

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 enforcing the Act, the Enforcement Regulations of the Act on Special Measures Concerning the Promotion of the Employment of Middle-Aged and Elderly Workers are hereby established as follows:

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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 specified by Order of the Ministry of Health, Labour and Welfare, under Article 2, paragraph (1) of the Act on Employment Security of Elderly Persons (Act No. 68 of 1971; referred to below 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 specified by Order of the Ministry of Health, Labour and Welfare, under 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 specified by Order of the Ministry of Health, Labour and Welfare under Article 2, paragraph (2), item (ii) of the Act, is 45 years of age or older but 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 under 65 years of age who are specified by Order of the Ministry of Health, Labour and Welfare under Article 2, paragraph (2), item (ii) of the Act, as having particular difficulty in finding employment, and who fall under any 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 defined 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 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 notified the chief of the public employment security office regarding assistance with employment placement;

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 who face significant obstacles to employment due to 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 a specified area as provided for in Article 2, paragraph (3) of the Act (referred to below as a "specified area") is to be made with respect to an area that is subject to wide-area employment placement activities as provided for in Article 25, paragraph (1) of the Employment Insurance Act (Act No. 116 of 1974) and that falls under any 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 significantly large number of job seekers who are middle-aged and elderly persons as provided for in Article 2, paragraph (2), item (i) of the Act (referred to below 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 middle-aged and elderly to the number of job openings for middle-aged and elderly is extremely 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 proportion of middle-aged and elderly job seekers who have found employment is extremely low.
- 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 necessary, the Minister may designate as a specified area one that is expected to have many unemployed middle-aged and elderly persons, and is found to be area which falls under any item of the preceding paragraph, or is 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 a 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 the Securing of Stable Employment for Elderly Persons by Raising the Mandatory Retirement Age and Introducing a Continuous Employment System

(法第八条の業務)

(Duties 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 duties specified by Order of the Ministry of Health, Labour and Welfare under Article 8 of the Act are the duties related to underground work under the business provided for in Article 4 of the Mining Act (Act No. 289 of 1950).

(特殊関係事業主)

(Specially Related Employers)

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) An employer specified by Order of the Ministry of Health, Labour and Welfare under Article 9, paragraph (2) of the Act is any of the persons listed in each of the following items:

一 当該事業主の子法人等

(i) any subsidiary corporation, etc. 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, etc. that has the employer as its subsidiary corporation, etc.;
- 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, etc. of the parent corporation, etc. that has the employer as its subsidiary corporation, etc. (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, etc. 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, etc. of the parent corporation, etc. that has the employer as its subsidiary corporation, etc. (excluding the persons stated 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, etc.", as provided for in the preceding paragraph, means a corporation, etc. (referring to a company, partnership, or other equivalent entity (including an equivalent entity in a foreign country); the same applies below) listed in the following items; provided, however, that this does not apply if it is clearly recognized that the corporation, etc. does not control the body that determines the financial and operational policies or business policies (referring to a shareholders' meeting or other equivalent body; referred to below as the "decision-making body") of any other corporation, etc., in light of their financial, operational, or business relationships:
- 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, etc. that holds on its own account a majority of the voting rights of another corporation, etc. (excluding a corporation, etc. that has received an order for commencement of bankruptcy proceedings, commencement of rehabilitation proceedings, commencement of reorganization proceedings, or a corporation or other equivalent entity, for which it is determined that no valid parent-subsidiary relationship exists; the same applies in this paragraph below);
- 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, etc. that holds on its own account 40 percent or more but not more than 50 percent of the voting rights of another corporation, etc., 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, etc. on its own account and the voting rights held by persons who are determined to exercise their voting rights in the same manner as the corporation, etc., due to close ties with the corporation, etc. in terms of financing, personnel affairs, funds, technology, transactions, or other matters, as well as by persons who agree to exercise their voting rights in the same manner as the corporation, etc., together constituting a majority of the voting rights of the other corporation, etc.;

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, etc., and who are capable of influencing decisions on the financial and operational policies or business policies of the other corporation, etc., constitute a majority of the members of the board of directors or other equivalent body of that other corporation, etc.;

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 is a contract or equivalent agreement between the corporation, etc. and the other corporation, etc. that controls the making of important decisions concerning the financial and operational policies or business policies of that other corporation, etc.;

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。）を行つていること（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, etc. provides loans (including guarantees of obligations and provision of collateral; the same applies below) that account for more than half of the total amount of funds procured by the other corporation, etc. (limited to those included in the liabilities section of the balance sheet)

(including cases where, when combined with loans provided by persons who have close relationships with the corporation, etc. in terms of financing, personnel affairs, funds, technology, transactions, or other matters, such loans account for more than half of the total amount);

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, etc. controls the decision-making body of the other corporation, etc.

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, etc. that, if the total number of voting rights held by the corporation, etc. on its own account and the voting rights held by persons who are determined to exercise their voting rights in the same manner as the corporation, etc. due to a close relationship with the corporation, etc. in terms of financing, personnel affairs, funds, technology, transactions, other matters, as well as by persons who agree to exercise their voting rights in the same manner as the corporation, etc. (including cases where the corporation, etc. does not hold any voting rights on its own account), together constitute a majority of the voting rights of another corporation, etc., satisfies any of the requirements listed in (b) through (e) of the preceding item.

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, etc." as provided for in paragraph (1) means another corporation, etc. whose decision-making body is controlled by the parent corporation, etc. In this case, if the parent corporation, etc., together with its subsidiary corporation, etc., or a subsidiary corporation, etc. alone, controls the decision-making body of another corporation, etc., that other corporation, etc. is deemed to be a subsidiary corporation, etc. of the parent corporation, etc.

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, etc." as provided for in paragraph (1) means the

persons listed in the following items; provided, however, that this does not apply if it is clearly recognized that a corporation, etc. (including its subsidiary corporations, etc.) cannot significantly influence decisions concerning the financial and operational policies or business policies of any other corporation, etc. other than its subsidiary corporations, etc. in light of their financial, operational, or business relationships:

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, etc. (including its subsidiary corporations, etc.) holds on its own account not less than 20 percent of the voting rights of another corporation, etc. that is not a subsidiary corporation, etc. (excluding another corporation, etc. that is not a subsidiary corporation, etc., or another equivalent corporation, etc. that has received an order for commencement of bankruptcy proceedings, commencement of rehabilitation proceedings, or commencement of reorganization proceedings, if it is determined that the corporation, etc. cannot significantly influence decisions on the financial and operational policies or business policies of that other corporation, etc.; the same applies below), the other corporation, etc. that is not a subsidiary corporation, etc.;

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, etc. (including its subsidiary corporations, etc.) holds on its own account 15 percent or more but less than 20 percent of the voting rights of another corporation, etc., excluding its subsidiary corporations, etc., and that other corporation, etc. 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, etc., and who are capable of influencing decisions on the financial and operational policies or business policies of another corporation, etc. that is not its subsidiary corporation, and who hold the office of representative director, director, or an equivalent position of that other corporation, etc.;

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, etc. has received a significant loan from the corporation, etc.;

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, etc. has received significant technology from the corporation, etc.;

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, etc. engaging in significant sales, purchases, or other operational or business transactions with the corporation, etc.;

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 a fact suggesting that the corporation, etc. can significantly influence decisions concerning the financial and operational policies or business policies of the other corporation, etc.

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) another corporation, etc. that is not a subsidiary corporation, etc., in a case where the total number of voting rights held by a corporation, etc. (including its subsidiary corporations, etc.) on its own account and the voting rights held by persons who are determined to exercise their voting rights in the same manner as the corporation, etc. due to a close relationship with that corporation, etc. in terms of financing, personnel affairs, funds, technology, transactions, or other matters, as well as by persons who agree to exercise their voting rights in accordance with the decision-making intent of the corporation, etc. (including cases where the corporation, etc. does not hold any voting rights on its own account), together constitute not less than 20 percent of the voting rights of that other corporation, etc. and that satisfies any of the requirements listed in (a) through (e) of the preceding item.

（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 Under 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 under Article 10-2, paragraph (1) of the Act are elderly persons who are employed by an employer pursuant to a contract referred to in Article 9, paragraph (2) of the Act that has been concluded with another employer.

(創業支援等措置の実施に関する計画)

(Plans for the 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 referred to in Article 10-2, paragraph (2) of the Act (referred to below as "measures for start-up support and other assistance"), and obtain consent to the plan from a labor union organized by a majority of the workers, if such a labor union exists, or from a person representing a majority of the workers if no such labor union exists.

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 stated 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 referred to in Article 10-2, paragraph (4) of the Act (referred to below 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) matters concerning the content of the work in which elderly persons are to be engaged based on an entrustment contract, or other contract provided for in Article 10-2, paragraph (2), item (i) or item (ii) of the Act (referred to below 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) matters concerning the money to be paid to elderly persons based on a contract;

四 契約を締結する頻度に関する事項

(iv) matters concerning the frequency of entering into a contract;

五 契約に係る納品に関する事項

(v) matters concerning deliveries under the contract;

六 契約の変更に関する事項

- (vi) matters concerning amendments 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) matters concerning termination of a contract (including the grounds for cancellation);
 - 八 諸経費の取扱いに関する事項
 - (viii) matters concerning the handling of miscellaneous expenses;
 - 九 安全及び衛生に関する事項
 - (ix) matters concerning health and safety;
 - 十 災害補償及び業務外の傷病扶助に関する事項
 - (x) matters concerning accident compensation and support for injury or illness not related to business;
 - 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) if an entrustment contract or other contract concerning the social contribution business provided for in Article 10-2, paragraph (2), item (ii), (b) or (c) of the Act is concluded and measures are taken pursuant to the contract to secure the employment of elderly persons, matters concerning the corporation or other organization implementing that 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 the matters listed in the preceding items, if provisions apply to all workers subject to the measures for start-up support and other assistance, matters 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 prepare the plan stated in paragraph (1), for which consent referred to in the proviso to Article 10-2, paragraph (1) of the Act has been obtained, and make it known to workers at each place of business using 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 display a copy of the plan in a conspicuous location at all times at each place of business;
 - 二 書面を労働者に交付すること。
 - (ii) deliver written copies to workers;
- 三 事業主の使用に係る電子計算機に備えられたファイル又は電磁的記録媒体（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。以下同じ。）に係る記録媒体をいう。以下同じ。）をもつて調製するファイルに記録し、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 it in a file on a computer used by the employer, or in a file prepared using an electronic or magnetic recording medium (meaning a record made in an electronic or magnetic record (meaning a record made in an electronic form, a magnetic form, or any other form not perceivable by human senses, which is used for data processing by a computer; the same applies below); the same applies below), and install equipment at the place of business enabling workers to check the content of that record at all times.

(法第十条の二第一項の過半数代表者)

(Majority Representatives 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 (referred to below as "representative of a majority" in this Article) is to be a person who falls under any 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 to elect a majority representative to give the consent referred to in the proviso to Article 10-2, paragraph (1) of the Act, and who has not been elected based on the employer's intent.

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 no person falls under item (i) of the preceding paragraph, the majority representative is to be a person who falls under item (ii) of that 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 a majority representative, has attempted to become one, or has performed a legitimate act as a majority representative.

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 majority representative can smoothly carry out affairs concerning the consent referred to in the proviso to 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 Under 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 under Article 10-2, paragraph (2), item (i) of the Act are cases in which an elderly person establishes a new corporation after reaching mandatory retirement age, or after reaching the upper age limit under 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 under Article 10-2, paragraph (2), item (i) of the Act is 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 for Implementing 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 implementing the measures for securing job opportunities for elderly persons referred to in Article 10-3, paragraph (2) of the Act (referred to below in this Article as the "plan") is to include the following information:

一 計画の始期及び終期

(i) the start and end 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 timing of their implementation;

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 and at the end of the plan period.

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 preparation of a 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

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 must submit it without delay to the chief of the public employment security office having jurisdiction over the location of its principal place of business (or, if there are two or more such offices, the public employment security office that handles this matter 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); the same applies below).

（高年齢者雇用等推進者の選任）

(Appointment of a Promoter for the Employment of 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 for the employment of elderly persons from among persons recognized as having the knowledge and experience necessary to perform the duties referred to in Article 11 of the Act.

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 Re-Employment Assistance Measures)

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 under the first sentence of Article 15, paragraph (1) of the Act are those aged 45 or older but under 70, 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 daily or on a fixed-term basis (excluding those who have been employed continuously for 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 continuously for 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 employed in roles 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 who are employed by an employer pursuant to a contract provided for in Article 9, paragraph (2) of the Act concluded with another employer (excluding those who leave employment for the reasons referred to in paragraph (3), item (iv), (v), or (vii));

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 who are employed by an employer pursuant to a contract provided for in Article 10-2, paragraph (3) of the Act concluded with another employer (excluding those who leave employment for the reasons referred to in paragraph (3), item (vi), or (vii)).

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 under the second sentence of Article 15, paragraph (1) of the Act are 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 employed by a specially related employer pursuant to a contract concluded by their employer with that specially related employer, as provided for in Article 9, paragraph (2) of the Act (limited to those who leave employment for the reason referred to 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 employed by another employer pursuant to a contract concluded by their employer with that other employer, as provided for in Article 10-2, paragraph (3) of the Act (limited to those who leave employment for the reason referred to 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 with an employer, as provided for in Article 10-2, paragraph (2), item (i) or item (ii) of the Act, based on 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 with the person conducting the business referred to in Article 10-2, paragraph (2), item (ii), (b) or (c) of the Act, as provided for in the same item, based on 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 under Article 15, paragraph (1) of the Act are as follows:

一 定年（六十五歳以上のものに限る。）

(i) mandatory retirement age (limited to persons 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) leaving employment due to having reached the upper age limit under the continuous employment system referred to in Article 9, paragraph (2) of the Act (limited to persons 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) leaving employment due to having reached the upper age limit under the measures for securing job opportunities for elderly persons (excluding raising the mandatory retirement age and abolishing 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) leaving employment due to failure to meet the criteria for elderly persons eligible for the continuous employment system referred to in Article 9, paragraph (2) of the Act before its amendment by the Act Partially Amending 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 remains in force pursuant to the provisions of paragraph (3) of the Supplementary Provisions of that 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) leaving employment due to failure to meet the criteria for elderly persons eligible for the continuous employment system referred to in Article 9, paragraph (2) of the Act, where such criteria have been established (limited to those who are 65 years of age or older);

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) leaving employment due to failure to meet the criteria for elderly persons

subject to the measures for securing job opportunities for elderly persons, where such criteria 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 on grounds attributable to the persons concerned) or other leaving of for reasons attributable to 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 Cases of Leaving 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 under 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つては、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) A notification under the provisions of Article 16, paragraph (1) of the Act must be made by submitting a notification of multiple cases of leaving employment (Form No. 1) to the chief of the public employment security office having jurisdiction over the location of the relevant place of business no later than one month before the day on which the leaving employment subject to the notification occurs (or, if all such leaving employment does not occur on the same day, the day on which the final such leaving employment 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 leave employment under the provisions of Article 16, paragraph (2) of the Act is calculated as the total number of elderly persons eligible for re-employment assistance, etc. (referred to below in this paragraph as "elderly persons eligible for re-employment assistance, etc."), as referred to in Article 15, paragraph (1) of the Act, who leave employment for any of the reasons stated in the items of paragraph (3) of the preceding Article within a one-month period at the same place of business; provided, however, that if any of these

elderly persons eligible for re-employment assistance, etc. have already been covered by a notification submitted pursuant to 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 applications submitted pursuant to Article 24, paragraph (5) of that Act for certification referred to in Article 24, paragraph (3) of that Act, which are deemed to serve as notifications of significant employment fluctuations under Article 27, paragraph (1) of that Act) (limited to those who leave employment during the period covered by the relevant notification of multiple cases of leaving and for the reasons listed in paragraph (3) of the preceding Article), then the number of such persons is deducted from the total.

(求職活動支援書の作成等)

(Drafting a Support Plan for Job Seeking)

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、離職することとなっ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 support plan for job seeking (referred to below as a "support plan for job seeking") provided for in Article 17, paragraph (1) of the Act, an employer is to hear the opinions of the labor union organized by a majority of the workers at the place of business associated with the support plan for job seeking, or, if no such labor union exists, a person representing a majority of the workers regarding the content of re-employment support measures intended to be applied uniformly to elderly persons who are to leave employment and who are persons as defined in paragraph (9) (referred to below as "elderly persons who are to leave 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 an elderly person who is to leave employment has been determined, the employer is to promptly hear that person's wishes regarding the issuance of a support plan for job seeking, and prepare and issue the plan accordingly.

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 preparing a support plan for job seeking, the employer is to, in advance, hear the wishes of the elderly person who is to leave employment regarding re-employment and job-seeking activities while 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 issuing a support plan for job seeking under the provisions of paragraph (2), an employer may, with the consent of an elderly person who is to leave employment and as provided for in paragraph (6), provide the matters listed in each item of paragraph (10) (referred to below in this Article as "information on the support plan") by means of an electronic data processing system or other information and communications technology listed in the following items (referred to below in this Article as "electronic or magnetic means"). In such a case, the employer is deemed to have issued the support plan for job seeking:

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 (meaning an electronic data processing system that connects a computer used by the employer and a computer used by the elderly person who is to leave employment via a telecommunications line), under which the information on the support plan is transmitted through the telecommunications line connecting those computers and recorded in a file on the computer used by the elderly person;

二 電磁的記録媒体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 of issuing a file prepared on an electronic or magnetic recording medium containing the information on the support plan.

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 of the preceding paragraph must enable the elderly person who is to leave employment to prepare 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 intends to provide the information on the support plan pursuant to the provisions of paragraph (4), the employer must, in advance, inform the elderly person who is to leave employment of the type and content of the electronic or magnetic means listed below that the employer intends to use, and obtain that person's consent to the use of those means in writing or by

electronic or magnetic means:

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 methods prescribed in each item of paragraph (4) that are to be used by the employer;

二 ファイルへの記録の方式

(ii) the format for recording information in 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 the information on the support plan by electronic or magnetic means if the elderly person who is to leave employment has notified the employer, in writing or by electronic or magnetic means, that they do not wish to receive such information by those means; provided, however, that this does not apply if that person has again given consent under the provisions of the preceding paragraph.

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 under Article 17, paragraph (1) of the Act are a failure to meet the criteria concerning elderly persons who become eligible for the continuous employment system under Article 9, paragraph (2) of the Act before the partial amendment by the 2012 Amendment Act, which remains in force pursuant to the provisions of paragraph (3) of the Supplementary Provisions of that Act if those criteria have been established, and other reasons attributable to 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) Persons specified by Order of the Ministry of Health, Labour and Welfare under Article 17, paragraph (1) of the Act are those 45 years of age or older but under 70 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 on a daily basis or for a fixed period of employment (excluding those who have been employed continuously 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 continuously 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 under 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 gender of an elderly person who is to leave employment;

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 date on which an elderly person who is to leave employment will leave the employment (or, if the date has not been determined, the expected time of leaving 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) the work history of an elderly person who is to leave employment (including the main duties performed, work experience, performance, and achievements);

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) the qualifications, licenses, and training courses completed by the elderly person who is to leave employment;

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 concerning the skills, knowledge, and other vocational abilities of an elderly person who is to leave employment;

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 matters listed in items (iii) to (v), matters that serve as a reference when an elderly person who is to leave employment prepares a document clarifying their work history, and other matters that may assist in 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 duties of the 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 for elderly persons who are to leave employment, collecting information on job openings, and providing such information obtained through these activities to those persons;

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 to facilitate the re-employment of elderly persons who are to leave employment;

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) liaising with public employment security offices, public vocational ability development institutions, and other relevant facilities regarding support for the re-employment of elderly persons who are to leave employment;

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 duties listed in the preceding three items, performing other necessary duties for supporting the re-employment of elderly persons who are to leave employment.

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 carry out their duties, with respect to basic matters concerning the performance of those duties, after hearing the opinions of the labor union organized by a majority of the workers at the relevant place of business related to the support plan for job seeking , or, if no such labor union exists, a person representing a majority of the workers.

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, and the provisions of Article 4-6, paragraphs (3) and (4) apply mutatis mutandis to the employer referred to 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 Under 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をもつて調製するファイル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 the Order of the Ministry of Health, Labour and Welfare Order under Article 20, paragraph (1) of the Act is a method of

stating or recording the reason provided for in that paragraph (referred to as the "reason" in paragraph (3)) together with the file prepared as a document or as an electronic or magnetic record used for the recruitment and employment of workers.

- 2 前項の書面又は電磁的記録をもつて調製するファイルには、次の各号に掲げるものを含むものとする。

(2) The files prepared in the form of the documents or electronic or magnetic records referred to in the preceding paragraph are to include 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) a description or record of the contents of the job placement when an employer posts a job with a public employment security office, or with a person who conducts employment placements after obtaining a license or filing a notification under the provisions of the Employment Security Act (Act No. 141 of 1947) or other applicable laws;

- 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 its own employees, after obtaining a license or filing a notification under the provisions of the Employment Security Act or other applicable laws, a description or record of the contents of the recruitment related to that 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 engaged in the business of supplying workers pursuant to the provisions of Article 45 of the Employment Security Act, a clear statement to the business operator supplying workers of the contents of the work the supplied workers are expected to perform.

- 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をもつて調製するファイル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), if workers are recruited and hired through an advertisement in a newspaper, magazine, or other publication, or by other similar methods, or if there is no file prepared in the form of a document or an electronic or magnetic record as referred to in paragraph (1), and

it is difficult to present the reason in advance using the methods referred to in that paragraph, the reason may be provided without delay, in response to a job seeker's request, by any of the following methods:

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もつて調製するファイル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 of using an electronic data processing system (meaning an electronic data processing system that connects a computer used by an employer and a computer used by a job seeker through a telecommunications line), or any other method using information and communications technology, that enables a job seeker to prepare a document by outputting a file prepared in the form of an electronic or magnetic record using that 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 referred to in Article 22 of the Act is to be filed, 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 (referred to below as "Director-General of the Employment Security Bureau"), with the chief of the public employment security office having jurisdiction over the domicile of the applicant (or, if the domicile is difficult to establish, the residence) (referred to below in this Section as "public employment security office having jurisdiction").

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 continuously 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 income of a person, calculated using the method specified by the Director-General of the Employment Security Bureau (if a spouse (including a person in a de facto marital relationship without a marriage notification) has income, the total income of both persons is calculated as specified by the Director-General), does not exceed the amount specified by the Director-General of the Employment Security Bureau. This amount is based on the maximum income on which income tax would not be imposed under the Income Tax Act (Act No. 33 of 1965), taking into account the existence of a spouse or dependent relatives and the number of dependent relatives eligible for deduction, when the provisions of Articles 83, 84, and 86 of that Act are applied;
- 三 法第二十二条の中高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) for a person who has received a job application pocketbook for middle-aged and elderly unemployed persons and other persons (referred to below as "pocketbook") provided for in Article 22 of the Act, one year has passed 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) has become invalid, except in cases falling 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 a person who has obtained a job after receiving a pocketbook (excluding those persons 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 that 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 has become invalid due to falling under Article 9, paragraph (1), item (ii), when the reason referred to in that 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 eligible 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 passed since the day on which the authorization ceases to be effective, pursuant to the provisions of paragraphs (4) or (5) of that 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 eligible 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 a person for whom one year has passed since the day on which the job application pocketbook for unemployed persons in Okinawa has become invalid, pursuant to the provisions of paragraph (2) of that 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 who has not received, or is not eligible 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 Former Fishers Due to the Conclusion of International Agreements (Act No. 94 of 1977) or Article 3-2 of the Enforcement Regulations of the Act on Temporary Measures Concerning Former Fishers Due to the Conclusion of International Agreements (Order of the Ministry of Labour No. 30 of 1977) (excluding a person for whom one year

has passed since the day on which the job application pocketbook became invalid due to the expiration of the period specified by Order of the Ministry of Health, Labour and Welfare under Article 4, paragraph (3) of that Act or pursuant to the provisions of paragraph (4) of that 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 eligible to receive a job application pocketbook for retirees of a 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 the Construction of a 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 passed since the day on which the job application pocketbook for retirees of a regular ferry line service for general passengers has become invalid, pursuant to the provisions of Article 16, paragraph (3) of that 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 Enforcement Regulations of the Employment Measures Act (Order of the Ministry of Labour No. 23 of 1966) before the amendment by the Ministerial Order on Partial Amendment of the Enforcement Regulations 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 passed 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 that Order or pursuant to the provisions of paragraph (2) of that 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條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 public employment security office having jurisdiction is to examine, within 30 days from the date of receipt, whether the applicant falls under the provisions of Article 22 of the Act. If the applicant does, the chief is to issue a pocketbook to the applicant; if the applicant does not, the chief is to notify the applicant in writing of that fact.
- 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 public employment security office having jurisdiction finds it necessary to carry out the examination referred to in the preceding paragraph, the chief is to request the applicant to submit a medical certificate of the results of the medical examination or conduct tests to assess the applicant's skills, physical strength, aptitude, and other relevant attributes.
- 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)

第八條 法第二十三條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、法第二十六條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條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) Under 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, pursuant to the provisions of Article 26, paragraph (1) of the Act, the chief of the public employment security office having jurisdiction instructs an unemployed person to receive the measures listed in Article 25, paragraph (1), item (ii) or item (iii) of the Act (limited to training designed to facilitate adaptation to the working environment) in accordance with the plan referred to in that paragraph, and those measures are not completed within the six month period, the period is extended until the measures are completed.

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 (referred to below as "employment promotion measures") stated in the items of Article 25, paragraph (1) of the Act, in accordance with the plan provided for in that 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 55 years of age or older but under 65 (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 45 years of age or older but under 55 (excluding those 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 who is found by the chief of the public employment security office having jurisdiction, in accordance with criteria specified by the Director-General of the Employment Security Bureau, to have particular difficulty in finding employment.

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) Under 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 listed in items (i) and (iii) of the preceding paragraph who reside outside the specified area, and for those listed in item (ii) of that paragraph, and one year for those listed in items (i) and (iii) of the preceding paragraph who reside in the specified area, counted from the day after the last day of the period provided for in paragraph (1).

（手帳の失効）

(Expiration 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 referred to in Article 26, paragraph (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 determination of whether the person falls under any of the following items is to be made according to the standards prepared by the Director-General of the Employment Security Bureau in accordance with the criteria referred to 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 a current domicile or residence would be required to receive the instructed employment promotion measures, or to take up the employment to which the person has been referred to, and it is difficult to make that change;

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 type of skills and business, and in the same area;

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 receive the employment promotion measures due to sickness, injury, or any other reason, and it is difficult to expect the effect of those measures;

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等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 deception or other wrongful acts, has received or attempted to receive job-change benefits referred to in Article 18 of the Act on Comprehensive Promotion of Labor Policies, Stability of Employment of Workers, and Enhancement of Vocational Life, benefits for unemployment, etc. or benefits for childcare leave, etc. under the provisions of the Employment Insurance Act, or other benefits equivalent to these under the provisions of laws, regulations, or Prefectural Ordinance; provided, however, that this does not apply when deemed unavoidable.

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 the pocketbook that has expired pursuant to the provisions of paragraph (1) of that Article is to be returned.

(手帳の返納)

(Returning a 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 Any person who has received a pocketbook must return it to the chief of the public employment security office having jurisdiction promptly upon the expiration 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 a 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 public employment security office having jurisdiction for the reissuance of a pocketbook pursuant to the procedures and form specified 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 who has received reissuance of a pocketbook due to its loss finds it, that person must promptly return it to the chief of the public employment security office having jurisdiction.

(中高年齢失業者等求職手帳受給者台帳)

(Register of Recipients of a Job Application Pocketbook 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 public employment security office having jurisdiction is to keep a register for each person who has received a job application pocketbook for middle-aged and elderly unemployed persons, and other persons, etc., and record in the register the issuance and expiration of the pocketbook and any other necessary matters concerning that person.

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 Office)

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 given at the same time as the issuance of a pocketbook, and the instructions provided for in paragraph (2) of that Article are to be given at the same time as the extension of the validity period of that 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 referred to in Article 26, paragraphs (1) and (2) of the Act are to be given by entering the matters listed in the following items in the 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 received 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 during which the employment promotion measures are to be received, and their start and end dates;

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 receive the measures stated in Article 25, paragraph (1), item (i) of the Act, the days on which that person is to appear

regularly at the public employment security office having jurisdiction;

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 receive the measures (referred to below in this item as "training") stated in Article 25, paragraph (1), items (ii) or (iii) of the Act, the type of work and the facility for the training;

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 necessary in relation to receiving 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 public employment security office having jurisdiction issues instructions as provided for in Article 26, paragraph (1) or (2) of the Act, the chief must consult in advance with the head of a public vocational training facility, and any other relevant entities implementing the employment promotion measures, concerning those instructions.

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 public employment security office having jurisdiction issues the instructions provided for in Article 26, paragraph (1) or (2) of the Act, the chief must promptly notify the entities implementing the employment promotion measures regarding those instructions.

（法第三十一条の計画）

(Plan Referred to 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年齢失業者等の雇用の促進に関する基本方針

(i) a basic policy for promoting the employment of middle-aged and elderly unemployed persons, etc. in accordance with 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 concerning vocational guidance, job placement, and 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 concerning the setting of the absorption ratio of unemployed persons

under the public works projects referred to in Article 32, paragraph (1) of the Act (referred to below as "public works projects");

四 特定地域開発就労事業の実施に関する事項

(iv) matters concerning the implementation of specified regional development employment projects;

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 concerning the coordination of the implementation of public works projects and specified regional development employment projects;

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 concerning coordination and cooperation with local governments and other relevant entities.

(公共事業における労働者の直接雇入れの承諾)

(Approval for 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 To obtain approval from a public employment security office under the provisions of Article 32, paragraph (3) of the Act, a project operator of a public works project referred to in paragraph (2) of that Article (referred to below as a "project operator of a public works project") is to submit a written application in the form specified by the Director-General of the Employment Security Bureau to the public employment security office having jurisdiction over the area where the main project is implemented.

(公共事業における使用労働者数の通知)

(Notice of the Number of Workers Employed in a 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 of a public works project is to, before the commencement of the project (or, if it is necessary to urgently commence the project or if there are other unavoidable grounds, promptly after the commencement), notify the public employment security office having jurisdiction over the area where the main project is to be implemented of the number of workers to be employed in the project, classified by the job type. In such cases,

the chief of the public employment security office may, when it considers it necessary, request the project operator to submit documents proving the names, addresses, and dates of birth of the workers it employs, as well as other documents certifying that such workers are employed.

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 to 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 Under 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 under Article 37, paragraph (1) of the Act are applied when a prefectural governor intends to designate two or more municipal areas, if those 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 two or more municipal areas are close to each other, and there are a considerable number of mandatorily retired persons and other elderly retirees in those 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 two or more municipal areas, in light of the situation, etc. regarding employment opportunities for temporary and short-term work and other light work, those operations are expected to be carried out more efficiently than when 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 seeking designation under the provisions of Article 37, paragraph (1) of the Act must submit a written application to the prefectural governor containing the following information:

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 referred to in the preceding paragraph:

一 定款及び登記事項証明書

(i) articles of incorporation and a 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 types, and documents certifying them;

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 containing the names and brief biographies of officers;

(名称等の変更の届出)

(Notification of 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 (referred to below as "silver human resources center") referred to in Article 37, paragraph (2) of the Act that intends to submit a notification under the provisions of paragraph (4) of that Article must submit a document to the prefectural governor containing the following information:

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 the change;

二 変更しようとする日

(ii) proposed date of the change;

三 変更の理由

(iii) reason for the change.

(有料の職業紹介事業の届出等)

(Notification of a 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 intending 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 having jurisdiction over the location of its principal place of business (referred to below as "director of the prefectural labor bureau having jurisdiction").

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) In making the notification provided for in the preceding paragraph, the notifier must attach provisions concerning the provision of the fee-based employment placement service.

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 prefectural labor bureau having jurisdiction accepts the notification provided for in paragraph (1), the director must notify the notifier of the date of acceptance.

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 referred to in paragraph (1) are to be specified 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 discontinues all or part of that service after having submitted a notification pursuant to the provisions of Article 38, paragraph (2) of the Act, it must notify the director of the prefectural labor bureau having jurisdiction in writing of the discontinuation within 10 days from the date of 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 of the Enforcement Regulations of the Employment Security Act (Order of the Ministry of Labour No. 12 of 1947) that apply to public employment security offices are applied mutatis mutandis, as specified by the Director-General of the Employment Security Bureau, to fee-based employment placement services conducted by silver human resources centers.

(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) A silver human resources center that provides a fee-based employment placement service, after filing a notification pursuant to the provisions of Article 38, paragraph (2) of the Act, must keep books and records in accordance with 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 prefectural labor bureau having jurisdiction.

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 prefectural labor bureau having jurisdiction receives the reports referred to in the preceding paragraph, the director must promptly 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)

(Matters Specified by Order of the Ministry of Health, Labour and Welfare Under Article 32-4, Paragraph (2) of the Employment Security Act, as Applied by Deemed Replacement of 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 matters specified by Order of the Ministry of Health, Labour and Welfare under Article 32-4, paragraph (2) of the Employment Security Act, as applied by deemed replacement of 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 Worker Dispatching 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 intending to carry out worker dispatching services pursuant to the provisions of Article 38, paragraph (5) of the

Act must notify the director of the prefectural labor bureau having jurisdiction.

(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 Under Article 8, Paragraph (2) of the Worker Dispatching Act as Applied by Deemed Replacement of 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 specified by Order of the Ministry of Health, Labour and Welfare under 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; referred to below as the "Worker Dispatching Act"), as applied by deemed replacement of terms pursuant to the provisions of 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 Provisions of the Enforcement Regulations of the Worker Dispatching 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 Ensuring the Proper Operation of Worker Dispatching Services and Protecting Dispatched Workers (Order of the Ministry of Labour No. 20 of 1986; referred to below as the "Enforcement Regulations of the Worker Dispatching Act"), the written notice referred to in Article 5, paragraph (2) of the Worker Dispatching Act, as applied by deemed replacement of terms pursuant to Article 38, paragraph (6) of the Act, is to be submitted using the form 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 Worker Dispatching Act, the business plan that a silver human resources center is to attach pursuant to the provisions of Article 5, paragraph (3) of the Worker Dispatching Act is to be submitted 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 Worker Dispatching Act, a silver human resources center intending to submit a notification under the provisions of Article 11, paragraph (1) of the Worker Dispatching Act must submit a written notice to the director of the prefectural labor bureau having jurisdiction, 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 relevant change occurred in the case of a notification concerning changes listed in Article 5, paragraph (2), item (iv) of the Worker Dispatching Act, and within 10 days from the day following the day on which the relevant change occurred in the case of a notification concerning changes other than those listed in that item (30 days if a certificate of registered matters is to be attached pursuant to the provisions of Article 8, paragraph (3) of the Enforcement Regulations of the Worker Dispatching Act).
- 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 Worker Dispatching Act, a silver human resources center intending to submit a notification under the provisions of Article 13, paragraph (1) of the Worker Dispatching Act must submit a written notice to the director of the prefectural labor bureau having jurisdiction, using the form specified by the Director-General of the Employment Security Bureau, within 10 days from the day following the day on which the worker dispatching service was discontinued.
- 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 Worker Dispatching Act, the submission of the operating report and statement of accounts by a silver human resources center under the provisions of Article 23, paragraph (1) of the Worker Dispatching Act, as applied by deemed application pursuant to the provisions of Article 38, paragraph (6) of the Act, and the submission of the report on the ratio of dispatched workers to the relevant client workplaces under the provisions of Article 23, paragraph (3) of the Worker Dispatching Act, as applied by deemed application pursuant to the provisions of Article 38, paragraph (6) of the Act, are to be submitted using the form specified by the Director-General of the Employment Security Bureau.

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) For the application of the provisions of the Enforcement Regulations of the Worker Dispatching Act listed in the left column of the table below, as they relate to worker dispatching services under the provisions of Article 38, paragraph (5) of the Act, the terms listed in the middle column of the table appearing in those provisions are to be replaced with the corresponding terms listed in the right 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 Worker Dispatching Act do not apply.

第一条の二 第二項第一 号チ Article 1-2, paragraph (2), item (i), (h)	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 concerning the general worker dispatching undertaking and the certificate of registered matters for the building, and other documents certifying the contents of theose assets	を行う事業所に係る concerning the place of business that engages in
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第八条第二項 Article 8, paragraph (2)	前項の労働者派遣事業変更届出書 the written notification of changes in a temporary labor services referred to in the preceding paragraph	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 in the form specified by the Director-General of the Employment Security Bureau under Article 24-9, paragraph (3) of the Enforcement Regulations of the Act on Employment Security of Elderly Persons
	及びチからヲまで and (h) through (l)	、チ及びリ , (h), and (i)
第八条第三項 Article 8, paragraph (3)	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 in a worker dispatching service or the written notice of changes in a worker dispatching service and the written application for the rewriting of the license certificate referred to in paragraph (1)	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 in the form specified by the Director-General of the Employment Security Bureau under Article 24-9, paragraph (3) of the Enforcement Regulations of the Act on Employment Security of Elderly Persons
	(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 must be attached (in the case of a notification of a change relating to the abolition of a place of business, the license certificate for the place of business so abolished)	を添付しなければならない must be attached

(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 Under 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 under 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 the designation will not unduly harm the interests of business operators who provide a fee-based employment placement service or a worker dispatching service in the business type and job category to be designated, or of business operators providing similar services within the municipal area to which the designation applies;

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 to which the designation applies.

(事業計画書等の提出)

(Submission of Business Plans)

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) A business 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 each business year (or, in the business year in which designation is received, without delay after the date of designation).

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 a business plan or a budget for income and expenditure pursuant to the provisions of the second sentence of Article 41, paragraph (1) of the Act, it must, without delay, submit to the prefectural governor a document stating the changes made and the reasons for those 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 provided for in Article 41, paragraph (2) of the Act must be submitted within three months after the end of each business 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 Under 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 under 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 concerning a silver human resources center association (referred to below as the "silver human resources center association") provided for in Article 37, paragraph (1) of the Act (referred to as the "area subject to the association's designation" 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 in proximity to the area subject to the designation provided for in Article 37, paragraph (1) of the Act concerning a silver human resources center that is a member of a person seeking designation under the provisions of Article 44, paragraph (1) of the Act, or there is a significant number of persons who have retired at the mandatory retirement age and other elderly retirees in the municipal area or in 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 the municipal area, in light of the situation, etc. regarding employment opportunities for temporary and short-term work and other light work, those operations are expected to be carried out more efficiently than when the operations provided for in Article 38, paragraph (1) of the Act are carried out by a silver human resources center in that 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) Any person seeking designation under the provisions of Article 44, paragraph (1) of the Act must submit a written application to the prefectural governor containing the following information:

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 for which designation as part of the association requested.

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 referred to in the preceding paragraph:

一 定款及び登記事項証明書

(i) articles of incorporation and a 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 and types of assets, and documents certifying them;

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 the 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 containing the names and brief biographies 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 containing the names and addresses of the silver human resources centers that are members.

(シルバー人材センター連合の会員の追加の届出)

(Notification of the Addition of Members of the 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 a silver human resources center association intends to submit a notification under the provisions of Article 44, paragraph (2) of the Act, it must submit a document to the prefectural governor containing the names and addresses of the silver human resources centers that have become a member.

(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 for a Change of the Designated Area of the 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, it must submit a written request to the prefectural governor identifying the areas to be included in the association's designated areas after the change, as provided for in the proviso to Article 37, paragraph (1) of the Act, and attach the documents provided for in Article 27, paragraph (2), item (iii) concerning the association's designated areas after the change.

(労働者派遣法施行規則の特例)

(Special Provisions of the Enforcement Regulations of the Worker Dispatching 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 For the application of the provisions of Article 29, item (i) of the Enforcement Regulations of the Worker Dispatching Act to a worker dispatching service 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 the business" in that item is to be read as "appoint".

(準用)

(Mutatis Mutandis Application)

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 to 25 apply mutatis mutandis to the silver human resources center association. In such cases: "Article 37, paragraph (4) of the Act" in Article 24-3 is to be read as "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 to be read as "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 to be read as "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 to be read as "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 rows of Article 8, paragraphs (2) and (3) in the table of Article 24-9, paragraph (6), is to be read as "Article 24-9, paragraph (3) of that Order, as applied mutatis mutandis pursuant to Article 30"; "Article 39, paragraph (1) of the Act" in Article 24-10 is to be read as "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 to be read as "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 Article 25, paragraph (2), is to be read as "the second sentence of Article 41, paragraph (1) of the act, as applied mutatis pursuant to Article 45 of the Act"; and "Article 41, paragraph (2) of the Act" in Article 25, paragraph (3), is to be read as "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 with respect to personnel, operational procedures, and other matters is appropriate, and the person is recognized as having a sufficient financial and technical basis to carry out that plan;

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) in addition to what is provided for in the preceding item, the operations are recognized as being carrying out in a proper and reliable manner and as contributing to the improved 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 persons wishing to receive a designation under the provisions of Article 46 of the Act, and the provisions of Article 24-3 and Article 25 are to apply mutatis mutandis to the 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 to be read as "Article 46 of the Act"; "the prefectural governor" is to be read as "the Minister of Health, Labour and Welfare"; "Article 38, paragraph (1) of the Act" in paragraph (2), item (iii) of that Article is to be read as "Article 47 of the Act"; "Article 37, paragraph (4) of the Act" in Article 24-3 is to be read as "Article 37, paragraph (4) of the Act as applied mutatis mutandis pursuant to Article 48 of the Act"; "the prefectural governor" is to be read as "the Minister of Health, Labour and Welfare"; "the first sentence of Article 41, paragraph (1) of the Act" in Article 25, paragraph (1) is to be read as "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 Article is to be read as "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 to be read as "the Minister of Health, Labour and Welfare"; and "Article 41, paragraph (2) of the Act" in paragraph (3) of that Article is to be read as "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 from 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 Under 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 Persons specified by Order of the Ministry of Health, Labour and Welfare under Article 49, paragraph (1) of the Act, in cases where the Japan Organization for Employment of the Elderly, Persons with Disabilities and Job Seekers, as provided for in paragraph (2) of that Article, carries out the operations listed in each item of paragraph (1) of that Article, are middle-aged and elderly unemployed persons, etc. as 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 having jurisdiction over the location of its principal place of business (referred to below as the "public employment security office having jurisdiction" in paragraph (2) of the following Article), on the status of the mandatory retirement age, the continuous employment system, the continuous employment system for persons aged 65 or older, measures for start-up support and other assistance, and other matters concerning the securing of employment opportunities for elderly persons.

The report must be submitted using the 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 an employer to 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 that Article, the Minister is to notify the employer in writing of the matters to be reported.

(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) Pursuant to the provisions of Article 54, paragraph (1) of the Act, the following authorities of the Minister of Health, Labour and Welfare are delegated to the director of the prefectural labor bureau; provided, however, that this does not prevent the Minister 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 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 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 Worker Dispatching Act, as applied by deemed replacement of terms pursuant to Article 38, paragraph (6) of the Act, as well as in Article 11, paragraph (1), Article 13, paragraph (1), and Article 23, paragraph (1) of the Worker Dispatching 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 authority listed in items (i) through (iv) and item (viii) of the preceding paragraph is delegated to the chief of the public employment security office having jurisdiction, 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 such authority.

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 on the date the Act is enforced (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 obtained the certification referred to in Article 27, paragraph

(1) of the Employment Security Act before amendment by the Act (referred to below as the "Former Employment Security Act") at the time of the enforcement of this Ministerial Order (limited to those who have received the instructions referred to in that paragraph, and excluding those who have been issued a pocketbook pursuant to the provisions of Article 22 of the Act), and persons who have obtained that certification before the date of enforcement of this Ministerial Order, are deemed to have received a pocketbook for the purposes of the application of the provisions of Article 7, paragraph (2), item (iii). In such cases, the date on which the certification concerning those persons ceased to be effective is deemed to be the date 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, at the time of enforcement of this Ministerial Order, has received instructions referred to in Article 27, paragraph (1) of the Former Employment Security Act and falls under the provisions of Article 22 of the Act, is the period from the date of issuance of the pocketbook until the completion of the employment promotion measures referred to in Article 26, paragraph (1) of the Former Employment Security Act regarding the instructions; provided, however, that if the period of those employment promotion measures is less than six months, the validity period of the pocketbook is the period from the date of issuance until the day on which six months have elapsed from the start of the measures.

(認定中小企業離職者に係る手帳の有効期間の延長)

(Extension of the Validity Period of Pocketbooks for Persons Leaving 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 of a pocketbook under the provisions of Article 23, paragraph (2) of the Act for a person who has left 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 who left that 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 referred to in Article 3, paragraph (1) of that Act before its amendment 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), and who left that business on or after the date of enforcement of that Act), and who filed an application for issuance of a pocketbook as referred to in Article 22 of the Act by the day on which five years have elapsed from the date of enforcement of that Act, is six months for a person residing outside a specified area and one year for a person residing in a specified area, calculated from the day following the last day of the period referred to in paragraph (1) of that 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 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 Employment Security of Elderly Persons (Cabinet Order No. 252 of 1976) is to be governed by the provisions of Article 4, Article 5, and Appended Table 1 of the Enforcement Regulations of the Act on Special Measures Concerning the Promotion of the Employment of Middle-Aged and Elderly Workers before

amendment by the Ministerial Order for Partial Amendment of the Enforcement Regulations 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) When applying 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 for the business year 2019, the phrase "within three months after the end of each business year" in that paragraph is to be read as "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 the business year 2020, in applying the provisions of Article 33, paragraph (1) to the reporting of the mandatory retirement age, the status of the continuous employment system, and other matters concerning 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 that paragraph is to be read as "by the last day of August, 2020".

附 則〔昭和四六年一二月一六日大蔵省・厚生省・農林省・通商産業省・運輸省・労働省・建設省令第二号〕〔抄〕

Supplementary Provisions [Order of the Ministry of Finance, Ministry of Health and Welfare, Ministry of Agriculture, Forestry and Fisheries, Ministry of International Trade and Industry, Ministry of Transport, Ministry of Labour and Ministry of Construction No. 2 of December 16, 1971] [Extract]

- 1 この省令は、公布の日から施行する。

(1) This Ministerial Order comes into effect on the date of promulgation.

附 則〔昭和四七年五月一五日労働省令第二〇号〕〔抄〕

Supplementary Provisions [Order of the Ministry of Labour No. 20 of May 15, 1972] [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 on the date of promulgation.

附 則〔昭和四八年七月五日労働省令第二二号〕

Supplementary Provisions [Order of the Ministry of Labour No. 22 of July 5, 1973]

この省令は、公布の日から施行する。

This Ministerial Order comes into effect on the date of promulgation.

附 則〔昭和四八年八月二七日労働省令第二五号〕

Supplementary Provisions [Ministry of Labour Order No. 25 of August 27, 1973]

この省令は、昭和四十八年九月一日から施行する。

This Ministerial Order comes into effect on September 1, 1973.

附 則〔昭和五〇年三月二五日労働省令第六号〕

Supplementary Provisions [Ministry of Labour Order No. 6 of March 25, 1975]

この省令は、雇用保険法の施行の日（昭和五十年四月一日）から施行する。

This Ministerial Order comes into effect on the date the Employment Insurance Act comes into effect (April 1, 1975).

附 則〔昭和五一年九月二八日労働省令第三七号〕〔抄〕

Supplementary Provisions [Order of the Ministry of Labour No. 37 of September 28, 1976] [Extract]

（施行期日）

（Effective Date）

第一条 この省令は、身体障害者雇用促進法及び中高年齢者等の雇用の促進に関する特別措置法の一部を改正する法律（昭和五十一年法律第三十六号）の施行の日（昭和五十一年十月一日）から施行する。

Article 1 This Ministerial Order comes into effect on the date the Act Partially Amending the Act on the Promotion of the Employment of Disabled Persons and the Act on Special Measures Concerning the Promotion of the Employment of Middle-Aged and Elderly Persons (Act No. 36 of 1976) comes into effect (October 1, 1976).

附 則〔昭和五二年一二月二六日労働省令第三〇号〕〔抄〕

Supplementary Provisions [Order of the Ministry of Labour No. 30 of

December 26, 1977] [Extract]

1 この省令は、昭和五十三年一月二日から施行する。

(1) This Ministerial Order comes into effect on January 2, 1978.

附 則〔昭和五二年一二月二六日労働省令第三一号〕〔抄〕

**Supplementary Provisions [Order of the Ministry of Labour No. 31 of
December 26, 1977] [Extract]**

(施行期日)

(Effective Date)

第一条 この省令は、昭和五十三年一月二日から施行する。

Article 1 This Ministerial Order comes into effect on January 2, 1978.

附 則〔昭和五六年五月二一日労働省令第二〇号〕

**Supplementary Provisions [Ministry of Labour Order No. 20 of May 21,
1981]**

この省令は、公布の日から施行する。

This Ministerial Order comes into effect on the date of promulgation.

附 則〔昭和五六年一一月一二日労働省令第三八号〕〔抄〕

**Supplementary Provisions [Order of the Ministry of Labour No. 38 of
November 12, 1981] [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 on the date of promulgation.

附 則〔昭和五八年六月三〇日労働省令第二〇号〕〔抄〕

**Supplementary Provisions [Order of the Ministry of Labour No. 20 of June
30, 1983] [Extract]**

(施行期日)

(Effective Date)

第一条 この省令は、法の施行の日（昭和五十八年七月一日）から施行する。

Article 1 This Ministerial Order comes into effect on the date the Act comes into effect (July 1, 1983).

附 則〔昭和六〇年三月三〇日労働省令第八号〕

Supplementary Provisions [Ministry of Labour Order No. 8 of March 30, 1985]

この省令は、昭和六十年四月一日から施行する。

This Ministerial Order comes into effect on April 1, 1985.

附 則〔昭和六一年四月三〇日労働省令第二二号〕〔抄〕

Supplementary Provisions [Order of the Ministry of Labour No. 22 of April 30, 1986] [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 on the date of promulgation.

附 則〔昭和六一年九月二〇日労働省令第三〇号〕〔抄〕

Supplementary Provisions [Order of the Ministry of Labour No. 30 of September 20, 1986] [Extract]

(施行期日)

(Effective Date)

第一条 この省令は、昭和六十一年十月一日から施行する。

Article 1 This Ministerial Order comes into effect on October 1, 1986.

(昭和六十年十二月三十一日以前に生じた事由による高年齢者雇用確保助成金の支給に係る金額の特例)

(Special Provisions on the Amount of the Subsidy for Securing Employment of Elderly Persons Due to Grounds Arising Before December 31, 1985)

第二条 高年齢者等の雇用の安定等に関する法律施行規則第十九条の三第二項の規定にかかわらず、昭和六十年十二月三十一日以前に雇用保険法施行規則第百五条に規定する対象被保険者等が最初に生じたことにより支給することとなる高年齢者雇用確保助成金の支給に係る金額については、高年齢者等の雇用の安定等に関する法律施行規則第十九条の三第二項の規定中「四十五万円」とあるのは「三十万円」と、「六十万円」とあるのは「四十万円」と、「二十二万五千元」とあるのは「十五万円」と、「三十万円」とあるのは「二十万円」とする。

Article 2 Notwithstanding the provisions of Article 19-3, paragraph (2) of the Enforcement Regulations of the Act on Employment Security of Elderly Persons, for the amount of the subsidy for securing employment of elderly persons payable due to the first occurrence of the insured person under Article 105 of the Regulation for Enforcement of the Employment Insurance Act on or before December 31, 1985, the amounts specified in Article 19-3, paragraph (2) of the

Enforcement Regulations of the Act on Employment Security of Elderly Persons are replaced such that "450,000 yen" is read as "300,000 yen", "600,000 yen" is read as "400,000 yen", "225,000 yen" is read as "150,000 yen", and "300,000 yen" is read as "200,000 yen".

附 則〔昭和六二年四月一日労働省令第一三号〕〔抄〕

Supplementary Provisions [Order of the Ministry of Labour No. 13 of April 1, 1987] [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 on the date of promulgation.

附 則〔昭和六二年七月一日労働省令第二六号〕〔抄〕

Supplementary Provisions [Order of the Ministry of Labour No. 26 of July 1, 1987] [Extract]

(施行期日)

(Effective Date)

1 この省令は、公布の日から施行する。

(1) This Ministerial Order comes into effect on the date of promulgation.

附 則〔昭和六三年三月三十一日労働省令第七号〕〔抄〕

Supplementary Provisions [Order of the Ministry of Labour No. 7 of March 31, 1988] [Extract]

(施行期日)

(Effective Date)

第一条 この省令は、昭和六十三年四月一日から施行する。

Article 1 This Ministerial Order comes into effect on April 1, 1988.

附 則〔昭和六三年四月八日労働省令第一四号〕〔抄〕

Supplementary Provisions [Order of the Ministry of Labour No. 14 of April 8, 1988] [Extract]

(施行期日)

(Effective Date)

第一条 この省令は、公布の日から施行し、昭和六十三年四月一日から適用する。

Article 1 This Ministerial Order comes into effect on the date of promulgation and applies from April 1, 1988.

附 則〔昭和六三年六月二九日労働省令第二〇号〕〔抄〕

Supplementary Provisions [Order of the Ministry of Labour No. 20 of June 29, 1988] [Extract]

(施行期日)

(Effective Date)

第一条 この省令は、昭和六十三年七月一日から施行する。

Article 1 This Ministerial Order comes into effect on July 1, 1988.

附 則〔平成元年六月二八日労働省令第二一号〕〔抄〕

Supplementary Provisions [Order of the Ministry of Labour No. 21 of June 28, 1989] [Extract]

1 この省令は、公布の日から施行する。

(1) This Ministerial Order comes into effect on the date of promulgation.

附 則〔平成元年七月一二日労働省令第二六号〕

Supplementary Provisions [Ministry of Labour Order No. 26 of July 12, 1989]

この省令は、公布の日から施行する。

This Ministerial Order comes into effect on the date of promulgation.

附 則〔平成元年九月八日労働省令第三一号〕〔抄〕

Supplementary Provisions [Order of the Ministry of Labour No. 31 of September 8, 1989] [Extract]

(施行期日)

(Effective Date)

第一条 この省令は、平成元年十月一日から施行する。

Article 1 This Ministerial Order comes into effect on October 1, 1989.

(雇用保険法施行規則の一部改正に伴う経過措置)

(Transitional Measures for the Partial Amendment of the Regulation for Enforcement of the Employment Insurance Act)

第四条 施行日前に改正前の雇用保険法施行規則（以下「旧規則」という。）第百五条に規定する雇用延長制度（同条に規定する短時間勤務労働者を対象とするものに限る。）を実施した事業主に対する同条の高年齢者雇用確保助成金の支給については、平成五年十二月三十一日までの間は、なお従前の例による。

Article 4 For the payment of the subsidy for securing the employment of elderly

persons prescribed in the Regulations for Enforcement of the Employment Insurance Act before the amendment (referred to below as the "Former Regulations") to an employer that implemented the employment extension system prescribed in Article 105 of those Regulations (limited to the system for part-time workers prescribed in that Article) before the effective date, prior laws and regulations continue to govern until December 31, 1993.

(高年齢者等の雇用の安定等に関する法律施行規則の一部改正に伴う経過措置)
(Transitional Measures for the Partial Amendment of the Enforcement Regulations of the Act on Employment Security of Elderly Persons)

第六条 改正前の高年齢者等の雇用の安定等に関する法律施行規則第十九条の二及び第十九条の三の規定は、附則第四条第一項の規定によりなお従前の例によることとされる旧規則第百五条の高年齢者雇用確保助成金の支給に関しては、なおその効力を有する。この場合において、同令第十九条の二及び第十九条の三中「同令第百五条」とあり、及び「雇用保険法施行規則第百五条」とあるのは、「雇用保険法施行規則等の一部を改正する省令（平成元年労働省令第三十一号）第一条の規定による改正前の雇用保険法施行規則第百五条」とする。

Article 6 The provisions of Article 19-2 and Article 19-3 of the Enforcement Regulations of the Act on Employment Security of Elderly Persons before amendment remain in force regarding the payment of the subsidy for securing the employment of elderly persons referred to in Article 105 of the Former Regulations, which are to continue to be applied in accordance with prior laws and regulations pursuant to the provisions of Article 4, paragraph (1) of the Supplementary Provisions. In such cases, the phrases "Article 105 of the Regulations" and "Article 105 of the Enforcement Regulations of the Employment Insurance Act" in Article 19-2 and Article 19-3 of those Regulations are to be read as "Article 105 of the Enforcement Regulations of the Employment Insurance Act before amendment by the provisions of Article 1 of the Ministerial Order Partially Amending the Enforcement Regulations of the Employment Insurance Act (Order of the Ministry of 1989).

附 則〔平成二年六月八日労働省令第一四号〕〔抄〕

Supplementary Provisions [Order of the Ministry of Labour No. 14 of June 8, 1990] [Extract]

(施行期日)
(Effective Date)

第一条 この省令は、公布の日から施行し、第一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十九条の三の規定及び第二条の規定による改正後の雇用保険法施行規則（以下「新規則」という。）第百六条の規定は、平成二年一月一日から適用する。

Article 1 This Ministerial Order comes into effect on the date of its promulgation.

The provisions of Article 19-3 of the Enforcement Regulations of the Act on Employment Security of Elderly Persons, as amended by the provisions of Article 1, and the provisions of Article 106 of the Enforcement Regulations of the Employment Insurance Act, as amended by the provisions of Article 2 (referred to below as the "New Regulations"), apply from January 1, 1990.

附 則〔平成二年九月二九日労働省令第二五号〕

Supplementary Provisions [Ministry of Labour Order No. 25 of September 29, 1990]

この省令は、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の施行の日（平成二年十月一日）から施行する。

This Ministerial Order comes into effect on the date the Act Partially Amending the Act on Employment Security of Elderly Persons comes into effect (October 1, 1990).

附 則〔平成四年四月一日労働省令第七号〕

Supplementary Provisions [Ministry of Labour Order No. 7 of April 1, 1992]

この省令は、公布の日から施行する。

This Ministerial Order comes into effect on the date of promulgation.

附 則〔平成五年二月一二日労働省令第一号〕〔抄〕

Supplementary Provisions [Order of the Ministry of Labour No. 1 of February 12, 1993] [Extract]

（施行期日）

（Effective Date）

第一条 この省令は、平成五年四月一日から施行する。

Article 1 This Ministerial Order comes into effect on April 1, 1993.

附 則〔平成五年四月一日労働省令第一四号〕〔抄〕

Supplementary Provisions [Order of the Ministry of Labour No. 14 of April 1, 1993] [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 on the date of promulgation.

附 則〔平成六年二月二四日労働省令第六号〕

Supplementary Provisions [Ministry of Labour Order No. 6 of February 24, 1994]

1 この省令は、公布の日から施行する。

(1) This Ministerial Order comes into effect on the date of promulgation.

2 この省令の施行の日前に雇用保険法施行規則（昭和五十年労働省令第三号）第百六条第三項第一号イの規定に基づき、高年齢者等の雇用の安定等に関する法律第二十四条第二項に規定する中央高年齢者雇用安定センターに対して、雇用保険法施行規則第百六条第三項第一号イに規定する高年齢者職場改善計画を提出した事業主に対する同項の高年齢者多数雇用特別奨励金の支給については、なお従前の例による。

(2) Prior laws and regulations continue to apply to the payment of the special incentive for employing a large number of elderly persons, as referred to in Article 24, paragraph (2) of the Act on Employment Security of Elderly Persons (Order of the Ministry of Labour No. 3 of 1975), to an employer who, pursuant to Article 106, paragraph (3), item (i), (a) of the Enforcement Regulations of the Employment Insurance Act, submitted a workplace improvement plan for elderly persons to the Central Employment Stabilization Center for Elderly Persons before the date of enforcement of this Ministerial Order.

附 則〔平成六年六月二四日労働省令第二九号〕

Supplementary Provisions [Ministry of Labour Order No. 29 of June 24, 1994]

この省令は、平成六年七月一日から施行する。

This Ministerial Order comes into effect on July 1, 1994.

附 則〔平成六年六月二四日労働省令第三四号〕〔抄〕

Supplementary Provisions [Order of the Ministry of Labour No. 34 of June 24, 1994] [Extract]

（施行期日）

（Effective Date）

第一条 この省令は、公布の日から施行し、第一条の規定による改正後の雇用保険法施行規則（以下「新規則」という。）第百六条の規定及び第二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十九条の三の規定は、平成六年一月一日から適用する。

Article 1 This Ministerial Order comes into effect on the date of promulgation. The provisions of Article 106 of the Enforcement Regulations of the Employment Insurance Act, as amended by the provisions of Article 1 (referred to below as the "New Regulations"), and the provisions of Article 19-3 of the Enforcement

Regulations of the Act on Employment Security of Elderly Persons, as amended by the provisions of Article 2, apply from January 1, 1994.

附 則〔平成六年九月二九日労働省令第四二号〕

Supplementary Provisions [Order of the Ministry of Labour No. 42 of September 29, 1994]

この省令は、行政手続法（平成五年法律第八十八号）の施行の日（平成六年十月一日）から施行する。

This Ministerial Order comes into effect on the date the Administrative Procedure Act (Act No. 88 of 1993) comes into effect (October 1, 1994).

附 則〔平成六年一〇月二八日労働省令第四七号〕

Supplementary Provisions [Ministry of Labour Order No. 47 of October 28, 1994]

この省令は、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（平成六年法律第三十四号）の一部の施行の日（平成六年十一月一日）から施行する。

This Ministerial Order comes into effect on the date part of the Act Partially Amending the Act on Employment Security of Elderly Persons (Act No. 34 of 1994) comes into effect (November 1, 1994).

附 則〔平成七年一月二三日労働省令第一号〕〔抄〕

Supplementary Provisions [Order of the Ministry of Labour No. 1 of January 23, 1995] [Extract]

（施行期日）

（Effective Date）

第一条 この省令は、平成七年四月一日から施行する。

Article 1 This Ministerial Order comes into effect on April 1, 1995.

附 則〔平成七年三月三十一日労働省令第二四号〕

Supplementary Provisions [Ministry of Labour Order No. 24 of March 31, 1995]

この省令は、平成七年四月一日から施行する。ただし、目次の改正規定（「第五条」を「第四条の二」に改める部分に限る。）及び第二章中第五条の前に一条を加える改正規定は、平成十年四月一日から施行する。

This Ministerial Order comes into effect on April 1, 1995; provided, however, that the provisions amending the Table of Contents (limited to the part amending "Article 5" to "Article 4-2") and the provisions adding an Article before Article 5 in

Chapter II come into effect on April 1, 1998.

附 則〔平成八年三月二九日労働省令第一七号〕〔抄〕

Supplementary Provisions [Order of the Ministry of Labour No. 17 of March 29, 1996] [Extract]

(施行期日)

(Effective Date)

第一条 この省令は、平成八年四月一日から施行する。

Article 1 This Ministerial Order comes into effect on April 1, 1996.

(高年齢者等の雇用の安定等に関する法律施行規則の一部改正に伴う経過措置)

(Transitional Measures for the Partial Amendment of the Enforcement

Regulations of the Act on Employment Security of Elderly Persons)

第三条 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六条の十一の規定により読み替えて適用する新規則第一条第一項の一般労働者派遣事業許可申請書、新規則第三条の許可証再交付申請書、新規則第五条第一項の一般労働者派遣事業許可有効期間更新申請書、新規則第八条第一項の一般労働者派遣事業変更届出書及び一般労働者派遣事業変更届出書及び許可証書換申請書、新規則第十一条第一項の特定労働者派遣事業届出書並びに新規則第十四条第一項の特定労働者派遣事業変更届出書は、当分の間、なお改正前の高年齢者等の雇用の安定等に関する法律施行規則第六条の十一の規定により読み替えて適用す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就業条件の整備等に関する法律施行規則の相当様式によることができる。

Article 3 Until otherwise provided for by law, the written application for a license for a general worker dispatching service referred to in Article 1, paragraph (1) of the New Regulations, as applied by deemed replacement of terms pursuant to the provisions of Article 6-11 of the Enforcement Regulations of the Act on Employment Security of Elderly Persons after the amendment, the written application for reissuance of a license certificate referred to in Article 3 of the New Regulations, the written application for renewal of the validity period of a license for a general worker dispatching service referred to in Article 5, paragraph (1) of the New Regulations, the written notice of changes in a general worker dispatching service and the written application for rewriting a license certificate referred to in Article 8, paragraph (1) of the New Regulations, the written notice of a specified worker dispatching service referred to in Article 11, paragraph (1) of the New Regulations, and the written notice of changes in a specified worker dispatching service referred to in Article 14, paragraph (1) of the New Regulations may be prepared using the corresponding forms under the Enforcement Regulations of the Act for Securing the Proper Operation of Worker Dispatching Undertakings and Improved Working Conditions for Dispatched Workers, as applied by deemed replacement of terms pursuant to Article 6-11 of

the Enforcement Regulations of the Act on Employment Security of Elderly Persons before the amendment.

附 則〔平成八年四月一日労働省令第一八号〕〔抄〕

Supplementary Provisions [Order of the Ministry of Labour No. 18 of April 1, 1996] [Extract]

(施行期日)

(Effective Date)

第一条 この省令は、平成八年四月一日から施行する。

Article 1 This Ministerial Order comes into effect on April 1, 1996.

(高年齢者等の雇用の安定等に関する法律施行規則の一部改正に伴う経過措置)

(Transitional Measures for the Partial Amendment of the Enforcement

Regulations of the Act on Employment Security of Elderly Persons)

第二条 更生保護事業法の施行及びこれに伴う関係法律の整備等に関する法律第一条の規定による廃止前の更生緊急保護法（昭和二十五年法律第二百三号）第一条各号に掲げる者（次条において「対象者」という。）であつて、この省令の施行の日（次条において「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、第一条の規定による改正前の高年齢者等の雇用の安定等に関する法律施行規則第二条第二項の規定は、なおその効力を有する。

Article 2 The provisions of Article 2, paragraph (2) of the Enforcement Regulations of the Act on Employment Security of Elderly Persons before amendment by the provisions of Article 1 remain in force regarding any person listed in the items of Article 1 of the Act on Urgent Aftercare for Discharged Persons (Act No. 203 of 1950) before its repeal under the provisions of Article 1 of the Act on Enforcement of the Offenders Rehabilitation Services Act and the Accompanying Improvement of Related Laws (referred to as a "subject person" in the following Article), for whom the Director of a Probation Office has communicated with the chief of a public employment security office regarding employment placement before the date on which this Ministerial Order comes into effect (referred to as the "effective date" in the following Article).

附 則〔平成八年九月三〇日労働省令第三六号〕

Supplementary Provisions [Order of the Ministry of Labour No. 36 of September 30, 1996]

この省令は、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（平成八年法律第三十七号）の施行の日（平成八年十月一日）から施行する。

This Ministerial Order comes into effect on the date the Act Partially Amending the

Act on Employment Security of Elderly Persons (Act No. 37 of 1996) comes into effect (October 1, 1996).

附 則〔平成八年一二月一三日労働省令第三八号〕〔抄〕

Supplementary Provisions [Order of the Ministry of Labour No. 38 of December 13, 1996] [Extract]

(施行期日)

(Effective Date)

第一条 この省令は、平成八年十二月十六日から施行する。

Article 1 This Ministerial Order comes into effect on December 16, 1996.

附 則〔平成九年四月一日労働省令第二一号〕〔抄〕

Supplementary Provisions [Order of the Ministry of Labour No. 21 of April 1, 1997] [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 on the date of promulgation.

(高年齢者等の雇用の安定等に関する法律施行規則の一部改正に伴う経過措置)

(Transitional Measures for the Partial Amendment of the Enforcement

Regulations of the Act on Employment Security of Elderly Persons)

第三条 改正前の高年齢者等の雇用の安定等に関する法律施行規則第十九条の二、第十九条の三及び第四十九条の規定は、新規則附則第二条の規定によりなお従前の例によることとされている旧規則第百六条の高年齢者多数雇用奨励金の支給に関しては、なおその効力を有する。

Article 3 The provisions of Articles 19-2, 19-3, and 49 of the Enforcement Regulations of the Act on Employment Security of Elderly Persons before amendment remain in force regarding the payment of the incentive for the employment of a large number of elderly persons referred to in Article 106 of the Former Regulations, which continues to be governed by prior laws and regulations pursuant to the provisions of Article 2 of the Supplementary Provisions of the New Regulations.

附 則〔平成一〇年三月二六日労働省令第一四号〕

Supplementary Provisions [Ministry of Labour Order No. 14 of March 26, 1998]

この省令は、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附則第一条

第四号に掲げる規定の施行の日（平成十年四月一日）から施行する。

This Ministerial Order comes into effect on the date the provisions stated in Article 1, item (iv) of the Supplementary Provisions of the Act Partially Amending the Act on Employment Security of Elderly Persons come into effect (April 1, 1998).

附 則〔平成一〇年四月九日労働省令第二〇号〕〔抄〕

Supplementary Provisions [Order of the Ministry of Labour No. 20 of April 9, 1998] [Extract]

（施行期日等）

（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 on the date of promulgation.

附 則〔平成一〇年四月一〇日労働省令第二三号〕

Supplementary Provisions [Ministry of Labour Order No. 23 of April 10, 1998]

この省令は、公布の日から施行する。

This Ministerial Order comes into effect on the date of promulgation.

附 則〔平成一一年三月三十一日労働省令第二二号〕〔抄〕

Supplementary Provisions [Order of the Ministry of Labour No. 22 of March 31, 1999] [Extract]

（施行期日）

（Effective Date）

第一条 この省令は、平成十一年四月一日から施行する。

Article 1 This Ministerial Order comes into effect on April 1, 1999.

附 則〔平成一一年九月三〇日労働省令第三八号〕〔抄〕

Supplementary Provisions [Order of the Ministry of Labour No. 38 of September 30, 1999] [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。ただし、附則第三条から第八条までの規定は、法の一部の施行の日（平成十一年十月一日）から施行する。

Article 1 This Ministerial Order comes into effect on the date of promulgation; provided, however, that the provisions of Articles 3 to 8 of the Supplementary Provisions come into effect on the date the Act partially comes into effect (October

1, 1999).

附 則〔平成十一年十一月一七日労働省令第四四号〕〔抄〕

**Supplementary Provisions [Order of the Ministry of Labour No. 44 of
November 17, 1999] [Extract]**

1 この省令は、平成十一年十二月一日から施行する。

(1) This Ministerial Order comes into effect on December 1, 1999.

附 則〔平成十二年一月三十一日労働省令第二号〕〔抄〕

**Supplementary Provisions [Order of the Ministry of Labour No. 2 of
January 31, 2000] [Extract]**

(施行期日)

(Effective Date)

第一条 この省令は、平成十二年四月一日から施行する。

Article 1 This Ministerial Order comes into effect on April 1, 2000.

(処分、申請等に関する経過措置)

(Transitional Measures Concerning Dispositions and Applications)

第二条 地方分権の推進を図るための関係法律の整備等に関する法律（以下「地方分権推進整備法」という。）の施行前に改正前のそれぞれの法律若しくはこれに基づく政令の規定（これらの規定を準用する他の法律又はこれに基づく政令の規定を含む。以下同じ。）により都道府県労働基準局長若しくは都道府県知事が行つた許可等の処分その他の行為（以下「処分等の行為」という。）又は地方分権推進整備法の施行の際現に改正前のそれぞれの法律若しくはこれに基づく政令の規定により都道府県労働基準局長若しくは都道府県知事に対してされている許可等の申請その他の行為（以下「申請等の行為」という。）で、地方分権推進整備法の施行の日においてこれらの行為に係る行政事務を地方分権推進整備法による改正後のそれぞれの法律又はこれに基づく労働省令の規定（これらの規定を準用する他の法律又はこれに基づく労働省令の規定を含む。以下同じ。）により都道府県労働局長が行うこととなるものは、地方分権推進整備法の施行の日以後における改正後のそれぞれの法律又はこれに基づく労働省令の適用については、改正後のそれぞれの法律又はこれに基づく労働省令の相当規定により都道府県労働局長がした処分等の行為又は都道府県労働局長に対してされた申請等の行為とみなす。

Article 2 When applying the respective amended Acts, or the Orders of the Ministry of Labour based on these Acts, after the date of enforcement of the Act on the Improvement of Related Laws for Promoting Decentralization (referred to below as the "Decentralization Promotion Act"), dispositions such as permissions and other acts (referred to below as "dispositions and other acts") made by the director of the prefectural labor standards bureau or a prefectural governor pursuant to

the provisions of the respective Acts or Cabinet Orders before amendment (including provisions of other Acts or Orders applied mutatis mutandis; the same applies below), or applications for permissions and other acts (referred to below as "applications and other acts") that have already been submitted to the director of the prefectural labor standards bureau or a prefectural governor pursuant to the provisions of the respective Acts or Cabinet Orders before amendment at the time of enforcement of the Decentralization Promotion Act, for which the administrative affairs are to be conducted by the director of the prefectural labor bureau pursuant to the amended provisions of the respective Acts or related Orders.

第三条 この省令の施行前に改正前のそれぞれの省令の規定によりされた処分等の行為又はこの省令の施行の際現に改正前のそれぞれの省令の規定によりされている申請等の行為で、この省令の施行の日においてこれらの行為に係る行政事務を行うべき者が異なることとなるものは、この省令の施行の日以後における改正後のそれぞれの省令の適用については、改正後のそれぞれの省令の相当規定によりされた処分等の行為又は申請等の行為とみなす。

Article 3 For the purpose of applying the respective Ministerial Orders after amendment on and after the date this Ministerial Order comes into effect, any disposition or other act made pursuant to the respective Ministerial Orders before amendment before this Ministerial Order comes into effect, or any application or other act made pursuant to the respective Ministerial Orders that is pending at the time this Ministerial Order comes into effect, for which the person responsible for the relevant administrative affairs changes on that date, is considered to have been made pursuant to the corresponding provisions of the respective Ministerial Orders after amendment.

第四条 この省令の施行前に改正前のそれぞれの省令の規定により国又は地方公共団体の機関又は職員に対して報告、届出、提出その他の手続をしなければならない事項で、この省令の施行の日前にその手続がされていないものについては、これを改正後のそれぞれの省令の相当規定により国又は地方公共団体の相当の機関又は職員に対して報告、届出、提出をしなければならない事項についてその手続がされていないものとみなして、この省令による改正後のそれぞれの省令の規定を適用する。

Article 4 If, before the enforcement of this Ministerial Order, a report, notification, submission, or other procedure was required pursuant to the provisions of the respective Ministerial Orders before amendment, and the procedure has not yet been carried out by the date of enforcement, then, for the purposes of applying the amended provisions of the respective Ministerial Orders, the procedure is deemed not to have been made to the corresponding entity or personnel of the State or local government.

附 則〔平成一二年三月三十一日労働省令第一五号〕〔抄〕

Supplementary Provisions [Order of the Ministry of Labour No. 15 of March 31, 2000] [Extract]

(施行期日)

(Effective Date)

第一条 この省令は、平成十二年四月一日から施行する。

Article 1 This Ministerial Order comes into effect on April 1, 2000.

附 則〔平成一二年八月二五日労働省令第三五号〕

Supplementary Provisions [Order of the Ministry of Labour No. 35 of August 25, 2000]

(施行期日)

(Effective Date)

第一条 この省令は、平成十二年十月一日から施行する。

Article 1 This Ministerial Order comes into effect on October 1, 2000.

(経過措置)

(Transitional Measures)

第二条 この省令の施行の日前に第一条の規定による改正前の高年齢者等の雇用の安定等に関する法律施行規則第六条の六の規定により再就職援助計画の作成の要請を受けた事業主に係る再就職援助計画の作成及び提出については、なお従前の例による。

Article 2 Prior laws and regulations continue to apply to the preparation and submission of a re-employment support plan by an employer who received a request for its preparation before the date of enforcement of this Ministerial Order, pursuant to the provisions of Article 6-6 of the Enforcement Regulations of the Act on Employment Security of Elderly Persons before amendment by the provisions of Article 1.

附 則〔平成一二年一〇月三十一日労働省令第四一号〕〔抄〕

Supplementary Provisions [Order of the Ministry of Labour No. 41 of October 31, 2000] [Extract]

(施行期日)

(Effective Date)

第一条 この省令は、内閣法の一部を改正する法律（平成十一年法律第八十八号）の施行の日（平成十三年一月六日）から施行する。

Article 1 This Ministerial Order comes into effect on the date the Act Partially Amending the Cabinet Act (Act No. 88 of 1999) comes into effect (January 6, 2001).

(様式に関する経過措置)

(Transitional Measures Concerning Forms)

第六条 この省令の施行の際現に提出され又は交付されているこの省令による改正前のそれぞれの省令に定める様式による申請書等は、この省令による改正後のそれぞれの省令に定める相当様式による申請書等とみなす。

Article 6 A written application, etc. that has been submitted or delivered in the form specified by the respective Ministerial Orders before their amendment by this Ministerial Order at the time this Ministerial Order comes into effect is considered to be a written application, etc. in the corresponding form specified by the respective Ministerial Orders, after amendment.

第七条 この省令の施行の際現に存するこの省令による改正前のそれぞれの省令に定める様式による申請書等の用紙は、当分の間、必要な改定をした上、使用することができる。

Article 7 forms of a written applications, etc. prepared according to the formats specified by the respective Ministerial Orders before their amendment by this Ministerial Order that exist at the time this Ministerial Order comes into effect may continue to be used, after making any necessary revisions, until otherwise provided for by law.

附 則〔平成一三年四月二日厚生労働省令第一一六号〕

Supplementary Provisions [Order of the Ministry of Health, Labour and Welfare No. 116 of April 2, 2001]

この省令は、公布の日から施行する。

This Ministerial Order comes into effect on the date of promulgation.

附 則〔平成一三年六月八日厚生労働省令第一二九号〕〔抄〕

Supplementary Provisions [Order of the Ministry of Health, Labour and Welfare No. 129 of June 8, 2001] [Extract]

(施行期日)

(Effective Date)

第一条 この省令は、平成十三年六月三十日から施行する。

Article 1 This Ministerial Order comes into effect on June 30, 2001.

(経過措置)

(Transitional Measures)

第二条

Article 2

2 第五条の規定による改正前の高年齢者等の雇用の安定等に関する法律施行規則第七條第二項の規定は、前項に規定する者に関して、かつ、これらの者がそれぞれ発給を受けた手帳がその効力を有する間又はその効力を失った日から一年を経過するまでの間においてのみ、その効力を有する。

(2) The provisions of Article 7, paragraph (2) of the Regulation for Enforcement of the Act on Employment Security of Elderly Persons before amendment by the provisions of Article 5 apply only to the persons prescribed in the preceding paragraph, and only during the period in which the pocketbook issued to each of those persons remains effective or until one year has elapsed from the day on which it ceased to be effective.

附 則〔平成一三年九月一二日厚生労働省令第一八九号〕〔抄〕

Supplementary Provisions [Order of the Ministry of Health, Labour and Welfare No. 189 of September 12, 2001] [Extract]

(施行期日)

(Effective Date)

第一条 この省令は、平成十三年十月一日から施行する。

Article 1 This Ministerial Order comes into effect on October 1, 2001.

附 則〔平成一三年十一月三〇日厚生労働省令第二一七号〕

Supplementary Provisions [Order of the Ministry of Health, Labour and Welfare No. 217 of November 30, 2001]

この省令は、平成十三年十二月一日から施行する。

This Ministerial Order comes into effect on December 1, 2001.

附 則〔平成一四年三月二六日厚生労働省令第三九号〕

Supplementary Provisions [Order of the Ministry of Health, Labour and Welfare No. 39 of March 26, 2002]

(施行期日)

(Effective Date)

第一条 この省令は、平成十四年三月三十一日から施行する。

Article 1 This Ministerial Order comes into effect on March 31, 2002.

(経過措置)

(Transitional Measures)

第二条 第一条の規定による廃止前の炭鉱労働者等の雇用の安定等に関する臨時措置法施行規則（以下「旧炭鉱労働者法施行規則」という。）第一章の二及び第二章の規定並びに第四章（炭鉱離職者（石炭鉱業の構造調整の完了等に伴う関係法律の整備等に

関する法律（以下「整備法」という。）第二条の規定による廃止前の炭鉱労働者等の雇用の安定等に関する臨時措置法（昭和三十四年法律第百九十九号。以下「旧炭鉱労働者法」という。）第二条第二項に規定する炭鉱離職者をいう。以下同じ。）に係る部分に限る。）の規定、第二条の規定による改正前の雇用対策法施行規則第一条第一項第三号、第二項、第八項及び第十項から第十三項まで、第二条第二項第六号及び第八号、第三項並びに第五項、第三条第一項第五号並びに第七条第三項から第五項までの規定、第四条の規定による改正前の高年齢者等の雇用の安定等に関する法律施行規則第七条第二項第四号の規定並びに第五条の規定による改正前の雇用保険法施行規則第八十三条第四項第二号、第百二条の三第一項第二号イ、第百六条第五項第一号、第百十条第二項第一号イ（８）、第百十九条第十二項（炭鉱離職者に係る部分に限る。）及び第十四項並びに附則第十六条の規定は、この省令の施行の日前に旧炭鉱労働者法第八条第一項、第九条第一項又は第九条の二第一項若しくは第二項の規定に該当した者に関して、かつ、これらの者がそれぞれ発給を受けた手帳（旧炭鉱労働者法第八条第一項に規定する手帳をいう。）がその効力を有する間においてのみ、その効力を有するものとする。

Article 2 The provisions of Chapter I-2 and Chapter II of the Regulation for Enforcement of the Act on Temporary Measures Concerning Stabilization of Employment of Coal Mine Workers before the repeal under Article 1 (referred to below as the "Former Regulations for Enforcement of the Coal Mine Workers Act") and the provisions of Chapter IV (limited to the parts concerning coal mine workers who have left employment (meaning coal mine workers who have left employment as prescribed in Article 2, paragraph (2) of the Act on Temporary Measures Concerning Stabilization of Employment of Coal Mine Workers (Act No. 199 of 1959; referred to below as the "Former Coal Mine Workers Act") before repeal under Article 2 of the Act on the Arrangement of Related Acts Incidental to Completion of the Structural Adjustment of the Coal Mining Industry (referred to below as the "Arrangement Act"); the same applies below)), the provisions of Article 1, paragraph (1), item (iii); paragraph (2); paragraph (8); and paragraphs (10) through (13), Article 2, paragraph (2), items (vi) and (viii), paragraphs (3) and (5), Article 3, paragraph (1), item (v), and Article 7, paragraphs (3) through (5) of the Regulation for Enforcement of the Employment Measures Act before amendment by Article 2; the provisions of Article 7, paragraph (2), item (iv) of the Regulation for Enforcement of the Act on Employment Security of Elderly Persons before amendment by Article 4; the provisions of Article 83, paragraph (4), item (ii), Article 102-3, paragraph (1), item (ii), (a), Article 106, paragraph (5), item (i), Article 110, paragraph (2), item (i), (a), 8., Article 119, paragraphs (12) (limited to the part concerning coal mine retirees) and (14) of the Regulation for Enforcement of the Employment Insurance Act before amendment by Article 5; and the provisions of Article 16 of the Supplementary Provisions, are to apply only to persons who fell under the provisions of Article 8, paragraph (1), Article 9, paragraph (1), or Article 9-2, paragraph (1) or (2) of the Former Coal Mine

Workers Act before the enforcement date of this Ministerial Ordinance, and only for as long as the pocketbooks issued to those persons (meaning the pocketbooks prescribed in Article 8, paragraph (1) of the Former Coal Mine Workers Act) remain in effect.

附 則〔平成一四年三月三十一日厚生労働省令第五五号〕

Supplementary Provisions [Order of the Ministry of Health, Labour and Welfare No. 55 of March 31, 2002]

- 1 この省令は、沖縄振興特別措置法の施行の日（平成十四年四月一日）から施行する。
- (1) This Ministerial Order comes into effect on the date the Act on Special Measures for the Promotion and Development of Okinawa comes into effect (April 1, 2002).
- 2 この省令による改正前の雇用対策法施行規則第一条第一項第三号及び第六条第一項第二号の規定、高年齢者等の雇用の安定等に関する法律施行規則第七条第二項第五号の規定並びに雇用保険法施行規則第八十三条第四項第二号及び第一百十条第二項第一号イ（８）の規定は、失効前の沖縄振興開発特別措置法（昭和四十六年法律第百三十一号）第四十一条第一項の規定による沖縄失業者求職手帳の発給を受けた者については、なおその効力を有する。
- (2) The provisions of Article 1, paragraph (1), item (iii) and Article 6, paragraph (1), item (ii) of the Regulation for Enforcement of the Employment Measures Act before the amendment by this Ministerial Order, the provisions of Article 7, paragraph (2), item (v) of the Regulation for Enforcement of the Act on Employment Security of Elderly Persons, and the provisions of Article 83, paragraph (4), item (ii) and Article 110, paragraph (2), item (i), (a), 8. of the Regulation for Enforcement of the Employment Insurance Act remain in force regarding a person who has received a job application pocketbook for Okinawan unemployed persons under Article 41, paragraph (1) of the Act on Special Measures for the Promotion and Development of Okinawa (Act No. 131 of 1971) before its expiration.

附 則〔平成一四年四月一日厚生労働省令第六二号〕〔抄〕

Supplementary Provisions [Order of the Ministry of Health, Labour and Welfare No. 62 of April 1, 2002] [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 on the date of promulgation.

附 則〔平成一四年十一月二九日厚生労働省令第一五四号〕〔抄〕

**Supplementary Provisions [Order of the Ministry of Health, Labour and
Welfare No. 154 of November 29, 2002] [Extract]**

(施行期日)

(Effective Date)

第一条 この省令は、平成十四年十二月十六日から施行する。

Article 1 This Ministerial Order comes into effect on December 16, 2002.

附 則〔平成一五年二月三日厚生労働省令第八号〕〔抄〕

**Supplementary Provisions [Order of the Ministry of Health, Labour and
Welfare No. 8 of February 3, 2003] [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 on the date of promulgation.

附 則〔平成一五年四月一日厚生労働省令第七四号〕〔抄〕

**Supplementary Provisions [Order of the Ministry of Health, Labour and
Welfare No. 74 of April 1, 2003] [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 on the date of promulgation.

附 則〔平成一五年九月三〇日厚生労働省令第一四五号〕

**Supplementary Provisions [Order of the Ministry of Health, Labour and
Welfare No. 145 of September 30, 2003]**

この省令は、平成十五年十月一日から施行する。

This Ministerial Order comes into effect on October 1, 2003.

附 則〔平成一六年三月二九日厚生労働省令第五三号〕〔抄〕

**Supplementary Provisions [Order of the Ministry of Health, Labour and
Welfare No. 53 of March 29, 2004] [Extract]**

1 この省令は、公布の日から施行する。

(1) This Ministerial Order comes into effect on the date of promulgation.

附 則〔平成一六年十一月四日厚生労働省令第一五四号〕〔抄〕

**Supplementary Provisions [Order of the Ministry of Health, Labour and
Welfare No. 154 of November 4, 2004] [Extract]**

(施行期日)

(Effective Date)

第一条 この省令は、平成十六年十二月一日から施行する。

Article 1 This Ministerial Order comes into effect on December 1, 2004.

(高年齢者等の雇用の安定等に関する法律施行規則の一部改正に伴う経過措置)

(Transitional Measures for the Partial Amendment of the Enforcement

Regulations of the Act on Employment Security of Elderly Persons)

第二条 この省令の施行の日（以下「施行日」という。）前に第一条の規定による改正前の高年齢者等の雇用の安定等に関する法律施行規則第六条の三の規定により再就職援助計画の作成の要請を受けた事業主に係る再就職援助計画の作成及び提出については、なお従前の例による。

Article 2 (1) Prior laws and regulations continue to apply to the preparation and submission of a re-employment support plan by an employer who received a request for such preparation before the date on which this Ministerial Order comes into effect (referred to below as the "effective date"), pursuant to the provisions of Article 6-3 of the Enforcement Regulations of the Act on Employment Security of Elderly Persons before amendment by the provisions of Article 1.

附 則〔平成一七年三月七日厚生労働省令第二五号〕〔抄〕

**Supplementary Provisions [Order of the Ministry of Health, Labour and
Welfare No. 25 of March 7, 2005] [Extract]**

(施行期日)

(Effective Date)

第一条 この省令は、不動産登記法の施行の日（平成十七年三月七日）から施行する。

Article 1 This Ministerial Order comes into effect on the date the Real Property Registration Act comes into effect (March 7, 2005).

附 則〔平成一七年四月一日厚生労働省令第八二号〕〔抄〕

**Supplementary Provisions [Order of the Ministry of Health, Labour and
Welfare No. 82 of April 1, 2005] [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 on the date of promulgation.

附 則〔平成一七年四月一日厚生労働省令第八三号〕

Supplementary Provisions [Order of the Ministry of Health, Labour and Welfare No. 83 of April 1, 2005]

(施行期日)

(Effective Date)

第一条 この省令は、平成十七年四月一日から施行する。

Article 1 This Ministerial Order comes into effect on April 1, 2005.

(経過措置)

(Transitional Measures)

第二条 この省令の施行の際現に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第二条の規定による改正前の高年齢者等の雇用の安定等に関する法律第三十二条第一項の規定により指定を受けている法人については、この省令による改正前の高年齢者等の雇用の安定等に関する法律施行規則第十九条から第二十三条までの規定は、この省令の施行後も、なおその効力を有する。

Article 2 The provisions of Articles 19 to 22 of the Enforcement Regulations of the Act on Employment Security of Elderly Persons, as they exist before amendment by this Ministerial Order, remain in force after this Ministerial Order comes into effect with respect to any corporation that, at the time this Ministerial Order comes into effect, has already been designated pursuant to the provisions of Article 32, paragraph (1) of the Act on Employment Security of Elderly Persons, as it existed before amendment by the provisions of Article 2 of the Act Partially Amending the Act on Employment Security of Elderly Persons.

附 則〔平成一八年三月二四日厚生労働省令第四七号〕

Supplementary Provisions [Order of the Ministry of Health, Labour and Welfare No. 47 of March 24, 2006]

この省令は、平成十八年四月一日から施行する。

This Ministerial Order comes into effect on April 1, 2006.

附 則〔平成二〇年十一月二八日厚生労働省令第一六三号〕〔抄〕

Supplementary Provisions [Order of the Ministry of Health, Labour and Welfare No. 163 of November 28, 2008] [Extract]

(施行期日)

(Effective Date)

第一条 この省令は、一般社団法人及び一般財団法人に関する法律の施行の日（平成二十年十二月一日）から施行する。

Article 1 This Ministerial Order comes into effect on the date the Act on General Incorporated Associations and General Incorporated Foundations comes into effect (December 1, 2008).

附 則〔平成二一年三月三十一日厚生労働省令第九七号〕

Supplementary Provisions [Order of the Ministry of Health, Labour and Welfare No. 97 of March 31, 2009]

この省令は、平成二十一年四月一日から施行し、この省令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第二号の規定は、平成十九年十二月一日から適用する。

This Ministerial Order comes into effect on April 1, 2009, and the provisions of Article 3, paragraph (2), item (ii) of the Enforcement Regulations of the Act on Employment Security of Elderly Persons, as amended by this Ministerial Order, apply from December 1, 2007.

附 則〔平成二二年四月一日厚生労働省令第五六号〕

Supplementary Provisions [Order of the Ministry of Health, Labour and Welfare No. 56 of April 1, 2010]

この省令は、公布の日から施行する。

This Ministerial Order comes into effect on the date of promulgation.

附 則〔平成二三年六月一〇日厚生労働省令第六九号〕〔抄〕

Supplementary Provisions [Order of the Ministry of Health, Labour and Welfare No. 69 of June 10, 2011] [Extract]

(施行期日)

(Effective Date)

第一条 この省令は、平成二十三年十月一日から施行する。

Article 1 This Ministerial Order comes into effect on October 1, 2011.

附 則〔平成二四年八月一〇日厚生労働省令第一一四号〕〔抄〕

Supplementary Provisions [Order of the Ministry of Health, Labour and Welfare No. 114 of August 10, 2012] [Extract]

(施行期日)

(Effective Date)

第一条 この省令は、労働者派遣事業の適正な運営の確保及び派遣労働者の就業条件の整備等に関する法律等の一部を改正する法律の施行の日（平成二十四年十月一日）から施行する。

Article 1 This Ministerial Order comes into effect on the date the Act Partially Amending the Act for Securing the Proper Operation of Worker Dispatching Undertakings and Improved Working Conditions for Dispatched Workers is enforced (October 1, 2012).

附 則〔平成二四年一一月九日厚生労働省令第一五四号〕

Supplementary Provisions [Order of the Ministry of Health, Labour and Welfare No. 154 of November 9, 2012]

この省令は、平成二十五年四月一日から施行する。

This Ministerial Order comes into effect on April 1, 2013.

附 則〔平成二七年九月二九日厚生労働省令第一四九号〕〔抄〕

Supplementary Provisions [Order of the Ministry of Health, Labour and Welfare No. 149 of September 29, 2015] [Extract]

(施行期日)

(Effective Date)

第一条 この省令は、平成二十七年九月三十日から施行する。

Article 1 This Ministerial Order comes into effect on September 30, 2015.

附 則〔平成二八年三月三十一日厚生労働省令第七三号〕〔抄〕

Supplementary Provisions [Order of the Ministry of Health, Labour and Welfare No. 73 of March 31, 2016] [Extract]

(施行期日)

(Effective Date)

第一条 この省令は、平成二十八年四月一日から施行する。

Article 1 This Ministerial Order comes into effect on April 1, 2016.

附 則〔平成二八年四月七日厚生労働省令第八九号〕

Supplementary Provisions [Order of the Ministry of Health, Labour and Welfare No. 89 of April 7, 2016]

この省令は、公布の日から施行する。

This Ministerial Order comes into effect on the date of promulgation.

附 則〔平成三〇年四月一〇日厚生労働省令第六〇号〕

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 on the date of promulgation.

附 則〔平成三〇年七月六日厚生労働省令第八三号〕〔抄〕

Supplementary Provisions [Order of the Ministry of Health, Labour and Welfare No. 83 of July 6, 2018] [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 on the date the provisions listed in Article 1, item (i) of the Supplementary Provisions of the Act on the Arrangement of Related Acts for Promoting Work Style Reform (Act No. 71 of 2018) are enforced.

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]

(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 on 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 were used in accordance with the formats specified by the respective Ministerial Orders before amendment by this Ministerial Order (referred to as the "old format" in the following paragraph) are deemed to comply with the formats specified by the respective Ministerial Orders as amended 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 modifying them to an extent considered reasonably necessary, until otherwise provided for by law.

附 則〔令和二年三月三十一日厚生労働省令第七八号〕〔抄〕

**Supplementary Provisions [Order of the Ministry of Health, Labour and
Welfare No. 78 of March 31, 2020] [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 on April 1, 2020.

附 則〔令和二年五月二九日厚生労働省令第一〇六号〕

**Supplementary Provisions [Order of the Ministry of Health, Labour and
Welfare No. 106 of May 29, 2020]**

この省令は、公布の日から施行する。

This Ministerial Order comes into effect on the date of promulgation.

附 則〔令和二年一〇月三〇日厚生労働省令第一八〇号〕

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

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 on the date 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) are enforced.

附 則〔令和二年一二月二五日厚生労働省令第二〇八号〕〔抄〕

**Supplementary Provisions [Order of the Ministry of Health, Labour and
Welfare No. 208 of December 25, 2020] [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 on 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 in use at the time this Ministerial Order comes into effect
that follow the format before amendment by this Ministerial Order (referred to as

the "old format" in the following paragraph) are considered to follow the format after amendment 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 this Ministerial Order comes into effect may continue to be used after making any necessary adjustments, until otherwise provided for by law.

附 則〔令和三年三月二三日厚生労働省令第五七号〕

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 on the date of promulgation.

附 則〔令和四年三月一日厚生労働省令第二八号〕

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 on April 1, 2023.

附 則〔令和四年四月一日厚生労働省令第七四号〕

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 on 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 on the date of promulgation.

附 則〔令和五年四月七日厚生労働省令第六八号〕〔抄〕

Supplementary Provisions [Order of the Ministry of Health, Labour and Welfare No. 68 of April 7, 2023] [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 on the date the Act on Support for Women Facing Difficult Problems (referred to below as the "Act") is enforced (April 1, 2024).

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 person under 65 years of age 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) before amendment by the Act, and for whom the director of a probation office has communicated with the chief of the public employment security office regarding employment placement before 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 with particular difficulty in finding employment, as provided for in Article 3, paragraph (2) of the Enforcement Regulations of the Act on Employment Security of Elderly Persons after amendment by the provisions of Article 9 of the Act.

附 則〔令和五年一二月二六日厚生労働省令第一六一号〕

Supplementary Provisions [Order of the Ministry of Health, Labour and Welfare No. 161 of December 26, 2023]

この省令は、公布の日から施行する。

This Ministerial Order comes into effect on the date of promulgation.

附 則〔令和五年一二月二七日厚生労働省令第一六五号〕

Supplementary Provisions [Order of the Ministry of Health, Labour and Welfare No. 165 of December 27, 2023]

この省令は、公布の日から施行する。

This Ministerial Order comes into effect on the date of promulgation.

附 則〔令和六年一〇月二八日厚生労働省令第一四四号〕〔抄〕

Supplementary Provisions [Order of the Ministry of Health, Labour and Welfare No. 144 of October 28, 2024] [Extract]

(施行期日)

(Effective Date)

第一条 この省令は、子ども・子育て支援法等の一部を改正する法律（令和六年法律第四十七号）附則第一条第四号に掲げる規定の施行の日（令和七年四月一日）から施行する。

Article 1 This Ministerial Order comes into effect on the date the provisions listed in Article 1, item (iv) of the Supplementary Provisions of the Act Partially Amending the Child and Child-Rearing Support Act (Act No. 47 of 2024) come into effect (April 1, 2025).

様式第 1 号（第 6 条の 2 関係）

Form 1 (Re: Art. 6-2)

様式第 2 号（第 33 条関係）

Form 2 (Re: Art. 33)