

育児休業、介護休業等育児又は家族介護を行う労働者の福祉に関する法律施行規則

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

(平成三年十月十五日労働省令第二十五号)

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

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第一章 総則

Chapter 1 General Provisions

(法第二条第三号の厚生労働省令で定める期間)

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

第一条 育児休業、介護休業等育児又は家族介護を行う労働者の福祉に関する法律（以下「法」という。）第二条第三号の厚生労働省令で定める期間は、二週間以上の期間とする。

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.

(法第二条第四号の厚生労働省令で定めるもの)

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

第二条 法第二条第四号の厚生労働省令で定めるものは、労働者が同居し、かつ、扶養している祖父母、兄弟姉妹及び孫とする。

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.

(法第二条第五号の厚生労働省令で定める親族)

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

第三条 法第二条第五号の厚生労働省令で定める親族は、同居の親族（同条第四号の対象家族（以下「対象家族」という。）を除く。）とする。

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.

第二章 育児休業

Chapter 2 Childcare Leave

(法第五条第二項の厚生労働省令で定める特別の事情)

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

第四条 法第五条第二項の厚生労働省令で定める特別の事情がある場合は、次のとおりとする。

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:

一 法第五条第一項の申出をした労働者について労働基準法（昭和二十二年法律第四十九号）第六十五条第一項又は第二項の規定により休業する期間（以下「産前産後休業期間」という。）が始まったことにより法第九条第一項の育児休業期間（以下「育児休業期間」という。）が終了した場合であって、当該産前産後休業期間又は当該産前産後休業期間中に出産した子に係る育児休業期間が終了する日までに、当該子のすべてが、次のいずれかに該当するに至ったとき。

(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:

イ 死亡したとき。

(a) If said child dies; or

ロ 養子となったことその他の事情により当該労働者と同居しないこととなったとき。

(b) If said child ceases to live with said worker due to being adopted or other circumstances.

二 法第五条第一項の申出をした労働者について新たな育児休業期間（以下この号において「新期間」という。）が始まったことにより育児休業期間が終了した場合であって、当該新期間が終了する日までに、当該新期間の育児休業に係る子のすべてが、前号イ又はロのいずれかに該当するに至ったとき。

(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;

三 法第五条第一項の申出をした労働者について法第十五条第一項の介護休業期間（以下「介護休業期間」という。）が始まったことにより育児休業期間が終了した場合であって、当該介護休業期間が終了する日までに、当該介護休業期間の介護休業に係る対象家族が死亡するに至ったとき又は離婚、婚姻の取消、離縁等により当該介護休業期間の介護休業に係る対象家族と介護休業申出（法第十一条第三項の介

護休業申出をいう。以下同じ。)をした労働者との親族関係が消滅するに至ったとき。

(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;

四 法第五条第一項の申出に係る子の親である配偶者（婚姻の届出をしていないが、事実上婚姻関係と同様の事情にある者を含む。以下同じ。）が死亡したとき。

(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;

五 前号に規定する配偶者が負傷、疾病又は身体上若しくは精神上の障害により法第五条第一項の申出に係る子を養育することが困難な状態になったとき。

(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;

六 婚姻の解消その他の事情により第四号に規定する配偶者が法第五条第一項の申出に係る子と同居しないこととなったとき。

(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;

七 法第五条第一項の申出に係る子が負傷、疾病又は身体上若しくは精神上の障害により、二週間以上の期間にわたり世話を必要とする状態になったとき。

(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

八 法第五条第一項の申出に係る子について、保育所における保育の実施を希望し、申込みを行っているが、当面その実施が行われないとき。

(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.

(法第五条第三項第二号の厚生労働省令で定める場合)

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

第四条の二 法第五条第三項第二号の厚生労働省令で定める場合は、次のとおりとする。

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:

一 法第五条第三項の申出に係る子について、保育所における保育の実施を希望し、申込みを行っているが、当該子が一歳に達する日後の期間について、当面その実施が行われない場合

(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;

二 常態として法第五条第三項の申出に係る子の養育を行っている当該子の親である配偶者であって当該子が一歳に達する日後の期間について常態として当該子の養育を行う予定であったものが次のいずれかに該当した場合

(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:

イ 死亡したとき。

(a) If said Spouse dies;

ロ 負傷、疾病又は身体上若しくは精神上の障害により法第五条第三項の申出に係る子を養育することが困難な状態になったとき。

(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;

ハ 婚姻の解消その他の事情により常態として法第五条第三項の申出に係る子の養育を行っている当該子の親である配偶者が法第五条第三項の申出に係る子と同居しないこととなったとき。

(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

ニ 六週間（多胎妊娠の場合にあっては、十四週間）以内に出産する予定であるか又は産後八週間を経過しないとき。

(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.

(育児休業申出の方法等)

(Methods, etc. of Childcare Leave Application)

第五条 法第五条第四項の育児休業申出（以下「育児休業申出」という。）は、次に掲げる事項（法第五条第五項に規定する場合にあつては、第一号、第二号及び第四号に掲げる事項に限る。）を事業主に申し出ることによって行わなければならない。

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):

一 育児休業申出の年月日

(i) Date of the Childcare Leave Application;

二 育児休業申出をする労働者の氏名

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

三 育児休業申出に係る子の氏名、生年月日及び前号の労働者との続柄（育児休業申出に係る子が当該育児休業申出の際に出生していない場合にあつては、当該育児休業申出に係る子を出産する予定である者の氏名、出産予定日及び前号の労働者との続柄）

(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);

四 育児休業申出に係る期間の初日（以下「育児休業開始予定日」という。）及び末日（以下「育児休業終了予定日」という。）とする日

(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");

五 育児休業申出をする労働者が当該育児休業申出に係る子でない子であつて一歳に満たないものを有する場合にあつては、当該子の氏名、生年月日及び当該労働者との続柄

(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;

六 育児休業申出に係る子が養子である場合にあっては、当該養子縁組の効力が生じた日

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

七 第四条各号に掲げる事情がある場合にあっては、当該事情に係る事実

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

八 法第五条第三項の申出をする場合にあっては、前条各号に掲げる場合に該当する事実

(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;

九 配偶者が育児休業申出に係る子の一歳到達日（法第五条第一項第二号に規定する一歳到達日をいう。以下同じ。）において育児休業をしている労働者が法第五条第三項の申出をする場合にあっては、その事実

(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;

十 第九条各号に掲げる事由が生じた場合にあっては、当該事由に係る事実

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

十一 第十八条各号に掲げる事情がある場合にあっては、当該事情に係る事実

(xi) In cases where there are circumstances listed in the items of Article 18, the facts with respect to said circumstances.

十二 法第九条の二第一項の規定により読み替えて適用する法第五条第一項の申出により子の一歳到達日の翌日以後の日に育児休業をする場合にあっては、当該申出に係る育児休業開始予定日とされた日が当該労働者の配偶者がしている育児休業に係る育児休業期間の初日以後である事実

(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 前項の申出及び第八項の通知は、次のいずれかの方法（第二号及び第三号に掲げる場合にあっては、事業主が適当と認める場合に限る。）によって行わなければならない。

(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)):

一 書面を提出する方法

(i) Submitting paper copies;

二 ファクシミリを利用して送信する方法

(ii) Transmitting by facsimile; or

三 電気通信回線を通じて事業主の使用に係る通信端末機器に送信する方法（労働者及び事業主が当該送信する情報を出力することにより書面を作成することができるものに限る。）

(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 前項第二号の方法により行われた申出及び通知は、事業主の使用に係るファクシミリ装置により受信した時に、同項第三号の方法により行われた申出及び通知は、事業主の使用に係る通信端末機器により受信した時に、それぞれ当該事業主に到達したものとみなす。

(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 事業主は、育児休業申出がされたときは、次に掲げる事項を労働者に速やかに通知しなければならない。

(4) Employers must, when a Childcare Leave Application is filed, promptly notify the worker of the particulars listed as follows:

一 育児休業申出を受けた旨

(i) The fact that the employer has received the Childcare Leave Application;

二 育児休業開始予定日（法第六条第三項の規定により指定をする場合にあっては、当該事業主の指定する日）及び育児休業終了予定日

(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

三 育児休業申出を拒む場合には、その旨及びその理由

(iii) If the employer refuses the Childcare Leave Application, said fact and the reason behind said fact.

5 前項の通知は、次のいずれかの方法（第二号及び第三号に掲げる場合にあっては、労働者が希望する場合に限る。）により行わなければならない。

(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))

- 一 書面を交付する方法
 - (i) Delivering paper copies:
 - 二 ファクシミリを利用して送信する方法
 - (ii) Transmitting by facsimile; or
 - 三 電子メールの送信の方法（当該労働者が当該電子メールの記録を出力することにより書面を作成することができるものに限る。）
 - (iii) Transmitting by email (limited to means that allows the worker to produce a paper copy by outputting a record of the email).
- 6 前項第二号の方法により行われた通知は、労働者の使用に係るファクシミリ装置により受信した時に、同項第三号の方法により行われた通知は、労働者の使用に係る通信端末機器により受信した時に、それぞれ当該労働者に到達したものとみなす。
- (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 事業主は、第一項の育児休業申出があったときは、当該育児休業申出をした労働者に対して、当該育児休業申出に係る子の妊娠、出生（育児休業申出に係る子が当該育児休業申出の際に出生していない場合にあっては、出産予定日）若しくは養子縁組の事実又は同項第七号から第十二号までに掲げる事実を証明することができる書類の提出を求めることができる。ただし、法第五条第五項に規定する場合は、この限りでない。
- (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 育児休業申出に係る子が当該育児休業申出がされた後に出生したときは、当該育児休業申出をした労働者は、速やかに、当該子の氏名、生年月日及び当該労働者との続柄を事業主に通知しなければならない。この場合において、事業主は、当該労働者に対して、当該子の出生の事実を証明することができる書類の提出を求めることができる。
- (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.

第六条 削除

Article 6 Deleted

(法第六条第一項第二号の厚生労働省令で定めるもの)

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

第七条 法第六条第一項第二号の厚生労働省令で定めるものは、次のとおりとする。

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:

一 育児休業申出があった日から起算して一年（法第五条第三項の申出にあつては六月）以内に雇用関係が終了することが明らかな労働者

(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;

二 一週間の所定労働日数が著しく少ないものとして厚生労働大臣が定める日数以下の労働者

(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

(法第六条第一項ただし書の場合の手續等)

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

第八条 法第六条第一項ただし書の規定により、事業主が労働者からの育児休業申出を拒む場合及び育児休業をしている労働者が同項ただし書の育児休業をすることができないものとして定められた労働者に該当することとなったことにより育児休業を終了させる場合における必要な手續その他の事項は、同項ただし書の協定の定めるところによる。

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.

(法第六条第三項の厚生労働省令で定める事由)

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

第九条 法第六条第三項の厚生労働省令で定める事由は、次のとおりとする。

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:

一 出産予定日前に子が出生したこと。

(i) Birth of a child before the expected date of confinement;

二 育児休業申出に係る子の親である配偶者の死亡

(ii) Death of a Spouse who is a parent of a child relating to the Childcare Leave Application;

三 前号に規定する配偶者が負傷又は疾病により育児休業申出に係る子を養育することが困難になったこと。

(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;

四 第二号に規定する配偶者が育児休業申出に係る子と同居しなくなったこと。

(iv) A spouse prescribed in item (ii) ceases living with the child relating to the Childcare Leave Application;

五 法第五条第一項の申出に係る子が負傷、疾病又は身体上若しくは精神上の障害により、二週間以上の期間にわたり世話を必要とする状態になったとき。

(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

六 法第五条第一項の申出に係る子について、保育所における保育の実施を希望し、申込みを行っているが、当面その実施が行われなとき。

(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.

(法第六条第三項の厚生労働省令で定める日)

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

第十条 法第六条第三項の厚生労働省令で定める日は、育児休業申出があった日の翌日から起算して一週間を経過する日とする。

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.

(法第六条第三項の指定)

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

第十一条 法第六条第三項の指定は、育児休業開始予定日とされた日（その日が育児休業申出があった日の翌日から起算して三日を経過する日後の日である場合にあっては、

当該三日を経過する日)までに、育児休業開始予定日として指定する日を育児休業申出をした労働者に通知することによって行わなければならない。

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 第五条第五項及び第六項の規定は、前項の通知について準用する。

(2) The provisions of Article 5, paragraphs (5) and (6) shall apply mutatis mutandis to the notice set forth in the preceding paragraph.

(育児休業開始予定日の変更の申出)

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

第十二条 法第七条第一項の育児休業開始予定日の変更の申出（以下この条及び第十四条において「変更申出」という。）は、次に掲げる事項を事業主に申し出ることによって行わなければならない。

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:

一 変更申出の年月日

(i) Date of the Change of Date Application;

二 変更申出をする労働者の氏名

(ii) Name of the worker who files the Change of Date Application;

三 変更後の育児休業開始予定日

(iii) The changed Childcare Leave Scheduled Start Date; and

四 変更申出をすることとなった事由に係る事実

(iv) The facts with respect to the reasons for the Change of Date Application.

2 第五条第二項から第六項（第四項第三号を除く。）までの規定は、変更申出について準用する。この場合において、同条第四項第二号中「法第六条第三項」とあるのは「法第七条第二項」と読み替えるものとする。

(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 事業主は、第一項の変更申出があったときは、当該変更申出をした労働者に対して、同項第四号に掲げる事実を証明することができる書類の提出を求めることができる。

(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.

(法第七条第二項の厚生労働省令で定める期間)

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

第十三条 法第七条第二項の厚生労働省令で定める期間は、一週間とする。

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.

(法第七条第二項の指定)

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

第十四条 法第七条第二項の指定は、変更後の育児休業開始予定日とされた日（その日
が変更申出があった日の翌日から起算して三日を経過する日後の日である場合にあっては、当該三日を経過する日）までに、育児休業開始予定日として指定する日を記載した書面を変更申出をした労働者に交付することによって行わなければならない。

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).

(法第七条第三項の厚生労働省令で定める日)

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

第十五条 法第七条第三項の厚生労働省令で定める日は、育児休業申出において育児休業終了予定日とされた日の一月前（法第五条第三項の申出にあっては二週間前）の日とする。

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).

(育児休業終了予定日の変更の申出)

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

第十六条 法第七条第三項の育児休業終了予定日の変更の申出（以下この条において「変更申出」という。）は、次に掲げる事項を事業主に申し出ることによって行わな

なければならない。

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:

一 変更申出の年月日

(i) Date of the Change of Date Application;

二 変更申出をする労働者の氏名

(ii) Name of the worker who files the Change of Date Application for a change;
and

三 変更後の育児休業終了予定日

(iii) Changed Childcare Leave Scheduled End Date.

2 第五条第二項から第六項（第四項第三号を除く。）までの規定は、変更申出について準用する。この場合において、同条第四項第二号中「育児休業開始予定日（法第六条第三項の規定により指定をする場合にあっては、当該事業主の指定する日）」とあるのは「育児休業開始予定日」と読み替えるものとする。

(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."

（育児休業申出の撤回）

(Withdrawal of an Application for Childcare Leave)

第十七条 法第八条第一項の育児休業申出の撤回は、その旨及びその年月日を事業主に申し出ることによって行わなければならない。

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 第五条第二項から第六項（第四項第二号及び第三号を除く。）までの規定は、前項の撤回について準用する。

(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.

（法第八条第二項の厚生労働省令で定める特別の事情）

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

第十八条 法第八条第二項の厚生労働省令で定める特別の事情がある場合は、次のとお

りとする。

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:

一 育児休業申出に係る子の親である配偶者の死亡

(i) **Death of a spouse who is a parent of the child relating to the Childcare Leave Application;**

二 前号に規定する配偶者が負傷、疾病又は身体上若しくは精神上の障害により育児休業申出に係る子を養育することが困難な状態になったこと。

(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;**

三 婚姻の解消その他の事情により第一号に規定する配偶者が育児休業申出に係る子と同居しないこととなったこと。

(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;**

四 法第五条第一項の申出に係る子が負傷、疾病又は身体上若しくは精神上の障害により、二週間以上の期間にわたり世話を必要とする状態になったとき。

(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**

五 法第五条第一項の申出に係る子について、保育所における保育の実施を希望し、申込みを行っているが、当面その実施が行われないとき。

(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.**

(法第八条第三項の厚生労働省令で定める事由)

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

第十九条 法第八条第三項の厚生労働省令で定める事由は、次のとおりとする。

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:

一 育児休業申出に係る子の死亡

(i) **Death of the child relating to the application for Childcare Leave;**

二 育児休業申出に係る子が養子である場合における離縁又は養子縁組の取消

(ii) **Dissolution or rescission of an adoptive relationship in cases where the child relating to the application for Childcare Leave is an adopted child;**

三 育児休業申出に係る子が養子となったことその他の事情により当該育児休業申出

をした労働者と当該子とが同居しないこととなったこと。

(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

四 育児休業申出をした労働者が、負傷、疾病又は身体上若しくは精神上の障害により、当該育児休業申出に係る子が一歳（法第五条第三項の申出に係る子にあっては、一歳六か月）に達するまでの間、当該子を養育することができない状態になったこと。

(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).

五 法第九条の二第一項の規定により読み替えて適用する法第五条第一項の申出により子の一歳到達日の翌日以後の日に育児休業をする場合において労働者の配偶者が育児休業をしていないこと（当該申出に係る育児休業開始予定日とされた日が当該配偶者のしている育児休業に係る育児休業期間の初日と同じ日である場合を除く。）。

(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).

(法第九条第二項第一号の厚生労働省令で定める事由)

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

第二十条 前条の規定（第五号を除く。）は、法第九条第二項第一号の厚生労働省令で定める事由について準用する。

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.

(同一の子について配偶者が育児休業をする場合の特例の読替え)

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

第二十条の二 法第九条の二第一項の規定による技術的読替えは、次の表のとおりとする。

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:

法の規定中読み替える規定 Provision of the Act containing wording deemed to be replaced	読み替えられる字句 Wording deemed to be replaced	読み替える字句 Wording to be used as a replacement
第五条第二項 Article 5 paragraph 2	前項 preceding paragraph	前項（第九条の二第一項の規定により読み替えて適用する場合を含む。） preceding paragraph (including the cases where applied by replacing terms pursuant to the provision of Article 9-2 paragraph 1)
第五条第四項 Article 5 paragraph 4	第一項 paragraph 1	第一項（第九条の二第一項の規定により読み替えて適用する場合を含む。） paragraph 1 (including the cases where applied by replacing terms pursuant to the provision of Article 9-2 paragraph 1)
	前項 preceding paragraph	前項（第九条の二第一項の規定により読み替えて適用する場合を含む。） preceding paragraph (including the cases where applied by replacing terms pursuant to the provision of Article 9-2 paragraph 1)

<p>第五条第五項 Article 5 paragraph 5</p>	<p>第二項、第三項ただし書及び前項後段 paragraph 2, the proviso of paragraph 3 and the second sentence of the preceding paragraph</p>	<p>第二項（第九条の二第一項の規定により読み替えて適用する場合を含む。）、第三項ただし書（第九条の二第一項の規定により読み替えて適用する場合を含む。）及び前項後段（第九条の二第一項の規定により読み替えて適用する場合を含む。） 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)</p>
<p>第六条第二項 Article 6 paragraph 2</p>	<p>前条第一項及び第三項 paragraphs 1 and 3 of the preceding Article</p>	<p>前条第一項（第九条の二第一項の規定により読み替えて適用する場合を含む。）及び第三項（第九条の二第一項の規定により読み替えて適用する場合を含む。） 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</p>

<p>第六条第三項 Article 6 paragraph 3</p>	<p>前条第三項 paragraph 3 of the preceding Article</p>	<p>前条第三項（第九条の二第一項の規定により読み替えて適用する場合を含む。） paragraph 3 of the preceding Article (including the cases where applied by replacing terms pursuant to the provision of Article 9-2 paragraph 1)</p>
<p>第六条第四項 Article 6 paragraph 4</p>	<p>前項 preceding paragraph</p>	<p>前項（第九条の二第一項の規定により読み替えて適用する場合を含む。） preceding paragraph (including the cases where applied by replacing terms pursuant to the provision of Article 9-2 paragraph 1)</p>
	<p>前条第五項 paragraph 5 of the preceding Article</p>	<p>前条第五項（第九条の二第一項の規定により読み替えて適用する場合を含む。） paragraph 5 of the preceding Article (including the cases where applied by replacing terms pursuant to the provision of Article 9-2 paragraph 1)</p>
<p>第七条第一項 Article 7 paragraph 1</p>	<p>第五条第一項 Article 5 paragraph 1</p>	<p>第五条第一項（第九条の二第一項の規定により読み替えて適用する場合を含む。） Article 5 paragraph 1 (including the cases where applied by replacing terms pursuant to the provision of Article 9-2 paragraph 1)</p>
	<p>前条第三項 paragraph 3 of the preceding Article</p>	<p>前条第三項（第九条の二第一項の規定により読み替えて適用する場合を含む。） paragraph 3 of the preceding Article (including the cases where applied by replacing terms pursuant to the provision of Article 9-2 paragraph 1)</p>

<p>第七条第二項 Article 7 paragraph 2</p>	<p>前項 preceding paragraph</p>	<p>前項（第九条の二第一項の規定により読み替えて適用する場合を含む。） preceding paragraph (including the cases where applied by replacing terms pursuant to the provision of Article 9-2 paragraph 1)</p>
	<p>前条第三項 paragraph 3 of the preceding Article</p>	<p>前条第三項（第九条の二第一項の規定により読み替えて適用する場合を含む。） paragraph 3 of the preceding Article (including the cases where applied by replacing terms pursuant to the provision of Article 9-2 paragraph 1)</p>
<p>第八条第一項 Article 8 paragraph 1</p>	<p>第六条第三項 Article 6 paragraph 3</p>	<p>第六条第三項（第九条の二第一項の規定により読み替えて適用する場合を含む。） Article 6 paragraph 3 (including the cases where applied by replacing terms pursuant to the provision of Article 9-2 paragraph 1)</p>
	<p>前条第二項 paragraph 2 of the preceding Article</p>	<p>前条第二項（第九条の二第一項の規定により読み替えて適用する場合を含む。） paragraph 2 of the preceding Article (including the cases where applied by replacing terms pursuant to the provision of Article 9-2 paragraph 1)</p>
	<p>同条第一項 paragraph 1 of the same Article</p>	<p>同条第一項（第九条の二第一項の規定により読み替えて適用する場合を含む。） paragraph 1 of the same Article (including the cases where applied by replacing terms pursuant to the provision of Article 9-2 paragraph 1)</p>

<p>第八条第二項 Article 8 paragraph 2</p>	<p>前項 preceding paragraph</p>	<p>前項（第九条の二第一項の規定により読み替えて適用する場合を含む。） preceding paragraph (including the cases where applied by replacing terms pursuant to the provision of Article 9-2 paragraph 1)</p>
	<p>第五条第一項及び第三項 Article 5 paragraphs 1 and 3</p>	<p>第五条第一項（第九条の二第一項の規定により読み替えて適用する場合を含む。）及び第三項（第九条の二第一項の規定により読み替えて適用する場合を含む。） 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)</p>
<p>第九条第二項 Article 9 paragraph 2</p>	<p>前項 preceding paragraph</p>	<p>前項（次条第一項の規定により読み替えて適用する場合を含む。） preceding paragraph (including the cases where applied by replacing terms pursuant to the provision of paragraph 1 of the following Article)</p>
<p>第九条の三 Article 9-3</p>	<p>第五条第三項 Article 5 paragraph 3</p>	<p>第五条第三項（前条第一項の規定により読み替えて適用する場合を含む。） Article 5 paragraph 3 (including the cases where applied by replacing terms pursuant to the provision of paragraph 1 of the preceding Article)</p>

	<p>第五条第一項 Article 5 paragraph 1</p>	<p>第五条第一項（前条第一項の規定により読み替えて適用する場合を含む。） Article 5 paragraph 1 (including the cases where applied by replacing terms pursuant to the provision of paragraph 1 of the preceding Article)</p>
<p>第十二条第二項 Article 12 paragraph 2</p>	<p>第六条第一項ただし書及び第二項 the proviso of Article 6 paragraph 1 and the provisions of paragraph 2 of the same Article</p>	<p>第六条第一項ただし書及び第二項（第九条の二第一項の規定により読み替えて適用する場合を含む。） 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)</p>
	<p>前条第一項及び第三項 paragraphs 1 and 3 of the preceding Article</p>	<p>前条第一項（第九条の二第一項の規定により読み替えて適用する場合を含む。）及び第三項（第九条の二第一項の規定により読み替えて適用する場合を含む。） 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</p>
<p>第十二条第四項 Article 12 paragraph 4</p>	<p>前二項 preceding two paragraphs</p>	<p>前二項（第九条の二第一項の規定により読み替えて適用する場合を含む。） preceding two paragraphs (including the cases where applied by replacing terms pursuant to the provision of Article 9-2 paragraph 1)</p>

<p>第十六条の三第二項及び 第十六条の六第二項 Article 16-3 paragraph 2 and Article 16-6 paragraph 2</p>	<p>第六条第一項ただし書及 び第二項 the proviso of Article 6 paragraph 1 and the provisions of paragraph 2 of the same Article</p>	<p>第六条第一項ただし書及び第 二項（第九条の二第一項の規 定により読み替えて適用する 場合を含む。） 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)</p>
	<p>前条第一項及び第三項 paragraphs 1 and 3 of the preceding Article</p>	<p>前条第一項（第九条の二第一 項の規定により読み替えて適 用する場合を含む。）及び第 三項（第九条の二第一項の規 定により読み替えて適用する 場合を含む。） 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</p>
<p>第二十四条 Article 24</p>	<p>第五条第三項 Article 5 paragraph 3</p>	<p>第五条第三項（第九条の二第 一項の規定により読み替えて 適用する場合を含む。） Article 5 paragraph 3 (including the cases where applied by replacing terms pursuant to the provision of Article 9-2 paragraph 1)</p>
<p>第二十九条 Article 29</p>	<p>第二十七条まで through 27</p>	<p>第二十三条まで、第二十四条 （第九条の二第一項の規定に より読み替えて適用する場 合を含む。）及び第二十五条か ら第二十七条まで 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</p>

<p>第五十六条の二 Article 56-2</p>	<p>第十二条第二項、第十六条の三第二項及び第十六条の六第二項 Article 12 paragraph 2, Article 16-3 paragraph 2 and Article 16-6 paragraph 2</p>	<p>第十二条第二項（第九条の二第一項の規定により読み替えて適用する場合を含む。）、第十六条の三第二項（第九条の二第一項の規定により読み替えて適用する場合を含む。）及び第十六条の六第二項（第九条の二第一項の規定により読み替えて適用する場合を含む。） 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)</p>
<p>第五十七条 Article 57</p>	<p>第五条第二項 Article 5 paragraph 2</p>	<p>第五条第二項（第九条の二第一項の規定により読み替えて適用する場合を含む。） Article 5 paragraph 2 (including the cases where applied by replacing terms pursuant to the provision of Article 9-2 paragraph 1)</p>

	<p>第十二条第二項、第十六条の三第二項及び第十六条の六第二項 Article 12 paragraph 2, Article 16-3 paragraph 2 and Article 16-6 paragraph 2</p>	<p>第十二条第二項（第九条の二第一項の規定により読み替えて適用する場合を含む。）、第十六条の三第二項（第九条の二第一項の規定により読み替えて適用する場合を含む。）及び第十六条の六第二項（第九条の二第一項の規定により読み替えて適用する場合を含む。） 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)</p>
	<p>第三項、第七条第二項 paragraph 3, Article 7 paragraph 2</p>	<p>第三項（第九条の二第一項の規定により読み替えて適用する場合を含む。）、第七条第二項（第九条の二第一項の規定により読み替えて適用する場合を含む。） 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)</p>

	第八条第二項 Article 8 paragraph 2	第八条第二項（第九条の二第一項の規定により読み替えて適用する場合を含む。） 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 法第九条の二の規定に基づき労働者の養育する子について、当該労働者の配偶者が当該子の一歳到達日以前のいずれかの日において当該子を養育するために育児休業をしている場合における次の表の上欄に掲げる規定の適用については、これらの規定中同表の中欄に掲げる字句は、それぞれ同表の下欄に掲げる字句とする。

(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.

第四条（見出しを含む。） Article 4 (including the heading)	第五条第二項 Article 5 paragraph (2)	第五条第二項（法第九条の二第一項の規定により読み替えて適用する場合を含む。） 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)
	第五条第一項 Article 5 paragraph (1)	第五条第一項（法第九条の二第一項の規定により読み替えて適用する場合を含む。） 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)

	<p>第九条第一項 Article 9 paragraph (1)</p>	<p>第九条第一項（法第九条の二第一項の規定により読み替えて適用する場合を含む。） 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)</p>
	<p>前号に規定する prescribed in the preceding item</p>	<p>前号（第二十条の二第二項の規定により読み替えて適用する場合を含む。）に規定する prescribed in the preceding item (including the cases where applied by replacing terms pursuant to the provision of Article 20-2 paragraph (2))</p>
	<p>第四号 item (iv)</p>	<p>第四号（第二十条の二第二項の規定により読み替えて適用する場合を含む。） item (iv) (including the cases where applied by replacing terms pursuant to the provision of Article 20-2 paragraph (2))</p>
<p>第四条の二 Article 4-2</p>	<p>第五条第三項 Article 5 paragraph (3)</p>	<p>第五条第三項（法第九条の二第一項の規定により読み替えて適用する場合を含む。） 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)</p>
<p>第五条第一項 Article 5 paragraph (1)</p>	<p>第五条第四項 Article 5 paragraph (4)</p>	<p>第五条第四項（法第九条の二第一項の規定により読み替えて適用する場合を含む。） 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)</p>

	<p>第五条第五項 Article 5 paragraph (5)</p>	<p>第五条第五項（法第九条の二第一項の規定により読み替えて適用する場合を含む。） 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)</p>
	<p>一歳 one year of age</p>	<p>一歳（法第九条の二第一項の規定により読み替えて適用する法第五条第一項の規定による申出により育児休業をしている場合にあつては、一歳二か月） 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)</p>
	<p>第四条各号 items of Article 4</p>	<p>第四条各号（これらの規定を第二十条の二第二項の規定により読み替えて適用する場合を含む。） items of Article 4 (including the cases where applied by replacing terms pursuant to the provision of Article 20-2 paragraph (2))</p>
	<p>第五条第三項 Article 5 paragraph (3)</p>	<p>第五条第三項（法第九条の二第一項の規定により読み替えて適用する場合を含む。） 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)</p>

	<p>前条各号 items listed in the preceding Article</p>	<p>前条各号（これらの規定を第二十条の二第二項の規定により読み替えて適用する場合を含む。） items listed in the preceding Article (including the cases where applied by replacing terms pursuant to the provision of Article 20-2 paragraph (2))</p>
	<p>（法第五条第一項第二号に規定する一歳到達日をいう。 (which means the Date of One Year of Age prescribed in Article 5 paragraph (1) item (ii) of the Act</p>	<p>（法第九条の二第一項の規定により読み替えて適用する第一項の申出に係る第九条第一項（法第九条の二第一項の規定により読み替えて適用する場合を含む。）に規定する育児休業終了予定日とされた日が当該子の一歳に達する日後である場合にあっては、当該育児休業終了予定日とされた日。 (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</p>

	<p>第九条各号 reasons listed in Article 9</p>	<p>第九条第一号から第四号まで、第五号（第二十条の二第二項の規定により読み替えて適用する場合を含む。）及び第六号（第二十条の二第二項の規定により読み替えて適用する場合を含む。） 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))</p>
	<p>第十八条各号 the items of Article 18</p>	<p>第十八条第一号から第三号まで、第四号（第二十条の二第二項の規定により読み替えて適用する場合を含む。）及び第五号（第二十条の二第二項の規定により読み替えて適用する場合を含む。） 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))</p>
<p>第五条第二項 Article 5 paragraph (2)</p>	<p>前項 preceding paragraph</p>	<p>前項（第二十条の二第二項の規定により読み替えて適用する場合を含む。） preceding paragraph (including the cases where applied by replacing terms pursuant to the provision of Article 20-2 paragraph (2))</p>

<p>第五条第四項 Article 5 paragraph (4)</p>	<p>第六条第三項 Article 6 paragraph (3)</p>	<p>第六条第三項（法第九条の二第一項の規定により読み替えて適用する場合を含む。） 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)</p>
<p>第五条第五項 Article 5 paragraph (5)</p>	<p>前項 preceding paragraph</p>	<p>前項（第二十条の二第二項の規定により読み替えて適用する場合を含む。） preceding paragraph (including the cases where applied by replacing terms pursuant to the provision of Article 20-2 paragraph (2))</p>
<p>第五条第七項 Article 5 paragraph (7)</p>	<p>第一項 paragraph (1)</p>	<p>第一項（第二十条の二第二項の規定により読み替えて適用する場合を含む。） paragraph (1) (including the cases where applied by replacing terms pursuant to the provision of Article 20-2 paragraph (2))</p>
	<p>同項第七号から第十二号まで items (vii) through (xii) of the same paragraph</p>	<p>同項第七号から第十一号まで（これらの規定を第二十条の二第二項の規定により読み替えて適用する場合を含む。）及び第十二号 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</p>
	<p>第五条第五項 Article 5 paragraph (5)</p>	<p>第五条第五項（法第九条の二第一項の規定により読み替えて適用する場合を含む。） 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)</p>

<p>第七条 Article 7</p>	<p>第五条第三項 Article 5 paragraph (3)</p>	<p>第五条第三項（法第九条の二第一項の規定により読み替えて適用する場合を含む。） 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)</p>
<p>第九条（見出しを含む。） Article 9 (including the heading)</p>	<p>第六条第三項 Article 6 paragraph (3)</p>	<p>第六条第三項（法第九条の二第一項の規定により読み替えて適用する場合を含む。） 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)</p>
	<p>第五条第一項 Article 5 paragraph (1)</p>	<p>第五条第一項（法第九条の二第一項の規定により読み替えて適用する場合を含む。） 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)</p>
<p>第十条（見出しを含む。） Article 10 (including the heading)</p>	<p>第六条第三項 Article 6 paragraph (3)</p>	<p>第六条第三項（法第九条の二第一項の規定により読み替えて適用する場合を含む。） 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)</p>
<p>第十一条（見出しを含む。） Article 11 (including the heading)</p>	<p>第六条第三項 Article 6 paragraph (3)</p>	<p>第六条第三項（法第九条の二第一項の規定により読み替えて適用する場合を含む。） 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)</p>

	<p>第五条第五項 Article 5 paragraphs (5)</p>	<p>第五条第五項（第二十条の二第二項の規定により読み替えて適用する場合を含む。） Article 5 paragraphs (5) (including the cases where applied by replacing terms pursuant to the provision of Article 20-2 paragraph (2))</p>
<p>第十二条第一項 Article 12 paragraph (1)</p>	<p>第七条第一項 Article 7 paragraph (1)</p>	<p>第七条第一項（法第九条の二第一項の規定により読み替えて適用する場合を含む。） 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)</p>
	<p>この条及び第十四条 this Article and Article 14</p>	<p>この条（法第九条の二第一項の規定により読み替えて適用する場合を含む。）及び第十四条（法第九条の二第一項の規定により読み替えて適用する場合を含む。） 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)</p>

<p>第十二条第二項 Article 12 paragraph (2)</p>	<p>第五条第二項から第四項（第三号を除く。）まで、第五項 Article 5 paragraphs (2) through (4) (excluding item (iii)), paragraph (5)</p>	<p>第五条第二項（第二十条の二第二項の規定により読み替えて適用する場合を含む。）、第三項、第四項（第三号を除き、第二十条の二第二項の規定により読み替えて適用する場合を含む。）、第五条（第二十条の二第二項の規定により読み替えて適用する場合を含む。） 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))</p>
	<p>同条第四項第二号 Article 5 paragraph (4) item (ii)</p>	<p>同条第四項第二号（第二十条の二第二項の規定により読み替えて適用する場合を含む。） Article 5 paragraph (4) item (ii) (including the cases where applied by replacing terms pursuant to the provision of Article 20-2 paragraph (2))</p>
	<p>第六条第三項 Article 6 paragraph (3)</p>	<p>第六条第三項（法第九条の二第一項の規定により読み替えて適用する場合を含む。） 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)</p>

<p>第十二条第三項 Article 12 paragraph (3)</p>	<p>第一項 paragraph (1)</p>	<p>第一項（第二十条の二第二項の規定により読み替えて適用する場合を含む。） paragraph (1) (including the cases where applied by replacing terms pursuant to the provision of Article 20-2 paragraph (2))</p>
<p>第十三条（見出しを含む。） Article 13 (including the heading)</p>	<p>第七条第二項 Article 7 paragraph (2)</p>	<p>第七条第二項（法第九条の二第一項の規定により読み替えて適用する場合を含む。） 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)</p>
<p>第十四条（見出しを含む。） Article 14 (including the heading)</p>	<p>第七条第二項 Article 7 paragraph (2)</p>	<p>第七条第二項（法第九条の二第一項の規定により読み替えて適用する場合を含む。） 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)</p>
<p>第十五条 Article 15</p>	<p>第五条第三項 Article 5 paragraph (3)</p>	<p>第五条第三項（法第九条の二第一項の規定により読み替えて適用する場合を含む。） 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)</p>

<p>第十六条第二項 Article 16 paragraph (2)</p>	<p>第五条第二項から第四項（第三号を除く。）まで、第五項 Article 5 paragraphs (2) through (4) (excluding item (iii)), paragraph (5)</p>	<p>第五条第二項（第二十条の二第二項の規定により読み替えて適用する場合を含む。）、第三項、第四項（第三号を除き、第二十条の二第二項の規定により読み替えて適用する場合を含む。）、第五項（第二十条の二第二項の規定により読み替えて適用する場合を含む。） 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))</p>
	<p>同条第四項第二号 Article 5 paragraph (4) item (ii)</p>	<p>同条第四項第二号（第二十条の二第二項の規定により読み替えて適用する場合を含む。） Article 5 paragraph (4) item (ii) (including the cases where applied by replacing terms pursuant to the provision of Article 20-2 paragraph (2))</p>
	<p>第六条第三項 Article 6 paragraph (3)</p>	<p>第六条第三項（法第九条の二第一項の規定により読み替えて適用する場合を含む。） 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)</p>

<p>第十七条第一項 Article 17 paragraph (1)</p>	<p>第八条第一項 Article 8 paragraph (1)</p>	<p>第八条第一項（法第九条の二第一項の規定により読み替えて適用する場合を含む。） 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)</p>
<p>第十七条第二項 Article 17 paragraph (2)</p>	<p>第五条第二項から第四項（第二号及び第三号を除く。）まで、第五項 Article 5 paragraphs (2) though (4) (excluding items (ii) and (iii)), paragraph (5)</p>	<p>第五条第二項（第二十条の二第二項の規定により読み替えて適用する場合を含む。）、第三項、第四項（第二号及び第三号を除く。）、第五項（第二十条第二項の規定により読み替えて適用する場合を含む。） 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))</p>
	<p>前項 preceding paragraph</p>	<p>前項（第二十条の二第二項の規定により読み替えて適用する場合を含む。） preceding paragraph (including the cases where applied by replacing terms pursuant to the provision of Article 20-2 paragraph (2))</p>
<p>第十八条（見出しを含む。） Article 18 (including the heading)</p>	<p>第八条第二項 Article 8 paragraph (2)</p>	<p>第八条第二項（法第九条の二第一項の規定により読み替えて適用する場合を含む。） 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)</p>

	<p>第五条第一項 Article 5 paragraph (1)</p>	<p>第五条第一項（法第九条の二第一項の規定により読み替えて適用する場合を含む。） 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)</p>
<p>第十九条 Article 19</p>	<p>一歳（法第五条第三項の申出に係る子にあっては、一歳六か月） 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)</p>	<p>一歳（法第九条の二第一項の規定により読み替えて適用する法第五条第一項の規定による申出により育児休業をしている場合にあっては一歳二か月、同条第三項（法第九条の二第一項の規定により読み替えて適用する場合を含む。）の規定による申出により育児休業をしている場合にあっては一歳六か月） 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)</p>

<p>第二十条 Article 20</p>	<p>前条 preceding Article</p>	<p>前条（第二十条の二第二項の規定により読み替えて適用する場合を含む。） preceding Article (including the cases where applied by replacing terms pursuant to the provision of Article 20-2 paragraph (2))</p>
<p>第二十二条第二項 Article 22 paragraph (2)</p>	<p>第五条第二項から第六項まで Article 5 paragraphs (2) through (6)</p>	<p>第五条第二項（第二十条の二第二項の規定により読み替えて適用する場合を含む。）、第三項、第四項（第二十条の二第二項の規定により読み替えて適用する場合を含む。）及び第六条 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)</p>
	<p>同条第四項第二号 Article 5 paragraph (4) item (ii)</p>	<p>同条第四項第二号（第二十条の二第二項の規定により読み替えて適用する場合を含む。） Article 5 paragraph (4) item (ii) (including the cases where applied by replacing terms pursuant to the provision of Article 20-2 paragraph (2))</p>
	<p>第六条第三項 Article 6 paragraph (3)</p>	<p>第六条第三項（法第九条の二第一項の規定により読み替えて適用する場合を含む。） 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)</p>

第二十三条（見出しを含む。） Article 23 (including the heading)	第十二条第二項 Article 12 paragraph (2)	第十二条第二項（法第九条の二第一項の規定により読み替えて適用する場合を含む。） 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)
第二十四条（見出しを含む。） Article 24 (including the heading)	第十二条第二項 Article 12 paragraph (2)	第十二条第二項（法第九条の二第一項の規定により読み替えて適用する場合を含む。） 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)
第二十五条第二項 Article 25 paragraph (2)	第十一条第二項 Article 11 paragraph (2)	第十一条第二項（第二十条の二第二項の規定により読み替えて適用する場合を含む。） Article 11 paragraph (2) (including the cases where applied by replacing terms pursuant to the provision of Article 20-2 paragraph (2))
第二十七条 Article 27	第十六条 Article 16	第十六条（第二十条の二第二項の規定により読み替えて適用する場合を含む。） Article 16 (including the cases where applied by replacing terms pursuant to the provision of Article 20-2 paragraph (2))
第二十八条 Article 28	第十七条 Article 17	第十七条（第二十条の二第二項の規定により読み替えて適用する場合を含む。） Article 17 (including the cases where applied by replacing terms pursuant to the provision of Article 20-2 paragraph (2))

第三十条の二（見出しを含む。） Article 30-2 (including the heading)	第十六条の三第二項 Article 16-3 paragraph (2)	第十六条の三第二項（法第九条の二第一項の規定により読み替えて適用する場合を含む。） 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)
第三十条の三（見出しを含む。） Article 30-3 (including the heading)	第十六条の三第二項 Article 16-3 paragraph (2)	第十六条の三第二項（法第九条の二第一項の規定により読み替えて適用する場合を含む。） 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)
第三十条の六（見出しを含む。） Article 30-6 (including the heading)	第十六条の六第二項 Article 16-6 paragraph (2)	第十六条の六第二項（法第九条の二第一項の規定により読み替えて適用する場合を含む。） 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)
第三十条の七（見出しを含む。） Article 30-7 (including the heading)	第十六条の六第二項 Article 16-6 paragraph (2)	第十六条の六第二項（法第九条の二第一項の規定により読み替えて適用する場合を含む。） 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)

第三章 介護休業

Chapter 3 Caregiver Leave

（法第十一条第二項第一号の厚生労働省令で定める特別の事情）
(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)

第二十一条 法第十一条第二項第一号の厚生労働省令で定める特別の事情がある場合は、次のとおりとする。

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:

一 介護休業申出をした労働者について新たな介護休業期間が始まったことにより介護休業期間が終了した場合であって、当該新たな介護休業期間が終了する日までに、当該新たな介護休業期間の介護休業に係る対象家族が死亡するに至ったとき又は離婚、婚姻の取消、離縁等により当該新たな介護休業期間の介護休業に係る対象家族と介護休業申出をした労働者との親族関係が消滅するに至ったとき。

(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

二 介護休業申出をした労働者について産前産後休業期間又は育児休業期間が始まったことにより介護休業期間が終了した場合であって、当該産前産後休業期間（当該産前産後休業期間中に出生した子に係る育児休業期間を含む。以下この号において同じ。）又は育児休業期間が終了する日までに、当該産前産後休業期間又は育児休業期間の休業に係る子のすべてが、第四条第一号イ又はロのいずれかに該当するに至ったとき。

(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.

(法第十一条第二項第二号ロの厚生労働省令で定めるもの)

(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)

第二十一条の二 法第十一条第二項第二号ロの厚生労働省令で定めるものは、第三十四

条第三項各号に掲げる措置であって事業主が法第十一条第二項第二号ロの厚生労働省令で定めるものとして措置を講ずる旨及び当該措置の初日を当該措置の対象となる労働者に明示したものとする。

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.

(介護休業申出の方法等)

(Methods, etc. of Caregiver Leave Application)

第二十二條 介護休業申出は、次に掲げる事項（法第十一条第四項に規定する場合にあつては、第一号、第二号及び第六号に掲げる事項に限る。）を事業主に申し出ることによつて行わなければならない。

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):

一 介護休業申出の年月日

(i) Date of the Caregiver Leave Application;

二 介護休業申出をする労働者の氏名

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

三 介護休業申出に係る対象家族の氏名及び前号の労働者との続柄

(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;

四 介護休業申出に係る対象家族が祖父母、兄弟姉妹又は孫である場合にあつては、第二号の労働者が当該対象家族と同居し、かつ、当該対象家族を扶養している事実

(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;

五 介護休業申出に係る対象家族が要介護状態（法第二条第三号の要介護状態をいう。以下同じ。）にある事実

(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);

六 介護休業申出に係る期間の初日（以下「介護休業開始予定日」という。）及び末

日（以下「介護休業終了予定日」という。）とする日

(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");

七 介護休業申出に係る対象家族についての法第十一条第二項第二号の介護休業等日数

(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

八 第二十一条各号に掲げる事情がある場合にあっては、当該事情に係る事実

(viii) In cases where there are circumstances listed in items of Article 21, the facts with respect to said circumstances.

2 第五条第二項から第六項までの規定は、介護休業申出について準用する。この場合において、同条第四項第二号中「第六条第三項」とあるのは「第十二条第三項」と読み替えるものとする。

(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 事業主は、第一項の介護休業申出があったときは、当該介護休業申出をした労働者に対して、同項第三号から第五号まで及び第八号に掲げる事実を証明することができる書類の提出を求めることができる。ただし、法第十一条第四項に規定する場合は、この限りでない。

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.

(法第十二条第二項において準用する法第六条第一項第二号の厚生労働省令で定めるもの)

(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)

第二十三条 法第十二条第二項において準用する法第六条第一項第二号の厚生労働省令で定めるものは、次のとおりとする。

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:

一 介護休業申出があった日から起算して九十三日以内に雇用関係が終了することが明らかな労働者

(i) A worker whose employment relationship is certain to be terminated within 93 days from the day of a Caregiver Leave Application;

二 第七条第二号の労働者

(ii) A worker set forth in Article 7, item (ii)

(法第十二条第二項において準用する法第六条第一項ただし書の場合の手續等)

(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)

第二十四条 第八条の規定は、法第十二条第二項において準用する法第六条第一項ただし書の場合の手續等について準用する。

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.

(法第十二条第三項の指定)

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

第二十五条 法第十二条第三項の指定は、介護休業開始予定日とされた日（その日が介護休業申出があった日の翌日から起算して三日を経過する日後の日である場合にあっては、当該三日を経過する日）までに、介護休業開始予定日として指定する日を介護休業申出をした労働者に通知することによって行わなければならない。

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 第十一条第二項の規定は、前項の指定について準用する。

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

(法第十三条において準用する法第七条第三項の厚生労働省令で定める日)

(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)

第二十六条 法第十三条において準用する法第七条第三項の厚生労働省令で定める日は、介護休業申出において介護休業終了予定日とされた日の二週間前の日とする。

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.

(介護休業終了予定日の変更の申出)

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

第二十七条 第十六条の規定は、法第十三条において準用する法第七条第三項の介護休業終了予定日の変更の申出について準用する。

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.

(介護休業申出の撤回)

(Withdrawal of Applications for Caregiver Leave)

第二十八条 第十七条の規定は、法第十四条第一項の介護休業申出の撤回について準用する。

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.

(法第十四条第三項において準用する法第八条第三項の厚生労働省令で定める事由)

(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)

第二十九条 法第十四条第三項において準用する法第八条第三項の厚生労働省令で定める事由は、次のとおりとする。

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:

一 介護休業申出に係る対象家族の死亡

(i) Death of the Subject Family Member with respect to the Caregiver Leave Application;

二 離婚、婚姻の取消、離縁等による介護休業申出に係る対象家族と当該介護休業申出をした労働者との親族関係の消滅

(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

三 介護休業申出をした労働者が、負傷、疾病又は身体上若しくは精神上の障害により、当該介護休業申出に係る対象家族についての法第十一条第二項第二号の介護休業等日数が九十三日に達する日までの間、当該介護休業申出に係る対象家族を介護することができない状態になったこと。

(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.

(法第十五条第三項第一号の厚生労働省令で定める事由)

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

第二十九条の二 前条の規定は、法第十五条第三項第一号の厚生労働省令で定める事由について準用する。

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.

第四章 子の看護休暇

Chapter 4 Time Off for Sick/Injured Childcare

(法第十六条の二第一項の厚生労働省令で定める当該子の世話)

(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)

第二十九条の三 法第十六条の二第一項の厚生労働省令で定める当該子の世話は、当該子に予防接種又は健康診断を受けさせることとする。

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.

(子の看護休暇の申出の方法等)

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

第三十条 法第十六条の二第一項の規定による申出（以下この条及び第三十条の三において「看護休暇申出」という。）は、次に掲げる事項を、事業主に対して明らかにすることによって、行わなければならない。

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:

一 看護休暇申出をする労働者の氏名

(i) Name of the worker who files a Time Off for Sick/Injured Childcare Application;

二 看護休暇申出に係る子の氏名及び生年月日

(ii) Name and birth date of the child with respect to the Time Off for Sick/Injured Childcare Application;

三 子の看護休暇を取得する年月日

(iii) Date on which Time Off for Sick/Injured Childcare is to be obtained; and

四 看護休暇申出に係る子が負傷し、若しくは疾病にかかっている事実又は前条に定める世話を行う旨

(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 事業主は、看護休暇申出があったときは、当該看護休暇申出をした労働者に対して、前項第四号に掲げる事実を証明することができる書類の提出を求めることができる。

(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.

(法第十六条の三第二項において準用する法第六条第一項第二号の厚生労働省令で定めるもの)

(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)

第三十条の二 法第十六条の三第二項において準用する法第六条第一項第二号の厚生労働省令で定めるものは、第七条第二号の労働者とする。

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).

(法第十六条の三第二項において準用する法第六条第一項ただし書の場合の手續等)

(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)

第三十条の三 法第十六条の三第二項において準用する法第六条第一項ただし書の規定により、事業主が労働者からの看護休暇申出を拒む場合における必要な手續その他の事項は、同項ただし書の協定の定めるところによる。

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).

第五章 介護休暇

Chapter 5 Time Off for Caregivers

(法第十六条の五第一項の厚生労働省令で定める世話)

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

第三十条の四 法第十六条の五第一項の厚生労働省令で定める世話は、次に掲げるものとする。

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:

一 対象家族の介護

(i) Nursing care of a Subject Family Member; and

二 対象家族の通院等の付添い、対象家族が介護サービスの提供を受けるために必要な手続きの代行その他の対象家族の必要な世話

(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.

(介護休暇の申出の方法等)

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

第三十条の五 法第十六条の五第一項の規定による申出（以下この条及び第三十条の七において「介護休暇申出」という。）は、次に掲げる事項を、事業主に対して明らかにすることによって、行わなければならない。

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:

一 介護休暇申出をする労働者の氏名

(i) Name of the worker who files an Application for Time Off for Caregivers;

二 介護休暇申出に係る対象家族の氏名及び前号の労働者との続柄

(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;

三 介護休暇申出に係る対象家族が祖父母、兄弟姉妹又は孫である場合にあっては、第一号の労働者が当該対象家族と同居し、かつ、当該対象家族を扶養している事実

(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;

四 介護休暇を取得する年月日

(iv) Date on which Time Off for Caregivers is to be obtained; and

五 介護休暇申出に係る対象家族が要介護状態にある事実

(v) The fact that the Subject Family Member relating to the Application for Time Off for Caregivers is in Care-requiring Condition.

2 事業主は、介護休暇申出があったときは、当該介護休暇申出をした労働者に対して、前項第二号、第三号及び第五号に掲げる事実を証明することができる書類の提出を求めることができる。

(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.

(法第十六条の六第二項において準用する法第六条第一項第二号の厚生労働省令で定めるもの)

(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)

第三十条の六 法第十六条の六第二項において準用する法第六条第一項第二号の厚生労働省令で定めるものは、第七条第二号の労働者とする。

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).

(法第十六条の六第二項において準用する法第六条第一項ただし書の場合の手續等)
(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)

第三十条の七 法第十六条の六第二項において準用する法第六条第一項ただし書の規定により、事業主が労働者からの介護休暇申出を拒む場合における必要な手續その他の事項は、同項ただし書の協定の定めるところによる。

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.

第六章 所定外労働の制限

Chapter 6 Limitations on Unscheduled Work

(法第十六条の八第一項第二号の厚生労働省令で定めるもの)

(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)

第三十条の八 法第十六条の八第一項第二号の厚生労働省令で定めるものは、一週間の所定労働日数が二日以下の労働者とする。

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.

(法第十六条の八第一項の規定による請求の方法等)

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

第三十条の九 請求は、次に掲げる事項を事業主に通知することによって行わなければならない。

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

一 請求の年月日

(i) Date of the request;

二 請求をする労働者の氏名

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

三 請求に係る子の氏名、生年月日及び前号の労働者との続柄（請求に係る子が当該請求の際に出生していない場合にあっては、当該請求に係る子を出産する予定である者の氏名、出産予定日及び前号の労働者との続柄）

(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);

四 請求に係る制限期間（法第十六条の八第二項の制限期間をいう。以下この章において同じ。）の初日及び末日とする日

(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

五 請求に係る子が養子である場合にあっては、当該養子縁組の効力が生じた日

(v) In cases where the child relating to the request is an adopted child, the date

on which the adoption became effective.

2 前項の請求及び第五項の通知は、次のいずれかの方法（第二号及び第三号に掲げる場合にあつては、事業主が適当と認める場合に限る。）によって行わなければならない。

(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)):

一 書面を提出する方法

(i) Submitting paper copies;

二 ファクシミリを利用して送信する方法

(ii) Transmitting by facsimile; or

三 電気通信回線を通じて事業主の使用に係る通信端末機器に送信する方法（労働者及び事業主が当該送信する情報を出力することにより書面を作成することができるものに限る。）

(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 前項第二号の方法により行われた請求及び通知は、事業主の使用に係るファクシミリ装置により受信した時に、同項第三号の方法により行われた請求及び通知は、事業主の使用に係る通信端末機器により受信した時に、それぞれ当該事業主に到達したものとみなす。

(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 事業主は、第一項の請求があつたときは、当該請求をした労働者に対して、当該請求に係る子の妊娠、出生又は養子縁組の事実を証明することができる書類の提出を求めることができる。

(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 請求に係る子が当該請求がされた後に出生したときは、当該請求をした労働者は、速やかに、当該子の氏名、生年月日及び当該労働者との続柄を事業主に通知しなければならない。この場合において、事業主は、当該労働者に対して、当該子の出生の事実を証明することができる書類の提出を求めることができる。

(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.

(法第十六条の八第三項の厚生労働省令で定める事由)

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

第三十一条 法第十六条の八第三項の厚生労働省令で定める事由は、次のとおりとする。

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:

一 請求に係る子の死亡

(i) Death of the child with respect to the request;

二 請求に係る子が養子である場合における離縁又は養子縁組の取消し

(ii) Dissolution or rescission of an adoptive relationship in cases where the child with respect to the request is an adopted child;

三 請求に係る子が養子となったことその他の事情により当該請求をした労働者と当該子が同居しないこととなったこと。

(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

四 請求をした労働者が、負傷、疾病又は身体上若しくは精神上の障害により、当該請求に係る制限期間の末日までの間、当該請求に係る子を養育することができない状態になったこと。

(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.

(法第十六条の八第四項第一号の厚生労働省令で定める事由)

(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)

第三十一条の二 前条の規定は、法第十六条の八第四項第一号の厚生労働省令で定める事由について準用する。

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.

第七章 時間外労働の制限

Chapter 7 Limitations on Overtime Work

(法第十七条第一項第二号の厚生労働省令で定めるもの)

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

Referred to in Article 17, Paragraph (1), Item (ii) of the Act)

第三十一条の三 法第十七条第一項第二号の厚生労働省令で定めるものは、一週間の所定労働日数が二日以下の労働者とする。

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.

(法第十七条第一項の規定による請求の方法等)

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

第三十一条の四 請求は、次に掲げる事項を事業主に通知することによって行わなければならない。

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

一 請求の年月日

(i) Date of the request;

二 請求をする労働者の氏名

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

三 請求に係る子の氏名、生年月日及び前号の労働者との続柄（請求に係る子が当該請求の際に出生していない場合にあつては、当該請求に係る子を出産する予定である者の氏名、出産予定日及び前号の労働者との続柄）

(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);

四 請求に係る制限期間（法第十七条第二項の制限期間をいう。以下この章において同じ。）の初日及び末日とする日

(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;

五 請求に係る子が養子である場合にあつては、当該養子縁組の効力が生じた日

(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 前項の請求及び第五項の通知は、次のいずれかの方法（第二号及び第三号に掲げる場合にあつては、事業主が適当と認める場合に限る。）によって行わなければならない。

(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):

一 書面を提出する方法

(i) Submitting paper copies;

二 ファクシミリを利用して送信する方法

(ii) Transmitting by facsimile; or

三 電気通信回線を通じて事業主の使用に係る通信端末機器に送信する方法（労働者及び事業主が当該送信する情報を出力することにより書面を作成することができるものに限る。）

(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 前項第二号の方法により行われた請求及び通知は、事業主の使用に係るファクシミリ装置により受信した時に、同項第三号の方法により行われた請求及び通知は、事業主の使用に係る通信端末機器により受信した時に、それぞれ当該事業主に到達したものとみなす。

(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 事業主は、第一項の請求があったときは、当該請求をした労働者に対して、当該請求に係る子の妊娠、出生又は養子縁組の事実を証明することができる書類の提出を求めることができる。

(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 請求に係る子が当該請求がされた後に出生したときは、当該請求をした労働者は、速やかに、当該子の氏名、生年月日及び当該労働者との続柄を事業主に通知しなければならない。この場合において、事業主は、当該労働者に対して、当該子の出生の事実を証明することができる書類の提出を求めることができる。

(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.

(法第十七条第三項の厚生労働省令で定める事由)

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

第三十一条の五 法第十七条第三項の厚生労働省令で定める事由は、次のとおりとする。
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:

一 請求に係る子の死亡

(i) Death of the child with respect to the request;

二 請求に係る子が養子である場合における離縁又は養子縁組の取消し

(ii) Dissolution or rescission of an adoptive relationship in cases where the child with respect to the request is an adopted child;

三 請求に係る子が養子となったことその他の事情により当該請求をした労働者と当該子とが同居しないこととなったこと。

(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

四 請求をした労働者が、負傷、疾病又は身体上若しくは精神上の障害により、当該請求に係る制限期間の末日までの間、当該請求に係る子を養育することができない状態になったこと。

(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.

(法第十七条第四項第一号の厚生労働省令で定める事由)

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

第三十一条の六 前条の規定は、法第十七条第四項第一号の厚生労働省令で定める事由について準用する。

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.

(法第十八条第一項において準用する法第十七条第一項第二号の厚生労働省令で定めるもの)

(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)

第三十一条の七 第三十一条の三第一号の規定は、法第十八条第一項において準用する法第十七条第一項第二号の厚生労働省令で定めるものについて準用する。

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.

(法第十八条第一項において準用する法第十七条第一項の規定による請求の方法等)

(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)

第三十一条の八 法第十八条第一項において準用する法第十七条第一項の規定による請求は、次に掲げる事項を事業主に通知することによって行わなければならない。

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:

一 請求の年月日

(i) Date of the request;

二 請求をする労働者の氏名

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

三 請求に係る対象家族の氏名及び前号の労働者との続柄

(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;

四 請求に係る対象家族が祖父母、兄弟姉妹又は孫である場合にあっては、第二号の労働者が当該対象家族と同居し、かつ、当該対象家族を扶養している事実

(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;

五 請求に係る対象家族が要介護状態にある事実

(v) Fact that the Subject Family Member with respect to the request is in Care-requiring Condition; and

六 請求に係る制限期間の初日及び末日とする日

(vi) The first day of the Limitation Period with respect to the request and the last day thereof.

2 前項の通知は、次のいずれかの方法（第二号及び第三号に掲げる場合にあっては、事業主が適当と認める場合に限る。）によって行わなければならない。

(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)):

一 書面を提出する方法

(i) Submitting paper copies;

二 ファクシミリを利用して送信する方法

(ii) Transmitting by facsimile; or

三 電気通信回線を通じて事業主の使用に係る通信端末機器に送信する方法（労働者及び事業主が当該送信する情報を出力することにより書面を作成することができるものに限る。）

(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 前項第二号の方法により行われた通知は、事業主の使用に係るファクシミリ装置により受信した時に、同項第三号の方法により行われた通知は、事業主の使用に係る通信端末機器により受信した時に、それぞれ当該事業主に到達したものとみなす。
- (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 事業主は、第一項の請求があったときは、当該請求をした労働者に対して、同項第三号から第五号までに掲げる事実を証明することができる書類の提出を求めることができる。
- (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.

(法第十八条第一項において準用する法第十七条第三項の厚生労働省令で定める事由)

(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)

第三十一条の九 法第十八条第一項において準用する法第十七条第三項の厚生労働省令で定める事由は、次のとおりとする。

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:

一 請求に係る対象家族の死亡

(i) Death of the Subject Family Member relating to the request;

二 離婚、婚姻の取消し、離縁等による請求に係る対象家族と当該請求をした労働者との親族関係の消滅

(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

三 請求をした労働者が、負傷、疾病又は身体上若しくは精神上の障害により、当該請求に係る制限期間の末日までの間、当該請求に係る対象家族を介護することができない状態になったこと。

(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.

(法第十八条第一項において準用する法第十七条第四項第一号の厚生労働省令で定める事由)

(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)

第三十一条の十 前条の規定は、法第十八条第一項において準用する法第十七条第四項第一号の厚生労働省令で定める事由について準用する。

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.

第八章 深夜業の制限

Chapter 8 Limitations on Late-Night Work

(法第十九条第一項第二号の厚生労働省令で定める者)

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

第三十一条の十一 法第十九条第一項第二号の厚生労働省令で定める者は、同項の規定による請求に係る子の十六歳以上の同居の家族（法第二条第五号の家族をいう。）であつて、次の各号のいずれにも該当する者とする。

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:

一 法第十九条第一項の深夜（以下「深夜」という。）において就業していない者（深夜における就業日数が一月について三日以下の者を含む。）であること。

(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);

二 負傷、疾病又は身体上若しくは精神上の障害により請求に係る子を保育することが困難な状態にある者でないこと。

(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

三 六週間（多胎妊娠の場合にあっては、十四週間）以内に出産する予定であるか又は産後八週間を経過しない者でないこと。

(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.

(法第十九条第一項第三号の厚生労働省令で定めるもの)

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

第三十一条の十二 法第十九条第一項第三号の厚生労働省令で定めるものは、次のとおりとする。

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:

一 一週間の所定労働日数が二日以下の労働者

(i) A worker whose prescribed working days are two days or fewer per week;
and

二 所定労働時間の全部が深夜にある労働者

(ii) A worker whose prescribed working hours are all Late-Night.

(法第十九条第一項の規定による請求の方法等)

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

第三十一条の十三 法第十九条第一項の規定による請求は、次に掲げる事項を事業主に通知することによって行わなければならない。

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:

一 請求の年月日

(i) Date of the request;

二 請求をする労働者の氏名

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

三 請求に係る子の氏名、生年月日及び前号の労働者との続柄（請求に係る子が当該請求の際に出生していない場合にあっては、当該請求に係る子を出産する予定である者の氏名、出産予定日及び前号の労働者との続柄）

(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);

四 請求に係る制限期間（法第十九条第二項の制限期間をいう。以下この章において同じ。）の初日及び末日とする日

(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;

五 請求に係る子が養子である場合にあっては、当該養子縁組の効力が生じた日
(v) In cases where the child with respect to the request is an adopted child, the date on which the adoption became effective; and

六 第三十一条の十一の者がいない事実

(vi) The fact that the worker does not have a person set forth in Article 31-11.

2 前項の請求及び第五項の通知は、次のいずれかの方法（第二号及び第三号に掲げる場合にあっては、事業主が適当と認める場合に限る。）によって行わなければならない。

(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)):

一 書面を提出する方法

(1) Submitting paper copies;

二 ファクシミリを利用して送信する方法

(ii) Transmitting by facsimile; or

三 電気通信回線を通じて事業主の使用に係る通信端末機器に送信する方法（労働者及び事業主が当該送信する情報を出力することにより書面を作成することができるものに限る。）

(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 前項第二号の方法により行われた請求及び通知は、事業主の使用に係るファクシミリ装置により受信した時に、同項第三号の方法により行われた請求及び通知は、事業主の使用に係る通信端末機器により受信した時に、それぞれ当該事業主に到達したものとみなす。

(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 事業主は、第一項の請求があったときは、当該請求をした労働者に対して、当該請求に係る子の妊娠、出生若しくは養子縁組の事実又は同項第六号に掲げる事実を証明することができる書類の提出を求めることができる。

(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 請求に係る子が当該請求がされた後に出生したときは、当該請求をした労働者は、速やかに、当該子の氏名、生年月日及び当該労働者との続柄を事業主に通知しなければ

ばならない。この場合において、事業主は、当該労働者に対して、当該子の出生の事実を証明することができる書類の提出を求めることができる。

- (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.

(法第十九条第三項の厚生労働省令で定める事由)

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

第三十一条の十四 法第十九条第三項の厚生労働省令で定める事由は、次のとおりとする。

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:

一 請求に係る子の死亡

(i) Death of the child with respect to the request;

二 請求に係る子が養子である場合における離縁又は養子縁組の取消

(ii) Dissolution or rescission of an adoptive relationship in cases where the child with respect to the request is an adopted child;

三 請求に係る子が養子となったことその他の事情により当該請求をした労働者と当該子とが同居しないこととなったこと。

(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

四 請求をした労働者が、負傷、疾病又は身体上若しくは精神上の障害により、当該請求に係る制限期間の末日までの間、当該請求に係る子を養育することができない状態になったこと。

(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.

(法第十九条第四項第一号の厚生労働省令で定める事由)

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

第三十一条の十五 前条の規定は、法第十九条第四項第一号の厚生労働省令で定める事由について準用する。

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.

(法第二十条第一項において準用する法第十九条第一項第二号の厚生労働省令で定める者)

(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)

第三十一条の十六 第三十一条の十一の規定は、法第二十条第一項において準用する法第十九条第一項第二号の厚生労働省令で定める者について準用する。この場合において、第三十一条の十一中「子」とあるのは「対象家族」と、同条第二号中「子」とあるのは「対象家族」と、「保育」とあるのは「介護」と読み替えるものとする。

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."

(法第二十条第一項において準用する法第十九条第一項第三号の厚生労働省令で定めるもの)

(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)

第三十一条の十七 第三十一条の十二の規定は、法第二十条第一項において準用する法第十九条第一項第三号の厚生労働省令で定めるものについて準用する。

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.

(法第二十条第一項において準用する法第十九条第一項の規定による請求の方法等)
(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)

第三十一条の十八 法第二十条第一項において準用する法第十九条第一項の規定による請求は、次に掲げる事項を事業主に通知することによって行わなければならない。

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:

一 請求の年月日

- (i) Date of the request;
 - 二 請求をする労働者の氏名
 - (ii) Name of the worker who makes the request;
 - 三 請求に係る対象家族の氏名及び前号の労働者との続柄
 - (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;
 - 四 請求に係る対象家族が祖父母、兄弟姉妹又は孫である場合にあっては、第二号の労働者が当該対象家族と同居し、かつ、当該対象家族を扶養している事実
 - (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;
 - 五 請求に係る対象家族が要介護状態にある事実
 - (v) The fact that the Subject Family Member with respect to the request is in a Care-requiring Condition;
 - 六 請求に係る制限期間の初日及び末日とする日
 - (vi) The first day of the Limitation Period with respect to the request and the last day thereof; and
 - 七 第三十一条の十六において準用する第三十一条の十一の者がいない事実
 - (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 前項の通知は、次のいずれかの方法（第二号及び第三号に掲げる場合にあっては、事業主が適当と認める場合に限る。）によって行わなければならない。
- (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)):
- 一 書面を提出する方法
 - (i) Submitting paper copies;
 - 二 ファクシミリを利用して送信する方法
 - (ii) Transmitting by facsimile; or
 - 三 電気通信回線を通じて事業主の使用に係る通信端末機器に送信する方法（労働者及び事業主が当該送信する情報を出力することにより書面を作成することができるものに限る。）
 - (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 前項第二号の方法により行われた通知は、事業主の使用に係るファクシミリ装置により受信した時に、同項第三号の方法により行われた通知は、事業主の使用に係る通信端末機器により受信した時に、それぞれ当該事業主に到達したものとみなす。
- (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 事業主は、第一項の請求があったときは、当該請求をした労働者に対して、同項第三号から第五号まで及び第七号に掲げる事実を証明することができる書類の提出を求めることができる。

(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.

(法第二十条第一項において準用する法第十九条第三項の厚生労働省令で定める事由)

(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)

第三十一条の十九 法第二十条第一項において準用する法第十九条第三項の厚生労働省令で定める事由は、次のとおりとする。

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:

一 請求に係る対象家族の死亡

(i) Death of the Subject Family Member with respect to the request;

二 離婚、婚姻の取消、離縁等による請求に係る対象家族と当該請求をした労働者との親族関係の消滅

(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

三 請求をした労働者が、負傷、疾病又は身体上若しくは精神上の障害により、当該請求に係る制限期間の末日までの間、当該請求に係る対象家族を介護することができない状態になったこと。

(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.

(法第二十条第一項において準用する法第十九条第四項第一号の厚生労働省令で定める事由)

(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)

第三十一条の二十 前条の規定は、法第二十条第一項において準用する法第十九条第四項第一号の厚生労働省令で定める事由について準用する。

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.

第九章 事業主が講ずべき措置

Chapter 9 Measures to be Taken by Employers

(法第二十一条第一項第三号の厚生労働省令で定める事項)

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

第三十二条 法第二十一条第一項第三号の厚生労働省令で定める事項は、次のとおりとする。

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:

一 法第九条第二項第一号に掲げる事情が生じたことにより育児休業期間が終了した労働者及び法第十五条第三項第一号に掲げる事情が生じたことにより介護休業期間が終了した労働者の労務の提供の開始時期に関すること。

(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

二 労働者が介護休業期間について負担すべき社会保険料を事業主に支払う方法に関すること。

(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.

(法第二十一条第二項の取扱いの明示)

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

第三十三条 法第二十一条第二項の取扱いの明示は、育児休業申出又は介護休業申出があった後速やかに、当該育児休業申出又は介護休業申出をした労働者に係る取扱いを明らかにした書面を交付することによって行うものとする。

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.

(法第二十三条第一項本文の所定労働時間が短い労働者として厚生労働省令で定めるもの)

(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)

第三十三条の二 法第二十三条第一項本文の所定労働時間が短い労働者として厚生労働省令で定めるものは、一日の所定労働時間が六時間以下の労働者とする。

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.

(法第二十三条第一項第二号の厚生労働省令で定めるもの)

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

第三十三条の三 法第二十三条第一項第二号の厚生労働省令で定めるものは、一週間の所定労働日数が二日以下の労働者とする。

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.

(法第二十三条の措置)

(Measures Set Forth in Article 23 of the Act)

第三十四条 法第二十三条第一項に規定する所定労働時間の短縮措置は、一日の所定労働時間を原則として六時間とする措置を含むものとしなければならない。

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 法第二十三条第二項に規定する始業時刻変更等の措置は、当該制度の適用を受けることを希望する労働者に適用される次の各号に掲げるいずれかの方法により講じなければならない。

(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:

一 労働基準法第三十二条の三の規定による労働時間の制度を設けること。

(i) Establishing a system with regard to working hours pursuant to the provision of Article 32-3 of the Labor Standards Act;

二 一日の所定労働時間を変更することなく始業又は終業の時刻を繰り上げ又は繰り

下げる制度を設けること。

(ii) Establishing a system of moving up or delaying the starting time or finishing time without changing prescribed working hours per day; or

三 労働者の三歳に満たない子に係る保育施設の設置運営その他これに準ずる便宜の供与を行うこと。

(iii) Establishing and administering nursery facilities for worker's children under three years of age, or providing other equivalent services.

3 法第二十三条第三項の措置は、次の各号に掲げるいずれかの方法により講じなければならない。

(3) Measures set forth in Article 23, paragraph (3) of the Act must be taken in any one of the ways listed as follows:

一 法第二十三条第三項の労働者（以下この項において「労働者」という。）であつて当該勤務に就くことを希望するものに適用される所定労働時間の短縮の制度を設けること。

(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;

二 当該制度の適用を受けることを希望する労働者に適用される前項第一号又は第二号に掲げるいずれかの制度を設けること。

(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

三 要介護状態にある対象家族を介護する労働者がその就業中に、当該労働者に代わつて当該対象家族を介護するサービスを利用する場合、当該労働者が負担すべき費用を助成する制度その他これに準ずる制度を設けること。

(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.

(職業家庭両立推進者の選任)

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

第三十四条の二 事業主は、法第二十九条の業務を遂行するために必要な知識及び経験を有していると認められる者のうちから当該業務を担当する者を職業家庭両立推進者として選任するものとする。

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.

第十章 指定法人

Chapter 10 Designated Corporations

(指定の申請)

(Application for Designation)

第三十五条 法第三十六条第一項の規定による指定を受けようとする者は、次の事項を記載した申請書を厚生労働大臣に提出しなければならない。

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:

一 名称及び住所

(i) Name and address;

二 代表者の氏名

(ii) Name of representative; and

三 事務所の所在地

(iii) Office location.

2 前項の申請書には、次に掲げる書面を添付しなければならない。

(2) Documentation listed as follows must be attached to the application form set forth in the preceding paragraph:

一 定款及び登記事項証明書

(i) Articles of incorporation, or act of endowment, and certificates of registered matters;

二 最近の事業年度における事業報告書、貸借対照表、収支決算書、財産目録その他の経理的及び技術的基礎を有することを明らかにする書類

(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;

三 申請の日を含む事業年度及び翌事業年度における法第三十八条に規定する業務に関する基本的な計画及びこれに伴う予算

(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

四 役員の氏名及び略歴を記載した書面

(iv) Documentation that states the names and brief personal histories of officers.

(名称等の変更の届出)

(Notification of a Change of Name, etc.)

第三十六条 法第三十六条第二項に規定する指定法人（以下「指定法人」という。）は、

同条第三項の規定による届出をしようとするときは、次の事項を記載した届出書を厚生労働大臣に提出しなければならない。

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:

一 変更後の名称若しくは住所又は事務所の所在地

(i) Changed name or address, or office location;

二 変更しようとする日

(ii) Date on which said change is to be made; and

三 変更しようとする理由

(iii) Reason for the change.

第三十七条から第四十条まで 削除

Articles 37 through 40 Deleted

(福祉関係業務を行う事務所の変更の届出)

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

第四十一条 指定法人は、法第三十九条第三項後段の規定による届出をしようとするときは、次の事項を記載した届出書を厚生労働大臣に提出しなければならない。

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:

一 変更後の法第三十九条第一項に規定する福祉関係業務（以下「福祉関係業務」という。）を行う事務所の所在地

(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");

二 変更しようとする日

(ii) Date on which said change is to be made; and

三 変更しようとする理由

(iii) Reason for said change.

(業務規程の記載事項)

(Matters to be Specified in Operational Rules)

第四十二条 法第四十条第三項の業務規程に記載すべき事項は次のとおりとする。

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

- 一 法第三十九条第一項第一号の相談その他の援助に関する事項
(i) Particulars with regard to provision of counseling services and other support set forth in Article 39, paragraph (1), item (i) of the Act;
- 二 法第三十九条第一項第二号の給付金の支給に関する事項
(ii) Particulars with regard to provision of the benefits set forth in Article 39, paragraph (1), item (ii) of the Act;
- 三 法第三十九条第一項第三号の相談、講習その他の援助に関する事項
(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;
- 四 法第三十九条第一項第四号の対象労働者等の雇用の継続、再就職の促進その他これらの者の福祉の増進を図るために必要な事業に関する事項
(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.

(業務規程の変更の認可の申請)

(Application for Approval to Change Operational Rules)

第四十三条 指定法人は、法第四十条第一項後段の規定による認可を受けようとするときは、次の事項を記載した申請書を厚生労働大臣に提出しなければならない。

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:

- 一 変更しようとする事項
(i) Particulars (s) to be changed;
- 二 変更しようとする日
(ii) Date on which said change is to be made; and
- 三 変更しようとする理由
(iii) Reason for said change.

(福祉関係給付金の支給に係る厚生労働大臣の認可)

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

第四十四条 指定法人は、法第四十一条の規定による認可を受けようとするときは、次の事項を記載した申請書を提出しなければならない。

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:

- 一 支給を受けようとする給付金の名称
(i) Name of the benefit that the corporation intends to receive;

二 支給を受けようとする給付金の額及び算出の基礎

(ii) Amount of said benefit and the basis of the calculation thereof; and

三 その他厚生労働大臣が必要と認める事項

(iii) Other particulars that the Minister of Health, Labour and Welfare finds necessary.

(経理原則)

(Accounting Principles)

第四十五条 指定法人は、その業務の財政状態を明らかにするため、財産の増減及び異動をその発生の事実に基づいて経理しなければならない。

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.

(区分経理の方法)

(Manner of Conducting Separate Accounting)

第四十六条 指定法人は、福祉関係業務に係る経理について特別の勘定（第五十二条第二項及び第五十四条第三項において「福祉関係業務特別勘定」という。）を設け、福祉関係業務以外の業務に係る経理と区分して整理しなければならない。

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.

(事業計画書等の認可の申請)

(Application for Approval concerning Business Plans, etc.)

第四十七条 指定法人は、法第四十三条第一項前段の規定による認可を受けようとするときは、毎事業年度開始前に（指定を受けた日の属する事業年度にあつては、その指定を受けた後遅滞なく）、事業計画書及び収支予算書を厚生労働大臣に提出して申請しなければならない。

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.

(事業計画書の記載事項)

(Particulars to be Specified in the Business Plan)

第四十八条 法第四十三条第一項の事業計画書には、次に掲げる事項に関する計画を記載しなければならない。

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:

一 法第三十九条第一項第一号の相談その他の援助に関する事項

(i) Particulars with regard to provision of counseling services and other support set forth in Article 39, paragraph (1), item (i) of the Act;

二 法第三十九条第一項第二号の給付金の支給に関する事項

(ii) Particulars with regard to provision of the benefits set forth in Article 39, paragraph (1), item (ii) of the Act;

三 法第三十九条第一項第三号の相談、講習その他の援助に関する事項

(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;

四 法第三十九条第一項第四号の対象労働者等の雇用の継続、再就職の促進その他これらの者の福祉の増進を図るために必要な事業に関する事項

(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

五 前各号に掲げるもののほか、法第三十八条各号に掲げる業務に関する事項

(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.

(収支予算書)

(Budget for Income and Expenditure)

第四十九条 収支予算書は、収入にあつてはその性質、支出にあつてはその目的に従つて区分するものとする。

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

(収支予算書の添付書類)

(Documents Attached to Budgets for Income and Expenditure)

第五十条 指定法人は、収支予算書について法第四十三条第一項前段の規定による認可を受けようとするときは、次に掲げる書類を添付して厚生労働大臣に提出しなければならない。

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:

一 前事業年度の予定貸借対照表

(i) A prospective balance sheet of the preceding business year;

二 当該事業年度の予定貸借対照表

(ii) A prospective balance sheet of the current business year; and

三 前二号に掲げるもののほか、当該収支予算書の参考となる書類

(iii) In addition to what is listed in the preceding two items, reference materials for said budget for income and expenditure.

(事業計画書等の変更の認可の申請)

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

第五十一条 指定法人は、事業計画書又は収支予算書について法第四十三条第一項後段の規定による変更の認可を受けようとするときは、変更しようとする事項及びその理由を記載した申請書を厚生労働大臣に提出しなければならない。この場合において、収支予算書の変更が前条第二号又は第三号に掲げる書類の変更を伴うときは、当該変更後の書類を添付しなければならない。

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.

(予備費)

(Reserve Funds)

第五十二条 指定法人は、予見することができない理由による支出予算の不足を補うため、収入支出予算に予備費を設けることができる。

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 指定法人は、福祉関係業務特別勘定の予備費を使用したときは、速やかに、その旨を厚生労働大臣に通知しなければならない。

(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 前項の規定による通知は、使用の理由、金額及び積算の基礎を明らかにした書類をもってするものとする。

(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.

(予算の流用等)

(Diversion, etc. of Budget)

第五十三条 指定法人は、支出予算については、収支予算書に定める目的の外に使用してはならない。ただし、予算の実施上適当かつ必要であるときは、第四十九条の規定による区分にかかわらず、相互流用することができる。

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 指定法人は、厚生労働大臣が指定する経費の金額については、厚生労働大臣の承認を受けなければ、それらの経費の間又は他の経費との間に相互流用し、又はこれに予備費を使用することができない。

(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 指定法人は、前項の規定による予算の流用又は予備費の使用について厚生労働大臣の承認を受けようとするときは、流用又は使用の理由、金額及び積算の基礎を明らかにした書類を厚生労働大臣に提出しなければならない。

(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.

(予算の繰越し)

(Carry Over of Budget)

第五十四条 指定法人は、支出予算の経費の金額のうち当該事業年度内に支出決定を終わらないものについて、予算の実施上必要があるときは、これを翌事業年度に繰り越して使用することができる。ただし、厚生労働大臣が指定する経費の金額については、あらかじめ、厚生労働大臣の承認を受けなければならない。

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 指定法人は、前項ただし書の規定による承認を受けようとするときは、当該事業年

度末までに、事項ごとに繰越しを必要とする理由及び金額を明らかにした書類を厚生労働大臣に提出しなければならない。

- (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 指定法人は、福祉関係業務特別勘定について第一項の規定による繰越しをしたときは、当該事業年度終了後二月以内に、繰越計算書を厚生労働大臣に提出しなければならない。
- (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 前項の繰越計算書は、支出予算と同一の区分により作成し、かつ、当該繰越計算書に繰越しに係る経費の予算現額並びに当該経費の予算現額のうち支出決定済額、翌事業年度への繰越額及び不用額を記載しなければならない。
- (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.

(事業報告書等の承認の申請)

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

第五十五条 指定法人は、法第四十三条第二項の規定による承認を受けようとするときは、毎事業年度終了後三月以内に申請しなければならない。

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.

(収支決算書)

(Statement of Accounts)

第五十六条 収支決算書は、収入支出予算と同一の区分により作成し、かつ、当該収支決算書に次に掲げる事項を示さなければならない。

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:

一 収入

(i) Income;

イ 収入予算額

(a) Amount of budgeted income;

ロ 収入決定済額

(b) Amount of determined income;

ハ 収入予算額と収入決定済額との差額

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;

二 支出

(ii) Expenditure;

イ 支出予算額

(a) Amount of budgeted expenditure;

ロ 前事業年度からの繰越額

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

ハ 予備費の使用の金額及びその理由

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

ニ 流用の金額及びその理由

(d) Amount diverted and the reason therefor;

ホ 支出予算の現額

(e) Actual amount of budgeted expenditure;

ヘ 支出決定済額

(f) Amount of determined expenditure;

ト 翌事業年度への繰越額

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

チ 不用額

(h) Amount not used.

(会計規程)

(Accounting Regulations)

第五十七条 指定法人は、その財務及び会計に関し、法及びこの省令で定めるもののほか、会計規程を定めなければならない。

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 指定法人は、前項の会計規程を定めようとするときは、その基本的事項について厚生労働大臣の承認を受けなければならない。これを変更しようとするときも同様とする。

(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 指定法人は、第一項の会計規程を制定し、又は変更したときは、その理由及び内容を明らかにして、遅滞なく厚生労働大臣に提出しなければならない。

(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.

(役員を選任及び解任の認可の申請)

(Application for Approval for Appointment and Dismissal of Officers)

第五十八条 指定法人は、法第四十七条第一項の規定による認可を受けようとするときは、次の事項を記載した申請書を厚生労働大臣に提出しなければならない。

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:

一 選任又は解任に係る役員の氏名及び略歴

(i) Name and brief personal history of the officer to be appointed or dismissed;
and

二 選任又は解任の理由

(ii) Reasons for the appointment or dismissal.

(立入検査のための証明書)

(Identification Cards for On-Site Inspections)

第五十九条 法第四十九条第二項の証明書は、厚生労働大臣の定める様式によるものとする。

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.

(福祉関係業務の引継ぎ等)

(Succession, etc. of Welfare-Related Business)

第六十条 法第五十二条第一項の規定により厚生労働大臣が福祉関係業務を行うものとするときは、指定法人は次の事項を行わなければならない。

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:

一 福祉関係業務を厚生労働大臣に引き継ぐこと。

(i) Succession of the Welfare-Related Business to the Minister of Health, Labour and Welfare;

二 福祉関係業務に関する帳簿及び書類を厚生労働大臣に引き継ぐこと。

(ii) Succession of the account books and documents concerning the Welfare-

- Related Business to the Minister of Health, Labour and Welfare; and
- 三 その他厚生労働大臣が必要と認める事項
- (iii) Other matters that the Minister finds necessary.
- 2 法第五十二条第一項の規定により厚生労働大臣が行っている福祉関係業務を行わないものとするときは、厚生労働大臣は次の事項を行わなければならない。
- (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:
- 一 福祉関係業務を指定法人に引き継ぐこと。
- (i) Succession of Welfare-Related Business to a Designated Corporation;
- 二 福祉関係業務に関する帳簿及び書類を指定法人に引き継ぐこと。
- (ii) Succession of the account books and documents concerning Welfare-Related Business to a Designated Corporation; and
- 三 その他厚生労働大臣が必要と認める事項
- (iii) Other Matters that the Minister finds necessary.

第十一章 紛争の解決

Chapter 11 Resolution of Disputes

(準用)

(Application, Mutatis Mutandis)

第六十条の二 雇用の分野における男女の均等な機会及び待遇の確保等に関する法律施行規則（昭和六十一年労働省令第二号）第三条から第十二条までの規定は、法第五十二条の五第一項の調停の手續について準用する。この場合において、同令第三条第一項中「法第十八条第一項」とあるのは「育児休業、介護休業等育児又は家族介護を行う労働者の福祉に関する法律（平成三年法律第七十六号。以下「育児・介護休業法」という。）第五十二条の五第一項」と、同項並びに同令第四条（見出しを含む。）及び第五条（見出しを含む。）中「機会均等調停会議」とあるのは「両立支援調停会議」と、同令第六条中「法第十八条第一項」とあるのは「育児・介護休業法第五十二条の五第一項」と、「事業場」とあるのは「事業所」と、同令第八条第一項中「法第二十条第一項又は第二項」とあるのは「育児・介護休業法第五十二条の六において準用する法第二十条第一項」と、「求められた者は、機会均等調停会議に出頭しなければならない。この場合において、当該出頭を求められた者は」とあるのは「求められた者は」と、同条第三項中「法第二十条第一項又は第二項」とあるのは「育児・介護休業法第五十二条の六において準用する法第二十条第一項」と、「法第二十条第一項の」とあるのは「育児・介護休業法第五十二条の六において準用する法第二十条第一項の」と、同令第九条中「関係当事者」とあるのは「関係当事者又は関係当事者同一の事業所に雇用される労働者その他の参考人」と、同令第十条第一項中「第四条第一項及び第二項」とあるのは「育児休業、介護休業等育児又は家族介護を行う労働者の福祉に関する法律施行規則（平成三年労働省令第二十五号）第六十条の二において

準用する第四条第一項及び第二項」と、「第八条」とあるのは「同令第六十条の二において準用する第八条」と、同令第十一条第一項中「法第二十一条」とあるのは「育児・介護休業法第五十二条の六において準用する法第二十一条」と読み替えるものとする。

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."

第十二章 雑則

Chapter 12 Miscellaneous Provisions

(認定の申請)

(Application for Authorization)

第六十一条 法第五十三条第二項第二号の規定により認定を受けようとする同号の事業協同組合等は、その旨及び同号の基準に係る事項を記載した申請書をその主たる事務所の所在地を管轄する都道府県労働局長を経て、厚生労働大臣に提出しなければならない。

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.

(権限の委任)

(Delegation of Authority)

第六十二条 法第五十三条第四項並びに同条第五項において準用する職業安定法（昭和二十二年法律第百四十一号）第三十七条第二項及び第四十一条第二項に定める厚生労働大臣の権限のうち、次に掲げる募集に係るものは、認定中小企業団体（法第五十三条第二項第二号に規定する認定中小企業団体をいう。以下同じ。）の主たる事務所の所在地を管轄する都道府県労働局長に委任する。

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):

一 認定中小企業団体の主たる事務所の所在する都道府県の区域を募集地域とする募集

(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

二 認定中小企業団体の主たる事務所の所在する都道府県の区域以外の地域（当該地域における労働力の需給の状況等を勘案して厚生労働大臣が指定する地域を除く。）を募集地域とする募集（当該業種における労働力の需給の状況等を勘案して厚生労働大臣の指定する業種に属する事業に係るものを除く。）であって、その地域において募集しようとする労働者の数が百人（一の都道府県の区域内において募集しようとする労働者の数が三十人以上であるときは、三十人）未満のもの

(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).

(届出事項)

(Particulars to be Notified)

第六十三条 法第五十三条第四項の厚生労働省令で定める労働者の募集に関する事項は、次のとおりとする。

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:

一 募集に係る事業所の名称及び所在地

(i) Name and location of the office with respect to recruitment;

二 募集時期

(ii) Recruitment period;

三 募集地域

(iii) Recruitment area;

四 法第五十三条第一項の育児休業又は同項の介護休業をする労働者であってその業務を募集に係る労働者が処理するものの職種及び休業期間並びに総数

(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;
五 募集職種及び人員

(v) Type of job for recruited workers and the number of said workers; and
六 賃金、労働時間、雇用期間その他の募集に係る労働条件

(vi) Wages, working hours, period of employment and other working conditions with respect to said recruitment.

(届出の手續)

(Procedures for Notification)

第六十四条 法第五十三条第四項の規定による届出は、同項の認定中小企業団体の主たる事務所の所在する都道府県の区域を募集地域とする募集、当該区域以外の地域を募集地域とする募集（以下この項において「自県外募集」という。）であつて第六十二条第二号に該当するもの及び自県外募集であつて同号に該当しないものの別に行わなければならない。

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 法第五十三条第四項の規定による届出をしようとする認定中小企業団体は、その主たる事務所の所在地を管轄する公共職業安定所（その公共職業安定所が二以上ある場合には、厚生労働省組織規則（平成十三年厚生労働省令第一号）第七百九十二条の規定により当該事務を取り扱う公共職業安定所）の長を経て、第六十二条の募集にあつては同条の都道府県労働局長に、その他の募集にあつては厚生労働大臣に届け出なければならない。

(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 前二項に定めるもののほか、届出の様式その他の手続は、厚生労働省職業安定局長（以下「職業安定局長」という。）の定めるところによる。

(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").

（労働者募集報告）

(Report on the Recruitment of Workers)

第六十五条 法第五十三条第四項の募集に従事する認定中小企業団体は、職業安定局長の定める様式に従い、毎年度、労働者募集報告を作成し、これを当該年度の翌年度の四月末日まで（当該年度の終了前に労働者の募集を終了する場合にあっては、当該終了の日の属する月の翌月末日まで）に前条第二項の届出に係る公共職業安定所の長に提出しなければならない。

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).

（準用）

(Application, Mutatis Mutandis)

第六十六条 職業安定法施行規則（昭和二十二年労働省令第十二号）第三十一条の規定は、法第五十三条第四項の規定により認定中小企業団体に委託して労働者の募集を行う中小企業者について準用する。

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.

（権限の委任）

(Delegation of Authority)

第六十七条 法第五十六条に規定する厚生労働大臣の権限は、厚生労働大臣が全国的に重要であると認めた事案に係るものを除き、事業主の事業所の所在地を管轄する都道

府県労働局長が行うものとする。

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.

附 則

Supplementary Provisions

(施行期日)

(Effective Date)

第一条 この省令は、平成四年四月一日から施行する。

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

附 則 [平成十八年四月二十八日厚生労働省令第百十六号] [抄]

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

(施行期日)

(Effective Date)

第一条 この省令は、平成十八年五月一日から施行する。

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

附 則 [平成二十一年六月八日厚生労働省令第百二十一号] [抄]

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

(施行期日)

(Effective Date)

第一条 この省令は、公布の日から施行する。

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

附 則 [平成二十一年十二月二十八日厚生労働省令百六十二号] [抄]

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

(施行期日)

(Effective Date)

第一条 この省令は、育児休業、介護休業等育児又は家族介護を行う労働者の福祉に関する法律及び雇用保険法の一部を改正する法律（平成二十一年法律第六十五号。以下

「改正法」という。)の施行の日(平成二十二年六月三十日)から施行する。ただし、第一条及び第二条の規定は、平成二十二年四月一日から施行する。

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.

(常時百人以下の労働者を雇用する事業主等に関する暫定措置)

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

第二条 この省令の施行の際常時百人以下の労働者を雇用する事業主及び当該事業主に雇用される労働者については、改正法附則第二条に規定する政令で定める日までの間、第三条の規定による改正後の育児休業、介護休業等育児又は家族介護を行う労働者の福祉に関する法律施行規則第五章、第六章、第二十条の二第一項の表第二十四条の項、第二十条の二第二項の表第三十条の六(見出しを含む。)の項、同表第三十条の七(見出しを含む。)の項及び第三十三条の二から第三十四条までの規定は、適用しない。この場合において、第三条の規定による改正前の育児休業、介護休業等育児又は家族介護を行う労働者の福祉に関する法律施行規則第三十四条、第五条の規定による改正前の健康保険法施行規則第二十六条の二、第六条の規定による改正前の船員保険法施行規則第十条第五号、第七条の規定による改正前の厚生年金保険法施行規則第十条、第八条の規定による改正前の厚生年金基金規則第十六条の二の規定は、なおその効力を有する。

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.

附 則 〔平成二十二年四月一日厚生労働省令第五十三号〕 〔抄〕

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

(施行期日)

(Effective Date)

第一条 この省令は、平成二十二年四月一日から施行する。

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