

高年齢者等の雇用の安定等に関する法律（暫定版） Act on Stabilization of Employment of Elderly Persons (Tentative translation)

(昭和四十六年五月二十五日法律第六十八号)

(Act No. 68 of May 25, 1971)

第一章 総則

Chapter I General Provisions

(目的)

(Purpose)

第一条 この法律は、定年の引上げ、継続雇用制度の導入等による高年齢者の安定した雇用の確保の促進、高年齢者等の再就職の促進、定年退職者その他の高年齢退職者に対する就業の機会の確保等の措置を総合的に講じ、もつて高年齢者等の職業の安定その他福祉の増進を図るとともに、経済及び社会の発展に寄与することを目的とする。

Article 1 The purpose of this Act is to promote the welfare including stabilization of employment of Elderly Persons, etc. while contributing to the development of the economy and society, by taking comprehensive measures that are designed to facilitate the secure employment of Elderly Persons, such as raising the mandatory retirement age and introducing a system of continuous employment, to facilitate the re-employment of Elderly Persons, etc. and to secure employment opportunities for persons who have mandatorily retired and other elderly retirees.

(定義)

(Definition)

第二条 この法律において「高年齢者」とは、厚生労働省令で定める年齢以上の者をいう。

Article 2 (1) The term "Elderly Persons" as used in this Act means those whose ages are at or above the age specified by Ordinance of the Ministry of Health, Labour and Welfare.

2 この法律において「高年齢者等」とは、高年齢者及び次に掲げる者で高年齢者に該当しないものをいう。

(2) The term "Elderly Persons, etc." as used in this Act means Elderly Persons and the following persons who do not fall into the category of Elderly Persons:

一 中高年齢者（厚生労働省令で定める年齢以上の者をいう。次項において同じ。）である求職者（次号に掲げる者を除く。）

(i) middle-aged and Elderly Persons (referring to those whose ages are at or above the age specified by Ordinance of the Ministry of Health, Labour and

Welfare; the same applies in the following paragraph) who seek employment (excluding those listed in the following item);

二 中高年齢失業者等（厚生労働省令で定める範囲の年齢の失業者その他就職が特に困難な厚生労働省令で定める失業者をいう。第三章第三節において同じ。）

(ii) middle-aged and elderly unemployed persons, etc. (unemployed persons whose ages are within the age range specified by Ordinance of the Ministry of Health, Labour and Welfare, and other unemployed persons specified by Ordinance of the Ministry of Health, Labour and Welfare as those for whom finding employment is particularly difficult; the same applies in Chapter III, Section 3).

3 この法律において「特定地域」とは、中高年齢者である失業者が就職することが著しく困難である地域として厚生労働大臣が指定する地域をいう。

(3) The term "Specified Area" as used in this Act means an area designated by the Minister of Health, Labour and Welfare as an area where it is extremely difficult for unemployed persons who are middle-aged and elderly to find employment.

(基本的理念)

(Basic Principles)

第三条 高年齢者等は、その職業生活の全期間を通じて、その意欲及び能力に応じ、雇用の機会その他の多様な就業の機会が確保され、職業生活の充実が図られるように配慮されるものとする。

Article 3 (1) Consideration must be given to ensure that Elderly Persons, etc. have opportunities for employment and other various work opportunities in accordance with their wishes and abilities throughout their entire working lives while enriching the working lives.

2 労働者は、高齢期における職業生活の充実のため、自ら進んで、高齢期における職業生活の設計を行い、その設計に基づき、その能力の開発及び向上並びにその健康の保持及び増進に努めるものとする。

(2) Workers are to, on their own initiative, prepare a plan for their period of older age in order to enrich their working lives in this period, develop and improve their abilities, while maintaining and promoting their health based on the plan.

(事業主の責務)

(Employer's Responsibilities)

第四条 事業主は、その雇用する高年齢者について職業能力の開発及び向上並びに作業施設の改善その他の諸条件の整備を行い、並びにその雇用する高年齢者等について再就職の援助等を行うことにより、その意欲及び能力に応じてその者のための雇用の機会の確保等が図られるよう努めるものとする。

Article 4 (1) The employer is to strive to secure employment opportunities, etc. for Elderly Persons that were employed by the employer in accordance with

their wishes and abilities by developing and improving their work abilities, improving working facilities, and putting in place various other conditions, as well as supporting Elderly Persons, etc. that were employed by the employer for their re-employment and the like.

2 事業主は、その雇用する労働者が高齢期においてその意欲及び能力に応じて就業することにより職業生活の充実を図ることができるようにするため、その高齢期における職業生活の設計について必要な援助を行うよう努めるものとする。

(2) The employer is to strive to provide the necessary support for workers employed by the employer to prepare work plans into their old age in order to enable the workers to enrich their working lives by assisting them in accordance with their wishes and abilities in their old age.

(国及び地方公共団体の責務)

(Responsibility of the National Government and Local Governments)

第五条 国及び地方公共団体は、事業主、労働者その他の関係者の自主的な努力を尊重しつつその実情に応じてこれらの者に対し必要な援助等を行うとともに、高年齢者等の再就職の促進のために必要な職業紹介、職業訓練等の体制の整備を行う等、高年齢者等の意欲及び能力に応じた雇用の機会その他の多様な就業の機会の確保等を図るために必要な施策を総合的かつ効果的に推進するように努めるものとする。

Article 5 While giving due consideration to the voluntary efforts of employers, workers, and other related persons, the national government and local governments are to provide the employers, workers, and other related persons with the necessary support, etc. in accordance with their circumstances, and are to strive to comprehensively and effectively promote measures necessary to secure work opportunities and other various employment opportunities, etc. for Elderly Persons, etc. in accordance with the Elderly Persons wishes and abilities, by implementing measures such as improving systems for employment placements and vocational training that are necessary to facilitate the re-employment of Elderly Persons, etc.

(高年齢者等職業安定対策基本方針)

(Basic Policy for Measures for the Stabilization of Employment for Elderly Persons)

第六条 厚生労働大臣は、高年齢者等の職業の安定に関する施策の基本となるべき方針（以下「高年齢者等職業安定対策基本方針」という。）を策定するものとする。

Article 6 (1) The Minister of Health, Labour and Welfare is to formulate a policy that forms the basis for the measures for the stabilization of employment of Elderly Persons, etc. (hereinafter referred to as the "Basic Policy for Measures for the Stabilization of Employment for Elderly Persons, etc.").

2 高年齢者等職業安定対策基本方針に定める事項は、次のとおりとする。

(2) The particulars to be specified in the Basic Policy for Measures for the

Stabilization of Employment for Elderly Persons, etc. are as follows:

一 高年齢者等の就業の動向に関する事項

(i) particulars concerning the trends in the employment of Elderly Persons, etc.;

二 高年齢者の就業の機会の増大の目標に関する事項

(ii) particulars concerning the goal of increasing job opportunities for Elderly Persons;

三 第四条第一項の事業主が行うべき職業能力の開発及び向上、作業施設の改善その他の諸条件の整備、再就職の援助等並びに同条第二項の事業主が行うべき高齢期における職業生活の設計の援助に関して、その適切かつ有効な実施を図るため必要な指針となるべき事項

(iii) particulars that should be regarded as the necessary guidelines for the appropriate and effective implementation of the measures that the employer in Article 4, paragraph (1) should take, are to develop and enhance the capabilities of workers, to improve work facilities, improve other various conditions, and to support re-employment, as well as those measures that the employer in paragraph (2) of the same Article should take to support the preparation of work plans for old age;

四 高年齢者雇用確保措置等（第九条第一項に規定する高年齢者雇用確保措置及び第十条の二第四項に規定する高年齢者就業確保措置をいう。第十一条において同じ。）の円滑な実施を図るため講じようとする施策の基本となるべき事項

(iv) particulars that should serve as the basis for the measures to be taken to facilitate smooth implementation of the measures for securing employment for Elderly Persons, etc. (referring to the measures for securing employment for Elderly Persons prescribed in Article 9, paragraph (1) and the measures for securing job opportunities for Elderly Persons prescribed in Article 10-2, paragraph (4); the same applies in Article 11)

五 高年齢者等の再就職の促進のため講じようとする施策の基本となるべき事項

(v) particulars that should serve as the basic policy underlying the measures to facilitate the re-employment of Elderly Persons, etc.;

六 前各号に掲げるもののほか、高年齢者等の職業の安定を図るため講じようとする施策の基本となるべき事項

(vi) in addition to the particulars listed in the preceding items, any other particulars that should serve as the basic policy underlying the measures to be taken to stabilize the employment of Elderly Persons, etc.

3 厚生労働大臣は、高年齢者等職業安定対策基本方針を定めるに当たっては、あらかじめ、関係行政機関の長と協議するとともに、労働政策審議会の意見を聴かなければならない。

(3) Prior to the formulation of the Basic Policy for Measures for the Stabilization of Employment for Elderly Persons, etc., the Minister of Health, Labour and Welfare must consult with the heads of the relevant administrative organs and

listen to the opinions of the Labour Policy Council.

4 厚生労働大臣は、高年齢者等職業安定対策基本方針を定めたときは、遅滞なく、その概要を公表しなければならない。

(4) After having formulated the Basic Policy for Measures for the Stabilization of Employment for Elderly Persons, etc., the Minister of Health, Labour and Welfare must immediately, and publicly announce the outline thereof.

5 前二項の規定は、高年齢者等職業安定対策基本方針の変更について準用する。

(5) The provisions of the two preceding paragraphs apply mutatis mutandis to amendments of the Basic Policy for Measures for the Stabilization of Employment for Elderly Persons, etc.

(適用除外)

(Exclusion from Application)

第七条 この法律は、船員職業安定法（昭和二十三年法律第百三十号）第六条第一項に規定する船員については、適用しない。

Article 7 (1) This Act does not apply to mariners provided for in Article 6, paragraph (1) of the Mariners' Employment Security Act (Act No. 130 of 1948).

2 前条、次章、第三章第二節、第四十九条及び第五十二条の規定は、国家公務員及び地方公務員については、適用しない。

(2) The provisions of the preceding Article, the following Chapter, Chapter III, Section 2, and Articles 49 and 52 do not apply to national government employees and local government employees.

第二章 定年の引上げ、継続雇用制度の導入等による高年齢者の安定した雇用の確保の促進等

Chapter II Promotion of Securing Stable Employment for Elderly Persons by Raising the Mandatory Retirement Age and Introducing a Continuous Employment System

(定年を定める場合の年齢)

(Cases Where the Age of the Mandatory Retirement Age Is Fixed)

第八条 事業主がその雇用する労働者の定年（以下単に「定年」という。）の定めをする場合には、当該定年は、六十歳を下回ることができない。ただし、当該事業主が雇用する労働者のうち、高年齢者が従事することが困難であると認められる業務として厚生労働省令で定める業務に従事している労働者については、この限りでない。

Article 8 If an employer establishes a mandatory retirement age for workers they employ (hereinafter referred to as the "mandatory retirement age"), the mandatory retirement age must not be set below 60 years of age; provided, however, that this does not apply to workers employed by the employer who engage in work that has been deemed difficult for Elderly Persons to perform by Ordinance of the Ministry of Health, Labour and Welfare.

(高年齢者雇用確保措置)

(Measures for Securing Employment for Elderly Persons)

第九条 定年（六十五歳未満のものに限る。以下この条において同じ。）の定めをしている事業主は、その雇用する高年齢者の六十五歳までの安定した雇用を確保するため、次の各号に掲げる措置（以下「高年齢者雇用確保措置」という。）のいずれかを講じなければならない。

Article 9 (1) If an employer fixes the mandatory retirement age (limited to under 65 years of age; hereinafter, the same applies in this Article), the employer must take any one of the measures listed in the following items in order to secure stable employment for Elderly Persons employed by the employer until 65 years of age (hereinafter referred to as the "measures for securing employment for Elderly Persons"):

一 当該定年の引上げ

(i) raising the mandatory retirement age;

二 継続雇用制度（現に雇用している高年齢者が希望するときは、当該高年齢者をその定年後も引き続いて雇用する制度をいう。以下同じ。）の導入

(ii) introduction of a continuous employment system (referring to a system under which an Elderly Person currently employed continues to be employed after the mandatory retirement age, if the Elderly Person so desires; the same applies hereinafter);

三 当該定年の定め廃止

(iii) abolition of the mandatory retirement age.

2 継続雇用制度には、事業主が、特殊関係事業主（当該事業主の経営を実質的に支配することが可能となる関係にある事業主その他の当該事業主と特殊の関係のある事業主として厚生労働省令で定める事業主をいう。以下この項及び第十条の二第一項において同じ。）との間で、当該事業主の雇用する高年齢者であつてその定年後に雇用されることを希望するものをその定年後に当該特殊関係事業主が引き続いて雇用することを約する契約を締結し、当該契約に基づき当該高年齢者の雇用を確保する制度が含まれるものとする。

(2) Continuous employment systems are to include a mechanism whereby an employer concludes a contract with a specially related employer (referring to an employer in a relationship with the given employer that allows it to have substantial control of the business of the given employer and any other employer specified by Ordinance of the Ministry of Health, Labour and Welfare as being in a special relationship with the given employer; hereinafter, the same applies in this paragraph and Article 10-2, paragraph (1)) promising that the specially related employer will continue to employ Elderly Persons currently employed by the employer who wish to be employed after the mandatory retirement age, etc., and the employment of the Elderly Persons is secured based on the contract.

3 厚生労働大臣は、第一項の事業主が講ずべき高年齢者雇用確保措置の実施及び運用（心身の故障のため業務の遂行に堪えない者等の継続雇用制度における取扱いを含む。）に関する指針（次項において「指針」という。）を定めるものとする。

(3) The Minister of Health, Labour and Welfare is to specify the guidelines concerning the implementation and operation of the measures for securing employment for Elderly Persons (referred to as the "guidelines" in the following paragraph) that the employer in paragraph (1) should take (including treatment of persons that have difficulty fulfilling their duties in the continuous employment system due to a mental or physical disorders).

4 第六条第三項及び第四項の規定は、指針の策定及び変更について準用する。

(4) The provisions of Article 6, paragraphs (3) and (4) apply mutatis mutandis to formulations of and amendments to the guidelines.

（公表等）

（Publication）

第十条 厚生労働大臣は、前条第一項の規定に違反している事業主に対し、必要な指導及び助言をすることができる。

Article 10 (1) The Minister of Health, Labour and Welfare may give necessary guidance and advice to an employer who violates the provisions of paragraph (1) of the preceding Article.

2 厚生労働大臣は、前項の規定による指導又は助言をした場合において、その事業主がなお前条第一項の規定に違反していると認めるときは、当該事業主に対し、高年齢者雇用確保措置を講ずべきことを勧告することができる。

(2) When the Minister of Health, Labour and Welfare finds that an employer still violates the provisions of paragraph (1) of the preceding Article, even after having received guidance and advice as provided for in the provisions of the preceding paragraph, the Minister of Health, Labour and Welfare may recommend the employer implement the measures for securing employment for Elderly Persons.

3 厚生労働大臣は、前項の規定による勧告をした場合において、その勧告を受けた者がこれに従わなかったときは、その旨を公表することができる。

(3) When an employer has received recommendations provided for in the provisions of the preceding paragraph but fails to follow the recommendations, the Minister of Health, Labour and Welfare may make it public.

（高年齢者就業確保措置）

（Measures for Securing Job Opportunities for Elderly Persons）

第十条の二 定年（六十五歳以上七十歳未満のものに限る。以下この条において同じ。）の定めをしている事業主又は継続雇用制度（高年齢者を七十歳以上まで引き続いて雇用する制度を除く。以下この項において同じ。）を導入している事業主は、その雇用する高年齢者（第九条第二項の契約に基づき、当該事業主と当該契約を締結し

た特殊関係事業主に現に雇用されている者を含み、厚生労働省令で定める者を除く。以下この条において同じ。) について、次に掲げる措置を講ずることにより、六十五歳から七十歳までの安定した雇用を確保するよう努めなければならない。ただし、当該事業主が、労働者の過半数で組織する労働組合がある場合においてはその労働組合の、労働者の過半数で組織する労働組合がない場合においては労働者の過半数を代表する者の同意を厚生労働省令で定めるところにより得た創業支援等措置を講ずることにより、その雇用する高年齢者について、定年後等（定年後又は継続雇用制度の対象となる年齢の上限に達した後をいう。以下この条において同じ。）又は第二号の六十五歳以上継続雇用制度の対象となる年齢の上限に達した後七十歳までの間の就業を確保する場合は、この限りでない。

Article 10-2 (1) An employer that has established a mandatory retirement age (limited to those aged 65 or older but younger than 70; hereinafter the same applies in this Article), or an employer who has introduced a continuous employment system (excluding a system under which Elderly Persons are employed continuously until 70 years of age or older; hereinafter the same applies in this paragraph) must endeavor to secure stable employment for persons aged 65 to 70. This involves taking the following measures with respect to Elderly Persons employed by the employer (including individuals currently employed by a specially-related employer that has entered into a contract with the employer based on the provisions of Article 9, paragraph (2), and excluding individuals specified by Ordinance of the Ministry of Health, Labour and Welfare; hereinafter the same applies in this Article); provided, however, that this does not apply if the employer secures the employment of Elderly Persons employed by the employer after the mandatory retirement age, etc. (referring to the period after reaching the mandatory retirement age or after reaching the upper limit of the age established by the continuous employment system; hereinafter the same applies in this Article) or if the employer secures the employment of Elderly Persons employed by the employer, for a period lasting until the age of 70, after those individuals have reached the upper age limit established by the continuous employment system for persons over 65 years of age set forth in item (ii), by taking measures for start-up support, etc. for which the employer has obtained consent, as prescribed by Ordinance of the Ministry of Health, Labour and Welfare, from a labor union organized by a majority of the workers (if there is one) or from a person representing a majority of the workers (if there is no labor union organized by a majority of the workers):

一 当該定年の引上げ

(i) raising the mandatory retirement age;

二 六十五歳以上継続雇用制度（その雇用する高年齢者が希望するときは、当該高年齢者をその定年後等も引き続いて雇用する制度をいう。以下この条及び第五十二条第一項において同じ。）の導入

(ii) introduction of a continuous employment system for persons 65 years of age or older (referring to a system in which an Elderly Person employed by the employer continues to be employed after the mandatory retirement age, etc., if the Elderly Person so desires; hereinafter the same applies in this Article and Article 52, paragraph (1));

三 当該定年の定め廃止

(iii) abolition of the mandatory retirement age.

2 前項の創業支援等措置は、次に掲げる措置をいう。

(2) The measures for start-up support, etc. set forth in the preceding paragraph refer to the following measures:

一 その雇用する高年齢者が希望するときは、当該高年齢者が新たに事業を開始する場合（厚生労働省令で定める場合を含む。）に、事業主が、当該事業を開始する当該高年齢者（厚生労働省令で定める者を含む。以下この号において「創業高年齢者等」という。）との間で、当該事業に係る委託契約その他の契約（労働契約を除き、当該委託契約その他の契約に基づき当該事業主が当該事業を開始する当該創業高年齢者等に金銭を支払うものに限る。）を締結し、当該契約に基づき当該高年齢者の就業を確保する措置

(i) Measures to ensure that, when an Elderly Person expresses a desire to initiate a new business (including cases specified by Ordinance of the Ministry of Health, Labour and Welfare), an employer is to conclude with the Elderly Person who starts the business (including persons specified by Ordinance of the Ministry of Health, Labour and Welfare; hereinafter referred to as "elderly founder" in this item) an entrustment contract or other contract (excluding a labor contract and limited to those under which the employer pays money to the elderly founder, etc. who starts the business based on the entrustment contract or other contract) relating to the business, and ensure the employment of the Elderly Person based on the contract;

二 その雇用する高年齢者が希望するときは、次に掲げる事業（ロ又はハの事業については、事業主と当該事業を実施する者との間で、当該事業を実施する者が当該高年齢者に対して当該事業に従事する機会を提供することを約する契約を締結したものに限る。）について、当該事業を実施する者が、当該高年齢者との間で、当該事業に係る委託契約その他の契約（労働契約を除き、当該委託契約その他の契約に基づき当該事業を実施する者が当該高年齢者に金銭を支払うものに限る。）を締結し、当該契約に基づき当該高年齢者の就業を確保する措置（前号に掲げる措置に該当するものを除く。）

(ii) measures to secure the employment of an Elderly Person (excluding measures falling under the preceding item) based on an entrustment contract or any other contract (excluding a labor contract, and limited to those where the person who implements the business pays money to the Elderly Person based on the entrustment contract or any other contract) relating to the following business (with regard to the businesses referred to in (b) or (c),

limited to a contract concluded between the employer and the person implementing the business promising that the person implementing the business will provide the Elderly Person with opportunities to engage in the business) if the Elderly Person wishes to be employed by the person;

イ 当該事業主が実施する社会貢献事業（社会貢献活動その他不特定かつ多数の者の利益の増進に寄与することを目的とする事業をいう。以下この号において同じ。）

(a) social contribution businesses (referring to social contribution activities and other businesses aimed at contributing to the promotion of the interests of many and unspecified persons; hereinafter the same applies in this item) implemented by the employer;

ロ 法人その他の団体が当該事業主から委託を受けて実施する社会貢献事業

(b) social contribution businesses implemented by a corporation or other organization based on an entrustment from the employer;

ハ 法人その他の団体が実施する社会貢献事業であつて、当該事業主が当該社会貢献事業の円滑な実施に必要な資金の提供その他の援助を行つているもの

(c) social contribution businesses implemented by a corporation or other organization, for which the employer provides the necessary funds or other assistance to facilitate the smooth implementation of social contribution businesses.

3 六十五歳以上継続雇用制度には、事業主が、他の事業主との間で、当該事業主の雇用する高年齢者であつてその定年後等に雇用されることを希望するものをその定年後等に当該他の事業主が引き続いて雇用することを約する契約を締結し、当該契約に基づき当該高年齢者の雇用を確保する制度が含まれるものとする。

(3) Continuous employment systems for persons 65 years of age or older are to include a mechanism by which an employer concludes a contract with another employer promising that the other employer will continue to employ Elderly Persons employed by the employer who wish to be employed after the mandatory retirement age, etc., and the employment of the Elderly Persons is secured based on the contract.

4 厚生労働大臣は、第一項各号に掲げる措置及び創業支援等措置（次条第一項及び第二項において「高年齢者就業確保措置」という。）の実施及び運用（心身の故障のため業務の遂行に堪えない者等の六十五歳以上継続雇用制度及び創業支援等措置における取扱いを含む。）に関する指針（次項において「指針」という。）を定めるものとする。

(4) The Minister of Health, Labour and Welfare is to establish guidelines for the implementation and operation of the measures set forth in the items of paragraph (1) and the measures for start-up support, etc. (referred to as the "measures for securing job opportunities for Elderly Persons" in paragraphs (1) and (2) of the following Article) (such guidelines are referred to as the "guidelines" in the following paragraph) (including treatment under continuous

employment systems for persons 65 years of age or older, encompassing those who are unable to perform their duties due to a mental or physical disorder, or measures for start-up support, etc.).

5 第六条第三項及び第四項の規定は、指針の策定及び変更について準用する。

(5) The provisions of Article 6, paragraphs (3) and (4) apply mutatis mutandis to formulations of and amendments to the guidelines.

(高齢者就業確保措置に関する計画)

(Plans for Measures for Securing Job Opportunities for Elderly Persons)

第十条の三 厚生労働大臣は、高齢者等職業安定対策基本方針に照らして、高齢者の六十五歳から七十歳までの安定した雇用の確保その他就業機会の確保のため必要があると認めるときは、事業主に対し、高齢者就業確保措置の実施について必要な指導及び助言をすることができる。

Article 10-3 (1) When the Minister of Health, Labour and Welfare finds it necessary for securing stable employment for Elderly Persons from 65 to 70 years of age and other employment opportunities for Elderly Persons in light of the Basic Policy for Measures for the Stabilization of Employment for Elderly Persons, etc., the minister may provide an employer with necessary guidance and advice with regard to the implementation of measures for securing job opportunities for Elderly Persons.

2 厚生労働大臣は、前項の規定による指導又は助言をした場合において、高齢者就業確保措置の実施に関する状況が改善していないと認めるときは、当該事業主に対し、厚生労働省令で定めるところにより、高齢者就業確保措置の実施に関する計画の作成を勧告することができる。

(2) In cases where the Minister of Health, Labour and Welfare has provided guidance or advice pursuant to the provisions of the preceding paragraph, when the minister finds that the situation concerning the implementation of measures for securing job opportunities for Elderly Persons has not improved, the minister may recommend that the employer prepare a plan concerning the implementation of measures for securing job opportunities for Elderly Persons, pursuant to the provisions of Ordinance of the Ministry of Health, Labour and Welfare.

3 事業主は、前項の計画を作成したときは、厚生労働省令で定めるところにより、これを厚生労働大臣に提出するものとする。これを変更したときも、同様とする。

(3) After preparing the plan set forth in the preceding paragraph, the employer is to submit it to the Minister of Health, Labour and Welfare pursuant to the provisions of Ordinance of the Ministry of Health, Labour and Welfare. The same applies when the employer revises the plan.

4 厚生労働大臣は、第二項の計画が著しく不相当であると認めるときは、当該計画を作成した事業主に対し、その変更を勧告することができる。

(4) When the Minister of Health, Labour and Welfare finds that the plan set

forth in paragraph (2) is particularly unsuitable, the minister may recommend that the employer who prepared the plan make revisions.

(高年齢者雇用等推進者)

(Promoter of Employment of Elderly Persons)

第十一条 事業主は、厚生労働省令で定めるところにより、高年齢者雇用確保措置等を推進するため、作業施設の改善その他の諸条件の整備を図るための業務を担当する者を選任するように努めなければならない。

Article 11 Pursuant to the provisions of Ordinance of the Ministry of Health, Labour and Welfare, an employer must strive to appoint a person who is to be responsible for improving working facilities and various other conditions in order to promote measures for securing employment for Elderly Persons.

第三章 高年齢者等の再就職の促進等

Chapter III Facilitating the Re-Employment of Elderly Persons

第一節 国による高年齢者等の再就職の促進等

Section 1 Facilitating the Re-Employment of Elderly Persons by the National Government

(再就職の促進等の措置の効果的な推進)

(Effective Promotion of Measures That Facilitates Re-Employment)

第十二条 国は、高年齢者等の再就職の促進等を図るため、高年齢者等に係る職業指導、職業紹介、職業訓練その他の措置が効果的に関連して実施されるように配慮するものとする。

Article 12 For the purpose of facilitating, etc. the re-employment of Elderly Persons, etc., the national government is to give consideration so that vocational guidance, employment placements, vocational training, and other measures concerning Elderly Persons, etc. can be implemented in an effective and coordinated way.

(求人の開拓等)

(Searching for Job Openings)

第十三条 公共職業安定所は、高年齢者等の再就職の促進等を図るため、高年齢者等の雇用の機会が確保されるように求人の開拓等を行うとともに、高年齢者等に係る求人及び求職に関する情報を収集し、並びに高年齢者等である求職者及び事業主に対して提供するように努めるものとする。

Article 13 For the purpose of facilitating, etc. the re-employment of Elderly Persons, the Public Employment Security Offices are to search for job openings in order to secure employment opportunities for Elderly Persons, etc. and are to also strive to collect information concerning job openings and job applications related to Elderly Persons, etc. and to provide such information to

job seeking Elderly Persons, etc. and to employers.

(求人者等に対する指導及び援助)

(Guidance and Support for Recruiting Employers)

第十四条 公共職業安定所は、高年齢者等にその能力に適合する職業を紹介するため必要があるときは、求人者に対して、年齢その他の求人の条件について指導するものとする。

Article 14 (1) When deemed necessary in order to introduce Elderly Persons, etc. to employment that is compatible with their abilities, the Public Employment Security Offices are to give guidance to recruiting employers on age and other conditions..

2 公共職業安定所は、高年齢者等を雇用し、又は雇用しようとする者に対して、雇入れ、配置、作業の設備又は環境等高年齢者等の雇用に関する技術的事項について、必要な助言その他の援助を行うことができる。

(2) The Public Employment Security Offices may give those that employ or seek to employ Elderly Persons, etc. the necessary advice and other support on technical particulars concerning the employment of Elderly Persons, etc. such as on hiring, assignments, working equipment and the working environment.

第二節 事業主による高年齢者等の再就職の援助等

Section 2 Support for the Re-Employment of Elderly Persons by Employers

(再就職援助措置)

(Measures to Support Re-Employment)

第十五条 事業主は、その雇用する高年齢者等（厚生労働省令で定める者に限る。）その他厚生労働省令で定める者（以下この項及び次条第一項において「再就職援助対象高年齢者等」という。）が解雇（自己の責めに帰すべき理由によるものを除く。）その他の厚生労働省令で定める理由により離職する場合において、当該再就職援助対象高年齢者等が再就職を希望するときは、求人の開拓その他当該再就職援助対象高年齢者等の再就職の援助に関し必要な措置（以下「再就職援助措置」という。）を講ずるよう努めなければならない。

Article 15 (1) If an Elderly Person, etc. or other person specified by Ordinance of the Ministry of Health, Labour and Welfare (hereinafter referred to as "Elderly Persons eligible for re-employment assistance, etc.") is separated from employment (limited to those specified by Ordinance of the Ministry of Health, Labour and Welfare due to being dismissed by their employer (excluding dismissal based on grounds attributable to those persons themselves) or due to any other reason specified by Ordinance of the Ministry of Health, Labour and Welfare), and if the Elderly Person eligible for re-employment assistance, etc. wishes to be re-employed, the employer must strive to search for job openings

and take other necessary measures to support the Elderly Person eligible for re-employment assistance, etc. in their search for re-employment (hereinafter referred to as the "measures to support re-employment").

2 公共職業安定所は、前項の規定により事業主が講ずべき再就職援助措置について、当該事業主の求めに応じて、必要な助言その他の援助を行うものとする。

(2) The Public Employment Security Offices are to provide an employer with the necessary advice and other support for the measures to support re-employment that should be taken by the employer pursuant to the provisions of the preceding paragraph, at the request of the employer.

(多数離職の届出)

(Notification of Multiple Separations from Employment)

第十六条 事業主は、再就職援助対象高齢者等のうち厚生労働省令で定める数以上の者が前条第一項に規定する厚生労働省令で定める理由により離職する場合には、あらかじめ、厚生労働省令で定めるところにより、その旨を公共職業安定所長に届け出なければならない。

Article 16 (1) In the event that the Elderly Persons eligible for re-employment assistance, etc. whose number is equal to or greater than the number specified by Ordinance of the Ministry of Health, Labour and Welfare are separated from employment due to a reason specified by Ordinance of the Ministry of Health, Labour and Welfare as set forth in paragraph (1) of the preceding Article, the employer must notify the Chief of the Public Employment Security Office thereof in advance, pursuant to the provisions of Ordinance of the Ministry of Health, Labour and Welfare.

2 前項の場合における離職者の数の算定は、厚生労働省令で定める算定方法により行うものとする。

(2) The calculation of the number of workers separated from employment in the case referred to in the preceding paragraph is to be made by the calculation method specified by Ordinance of the Ministry of Health, Labour and Welfare.

(求職活動支援書の作成等)

(Drafting a Job-Seeking Support Plan)

第十七条 事業主は、厚生労働省令で定めるところにより、解雇（自己の責めに帰すべき理由によるものを除く。）その他これに類するものとして厚生労働省令で定める理由（以下この項において「解雇等」という。）により離職することとなっている高齢者等（厚生労働省令で定める者に限る。）が希望するときは、その円滑な再就職を促進するため、当該高齢者等の職務の経歴、職業能力その他の当該高齢者等の再就職に資する事項（解雇等の理由を除く。）として厚生労働省令で定める事項及び事業主が講ずる再就職援助措置を明らかにする書面（以下「求職活動支援書」という。）を作成し、当該高齢者等に交付しなければならない。

Article 17 (1) When Elderly Persons, etc. (limited to those specified by

Ordinance of the Ministry of Health, Labour and Welfare) who have been separated from their employment due to dismissal (excluding dismissal based on grounds attributable to the Elderly Person) or other reasons specified by Ordinance of the Ministry of Health, Labour and Welfare as being similar to dismissal (hereinafter referred to as "Dismissal, etc." in this paragraph) wish to be re-employed, an employer must, pursuant to the provisions of Ordinance of the Ministry of Health, Labour and Welfare, draft a document (hereinafter referred to as the "Job-Seeking Support Plan") regarding the particulars specified by Ordinance of the Ministry of Health, Labour and Welfare concerning their work experience, occupational abilities, and other particulars that will help the them become re-employed (excluding the reasons for their Dismissal, etc.), as well as clarifying the measures to be taken by the employer to support their re-employment, and issue it to the Elderly Persons, etc., in order to facilitate their re-employment.

2 前項の規定により求職活動支援書を作成した事業主は、その雇用する者のうちから再就職援助担当者を選任し、その者に、当該求職活動支援書に基づいて、厚生労働省令で定めるところにより、公共職業安定所と協力して、当該求職活動支援書に係る高年齢者等の再就職の援助に関する業務を行わせるものとする。

(2) An employer who has drafted a Job-Seeking Support Plan pursuant to the provisions of the preceding paragraph is to appoint a person to be in charge of re-employment support from among the persons employed by the employer and have that person provide, in accordance with the Job-Seeking Support Plan, support for the re-employment of Elderly Persons, etc. connected with the Job-Seeking Support Plan in cooperation with the Public Employment Security Offices and pursuant to the provisions of Ordinance of the Ministry of Health, Labour and Welfare.

(指導、助言及び勧告)

(Guidance, Advice, and Recommendations)

第十八条 厚生労働大臣は、前条第一項の規定に違反している事業主に対し、必要な指導及び助言をすることができる。

Article 18 (1) The Minister of Health, Labour and Welfare may give necessary guidance and advice to an employer who violates the provisions of paragraph (1) of the preceding Article.

2 厚生労働大臣は、前項の規定による指導又は助言をした場合において、その事業主がなお前条第一項の規定に違反していると認めるときは、当該事業主に対し、求職活動支援書を作成し、当該求職活動支援書に係る高年齢者等に交付すべきことを勧告することができる。

(2) If the Minister of Health, Labour and Welfare finds that an employer still violates the provisions of paragraph (1) of the preceding Article, even after having received the guidance and advice as provided for in the provisions of the

preceding paragraph, the Minister of Health, Labour and Welfare may recommend the employer prepare a Job-Seeking Support Plan and issue it to Elderly Persons, etc. connected with the Job-Seeking Support Plan.

(求職活動支援書に係る労働者に対する助言その他の援助)

(Advice and Other Support for Workers Concerned with the Job-Seeking Support Plan)

第十九条 求職活動支援書の交付を受けた労働者は、公共職業安定所に求職の申込みを行うときは、公共職業安定所に、当該求職活動支援書を提示することができる。

Article 19 (1) Workers who have received a Job-Seeking Support Plan may present the plan to the Public Employment Security Offices when applying for employment there.

2 公共職業安定所は、前項の規定により求職活動支援書の提示を受けたときは、当該求職活動支援書の記載内容を参酌し、当該求職者に対し、その職務の経歴等を明らかにする書面の作成に関する助言その他の援助を行うものとする。

(2) When presented with a Job-Seeking Support Plan pursuant to the provisions of the preceding paragraph, the Public Employment Security Offices are to consider the content of the Job-Seeking Support Plan and offer advice on how to prepare a document that clarifies the work experiences, etc. of the job seeker and provide other support to the job seeker.

3 公共職業安定所長は、前項の助言その他の援助を行うに当たり、必要と認めるときは、当該求職活動支援書を作成した事業主に対し、情報の提供その他必要な協力を求めることができる。

(3) If deemed necessary when offering the advice and other support provided for in the preceding paragraph, the Chief of the Public Employment Security Office may request that the employer that prepared the Job-Seeking Support Plan provide information and any other necessary cooperation.

(募集及び採用についての理由の提示等)

(Providing Reasons for Recruitment and Employment)

第二十条 事業主は、労働者の募集及び採用をする場合において、やむを得ない理由により一定の年齢（六十五歳以下のものに限る。）を下回ることを条件とするときは、求職者に対し、厚生労働省令で定める方法により、当該理由を示さなければならない。

Article 20 (1) When an employer recruits or employs workers and sets an upper age limit for applicants (limited to not more than 65 years of age) due to compelling reasons, the employer must explain the reasons for the limitation to the job seekers, pursuant to a method specified by Ordinance of the Ministry of Health, Labour and Welfare.

2 厚生労働大臣は、前項に規定する理由の提示の有無又は当該理由の内容に関して必要があると認めるときは、事業主に対して、報告を求め、又は助言、指導若しくは勧告をすることができる。

(2) If the Minister of Health, Labour and Welfare deems it necessary, the minister may request reports from an employer or give advice, guidance, or recommendations, with regard to providing grounds specified in the preceding paragraph or the content of the grounds,

(定年退職等の場合の退職準備援助の措置)

(Measures to Support Preparations for Retirement in the Case of Retirement upon mandatory retirement age)

第二十一条 事業主は、その雇用する高年齢者が定年その他これに準ずる理由により退職した後においてその希望に応じ職業生活から円滑に引退することができるようにするために必要な備えをすることを援助するため、当該高年齢者に対し、引退後の生活に関する必要な知識の取得の援助その他の措置を講ずるように努めなければならない。

Article 21 An employer must strive to take measures to provide support to Elderly Persons employed by the employer in order that they acquire the necessary knowledge concerning life after retirement and establish other measures in order to support Elderly Persons in making the necessary preparations to facilitate their retirement from occupational life, in accordance with their wishes, after retirement due to reaching the mandatory retirement age or for other similar reasons.

第三節 中高年齢失業者等に対する特別措置

Section 3 Special Measures for Middle-Aged and Elderly Unemployed Persons

(中高年齢失業者等求職手帳の発給)

(Issuance of Job Application Pocketbooks for Middle-Aged and Elderly Unemployed Persons)

第二十二条 公共職業安定所長は、中高年齢失業者等であつて、次の各号に該当するものに対して、その者の申請に基づき、中高年齢失業者等求職手帳（以下「手帳」という。）を発給する。

Article 22 The Chief of the Public Employment Security Office is to issue job application pocketbooks for middle-aged and elderly unemployed persons, etc. (hereinafter referred to as a "Pocketbook") to middle-aged and elderly unemployed persons, etc. who fall under each of the following items, based on an application from the persons:

一 公共職業安定所に求職の申込みをしていること。

(i) that the persons have applied to the Public Employment Security Offices for employment;

二 誠実かつ熱心に就職活動を行う意欲を有すると認められること。

(ii) that the persons are recognized as willing to earnestly engage in job-seeking activities in good faith;

三 第二十五条第一項各号に掲げる措置を受ける必要があると認められること。

(iii) that the persons have been deemed to be in need of receiving the measures listed in each item of Article 25, paragraph (1);

四 前三号に掲げるもののほか、生活の状況その他の事項について厚生労働大臣が労働政策審議会の意見を聴いて定める要件に該当すること。

(iv) that, in addition to the requirements listed in the preceding three items, the persons meet the requirements concerning their living conditions and other particulars specified by the Minister of Health, Labour and Welfare after listening to the opinion of the Labour Policy Council.

(手帳の有効期間)

(Validity Period of a Pocketbook)

第二十三条 手帳は、厚生労働省令で定める期間、その効力を有する。

Article 23 (1) The Pocketbook remains valid for the period specified by Ordinance of the Ministry of Health, Labour and Welfare.

2 公共職業安定所長は、手帳の発給を受けた者であつて、前項の手帳の有効期間を経過してもなお就職が困難であり、引き続き第二十五条第一項各号に掲げる措置を実施する必要があると認められるものについて、その手帳の有効期間を厚生労働省令で定める期間延長することができる。

(2) The Chief of the Public Employment Security Office may extend the validity period of a recipient's Pocketbook for the period specified by Ordinance of the Ministry of Health, Labour and Welfare, when the Chief recognizes that the person continues to have difficulty in finding employment after the lapse of the validity period of the Pocketbook referred to in the preceding paragraph and therefore remains in need of the measures listed in each item of Article 25, paragraph (1).

3 前二項の厚生労働省令で定める期間を定めるに当たっては、特定地域に居住する者について特別の配慮をすることができる。

(3) In specifying the period to be set by Ordinance of the Ministry of Health, Labour and Welfare under the preceding two paragraphs, special consideration may be given to persons residing in Specified Areas.

(手帳の失効)

(Invalidation of a Pocketbook)

第二十四条 手帳は、公共職業安定所長が当該手帳の発給を受けた者が次の各号のいずれかに該当すると認めるときは、その効力を失う。

Article 24 (1) When the Chief of the Public Employment Security Office recognizes that a person who has received a Pocketbook falls under any of the following items, the Pocketbook becomes invalidated:

一 新たに安定した職業に就いたとき。

(i) when the person has newly obtained stable employment;

二 第二十二條各号に掲げる要件のいずれかを欠くに至つたとき。

(ii) when the person no longer fulfills any of the qualification requirements listed in each item of Article 22;

三 前二号に掲げるもののほか、厚生労働大臣が労働政策審議会の意見を聴いて定める要件に該当するとき。

(iii) in addition to the provisions of the preceding two items, when the person meets any other requirements specified by the Minister of Health, Labour and Welfare after listening to the opinions of the Labour Policy Council.

2 前項の場合においては、公共職業安定所長は、その旨を当該手帳の発給を受けた者に通知するものとする。

(2) In the case referred to in the preceding paragraph, the Chief of the Public Employment Security Office is to notify the person who has received the Pocketbook thereof.

(計画の作成)

(Formulation of a Plan)

第二十五条 厚生労働大臣は、手帳の発給を受けた者の就職を容易にするため、次の各号に掲げる措置が効果的に関連して実施されるための計画を作成するものとする。

Article 25 (1) The Minister of Health, Labour and Welfare is to formulate a plan to ensure that the measures listed in each of the following items are implemented in an effective and coordinated way in order to facilitate the employment of persons who have received Pocketbooks:

一 職業指導及び職業紹介

(i) vocational guidance and employment placements;

二 公共職業能力開発施設を行う職業訓練（職業能力開発総合大学校の行うものを含む。）

(ii) vocational training conducted by public human resources development facilities (including vocational training conducted by a Polytechnic University);

三 国又は地方公共団体が実施する訓練（前号に掲げるものを除く。）であつて、失業者に作業環境に適応することを容易にさせ、又は就職に必要な知識及び技能を習得させるために行われるもの（国又は地方公共団体の委託を受けたものが行うものを含む。）

(iii) training conducted by the national government or local governments (excluding the training listed in the preceding item) that is designed to help unemployed persons adapt to the working environment or to enable them to acquire the knowledge and skills necessary to gain employment (including training conducted by a person that has been entrusted with the training by the national government or local governments);

四 前三号に掲げるもののほか、厚生労働省令で定めるもの

(iv) beyond the measures listed in the preceding three items, those measures

specified by Ordinance of the Ministry of Health, Labour and Welfare.

2 厚生労働大臣は、前項の計画を作成しようとする場合には、労働政策審議会の意見を聴かなければならない。

(2) Prior to the formulation the plan referred to in the preceding paragraph, the Minister of Health, Labour and Welfare must listen to the opinions of the Labour Policy Council.

(公共職業安定所長の指示)

(Instructions by the Chief of the Public Employment Security Offices)

第二十六条 公共職業安定所長は、手帳を発給するときは、手帳の発給を受ける者に対して、その者の知識、技能、職業経験その他の事情に応じ、当該手帳の有効期間中前条第一項の計画に準拠した同項各号に掲げる措置（以下「就職促進の措置」という。）の全部又は一部を受けることを指示するものとする。

Article 26 (1) When the Chief of the Public Employment Security Office issues a Pocketbook, the Chief is to instruct the person receiving the Pocketbook to receive all or part of the measures listed in each item of paragraph (1) of the preceding Article based on the plan referred to in the same paragraph (hereinafter referred to as the "measures to promote employment") during the validity period of the Pocketbook, according to the person's knowledge, skills, work experience, and other circumstances.

2 公共職業安定所長は、手帳の発給を受けた者について当該手帳の有効期間を延長するときは、改めて、その延長された有効期間中就職促進の措置の全部又は一部を受けることを指示するものとする。

(2) Upon extending the validity period of a Pocketbook for a person who has received it, the Chief of the Public Employment Security Office is to again, instruct the person to receive all or part of the measures to promote employment during the extended validity period of a Pocketbook.

3 公共職業安定所長は、前二項の指示を受けた者の就職促進の措置の効果を高めるために必要があると認めたときは、その者に対する指示を変更することができる。

(3) When the Chief of the Public Employment Security Office finds it necessary to increase the effectiveness of measures to promote employment for a person who has received instructions referred to in the preceding two paragraphs, the Chief may modify the instructions issued to the person.

(関係機関等の責務)

(Responsibilities of the Relevant Organizations)

第二十七条 職業安定機関、地方公共団体及び独立行政法人高齢・障害・求職者雇用支援機構（第四十九条第二項及び第三項において「機構」という。）は、前条第一項又は第二項の指示を受けた者の就職促進の措置の円滑な実施を図るため、相互に密接に連絡し、及び協力するように努めなければならない。

Article 27 (1) The employment security agencies, local governments, and the

Japan Organization for Employment of the Elderly, Persons with Disabilities and Job Seekers (referred to as the "Organization" in Article 49, paragraphs (2) and (3)) must strive to liaise closely and cooperate to ensure the smooth implementation of measures to promote employment for persons receiving the instructions referred to in paragraphs (1) or (2) of the preceding Article.

2 前条第一項又は第二項の指示を受けた者は、その就職促進の措置の実施に当たる職員の指導又は指示に従うとともに、自ら進んで、速やかに職業に就くように努めなければならない。

(2) A person who has received the instructions referred to in paragraph (1) or (2) of the preceding Article must follow the guidance or instructions of the official who is implementing the measures to promote employment and also must strive to promptly find employment on their own initiative.

(手当の支給)

(Payment of Allowance)

第二十八条 国及び都道府県は、第二十六条第一項又は第二項の指示を受けて就職促進の措置を受ける者に対して、その就職活動を容易にし、かつ、生活の安定を図るため、手帳の有効期間中、労働施策の総合的な推進並びに労働者の雇用の安定及び職業生活の充実等に関する法律（昭和四十一年法律第百三十二号）の規定に基づき、手当を支給することができる。

Article 28 The national government and the prefectures may, pursuant to the provisions of the Act on Comprehensively Advancing Labor Measures, Stabilizing the Employment of Workers, and Enriching Workers' Vocational Lives (Act No. 132 of 1966), pay an allowance to a person who receives the measures to promote employment under the instructions referred to in Article 26, paragraph (1) or (2) during the validity period of their Pocketbook, in an effort to facilitate the person's job-seeking activities and ensure the stability of their livelihoods.

(就職促進指導官)

(Employment Promotion Officer)

第二十九条 就職促進の措置としての職業指導は、職業安定法（昭和二十二年法律第百四十一号）第九条の二第一項の就職促進指導官に行わせるものとする。

Article 29 Vocational guidance as part of measures to promote employment is to be provided by employment promotion officers under Article 9-2, paragraph (1) of the Employment Security Act (Act No. 141 of 1947).

(報告の請求)

(Request for Reports)

第三十条 公共職業安定所長は、第二十六条第一項又は第二項の指示を受けて就職促進の措置を受ける者に対し、その就職活動の状況について報告を求めることができる。

Article 30 The Chief of the Public Employment Security Office may request a person receiving measures to promote employment to submit reports on the status of their job-seeking activities in accordance with the instructions referred to in Article 26, paragraph (1) or (2).

(特定地域における措置)

(Measures in Specified Areas)

第三十一条 厚生労働大臣は、特定地域に居住する中高年齢失業者等について、職業紹介、職業訓練等の実施、就業の機会の増大を図るための事業の実施その他これらの者の雇用を促進するため必要な事項に関する計画を作成し、その計画に基づき必要な措置を講ずるものとする。

Article 31 With regard to middle-aged and elderly unemployed persons, etc. residing in Specified Areas, the Minister of Health, Labour and Welfare is to formulate a plan relating to the implementation of employment placements and vocational training, etc., implementation of projects designed to increase employment opportunities, and other particulars necessary to promote the employment of the persons, as well as establishing necessary measures based on this plan.

第三十二条 厚生労働大臣は、特定地域における中高年齢失業者等の就職の状況等からみて必要があると認めるときは、当該特定地域において計画実施される公共事業（国及び特別の法律により特別の設立行為をもつて設立された法人（その資本金の全部若しくは大部分が国からの出資による法人又はその事業の運営のために必要な経費の主たる財源を国からの交付金若しくは補助金によつて得ている法人であつて、政令で定めるものに限る。）（次項において「国等」という。）自ら又は国の負担金の交付を受け、若しくは国庫の補助により地方公共団体等が計画実施する公共的な建設又は復旧の事業をいう。以下同じ。）について、その事業種別に従い、職種別又は地域別に、当該事業に使用される労働者の数とそのうちの中高年齢失業者等の数との比率（以下「失業者吸収率」という。）を定めることができる。

Article 32 (1) When the Minister of Health, Labour and Welfare deems it to be necessary based on the employment conditions of middle-aged and elderly unemployed persons, etc. in Specified Areas, the Minister of Health, Labour and Welfare may, with respect to public works projects planned and executed in the Specified Areas (referring to public-oriented construction and restoration projects planned and executed directly by the national government or by corporations established by a special act of incorporation pursuant to a special act (limited to corporations specified by Cabinet Order for which all or most of the stated capital comes from investment by the national government, or for which the primary source of funds for expenses necessary to carry out the projects comes from grants or subsidies from the national government) (referred to as the "national government, etc." in the following paragraph), or

by local governments, etc. to which a contribution or subsidy from the national treasury has been provided; the same applies hereinafter), fix a percentage of the number of middle-aged and elderly unemployed persons, etc. among the total number of workers employed in these projects (hereinafter referred to as the "absorption ratio of unemployed persons") by occupation or area, according to the type of project.

2 失業者吸収率の定められている公共事業を計画実施する国等又は地方公共団体等（これらのものとの請負契約その他の契約に基づいて、その事業を施行する者を含む。以下「公共事業の事業主体等」という。）は、公共職業安定所の紹介により、常に失業者吸収率に該当する数の中高齢失業者等を雇い入れていなければならない。

(2) The national government, etc. or local governments, etc. which plan and execute a public works project for which the absorption ratio of unemployed persons has been fixed (including persons that execute these projects based on a subcontract or other contract with the national government, etc. or local governments, etc.; hereinafter referred to as the "corporation, etc. for a public works project") must employ middle-aged and elderly unemployed persons, etc. in the number corresponding to the absorption ratio of unemployed persons at all times, through referrals of the unemployed persons by the Public Employment Security Offices.

3 公共事業の事業主体等は、前項の規定により雇入れを必要とする数の中高齢失業者等を公共職業安定所の紹介により雇い入れることが困難な場合には、その困難な数の労働者を、公共職業安定所の書面による承諾を得て、直接雇い入れることができる。

(3) If it is difficult for the corporation, etc. for a public works project to employ middle-aged and elderly unemployed persons, etc. in the number required by the provisions of the preceding paragraph through referrals of unemployed persons by the Public Employment Security Offices, the corporation, etc. for a public works project may directly employ the number of difficult-to-hire workers upon receiving written consent from the Public Employment Security Offices.

（厚生労働省令への委任）

(Delegation to Ordinance of the Ministry of Health, Labour and Welfare)

第三十三条 この節に定めるもののほか、手帳の発給、手帳の返納その他手帳に関し必要な事項、第二十六条第一項又は第二項の指示の手續に関し必要な事項及び公共事業への中高齢失業者等の吸収に関し必要な事項は、厚生労働省令で定める。

Article 33 Beyond the provisions described in this Section, the issuing of Pocketbooks, the returning of Pocketbooks, other necessary particulars pertaining to Pocketbooks, necessary particulars pertaining to procedures for the instructions referred to in Article 26, paragraph (1) or (2), and necessary particulars pertaining to the absorption of middle-aged and elderly unemployed persons, etc. into public works projects, are specified by Ordinance of the

Ministry of Health, Labour and Welfare.

第四章 地域の実情に応じた高齢者の多様な就業の機会の確保
Chapter IV Securing Diverse Job Opportunities for Elderly Persons
According to Local Conditions

(地域の実情に応じた高齢者の多様な就業の機会の確保に関する計画)
(Plan for Securing Diverse Employment Opportunities for Elderly Persons
According to Local Conditions)

第三十四条 地方公共団体は、単独で又は共同して、次条第一項の協議会における協議を経て、地域の実情に応じた高齢者の多様な就業の機会の確保に関する計画（以下この条及び同項において「地域高齢者就業機会確保計画」という。）を策定し、厚生労働大臣に協議し、その同意を求めることができる。

Article 34 (1) Local governments may, individually or jointly, through consultation at the council set forth in paragraph (1) of the following Article and in accordance with the actual circumstances of the area, formulate a plan for securing diverse employment opportunities for Elderly Persons (hereinafter referred to as a "local plan for securing job opportunities for Elderly Persons" in this Article and the same paragraph), consult with the Minister of Health, Labour and Welfare, and seek the minister's consent.

2 地域高齢者就業機会確保計画においては、次に掲げる事項を定めるものとする。

(2) A local plan for securing job opportunities for Elderly Persons is to provide for the following particulars:

一 地域高齢者就業機会確保計画の対象となる区域（次項第一号において「計画区域」という。）

(i) the area subject to the local plan for securing job opportunities for Elderly Persons (referred to as the "plan area" in item (i) of the following paragraph);

二 地域の特性を生かして重点的に高齢者の就業の機会の確保を図る業種に関する事項

(ii) particulars concerning the types of businesses in which job opportunities for Elderly Persons are to be strategically secured by taking advantage of local characteristics;

三 国が実施する高齢者の雇用に資する事業に関する事項

(iii) particulars concerning programs implemented by the national government that contribute to the employment of Elderly Persons;

四 計画期間

(iv) the period covered by the plan.

3 地域高齢者就業機会確保計画においては、前項各号に掲げる事項のほか、次に掲げる事項を定めるよう努めるものとする。

(3) In addition to the particulars set forth in the items of the preceding paragraph, efforts are to be made to specify the following particulars in a local

plan for securing job opportunities for Elderly Persons:

一 計画区域における高齢者の就業の機会の確保の目標に関する事項

(i) particulars concerning the goals for securing job opportunities for Elderly Persons in the plan area;

二 地方公共団体及び次条第一項の協議会の構成員その他の関係者が実施する高齢者の就業の機会の確保に資する事業に関する事項

(ii) particulars concerning projects that contribute to securing job opportunities for Elderly Persons implemented by local governments, members of the council set forth in paragraph (1) of the following Article, and other relevant persons.

4 地方公共団体は、第一項の同意を得た地域高齢者就業機会確保計画を変更しようとするときは、厚生労働大臣に協議し、その同意を得なければならない。

(4) If a local government intends to make changes to the local plan for securing job opportunities for Elderly Persons for which it has obtained the consent set forth in paragraph (1), it must consult with and obtain the consent of the Minister of Health, Labour and Welfare.

5 政府は、第一項の同意を得た地域高齢者就業機会確保計画（前項の規定による変更の同意があつたときは、その変更後のもの）に係る第二項第三号に規定する事業について、雇用保険法（昭和四十九年法律第百十六号）第六十二条の雇用安定事業又は同法第六十三条の能力開発事業として行うものとする。

(5) With regard to the programs prescribed in paragraph (2), item (iii) pertaining to a local plan for securing job opportunities for Elderly Persons for which the consent set forth in paragraph (1) has been obtained (when consent for change under the provisions of the preceding paragraph has been given, the plan after the change), the government is to provide them as Employment Stabilization Programs set forth in Article 62 of the Employment Insurance Act (Act No. 116 of 1974) or as Human Resources Development Programs set forth in Article 63 of the same Act.

（協議会）

(Council)

第三十五条 地方公共団体、関係機関、第三十七条第二項に規定するシルバー人材センター、事業主団体、高齢者の就業に関連する業務に従事する者その他の関係者は、高齢者の多様な就業の機会の確保に関する地域の課題について情報を共有し、連携の緊密化を図るとともに、地域高齢者就業機会確保計画に関し必要な事項その他地域の実情に応じた高齢者の多様な就業の機会の確保の方策について協議を行うための協議会を組織することができる。

Article 35 (1) Local governments, relevant organizations, silver human resources centers prescribed in Article 37, paragraph (2), employer organizations, persons engaged in work related to Elderly Persons, and other relevant persons may organize a council to share information on local issues concerning the

securing of diverse job opportunities for Elderly Persons and promotion of closer collaboration, as well as to discuss necessary matters concerning a local plan for securing job opportunities for Elderly Persons and other measures for the securing of diverse job opportunities for Elderly Persons in accordance with the actual circumstances in the area.

2 前項の協議会において協議が調った事項については、当該協議会の構成員は、その協議の結果を尊重しなければならない。

(2) With regard to the particulars discussed at the council set forth in the preceding paragraph, the members of the council must respect the outcomes of the discussions.

第五章 定年退職者等に対する就業の機会の確保

Chapter V Securing Employment Opportunities for Persons Who Have Mandatorily Retired

(国及び地方公共団体の講ずる措置)

(Measures Taken by the National Government and Local Governments)

第三十六条 国及び地方公共団体は、定年退職者その他の高年齢退職者の職業生活の充実その他福祉の増進に資するため、臨時的かつ短期的な就業又は次条第一項の軽易な業務に係る就業を希望するこれらの者について、就業に関する相談を実施し、その希望に応じた就業の機会を提供する団体を育成し、その他その就業の機会の確保のために必要な措置を講ずるように努めるものとする。

Article 36 The national and local governments will strive to provide consultations regarding employment to elderly retirees, including those who have reached the mandatory retirement age, who wish to engage in temporary short-term employment or light tasks as provided for in paragraph (1) of the following Article; foster organizations providing employment opportunities to meet such wishes; and take other necessary measures in order to secure other opportunities for their employment.

第六章 シルバー人材センター等

Chapter VI Silver Human Resources Centers

第一節 シルバー人材センター

Section 1 Silver Human Resources Centers

(指定等)

(Designation)

第三十七条 都道府県知事は、定年退職者その他の高年齢退職者の希望に応じた就業で、臨時的かつ短期的なもの又はその他の軽易な業務（当該業務に係る労働力の需給の状況、当該業務の処理の実情等を考慮して厚生労働大臣が定めるものに限る。次条において同じ。）に係るものの機会を確保し、及びこれらの者に対して組織的に提供する

ことにより、その就業を援助して、これらの者の能力の積極的な活用を図ることができるようにし、もって高年齢者の福祉の増進に資することを目的とする一般社団法人又は一般財団法人（次項及び第四十四条第一項において「高年齢者就業援助法人」という。）であつて、次条に規定する業務に関し次に掲げる基準に適合すると認められるものを、その申請により、市町村（特別区を含む。第三十九条及び第四十四条において同じ。）の区域（当該地域における臨時的かつ短期的な就業の機会の状況その他の事情を考慮して厚生労働省令で定める基準に従い、次条第一項第一号及び第二号に掲げる業務の円滑な運営を確保するために必要と認められる場合には、都道府県知事が指定する二以上の市町村の区域）ごとに一個に限り、同条に規定する業務を行う者として指定することができる。ただし、第四十四条第一項の指定を受けた者（以下「シルバー人材センター連合」という。）に係る同項の指定に係る区域（同条第二項又は第四項の変更があつたときは、その変更後の区域。以下「連合の指定区域」という。）については、この項の指定に係る区域とすることはできない。

Article 37 (1) The prefectural governor may, based on applications therefrom, designate general incorporated associations or general incorporated foundations (referred to as "Elderly Persons Employment Support Corporations" in the following paragraph and Article 44, paragraph (1)), that, in addition to having been established for the purpose of contributing to the advancement of the welfare of the elderly by securing, and systematically providing, opportunities for temporary short-term work or other light tasks (limited to those specified by the Minister of Health, Labour and Welfare upon taking into consideration the relevant labor supply-and-demand situation and the practical aspects of the work concerned, etc.; the same applies in the following Article) based on the preferences of the elderly retirees, including those who have reached the mandatory retirement age, and thereby enabling the active utilization of their abilities and assisting with their search for employment, are also deemed to comply with the criteria listed below concerning the operations provided for in the following Article, as the party that is to carry out the operations provided for in this Article, with only a single such organization to be designated for each municipal area (or, when deemed necessary to ensure the smooth operations of the activities listed in paragraph (1), items (i) and (ii) of the following Article, in accordance with the criteria specified by Ordinance of the Ministry of Health, Labour and Welfare, taking into consideration the circumstances of employment opportunities for temporary short-term work in the areas and other relevant circumstances, two or more municipal areas as designated by the prefectural governor) (including special wards; the same applies in Articles 39 and 44); provided, however, that areas (if changes have been made to paragraphs (2) or (4) of the same Article, then areas after changes have been made; hereinafter referred to as the "designated areas of the association") pertaining to the designation in Article 44, paragraph (1) pertaining to parties who have received the designation

pursuant to the same paragraph (hereinafter referred to as the "silver human resources center association") cannot be deemed as areas pertaining to the designation in this paragraph:

一 職員、業務の方法その他の事項についての業務の実施に関する計画が適正なものであり、かつ、その計画を確実に遂行するに足りる経理的及び技術的な基礎を有すると認められること。

(i) the plan for the implementation of operations that covers personnel, operational procedures, and other matters are appropriate, and that the person is found to have sufficient financial and technical basis in order to carry out the plan in a reliable manner;

二 前号に定めるもののほか、業務の運営が適正かつ確実に行われ、高年齢者の福祉の増進に資すると認められること。

(ii) that, in addition to the provisions of the preceding item, the person is found to be capable of carrying out the operations in a proper and reliable manner and is contributing to the enhanced welfare of Elderly Persons.

2 前項の指定は、その会員に同項の指定を受けた者（以下「シルバー人材センター」という。）を二以上有する高年齢者就業援助法人に対してはすることができない。

(2) The designation in the preceding paragraph may not apply to Elderly Persons Employment Support Corporations that possess as its members, two or more persons (hereinafter referred to as the "silver human resources center") that have received a designation under the same paragraph.

3 都道府県知事は、第一項の指定をしたときは、シルバー人材センターの名称及び住所、事務所の所在地並びに当該指定に係る地域を公示しなければならない。

(3) When making the designation under paragraph (1), the prefectural governor must make public the name, address, and location of the office of the silver human resources center, as well as the area concerned with the designation.

4 シルバー人材センターは、その名称及び住所並びに事務所の所在地を変更しようとするときは、あらかじめ、その旨を都道府県知事に届け出なければならない。

(4) When a silver human resources center seeks to change its name, address, or the location of its office, it must notify the prefectural governor thereof in advance.

5 都道府県知事は、前項の届出があつたときは、当該届出に係る事項を公示しなければならない。

(5) When a notification provided for in the preceding paragraph has been submitted, the prefectural governor must make public the particulars concerning the notice.

(業務等)

(Operations)

第三十八条 シルバー人材センターは、前条第一項の指定に係る区域（以下「センターの指定区域」という。）において、次に掲げる業務を行うものとする。

Article 38 (1) Silver human resources centers are to carry out the following operations in the areas (hereinafter referred to as the "designated areas of the centers") pertaining to the designation under paragraph (1) of the preceding Article:

一 臨時かつ短期的な就業（雇用によるものを除く。）又はその他の軽易な業務に係る就業（雇用によるものを除く。）を希望する高年齢退職者のために、これらの就業の機会を確保し、及び組織的に提供すること。

(i) to secure employment opportunities for temporary short-term work (except work pursuant to employment) or other light activities (except work pursuant to employment) and provide the employment opportunities systematically to elderly retirees wishing to be employed in the work or activities;

二 臨時かつ短期的な雇用による就業又はその他の軽易な業務に係る就業（雇用によるものに限る。）を希望する高年齢退職者のために、職業紹介事業を行うこと。

(ii) to provide a free employment placement service for elderly retirees wishing to be employed in temporary short-term work or other light activities (limited to work pursuant to employment);

三 高年齢退職者に対し、臨時かつ短期的な就業及びその他の軽易な業務に係る就業に必要な知識及び技能の付与を目的とした講習を行うこと。

(iii) to conduct training courses for elderly retirees aimed at providing them with the knowledge and skills necessary to engage in temporary short-term work or other light activities;

四 前三号に掲げるもののほか、高年齢退職者のための臨時かつ短期的な就業及びその他の軽易な業務に係る就業に関し必要な業務を行うこと。

(iv) in addition to the operations described in the preceding three items, to carry out any other operations necessary for temporary short-term work or other light activities for elderly retirees.

2 シルバー人材センターは、職業安定法第三十条第一項の規定にかかわらず、厚生労働省令で定めるところにより、厚生労働大臣に届け出て、前項第二号の業務として、有料の職業紹介事業を行うことができる。

(2) Notwithstanding the provisions of Article 30, paragraph (1) of the Employment Security Act, silver human resources centers may provide a fee-based employment placement service in their operations, as provided for in item (ii) of the preceding paragraph, by notifying the Minister of Health, Labour and Welfare of the service, pursuant to the provisions of Ordinance of the Ministry of Health, Labour and Welfare.

3 前項の規定による有料の職業紹介事業に関しては、シルバー人材センターを職業安定法第四条第十項に規定する職業紹介事業者若しくは同法第三十二条の三第一項に規定する有料職業紹介事業者又は労働施策の総合的な推進並びに労働者の雇用の安定及び職業生活の充実等に関する法律第二条に規定する職業紹介機関と、前項の規定による届出を職業安定法第三十条第一項の規定による許可とみなして、同法第五条の二か

ら第五条の八まで、第十八条の二、第三十二条の三、第三十二条の四第二項、第三十二条の八第一項、第三十二条の九第二項、第三十二条の十から第三十二条の十三まで、第三十二条の十五、第三十二条の十六、第三十三条の五から第三十四条まで、第四十八条から第四十八条の四まで、第五十一条及び第六十四条から第六十七条までの規定並びに労働施策の総合的な推進並びに労働者の雇用の安定及び職業生活の充実等に関する法律第三章の規定を適用する。この場合において、職業安定法第十八条の二中「第三十二条の九第二項」とあるのは「高年齢者等の雇用の安定等に関する法律第三十八条第三項の規定により適用される第三十二条の九第二項」と、同法第三十二条の三第一項中「第三十条第一項の許可を受けた者」とあるのは「高年齢者等の雇用の安定等に関する法律第三十八条第二項の規定により届け出て、有料の職業紹介事業を行う者」と、同法第三十二条の四第二項中「許可証の交付を受けた者は、当該許可証」とあるのは「高年齢者等の雇用の安定等に関する法律第三十八条第二項の規定により届出書を提出した者は、当該届出書を提出した旨その他厚生労働省令で定める事項を記載した書類」と、同法第三十二条の九第二項中「前項第二号又は第三号」とあるのは「前項第二号」とする。

- (3) The provisions of Articles 5-2 to 5-8; Article 18-2; Article 32-3; Article 32-4, paragraph (2); Article 32-8, paragraph (1); Article 32-9, paragraph (2); Articles 32-10 to 32-13; Article 32-15; Article 32-16; Articles 33-5 to 34; Articles 48 to 48-4; Article 51; and Articles 64 to 67 of the Employment Security Act, as well as the provisions of Chapter III of the Act on Comprehensively Advancing Labor Measures, and Stabilizing the Employment of Workers, and Enriching Workers' Vocational Lives, apply to the fee-based employment placement service as provided for in the preceding paragraph, by regarding a silver human resources center as an employment placement service provider, as provided for in Article 4, paragraph (10) of the Employment Security Act, or as a fee-based employment placement service provider, as provided for in Article 32-3, paragraph (1) of the same Act, or as an employment placement agency, as provided for in Article 2 of the Act on Comprehensively Advancing Labor Measures, and Stabilizing the Employment of Workers, and Enriching Workers' Vocational Lives, and by regarding the notification made under the provisions of the preceding paragraph to constitute the necessary license under the provisions of Article 30, paragraph (1) of the Employment Security Act. In this case, the phrase "Article 32-9, paragraph (2)" in Article 18-2 of the Employment Security Act is deemed to be replaced with "Article 32-9, paragraph (2) as applied pursuant to the provisions of Article 38, paragraph (3) of the Act on Stabilization of Employment of Elderly Persons"; the phrase "a person who has obtained the license provided for in Article 30, paragraph (1)" in Article 32-3, paragraph (1) of the same Act is deemed to be replaced with "a person who carries out the fee-based employment placement service after making a written notice pursuant to the provisions of Article 38, paragraph (2) of the Act on Stabilization of Employment of Elderly Persons"; the phrase "a

person who has received issuance of a license certificate, the license certificate" in Article 32-4, paragraph (2) of the same Act is deemed to be replaced with "a person who has submitted a written notice pursuant to the provisions of Article 38, paragraph (2) of the Act on Stabilization of Employment of Elderly Persons, and documents stating that the person has submitted the written notice and other particulars specified by Ordinance of the Ministry of Health, Labour and Welfare"; and the phrase "item (ii) or (iii) of the preceding paragraph" in Article 32-9, paragraph (2) of the same Act is deemed to be replaced with "item (ii) of the preceding paragraph."

4 前二項に定めるもののほか、第二項の規定による有料の職業紹介事業に関し必要な事項は、厚生労働省令で定める。

(4) Beyond the provisions of the preceding two paragraphs, any other necessary particulars in connection with the fee-based employment placement service as set forth in the provisions of paragraph (2) are specified by Ordinance of the Ministry of Health, Labour and Welfare.

5 シルバー人材センターは、労働者派遣事業の適正な運営の確保及び派遣労働者の保護等に関する法律（昭和六十年法律第八十八号。以下「労働者派遣法」という。）第五条第一項の規定にかかわらず、厚生労働省令で定めるところにより、厚生労働大臣に届け出て、第一項第四号の業務として、その構成員である高年齢退職者のみを対象として労働者派遣法第二条第三号に規定する労働者派遣事業（以下「労働者派遣事業」という。）を行うことができる。

(5) Notwithstanding the provisions of Article 5, paragraph (1) of the Act on Securing the Proper Operation of Worker Dispatching Businesses and Protecting Dispatched Workers (Act No. 88 of 1985, hereinafter referred to as the "Worker Dispatching Act"), silver human resources centers may, as an operation provided for in paragraph (1), item (iv), and only for elderly retirees who are its members, conduct worker dispatching businesses as provided in Article 2, item (iii) of the Worker Dispatching Act (hereinafter referred to as "worker dispatching businesses") by submitting a notice to the Minister of Health, Labour and Welfare, pursuant to the provisions of Ordinance of the Ministry of Health, Labour and Welfare.

6 前項の規定による労働者派遣事業に関しては、労働者派遣法第五条第五項、第七条、第八条第一項及び第三項、第九条、第十条、第十一条第三項及び第四項、第十三条第二項、第十四条第一項第三号、第三十条、第三十七条第一項第九号並びに第五十四条の規定は適用しないものとし、労働者派遣法の他の規定の適用については、シルバー人材センターを労働者派遣法第二条第四号に規定する派遣元事業主と、前項の規定による届出を労働者派遣法第五条第一項の規定による許可とみなす。この場合において、次の表の上欄に掲げる労働者派遣法の規定中同表の中欄に掲げる字句は、同表の下欄に掲げる字句とする。

(6) Regarding the worker dispatching businesses under the provisions of the preceding paragraph, the provisions of Article 5, paragraph (5); Article 7;

Article 8, paragraphs (1) and (3); Article 9; Article 10; Article 11, paragraphs (3) and (4); Article 13, paragraph (2); Article 14, paragraph (1), item (iii); Article 30; Article 37, paragraph (1), item (ix); and Article 54 of the Worker Dispatching Act do not apply. With regard to the application of other provisions of the Worker Dispatching Act, silver human resources centers are deemed dispatching business operators as provided for in Article 2, item (iv) of the Worker Dispatching Act and the notification provided under the provisions of the preceding paragraph is deemed to be the license under the provisions of Article 5, paragraph (1) of the Worker Dispatching Act. In this case, the terms or phrases listed in the middle column of the table below that appear in the provisions of the Worker Dispatching Act, as listed in the left-hand column of the table, are deemed to be replaced with the corresponding terms or phrases listed in the right-hand column of the table.

第五条第二項 Article 5, paragraph (2)	前項の許可を受けようとする者 Any person who wishes to be granted the license set forth in the preceding paragraph	高年齢者等の雇用の安定等に関する法律（昭和四十六年法律第六十八号）第三十八条第五項の規定により届け出て労働者派遣事業を行おうとする者 Any person who seeks to operate a worker dispatching business by providing notice pursuant to the provisions of Article 38, paragraph (5) of the Act on Stabilization of Employment of Elderly Persons (Act No. 68 of 1971)
	申請書 written application form	届出書 written notice
第五条第三項 Article 5, paragraph (3)	申請書 written application form	届出書 written notice
第六条 Article 6	前条第一項の許可を受けることができない may not be granted the license referred to in paragraph (1) of the preceding Article	新たに労働者派遣事業の事業所を設けて当該労働者派遣事業を行つてはならない must not carry out a worker dispatching business by establishing a new office for the worker dispatching business

<p>第六条第五号 Article 6, item (v)</p>	<p>労働者派遣事業の許可を取り消され、当該取消しの日 whose license for a worker dispatching business was rescinded, the date of the rescission</p>	<p>労働者派遣事業の廃止を命じられ、当該命令の日 whose dispatching business was ordered to discontinue operations, the date of the order</p>
<p>第六条第六号 Article 6, item (vi)</p>	<p>第十四条第一項の規定により労働者派遣事業の許可を取り消された者が法人である場合（同項第一号の規定により許可を取り消された場合については、当該法人 if the person concerned is a corporation whose license for a worker dispatching business was rescinded pursuant to the provisions of Article 14, paragraph (1) (if the license was rescinded pursuant to the provisions of item (i) of the same paragraph, the corporation</p>	<p>シルバー人材センターが第十四条第一項の規定により労働者派遣事業の廃止を命じられた場合（同項第一号の規定により廃止を命じられた場合については、当該シルバー人材センター if a silver human resources center is ordered to discontinue the worker dispatching business pursuant to the provisions of Article 14, paragraph (1) (if the center is ordered to discontinue it pursuant to the provisions of item (i) of the same paragraph, the silver human resources center</p>
	<p>取消し rescission</p>	<p>命令 order</p>
	<p>当該法人の the corporation</p>	<p>当該シルバー人材センターの the silver human resources center</p>
<p>第六条第七号 Article 6, item (vii)</p>	<p>労働者派遣事業の許可の取消し rescission of a license for a worker dispatching business</p>	<p>労働者派遣事業の廃止の命令 order to discontinue the worker dispatching business</p>
<p>第六条第八号 Article 6, item (viii)</p>	<p>前号 the preceding item</p>	<p>シルバー人材センターが、前号 silver human resources centers, the preceding item</p>
	<p>届出をした者が法人である is a corporation that has submitted a notification</p>	<p>届出をした has submitted a notification</p>

	<p>当該法人（当該事業の廃止について相当の理由がある法人を除く。） the corporation (excluding the case where the corporation has adequate grounds for the discontinuance of the relevant worker dispatching business)</p>	<p>当該シルバー人材センター（当該事業の廃止について相当の理由があるものを除く。） the silver human resources center (excluding the case where the center has adequate grounds for the discontinuance of the relevant worker dispatching business)</p>
<p>第八条第二項 Article 8, paragraph (2)</p>	<p>許可証の交付を受けた者は、当該許可証 any person who has been issued license certificates, the license certificates</p>	<p>第五条第二項の規定による届出書を提出した者は、当該届出書を提出した旨その他厚生労働省令で定める事項を記載した書類 any person who has submitted a written notice pursuant to the provisions of Article 5, paragraph (2), documents stating the fact that the person has submitted the written notice and other matters specified by Ordinance of the Ministry of Health, Labour and Welfare</p>
<p>第十四条第一項 Article 14, paragraph (1)</p>	<p>、第五条第一項の許可を取り消すことができる may revoke the license under the provisions of Article 5, paragraph (1)</p>	<p>労働者派遣事業の廃止を、当該労働者派遣事業（二以上の事業所を設けて労働者派遣事業を行う場合にあつては、各事業所ごとの労働者派遣事業。以下この項において同じ。）の開始の当時第六条第五号から第八号までのいずれかに該当するときは当該労働者派遣事業の廃止を、命ずることができる may order the discontinuation of the worker dispatching business, and may order the discontinuation of the worker dispatching business in the event it falls under any of the items (v) through (viii) of Article 6 at the time of commencing the worker dispatching business (when two or more places of business are established and each carries out a worker dispatching business, it pertains to the worker dispatching business at each place of business; hereinafter, the same applies in this paragraph)</p>

<p>第十四条第一項 第四号 Article 14, paragraph (1), item (iv)</p>	<p>、第二十三条の二又は第三十条第二項の規定により読み替えて適用する同条第一項 Article 30, paragraph (1) as applied pursuant to Articles 23, paragraph (3), Article 23-2, and Article 30, paragraph (2) following the replacement of terms</p>	<p>又は第二十三条の二 Articles 23, paragraph (3) or Article 23-2</p>
<p>第二十六条第三項 Article 26, paragraph (3)</p>	<p>第五条第一項の許可を受けている has obtained the license referred to in Article 5, paragraph (1)</p>	<p>第五条第二項の規定により届出書を提出している has submitted a written notice pursuant to the provisions of Article 5, paragraph (2)</p>
<p>第三十条の七 Article 30-7</p>	<p>第三十条から前条まで Article 30 to the preceding Article</p>	<p>第三十条の二から前条まで Article 30-2 to the preceding Article</p>
<p>第五十九条第四号 Article 59, item (iv)</p>	<p>第十四条第二項 Article 14, paragraph (2)</p>	<p>第十四条 Article 14</p>
<p>第六十一条第一号 Article 61, item (i)</p>	<p>第五条第二項（第十条第五項において準用する場合を含む。）に規定する申請書又は第五条第三項（第十条第五項において準用する場合を含む。）に規定する書類 a written application as prescribed in Article 5, paragraph (2) (including cases where these provisions are applied mutatis mutandis pursuant to Article 10, paragraph (5)), or documents specified in Article 5, paragraph (3) (including cases where these provisions are applied mutatis mutandis pursuant to Article 10, paragraph (5))</p>	<p>第五条第二項に規定する届出書又は同条第三項に規定する書類 a written notice as prescribed in Article 5, paragraph (2), or documents specified in paragraph (3) of the same Article</p>

7 前二項に定めるもののほか、第五項の規定による労働者派遣事業に関し必要な事項は、厚生労働省令で定める。

(7) Beyond the provisions of the preceding two paragraphs, any other necessary particulars concerning worker dispatching businesses under the provisions of paragraph (5) are to be specified by Ordinance of the Ministry of Health, Labour and Welfare.

(業務拡大に係る業種及び職種の指定等)

(Designation, etc. of Business Types and Job Categories Pertaining to Business Expansion)

第三十九条 都道府県知事は、シルバー人材センターが行う前条第一項第二号及び第四号に掲げる業務に関し、労働力の確保が必要な地域においてその取り扱う範囲を拡張することにより高年齢退職者の就業の機会の確保に相当程度寄与することが見込まれる業種及び職種であつて、労働力の需給の状況、同項第二号及び第四号に掲げる業務（同号に掲げる業務にあつては、労働者派遣事業に限る。）と同種の業務を営む事業者の事業活動に与える影響等を考慮して厚生労働省令で定める基準に適合するものを、センターの指定区域内の市町村の区域ごとに指定することができる。

Article 39 (1) With regard to the services provided by a silver human resources center as listed in paragraph (1), items (ii) and (iv) of the preceding Article, a prefectural governor may designate, for each municipal area within the designated area of the center, a business type and job type that are expected to contribute considerably to securing job opportunities for elderly retirees by expanding the scope of services in an area where it is necessary to secure a workforce, and conform to criteria specified by Ordinance of the Ministry of Health, Labour and Welfare in consideration of factors such as the supply-demand situation of the workforce and the impact on business activities of business operators engaged in services of the same type as those listed in items (ii) and (iv) of the same paragraph (with regard to the services listed in the same item, limited to worker dispatching businesses).

2 都道府県知事は、前項の指定をしようとするときは、あらかじめ、次に掲げる者の意見を聴かなければならない。

(2) When a prefectural governor intends to make a designation set forth in the preceding paragraph, the governor must hear the opinions of the following persons in advance:

一 当該指定に係る市町村の長

(i) the mayor of the municipality pertaining to the designation;

二 当該指定に係るシルバー人材センター

(ii) the silver human resources center pertaining to the designation;

三 指定しようとする業種及び職種に係る有料の職業紹介事業若しくは労働者派遣事業又はこれらと同種の事業を当該指定に係る市町村の区域において営む事業者を代

表する者

(iii) a person who represents a business operator who operates a fee-based employment placement service or a worker dispatching business relevant to the business type and job type to be designated, or a business operator who operates a business of the same type as these in the municipal area pertaining to the designation;

四 当該指定に係る市町村の区域の労働者を代表する者

(iv) a person representing workers in the municipal area pertaining to the designation.

3 都道府県知事は、第一項の指定をしようとするときは、あらかじめ、厚生労働大臣に協議しなければならない。

(3) When a prefectural governor intends to make a designation as set forth in paragraph (1), the governor must consult with the Minister of Health, Labour and Welfare in advance.

4 都道府県知事は、第一項の指定をしたときは、当該指定をした業種及び職種並びに当該指定に係る市町村の区域を公示しなければならない。

(4) When making a designation pursuant to paragraph (1), the prefectural governor must give public notice of the designated business type, job type, and the municipal area pertaining to the designation.

5 第一項の指定に係る市町村の区域において、シルバー人材センターが同項の規定により指定された業種及び職種について前条第二項の規定により有料の職業紹介事業（就業の場所が当該市町村の区域内にある求人に係るものに限る。）を行う場合における同条第一項第二号の規定の適用については、同号中「軽易な業務」とあるのは、「軽易な業務若しくはその能力を活用して行う業務」とする。

(5) With regard to the application of the provisions of paragraph (1), item (ii) of the preceding Article in cases where a silver human resources center, in the municipal area pertaining to the designation set forth in paragraph (1), operates a fee-based employment placement service pursuant to the provisions of paragraph (2) of the preceding Article (limited to those pertaining to job openings for which the place of employment is within the municipal area) for the business type and job type designated pursuant to the provisions of paragraph (1), the term "light activities" in the same item is to be deemed to be replaced with "light activities or activities carried out by utilizing their abilities."

6 第一項の指定に係る市町村の区域において、シルバー人材センターが同項の規定により指定された業種及び職種について前条第五項の規定により労働者派遣事業（派遣就業（労働者派遣法第二十三条の二に規定する派遣就業をいう。）の場所が当該市町村の区域内にある場合に限る。）を行う場合における前条第一項第四号の規定の適用については、同号中「及びその他の軽易な業務」とあるのは、「並びにその他の軽易な業務及びその能力を活用して行う業務」とする。

(6) With regard to the application of the provisions of paragraph (1), item (iv) of

the preceding Article in cases where a silver human resources center, in the municipal area pertaining to the designation set forth in paragraph (1), operates a worker dispatching business (limited to cases where the place of dispatch work (referring to the dispatch work prescribed in Article 23-2 of the Worker Dispatching Act) is within the area of the relevant municipality) pursuant to the provisions of paragraph (5) of the preceding Article for the business type and job type designated pursuant to the provisions of paragraph (1), the phrase "or other light activities" in the same item is to be deemed to be replaced with "or other light activities and activities carried out by utilizing their abilities."

第四十条 都道府県知事は、前条第一項の指定をした業種及び職種が同項に規定する基準に適合しなくなったときは、遅滞なく、その指定を取り消すものとする。

Article 40 (1) When the business type and job type for which a designation set forth in paragraph (1) of the preceding Article has ceased to conform to the standards prescribed in the same paragraph, the prefectural governor is to rescind the designation without delay.

2 前条第四項の規定は、前項の規定による取消しについて準用する。

(2) The provisions of paragraph (4) of the preceding Article apply mutatis mutandis to a rescission under the provisions of the preceding paragraph.

(事業計画等)

(Operation Plans)

第四十一条 シルバー人材センターは、毎事業年度、厚生労働省令で定めるところにより、事業計画書及び収支予算書を作成し、都道府県知事に提出しなければならない。これを変更しようとするときも、同様とする。

Article 41 (1) A silver human resources center must prepare a business plan and an income and expenditure budget on an annual basis, as specified by Ordinance of the Ministry of Health, Labour and Welfare, and submit them to the prefectural governor. The same applies when the silver human resources center intends to revise either of these.

2 シルバー人材センターは、厚生労働省令で定めるところにより、毎事業年度終了後、事業報告書及び収支決算書を作成し、都道府県知事に提出しなければならない。

(2) A silver human resources center must prepare and submit an operations report and settlement of accounts to the prefectural governor after the end of each fiscal year of operations, pursuant to the provisions of Ordinance of the Ministry of Health, Labour and Welfare.

(監督命令)

(Supervision Order)

第四十二条 都道府県知事は、この節の規定を施行するために必要な限度において、シ

ルバー人材センターに対し、第三十八条第一項（第三十九条第五項及び第六項の規定により読み替えて適用する場合を含む。次条において同じ。）に規定する業務に関し監督上必要な命令をすることができる。

Article 42 The prefectural governor may, to the extent necessary for enforcing the provisions of this Section, issue to a silver human resources center an order necessary for the supervision of the operations prescribed in Article 38, paragraph (1) (including cases where applied by replacing the terms pursuant to the provisions of Article 39, paragraphs (5) and (6); the same applies in the following Article).

(指定の取消し等)

(Revocation of a Designation)

第四十三条 都道府県知事は、シルバー人材センターが次の各号のいずれかに該当するときは、第三十七条第一項の指定（以下この条において「指定」という。）を取り消すことができる。

Article 43 (1) When a silver human resources center falls under any of the following items, the prefectural governor may revoke the designation under Article 37, paragraph (1) (hereinafter referred to as the "Designation" in this Article):

一 第三十八条第一項に規定する業務を適正かつ確実に実施することができないと認められるとき。

(i) when the center is found to be unable to properly and reliably perform the operations provided for in Article 38, paragraph (1);

二 指定に関し不正の行為があつたとき。

(ii) when the Center has committed a wrongful act with regard to the Designation;

三 この節の規定又は当該規定に基づく命令に違反したとき。

(iii) when the Center violates the provisions of this Section or orders pursuant to the provisions;

四 前条の規定に基づく処分に違反したとき。

(iv) when the Center violates the dispositions provided for in the provisions of the preceding Article;

五 第五十三条第一項の条件に違反したとき。

(v) when the Center violates the conditions referred to in Article 53, paragraph (1).

2 都道府県知事は、前項の規定により指定を取り消したときは、その旨を公示しなければならない。

(2) In the case of revoking the Designation pursuant to the provisions of the preceding paragraph, the prefectural governor must publicize it.

第二節 シルバー人材センター連合

Section 2 Silver Human Resources Center Association

(指定等)

(Designation)

第四十四条 都道府県知事は、その会員に二以上のシルバー人材センターを有する高年齢者就業援助法人であつて、次条において準用する第三十八条第一項に規定する業務に関し第三十七条第一項各号に掲げる基準に適合すると認められるものを、その申請により、当該高年齢者就業援助法人の会員であるシルバー人材センターに係るセンターの指定区域と当該地域における臨時的かつ短期的な就業の機会の状況その他の事情を考慮して厚生労働省令で定める基準に従つて必要と認められる市町村の区域を併せた区域ごとに一個に限り、次条において準用する第三十八条第一項に規定する業務を行う者として指定することができる。ただし、当該指定をするに当たつては、当該市町村の区域から、当該指定に係る申請をした高年齢者就業援助法人の会員でないシルバー人材センターに係るセンターの指定区域及び連合の指定区域を除外するものとする。

Article 44 (1) The prefectural governor may, based on applications therefrom, designate Elderly Persons Employment Support Corporations that possess as its members two or more silver human resources centers and that are deemed to comply with the criteria listed in each item of Article 37, paragraph (1) concerning the operations provided for in Article 38, paragraph (1), applied mutatis mutandis pursuant to the following Article, as persons that are to carry out the operations stipulated in Article 38, paragraph (1), applied mutatis mutandis pursuant to the following Article, with only a single such corporation designated for each area, including municipal areas for which a designation is deemed necessary in accordance with the criteria specified by Ordinance of the Ministry of Health, Labour and Welfare, taking into consideration the designated areas of the centers concerning silver human resources centers that are members of the Elderly Persons Employment Support Corporations and the circumstances of employment opportunities for temporary short-term work in the areas and other circumstances; provided, however, that this designation excludes designated areas of the centers and designated areas of the associations related to silver human resources centers that are not members of Elderly Persons Employment Support Corporations that have applied for such designation from the municipal areas.

2 シルバー人材センターがシルバー人材センター連合の会員となつたときは、当該シルバー人材センター連合は、その旨を都道府県知事に届け出なければならない。当該届出があつたときは、当該シルバー人材センター連合に係る連合の指定区域と当該シルバー人材センターに係るセンターの指定区域を併せた区域を当該シルバー人材センター連合に係る連合の指定区域とするものとする。

(2) When a silver human resources center has become a member of a silver human resources center association, the silver human resources center

association must notify the prefectural governor to that effect. When the notification has been made, the combined area of the designated area of the association pertaining to the silver human resources center association and the designated area of the center pertaining to the silver human resources center is to be the designated area of the association pertaining to the silver human resources center association.

3 第一項の指定又は前項の届出があつたときは、当該指定又は届出に係るシルバー人材センター連合の会員であるシルバー人材センターに係る第三十七条第一項の指定は、その効力を失うものとする。

(3) When the designation set forth in paragraph (1) or the notification set forth in the preceding paragraph has been made, the designation set forth in Article 37, paragraph (1), pertaining to the silver human resources center that is a member of the silver human resources center association pertaining to the designation or notification, will cease to be effective.

4 都道府県知事は、第二項の届出があつた場合において、シルバー人材センター連合からその連合の指定区域の変更に関する申出があつたときは、当該連合の指定区域を変更し、当該連合の指定区域と第一項の厚生労働省令で定める基準に従つて必要と認められる市町村の区域を併せた区域を当該シルバー人材センター連合に係る連合の指定区域とすることができる。ただし、当該変更をするに当たっては、当該市町村の区域から、センターの指定区域及び連合の指定区域を除外するものとする。

(4) If a notification as provided for in paragraph (2) has been made and the silver human resources center association has requested a change of the designated areas of the association, the prefectural governor may change the designated areas of the association and designate areas which combine the areas of association and municipal areas where a designation is deemed necessary in accordance with the criteria specified by Ordinance of the Ministry of Health, Labour and Welfare in paragraph (1), as designated areas of the association pertaining to the silver human resources center association; provided, however, that the changes exclude designated areas of the centers and designated areas of the association from the municipal areas.

(準用)

(Application Mutatis Mutandis)

第四十五条 第三十七条第三項から第五項まで及び第三十八条から第四十三条までの規定は、シルバー人材センター連合について準用する。この場合において、第三十七条第三項中「第一項の指定をしたとき」とあるのは「第四十四条第一項の指定をしたとき並びに同条第二項の連合の指定区域の変更があつたとき及び同条第四項の連合の指定区域の変更をしたとき」と、「所在地並びに当該指定に係る地域」とあるのは「所在地並びに当該指定に係る地域（当該変更があつたときは、当該変更後の地域）」と、第三十八条第一項中「前条第一項の指定に係る区域（以下「センターの指定区域」という。）」とあるのは「連合の指定区域」と、同条第三項中「第三十八条第二項」と

あるのは「第四十五条において準用する同法第三十八条第二項」と、同条第五項中「その構成員である高年齢退職者のみ」とあるのは「その直接又は間接の構成員である高年齢退職者のみ」と、同条第六項の表第五条第二項の項中「第三十八条第五項」とあるのは「第四十五条において準用する同法第三十八条第五項」と、同表第六条第六号の項及び第六条第八号の項中「シルバー人材センター」とあるのは「シルバー人材センター連合」と、第三十九条第一項中「センターの指定区域」とあるのは「連合の指定区域」と、第四十二条中「この節」とあるのは「第六章第二節」と、第四十三条第一項中「第三十七条第一項」とあるのは「第四十四条第一項」と、同項第三号中「この節」とあるのは「第六章第二節」と読み替えるものとする。

Article 45 The provisions of Article 37, paragraphs (3) to (5) and Articles 38 to 43 apply mutatis mutandis to silver human resources center associations. In this case, the phrase "when making the designation under paragraph (1)" in Article 37, paragraph (3) is deemed to be replaced with "when a designation has been made as provided for in Article 44, paragraph (1), a change has been made to the designated areas of the association as provided for in paragraph (2) of the same Article, or a change has been made to the designated areas of the association as provided for in paragraph (4) of the same Article"; the phrase "location and the area concerned with the designation" is deemed to be replaced with "location and the area pertaining to the designation (if changes are made to the designation, then areas after changes have been made)"; the phrase "the areas (hereinafter referred to as the "designated areas of the centers") pertaining to the designation under paragraph (1) of the preceding Article" in Article 38, paragraph (1) is deemed to be replaced with "the designated area of the association"; the phrase "Article 38, paragraph (2)" in paragraph (3) of the same Article is deemed to be replaced with "Article 38, paragraph (2) as applied mutatis mutandis pursuant to Article 45"; the phrase "and only for elderly retirees, who are its members" in paragraph (5) of the same Article is deemed to be replaced with "and only for elderly retirees, who are its members directly or indirectly"; the phrase "Article 38, paragraph (5)" in Article 5, paragraph (2) in the table under paragraph (6) of the same Article, is deemed to be replaced with "Article 38, paragraph (5) of the same Act as applied mutatis mutandis pursuant to Article 45"; the phrase "silver human resources center" in Article 6, item (vi) and Article 6, item (viii) in the same table is deemed to be replaced with "silver human resources center association"; the phrase "the designated area of the center" in Article 39, paragraph (1) is deemed to be replaced with "the designated area of the association"; the phrase "this Section" in Article 42 is deemed to be replaced with "Chapter VI, Section 2"; the phrase "Article 37, paragraph (1)" in Article 43, paragraph (1) is deemed to be replaced with "Article 44, paragraph (1)"; and the phrase "this Section" in item (iii) of the same paragraph is deemed to be replaced with "Chapter VI, Section 2".

第三節 全国シルバー人材センター事業協会

Section 3 National Silver Human Resources Center Association

(指定)

(Designation)

第四十六条 厚生労働大臣は、シルバー人材センター及びシルバー人材センター連合の健全な発展を図るとともに、定年退職者その他の高年齢退職者の能力の積極的な活用を促進することにより、高年齢者の福祉の増進に資することを目的とする一般社団法人又は一般財団法人であつて、次条に規定する業務を適正かつ確実に行うことができると認められるものを、その申請により、全国を通じて一個に限り、同条に規定する業務を行う者として指定することができる。

Article 46 The Minister of Health, Labour and Welfare may designate a general incorporated association or general incorporated foundation established for the purpose of contributing to the enhancement of the welfare of Elderly Persons by actively promoting the practical use of the skills of persons who have mandatorily retired or other elderly retirees, while making efforts for the sound development of the silver human resources centers and the silver human resources center association, which are recognized to be capable of properly and effectively carrying out the operations provided for in the following Article, as the person, based on applications, are to carry out the operations provided for in the Article, as the single the person designated nationwide.

(業務)

(Operations)

第四十七条 前条の指定を受けた者（以下「全国シルバー人材センター事業協会」という。）は、次に掲げる業務を行うものとする。

Article 47 The designated association as provided for in the preceding Article (hereinafter referred to as the "National Silver Human Resources Center Association") is to carry out the following operations:

一 シルバー人材センター及びシルバー人材センター連合の業務に関し啓発活動を行うこと。

(i) to implement activities to educate the public about the operations of silver human resources centers and the silver human resources center association;

二 シルバー人材センター又はシルバー人材センター連合の業務に従事する者に対する研修を行うこと。

(ii) to conduct training for persons engaged in the operations of silver human resources centers and the silver human resources center association;

三 シルバー人材センター及びシルバー人材センター連合の業務について、連絡調整を図り、及び指導その他の援助を行うこと。

(iii) to provide liaison coordination, guidance, and other assistance for the

operations of silver human resources centers and the silver human resources center association;

四 シルバー人材センター及びシルバー人材センター連合の業務に関する情報及び資料を収集し、並びにシルバー人材センター、シルバー人材センター連合その他の関係者に対し提供すること。

(iv) to collect information and materials about the operations of silver human resources centers and the silver human resources center association and provide them to silver human resources centers, the silver human resources center association, and other related parties;

五 前各号に掲げるもののほか、シルバー人材センター及びシルバー人材センター連合の健全な発展並びに定年退職者その他の高年齢退職者の能力の積極的な活用を促進するために必要な業務を行うこと。

(v) in addition to the operations listed in the preceding items, to carry out any other operations necessary for furthering the sound development of silver human resources centers and the silver human resources center association and for promoting the active practical use of the abilities of persons who have mandatorily retired and other elderly retirees.

(準用)

(Application Mutatis Mutandis)

第四十八条 第三十七条第三項から第五項まで及び第四十一条から第四十三条までの規定は、全国シルバー人材センター事業協会について準用する。この場合において、第三十七条第三項から第五項まで及び第四十一条から第四十三条までの規定中「都道府県知事」とあるのは「厚生労働大臣」と、第三十七条第三項中「第一項」とあるのは「第四十六条」と、「、事務所の所在地並びに当該指定に係る地域」とあるのは「並びに事務所の所在地」と、第四十二条中「この節」とあるのは「第六章第三節」と、「第三十八条第一項（第三十九条第五項及び第六項の規定により読み替えて適用する場合を含む。次条において同じ。）」とあるのは「第四十七条」と、第四十三条第一項中「第三十七条第一項」とあるのは「第四十六条」と、同項第一号中「第三十八条第一項」とあるのは「第四十七条」と、同項第三号中「この節」とあるのは「第六章第三節」と読み替えるものとする。

Article 48 The provisions of Article 37, paragraphs (3) to (5) and Articles 41 to 43 apply mutatis mutandis to the National Silver Human Resources Center Association. In this case, the phrase "the prefectural governor" in Article 37, paragraphs (3) to (5) and Articles 41 to 43 is deemed to be replaced with "the Minister of Health, Labour and Welfare"; the phrase "paragraph (1)" in Article 37, paragraph (3) is deemed to be replaced with "Article 46"; the phrase "location of the office and the area concerned with the designation" is deemed to be replaced with "and location of the office"; the phrase "this Section" in Article 42 is deemed to be replaced with "Chapter VI, Section 3"; the phrase "Article 38, paragraph (1) (including the cases where it is applied by replacing

terms pursuant to the provisions of Article 39, paragraphs (5) and (6); the same applies in the following Article)" is deemed to be replaced with "Article 47"; the phrase "Article 37, paragraph (1)" in Article 43, paragraph (1) is deemed to be replaced with "Article 46"; the phrase "Article 38, paragraph (1)" in item (i) of the same paragraph is deemed to be replaced with "Article 47"; and the phrase "this Section" in item (iii) of the same paragraph is deemed to be replaced with "Chapter VI, Section 3".

第七章 国による援助等

Chapter VII Support by the National Government

(事業主等に対する援助等)

(Support for Employers)

第四十九条 国は、高年齢者等（厚生労働省令で定める者を除く。以下この項において同じ。）の職業の安定その他福祉の増進を図るため、高年齢者等職業安定対策基本方針に従い、事業主、労働者その他の関係者に対し、次に掲げる措置その他の援助等の措置を講ずることができる。

Article 49 (1) In order to promote the stabilization of employment and to further improve the welfare of Elderly Persons, etc. (excluding those specified by Ordinance of the Ministry of Health, Labour and Welfare; hereinafter, the same applies in this paragraph), the national government may take the following measures and other measures to assist employers, workers, and other related parties, etc. in accordance with the Basic Policy for Measures for the Stabilization of Employment for Elderly Persons, etc.:

一 定年の引上げ、継続雇用制度の導入、再就職の援助等高年齢者等の雇用の機会の増大に資する措置を講ずる事業主又はその事業主の団体に対して給付金を支給すること。

(i) to provide benefits to employers or employers' organizations that carry out measures that aim to contribute to expanding employment opportunities for Elderly Persons, etc. such as raising the mandatory retirement age, introducing a continuous employment system, and supporting their re-employment;

二 高年齢者等の雇用に関する技術的事項について、事業主その他の関係者に対して相談その他の援助を行うこと。

(ii) to provide consultation and other support to employers and other related parties on technical particulars concerning the employment of Elderly Persons, etc.;

三 労働者がその高齢期における職業生活の設計を行うことを容易にするため、労働者に対して、必要な助言又は指導を行うこと。

(iii) to give the necessary advice and instruction to workers to facilitate their planning of their work life in the period of older age.

2 厚生労働大臣は、前項各号に掲げる措置の実施に関する事務の全部又は一部を機構に行わせるものとする。

(2) The Minister of Health, Labour and Welfare is to delegate all or part of the processes related to the implementation of the measures provided for in each item of the preceding paragraph to the Organization.

3 機構は、第一項第一号に掲げる措置の実施に関する事務を行う場合において当該事務に関し必要があると認めるときは、事業主に対し、必要な事項についての報告を求めることができる。

(3) In the case of conducting the processes related to the implementation of the measures provided for in paragraph (1), item (i) and when it is deemed necessary with regard to the processes, the Organization may request an employer to submit reports on necessary particulars.

(雇用管理の改善の研究等)

(Research on Improving Employment Management)

第五十条 国は、高年齢者の雇用の安定その他福祉の増進に資するため、高年齢者の職域の拡大その他の雇用管理の改善、職業能力の開発及び向上等の事項に関し必要な調査、研究及び資料の整備に努めるものとする。

Article 50 The national government is to strive to conduct the necessary investigation to research and develop materials concerning particulars, such as the expansion of the range of occupations for Elderly Persons and other improvements in employment management and the development and improvement of their work abilities with a view to contribute to the stabilization of employment of Elderly Persons and the promotion of their welfare.

(職業紹介等を行う施設の整備等)

(Improvement of Facilities Providing Employment Placements)

第五十一条 国は、高年齢者に対する職業紹介等を効果的に行うために必要な施設の整備に努めるものとする。

Article 51 (1) The national government is to strive to improve facilities necessary to effectively provide employment placements, etc. for Elderly Persons.

2 国は、地方公共団体等が、高年齢者に対し職業に関する相談に応ずる業務を行う施設を設置する等高年齢者の雇用の促進するための措置を講ずる場合には、必要な援助を行うことができる。

(2) If local governments, etc. take measures to promote the employment of Elderly Persons, such as the establishment of facilities for providing occupational counseling services for Elderly Persons, the national government may give the necessary support to them.

第八章 雑則

Chapter VIII Miscellaneous Provisions

(雇用状況等の報告)

(Reporting of Employment Conditions, etc.)

第五十二条 事業主は、毎年一回、厚生労働省令で定めるところにより、定年、継続雇用制度、六十五歳以上継続雇用制度及び創業支援等措置の状況その他高年齢者の就業の機会の確保に関する状況を厚生労働大臣に報告しなければならない。

Article 52 (1) An employer must prepare and submit a report once a year to the Minister of Health, Labour and Welfare on the circumstances surrounding the mandatory retirement age, the continuous employment system, the continuous employment system for persons 65 years of age or older, the measures for start-up support, etc. and other particulars pertaining to securing job opportunities for Elderly Persons pursuant to the provisions of Ordinance of the Ministry of Health, Labour and Welfare.

2 厚生労働大臣は、前項の毎年一回の報告のほか、この法律を施行するために必要があると認めるときは、厚生労働省令で定めるところにより、事業主に対し、同項に規定する状況について必要な事項の報告を求めることができる。

(2) In addition to the annual report referred to in the preceding paragraph, when the Minister of Health, Labour and Welfare deems it necessary for the enforcement of this Act, the Minister of Health, Labour and Welfare may request an employer submit reports on necessary particulars concerning the circumstances provided for in the same paragraph, pursuant to the provisions of Ordinance of the Ministry of Health, Labour and Welfare.

(指定の条件)

(Designation Conditions)

第五十三条 この法律の規定による指定には、条件を付け、及びこれを変更することができる。

Article 53 (1) Conditions may be attached to the designation under the provisions of this Act, and such conditions may be changed.

2 前項の条件は、当該指定に係る事項の確実な実施を図るために必要な最小限度のものに限り、かつ、当該指定を受ける者に不当な義務を課することとなるものであつてはならない。

(2) The conditions under the preceding paragraph must be limited to the minimum necessary changes to ensure the steady implementation of the particulars pertaining to the designation, and must not impose unreasonable duties on the person subject to the designation.

(経過措置)

(Transitional Measures)

第五十三条の二 この法律の規定に基づき政令又は厚生労働省令を制定し、又は改廃する場合においては、それぞれ政令又は厚生労働省令で、その制定又は改廃に伴い合理的に必要と判断される範囲内において、所要の経過措置（罰則に関する経過措置を含む。）を定めることができる。

Article 53-2 Where a Cabinet Order or Ordinance of the Ministry of Health, Labour and Welfare is established, amended, or repealed under the provisions of this Act, necessary transitional measures (including transitional measures on penal provisions) may be specified by a Cabinet Order or Ordinance of the Ministry of Health, Labour and Welfare respectively, within limits that can be reasonably considered to be necessary in connection with the establishment, amendment, or repeal concerned.

（権限の委任）

(Delegation of Authority)

第五十四条 この法律に定める厚生労働大臣の権限は、厚生労働省令で定めるところにより、その一部を都道府県労働局長に委任することができる。

Article 54 (1) Part of the authority of the Minister of Health, Labour and Welfare specified in this Act may be delegated to the directors of the Prefectural Labor Bureaus, pursuant to the provisions of Ordinance of the Ministry of Health, Labour and Welfare.

2 前項の規定により都道府県労働局長に委任された権限は、厚生労働省令で定めるところにより、公共職業安定所長に委任することができる。

(2) The authority delegated to the directors of the Prefectural Labor Bureaus under the provisions of the preceding paragraph may be delegated to the Chief of the Public Employment Security Office, pursuant to the provisions of Ordinance of the Ministry of Health, Labour and Welfare.

第九章 罰則

Chapter IX Penal Provisions

第五十五条 第四十九条第三項の規定による報告をせず、又は虚偽の報告をした者は、五十万円以下の罰金に処する。

Article 55 A person who fails to submit a report or submits a false report under the provisions of Article 49, paragraph (3) is punished by a fine of not more than 500,000 yen.

第五十六条 法人の代表者又は法人若しくは人の代理人、使用人その他の従業者が、その法人又は人の業務に関して前条の違反行為をしたときは、行為者を罰するほか、その法人又は人に対しても、同条の刑を科する。

Article 56 If a representative of a corporation, or an agent, employee or other worker of a corporation or a natural person has committed a violation under

the preceding Article, with regard to the operations of the corporation or the natural person, not only the offender is punished, but the corporation or the natural person is also punished by the fine provided for in the same Article.

第五十七条 第十六条第一項の規定による届出をせず、又は虚偽の届出をした者（法人であるときは、その代表者）は、十万円以下の過料に処する。

Article 57 A person (in the case of a corporation, then its representative) who fails to submit a notification or submits a false notification under the provisions of Article 16, paragraph (1), is punished by a non-penal fine of not more than 100,000 yen.

附 則

Supplementary Provisions

（施行期日）

（Effective Date）

第一条 この法律は、昭和四十六年十月一日から施行する。

Article 1 This Act comes into effect as of October 1, 1971.

第二条 削除

Article 2 Deleted

（国、地方公共団体等における中高年齢者の雇用に関する暫定措置）

（Temporary Measures Concerning Employment of Middle-Aged and Elderly Persons in the National Government and Local Governments）

第三条 国及び地方公共団体並びに法律により直接に設立された法人、特別の法律により特別の設立行為をもつて設立された法人又は特別の法律により地方公共団体が設立者となつて設立された法人（これらの法人のうち、その資本金の全部若しくは大部分が国若しくは地方公共団体からの出資による法人又はその事業の運営のために必要な経費の主たる財源を国若しくは地方公共団体からの交付金若しくは補助金によつて得ている法人であつて、政令で定めるものに限る。）が行う第二条第二項第一号に規定する中高年齢者の雇用については、当分の間、なお身体障害者雇用促進法及び中高年齢者等の雇用の促進に関する特別措置法の一部を改正する法律（昭和五十一年法律第三十六号）第二条の規定による改正前の第七条から第九条までの規定の例による。この場合において、同法第二条の規定による改正前の第七条第一項及び第九条中「労働大臣」とあるのは、「厚生労働大臣」とする。

Article 3 The employment of middle-aged and Elderly Persons under the provisions of Article 2, paragraph (2), item (i) by corporations established by national and local governments, as well as legal entities directly established by law, by corporations established by a special act of incorporation pursuant to a special act, or by corporations established by a local government pursuant to a

special act (limited to corporations specified by Cabinet Order for which all or most of the stated capital comes from investment by the national government or local governments, or for which the primary source of funds for expenses necessary for the projects to be carried out comes from grants or subsidies from the national government or local governments) is, until otherwise provided for by law, as provided for in the provisions of Articles 7 to 9 prior to the revision under Article 2 of the Act to Partially Revise the Act on the Promotion of the Employment of Disabled Persons and the Act on Special Measures Concerning the Promotion of the Employment of Middle-Aged and Elderly Persons (Act No. 36 of 1976). In this case, the phrase "the Minister of Labour" in Article 7, paragraph (1) and Article 9 prior to the revision under Article 2 of the same Act is deemed to be replaced with "Minister of Health, Labour and Welfare."

附 則 〔平成二十四年九月五日法律第七十八号〕

Supplementary Provisions [Act No. 78 of September 5, 2012]

(施行期日)

(Effective Date)

1 この法律は、平成二十五年四月一日から施行する。ただし、次項の規定は、公布の日から施行する。

(1) This Act comes into effect as of April 1, 2013; provided, however, that the provisions of the following paragraph come into effect as of the date of promulgation.

(準備行為)

(Preparatory Actions)

2 この法律による改正後の第九条第三項に規定する指針の策定及びこれに関し必要な手続その他の行為は、この法律の施行前においても、同項及び同条第四項の規定の例により行うことができる。

(2) The formulation of guidelines referred to in the provisions of Article 9, paragraph (3) revised by this Act, related procedures, and other necessary actions may be conducted according to the provisions of the same paragraph and paragraph (4) of the same Article even if prior to the enforcement of this Act.

(経過措置)

(Transitional Measures)

3 この法律の施行の際現にこの法律による改正前の第九条第二項の規定により同条第一項第二号に掲げる措置を講じたものとみなされている事業主については、同条第二項の規定は、令和七年三月三十一日までの間は、なおその効力を有する。この場合において、同項中「係る基準」とあるのは、この法律の施行の日から平成二十八年三月

三十一日までの間については「係る基準（六十一歳以上の者を対象とするものに限る。）」と、同年四月一日から平成三十一年三月三十一日までの間については「係る基準（六十二歳以上の者を対象とするものに限る。）」と、同年四月一日から令和四年三月三十一日までの間については「係る基準（六十三歳以上の者を対象とするものに限る。）」と、同年四月一日から令和七年三月三十一日までの間については「係る基準（六十四歳以上の者を対象とするものに限る。）」とする。

(3) With regard to an employer who is deemed to have taken the measures listed in Article 9, paragraph (1), item (ii), pursuant to the provisions of Article 9, paragraph (2) prior to revision by this Act at the time of the enforcement of this Act, the provisions of paragraph (2) of the same Article remain in effect until March 31, 2025. In this case, the phrase "the criteria" in the same paragraph is deemed to be replaced with "the criteria (limited to those that apply to persons who are 61 years of age or more)" from the date of enforcement of this Act to March 31, 2016; with the phrase "the criteria (limited to those that apply to persons who are 62 years of age or more)" from April 1 of the same year to March 31, 2019; with the phrase "the criteria (limited only to those to whom persons who are 63 years of age or more are subjected)" from April 1 of the same year to March 31, 2022; and with the phrase "the criteria (limited to those that apply to persons who are 64 years of age or more)" from April 1 of the same year to March 31, 2025.

附 則 〔平成三十年七月六日法律第七十一号〕 〔抄〕

Supplementary Provisions [Act No. 71 of July 6, 2018 Extract] [Extract]

（施行期日）

（Effective Date）

第一条 この法律は、平成三十一年四月一日から施行する。ただし、次の各号に掲げる規定は、当該各号に定める日から施行する。

Article 1 This Act comes into effect as of April 1, 2019; provided, however, that the provisions listed in the following items come into effect as of the dates prescribed respectively in those items:

一 第三条の規定並びに附則第七条第二項、第八条第二項、第十四条及び第十五条の規定、附則第十八条中社会保険労務士法（昭和四十三年法律第八十九号）別表第一第十八号の改正規定、附則第十九条中高年齢者等の雇用の安定等に関する法律（昭和四十六年法律第六十八号）第二十八条及び第三十八条第三項の改正規定、附則第二十条中建設労働者の雇用の改善等に関する法律（昭和五十一年法律第三十三号）第三十条第二項の改正規定、附則第二十七条の規定、附則第二十八条中厚生労働省設置法（平成十一年法律第九十七号）第四条第一項第五十二号の改正規定及び同法第九条第一項第四号の改正規定（「（平成十年法律第四十六号）」の下に「、労働施策の総合的な推進並びに労働者の雇用の安定及び職業生活の充実等に関する法律」を加える部分に限る。）並びに附則第三十条の規定 公布の日

(i) the provisions of Article 3, the provisions of Article 7, paragraph (2), Article 8, paragraph (2), Article 14 and Article 15 of the Supplementary Provisions; the amended provisions of Appended Table 1 of the Act on Public Consultants on Social and Labour Insurance (Act No. 89 of 1968) under Article 18 of the Supplementary Provisions; the amended provisions of Article 28 and Article 38, paragraph (3) of the Act on Stabilization of Employment of Elderly Persons (Act No. 68 of 1971) under Article 19 of the Supplementary Provisions; the amended provisions of Article 30, paragraph (2) of the Act for Improvement of Employment of Construction Workers (Act No. 33 of 1976) under Article 20 of the Supplementary Provisions; the provisions of Article 27 of the Supplementary Provisions; the amended provisions of Article 4, paragraph (1), item (lii) of the Act Establishing the Ministry of Health, Labour and Welfare (Act No. 97 of 1999) under Article 28 of the Supplementary Provisions and the amended provisions of Article 9, paragraph (1), item (iv) of that Act (limited to the part adding "the Act on Comprehensive Promotion of Labor Policies, Stability of Employment of Workers and Enhancement of Occupational Life" under "(Act No. 46 of 1998)"); and the provisions of Article 30 of the Supplementary Provisions: the date of promulgation.

二 第五条の規定（労働者派遣法第四十四条から第四十六条までの改正規定を除く。）並びに第七条及び第八条の規定並びに附則第六条、第七条第一項、第八条第一項、第九条、第十一条、第十三条及び第十七条の規定、附則第十八条（前号に掲げる規定を除く。）の規定、附則第十九条（前号に掲げる規定を除く。）の規定、附則第二十条（前号に掲げる規定を除く。）の規定、附則第二十一条、第二十三条及び第二十六条の規定並びに附則第二十八条（前号に掲げる規定を除く。）の規定
令和二年四月一日

(ii) the provisions of Article 5 (other than the provisions amending Articles 44 through 46 of the Worker Dispatching Act); the provisions of Articles 7 and 8; the provisions of Article 6; Article 7, paragraph (1); Article 8, paragraph (1); and Articles 9, 11, 13, and 17 of the Supplementary Provisions; the provisions of Article 18 of the Supplementary Provisions (other than the provisions set forth in the preceding item), the provisions of Article 19 of the Supplementary Provisions (other than the provisions set forth in the preceding item); the provisions of Article 20 of the Supplementary Provisions (other than the provisions set forth in the preceding item); the provisions of Articles 21, 23, and 26 of the Supplementary Provisions; and the provisions of Article 28 of the Supplementary Provisions (excluding the provisions specified in the preceding item): April 1, 2020

（罰則に関する経過措置）

(Transitional Measures Concerning Penal Provisions)

第二十九条 この法律（附則第一条第三号に掲げる規定にあつては、当該規定）の施行前にした行為並びにこの附則の規定によりなお従前の例によることとされる場合及びこの附則の規定によりなおその効力を有することとされる場合におけるこの法律の施行後にした行為に対する罰則の適用については、なお従前の例による。

Article 29 Prior laws continue to govern the applicability of penal provisions to conduct in which a person engages before this Act comes into effect (or before the provisions set forth in Article 1, item (iii) of the Supplementary Provisions come into effect) and to acts that a person commits after this Act comes into effect in the case where prior laws are to continue to govern pursuant to the provisions of these Supplementary Provisions or if prior provisions are to remain in force pursuant to the provisions of these Supplementary Provisions.

（政令への委任）

(Delegation to Cabinet Order)

第三十条 この附則に規定するもののほか、この法律の施行に伴い必要な経過措置（罰則に関する経過措置を含む。）は、政令で定める。

Article 30 Beyond what is provided in these Supplementary Provisions, transitional measures required for the enforcement of this Act (including transitional measures concerning penal provisions) will be provided for by Cabinet Order.

附 則 〔令和元年六月十四日法律第三十七号〕〔抄〕

Supplementary Provisions [Act No. 37 of June 14, 2019 Extract] [Extract]

（施行期日）

(Effective Date)

第一条 この法律は、公布の日から起算して三月を経過した日から施行する。

Article 1 This Act comes into effect as of the day on which three months have elapsed from the date of promulgation.

附 則 〔令和二年三月三十一日法律第十四号〕〔抄〕

**Supplementary Provisions [Act No. 14 of March 31, 2020 Extract]
[Extract]**

（施行期日）

(Effective Date)

第一条 この法律は、令和二年四月一日から施行する。ただし、次の各号に掲げる規定は、当該各号に定める日から施行する。

Article 1 This Act comes into effect as of April 1, 2020; provided, however, that the provisions listed in the following items come into effect as of the dates prescribed respectively in those items:

一 第一条中雇用保険法第十九条第一項の改正規定、同法第三十六条の見出しを削る改正規定並びに同法第四十八条及び第五十四条の改正規定並びに同法附則第四条、第五条、第十条及び第十一条の二第一項の改正規定並びに附則第十条、第二十六条及び第二十八条から第三十二条までの規定 公布の日

(i) the provisions of Article 1 revising Article 19, paragraph (1) of the Employment Insurance Act; the provisions deleting the title of Article 36 of the same Act; the provisions revising Article 48 and Article 54 of the same Act; the provisions revising Article 4, Article 5, Article 10 and Article 11-2, paragraph (1) of the Supplementary Provisions of the same Act; and the provisions of Article 10, Article 26 and Articles 28 to 32 inclusive of the Supplementary Provisions: the date of promulgation.

二及び三 略

(ii) and (iii) omitted

四 第一条中雇用保険法第六十二条第一項第三号及び第六十六条第三項第一号イの改正規定並びに同条第四項の改正規定（「前項第三号」を「前項第四号」に改める部分を除く。）、第三条の規定、第四条中労働保険の保険料の徴収等に関する法律第十二条第一項第一号及び第九項の改正規定、同項を同条第十項とし、同条第八項の次に一項を加える改正規定並びに同条に一項を加える改正規定並びに同法附則第十一条第二項の改正規定、第五条の規定並びに第六条中特別会計に関する法律第二百二条第二項の改正規定及び同法附則第十九条の二の改正規定（「令和元年度」を「令和三年度」に改める部分を除く。）並びに附則第九条第二項及び第十一条第一項の規定 令和三年四月一日

(iv) the provisions of Article 1 revising Article 62, paragraph (1), item (iii) and Article 66, paragraph (3), item (i), (a) of the Employment Insurance Act, and the provisions revising paragraph (4) of the same Article (excluding the part revising "item (iii) of the preceding paragraph" to "item (iv) of the preceding paragraph"); the provisions of Article 3; the provisions of Article 4 revising Article 12, paragraph (1), item (i) and paragraph (9) of the Act on Collection, etc. of Insurance Premiums of Labor Insurance, the provisions changing the same paragraph to paragraph (10) of the same Article and adding one paragraph after paragraph (8) of the same Article, the provisions adding one paragraph to the same Article, and the provisions revising Article 11, paragraph (2) of the Supplementary Provisions of the same Act; the provisions of Article 5, and the provisions of Article 6 revising Article 102, paragraph (2) of the Act on Special Accounts and revising Article 19-2 of the Supplementary Provisions of the same Act (excluding the part revising "fiscal year 2019" to "fiscal year 2021"); and the provisions of Article 9, paragraph (2) and Article 11, paragraph (1) of the Supplementary Provisions: April 1, 2021

(準備行為)

(Preparatory Actions)

第十条 第五条の規定による改正後の高年齢者等の雇用の安定等に関する法律第十条の二第四項に規定する指針の策定及びこれに関し必要な手続その他の行為は、附則第一条第四号に掲げる規定の施行前においても、同法第十条の二第五項の規定の例により行うことができる。

Article 10 Even prior to the enforcement of the provisions listed in Article 1, item (iv) of the Supplementary Provision, procedures and other acts necessary for the establishment of the guidelines prescribed in Article 10-2, paragraph (4) of the Act on Stabilization of Employment of Elderly Persons after revision pursuant to the provisions of Article 5, may be carried out in accordance with the provisions of Article 10-2, paragraph (5) of the same Act.

(罰則に関する経過措置)

(Transitional Measures Concerning Penal Provisions)

第三十一条 この法律（附則第一条各号に掲げる規定にあつては、当該規定。以下この条及び次条において同じ。）の施行前にした行為及びこの附則の規定によりなお従前の例によることとされる場合におけるこの法律の施行後にした行為に対する罰則の適用については、なお従前の例による。

Article 31 With regard to the application of penal provisions to acts committed prior to the enforcement of this Act (with regard to the provisions listed in the items of Article 1 of the Supplementary Provisions, the provisions; hereinafter the same applies in this Article and the following Article) and acts committed after the enforcement of this Act, as in cases where the provisions then in force remain applicable pursuant to the provisions of these Supplementary Provisions, the provisions then in force remain applicable.

(政令への委任)

(Delegation to Cabinet Order)

第三十二条 この附則に定めるもののほか、この法律の施行に伴い必要な経過措置は、政令で定める。

Article 32 Beyond what is provided for in the Supplementary Provisions, any necessary transitional measures for the enforcement of this Act are to be specified by Cabinet Order.

附 則 〔令和四年三月三十一日法律第十二号〕〔抄〕

Supplementary Provisions [Act No. 12 of March 31, 2022 Extract]
[Extract]

(施行期日)

(Effective Date)

第一条 この法律は、令和四年四月一日から施行する。ただし、次の各号に掲げる規定

は、当該各号に定める日から施行する。

Article 1 This Act comes into effect as of April 1, 2022; provided, however, that the provisions listed in the following items come into effect as of the dates prescribed respectively in those items:

一 第二条中職業安定法第三十二条及び第三十二条の十一第一項の改正規定並びに附則第二十八条の規定 公布の日

(i) the provisions of Article 2 revising Article 32 and Article 32-11, paragraph (1) of the Employment Security Act, and the provisions of Article 28 of the Supplementary Provisions: the date of promulgation.

二 略

(ii) omitted

三 第一条中雇用保険法第十条の四第二項及び第五十八条第一項の改正規定、第二条の規定（第一号に掲げる改正規定並びに職業安定法の目次の改正規定（「第四十八条」を「第四十七条の三」に改める部分に限る。））、同法第五条の二第一項の改正規定及び同法第四章中第四十八条の前に一条を加える改正規定を除く。）並びに第三条の規定（職業能力開発促進法第十条の三第一号の改正規定、同条に一項を加える改正規定、同法第十五条の二第一項の改正規定及び同法第十八条に一項を加える改正規定を除く。）並びに次条並びに附則第五条、第六条及び第十条の規定、附則第十一条中国国家公務員退職手当法第十条第十項の改正規定、附則第十四条中青少年の雇用の促進等に関する法律（昭和四十五年法律第九十八号）第四条第二項及び第十八条の改正規定並びに同法第三十三条の改正規定（「、第十一条中「公共職業安定所」とあるのは「地方運輸局」と、「厚生労働省令」とあるのは「国土交通省令」と、「職業安定法第五条の五第一項」とあるのは「船員職業安定法第十五条第一項」と」を削る部分を除く。）並びに附則第十五条から第二十二條まで、第二十四條、第二十五條及び第二十七條の規定 令和四年十月一日

(iii) the provisions of Article 1 revising Article 10-4, paragraph (2) and Article 58, paragraph (1) of the Employment Insurance Act; the provisions of Article 2 (excluding the revised provisions listed in item (i) and the provisions to revise the table of contents of the Employment Security Act (limited to the part revising "Article 48" to "Article 47-3"), the provisions revising Article 5-2, paragraph (1) of the same Act, and the revised provisions adding one Article before Article 48 in Chapter IV of the same Act), the provisions of Article 3 (excluding the provisions revising Article 10-3, item (i) of the Vocational Abilities Development Promotion Act, the provisions to add one paragraph to the same Article, the provisions revising Article 15-2, paragraph (1) of the same Act, and the revised provisions to add one paragraph to Article 18 of the same Act), the provisions of the following Article, and the provisions of Articles 5, 6, and 10 of the Supplementary Provisions; the provisions in Article 11 of the Supplementary Provisions revising Article 10, paragraph (10) of the Act on National Public Officers' Retirement Allowance; the provisions of Article 14 of the Supplementary

Provisions revising Article 4, paragraph (2) and Article 18 of the Act on Youth Employment Promotion (Act No. 98 of 1970), and the provisions revising Article 33 of the same Act (excluding the part that deletes the phrase ", in Article 11, the phrase 'Public Employment Security Offices' is deemed to be replaced with 'District Transport Bureau,' the phrase 'Ordinance of the Ministry of Health, Labour and Welfare' is deemed to be replaced with 'Ordinance of the Ministry of Land, Infrastructure, Transport and Tourism,' and the phrase 'Article 5-5, paragraph (1) of the Employment Security Act' is deemed to be replaced with 'Article 15, paragraph (1) of the Mariners' Employment Security Act.'"); and the provisions of Articles 15 through 22, Article 24, Article 25, and Article 27 of the Supplementary Provisions: October 1, 2022

(政令への委任)

(Delegation to Cabinet Order)

第二十八条 この附則に定めるもののほか、この法律の施行に伴い必要な経過措置は、政令で定める。

Article 28 Beyond what is provided for in the Supplementary Provisions, any necessary transitional measures for the enforcement of this Act are to be specified by Cabinet Order.