

Act Partially Amending the Employment Insurance Act (Act No. 12 of 2022)

Purpose of the Amendment

- ◆ This Act aims to introduce measures, in response to the impact of COVID-19 on employment, and in order to promote stable employment and employment opportunities, such as the continuation of provisional measures for benefits for unemployment, improving the quality of the job-matching facilities of recruitment media, and promoting vocational training that meets local needs.
- ◆ Furthermore, the government will take measures such as establishing a provisional employment insurance premium rate for the purpose of mitigating drastic changes, taking into account the current situation of employment insurance finances, introducing a flexible state contribution system in accordance with the employment situation and the situation of employment insurance finances, and continuing with provisional measures for special exceptions to state contribution under the Act on Temporary Special Provisions for Employment Insurance.

Outline of Amendments

1. Continuation of provisional measures for benefits for unemployment [Employment Insurance Act, Act on Temporary Special Provisions for Employment Insurance]

- ① Special provisions on the number of days basic allowance is paid to employees who have left employment due to termination of employment, extension of the number of days benefits are paid in areas with insufficient employment opportunities, and provisional measures for educational training support benefits, will be continued until FY 2024, while revision to apply special provisions on the extension of the number of days benefits are paid in response to the COVID-19 pandemic until one year after the end date of the state of emergency measures will be made.
- ② Establish special exceptions where, for example, a qualified recipient of basic allowance starts a business, so that the period during which the business is carried out is not counted as the period for unemployment benefits.
- ③ When recipients of employment insurance receive training under the job seeker support system, they are eligible for extended training benefits, etc.

2. Improvement of the quality of job matching facilities of recruitment media [Employment Security Act]

- ① Include new forms of recruitment media (e.g. recruitment media that collect publicly available information on the internet) in the definition of 'providing recruitment/candidate information', and position persons offering the service of providing recruitment/candidate information legally as entities that endeavor to cooperate with Hello Work, etc. in enhancing employment information.
- ② Obligate persons offering the service of providing recruitment/candidate information to take measures to keep their information accurate and up to date, to protect personal information, and to establish a complaints handling system, etc., as well as enable the Minister of Health, Labour and Welfare to provide guidance and supervision, such as making orders for improvement, in addition to the current system of guidance and advice.
In particular, obligate persons offering the service of providing recruitment/candidate information that collect information on job seekers to file a notification in advance, enabling prompt guidance and supervision by the Minister.

3. Promotion of vocational training that meets local needs, etc. [Vocational Abilities Development Promotion Act]

- ① Establish a system of prefectural councils of relevant stakeholders in order to lead to effective human resource development by appropriately reflecting local needs in vocational training.
- ② Develop provisions on the responsibilities of employers, the State, and others in relation to the promotion of career consulting.

4. Provisional measures on employment insurance premium rates and the introduction of flexible state contribution in accordance with the employment situation, etc. [Employment Insurance Act, Act on the Collection, etc. of Insurance Premiums of Labor Insurance, Act on Special Accounts]

- ① The premium rate (in principle 0.8%) for unemployment benefits of employment insurance will be 0.2% from April to September 2022, and 0.6% from October to March 2023.
- ② The government will apply different state contribution rates for job applicant benefits in accordance with the situation of employment insurance finances and the employment situation, and introduce a separate system for flexible transfers from the national treasury. In addition, the provisional measures for the reduction of the state contribution rate for childcare leave benefits, etc. will be continued until FY 2024, and the provisional measures for reduction of the state contribution rate for the job seeker support system will be 55/100 of the principal (1/2) for the time being.
- ③ Provisional measures on transfers from the national treasury to unemployment benefits to cope with the COVID-19 pandemic, and special measures on the state contribution to employment stabilization programs will be continued until FY 2022.
- ④ Provisional measures to allow borrowing from the reserve funds to finance childcare leave benefits and expenses for employment stabilization programs will be continued until FY 2024, and the repayment of borrowed amounts will be postponed.

Enforcement Date

1 April 2022 (However, 1 ② and ③ will be effective as of 1 July 2022, part of 2 ①, and ② and 3 ① will be effective as of 1 October 2022, etc.).

雇用保険法等の一部を改正する法律（令和4年法律第12号）の概要

改正の趣旨

- ◆ 新型コロナウイルス感染症による雇用への影響等に対応し、雇用の安定と就業の促進を図るため、失業等給付に係る暫定措置の継続等、求人メディア等のマッチング機能の質の向上、地域のニーズに対応した職業訓練の推進等の措置を講ずる。
- ◆ 併せて、雇用保険財政の現状を踏まえ、激変緩和のための暫定的な雇用保険料率を定めるとともに、雇用情勢や雇用保険財政に応じた機動的な国庫負担の仕組みの導入、雇用保険臨時特例法による国庫負担の特例の暫定措置の継続等の措置を講ずる。

改正の概要

1. 失業等給付に係る暫定措置の継続等【雇用保険法、雇用保険臨時特例法】

- ① 雇止めによる離職者の基本手当の給付日数に係る特例、雇用機会が不足する地域における給付日数の延長、教育訓練支援給付金等の暫定措置を令和6年度まで継続するとともに、コロナ禍に対応した給付日数の延長の特例について、緊急事態措置の終了日の1年後までを対象とする等の見直しを行う。
- ② 基本手当の受給資格者が事業を開始した場合等に、当該事業の実施期間を失業等給付の受給期間に算入しない特例を設ける。
- ③ 雇用保険受給者が求職者支援制度に基づく訓練を受ける場合に、訓練延長給付等の対象とする。

2. 求人メディア等のマッチング機能の質の向上【職業安定法】

- ① 新たな形態の求人メディア（ネット上の公表情報を収集する求人メディア等）について「募集情報等提供」の定義に含めるとともに、募集情報等提供事業者を、雇用情報の充実等に関し、ハローワーク等と相互に協力するよう努める主体として法的に位置づける。
- ② 募集情報等提供事業者に対し、募集情報等の正確性や最新性を保つための措置、個人情報保護、苦情処理体制の整備等を義務づけるとともに、現行の助言・指導に加え、改善命令等の指導監督を可能とする。
特に求職者情報を収集する募集情報等提供事業者は事前に届出を行うこととし、迅速な指導監督を可能とする。

3. 地域のニーズに対応した職業訓練の推進等【職業能力開発促進法】

- ① 職業訓練に地域のニーズを適切に反映すること等により、効果的な人材育成につなげるため、関係者による都道府県単位の協議会の仕組みを設ける。
- ② キャリアコンサルティングの推進に係る事業主・国等の責務規定を整備する。

4. 雇用保険料率の暫定措置及び雇用情勢等に応じた機動的な国庫負担の導入等【雇用保険法、労働保険徴収法、特別会計法】

- ① 雇用保険の失業等給付に係る保険料率（原則0.8%）について、令和4年4月～9月は0.2%、10月～令和5年3月は0.6%とする。
- ② 求職者給付の国庫負担割合について、雇用保険財政や雇用情勢に応じて異なる国庫負担割合を適用するとともに、別途国庫から機動的に繰入れ可能な仕組みを導入する。また、育児休業給付等の国庫負担割合の引下げの暫定措置を令和6年度まで継続し、求職者支援制度の国庫負担割合の引下げの暫定措置は、当分の間、本則（1/2）の55/100とする。
- ③ コロナ禍への対応のための失業等給付等への国庫からの繰入れ及び雇用安定事業に係る国庫負担の特例の暫定措置を令和4年度まで継続する。
- ④ 育児休業給付費及び雇用安定事業費の財源について、積立金からの借入れを可能とする暫定措置を令和6年度まで継続するとともに、当該借入額について、返済の猶予等を可能とする。

施行期日

令和4年4月1日（ただし、1②③は令和4年7月1日、2①の一部及び②並びに3①は令和4年10月1日 等）