

# Amendment of Labor Related Laws in April 2013

Several labor related laws are expected to be amended in April 2013. The laws to be amended are summarized as follows.

## <<April>>

- **Labor Standard Law**
  - ① An employer should state renewal criteria of Fixed-term Labor contract in the employment agreement, if the contract retains the potential to be renewed.
- **Labor Contract Act**
  - ① Conversion of “fixed term employment contract” to “contract of employment without term”  
In the case that the fixed term employment contract is renewed for a further 5 years over again, the employer has to convert to “the contract of employment without term” upon the employee’s request.
  - ② Prohibition against illogical labor condition due to fixed term employment contract  
In the case that working conditions for employees with fixed terms are different from ones for employees without terms. This difference must not be illogical.
- **Employment Insurance Law**
  - ① Employment insurance premium rate will be left unchanged (1.35%).
- **Employment Security Law For The Aged Employees**
  - ① Employer must not confine eligible older persons who are subject to the continuous employment system based on labor-management agreement.
  - ② The range of companies that employ eligible older persons who are subject to the continuous employment system will be broadened.
  - ③ If the employer will violate the duty to this law, the Minister of Health, Labor and Welfare may make a public announcement of such violation.
- **Handicapped Persons’ Employment Promotion Act**
  - ① Legal rate of employment for Handicapped persons will be raised as follows.

	Legal rate of employment	
	currently	Since 1-Apr 2013
Private company	1.8%	2.0%
Government & local government	2.1%	2.3%
Board of education of the prefecture	2.0%	2.2%

For future correspondence or any other queries, please contact us by email.

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