

# Outline of the Act Partially Amending the Employment Insurance Act

## Amendment Objective

In order to build an employment “safety net” that effectively supports diverse work styles and reinforces investment in people, this Act will take measures such as expanding employment insurance coverage\*, improving educational training and re-skilling support, and ensuring stable financial management of childcare leave benefits.

\* Unemployment insurance is referred to as "employment insurance" in Japanese.

## Amendment Outline

### **1. Expanding employment insurance coverage** [covered by Employment Insurance Act; Act on Employment Support for Specified Job Seekers by Implementation of Vocational Training]

- This Act will expand the necessary conditions for employment insurance coverage for the insured by lowering the minimum weekly required workhours from “20 hours or more” to “10 hours or more” (\*1).

\*1 With this, those insured under employment insurance and those who now qualify for the benefits will still be covered by the Support System for Job Seekers.

### **2. Improving educational training and re-skilling support** [covered by Employment Insurance Act; Act on Special Accounts ]

- ① If those who have resigned from positions, for personal reasons, receive any occupational training to gain stable employment or accelerate their job search of their own volition, then they will be eligible to receive a base allowance from employment insurance without restrictions. (\*2)

\*2 Those who have resigned from positions, due to personal reasons, are not eligible to receive temporary benefits for 2 months, in general, but this will be reduced to 1 month (Notification).

- ② Regarding educational training benefits, the benefit rate paid by employment insurance will be raised from a maximum of 70% up to 80% of the course costs in order to fortify incentives to raise the training results (\*3)

\*3 Establishing an additional bonus (10%) based on requirements such as increasing wages through educational training courses and obtaining certifications (Ministerial Order).

- ③ This Act will establish a new benefit that is equivalent to the base allowance so that the insured may remain financially sustained if they take leave for educational training, while employed, to develop their career potential of their own volition.

### **3. Ensuring stable financial management of childcare leave benefits** [covered by Employment Insurance Act; Act on the Collection of Labor Insurance Premiums]

- ① This Act will abolish the temporary measures (\*4) to reduce the national treasury’s share of childcare leave benefit costs.

\*4 Originally, 1/8 of benefit costs, but set at 1/80 as a temporary measure.

- ② This Act will raise the premium rate for childcare leave benefits (0.4%→0.5%) while allowing it to be lowered (0.5%→0.4%) depending on the state of insurance finances (\*5).

\*5 In accordance with ①・②, while the current premium rate will remain at 0.4%, the actual rate will be flexibly adjusted according to the state of insurance finances, in preparation for future deterioration.

### **4. Other employment insurance system revisions** [covered by Employment Insurance Act]

- This Act will reduce the benefit rate for educational training support benefits (from 80%→60% of the base allowance) and maintain this temporary measure until the end of FY2026, maintain temporary measures such as reducing the national treasury’s share of nursing care leave benefit costs until the end of FY2026, and implement the necessary revisions for employment promotion allowance, and other measures.

## Effective Date

April 1, 2025 (However, 3 ① and part of 4 will be effective on the date of promulgation, 2 ② will be effective as of October 1, 2024, 2 ③ as of October 1, 2025, and 1 as of October 1, 2028)

# 雇用保険法等の一部を改正する法律の概要

## 改正の趣旨

多様な働き方を効果的に支える雇用のセーフティネットの構築、「人への投資」の強化等のため、雇用保険の対象拡大、教育訓練やり・スキリング支援の充実、育児休業給付に係る安定的な財政運営の確保等の措置を講ずる。

## 改正の概要

### 1. 雇用保険の適用拡大【雇用保険法、職業訓練の実施等による特定求職者の就職の支援に関する法律】

○ 雇用保険の被保険者の要件のうち、週所定労働時間を「20時間以上」から「10時間以上」に変更し、適用対象を拡大する（※1）。

※1 これにより雇用保険の被保険者及び受給資格者となる者については、求職者支援制度の支援対象から除外しない。

### 2. 教育訓練やり・スキリング支援の充実【雇用保険法、特別会計に関する法律】

① 自己都合で退職した者が、雇用の安定・就職の促進に必要な職業に関する教育訓練等を自ら受けた場合には、給付制限をせず、雇用保険の基本手当を受給できるようにする（※2）。

※2 自己都合で退職した者については、給付制限期間を原則2か月としているが、1か月に短縮する（通達）。

② 教育訓練給付金について、訓練効果を高めるためのインセンティブ強化のため、雇用保険から支給される給付率を受講費用の最大70%から80%に引き上げる（※3）。

※3 教育訓練受講による賃金増加や資格取得等を要件とした追加給付（10%）を新たに創設する（省令）。

③ 自発的な能力開発のため、被保険者が在職中に教育訓練のための休暇を取得した場合に、その期間中の生活を支えるため、基本手当に相当する新たな給付金を創設する。

### 3. 育児休業給付に係る安定的な財政運営の確保【雇用保険法、労働保険の保険料の徴収等に関する法律】

① 育児休業給付の国庫負担の引下げの暫定措置（※4）を廃止する。

※4 本来は給付費の1/8だが、暫定措置で1/80とされている。

② 育児休業給付の保険料率を引き上げつつ（0.4%→0.5%）、保険財政の状況に応じて引き下げ（0.5%→0.4%）られるようにする（※5）。

※5 ①・②により、当面の保険料率は現行の0.4%に据え置きつつ、今後の保険財政の悪化に備えて、実際の料率は保険財政の状況に応じて弾力的に調整。

### 4. その他雇用保険制度の見直し【雇用保険法】

○ 教育訓練支援給付金の給付率の引下げ（基本手当の80%→60%）及びその暫定措置の令和8年度末までの継続、介護休業給付に係る国庫負担引下げ等の暫定措置の令和8年度末までの継続、就業促進手当の所要の見直し等を実施する。

等

## 施行期日

令和7年4月1日（ただし、3①及び4の一部は公布日、2②は令和6年10月1日、2③は令和7年10月1日、1は令和10年10月1日）