplace;

(iii) Contents of the initiatives for the promotion of female participation and career advancement in the workplace planned to be implemented and their implementation period.

(3) Specified employers, when intending to provide or amend the plan of action for specified employers, must establish or modify the plan of action for general employers, take into account the percentage of their workers who are female, gender differences in the number of years of continuous employment, the state

of working hours, the percentage of female workers in managerial positions, and other factors in relation to female participation and career advancement in the workplace in their administrative affairs and business, analyze what can be changed to improve the promotion of female participation and career advancement in the workplace, and then establish an action plan based on results of the analysis, pursuant to the provisions of Cabinet Office Order.

In those cases, the goals set forth in item (ii) of the preceding paragraph must be quantitatively prescribed using data on the percentage of female personnel from the total number of workers to be employed, the amount of reduction of difference in the number of years of continuous employment based on gender, working hours, and the percentage of female workers in managerial positions.

- (4) When a specified employer establishes or modifies the plan of action for specified employers, the specified employer must take measures to publicize those particulars among its employees without delay.
- (5) If a specified employer establishes or modifies a plan of action for specified employers, the specified employer must publicize this without delay.
- (6) A specified employer must, at least once every year, publicize the status of implementation of initiatives based on the plan of action for specified employers.
- (7) A specified employer must implement initiatives based on the plan of action for specified employers and endeavor to achieve the goals prescribed in the plan of action for specified employers.

Section 4 Publication of Information that Contributes to Career Opportunities for Women

(Publication by General Employers of Information that Contributes to Career Opportunities for Women)

- Article 16 (1) General employers prescribed in Article 8, paragraph (1) must regularly publicize information regarding female participation and career advancement in the workplace in their business to contribute to career opportunities for women who work or who intend to work, pursuant to the provisions of Order of the Ministry of Health, Labour and Welfare.
- (2) General employers prescribed in Article 8, paragraph (7) must endeavor to regularly publicize information regarding female participation and career advancement in the workplace in their business to contribute to the career opportunities women who work or who intend to work, pursuant to the provisions of Order of the Ministry of Health, Labour and Welfare.

(Publication of Information by Specified Employers that Contributes to Career

Opportunities for Women)

Article 17 Specified Employers must regularly publicize information regarding female participation and career advancement in the workplace in their administrative affairs and business to contribute to the career opportunities for women who work or who intend to work, pursuant to the provisions of Cabinet Office Order.

Chapter IV Support Measures for the Promotion of Female Participation and Career Advancement in the Workplace

(Vocational Guidance and Other Measures)

Article 18 (1) The national government is to endeavor to provide vocational guidance, employment placement, vocational training, support for start-ups, and other necessary measures to promote female participation and career advancement in the workplace.

(2) Local governments are to, in combination with the measures prescribed in the preceding paragraph, respond to requests for consultation from women who work or intend to work, and from their families and other relevant persons, and endeavor to introduce relevant organizations, provide other relevant information and advice, and take other necessary measures to promote female participation and career advancement in the workplace.

(3) Local governments may entrust part of the administrative affairs for the tasks prescribed in the preceding paragraph to a third party that conforms with the criteria set forth by Cabinet Office Order as having the capability to properly carry out the administrative affairs.

(4) A person who engages in or has engaged in the administrative affairs relating to the entrustment prescribed in the preceding paragraph, must not divulge any secrets obtained in the course of the relevant administrative affairs without a legitimate reason.

(Financial Measures)

Article 19 The national government is to endeavor to take financial measures and other measures necessary to support local governments for the promotion of female participation and career advancement in the workplace.

(Increasing Opportunities for Receipt of Orders from the National Government)

Article 20 (1) In order to contribute to the promotion of female participation and career advancement in the workplace, the national government is to, while paying special attention to the proper use of budget, increase opportunities for recognized general employers which have favorable conditions for female participation and career advancement in the workplace or other general

employers which have implemented favorable measures for the promotion of female participation and career advancement in the workplace to receive orders from the national government (referred to as the "recognized general employers" in the following paragraph) and implement other necessary measures for services or the procurement of equity by the national government or public finance corporations (The Okinawa Development Finance Corporation and other corporations established through special laws specified by Cabinet Order).

- (2) Local governments must endeavor to increase opportunities for the receipt of orders for recognized general employers and implement other necessary measures pursuant to national measures.

(Educational Activities)

Article 21 With regard to the promotion of female participation and career advancement in the workplace, the national government and local governments are to increase public interest and understanding, gain cooperation from the public, and conduct public awareness activities.

(Collection, Compilation and Provision of Information)

Article 22 The national government is to collect, compile and provide information regarding the status of female participation and career advancement in the workplace, and efforts being made both in Japan and abroad to contribute to the promotion of female participation and career advancement in the workplace.

(Councils)

Article 23 (1) The national government and local governments that conduct administrative affairs and provide services related to the promotion of female participation and career advancement in the workplace within the jurisdiction of those local governments (hereinafter referred to as the "relevant organizations" in this Article) may organize a council composed of the relevant organizations (hereinafter referred to as the "council") to ensure the effective and smooth implementation of measures for the promotion of female participation and career advancement in the workplace within those areas, by making use of the cases related to the measures taken by the national government pursuant to the provisions of Article 18, paragraph (1) and the measures taken by a local government pursuant to the same Article, paragraph (2), and other information useful for the promotion of female participation and career advancement in the workplace.

- (2) The relevant organizations that organize the council are to, in cases where the administrative affairs under the provisions of Article 18, paragraph (3) are

entrusted to other parties within the areas of the relevant organizations, add the entrusted parties as members of the council.

- (3) The relevant organizations forming the council may, when deemed necessary, add the following parties to the council as members:
- (i) General employer organizations or their allied organizations;
 - (ii) Academic experts;
 - (iii) Other parties deemed necessary by the relevant organizations.
- (4) The council is to, through mutual communication between the relevant organizations and members specified by the preceding two paragraphs (hereinafter referred to as the "relevant organizations, etc." in this Article), share useful information for the promotion of female participation and career advancement in the workplace and work on the development of closer collaboration among the relevant organizations, as well as deliberate on measures concerning the promotion of female participation and career advancement in the workplace based on the circumstances of each area.
- (5) When the council has been organized, relevant local governments must publicize this pursuant to the provisions of Cabinet Office Order.

(Obligation of Confidentiality)

Article 24 Persons who engage in or have engaged in council administrative affairs must not divulge any secrets obtained in the course of carrying out the administrative affairs of the council without a legitimate reason.

(Particulars Determined by the Council)

Article 25 Beyond the particulars prescribed in the preceding two Articles, particulars necessary for the organization and operation of the council are determined by the council.

Chapter V Miscellaneous Provisions

(Collection of Reports and Issuance of Advice, Guidance, and Recommendations)

Article 26 The Minister of Health, Labor and Welfare may, when deemed necessary with regard to the enforcement of this Act, request reports from general employers or give general employers advice, guidance, or recommendations.

(Delegation of Authority)

Article 27 Part of the authority of the Minister of Health, Labour and Welfare specified in Article 8 through Article 12 and the preceding Article may be delegated to the Prefectural Labor Director, pursuant to the provisions of

Order of the Ministry of Health, Labour and Welfare.

(Delegation to Cabinet Order)

Article 28 Beyond the particulars prescribed in Article 28 of this Act, any other particulars necessary for the enforcement of this Act are specified by Cabinet Order.

Chapter VI Penal Provisions

Article 29 Persons who have engaged in the recruitment of workers in violation of a business suspension order pursuant to the provisions of Article 41, paragraph (2) of the Employment Security Act, as applied mutatis mutandis pursuant to Article 12, paragraph (5), are subject to imprisonment for not more than one year or a fine of not more than one million yen.

Article 30 Persons who fall under any of the following items are subject to imprisonment for not more than one year or a fine of not more than 500,000 yen:

- (i) Persons who have violated the provisions of Article 18, paragraph (4);
- (ii) Persons who have violated the provisions of Article 24.

Article 31 Persons who fall under any of the following items are subject to a fine of not more than 300,000 yen:

- (i) Persons who have engaged in the recruitment of workers without submitting a notification under the provisions of Article 12, paragraph (4);
- (ii) Persons who have failed to comply with the provisions of Article 37, paragraph (2) of the Employment Security Act, as applied mutatis mutandis pursuant to Article 12, paragraph (5);
- (iii) Persons who have violated the provisions of Article 39 or Article 40 of the Employment Security Act, as applied mutatis mutandis pursuant to Article 12, paragraph (5).

Article 32 Persons who fall under any of the following items are subject to a fine of not more than 300,000 yen:

- (i) Persons who have violated the provisions of Article 24, paragraph (2);
- (ii) Persons who have failed to make a report under the provisions of Article 50, paragraph (1) of the Employment Security Act, as applied mutatis mutandis pursuant to Article 12, paragraph (5), or have made a false report;
- (iii) Persons who have refused, obstructed or evaded entry or inspection under the provisions of Article 50, paragraph (2) of the Employment Security Act, as applied mutatis mutandis pursuant to Article 12, paragraph (5), or have

failed to answer a question under those provisions or made a false statement;
(iv) Persons who have divulged any secrets in violation of the provisions of Article 50, paragraph (1) of the Employment Security Act, as applied mutatis mutandis pursuant to Article 12, paragraph (5).

(Partial Amendment of Act No. 14 of 2017)

Article 33 When a representative of a corporation or an agent, employee or any other worker of a corporation, or an individual has committed an act in violation of Article 29, Article 31, or the preceding Article with respect to the business of that corporation or individual, not only the offender, but also that corporation or individual is subject to the fine prescribed in the respective Articles.

Article 34 Persons who fail to make a report or make a false report pursuant to the provisions of Article 26 are subject to a fine of not more than 200,000 yen.

Supplementary Provisions

(Effective Date)

Article 1 This Act comes into effect as of the date of its promulgation; provided, however, that provisions of Chapter III (excluding Article 7), Chapter V (excluding Article 28) and Chapter VI (excluding Article 30), and the provisions of Article 5 of the Supplementary Provisions come into effect as of April 1, 2016.

(Expiration of This Act)

Article 2 (1) This Act ceases to be effective at the end of March 31, 2026.
(2) With regard to any secrets learnt by persons who engaged in the administrative affairs concerning the entrustment prescribed in Article 18, paragraph (3), concerning the relevant administrative affairs, the provisions of the same article, paragraph (4) (including penal provisions pertaining to the same paragraph) remain in force after the date prescribed in the same paragraph, notwithstanding the provisions of the preceding paragraph.
(3) With regard to any secrets learnt by persons who engaged in the administrative affairs of the council, concerning the relevant administrative affairs, the provisions of Article 24 (including penal provisions pertaining to the same Article) remain in force after the date prescribed in the same paragraph, notwithstanding the provisions of paragraph (1).
(4) With regard to the application of penal provisions to acts committed prior to the lapse of this Act, this Act remains in force after the date prescribed in the same paragraph, notwithstanding the provisions of paragraph (1).

(Delegation to Cabinet Order)

Article 3 Beyond what is set forth in the preceding Article, from paragraphs 2 through 4, transitional measures necessary for the implementation of this Act are specified by Cabinet Order.

(Review)

Article 4 When three years have passed since this Act came into effect, the government is to conduct a review of the provisions of this Act by taking into account the state of implementation of this Act, and is to, when deemed necessary, take required measures based on the findings of the review.

(Partial Revision of the Act concerning Public Consultants on Social and Labor Insurance)

Article 5 The Act concerning Public Consultants on Social and Labor Insurance is partially revised as follows.

The following one item is added after item (xx-xxvi) in Appended Table 1.

(xx)-27 Act on Promotion of Female Participation and Career Advancement in the Workplace (Act No. 64 of 2015)

(Partial Revision of the Act for Establishment of the Cabinet Office)

Article 6 The Act for Establishment of the Cabinet Office is partially revised as follows.

The following provisions are added to the table in Article 2, paragraph (2) of the Supplementary Provisions.

March 31, 2026. Concerning the formulation and promotion of the Basic Policy on the Promotion of Female Participation and Career Advancement in the Workplace (referring to the provisions in Article 5, paragraph (1) of the Act on Promotion of Female Participation and Career Advancement in the Workplace (Act No. 64 of 2015)).

Supplementary Provisions [Act No. 14 of March 31, 2017]

(Effective Date)

Article 1 This Act comes into effect as of April 1, 2017; provided however, that the provisions listed in the following items come into effect as of the date specified by each item:

- (i) Amending provisions to add one Article after Article 64 of the Employment Insurance Act in Article 1, and the provisions of Article 35 of the Supplementary Provisions: the date of promulgation, (ii) and (iii) omitted.
- (ii) Amending provisions of Article 10-4, paragraph (2), Article 58, paragraph (1), Article 60-2, paragraph (4), Article 76, paragraph 2-2 and Article 79-2 of

the Employment Insurance Act, and amending provisions of Article 11-2, paragraph (1) of the Supplementary Provisions in Article 2, and the amendment provisions of the same Article, paragraph (3) (limited to the part in which "50 out of 100" is amended to "80 out of 100"); Provisions of Article 4, and amendment provisions of Article 53, paragraphs (5) and (6), and Article 64 of the Child Care and Family Care Leave Act in Article 7 and the provisions from Articles 5 through 8 and Article 10 of the Supplementary Provisions; Amendment provisions of Article 10, paragraph (10), item (v) of the Act on National Public Officers' Retirement Allowance (Act No. 182 of 1953) in Article 13 of the Supplementary Provisions; Provisions of Article 14, paragraph (2) and Article 17 of the Supplementary Provisions, and the provisions of Article 18 of the Supplementary Provisions (excluding the provisions listed in the following item); Amendment provisions of Article 38, paragraph (3) of the Act on Stabilization of Employment of Elderly Persons (Act No. 68 of 1971) (limited to the parts amended in "Article 4, paragraph (8)" and "Article 4, paragraph (9)") in Article 19 of the Supplementary Provisions; Amendment provisions of Article 4, paragraph (8) of the table in Article 30, paragraph (1), from Article 32-11 through Article 32-15, Article 32-16, paragraph (1) and Article 51, paragraph and Article 48-3 and Article 48-4, paragraph (1) of the Act on the Improvement of Employment of Construction Workers (Act No. 33 of 1976) in Article 20, of the Supplementary Provisions; Articles 21 and 22, and from Article 26 through 28 of the Supplementary Provisions and the provisions of Article 32, and the provisions of Article 33 of the Supplementary Provisions (excluding the provision listed in the following item): January 1, 2018

(Transitional Measures for Penal Provisions)

Article 34 With regard to the application of penal provisions to acts committed before this Act (with regard to the provisions listed in item (iv), Article 1 of these Supplementary Provisions, those provisions are applicable) comes into effect, the provisions in force before this Act comes into effect remain applicable.

(Delegation of Other Transitional Measures to Cabinet Order)

Article 35 Beyond what is set forth in these Supplementary Provisions, transitional measures necessary for the implementation of this Act are specified by Cabinet Order.