

高年齢者等の雇用の安定等に関する法律施行規則 Enforcement Regulations of the Act on Employment Security of Elderly Persons

(昭和四十六年九月八日労働省令第二十四号)

(Order of the Ministry of Labour No. 24 of September 8, 1971)

中高年齢者等の雇用の促進に関する特別措置法（昭和四十六年法律第六十八号）第二条第一項及び第二項、第七条第一項、第十条、第十二条第四号、第十三条第一項及び第二項、第十四条第一項第三号、第十五条第一項第四号並びに第二十三条の規定に基づき、並びに同法を実施するため、中高年齢者等の雇用の促進に関する特別措置法施行規則を次のように定める。

Pursuant to the provisions of Article 2, paragraphs (1) and (2); Article 7, paragraph (1); Article 10; Article 12, item (iv); Article 13, paragraphs (1) and (2); Article 14, paragraph (1), item (iii); Article 15, paragraph (1), item (iv); and Article 23 of the Act on Special Measures Concerning the Promotion of the Employment of Middle-Aged and Elderly Workers (Act No. 68 of 1971) and for the purpose of enforcement of the Act, the Enforcement Regulations of the Act on Special Measures Concerning the Promotion of the Employment of Middle-Aged and Elderly Workers are established as follows:

第一章 総則

Chapter I General Provisions

（高年齢者の年齢）

(Age of Elderly Persons)

第一条 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。以下「法」という。）第二条第一項の厚生労働省令で定める年齢は、五十五歳とする。

Article 1 The age to be specified by Order of the Ministry of Health, Labour and Welfare, as provided for in Article 2, paragraph (1) of the Act on Employment Security of Elderly Persons (Act No. 68 of 1971; hereinafter referred to as the "Act"), is 55 years of age.

（中高年齢者の年齢）

(Age of Middle-Aged and Elderly Persons)

第二条 法第二条第二項第一号の厚生労働省令で定める年齢は、四十五歳とする。

Article 2 The age to be specified by Order of the Ministry of Health, Labour and Welfare, as provided for in Article 2, paragraph (2), item (i) of the Act, is 45 years of age.

(中高年齢失業者等の範囲)

(The Age Range of Middle-Aged and Elderly Unemployed Persons, etc.)

第三条 法第二条第二項第二号の厚生労働省令で定める範囲の年齢は、四十五歳以上六十五歳未満とする。

Article 3 (1) The age range to be specified by Order of the Ministry of Health, Labour and Welfare, as provided for in Article 2, paragraph (2), item (ii) of the Act is 45 or over and under 65 years of age.

2 法第二条第二項第二号の就職が特に困難な厚生労働省令で定める失業者は、六十五歳未満の失業者であつて、次の各号のいずれかに該当するものとする。

(2) Unemployed persons specified by Order of the Ministry of Health, Labour and Welfare as those who have particular difficulty in finding employment, as provided for in Article 2, paragraph (2), item (ii) of the Act, are to be unemployed persons under 65 years of age who fall under either of the following items:

一 障害者の雇用の促進等に関する法律（昭和三十五年法律第百二十三号）第二条第二号の身体障害者

(i) persons with physical disabilities as provided for in Article 2, item (ii) of the Act to Facilitate the Employment of Persons with Disabilities (Act No. 123 of 1960);

二 更生保護法（平成十九年法律第八十八号）第四十八条各号又は第八十五条第一項各号に掲げる者であつて、その者の職業のあつせんに関し保護観察所長から公共職業安定所長に連絡があつたもの

(ii) persons who are listed in the items of Article 48 or the items of Article 85, paragraph (1) of the Offender Rehabilitation Act (Act No. 88 of 2007) and for whom the director of a probation office has contacted the Chief of the Public Employment Security Office regarding mediation for their employment;

三 その他社会的事情により就職が著しく阻害されている者

(iii) persons whose employment is being considerably hampered due to other social circumstances.

(特定地域の指定)

(Designation of a Specified Area)

第四条 法第二条第三項の特定地域（以下「特定地域」という。）の指定は、雇用保険法（昭和四十九年法律第百十六号）第二十五条第一項に規定する広域職業紹介活動に係る地域であつて、次の各号に該当するものについて行うものとする。

Article 4 (1) The designation of Specified Areas as provided for in Article 2, paragraph (3) of the Act (hereinafter referred to as a "Specified Area") is to be given to areas that are subject to wide-scale employment placement activities as provided for in Article 25, paragraph (1) of the Employment Insurance Act (Act No. 116 of 1974) and that fall under each of the following items:

一 法第二条第二項第一号の中高年齢者（以下「中高年齢者」という。）である求職

者の数が著しく多いこと。

(i) there are a significant number of job seekers who are middle-aged and elderly, as provided for in Article 2, paragraph (2), item (i) of the Act (hereinafter referred to as "middle-aged and elderly persons");

二 中高年齢者に係る求人の数に対する中高年齢者である求職者の数の比率が著しく高いこと。

(ii) the ratio of job seekers who are classified as middle-aged and elderly persons to the number of job openings available to middle-aged and elderly persons is remarkably high;

三 中高年齢者である求職者のうち就職した者の割合が著しく小さいこと。

(iii) the ratio of job seekers who are middle-aged and elderly persons who find employment is remarkably small.

2 厚生労働大臣は、中高年齢者である失業者が多数発生することが見込まれ、前項各号に該当することとなると認められる地域その他前項の地域に準ずる地域であつて必要があると認めるものについても、特定地域の指定を行なうことができる。

(2) When the Minister of Health, Labour and Welfare finds it to be necessary, the Minister may designate as a specified area one that is expected to have many unemployed middle-aged and elderly persons and is considered to be area that falls under each item of the preceding paragraph or be an area equivalent to the area referred to in the preceding paragraph.

3 特定地域の単位は、公共職業安定所の管轄区域とする。ただし、特別の事情がある場合には、別に厚生労働大臣が定める地域とする。

(3) The unit of a specified area is based on the jurisdictional district of the Public Employment Security Office; provided, however, that if there are special circumstances, the unit is an area separately specified by the Minister of Health, Labour and Welfare.

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

(法第八条の業務)

(Work Under Article 8 of the Act)

第四条の二 法第八条の厚生労働省令で定める業務は、鉱業法（昭和二十五年法律第二百八十九号）第四条に規定する事業における坑内作業の業務とする。

Article 4-2 The work to be specified by Order of the Ministry of Health, Labour and Welfare, as provided for in Article 8 of the Act, is work done below ground for a business provided for in Article 4 of the Mining Act (Act No. 289 of 1950).

(特殊関係事業主)

(A Specially Related Employer)

第四条の三 法第九条第二項に規定する厚生労働省令で定める事業主は、次の各号に掲げる者とする。

Article 4-3 (1) The employer to be specified by Order of the Ministry of Health, Labour and Welfare as provided for in Article 9, paragraph (2) of the Act is a person that is listed in the following items:

一 当該事業主の子法人等

(i) any subsidiary corporation or other entity of the employer;

二 当該事業主を子法人等とする親法人等

(ii) the parent corporation or other entity that has the employer as its subsidiary corporation or other entity;

三 当該事業主を子法人等とする親法人等の子法人等（当該事業主及び前二号に掲げる者を除く。）

(iii) any subsidiary corporation or other entity of the parent corporation or other entity that has the employer as its subsidiary corporation or other entity. (excluding the employer itself and the persons listed in the preceding two items);

四 当該事業主の関連法人等

(iv) any affiliated corporation or other entity of the employer;

五 当該事業主を子法人等とする親法人等の関連法人等（前号に掲げる者を除く。）

(v) any affiliated corporation or other entity of the parent corporation or other entity that has the employer as its subsidiary corporation or other entity. (excluding the persons listed in the preceding item).

2 前項に規定する「親法人等」とは、次の各号に掲げる法人等（会社、組合その他これらに準ずる事業体（外国におけるこれらに相当するものを含む。）をいう。以下同じ。）とする。ただし、財務上又は営業上若しくは事業上の関係からみて他の法人等の財務及び営業又は事業の方針を決定する機関（株主総会その他これに準ずる機関をいう。以下「意思決定機関」という。）を支配していないことが明らかであると認められるときは、この限りでない。

(2) The term "parent corporation or other entity." as provided for in the preceding paragraph means the corporations or other entities. (referring to a company, partnership, or any other type of entity similar thereto (including an equivalent entity in a foreign state); hereinafter, the same applies) listed in the following items; provided, however, that this does not apply to cases where it is found to be obvious that the corporation or other entity has no control over the body that decides financial and operational, or business policies (referring to a shareholders meeting or other equivalent body; hereinafter referred to as the "decision-making body") of any other corporation or other entity in view of their financial, operational or business relationship:

一 他の法人等（破産手続開始の決定、再生手続開始の決定又は更生手続開始の決定

を受けた他の法人等その他これらに準ずる他の法人等であつて、有効な支配従属関係が存在しないと認められるものを除く。以下この項において同じ。)の議決権の過半数を自己の計算において所有している法人等

- (i) a corporation or other entity that holds on its own account a majority of the voting rights of another corporation or other entity (excluding a corporation or other entity that has received an order for commencement of bankruptcy proceedings, commencement of rehabilitation proceedings, commencement of reorganization proceedings, or a corporation or other entity equivalent to it, for which no effective parent-subsidiary relationship is found to exist; hereinafter, the same applies in this paragraph);
- 二 他の法人等の議決権の百分の四十以上、百分の五十以下を自己の計算において所有している法人等であつて、次に掲げるいずれかの要件に該当するもの
- (ii) a corporation or other entity that holds on its own account 40 percent or more and 50 percent or less of the voting rights of another corporation or other entity and satisfies any of the following requirements:
 - イ 当該法人等が自己の計算において所有している議決権と当該法人等と出資、人事、資金、技術、取引等において緊密な関係があることにより当該法人等の意思と同一の内容の議決権を行使すると認められる者及び当該法人等の意思と同一の内容の議決権を行使することに同意している者が所有している議決権とを合わせて、当該他の法人等の議決権の過半数を占めていること。
 - (a) the total number of voting rights held by the corporation or other entity on its own account and the voting rights held by persons who are found to exercise their voting rights in the same manner as the intent of the corporation or other entity. due to a close relationship with it in terms of financing, personnel affairs, funds, technology, transactions, or other matters, and by persons who agree to exercise their voting rights in the same manner as the intent of the corporation or other entity constitutes a majority of the voting rights of the other corporation or other entity.;
 - ロ 当該法人等の役員、業務を執行する社員若しくは使用人である者、又はこれらであつた者であつて当該法人等が当該他の法人等の財務及び営業又は事業の方針の決定に関して影響を与えることができるものが、当該他の法人等の取締役会その他これに準ずる機関の構成員の過半数を占めていること。
 - (b) persons who are or have been officers, members executing the business, or employees of the corporation or other entity and are capable of influencing decisions on the financial and operational policies or business policies of the other corporation or other entity constitute a majority of the members of the board of directors or other equivalent body of the other corporation or other entity;
 - ハ 当該法人等と当該他の法人等との間に当該他の法人等の重要な財務及び営業又は事業の方針の決定を支配する契約等が存在すること。
 - (c) there exists between the corporation or other entity and the other

corporation or other entity a contract or other agreement that controls important decisions on the financial and operational policies or business policies of the other corporation or other entity;

- ニ 当該他の法人等の資金調達額（貸借対照表の負債の部に計上されているものに限る。）の総額の過半について当該法人等が融資（債務の保証及び担保の提供を含む。以下同じ。）を行っていること（当該法人等と出資、人事、資金、技術、取引等において緊密な関係のある者が行う融資の額を合わせて資金調達額の総額の過半となる場合を含む。）。

(d) the corporation or other entity provides a loan (including guarantee of obligations and provision of collateral; hereinafter, the same applies) that constitutes more than half of the total amount of the procured funds of the other corporation or other entity (limited to those liabilities included in the liability section of the balance sheet) (including cases where the amount of the loan constitutes more than half of the total amount of the procured funds when combined with the amount of a loan provided by a person with a close relationship with the corporation or other entity in terms of financing, personnel affairs, funds, technology, transactions, or other matters);

- ホ その他当該法人等が当該他の法人等の意思決定機関を支配していることが推測される事実が存在すること。

(e) there is any other fact that suggests that the corporation or other entity has control over the decision-making body of the other corporation or other entity.

- 三 法人等が自己の計算において所有している議決権と当該法人等と出資、人事、資金、技術、取引等において緊密な関係があることにより当該法人等の意思と同一の内容の議決権を行使すると認められる者及び当該法人等の意思と同一の内容の議決権を行使することに同意している者が所有している議決権とを合わせて、他の法人等の議決権の過半数を占めている場合（当該法人等が自己の計算において議決権を所有していない場合を含む。）における当該法人等であつて、前号ロからホまでに掲げるいずれかの要件に該当するもの

(iii) a corporation or other entity if the total number of voting rights held by the corporation or other entity on its own account and the voting rights held by persons who are found to exercise their voting rights in the same manner as the intent of the corporation or other entity due to a close relationship with it in terms of financing, personnel affairs, funds, technology, transactions, other matters, and by persons who agree to exercise their voting rights in the same manner as the intent of the corporation or other entity (including cases where the corporation or other entity does not hold any voting rights on its own account) constitutes a majority of the voting rights of another corporation or other entity, and the corporation satisfies any of the requirements listed in (b) to (e) of the preceding items.

3 第一項に規定する「子法人等」とは、親法人等によりその意思決定機関を支配されている他の法人等をいう。この場合において、親法人等及び子法人等又は子法人等が他の法人等の意思決定機関を支配している場合における当該他の法人等は、その親法人等の子法人等とみなす。

(3) The term "subsidiary corporation or other entity" provided for in paragraph (1) means another corporation or other entity whose decision-making body is controlled by the parent corporation or other entity. In this case, if a parent corporation or other entity and its subsidiary corporation or other entity or a subsidiary corporation or other entity alone controls the decision-making body of another corporation or other entity, the other corporation or other entity is deemed to be a subsidiary corporation or other entity of the parent corporation or other entity.

4 第一項に規定する「関連法人等」とは、次の各号に掲げるものとする。ただし、財務上又は営業上若しくは事業上の関係からみて法人等（当該法人等の子法人等を含む。）が子法人等以外の他の法人等の財務及び営業又は事業の方針の決定に対して重要な影響を与えることができないことが明らかであると認められるときは、この限りでない。

(4) The term "affiliated corporation or other entity" provided for in paragraph (1) means the persons listed in the following items; provided, however, that this does not apply to cases where it is evident that a corporation or other entity (including a subsidiary corporation or other entity of the corporation or other entity) is not capable of significantly influencing decisions on the financial and operational policies, or business policies of another corporation or other entity other than its subsidiary corporation or other entity in view of their financial, operational, or business relationship:

一 法人等（当該法人等の子法人等を含む。）が子法人等以外の他の法人等（破産手続開始の決定、再生手続開始の決定又は更生手続開始の決定を受けた子法人等以外の他の法人等その他これらに準ずる子法人等以外の他の法人等であつて、当該法人等がその財務及び営業又は事業の方針の決定に対して重要な影響を与えることができないと認められるものを除く。以下同じ。）の議決権の百分の二十以上を自己の計算において所有している場合における当該子法人等以外の他の法人等

(i) if a corporation or other entity (including a subsidiary corporation or other entity of the corporation or other entity) holds on its own account not less than 20 percent of the voting rights of another corporation or other entity that is not a subsidiary corporation or other entity (excluding another corporation or other entity that is not a subsidiary corporation or other entity, or another corporation or other entity that is equivalent to the other corporation or other entity that is not a subsidiary corporation or other entity, which has received an order for commencement of bankruptcy proceedings, commencement of rehabilitation proceedings, or commencement of reorganization proceedings, if it is found that the corporation or other

entity is not capable of significantly influencing decisions on the financial and operational policies, or business policies of the other corporation or other entity that is not a subsidiary corporation or other entity; hereinafter, the same applies), the other corporation or other entity that is not a subsidiary corporation or other entity;

二 法人等（当該法人等の子法人等を含む。）が子法人等以外の他の法人等の議決権の百分の十五以上、百分の二十未満を自己の計算において所有している場合における当該子法人等以外の他の法人等であつて、次に掲げるいずれかの要件に該当するもの

(ii) if a corporation or other entity (including a subsidiary corporation or other entity of the corporation or other entity) holds on its own account 15 percent or more and less than 20 percent of the voting rights of another corporation or other entity other than its subsidiary corporation or other entity, the other corporation or other entity other than its subsidiary corporation or other entity, provided that it satisfies any of the following requirements:

イ 当該法人等の役員、業務を執行する社員若しくは使用人である者、又はこれらであつた者であつて当該法人等がその財務及び営業又は事業の方針の決定に関して影響を与えることができるものが、その代表取締役、取締役又はこれらに準ずる役職に就任していること。

(a) persons who are or have been officers, members who execute the business, or employees of the corporation or other entity and who are personally capable of influencing decisions on the financial and operational policies, or business policies of the other corporation or other entity other than its subsidiary corporation or other entity who hold the office of a representative director, a director, or a position equivalent thereto of the other corporation or other entity other than its subsidiary corporation or other entity.;

ロ 当該法人等から重要な融資を受けていること。

(b) the other corporation or other entity other than its subsidiary corporation or other entity has received an important loan from the corporation or other entity;

ハ 当該法人等から重要な技術の提供を受けていること。

(c) the other corporation or other entity other than its subsidiary corporation or other entity has received important technology from the corporation or other entity.

ニ 当該法人等との間に重要な販売、仕入れその他の営業上又は事業上の取引があること。

(d) the other corporation or other entity other than its subsidiary corporation or other entity carries out important sales, purchases, or any other operational or business transaction with the corporation or other entity;

ホ その他当該法人等がその財務及び営業又は事業の方針の決定に対して重要な影

響を与えることができることが推測される事実が存在すること。

(e) there is any fact that suggests that the corporation or other entity significantly influences decisions on the financial, operational, or business policies of the other corporation or other entity other than its subsidiary corporation or other entity.

三 法人等（当該法人等の子法人等を含む。）が自己の計算において所有している議決権と当該法人等と出資、人事、資金、技術、取引等において緊密な関係があることにより当該法人等の意思と同一の内容の議決権を行使すると認められる者及び当該法人等の意思と同一の内容の議決権を行使することに同意している者が所有している議決権とを合わせて、子法人等以外の他の法人等の議決権の百分の二十以上を占めている場合（当該法人等が自己の計算において議決権を所有していない場合を含む。）における当該子法人等以外の他の法人等であつて、前号イからホまでに掲げるいずれかの要件に該当するもの

(iii) if the total number of voting rights held by a corporation or other entity. (including a subsidiary corporation or other entity of the corporation or other entity) on its own account and the voting rights held by persons who are found to exercise their voting rights in the same manner as the intent of the corporation or other entity due to a close relationship with it in terms of financing, personnel affairs, funds, technology, transactions, or other matters, or by persons who agree to exercise their voting rights in the same manner as the intent of the corporation or other entity (including a case where the corporation or other entity does not hold any voting rights on its own account) constitutes not less than 20 percent of the voting rights of another corporation or other entity other than its subsidiary corporation or other entity, the other corporation or other entity other than its subsidiary corporation or other entity, provided that it satisfies any of the requirements listed in (a) to (e) in the preceding items.

（法第十条の二第一項の厚生労働省令で定める者）

(Persons Specified by Order of the Ministry of Health, Labour and Welfare
Provided for in Article 10-2, Paragraph (1) of the Act)

第四条の四 法第十条の二第一項の厚生労働省令で定める者は、事業主の雇用する高齢者のうち、他の事業主との間で締結した法第九条第二項の契約に基づき雇用する者とする。

Article 4-4 The persons specified by Order of the Ministry of Health, Labour and Welfare referred to in Article 10-2, paragraph (1) of the Act are elderly persons who are employed by an employer based on a contract concluded under Article 9, paragraph (2) of the Act with another employer.

（創業支援等措置の実施に関する計画）

(Plans for Implementation of Measures for Start-up Support and Other

Assistance)

第四条の五 事業主は、法第十条の二第二項の創業支援等措置（以下「創業支援等措置」という。）に関する計画を作成し、当該計画について、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得るものとする。

Article 4-5 (1) An employer is to prepare a plan concerning the measures for start-up support and other assistance set forth in Article 10-2, paragraph (2) of the Act (hereinafter referred to as "measures for start-up support and other assistance"), and obtain consent for the plan from the labor union organized by a majority of the workers (in cases where there is such a labor union), or from a person representing a majority of the workers (in cases where there is no labor union organized by a majority of the workers).

2 前項の計画には、次に掲げる事項を記載するものとする。

(2) The plan set forth in the preceding paragraph is to include the following matters:

一 法第十条の二第四項の高年齢者就業確保措置（以下「高年齢者就業確保措置」という。）のうち、創業支援等措置を講ずる理由

(i) reasons for taking the measures for start-up support and other assistance among the measures for securing job opportunities for elderly persons set forth in Article 10-2, paragraph (4) of the Act (hereinafter referred to as "measures for securing job opportunities for elderly persons");

二 法第十条の二第二項第一号に規定する委託契約その他の契約又は同項第二号に規定する委託契約その他の契約（以下この項において「契約」という。）に基づいて高年齢者が従事する業務の内容に関する事項

(ii) particulars concerning the contents of the work in which an elderly person is to be engaged based on an entrustment contract or other contract provided for in Article 10-2, paragraph (2), item (i) of the Act or an entrustment contract or other contract prescribed in item (ii) of the paragraph (hereinafter referred to as the "contract" in this paragraph);

三 契約に基づいて高年齢者に支払う金銭に関する事項

(iii) particulars concerning the money to be paid to an elderly person based on a contract;

四 契約を締結する頻度に関する事項

(iv) particulars concerning the frequency with which a contract is entered into;

五 契約に係る納品に関する事項

(v) particulars concerning deliveries related to a contract;

六 契約の変更に関する事項

(vi) particulars concerning changes to a contract;

七 契約の終了に関する事項（契約の解除事由を含む。）

(vii) particulars concerning termination of a contract (including the grounds for canceling a contract);

八 諸経費の取扱いに関する事項

(viii) particulars concerning the handling of miscellaneous expenses;

九 安全及び衛生に関する事項

(ix) particulars concerning safety and health;

十 災害補償及び業務外の傷病扶助に関する事項

(x) particulars concerning accident compensation and support for non-work related injury or illness;

十一 法第十条の二第二項第二号ロ又はハに規定する社会貢献事業に係る委託契約その他の契約を締結し、当該契約に基づき高年齢者の就業を確保する措置を講ずる場合においては、当該社会貢献事業を実施する法人その他の団体に関する事項

(xi) in the case of concluding an entrustment contract or other contract related to a social contribution business provided for in Article 10-2, paragraph (2), item (ii), (b) or (c) of the Act and taking measures to secure the employment of elderly persons based on the contract, particulars concerning the corporation or other organization implementing the social contribution business;

十二 前各号に掲げるもののほか、創業支援等措置の対象となる労働者の全てに適用される定めをする場合においては、これに関する事項

(xii) in addition to what is listed in the preceding items, if there are provisions applicable to all workers who are subject to the measures for start-up support and other assistance, particulars concerning such provisions.

3 事業主は法第十条の二第一項ただし書の同意を得た第一項の計画を、次に掲げるいずれかの方法によつて、各事業所の労働者に周知するものとする。

(3) An employer is to make the plan set forth in paragraph (1), for which the employer has obtained the consent set forth in the proviso to Article 10-2, paragraph (1) of the Act, and make it known to workers at each place of business by any of the following methods:

一 常時当該事業所の見やすい場所へ掲示し、又は備え付けること。

(i) post or maintain a copy of the plan in an easily viewable location at each place of business at all times;

二 書面を労働者に交付すること。

(ii) deliver written copies to the workers;

三 磁気テープ、磁気ディスクその他これらに準ずる物に記録し、かつ、当該事業所に労働者が当該記録の内容を常時確認できる機器を設置すること。

(iii) record the plan on magnetic tapes, magnetic disks or other equivalent, and provide devices at each place of business so that the workers may check the content of the records at any time;

(法第十条の二第一項の過半数代表者)

(Representative of a Majority Under Article 10-2, Paragraph (1) of the Act)

第四条の六 法第十条の二第一項に規定する労働者の過半数を代表する者（以下この条

において「過半数代表者」という。）は、次のいずれにも該当する者とする。

Article 4-6 (1) The person representing a majority of the workers provided for in Article 10-2, paragraph (1) of the Act (hereinafter referred to as "representative of a majority" in this Article) is to be a person who falls under all of the following:

一 労働基準法（昭和二十二年法律第四十九号）第四十一条第二号に規定する監督又は管理の地位にある者でないこと。

(i) a person who is not in a supervisory or management position provided for in item (ii) of Article 41 of the Labor Standards Act (Act No. 49 of 1947);

二 法第十条の二第一項ただし書の同意を行う過半数代表者を選出することを明らかにして実施される投票、挙手等の方法による手続により選出された者であつて、事業主の意向に基づき選出されたものでないこと。

(ii) a person who has been elected through procedures such as voting or a show of hands aimed at electing a representative of a majority to provide the consent set forth in the proviso to Article 10-2, paragraph (1) of the Act, and not elected based on the intention of the employer.

2 前項第一号に該当する者がいない場合にあつては、過半数代表者は、同項第二号に該当する者とする。

(2) If there is no person who falls under item (i) of the preceding paragraph, the representative of a majority is to be a person who falls under item (ii) of the same paragraph.

3 事業主は、労働者が過半数代表者であること若しくは過半数代表者になろうとしたこと又は過半数代表者として正当な行為をしたことを理由として不利益な取扱いをしないようにしなければならない。

(3) An employer must refrain from treating a worker unfavorably on the grounds that the worker is the representative of a majority, has attempted to become the representative of a majority, or has performed a legitimate act as the representative of a majority.

4 事業主は、過半数代表者が法第十条の二第一項ただし書の同意に関する事務を円滑に遂行することができるよう必要な配慮を行わなければならない。

(4) An employer must give necessary consideration to ensure that the representative of a majority may smoothly carry out the affairs relating to the consent set forth in the proviso of Article 10-2, paragraph (1) of the Act.

（法第十条の二第二項第一号の厚生労働省令で定める場合等）

(Cases Specified by Order of the Ministry of Health, Labour and Welfare Provided for in Article 10-2, Paragraph (2), Item (i) of the Act)

第四条の七 法第十条の二第二項第一号の厚生労働省令で定める場合は、高年齢者が定年後又は法第九条第一項第二号の継続雇用制度の対象となる年齢の上限に達した後に新たに法人を設立し、当該法人が新たに事業を開始する場合とする。

Article 4-7 (1) The cases specified by Order of the Ministry of Health, Labour

and Welfare referred to in Article 10-2, paragraph (2), item (i) of the Act are to be cases where an elderly person establishes a new corporation after mandatory retirement or after reaching the upper limit of the age specified by the continuous employment system referred to in Article 9, paragraph (1), item (ii) of the Act and the corporation commences a new business.

2 法第十条の二第二項第一号の厚生労働省令で定める者は、前項の場合における法人とする。

(2) The person specified by Order of the Ministry of Health, Labour and Welfare referred to in Article 10-2, paragraph (2), item (i) of the Act is to be considered the corporation in the case referred to in the preceding paragraph.

(高年齢者就業確保措置の実施に関する計画)

(Plans Concerning the Implementation of Measures for Securing Job Opportunities for Elderly Persons)

第四条の八 法第十条の三第二項の高年齢者就業確保措置の実施に関する計画（以下この条において「計画」という。）には次に掲げる事項を含むものとする。

Article 4-8 (1) The plan for the implementation of the measures for securing job opportunities for elderly persons set forth in Article 10-3, paragraph (2) of the Act (hereinafter referred to as "plan" in this Article) is to include the following matters:

一 計画の始期及び終期

(i) the commencement and termination of the plan;

二 計画の期間中に実施する措置及びその実施時期

(ii) the measures to be implemented during the plan period and the implementation period thereof;

三 計画の期間中及び終期における定年又は高年齢者就業確保措置の対象となる年齢の上限

(iii) the upper limit of the mandatory retirement age or the age subject to the measures for securing job opportunities for elderly persons during the plan period and at the termination thereof.

2 計画の作成に関する勧告は、文書により行うものとする。

(2) Recommendations on the formulation of the plan are to be made in writing.

3 事業主は、計画を作成したときは、遅滞なく、これをその主たる事務所の所在地を管轄する公共職業安定所（その公共職業安定所が二以上ある場合には、厚生労働省組織規則（平成十三年厚生労働省令第一号）第七百九十二条の規定により当該事務を取り扱う公共職業安定所とする。以下同じ。）の長に提出しなければならない。

(3) When an employer has prepared a plan, the employer is to submit it without delay to the Chief of the Public Employment Security Office which has jurisdiction over the location of the principal place of business (or, if there are two or more such Public Employment Security Offices, the Public Employment Security Office handling the processes pursuant to the provisions of Article 792

of the Rules on Organization of the Ministry of Health, Labour and Welfare (Order of the Ministry of Health, Labour and Welfare No. 1 of 2001); hereinafter, the same applies).

(高年齢者雇用等推進者の選任)

(Appointment of Promoter of Employment for Elderly Persons)

第五条 事業主は、法第十一条の業務を遂行するために必要な知識及び経験を有していると認められる者のうちから当該業務を担当する者を高年齢者雇用等推進者として選任するものとする。

Article 5 An employer is to appoint a promoter of the employment of and securement of job opportunities for elderly persons, who will be responsible for the operations provided for in Article 11 of the Act from among candidates who are considered to have the knowledge and experience required to perform the operations.

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 事業主による高年齢者等の再就職の援助等

Section 1 Facilitating the Re-Employment of Elderly Persons by Employers

(再就職援助措置の対象となる高年齢者等の範囲等)

(The Age Range of Elderly Persons who are Eligible for Measures to Support Re-Employment)

第六条 法第十五条第一項前段の厚生労働省令で定める者は、四十五歳以上七十歳未満の者であつて次の各号のいずれにも該当しないものとする。

Article 6 (1) Persons specified by Order of the Ministry of Health, Labour and Welfare as provided for in the first sentence of Article 15, paragraph (1) of the Act are those who are 45 or over and under 70 years of age, and who do not fall under any of the following items:

一 日々又は期間を定めて雇用されている者（同一の事業主に六月を超えて引き続き雇用されるに至っている者を除く。）

(i) persons who are employed by the day or for a fixed period of employment (excluding those who have been employed consecutively for a period of more than six months by the same employer);

二 試みの使用期間中の者（同一の事業主に十四日を超えて引き続き雇用されるに至っている者を除く。）

(ii) persons who are in a probationary period (excluding those who have been employed consecutively for a period of more than 14 days by the same employer);

三 常時勤務に服することを要しない者として雇用されている者

(iii) persons who are employed as persons who are not required to work full time;

四 事業主の雇用する高年齢者のうち、他の事業主との間で締結した法第九条第二項に規定する契約に基づき雇用する者（第三項第四号、第五号又は第七号の理由により離職する者を除く。）

(iv) elderly persons (excluding those who are separated from employment due to reasons set forth in paragraph (3), item (iv), item (v), or item (vii)) who are employed by an employer based on a contract provided for in Article 9, paragraph (2) of the Act that is concluded with another employer;

五 事業主の雇用する高年齢者のうち、他の事業主との間で締結した法第十条の二第三項に規定する契約に基づき雇用する者（第三項第六号又は第七号の理由により離職する者を除く。）

(v) elderly persons (excluding those who are separated from employment due to a reason set forth in paragraph (3), item (vi), or item (vii)) who are employed by an employer based on a contract provided for in Article 10-2, paragraph (3) of the Act that is concluded with another employer.

2 法第十五条第一項後段の厚生労働省令で定める者は、次のとおりとする。

(2) The persons specified by Order of the Ministry of Health, Labour and Welfare as provided for in the second sentence of Article 15, paragraph (1) of the Act are to be as follows:

一 事業主が法第九条第二項の特殊関係事業主との間で同項に規定する契約を締結し、当該契約に基づき特殊関係事業主に雇用される者（次項第二号の理由により離職する者に限る。）

(i) a person whose employer concludes a contract provided for in Article 9, paragraph (2) of the Act with a specially related employer set forth in the same paragraph and who is employed by the specially related employer based on the contract (limited to a person who is separated from employment due to the reason set forth in item (ii) of the following paragraph);

二 事業主が他の事業主との間で法第十条の二第三項に規定する契約を締結し、当該契約に基づき他の事業主に雇用される者（次項第三号の理由により離職する者に限る。）

(ii) a person whose employer concludes a contract provided for in Article 10-2, paragraph (3) of the Act with another employer and who is employed by the other employer based on the contract (limited to a person who is separated from employment due to the reason set forth in item (iii) of the following paragraph);

三 創業支援等措置に基づいて事業主と法第十条の二第二項第一号に規定する委託契約その他の契約又は同項第二号に規定する委託契約その他の契約を締結する者

(iii) a person who concludes an entrustment contract or other contract provided for in Article 10-2, paragraph (2), item (i) of the Act or an entrustment contract or other contract prescribed in item (ii) of the paragraph with an

employer based on the measures for start-up support and other assistance;
四 創業支援等措置に基づいて、法第十条の二第二項第二号ロ又はハの事業を実施する者と同号に規定する委託契約その他の契約を締結する者

(iv) a person who concludes an entrustment contract or other contract provided for in Article 10-2, paragraph (2), item (ii), (b) or (c) of the Act with a person who conducts the business set forth in the same item based on the measures for start-up support and other assistance.

3 法第十五条第一項の厚生労働省令で定める理由は、次のとおりとする。

(3) The reasons specified by Order of the Ministry of Health, Labour and Welfare as provided for in Article 15, paragraph (1) of the Act are to be as follows:

一 定年（六十五歳以上のものに限る。）

(i) mandatory retirement age (limited to those who are 65 years of age or older);

二 法第九条第二項の継続雇用制度の対象となる年齢の上限に達したことによる離職（六十五歳以上のものに限る。）

(ii) separation from employment due to having reached the upper limit of the age established by the continuous employment system set forth in Article 9, paragraph (2) of the Act (limited to those who are 65 years of age or older);

三 高年齢者就業確保措置（定年の引上げ及び定年の定めを廃止を除く。第六号において同じ。）の対象となる年齢の上限に達したことによる離職

(iii) separation from employment due to having reached the upper limit of the age established by the measures for securing job opportunities for elderly persons (excluding the raising of the mandatory retirement age and the abolition of the fixed mandatory retirement age; the same applies in item (vi));

四 高年齢者等の雇用の安定等に関する法律の一部を改正する法律（平成二十四年法律第七十八号。第六条の三第八項において「平成二十四年改正法」という。）附則第三項の規定によりなおその効力を有することとされる同法による改正前の法第九条第二項の継続雇用制度の対象となる高年齢者に係る基準を定めた場合における当該基準に該当しなかつたことによる離職

(iv) separation from employment due to failure to meet the criteria relating to elderly persons who become eligible for the continuous employment system set forth in Article 9, paragraph (2) of the Act prior to the Partial Amendment of the Act on Employment Security of Elderly Persons (Act No. 78 of 2012; referred to as the "2012 Amendment Act" in Article 6-3, paragraph (8)), which is to remain in force pursuant to the provisions of paragraph (3) of the Supplementary Provisions of the same Act;

五 法第九条第二項の継続雇用制度の対象となる高年齢者に係る基準を定めた場合における当該基準に該当しなかつたことによる離職（六十五歳以上のものに限る。）

(v) separation from employment (limited to those who are 65 years of age or older) due to failure to meet the criteria in cases where criteria related to

elderly persons eligible for the continuous employment system set forth in Article 9, paragraph (2) of the Act have been established;

六 高年齢者就業確保措置の対象となる高年齢者に係る基準を定めた場合における当該基準に該当しなかつたことによる離職

(vi) separation from employment due to failure to meet the criteria in cases where criteria related to measures for securing job opportunities for elderly persons have been established;

七 解雇（自己の責めに帰すべき理由によるものを除く。）その他の事業主の都合

(vii) dismissal (excluding dismissal based on grounds attributable to those persons themselves) or separation from employment at the convenience of the employer.

（多数離職の届出の対象となる高年齢者等の数等）

(Number of Elderly Persons Subject to Notification of Multiple Separations from Employment)

第六条の二 法第十六条第一項の厚生労働省令で定める数は、五人とする。

Article 6-2 (1) The number of persons specified by Order of the Ministry of Health, Labour and Welfare, as provided for in Article 16, paragraph (1) of the Act, is five.

2 法第十六条第一項の規定による届出は、多数離職届（様式第一号）を当該届出に係る離職が生ずる日（当該届出に係る離職の全部が同一の日に生じない場合にあっては、当該届出に係る最後の離職が生ずる日）の一月前までに当該事業所の所在地を管轄する公共職業安定所の長に提出することによつて行わなければならない。

(2) Notification pursuant to the provisions of Article 16, paragraph (1) of the Act must be accomplished by submitting a form for multiple separations from employment (Form No. 1) to the Chief of the Public Employment Security Office which has jurisdiction over the location of the place of business no later than one month prior to the day on which the separations from employment relating to the notification occur (or, if all separations from employment relating to the notification do not occur on the same day, the day on which the final separation from employment relating to the notification occurs).

3 法第十六条第二項の規定による離職者の数の算定は、同一の事業所において、一月以内の期間に、前条第三項各号に掲げる理由により離職する法第十五条第一項の再就職援助対象高年齢者等（以下この項において「再就職援助対象高年齢者等」という。）の数を合計することにより行うものとする。ただし、当該離職に係る再就職援助対象高年齢者等のうちに既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（昭和四十一年法律第百三十二号）第二十七条第一項の規定に基づいて行われた届出（同法第二十四条第五項の規定により同法第二十七条第一項の大量雇用変動の届出をしたものとされる同法第二十四条第三項の認定の申請を含む。）に係る者（当該多数離職の届出に係る期間において前条第三項各号に掲げる理由により離職する者に限る。）がある場合には、その者の数を当該合計数から

控除するものとする。

- (3) The number of persons who are separated from employment under the provisions of Article 16, paragraph (2) of the Act is to be calculated as the total number of elderly persons eligible for re-employment assistance, etc. (hereinafter referred to as "elderly persons eligible for re-employment assistance, etc." in this paragraph), as set forth in Article 15, paragraph (1) of the Act, who are separated from employment for the reasons set forth in the items of paragraph (3) of the preceding Article during a period of not more than one month at the same place of business; provided, however, that among the elderly persons eligible for re-employment assistance, etc. who have been separated from employment, if there are persons (limited to those who are separated from employment due to any of the reasons listed in the items of paragraph (3) of the preceding Article during the period related to the notification of multiple separations from employment) covered by a notification that has already been made based on the provisions of Article 27, paragraph (1) of the Act on Comprehensively Advancing Labor Measures, Stabilizing the Employment of Workers, and Enriching Workers' Vocational Lives (Act No. 132 of 1966) (including an application submitted pursuant to the provisions of Article 24, paragraph (5) of the same Act for the certification set forth in Article 24, paragraph (3) of the same Act that is deemed to serve as a notification of significant fluctuation in employment set forth in Article 27, paragraph (1) of the same Act), the number of those persons is to be deducted from the total number.

(求職活動支援書の作成等)

(Drafting a Job-Seeking Support Plan)

第六条の三 事業主は、法第十七条第一項の求職活動支援書（以下「求職活動支援書」という。）を作成する前に、離職することとなつている高年齢者等であつて第九項に規定する者（以下「高年齢離職予定者」という。）に共通して講じようとする再就職援助措置の内容について、当該求職活動支援書に係る事業所に、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意見を聴くものとする。

Article 6-3 (1) Before drafting a job-seeking support plan (hereinafter referred to as "job-seeking support plan") provided for in Article 17, paragraph (1) of the Act, an employer is to hear the opinions of a labor union organized by a majority of the workers at the place of business associated with the job-seeking support plan (if a labor union exists) or a person representing a majority of the workers (if a labor union does not exist) with regard to the content of the measures to support re-employment universally provided to the eligible elderly persons and others provided for in paragraph (9) (hereinafter referred to as "scheduled elderly retirees"), who are to be separated from employment.

2 事業主は、高年齢離職予定者の決定後速やかに、求職活動支援書の交付についての本人の希望を聴いて、これを作成し、交付するものとする。

(2) After a scheduled elderly retiree has been decided, the employer is to immediately hear the wishes of the scheduled elderly retiree concerning the creation of the job-seeking support plan, prepare and deliver it.

3 事業主は、求職活動支援書の作成に当たっては、あらかじめ、当該求職活動支援書に係る高年齢離職予定者の再就職及び在職中の求職活動に関する希望の内容を聴くものとする。

(3) In drafting a job-seeking support plan, in advance of its preparation, an employer is to hear the wishes of the scheduled elderly retiree related to the job-seeking support plan concerning re-employment and job-seeking activities while the scheduled elderly retiree is still employed.

4 事業主は、第二項の規定による求職活動支援書の交付に代えて、第六項で定めるところにより高年齢離職予定者の承諾を得て、第十項各号に掲げる事項（以下この条において「支援書情報」という。）を電子情報処理組織を使用する方法その他の情報通信の技術を利用する方法であつて次に掲げるもの（以下この条において「電磁的方法」という。）により提供することができる。この場合において、事業主は、求職活動支援書を交付したものとみなす。

(4) In lieu of delivering the job-seeking support plan under the provisions of paragraph (2), with the consent of a scheduled elderly retiree and as provided for in paragraph (6), an employer may provide the information to be listed in each item of paragraph (10) (hereinafter referred to as "information on the support plan" in this Article) using an electronic data processing system or other methods of information communication technology, which are listed in the items below (hereinafter referred to as "electronic or magnetic means" in this Article). In this case, the employer is deemed to have issued a job-seeking support plan:

一 電子情報処理組織（事業主の使用に係る電子計算機と、高年齢離職予定者の使用に係る電子計算機とを電気通信回線で接続した電子情報処理組織をいう。）を使用する方法のうち、事業主の使用に係る電子計算機と高年齢離職予定者の使用に係る電子計算機とを接続する電気通信回線を通じて支援書情報を送信し、高年齢離職予定者の使用に係る電子計算機に備えられたファイルに記録する方法

(i) a method using an electronic data processing system (referring to the electronic data processing system connecting the computer used by an employer and the computer used by a scheduled elderly retiree through an electric telecommunication line), by which the information on the support plan is transmitted through the electric telecommunication line connecting the computer used by the employer and the computer used by the scheduled elderly retiree, and the information on the support plan is recorded as a file in the computer used by the scheduled elderly retiree;

二 磁気ディスク、シー・ディー・ロムその他これらに準ずる方法により一定の事項

を確実に記録しておくことができる物をもつて調製するファイルに支援書情報を記録したものを交付する方法

- (ii) a method whereby the information on the support plan is recorded as a file on a magnetic disk, a CD-ROM, or any other equivalent medium that is able to accurately record specific information, and is delivered.

5 前項各号に掲げる方法は、高年齢離職予定者がファイルへの記録を出力することにより書面を作成することができるものでなければならない。

- (5) The methods listed in the items in the preceding paragraph must be methods that enable a scheduled elderly retiree to create a document by outputting the information recorded in a file.

6 事業主は、第四項の規定により支援書情報を提供しようとするときは、あらかじめ、当該高年齢離職予定者に対し、その用いる次に掲げる電磁的方法の種類及び内容を示し、書面又は電磁的方法による承諾を得なければならない。

- (6) When an employer seeks to provide the information on the support plan pursuant to the provisions of paragraph (4), the employer must inform the scheduled elderly retiree of the type and contents of the following electronic or magnetic means that the employer intends to use, and obtain consent to do so in writing or by an electronic or magnetic means, in advance:

一 第四項各号に規定する方法のうち事業主が使用するもの

- (i) the prescribed methods used by the employer listed in items of paragraph (4);

二 ファイルへの記録の方式

- (ii) a method to record the information onto a file.

7 前項の規定による承諾を得た事業主は、当該高年齢離職予定者から書面又は電磁的方法により電磁的方法による提供を受けない旨の申出があつたときは、当該高年齢離職予定者に対し、支援書情報の提供を電磁的方法によつてしてはならない。ただし、当該高年齢離職予定者が再び前項の規定による承諾をした場合は、この限りでない。

- (7) An employer that has obtained consent under the provisions of the preceding paragraph must not provide information on the support plan by electronic or magnetic means if the scheduled elderly retiree has stated in writing or by electronic or magnetic means that the scheduled elderly retiree cannot accept provisions by electronic or magnetic means; provided, however, that this does not apply if the scheduled elderly retiree has consented to it under the provisions of the preceding paragraph at another time.

8 法第十七条第一項の厚生労働省令で定める理由は、平成二十四年改正法附則第三項の規定によりなおその効力を有することとされる同法による改正前の法第九条第二項の継続雇用制度の対象となる高年齢者に係る基準を定めた場合における当該基準に該当しなかつたことその他事業主の都合とする。

- (8) The reasons specified by Order of the Ministry of Health, Labour and Welfare, as provided for in Article 17, paragraph (1) of the Act are a failure to meet the criteria relating to elderly persons who become eligible for the continuous

employment system provided for in Article 9, paragraph (2) of the Act prior to the partial revision of the Act, which remains in force pursuant to the provisions of paragraph (3) of the Supplementary Provisions of the 2012 Amendment Act if such criteria has been established, and cases related to the situation of the employer.

9 法第十七条第一項の厚生労働省令で定める者は、四十五歳以上七十歳未満の者であつて次のいずれにも該当しないものとする。

(9) The persons specified by Order of the Ministry of Health, Labour and Welfare referred to in Article 17, paragraph (1) of the Act are those who are 45 or over and under 70 years of age and who do not fall under any of the following:

一 日々又は期間を定めて雇用されている者（同一の事業主に六月を超えて引き続き雇用されるに至っている者を除く。）

(i) persons who are employed by the day or for a fixed period of employment (excluding those who have been employed consecutively for a period of more than six months by the same employer);

二 試みの使用期間中の者（同一の事業主に十四日を超えて引き続き雇用されるに至っている者を除く。）

(ii) persons who are in a probationary period (excluding those who have been employed consecutively for a period of more than 14 days by the same employer);

三 常時勤務に服することを要しない者として雇用されている者

(iii) persons who are employed as persons who are not required to work full time;

10 法第十七条第一項の厚生労働省令で定める事項は、次のとおりとする。

(10) The matters specified by Order of the Ministry of Health, Labour and Welfare as provided for in Article 17, paragraph (1) of the Act are as follows:

一 高年齢離職予定者の氏名、年齢及び性別

(i) the name, age, and sex of a scheduled elderly retiree;

二 高年齢離職予定者が離職することとなる日（離職することとなる日が決定していない場合には離職することとなる時期）

(ii) the day on which a scheduled elderly retiree is separated from employment (if the day on which the scheduled elderly retiree is to be separated from employment is not fixed, the period in which the scheduled elderly retiree is to be separated from employment);

三 高年齢離職予定者の職務の経歴（従事した主な業務の内容、実務経験、業績及び達成事項を含む。）

(iii) vocational career of a scheduled elderly retiree (including the contents of the main business that the scheduled elderly retiree has engaged in, work experience, performance, and achievement);

四 高年齢離職予定者が有する資格、免許及び受講した講習

(iv) qualification or license held by or training courses taken by a scheduled

elderly retiree;

五 高年齢離職予定者が有する技能、知識その他の職業能力に関する事項

(v) matters relating to the skills, knowledge, and other vocational abilities of a scheduled elderly retiree;

六 前三号に掲げる事項のほか、高年齢離職予定者が職務の経歴等を明らかにする書面を作成するに当たって参考となる事項その他の再就職に資する事項

(vi) in addition to the descriptions in the preceding three items, matters that will serve as reference when a scheduled elderly retiree drafts a document that clarifies their vocational career and other matters that may be helpful in their re-employment.

第六条の四 法第十七条第二項の規定による再就職援助担当者の業務は、次のとおりとする。

Article 6-4 (1) The operations of a person in charge of re-employment support under the provisions of Article 17, paragraph (2) of the Act are as follows:

一 高年齢離職予定者に係る求人の開拓及び求人に関する情報の収集並びにこれらによつて得た求人に関する情報の高年齢離職予定者に対する提供

(i) searching for job openings relating to scheduled elderly retirees, collect information concerning job openings, and provide information on job openings obtained thereby to scheduled elderly retirees;

二 高年齢離職予定者に対する再就職を容易にするために必要な相談の実施

(ii) providing necessary consultation for facilitating the re-employment of scheduled elderly retirees;

三 高年齢離職予定者の再就職の援助に関する公共職業安定所、公共職業能力開発施設等との連絡

(iii) communicating with Public Employment Security Offices and Public Vocational Abilities Development Institutions and other facilities with regard to support for the re-employment of scheduled elderly retirees;

四 前三号に掲げるもののほか、高年齢離職予定者の再就職の援助のために必要な業務

(iv) in addition to the operations listed in the preceding three items, necessary operations in support for the re-employment of scheduled elderly retirees.

2 事業主は、再就職援助担当者に、その業務の遂行に係る基本的な事項について、求職活動支援書に係る事業所に、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意見を聴いてその業務を行うようにさせるものとする。

(2) The employer is to ensure the person responsible for re-employment support listens to the opinions of the labor union organized by the majority of workers at the place of business related to the job-seeking support plan (if the labor union exists) or of a person representing a majority of the workers (if the labor union does not exist) with regard to basic matters concerning the performance

of the support operations, before conducting the operations.

第六条の五 第四条の六第一項及び第二項の規定は第六条の三第一項及び前条第二項に規定する労働者の過半数を代表する者について、第四条の六第三項及び第四項の規定は第六条の三第一項及び前条第二項の事業主について準用する。

Article 6-5 The provisions of Article 4-6, paragraphs (1) and (2) apply mutatis mutandis to a person representing a majority of the workers prescribed in Article 6-3, paragraph (1) and paragraph (2) of the preceding Article. The provisions of Article 4-6, paragraphs (3) and (4) apply mutatis mutandis to an employer set forth in Article 6-3, paragraph (1) and paragraph (2) of the preceding Article.

(法第二十条第一項の厚生労働省令で定める方法)

(Methods Specified by Order of the Ministry of Health, Labour and Welfare
Provided for in Article 20, Paragraph (1) of the Act)

第六条の六 法第二十条第一項の厚生労働省令で定める方法は、同項に規定する理由（第三項において「理由」という。）を労働者の募集及び採用の用に供する書面又は電磁的記録（電子的方式、磁気的方式その他人の知覚によつては認識することができない方式で作られる記録であつて、電子計算機による情報処理の用に供されるものをいう。以下この条において同じ。）に併せて記載又は記録する方法とする。

Article 6-6 (1) The method specified by Order of the Ministry of Health, Labour and Welfare, as provided for in Article 20, paragraph (1) of the Act, is a method of describing or recording the reason (hereinafter referred to as the "reason" in paragraph (3)), as provided for in the paragraph, in conjunction with a document or an electronic or magnetic record (referring to a record that is made in an electronic form, magnetic form, or any other method not recognizable by human perception and that it is used in information processing by computers; hereinafter, the same applies in this Article) to be used for the recruitment and employment of workers.

2 前項の書面又は電磁的記録には、次の各号に掲げるものを含むものとする。

(2) A document or an electronic or magnetic record provided for in the preceding paragraph is to include those documents or electronic or magnetic records listed in the following items:

一 公共職業安定所又は職業安定法（昭和二十二年法律第百四十一号）その他の法律の規定による許可を受けて、若しくは届出をして、職業紹介を行う者に事業主が求人者を申し込む場合における当該求人者の申込みの内容を記載し、又は記録したもの

(i) if an employer posts a job offering to the Public Employment Security Offices or persons who conduct employment placements after having obtained a license or filed a notification under the provisions of the Employment Security Act (Act No. 141 of 1947) or other Acts, the description or record of the content of the job offering;

二 職業安定法その他の法律の規定による許可を受けて、又は届出をして、事業主がその被用者以外のものに委託して労働者の募集を行う場合における当該委託に係る募集の内容を記載し、又は記録したもの

(ii) if an employer entrusts the recruitment of workers to a person other than employees of the employer after having obtained a license or filed a notification under the provisions of the Employment Security Act or other Acts, the description or record of the content of recruitment relating to the entrustment;

三 職業安定法第四十五条の規定により労働者供給事業を行うものから事業主が労働者供給を受けようとする場合における供給される労働者が従事すべき業務の内容等を当該労働者供給事業者に対して明らかにしたもの

(iii) if an employer intends to receive a supply of workers from a person that carries out the business of supplying workers pursuant to the provisions of Article 45 of the Employment Security Act, a clear indication of the contents of the work that the supplied workers are to engage in, addressed to the business supplying workers.

3 第一項の規定にかかわらず、新聞、雑誌その他の刊行物に掲載する広告その他これに類する方法により労働者の募集及び採用を行う場合又は第一項の書面若しくは電磁的記録がない場合において、あらかじめ同項の方法により理由を提示することが困難なときは、求職者の求めに応じて、遅滞なく、次のいずれかの方法により理由を示すことができる。

(3) Notwithstanding the provisions of paragraph (1), when conducting recruitment or employment of workers by placing advertisements in newspapers, magazines, other publications, or by any other method similar to the abovementioned methods, or when there is no document or electronic or magnetic record provided for in paragraph (1) and thereby it is difficult to show the reason using the method provided for in the paragraph in advance, the reason may be pointed out using either of the following methods without delay at the request of a job seeker:

一 書面の交付の方法

(i) the method of delivering a written document;

二 電子情報処理組織（事業主の使用に係る電子計算機と、求職者の使用に係る電子計算機とを電気通信回線で接続した電子情報処理組織をいう。）を使用する方法その他の情報通信の技術を利用する方法であつて、求職者が当該方法により記録された電磁的記録を出力することによる書面を作成することができるもの

(ii) a method using an electronic data processing system (referring to the electronic data processing system connecting the computer used by an employer and the computer used by a job seeker through an electric telecommunication line) or a method using other information communications technology that enables a job seeker to create a document by outputting the electronic or magnetic record recorded using the method.

第二節 中高年齢失業者等に対する特別措置

Section 2 Special Measures for Middle-Aged and Elderly Unemployed Persons

(手帳の発給)

(Issuance of Pocketbooks)

第七条 法第二十二條の申請は、厚生労働省職業安定局長（以下「職業安定局長」という。）が定める手続及び様式に従い、当該申請者の住所（住所により難いときは、居所とする。）を管轄する公共職業安定所（以下この節において「管轄公共職業安定所」という。）の長に対して、行うものとする。

Article 7 (1) The application provided for in Article 22 of the Act is to be filed with the Chief of the Public Employment Security Office (hereinafter referred to as "Governing Public Employment Security Office" in this Section) which has jurisdiction over the domicile (or if the domicile is difficult to establish, the residence) of the applicant, in accordance with the procedures and forms specified by the Director-General of the Employment Security Bureau of the Ministry of Health, Labour and Welfare (hereinafter referred to as "Director-General of the Employment Security Bureau").

2 法第二十二條第四号の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は、次のとおりとする。

(2) The requirements specified by the Minister of Health, Labour and Welfare after hearing the opinions of the Labour Policy Council, as provided for in Article 22, item (iv) of the Act, are as follows:

一 常用労働者（同一事業主に継続して雇用される労働者をいう。）として雇用されることを希望していること。

(i) a person who wishes to be employed as a full-time worker (referring to a worker who has been employed consecutively by the same employer);

二 職業安定局長が定めるところにより算定したその者の所得の金額（配偶者（届出はしていないが事実上婚姻関係と同様の事情にある者を含む。）に所得があるときは、職業安定局長が定めるところにより算定したその者の所得の金額を合算した額とする。）が、所得税法（昭和四十年法律第三十三号）に規定する控除対象配偶者及び扶養親族の有無及び数に応じて、同法第八十三条、第八十四条及び第八十六条の規定を適用した場合に所得税が課せられないこととなる所得の最高額を基準として職業安定局長が定める額を超えていないこと。

(ii) the amount of income of a person, calculated by a method specified by the Director-General of the Employment Security Bureau (if a spouse (including a person in a de facto marital relationship with the person, though a marriage has not been registered) has income, the amount is to be the total amount of income of both persons calculated by a method specified by the Director-General of the Employment Security Bureau) does not exceed the

amount specified by the Director-General of the Employment Security Bureau based on the maximum amount of income on which income tax is not to be imposed, according to the existence of a spouse or dependent relatives and the number of dependent relatives qualified for deduction if they exist, provided for in the Income Tax Act (Act No. 33 of 1965), where the provisions of Article 83, Article 84, and Article 86 of the same Act are applied;

三 法第二十二条の中高年齢失業者等求職手帳（以下「手帳」という。）の発給を受けたことがある者については、次のいずれかに該当する場合を除き、手帳（二回以上手帳の発給を受けたことがある者については、最後に発給を受けた手帳）がその効力を失った日から一年を経過していること。

(iii) with regard to a person who has received a job application pocketbook for middle-aged and elderly unemployed persons and other persons (hereinafter referred to as "Pocketbook") provided for in Article 22 of the Act, one year has elapsed since the day on which the Pocketbook (in the event that a person has received a Pocketbook at least two times, the last Pocketbook that the person has received) became invalid, except in cases when it falls under any of the following:

イ 手帳の発給を受けた後就職した者（法第二十二条第一号若しくは第二号若しくは前二号の要件のいずれかを欠くに至ったため、又は第九条第一項第一号若しくは第三号に該当したため手帳がその効力を失った者を除く。）については、その者の責めに帰すべき理由又はその者の都合によらないで離職したとき。

(a) for those who have obtained a job after receiving a Pocketbook (excluding those whose Pocketbook has become invalid because the person no longer fulfills any of the requirements provided for in Article 22, items (i) or (ii) of the Act, or the preceding two items, or the person falls under Article 9, paragraph (1), items (i) or (iii)), when the person separates from employment for reasons which cannot be attributed to the person or due to other circumstances which cannot be attributed to the person;

ロ 第九条第一項第二号に該当したため手帳がその効力を失った者については、同号の理由が消滅したとき。

(b) for a person whose Pocketbook becomes invalid as the person falls under Article 9, paragraph (1), item (ii), when the reason provided for in the same item has ceased to exist.

四 駐留軍関係離職者等臨時措置法（昭和三十三年法律第百五十八号）第十条の二第一項又は第二項の規定により同条第一項又は第二項の認定を受けた者（当該認定が同条第四項又は第五項の規定によりその効力を失った日から一年を経過している者を除く。）又は受けることができる者でないこと。

(iv) a person has not received or is not entitled to receive the authorization of Article 10-2, paragraphs (1) or (2) of the Act on Temporary Measures concerning Ex-Workers of Armed Forces Stationed in Japan (Act No. 158 of 1958), pursuant to the provisions of paragraphs (1) or (2) of that Article

(excluding cases in which one year has elapsed since the day on which the authorization ceases to be effective, pursuant to the provisions of paragraphs (4) or (5) of the same Article);

五 沖縄振興特別措置法（平成十四年法律第十四号）第七十条第一項の規定により沖縄失業者求職手帳の発給を受けた者（当該沖縄失業者求職手帳が同条第二項の規定によりその効力を失った日から一年を経過している者を除く。）又は受けることができる者でないこと。

(v) a person has not received or is not entitled to receive a job application pocketbook for unemployed persons in Okinawa pursuant to the provisions of Article 70, paragraph (1) of the Act on Special Measures for the Promotion and Development of Okinawa (Act No. 14 of 2002) (excluding cases in which one year has elapsed since the day on which the person's job application pocketbook for unemployed persons in Okinawa became invalid, pursuant to the provisions of paragraph (2) of the same Article);

六 国際協定の締結等に伴う漁業離職者に関する臨時措置法（昭和五十二年法律第九十四号）第四条第一項又は国際協定の締結等に伴う漁業離職者に関する臨時措置法施行規則（昭和五十二年労働省令第三十号）第三条の二の規定により漁業離職者求職手帳の発給を受けた者（当該漁業離職者求職手帳が同法第四条第三項の厚生労働省令で定める期間を経過したことにより、又は同条第四項の規定によりその効力を失った日から一年を経過している者を除く。）又は受けることができる者でないこと。

(vi) a person has not received or is not entitled to receive a job application pocketbook for retired fishers pursuant to the provisions of Article 4, paragraph (1) of the Act on Temporary Measures concerning Retired Fishers Incidental to Conclusion of International Agreement (Act No. 94 of 1977) or Article 3-2 of the Order for Enforcement of the Act on Temporary Measures concerning Retired Fishers Incidental to Conclusion of International Agreement (Order of the Ministry of Labour No. 30 of 1977) (excluding cases in which one year has elapsed since the day on which the person's job application pocketbook for retired fishers became invalid due to expiration specified by Order of the Ministry of Health, Labour and Welfare as provided for in Article 4, paragraph (3) of the same Act or pursuant to the provisions of paragraph (4) of the same Article);

七 本州四国連絡橋の建設に伴う一般旅客定期航路事業等に関する特別措置法（昭和五十六年法律第七十二号）第十六条第一項若しくは第二項又は本州四国連絡橋の建設に伴う一般旅客定期航路事業等に関する特別措置法に基づく就職指導等に関する省令（昭和五十六年労働省令第三十八号）第一条の規定により一般旅客定期航路事業等離職者求職手帳の発給を受けた者（当該一般旅客定期航路事業等離職者求職手帳が同法第十六条第三項の規定によりその効力を失った日から一年を経過している者を除く。）又は受けることができる者でないこと。

(vii) a person has not received or is not entitled to receive a job application

pocketbook for retirees of regular ferry line service for general passengers pursuant to the provisions of Article 16, paragraphs (1) or (2) of the Act on Special Measures concerning Regular Ferry Line Service for General Passengers Incidental to Construction of Connection Bridge Between Honshu and Shikoku (Act No. 72 of 1981), or Article 1 of the Ministerial Order on Vocational Guidance Based on the Act on Special Measures concerning Regular Ferry Line Service for General Passengers Incidental to Construction of Connection Bridge Between Honshu and Shikoku (Order of the Ministry of Labour No. 38 of 1981) (excluding cases in which one year has elapsed since the day on which the person's job application pocketbook for retirees of regular ferry line service for general passengers became invalid pursuant to the provisions of Article 16, paragraph (3) of the same Act);

八 雇用保険法施行規則等の一部を改正する省令（平成十七年厚生労働省令第八十二号）による改正前の雇用対策法施行規則（昭和四十一年労働省令第二十三号）附則第八条又は第九条の規定により石炭鉱業離職者求職手帳の発給を受けた者（当該石炭鉱業離職者求職手帳が同令附則第十二条第一項に規定する期間が経過したことにより、又は同条第二項の規定によりその効力を失った日から一年を経過している者を除く。）でないこと。

(viii) a person who has not received a job application pocketbook for coal mining retirees pursuant to the provisions of Article 8 or Article 9 of the Supplementary Provisions of the Order for Enforcement of the Employment Measures Act (Order of the Ministry of Labour No. 23 of 1966) prior to the revision by the Ministerial Order on Partial Revision of the Order for Enforcement of the Employment Insurance Act (Order of the Ministry of Health, Labour and Welfare No. 82 of 2005) (excluding cases in which one year has elapsed since the day on which the person's job application pocketbook for coal mining retirees became invalid due to the expiration provided for in Article 12, paragraph (1) of the Supplementary Provisions of the same Order or pursuant to the provisions of paragraph (2) of the same Article).

3 手帳の発給の申請があつたときは、管轄公共職業安定所の長は、申請を受理した日から原則として三十日以内に、申請者が法第二十二条の規定に該当する者であるかどうかを審査し、該当する者であると認めるときは申請者に手帳を発給し、該当しない者であると認めるときはその旨を、申請者に対して、文書により通知するものとする。

(3) In principle, when an application for a Pocketbook is filed, the chief of the governing Public Employment Security Office is to examine whether the applicant falls under the provisions of Article 22 of the Act within 30 days from the date of receipt of the application, and if the chief finds that the applicant falls under the provisions, the chief is to issue a Pocketbook to the applicant, and if the chief finds that the applicant does not fall under the provisions, the

chief is to notify the applicant in writing to that effect.

- 4 管轄公共職業安定所の長は、前項の審査をする場合において必要があると認めるときは、申請者に対して、健康診断の結果に関する医師の証明書の提出を求め、又は技能、体力、適性等に関する検査を実施するものとする。

(4) When the chief of the governing Public Employment Security Office deems it necessary in order to carry out the examination described in the preceding paragraph, the chief is to request that the applicant submit a medical certificate of the results of the medical examination, or inspect the skills, physical strength, aptitude and other characteristics of the applicant.

- 5 手帳の様式は、職業安定局長が定めるところによる。

(5) The form of the Pocketbook is specified by the Director-General of the Employment Security Bureau.

(手帳の有効期間)

(Validity Period of a pocketbook)

第八条 法第二十三条第一項の厚生労働省令で定める期間は、手帳の発給の日から起算して、六月とする。ただし、法第二十六条第一項の規定により管轄公共職業安定所の長が法第二十五条第一項の計画に準拠した同項第二号に掲げる措置又は同項第三号に掲げる措置（失業者に作業環境に適応することを容易にさせるために行なわれる訓練に限る。）を受けることを指示した場合において、当該措置が当該六月の期間内に終了しないものであるときは、当該措置が終了するまでの間とする。

Article 8 (1) As provided for in Article 23, paragraph (1) of the Act, the period specified by Order of the Ministry of Health, Labour and Welfare is six months from the date of issuance of the Pocketbook; provided, however, that if the chief of the governing Public Employment Security Office instructs the unemployed person to undertake the measures listed in Article 25, paragraph (1), item (ii) of the Act or the measures (limited to training that is designed to assist the unemployed person in adapting to the working environment) listed in item (iii) of the same paragraph, based on the plan provided for in the paragraph, pursuant to the provisions of Article 26, paragraph (1) of the Act, and when the measures are not completed within a period of six months, the period is until the end of the measures.

- 2 法第二十三条第二項の規定による手帳の有効期間の延長は、手帳の発給を受けた者のうち次の各号のいずれかに該当する者であつて、引き続き法第二十五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。）を実施する必要があると認められるものについて行うものとする。

(2) The extension of the validity period of a Pocketbook under the provisions of Article 23, paragraph (2) of the Act is to be made for a person who has received a Pocketbook and falls under any of the following items and is found to still be in need of the measures (hereinafter referred to as "employment promotion measures") listed in the items of Article 25, paragraph (1) of the Act, based on

the plan provided for in the paragraph:

一 五十五歳以上六十五歳未満の者（第三号に掲げる者を除く。）

(i) persons who are 55 or over and under 65 years of age (excluding those listed in item (iii));

二 特定地域に居住する者にあつては、前号に掲げる者のほか、四十五歳以上五十五歳未満の者（次号に掲げる者を除く。）

(ii) for persons who reside in a specified area, in addition to those listed in the preceding item, persons who are 45 or over and under 55 years of age (excluding those persons listed in the following item);

三 職業安定局長が定めた基準により管轄公共職業安定所の長が就職が特に困難であると認める者

(iii) a person whom the chief of the governing Public Employment Security Office deems to be having particular difficulty in finding employment, based on the criteria specified by the Director-General of the Employment Security Bureau.

3 法第二十三条第二項の厚生労働省令で定める期間は、第一項の期間の末日の翌日から起算して、前項第一号及び第三号に掲げる者であつて特定地域以外の地域に居住するもの及び同項第二号に掲げる者にあつては六月、同項第一号及び第三号に掲げる者であつて特定地域に居住するものにあつては一年とする。

(3) As referred to in Article 23, paragraph (2) of the Act, the period specified by Order of the Ministry of Health, Labour and Welfare is six months for those who are listed in items (i) and (iii) of the preceding paragraph and reside in an area other than the specified area and those listed in item (ii) of the same paragraph, and one year for those listed in items (i) and (iii) of the preceding paragraph who reside in the specified area, calculated from the day following the final day of the period provided for in paragraph (1).

（手帳の失効）

(Invalidation of a Pocketbook)

第九条 法第二十四条第一項第三号の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は、次のとおりとする。

Article 9 (1) The requirements specified by the Minister of Health, Labour and Welfare, after hearing the opinions of the Labour Policy Council as provided for in Article 24, paragraph (1), item (iii) of the Act, are as follows:

一 法第二十六条第一項若しくは第二項又は法第二十七条第二項の指示に従わない場合であつて、次のいずれにも該当しないとき。次のいずれかに該当するかどうかを判断する場合は、雇用保険法第三十二条第三項の基準に準じて職業安定局長が作成した基準によつて行う。

(i) when a person fails to follow the instructions provided for in Article 26, paragraphs (1) or (2) of the Act or Article 27, paragraph (2) of the Act and the person does not fall under any of the following items. The decision on

whether a person falls under any of the following items is made based on the standards formulated by the Director-General of the Employment Security Bureau, in accordance with the criteria provided for in Article 32, paragraph (3) of the Employment Insurance Act:

イ 指示された就職促進の措置又は紹介された職業がその者の能力からみて不適當であるとき。

(a) when the instructed employment promotion measures or the employment that a person has been referred to are not appropriate in light of the abilities of the person;

ロ 指示された就職促進の措置を受けるため、又は紹介された職業に就くために、現在の住所又は居所を変更することを要する場合において、その変更が困難であるとき。

(b) when a change to the current domicile or residence would be required in order to undertake the instructed employment promotion measures or to engage in the employment that the person has been referred to, and the change would be difficult;

ハ 就職先の賃金が同一地域における同種の業務及び技能に係る一般の賃金水準に比べて不当に低いとき。

(c) when the wage offered by the employer is unjustifiably low in comparison to the wage level deemed usual for work of the same degree of skill, in the same kind of business, and in the same locality;

ニ 職業安定法第二十条の規定に違反して、労働争議の発生している事業所に紹介されたとき。

(d) when a person is referred to a place of business where a labor dispute has arisen, in violation of the provisions of Article 20 of the Employment Security Act;

ホ その他正当な理由があるとき。

(e) when there is any other justifiable reason.

二 疾病、負傷その他の理由により、就職促進の措置を受けることができず当該措置の効果を期待することが困難なとき。

(ii) when a person is unable to undertake the employment promotion measures due to sickness or injury or for any other reason, and it is difficult to expect the measures to have an affect;

三 偽りその他不正の行為により、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十八条の職業転換給付金、雇用保険法の規定による失業等給付若しくは育児休業給付その他法令又は条例の規定によるこれらに相当する給付の支給を受け、又は受けようとしたとき。ただし、やむを得ない理由があると認められるときを除く。

(iii) when a person, by means of deception or other wrongful act, has received or has attempted to receive the job-change benefits provided for in Article 18 of the Act on Comprehensively Advancing Labor Measures, and Stabilizing

the Employment of Workers, and Enriching Workers' Vocational Lives, benefits for unemployment, etc., or the childcare leave benefits under the provisions of the Employment Insurance Act, or other benefits equivalent thereto under the provisions of laws and regulations or Orders; provided, however, that this excludes cases where it is found that there is a compelling reason for the actions.

2 法第二十四条第二項の通知は、同条第一項の規定により失効した手帳を返納すべき期限を付して、文書により行うものとする。

(2) The notice provided for in Article 24, paragraph (2) of the Act is to be given in writing, specifying a deadline by which a Pocketbook that has become invalid pursuant to the provisions of paragraph (1) of the same Article is to be returned.

(手帳の返納)

(Return of Pocketbook)

第十条 手帳の発給を受けた者は、第八条第一項又は第三項に規定する期間が経過することにより手帳がその効力を失った場合は当該期間の経過後速やかに、法第二十四条第一項の規定により手帳がその効力を失った場合は前条第二項の期限までに、当該手帳を管轄公共職業安定所の長に返納しなければならない。

Article 10 A person who has received a Pocketbook must return the Pocketbook to the chief of the governing Public Employment Security Office immediately upon the lapse of the period provided for in Article 8, paragraphs (1) or (3), when a Pocketbook becomes invalid due to expiration of the period, or by the deadline provided for in paragraph (2) of the preceding Article when the Pocketbook becomes invalid pursuant to the provisions of Article 24, paragraph (1) of the Act.

(手帳の再交付)

(Reissuance of Pocketbook)

第十一条 手帳を滅失し、又はき損した者は、職業安定局長が定める手続及び様式に従い、管轄公共職業安定所の長に手帳の再交付を申請することができる。

Article 11 (1) A person who has lost or damaged a Pocketbook may apply to the chief of the governing Public Employment Security Office for the reissuance of a Pocketbook pursuant to the procedures and forms determined by the Director-General of the Employment Security Bureau.

2 手帳を滅失したことにより手帳の再交付を受けた者は、滅失した手帳を発見したときは、これをすみやかに管轄公共職業安定所の長に返納しなければならない。

(2) When a person to whom a Pocketbook has been reissued due to loss of a Pocketbook finds the lost Pocketbook, the person must immediately return the Pocketbook to the chief of the governing Public Employment Security Office.

(中高年齢失業者等求職手帳受給者台帳)

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

第十二条 管轄公共職業安定所の長は、手帳の発給を受けた者ごとに中高年齢失業者等求職手帳受給者台帳を備え、これに手帳の発給及び失効その他手帳の発給を受けた者に関して必要な事項を記載するものとする。

Article 12 The Chief of the Governing Public Employment Security Office is to keep a register of each person who has received a job-application pocketbook for middle-aged and elderly unemployed persons and other persons and describe the issuance and invalidation of the Pocketbook and any other necessary particulars concerning the person who has received the Pocketbook in the ledger.

第十三条 削除

Article 13 Deleted

(公共職業安定所長の指示)

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

第十四条 法第二十六条第一項の指示は手帳の発給と同時に、同条第二項の指示は手帳の有効期間の延長と同時に行うものとする。

Article 14 (1) The instructions provided for in Article 26, paragraph (1) of the Act are to be carried out at the same time as the issuance of a Pocketbook, and the instructions provided for in paragraph (2) of the same Article are to be carried out at the same time as the extension of the validity period of the Pocketbook.

2 法第二十六条第一項及び第二項の指示は、次の各号に掲げる事項を手帳に記入することにより行うものとする。

(2) The instructions set forth in Article 26, paragraphs (1) and (2) of the Act are to be carried out by describing the particulars listed in the following items in a Pocketbook:

一 受けるべき就職促進の措置の種類及びその順序

(i) the types of employment promotion measures to be undertaken and their order;

二 就職促進の措置を受ける期間並びにその開始及び終了の時期

(ii) the period that a person is to undertake the employment promotion measures and the start and end of the period;

三 法第二十五条第一項第一号に掲げる措置を受けることを指示する場合は、管轄公共職業安定所に定期的に出頭すべき日

(iii) if a person is instructed to undertake the measures listed in Article 25, paragraph (1), item (i) of the Act, the days that the person should regularly appear at the governing Public Employment Security Office;

四 法第二十五条第一項第二号又は第三号に掲げる措置（以下この号において「訓練」という。）を受けることを指示する場合は、訓練の職種及び施設

(iv) if a person is instructed to undertake the measures (hereinafter referred to as "training" in this item) listed in Article 25, paragraph (1), items (ii) or (iii) of the Act, the type of training and facilities;

五 その他就職促進の措置を受けることに関し必要な事項で職業安定局長が定めるもの

(v) any other matters deemed necessary to undertake the employment promotion measures as specified by the Director-General of the Employment Security Bureau.

3 管轄公共職業安定所の長は、法第二十六条第一項又は第二項の指示をする場合は、当該指示に関し、あらかじめ、公共職業訓練施設の長その他就職促進の措置を実施する関係機関と協議しなければならない。

(3) When the Chief of the Governing Public Employment Security Office gives instructions, as provided for in Article 26, paragraphs (1) or (2) of the Act, concerning the instructions, the Chief must consult in advance with the chief of a public vocational training facility and any other relevant organizations that are implementing the employment promotion measures.

4 管轄公共職業安定所の長は、法第二十六条第一項又は第二項の指示をした場合は、当該指示に係る就職促進の措置を実施する機関に対し、速やかにその旨を通知しなければならない。

(4) When the Chief of the Governing Public Employment Security Office gives instructions provided for in Article 26, paragraphs (1) or (2) of the Act, the Chief must immediately notify to that effect the organizations that are implementing the employment promotion measures that are related to the instructions.

（法第三十一条の計画）

(Plan Provided for in Article 31 of the Act)

第十五条 法第三十一条の計画に定める事項は、次のとおりとする。

Article 15 The matters to be specified in the plan provided for in Article 31 of the Act are as follows:

一 法第二条第二項の中高齢失業者等の雇用の促進に関する基本方針

(i) a basic policy for the promotion of the employment of middle-aged and elderly unemployed persons and other persons as provided for in Article 2, paragraph (2) of the Act;

二 職業指導及び職業紹介並びに職業訓練に関する事項

(ii) matters relating to the vocational guidance and employment placements, as well as vocational training;

三 法第三十二条第一項の公共事業（以下「公共事業」という。）に係る同項の失業者吸収率の設定に関する事項

(iii) matters relating to setting the absorption ratio of unemployed persons provided for in Article 32, paragraph (1) of the Act concerning public works projects (hereinafter referred to as "public works projects") provided for in the same paragraph;

四 特定地域開発就労事業の実施に関する事項

(iv) matters relating to the implementation of a project for the development of and employment in a specified area;

五 公共事業の実施と特定地域開発就労事業の実施との調整に関する事項

(v) matters relating to the coordination on the implementation of a public works project and the implementation of a project for the development of and employment in a specified area;

六 地方公共団体等関係機関との連携及び協力に関する事項

(vi) matters relating to the coordination and cooperation with relevant organizations, such as local governments.

(公共事業における労働者の直接雇入れの承諾)

(Approval of Direct Employment of Workers in Public Works Projects)

第十六条 法第三十二条第三項の規定による公共職業安定所の承諾を得るには、同条第二項の公共事業の事業主体等（以下「公共事業の事業主体等」という。）は、職業安定局長の定める様式による申請書を、主たる事業実施の地域を管轄する公共職業安定所に提出するものとする。

Article 16 For the purpose of obtaining approval from the Public Employment Security Office under the provisions of Article 32, paragraph (3) of the Act, a project operator for a public works project (hereinafter referred to as "project operator for a public works project") provided for in paragraph (2) of the same Article is to submit a written application to the Public Employment Security Office governing the area where the main work is to be carried out using the form specified by the Director-General of the Employment Security Bureau.

(公共事業における使用労働者数の通知)

(Notice of Number of Workers Employed in Public Works Project)

第十七条 公共事業の事業主体等は、事業開始前に（緊急に工事に着手する必要がある場合その他やむを得ない理由がある場合には、事業開始後すみやかに）、当該事業に使用すべき労働者の数を、職種別に、主たる事業実施の地域を管轄する公共職業安定所に通知するものとする。この場合において、当該公共職業安定所の長は、必要があると認めるときは、当該公共事業の事業主体等に対し、その雇用する労働者の氏名、住所及び生年月日を証明することができる書類その他当該労働者が雇用されていることを証する書類の提出を求めることができる。

Article 17 A project operator for a public works project is to notify the Public Employment Security Office governing the area where the main work is to be implemented regarding the number of workers to be employed in the project

before the start of the project (when it is necessary to urgently commence the project or there is any other compelling reason, immediately after the commencement), according to job type. In such cases, when deemed necessary by the chief of the Public Employment Security Office, the chief may request the project operator for a public works project to submit a document that proves the name, address, and date of birth of workers employed by the public works project, and other documents certifying the employment of the workers.

第四章 削除

Chapter IV Deleted

第十八条から第二十三条まで 削除

Articles 18 through 23 Deleted

第五章 シルバー人材センター等

Chapter V Silver Human Resources Centers

第一節 シルバー人材センター

Section 1 Silver Human Resources Centers

(法第三十七条第一項の厚生労働省令で定める基準)

(Criteria Specified by Order of the Ministry of Health, Labour and Welfare

Provided for in Article 37, Paragraph (1) of the Act)

第二十四条 法第三十七条第一項の厚生労働省令で定める基準は、都道府県知事が指定しようとする二以上の市町村の区域が次に掲げる要件に該当することとする。

Article 24 The criteria specified by Order of the Ministry of Health, Labour and Welfare, as provided for in Article 37, paragraph (1) of the Act, will apply when a prefectural governor intends to designate two or more municipal areas, provided the municipal areas satisfy the following requirements:

一 当該二以上の市町村の区域が近接し、かつ、当該区域に定年退職者その他の高年齢退職者が相当数存在すること。

(i) that the two or more municipal areas are close to each other, and that there are a considerable number of mandatorily retired persons and other elderly retirees in the areas;

二 当該二以上の市町村の区域において法第三十八条第一項に規定する業務が行われる場合には、単一の市町村の区域において当該業務が行われる場合に比し、臨時的かつ短期的な就業及びその他の軽易な業務に係る就業の機会の状況等に鑑み、当該業務がより効率的に行われる見込みがあること。

(ii) when the operations provided for in Article 38, paragraph (1) of the Act are carried out in the two or more municipal areas, in light of the situation and environment for employment opportunities for temporary short-term work and other light activities, they are expected to be carried out more efficiently

compared to cases in which the operations are carried out in a single municipal area.

(指定の申請)

(Application for Designation)

第二十四条の二 法第三十七条第一項の規定による指定を受けようとする者は、次の事項を記載した申請書を都道府県知事に提出しなければならない。

Article 24-2 (1) A person that seeks to receive a designation under the provisions of Article 37, paragraph (1) of the Act must submit to the prefectural governor a written application that contains the following particulars:

一 名称及び住所

(i) name and address;

二 代表者の氏名

(ii) name of the representative;

三 事務所の所在地

(iii) location of the place of business;

2 前項の申請書には、次に掲げる書面を添付しなければならない。

(2) The following documents must be attached to the written application provided for in the preceding paragraph:

一 定款及び登記事項証明書

(i) articles of incorporation and certificate of registered matters;

二 資産の総額並びにその種類及びこれを証する書類

(ii) the total amount of assets, their type, and a document certifying these items;

三 法第三十八条第一項に規定する業務に関する基本的な計画

(iii) a basic plan for the operations provided for in Article 38, paragraph (1) of the Act;

四 役員の氏名及び略歴を記載した書面

(iv) a document that contains the names and brief biographical outlines of officers;

(名称等の変更の届出)

(Notification for Change of Name)

第二十四条の三 法第三十七条第四項の規定による届出をしようとする同条第二項に規定するシルバー人材センター（以下「シルバー人材センター」という。）は、次の事項を記載した書面を都道府県知事に提出しなければならない。

Article 24-3 A silver human resources center (hereinafter referred to as "silver human resources center") provided for in Article 37, paragraph (2) of the Act that intends to submit a notification under the provisions of paragraph (4) of the same Article must submit to the prefectural governor a document that contains the following particulars:

- 一 変更後の名称若しくは住所又は事務所の所在地
(i) name, address or location of the place of business after a change;
- 二 変更しようとする日
(ii) expected day of change;
- 三 変更の理由
(iii) reason for change.

(有料の職業紹介事業の届出等)

(Notification of Fee-based Employment Placement Service)

第二十四条の四 法第三十八条第二項の規定により有料の職業紹介事業を行おうとするシルバー人材センターは、その主たる事務所の所在地を管轄する都道府県労働局長（以下「管轄都道府県労働局長」という。）に届け出なければならない。

Article 24-4 (1) A silver human resources center that intends to provide a fee-based employment placement service pursuant to the provisions of Article 38, paragraph (2) of the Act must notify the director of the prefectural labor bureau governing the location of the principal place of business (hereinafter referred to as "director of the governing prefectural labor bureau").

2 前項の届出に当たっては、有料の職業紹介事業の運営に関する規定を添付しなければならない。

(2) Upon submission of the notification provided for in the preceding paragraph, the provisions concerning the operation of the fee-based employment placement service must be attached.

3 管轄都道府県労働局長は、第一項の届出を受理したときは、受理した日付を届け出た者に通知しなければならない。

(3) When the director of the governing prefectural labor bureau receives a notification provided for in paragraph (1), the director of the governing prefectural labor bureau must notify the received date to the person who submitted the notification.

4 第一項の届出の方法及び様式は、職業安定局長の定めるところによる。

(4) The procedures and forms for the notification provided for in paragraph (1) are determined by the Director-General of the Employment Security Bureau.

5 法第三十八条第二項の規定により届出をして有料の職業紹介事業を行うシルバー人材センターがその事業の全部又は一部を廃止したときは、その旨を、当該廃止の日から十日以内に、文書により、管轄都道府県労働局長に届け出なければならない。

(5) If a silver human resources center providing a fee-based employment placement service after submitting a notification pursuant to the provisions of Article 38, paragraph (2) of the Act discontinues its service, either in whole or in part, it must notify the director of the governing prefectural labor bureau in writing thereof, within 10 days from the date of the discontinuation.

6 職業安定法施行規則（昭和二十二年労働省令第十二号）中、公共職業安定所に適用される規定は、職業安定局長の定めるところにより、シルバー人材センターの行う有

料の職業紹介事業について準用する。

- (6) The provisions applied to Public Employment Security Offices in the Order for Enforcement of the Employment Security Act (Order of the Ministry of Labour No. 12 of 1947) apply mutatis mutandis to the fee-based employment placement service carried out by silver human resources centers, as specified by the Director-General of the Employment Security Bureau.

(報告書の提出等)

(Submission of Reports)

第二十四条の五 法第三十八条第二項の規定により届出をして有料の職業紹介事業を行うシルバー人材センターは、職業安定局長の定める手続及び様式に従い、帳簿書類を備え付けるとともに、報告書を作成し、これを管轄都道府県労働局長を経て、職業安定局長に提出しなければならない。

Article 24-5 (1) After submitting a notification pursuant to the provisions of Article 38, paragraph (2) of the Act, a silver human resources center that provides a fee-based employment placement service must keep books and records pursuant to the procedures and forms specified by the Director-General of the Employment Security Bureau, prepare reports, and submit them to the Director-General of the Employment Security Bureau via the director of the governing prefectural labor bureau.

- 2 管轄都道府県労働局長は、前項の報告書を受領したときは、速やかにこれを職業安定局長に送付しなければならない。

(2) When the director of the governing prefectural labor bureau receives the reports provided for in the preceding paragraph, the director of the governing prefectural labor bureau must immediately forward them to the Director-General of the Employment Security Bureau.

(法第三十八条第三項の規定により読み替えて適用される職業安定法第三十二条の四第二項の厚生労働省令で定める事項)

(Particulars Specified by Order of the Ministry of Health, Labour and Welfare Provided for in Article 32-4, Paragraph (2) of the Employment Security Act as Applied by Replacing Certain Terms Pursuant to Article 38, Paragraph (3) of the Act)

第二十四条の六 法第三十八条第三項の規定により読み替えて適用される職業安定法第三十二条の四第二項の厚生労働省令で定める事項は、次のとおりとする。

Article 24-6 The particulars specified by Order of the Ministry of Health, Labour and Welfare, as provided for in Article 32-4, paragraph (2) of the Employment Security Act, as applied by replacing terms pursuant to Article 38, paragraph (3) of the Act are as follows:

一 名称及び代表者の氏名

(i) name, and name of the representative;

二 事業所の名称及び所在地

(ii) name and address of the place of business.

(労働者派遣事業の届出)

(Notification of Temporary Labor Services)

第二十四条の七 法第三十八条第五項の規定により労働者派遣事業を行おうとするシルバー人材センターは、管轄都道府県労働局長に届け出なければならない。

Article 24-7 A silver human resources center that intends to carry out temporary labor services pursuant to the provisions of Article 38, paragraph (5) of the Act must notify this to the director of the governing prefectural labor bureau.

(法第三十八条第六項の規定により読み替えて適用される労働者派遣法第八条第二項の厚生労働省令で定める事項)

(Matters Specified by Order of the Ministry of Health, Labour and Welfare
Provided for in Article 8, Paragraph (2) of the Temporary Staffing Act as

Applied by Replacing Terms Pursuant to Article 38, Paragraph (6) of the Act)

第二十四条の八 法第三十八条第六項の規定により読み替えて適用される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。）第八条第二項の厚生労働省令で定める事項は、次のとおりとする。

Article 24-8 The matters to be specified by Order of the Ministry of Health, Labour and Welfare, as provided for in Article 8, paragraph (2) of the Act on Securing the Proper Operation of Temporary Labor Services and Protecting Temporary Workers (Act No. 88 of 1985; hereinafter referred to as the "Temporary Staffing Act"), as applied by replacing terms pursuant to Article 38, paragraph (6) of the Act, are as follows:

一 名称及び代表者の氏名

(i) name, and name of the representative;

二 事業所の名称及び所在地

(ii) name and address of the place of business.

(労働者派遣法施行規則の特例)

(Special Application of the Enforcement Regulations of the Temporary Staffing Act)

第二十四条の九 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施行規則（昭和六十一年労働省令第二十号。以下「労働者派遣法施行規則」という。）第一条の二第一項の規定にかかわらず、法第三十八条第六項において読み替えて適用する労働者派遣法第五条第二項の届出書は、職業安定局長の定める様式によるものとする。

Article 24-9 (1) Notwithstanding the provisions of Article 1-2, paragraph (1) of the Enforcement Regulations of the Act on Securing the Proper Operation of

Temporary Labor Services and Protecting Temporary Workers (Order of the Ministry of Labour No. 20 of 1986; hereinafter referred to as the "Enforcement Regulations of the Temporary Staffing Act"), the written notice provided for in Article 5, paragraph (2) of the Temporary Staffing Act, as applied by replacing terms pursuant to Article 38, paragraph (6) of the Act, is to be made using the format specified by the Director-General of the Employment Security Bureau.

- 2 労働者派遣法施行規則第一条の二第三項の規定にかかわらず、シルバー人材センターが労働者派遣法第五条第三項の規定により添付すべき事業計画書は、職業安定局長の定める様式によるものとする。

(2) Notwithstanding the provisions of Article 1-2, paragraph (3) of the Enforcement Regulations of the Temporary Staffing Act, the operation plans to be attached by a silver human resources center pursuant to the provisions of Article 5, paragraph (3) of the Temporary Staffing Act are to be made using the form specified by the Director-General of the Employment Security Bureau.

- 3 労働者派遣法施行規則第八条第一項の規定にかかわらず、労働者派遣法第十一条第一項の規定による届出をしようとするシルバー人材センターは、労働者派遣法第五条第二項第四号に掲げる事項の変更の届出にあつては当該変更に係る事実のあつた日の翌日から起算して三十日以内に、同号に掲げる事項以外の事項の変更の届出にあつては当該変更に係る事実のあつた日の翌日から起算して十日（労働者派遣法施行規則第八条第三項の規定により登記事項証明書を添付すべき場合にあつては、三十日）以内に、職業安定局長の定める様式による届出書を管轄都道府県労働局長に提出しなければならない。

(3) Notwithstanding the provisions of Article 8, paragraph (1) of the Enforcement Regulations of the Temporary Staffing Act, a silver human resources center that intends to submit a notification under the provisions of Article 11, paragraph (1) of the Temporary Staffing Act must submit a written notice to the director of the governing prefectural labor bureau, using the form specified by the Director-General of the Employment Security Bureau, within 30 days from the day following the day on which the matters related to the changes occurred, in the case of submitting a notification of changes listed in Article 5, paragraph (2), item (iv) of the Temporary Staffing Act; and within 10 days from the day following the day on which the matters related to the changes occurred (30 days where a certificate of registered matters is to be attached pursuant to the provisions of Article 8, paragraph (3) of the Enforcement Regulations of the Temporary Staffing Act), in the case of submitting a notification of changes other than those listed in the same item.

- 4 労働者派遣法施行規則第十条の規定にかかわらず、労働者派遣法第十三条第一項の規定による届出をしようとするシルバー人材センターは、当該労働者派遣事業を廃止した日の翌日から起算して十日以内に、職業安定局長の定める様式による届出書を管轄都道府県労働局長に提出しなければならない。

(4) Notwithstanding the provisions of Article 10 of the Enforcement Regulations

of the Temporary Staffing Act, a silver human resources center that intends to submit a notification under the provisions of Article 13, paragraph (1) of the Temporary Staffing Act must submit a written notice to the director of the governing prefectural labor bureau, using the form specified by the Director-General of the Employment Security Bureau, within 10 days from the day following the day of the discontinuation of the temporary labor services.

- 5 労働者派遣法施行規則第十七条第二項及び第十七条の二の規定にかかわらず、シルバー人材センターが行う法第三十八条第六項の規定によりみなして適用する労働者派遣法第二十三条第一項の規定による事業報告書及び収支決算書の提出並びに法第三十八条第六項の規定によりみなして適用する労働者派遣法第二十三条第三項の規定による関係派遣先への派遣割合の報告は、それぞれ職業安定局長の定める様式によるものとする。

- (5) Notwithstanding the provisions of Article 17, paragraph (2) and Article 17-2 of the Enforcement Regulations of the Temporary Staffing Act, the submission of an operating report and statement of accounts by a silver human resources center under the provisions of Article 23, paragraph (1) of the Temporary Staffing Act as applied by deeming them pursuant to the provisions of Article 38, paragraph (6) of the Act, and the report of the ratio of temporary staffing provided to the operator's associated clients under the provisions of Article 23, paragraph (3) of the Temporary Staffing Act as applied by deeming them pursuant to the provisions of Article 38, paragraph (6) of the Act, are to be in the formats specified by the Director-General of the Employment Security Bureau, respectively.

- 6 法第三十八条第五項の規定による労働者派遣事業に関する次の表の上欄に掲げる労働者派遣法施行規則の規定の適用については、これらの規定中同表の中欄に掲げる字句は、同表の下欄に掲げる字句とし、労働者派遣法施行規則第一条の二第二項第一号ト及びヌからヲまで並びに第四条の規定は適用しない。

- (6) With regard to the application of the provisions of the Enforcement Regulations of the Temporary Staffing Act that are listed in the left-hand column of the table below and that relate to the temporary labor services under the provisions of Article 38, paragraph (5) of the Act, the terms or phrases listed in the middle column of the table below that appear in these provisions are deemed to be replaced with the corresponding terms or phrases listed in the right-hand column of the table, and the provisions of Article 1-2, paragraph (2), item (i), (g) and (j) through (l) and Article 4 of the Enforcement Regulations of the Temporary Staffing Act do not apply.

<p>第一条の二 第二項第一 号チ Article 1-2, paragraph (2), item (i), (h)</p>	<p>に関する資産の内容を証する書類 及び建物の登記事項証明書その他 の当該資産の documents certifying the contents of assets relating to the general worker dispatching undertaking and the certificate of registered matters for the building and other documents certifying the contents of the assets</p>	<p>を行う事業所に係る concerning the office that carries out</p>
<p>第八条第二 項 Article 8, paragraph (2)</p>	<p>前項の労働者派遣事業変更届出書 the written notice of changes to temporary labor services referred to in the preceding paragraph</p>	<p>高年齢者等の雇用の安定等に関す る法律施行規則第二十四条の九第 三項の職業安定局長の定める様式 による届出書 the written notice using the form specified by the Director- General of the Employment Security Bureau as provided for in Article 24-9, paragraph (3) of the Ordinance for Enforcement of the Act on Stabilization of Employment of Elderly Persons</p>
	<p>及びチからヲまで and (h) through (l)</p>	<p>、チ及びリ , (h) and (i)</p>
<p>第八条第三 項 Article 8, paragraph (3)</p>	<p>第一項の労働者派遣事業変更届出 書又は労働者派遣事業変更届出書 及び許可証書換申請書 the written notice of changes to temporary labor services or the written notice of changes to temporay labor services and the written application for the rewriting of the License Certificate referred to in paragraph (1)</p>	<p>高年齢者等の雇用の安定等に関す る法律施行規則第二十四条の九第 三項の職業安定局長の定める様式 による届出書 the written notice using the form specified by the Director- General of the Employment Security Bureau as provided for in Article 24-9, paragraph (3) of the Ordinance for Enforcement of the Act on Stabilization of Employment of Elderly Persons</p>

	<p>(事業所の廃止に係る変更の届出にあつては、当該廃止した事業所に係る許可証)を添付しなければならない</p> <p>must be accompanied by (omission) (in the case of making a notification of changes related to the abolition of a place(s) of business, the License Certificate(s) for the abolished place(s) of business)</p>	<p>を添付しなければならない</p> <p>must be accompanied by</p>
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(法第三十九条第一項の厚生労働省令で定める基準)

(Criteria Specified by Order of the Ministry of Health, Labour and Welfare Specified in Article 39, Paragraph (1) of the Act)

第二十四条の十 法第三十九条第一項の厚生労働省令で定める基準は、次のとおりとする。

Article 24-10 The criteria specified by Order of the Ministry of Health, Labour and Welfare as prescribed in Article 39, paragraph (1) of the Act are as follows:

一 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の利益を不当に害することがないと認められること。

(i) it is recognized that there will be no undue harm to the interests of business operators who operate a fee-based employment placement service or temporary labor services related to the business type and job type to be designated or businesses of the same type as those in the municipal area related to the designation;

二 当該指定に係る市町村の区域の労働者の雇用の機会又は労働条件に著しい影響を与えることがないと認められること。

(ii) it is recognized that the designation will not have a significant effect on employment opportunities or working conditions of workers in the municipal area related to the designation.

(事業計画書等の提出)

(Submission of the Operation Plan)

第二十五条 法第四十一条第一項前段の事業計画書及び収支予算書の提出は、毎事業年度開始前に（指定を受けた日の属する事業年度にあつては、その指定を受けた後遅滞なく）行わなければならない。

Article 25 (1) An operational plan and a budget for income and expenditure provided for in the first sentence of Article 41, paragraph (1) of the Act must be submitted before the start of every fiscal year (in the fiscal year of the day on which the person has been designated, after the designation and without delay).

2 シルバー人材センターは、法第四十一条第一項後段の規定により事業計画書又は収支予算書を変更したときは、遅滞なく、変更した事項及びその理由を記載した書面を都道府県知事に提出しなければならない。

(2) When a silver human resources center changes an operation plan or a budget for income and expenditure pursuant to the provisions of the second sentence of Article 41, paragraph (1) of the Act, the silver human resources center must submit to the prefectural governor without delay a document that contains the matters that have been changed and the reasons for the changes.

3 法第四十一条第二項の事業報告書及び収支決算書の提出は、毎事業年度終了後三月以内に行わなければならない。

(3) An operating report and a statement of accounts as provided for in Article 41, paragraph (2) of the Act must be submitted within three months after the end of each fiscal year.

第二節 シルバー人材センター連合

Section 2 Silver Human Resources Center Association

(法第四十四条第一項の厚生労働省令で定める基準)

(Criteria Specified by Order of the Ministry of Health, Labour and Welfare
Provided for in Article 44, Paragraph (1) of the Act)

第二十六条 法第四十四条第一項の厚生労働省令で定める基準は、都道府県知事が法第三十七条第一項に規定するシルバー人材センター連合（以下「シルバー人材センター連合」という。）に係る法第四十四条第一項の指定に係る区域（次条第一項第四号において「連合の指定に係る区域」という。）としようとする市町村の区域が次に掲げる要件に該当することとする。

Article 26 The criteria specified by Order of the Ministry of Health, Labour and Welfare, as provided for in Article 44, paragraph (1) of the Act, are that a municipal area to be designated by the prefectural governor as the area subject to the designation provided for in Article 44, paragraph (1) of the Act relating to the silver human resources center association (hereinafter referred to as the "silver human resources center association") provided for in Article 37, paragraph (1) of the Act (referred to as the "area related to the designation of the association" in paragraph (1), item (iv) of the following Article) satisfies the following requirements:

一 当該市町村の区域と法第四十四条第一項の規定による指定を受けようとする者の会員であるシルバー人材センターに係る法第三十七条第一項の指定に係る区域が近接し、又は当該市町村の区域若しくは近接する二以上の当該市町村の区域に定年退職者その他の高年齢退職者が相当数存在すること。

(i) the municipal area is close to the area related to the designation provided for in Article 37, paragraph (1) of the Act relating to the silver human resources center that is a member of the person that seeks to receive

designation under the provisions of Article 44, paragraph (1) of the Act, or there is a considerable number of mandatory retired persons and other elderly retirees in the municipal area or two or more neighboring municipal areas;

二 当該市町村の区域においてシルバー人材センター連合により法第四十五条において準用する法第三十八条第一項に規定する業務が行われる場合には、当該市町村の区域においてシルバー人材センターにより法第三十八条第一項に規定する業務が行われる場合に比し、臨時的かつ短期的な就業及びその他の軽易な業務に係る就業の機会の状況等に鑑み、当該業務がより効率的に行われる見込みがあること。

(ii) when the operations provided for in Article 38, paragraph (1) of the Act as applied mutatis mutandis pursuant to Article 45 of the Act are carried out by a silver human resources center association in a municipal area, in light of the situation, etc. regarding employment opportunities for temporary short-term work and other light activities, the operations are expected to be carried out in a more efficient manner compared to cases in which the operations provided for in Article 38, paragraph (1) of the Act are carried out by a silver human resources center in the municipal area.

(指定の申請)

(Application for Designation)

第二十七条 法第四十四条第一項の規定による指定を受けようとする者は、次の事項を記載した申請書を都道府県知事に提出しなければならない。

Article 27 (1) A person that seeks to receive designation under the provisions of Article 44, paragraph (1) of the Act must submit a written application that contains the following matters to the prefectural governor:

一 名称及び住所

(i) name and address;

二 代表者の氏名

(ii) name of the representative;

三 事務所の所在地

(iii) location of the place of business;

四 連合の指定に係る区域とされることを求める区域

(iv) areas that are requested to be included in the area related to the designation of the association.

2 前項の申請書には、次に掲げる書面を添付しなければならない。

(2) The following documents must be attached to the written application provided for in the preceding paragraph:

一 定款及び登記事項証明書

(i) articles of incorporation and certificate of registered matters;

二 資産の総額並びにその種類及びこれを証する書類

(ii) the total amount of assets, their type, and a document certifying these

items;

三 法第四十五条において準用する法第三十八条第一項に規定する業務に関する基本的な計画

(iii) a basic plan for operations provided for in Article 38, paragraph (1) of the Act as applied mutatis mutandis pursuant to Article 45 of the Act;

四 役員の氏名及び略歴を記載した書面

(iv) a document that contains the names and brief biographical outlines of officers;

五 会員であるシルバー人材センターの名称及び住所を記載した書面

(v) a document that contains the name and address of the member silver human resources centers.

(シルバー人材センター連合の会員の追加の届出)

(Notification of Addition of Members of Silver Human Resources Center Association)

第二十八条 シルバー人材センター連合は、法第四十四条第二項の規定による届出をしようとするときは、会員となつたシルバー人材センターの名称及び住所を記載した書面を都道府県知事に提出しなければならない。

Article 28 When the silver human resources center association intends to submit a notification under the provisions of Article 44, paragraph (2) of the Act, the silver human resources center association must submit a document that contains the name and address of a silver human resources center that has become its member to the prefectural governor.

(シルバー人材センター連合の指定区域の変更に関する申出)

(Request on Change of Designated Areas of Silver Human Resources Center Association)

第二十九条 シルバー人材センター連合は、法第四十四条第四項の規定による申出をしようとするときは、変更により法第三十七条第一項ただし書に規定する連合の指定区域とされることを求める区域を記載した申出書に当該変更後の連合の指定区域における第二十七条第二項第三号に規定する書面を添付して都道府県知事に提出しなければならない。

Article 29 When the silver human resources center association intends to make a request under the provisions of Article 44, paragraph (4) of the Act, the silver human resources center association must submit to the prefectural governor a written request that identifies the areas that are to be included in the designated areas of the association due to a change, as provided for in the proviso to Article 37, paragraph (1) of the Act, by attaching to the request the documents provided for in Article 27, paragraph (2), item (iii) concerning the designated areas of the association after the change.

(労働者派遣法施行規則の特例)

(Special Application of the Enforcement Regulation of the Temporary Staffing Act)

第二十九条の二 法第四十五条において準用する法第三十八条第五項の規定による労働者派遣事業に関する労働者派遣法施行規則第二十九条第一号の規定の適用については、同号中「自己の雇用する労働者の中から選任すること」とあるのは、「選任すること」とする。

Article 29-2 With regard to the application of the provisions of Article 29, item (i) of the Enforcement Regulation of the Temporary Staffing Act that relate to temporary labor services under the provisions of Article 38, paragraph (5) of the Act as applied mutatis mutandis pursuant to Article 45 of the Act, the phrase "appoint from among the workers employed by it" in the same item is deemed to be replaced with "appoint."

(準用)

(Application Mutatis Mutandis)

第三十条 第二十四条の三から第二十五条までの規定は、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、第二十四条の三中「法第三十七条第四項」とあるのは「法第四十五条において準用する法第三十七条第四項」と、第二十四条の四第一項及び第五項並びに第二十四条の五第一項中「法第三十八条第二項」とあるのは「法第四十五条において準用する法第三十八条第二項」と、第二十四条の七及び第二十四条の九第六項中「法第三十八条第五項」とあるのは「法第四十五条において準用する法第三十八条第五項」と、第二十四条の八及び第二十四条の九第一項中「法第三十八条第六項」とあるのは「法第四十五条において準用する法第三十八条第六項」と、第二十四条の九第六項の表第八条第二項の項及び第八条第三項の項中「第二十四条の九第三項」とあるのは「第三十条において準用する同令第二十四条の九第三項」と、第二十四条の十中「法第三十九条第一項」とあるのは「法第四十五条において準用する法第三十九条第一項」と、第二十五条第一項中「法第四十一条第一項前段」とあるのは「法第四十五条において準用する法第四十一条第一項前段」と、同条第二項中「法第四十一条第一項後段」とあるのは「法第四十五条において準用する法第四十一条第一項後段」と、同条第三項中「法第四十一条第二項」とあるのは「法第四十五条において準用する法第四十一条第二項」と読み替えるものとする。

Article 30 The provisions of Articles 24-3 through 25 apply mutatis mutandis to the silver human resources center association. In this case, "Article 37, paragraph (4) of the Act" in Article 24-3 is deemed to be replaced with "Article 37, paragraph (4) of the act as applied mutatis mutandis pursuant to Article 45 of the Act"; "Article 38, paragraph (2) of the Act" in Article 24-4, paragraphs (1) and (5) and Article 24-5, paragraph (1) is deemed to be replaced with "Article 38, paragraph (2) of the Act as applied mutatis mutandis pursuant to Article 45 of the Act"; "Article 38, paragraph (5) of the Act" in Article 24-7 and Article 24-9, paragraph (6) is deemed to be replaced with "Article 38, paragraph (5) of

the Act as applied mutatis mutandis pursuant to Article 45 of the Act"; "Article 38, paragraph (6) of the Act" in Article 24-8 and Article 24-9, paragraph (1) is deemed to be replaced with "Article 38, paragraph (6) of the Act as applied mutatis mutandis pursuant to Article 45 of the Act"; "Article 24-9, paragraph (3)" in the row of Article 8, paragraph (2) and the row of Article 8, paragraph (3) in the table of Article 24-9, paragraph (6) is deemed to be replaced with "Article 24-9, paragraph (3) of the same Order as applied mutatis mutandis pursuant to Article 30"; "Article 39, paragraph (1) of the Act" in Article 24-10 is deemed to be replaced with "Article 39, paragraph (1) of the Act as applied mutatis mutandis pursuant to Article 45 of the Act"; "the first sentence of Article 41, paragraph (1) of the Act" in Article 25, paragraph (1) is deemed to be replaced with "the first sentence of Article 41, paragraph (1) of the Act as applied mutatis mutandis pursuant to Article 45 of the Act"; "the second sentence of Article 41, paragraph (1) of the Act" in paragraph (2) of the same Article is deemed to be replaced with "the second sentence of Article 41, paragraph (1) of the act as applied mutatis mutandis pursuant to Article 45 of the Act"; and "Article 41, paragraph (2) of the Act" in paragraph (3) of the same Article is deemed to be replaced with "Article 41, paragraph (2) of the Act as applied mutatis mutandis pursuant to Article 45 of the Act."

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

(指定の基準等)

(Criteria for Designation)

第三十一条 法第四十六条の規定による指定の基準は、次のとおりとする。

Article 31 The criteria for designation under the provisions of Article 46 of the Act are as follows:

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 is appropriate, and the person is found to have a sufficient financial and technical foundation 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.

第三十一条の二 第二十四条の二の規定は法第四十六条の規定による指定を受けようとする者について、第二十四条の三及び第二十五条の規定は法第四十七条に規定する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、第二十四条の二第一項中「法第三十七条第一項」とあるのは「法第四十六条」と、「都道府県知事」とあるのは「厚生労働大臣」と、同条第二項第三号中「法第三十八条第一項」とあるのは「法第四十七条」と、第二十四条の三中「法第三十七条第四項」とあるのは「法第四十八条において準用する法第三十七条第四項」と、「都道府県知事」とあるのは「厚生労働大臣」と、第二十五条第一項中「法第四十一条第一項前段」とあるのは「法第四十八条において準用する法第四十一条第一項前段」と、同条第二項中「法第四十一条第一項後段」とあるのは「法第四十八条において準用する法第四十一条第一項後段」と、「都道府県知事」とあるのは「厚生労働大臣」と、同条第三項中「法第四十一条第二項」とあるのは「法第四十八条において準用する法第四十一条第二項」と読み替えるものとする。

Article 31-2 The provisions of Article 24-2 apply mutatis mutandis to those who seek to receive designation under the provisions of Article 46 of the Act, and the provisions of Article 24-3 and Article 25 apply mutatis mutandis to a national silver human resources center association provided for in Article 47 of the Act. In this case, "Article 37, paragraph (1) of the Act" in Article 24-2, paragraph (1) is deemed be replaced with "Article 46 of the Act"; "the prefectural governor" is deemed to be replaced with "the Minister of Health, Labour and Welfare"; "Article 38, paragraph (1) of the Act" in paragraph (2), item (iii) of the same Article is deemed to be replaced with "Article 47 of the Act"; "Article 37, paragraph (4) of the Act" in Article 24-3 is deemed to be replaced with "Article 37, paragraph (4) of the Act as applied mutatis mutandis pursuant to Article 48 of the Act"; "the prefectural governor" is deemed to be replaced with "the Minister of Health, Labour and Welfare"; "the first sentence of Article 41, paragraph (1) of the Act" in Article 25, paragraph (1) is deemed to be replaced with "the first sentence of Article 41, paragraph (1) of the Act as applied mutatis mutandis pursuant to Article 48 of the Act"; "the second sentence of Article 41, paragraph (1) of the Act" in paragraph (2) of the same Article is deemed to be replaced with "the second sentence of Article 41, paragraph (1) of the Act as applied mutatis mutandis pursuant to Article 48 of the Act"; "the prefectural governor" is deemed to be replaced with "the Minister of Health, Labour and Welfare"; and "Article 41, paragraph (2) of the Act" in paragraph (3) of the same Article is deemed to be replaced with "Article 41, paragraph (2) of the act as applied mutatis mutandis pursuant to Article 48 of the Act."

第六章 国による援助等

Chapter VI Support by the National Government

(法第四十九条第一項の厚生労働省令で定める者)

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

Provided for in Article 49, Paragraph (1) of the Act)

第三十二条 法第四十九条第二項に規定する独立行政法人高齢・障害・求職者雇用支援機構が同条第一項各号の業務を行う場合における同条第一項の厚生労働省令で定める者は、法第二条第二項第二号に規定する中高年齢失業者等であつて、五十五歳未満のものとする。

Article 32 The persons specified by Order of the Ministry of Health, Labour and Welfare as provided for in Article 49, paragraph (1) of the Act if the Japan Organization for Employment of the Elderly, Persons with Disabilities and Job Seekers provided for in paragraph (2) of the same Article carries out the operations provided for in each item of paragraph (1) in the same Article are to be middle-aged and elderly unemployed persons, etc. provided for in Article 2, paragraph (2), item (ii) of the Act who are under 55 years of age.

第七章 雑則

Chapter VII Miscellaneous Provisions

(高年齢者の雇用状況等の報告)

(Reporting on the Employment Conditions of Elderly Persons)

第三十三条 事業主は、毎年、六月一日現在における定年、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翌月十五日までに、高年齢者雇用状況等報告書（様式第二号）により、その主たる事務所の所在地を管轄する公共職業安定所（次条第二項において「管轄公共職業安定所」という。）の長を経由して厚生労働大臣に報告しなければならない。

Article 33 (1) Every year, an employer must report to the Minister of Health, Labour and Welfare, via the Chief of the Public Employment Security Office governing the location of its principal place of business (hereinafter, referred to as the "governing Public Employment Security Office" in paragraph (2) of the following Article), the circumstances surrounding 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 and other assistance, and other circumstances relating to securing employment opportunities for elderly persons by submitting a report on the employment conditions of elderly persons (Form No. 2) as of June 1, by the 15th day of the following month.

2 厚生労働大臣は、法第五十二条第二項の規定により、事業主から同条第一項に規定する状況について必要な事項の報告を求めるときは、当該報告すべき事項を書面により通知するものとする。

(2) When the Minister of Health, Labour and Welfare requests that an employer submits a report on necessary matters concerning the conditions provided for

in Article 52, paragraph (1) of the Act, pursuant to the provisions of paragraph (2) of the same Article, the Minister of Health, Labour and Welfare is to notify the employer in writing of the matters on which it is to report.

(権限の委任)

(Delegation of Authority)

第三十四条 法第五十四条第一項の規定により、次に掲げる厚生労働大臣の権限は、都道府県労働局長に委任する。ただし、厚生労働大臣が第一号から第四号まで及び第八号に掲げる権限を自ら行うことを妨げない。

Article 34 (1) The following authorities of the Minister of Health, Labour and Welfare are delegated to the Director of the Prefectural Labor Bureau, pursuant to the provisions of Article 54, paragraph (1) of the Act; provided, however, that this does not prevent the Minister of Health, Labour and Welfare from personally exercising the authorities listed in items (i) through (iv) and item (viii):

一 法第十条に規定する厚生労働大臣の権限

(i) the authority of the Minister of Health, Labour and Welfare provided for in Article 10 of the Act;

二 法第十条の三第一項、第二項及び第四項に規定する厚生労働大臣の権限

(ii) the authority of the Minister of Health, Labour and Welfare provided for in Article 10-3, paragraphs (1), (2) and (4) of the Act;

三 法第十八条に規定する厚生労働大臣の権限

(iii) the authority of the Minister of Health, Labour and Welfare provided for in Article 18 of the Act;

四 法第二十条第二項に規定する厚生労働大臣の権限

(iv) the authority of the Minister of Health, Labour and Welfare provided for in Article 20, paragraph (2) of the Act.

五 法第三十八条第二項（法第四十五条において準用する場合を含む。）に規定する厚生労働大臣の権限

(v) the authority of the Minister of Health, Labour and Welfare provided for in Article 38, paragraph (2) of the Act (including cases where it is applied mutatis mutandis pursuant to Article 45 of the Act);

六 法第三十八条第五項（法第四十五条において準用する場合を含む。）に規定する厚生労働大臣の権限

(vi) the authority of the Minister of Health, Labour and Welfare provided for in Article 38, paragraph (5) of the Act (including cases where it is applied mutatis mutandis pursuant to Article 45 of the Act);

七 法第三十八条第六項において読み替えて適用する労働者派遣法第五条第二項並びに法第三十八条第六項において適用する労働者派遣法第十一条第一項、第十三条第一項及び第二十三条第一項に規定する厚生労働大臣の権限

(vii) the authority of the Minister of Health, Labour and Welfare provided for

in Article 5, paragraph (2) of the Temporary Staffing Act, as applied by replacing certain terms pursuant to Article 38, paragraph (6) of the Act, as well as Article 11, paragraph (1), Article 13, paragraph (1), and Article 23, paragraph (1) of the Temporary Staffing Act, as applied pursuant to Article 38, paragraph (6) of the Act;

八 法第五十二条第二項に規定する厚生労働大臣の権限

(viii) the authority of the Minister of Health, Labour and Welfare provided for in Article 52, paragraph (2) of the Act.

2 法第五十四条第二項の規定により、前項第一号から第四号まで及び第八号に掲げる権限は、管轄公共職業安定所の長に委任する。ただし、都道府県労働局長が前項第一号から第四号までに掲げる権限を自ら行うことを妨げない。

(2) The authorities listed in items (i) through (iv) and item (viii) of the preceding paragraph are delegated to the Chief of the governing Public Employment Security Office, pursuant to the provisions of Article 54, paragraph (2) of the Act; provided, however, that this does not prevent the Director of the Prefectural Labor Bureau from personally exercising the authorities listed in items (i) through (iv) of the preceding paragraph.

附 則

Supplementary Provisions

(施行期日)

(Effective Date)

1 この省令は、法の施行の日（昭和四十六年十月一日）から施行する。

(1) This Ministerial Order comes into effect as of the date of enforcement of the Act (October 1, 1971).

(第七条の規定の適用に関する経過措置)

(Transitional Measures for the Application of the Provisions of Article 7)

2 この省令の施行の際現に法による改正前の職業安定法（以下「旧職業安定法」という。）第二十七条第一項の認定を受けている者（同項の指示を受けている者に限り、法第二十二条の規定により手帳の発給を受けた者を除く。）及びこの省令の施行の日前に同項の認定を受けたことがある者は、第七条第二項第三号の規定の適用については、手帳の発給を受けたことがある者とみなす。この場合において、これらの者に係る認定がその効力を失った日は、手帳がその効力を失った日とみなす。

(2) Persons who have received the certification set forth in Article 27, paragraph (1) of the Employment Security Act prior to revision by the Act (hereinafter referred to as the "Former Employment Security Act") at the time of the enforcement of this Ministerial Order (limited to those who have received instructions set forth in the same paragraph, and excluding those who have received a Pocketbook pursuant to the provisions of Article 22 of the Act) and

persons who have received the certification set forth in the same paragraph prior to the date of the enforcement of this Ministerial Order are deemed to have received the Pocketbook with regard to the application of the provisions of Article 7, paragraph (2), item (iii). In these cases, the day on which the certification regarding these persons ceased to be effective is deemed to be the day on which the Pocketbook ceased to be effective.

(第八条の規定の適用に関する経過措置)

(Transitional Measures for the Application of the Provisions of Article 8)

- 3 この省令の施行の際現に旧職業安定法第二十七条第一項の指示を受けている者であつて、法第二十二条の規定に該当するものに発給する手帳の有効期間は、第八条第一項の規定にかかわらず、手帳の発給の日から当該指示に係る旧職業安定法第二十六条第一項の就職促進の措置が終了するまでの間とする。ただし、当該指示に係る同項の就職促進の措置の期間が六月未満であるときは、手帳の発給の日から当該就職促進の措置が開始された日から起算して六月が経過する日までの間とする。

- (3) Notwithstanding the provisions of Article 8, paragraph (1), the validity period of a Pocketbook issued to a person who has received instructions as set forth in Article 27, paragraph (1) of the Former Employment Security Act as of the time of the enforcement of this Ministerial Order and who falls under the provisions of Article 22 of the Act is to be the period from the date of issuance of the Pocketbook until the completion of the employment promotion measures set forth in Article 26, paragraph (1) of the Former Employment Security Act pertaining to the instructions; provided, however, that if the period of the employment promotion measures set forth in the same paragraph related to the instructions is less than six months, the validity period of the Pocketbook is to be the period from the date of issuance of the Pocketbook until the day on which the six-month period starting on the day on which the employment promotion measures were commenced has elapsed.

(認定中小企業離職者に係る手帳の有効期間の延長)

(Extension of Validity Periods for Pocketbooks Issued to Persons Separated from Employment at Approved Small and Medium-Sized Enterprises)

- 4 認定中小企業離職者（国際経済上の調整措置の実施に伴う中小企業に対する臨時措置に関する法律（昭和四十六年法律第百二十四号）第四条に規定する認定中小企業者が行う事業に従事していた者であつて、昭和四十八年二月十四日以後当該事業を離職したもの及び国際経済上の調整措置の実施に伴う中小企業に対する臨時措置に関する法律の一部を改正する法律（昭和四十八年法律第四十七号）による改正前の国際経済上の調整措置の実施に伴う中小企業に対する臨時措置に関する法律第三条第一項の認定を受けた中小企業者が行う事業に従事していた者であつて、同法の施行の日以後当該事業を離職したものをいう。）であつて、同法の施行の日から五年を経過する日までに法第二十二条の手帳の発給の申請をしたものに係る法第二十三条第二項の規定に

よる手帳の有効期間の延長については、第八条第二項及び第三項の規定にかかわらず、同条第一項の期間の末日の翌日から起算して、特定地域以外の地域に居住するものにあつては六月、特定地域に居住するものにあつては一年とする。

- (4) Notwithstanding the provisions of Article 8, paragraphs (2) and (3), the extension of the validity period for a Pocketbook under the provisions of Article 23, paragraph (2) of the Act for a person who is separated from employment at an approved small or medium-sized enterprise (meaning a person who was engaged in a business operated by a small or medium-sized enterprise prescribed in Article 4 of the Act on Temporary Measures for Small and Medium-Sized Enterprises in Line with the Implementation of International Economic Adjustment Measures (Act No. 124 of 1971) and was separated from the business on or after February 14, 1973; or a person who was engaged in a business operated by a small or medium-sized enterprise that received the approval set forth in Article 3, paragraph (1) of the Act on Temporary Measures for Small and Medium-sized Enterprises in Line with the Implementation of International Economic Adjustment Measures prior to the revision by the Act Partially Amending the Act on Temporary Measures for Small and Medium-sized Enterprises in Line with the Implementation of International Economic Adjustment Measures (Act No. 47 of 1973), who was separated from the business on or after the date of enforcement of the Act), and filed an application for issuance of a Pocketbook as set forth in Article 22 of the Act no later than the day on which a five-year period starting from the date of enforcement of the same Act had elapsed, is to be six months in the case of a person who resides in an area other than the specified area and one year in the case of a person who resides in the specified area, counting from the day following the last day of the period set forth in paragraph (1) of the same Article.

(国等の事業所に係る中高年齢者の雇用)

(Employment of Middle-Aged and Elderly Persons Associated with Business
Offices of the National Government, etc.)

- 5 国、地方公共団体及び高年齢者等の雇用の安定等に関する法律施行令（昭和五十一年政令第二百五十二号）附則第二項各号に掲げる法人が行う中高年齢者の雇用については、中高年齢者等の雇用の促進に関する特別措置法施行規則の一部を改正する省令（昭和五十一年労働省令第三十七号）による改正前の中高年齢者等の雇用に関する特別措置法施行規則第四条、第五条及び別表第一の規定の例による。
- (5) The employment of middle-aged and elderly persons carried out by the national government, local government, and corporations listed in the items of paragraph (2) of the Supplementary Provisions of the Enforcement Order of the Act on Stabilization of Employment of Elderly Workers (Cabinet Order No. 252 of 1976) is to be governed by the provisions of Article 4, Article 5, and Appended

Table 1 of the Order for Enforcement of the Act on Special Measures Concerning the Promotion of the Employment of Middle-Aged and Elderly Workers prior to the revision by the Ministerial Order for Partial Revision of the Order for Enforcement of the Act on Special Measures Concerning the Promotion of the Employment of Middle-Aged and Elderly Workers (Order of the Ministry of Labour No. 37 of 1976).

- 6 令和元年度の事業に係る法第四十一条第二項の規定による事業報告書及び収支決算書の提出についての第二十五条第三項の規定の適用については、同項中「毎事業年度終了後三月以内」とあるのは「令和二年八月末日まで」とする。
- (6) With regard to the application of the provisions of Article 25, paragraph (3) to the submission of an operating report and a statement of accounts under Article 41, paragraph (2) of the Act related to the business for fiscal year 2019, the phrase "within three months after the end of each fiscal year" in Article 25, paragraph (3) is deemed to be replaced with "by the last day of August, 2020."
- 7 令和二年度においては、法第五十二条第一項の規定による定年及び継続雇用制度の状況その他高年齢者の雇用に関する状況の報告についての第三十三条第一項の規定の適用については、同項中「翌月十五日まで」とあるのは「令和二年八月末日まで」とする。
- (7) In fiscal year 2020, with regard to the application of the provisions of Article 33, paragraph (1) to the reporting circumstances concerning the mandatory retirement age, the status of the continuous employment system, and other circumstances relating to the employment of elderly persons under the provisions of Article 52, paragraph (1) of the Act, the phrase "by the 15th day of the following month" in the same paragraph is deemed to be replaced with "by the last day of August, 2020."

附 則 〔平成三十年四月十日厚生労働省令第六十号〕

Supplementary Provisions [Order of the Ministry of Health, Labour and Welfare No. 60 of April 10, 2018]

この省令は、公布の日から施行する。

This Ministerial Order comes into effect as from the date of promulgation.

附 則 〔平成三十年七月六日厚生労働省令第八十三号〕〔抄〕

Supplementary Provisions [Order of the Ministry of Health, Labour and Welfare No. 83 of July 6, 2018 Extract] [Extract]

(施行期日)

(Effective Date)

- 1 この省令は、働き方改革を推進するための関係法律の整備に関する法律（平成三十年法律第七十一号）附則第一条第一号に掲げる規定の施行の日から施行する。

- (1) This Ministerial Order comes into effect as of the date of enforcement of the provisions listed in Article 1, item (i) of the Supplementary Provisions of the Act on the Arrangement of Related Acts to Promote Work Style Reform (Act No. 71 of 2018).

附 則 〔令和元年五月七日厚生労働省令第一号〕 〔抄〕

Supplementary Provisions [Order of the Ministry of Health, Labour and Welfare No. 1 of May 7, 2019 Extract] [Extract]

(施行期日)

(Effective Date)

第一条 この省令は、公布の日から施行する。

Article 1 This Ministerial Order comes into effect as from the date of promulgation.

(経過措置)

(Transitional Measures)

第二条 この省令による改正前のそれぞれの省令で定める様式（次項において「旧様式」という。）により使用されている書類は、この省令による改正後のそれぞれの省令で定める様式によるものとみなす。

Article 2 (1) Documents that have been used in accordance with the format specified by the respective Ministerial Order prior to the revision by this Ministerial Order (referred to as the "old format" in the following paragraph) are deemed to be in accordance with the format specified by the respective Ministerial Orders revised by this Ministerial Order.

2 旧様式による用紙については、合理的に必要と認められる範囲内で、当分の間、これを取り繕って使用することができる。

(2) Forms implementing the old format may be used by rearranging them to the extent considered reasonably necessary for the time being.

附 則 〔令和二年三月三十一日厚生労働省令第七十八号〕 〔抄〕

Supplementary Provisions [Order of the Ministry of Health, Labour and Welfare No. 78 of March 31, 2020 Extract] [Extract]

(施行期日)

(Effective Date)

第一条 この省令は、令和二年四月一日から施行する。

Article 1 This Ministerial Order comes into effect as of April 1, 2020.

附 則 〔令和二年五月二十九日厚生労働省令第百六号〕

Supplementary Provisions [Order of the Ministry of Health, Labour and

Welfare No. 106 of May 29, 2020 Extract]

この省令は、公布の日から施行する。

This Ministerial Order comes into effect as from the date of promulgation.

附 則 〔令和二年十月三十日厚生労働省令第百八十号〕

Supplementary Provisions [Order of the Ministry of Health, Labour and Welfare No. 180 of October 30, 2020 Extract]

この省令は、雇用保険法等の一部を改正する法律（令和二年法律第十四号）附則第一条第四号に掲げる規定の施行の日（令和三年四月一日）から施行する。

This Ministerial Order comes into effect as of the date of enforcement of the provisions listed in Article 1, item (iv) of the Supplementary Provisions of the Act Partially Amending the Employment Insurance Act (Act No. 14 of 2020) (April 1, 2021).

附 則 〔令和二年十二月二十五日厚生労働省令第二百八号〕 〔抄〕

Supplementary Provisions [Order of the Ministry of Health, Labour and Welfare No. 208 of December 25, 2020 Extract] [Extract]

（施行期日）

（Effective Date）

第一条 この省令は、公布の日から施行する。

Article 1 This Ministerial Order comes into effect as from the date of promulgation.

（経過措置）

（Transitional Measures）

第二条 この省令の施行の際現にあるこの省令による改正前の様式（次項において「旧様式」という。）により使用されている書類は、この省令による改正後の様式によるものとみなす。

Article 2 (1) Documents that implement the format used prior to the revision by this Ministerial Order (referred to as the "old format" in the following paragraph) at the time of the enforcement of this Ministerial Order are deemed to be in the format implemented after the revision by this Ministerial Order.

2 この省令の施行の際現にある旧様式による用紙については、当分の間、これを取り繕って使用することができる。

(2) Forms in the old format existing at the time of the enforcement of this Ministerial Order may be used by rearranging them to the extent considered reasonably necessary for the time being.

附 則 〔令和三年三月二十三日厚生労働省令第五十七号〕

Supplementary Provisions [Order of the Ministry of Health, Labour and Welfare No. 57 of March 23, 2021]

この省令は、公布の日から施行する。

This Ministerial Order comes into effect as from the date of promulgation.

附 則 〔令和四年三月一日厚生労働省令第二十八号〕

Supplementary Provisions [Order of the Ministry of Health, Labour and Welfare No. 28 of March 1, 2022]

この省令は、令和五年四月一日から施行する。

This Ministerial Order comes into effect as of April 1, 2023.

附 則 〔令和四年四月一日厚生労働省令第七十四号〕

Supplementary Provisions [Order of the Ministry of Health, Labour and Welfare No. 74 of April 1, 2022]

この省令は、令和四年四月一日から施行する。

This Ministerial Order comes into effect as of April 1, 2022.

附 則 〔令和五年一月五日厚生労働省令第一号〕

Supplementary Provisions [Order of the Ministry of Health, Labour and Welfare No. 1 of January 5, 2023]

この省令は、公布の日から施行する。

This Ministerial Order comes into effect as from the date of promulgation.

附 則 〔令和五年四月七日厚生労働省令第六十八号〕〔抄〕

Supplementary Provisions [Order of the Ministry of Health, Labour and Welfare No. 68 of April 7, 2023 Extract] [Extract]

- 1 この省令は、困難な問題を抱える女性への支援に関する法律（以下「法」という。）の施行の日（令和六年四月一日）から施行する。
 - (1) This Ministerial Order comes into effect as of the date of enforcement (April 1, 2024) of the Act on Support for Women Facing Difficult Problems (hereinafter referred to as the "Act").
- 2 六十五歳未満の失業者であつて、法による改正前の売春防止法（昭和三十一年法律第百十八号）第二十六条第一項の規定により保護観察に付された者のうち、この省令の施行の日（次項において「施行日」という。）前にその者の職業のあつせんに関し保護観察所長から公共職業安定所長に連絡があつたものについては、第九条の規定に

よる改正後の高年齢者等の雇用の安定等に関する法律施行規則第三条第二項に規定する就職が特に困難な失業者とみなす。

- (2) An unemployed individual under the age of sixty-five, who was placed under probationary supervision pursuant to the provisions of Article 26, paragraph (1) of the Anti-Prostitution Act (Act No. 118 of 1956) prior to its revision by the Act, and for whom the director of a probation office has contacted the Chief of the Public Employment Security Office regarding arrangement for employment prior to the date of enforcement of this Ministerial Order (referred to as the "date of enforcement" in the following paragraph), is deemed to be an unemployed person who has particular difficulty in finding employment as prescribed in Article 3, paragraph (2) of the Order for Enforcement of the Act on Stabilization of Employment of Elderly Persons after the revision pursuant to the provisions of Article 9.