



Employment Insurance and Labor market policy in JAPAN

Jan.22 2020

JICA Labor Policy Advisor

Ministry of Health, Labor and Welfare JAPAN

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- Workflow of payment
- Status of unemployment
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- Prevention for fraudulence



1. Employment insurance

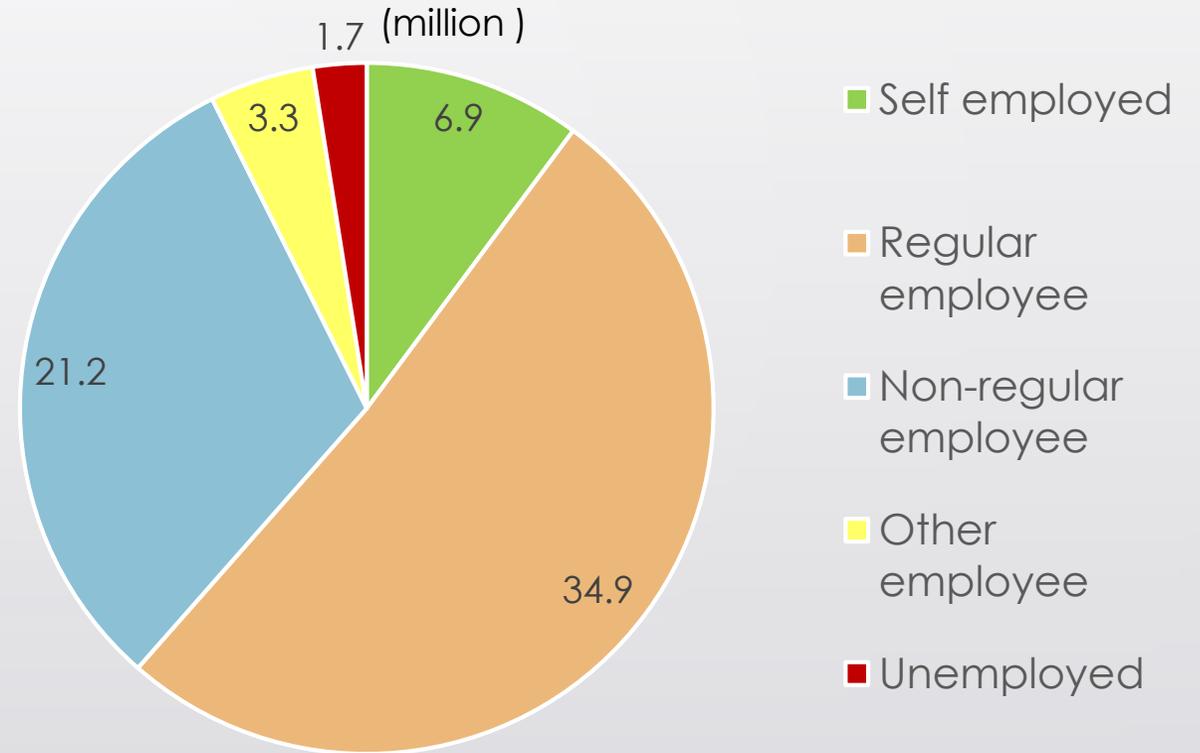
Employment outlook in Japan (2018)



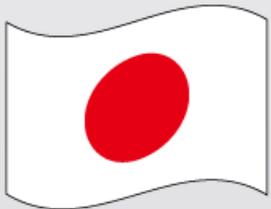
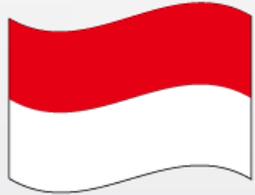
Population : 111 million (15 years old and over)



Labor force by employment status (2018)



Employment overview



Items	INDONESIA	JAPAN
Area	1,919 thousand km ²	378 thousand km ²
Total population(2019)	271 million	127 million
Increase rate of population (2015-2020 annual)	+1.14%	-0.24%
Working age Population(2018)	196 million	111 million
Labor force(2018)	136.2 million	66.6 million
Labor force of 15-24 years old(2018)	21.1 million	5.8 million
Unemployment(2018)	6.8 million	1.7 million
Non-labor force(2018)	60.3 million	42.6 million
Average Monthly earnings of employees (2018)	2,470,865 IDR	306,200 JPY

Social Security in Japan at a glance

Needs	Programs
<p data-bbox="112 354 313 401">Income</p> 	<p data-bbox="512 354 2397 534">Public pension insurance: The flat-rate universal pension (both formal and informal sectors) and the income-related employment-based pension (formal sector only) for old age, disability and survivor's benefit.</p> <p data-bbox="512 611 2288 658">Public assistance: Tax-based program for the low-income population</p>
<p data-bbox="112 761 453 1058">Curative and rehabilitative services, life-style disease screening</p> 	<p data-bbox="512 761 2423 996">Social health insurance: Insurance-based financing with substantial government subsidies. Contribution is income-related. Co-payment is 10-30% depending on age and income. Almost all curative and rehabilitative services as well as NCD screening are covered.</p> <p data-bbox="512 1105 2303 1152">Public assistance: Tax-based program for the low-income population.</p>

Social Security in Japan at a glance

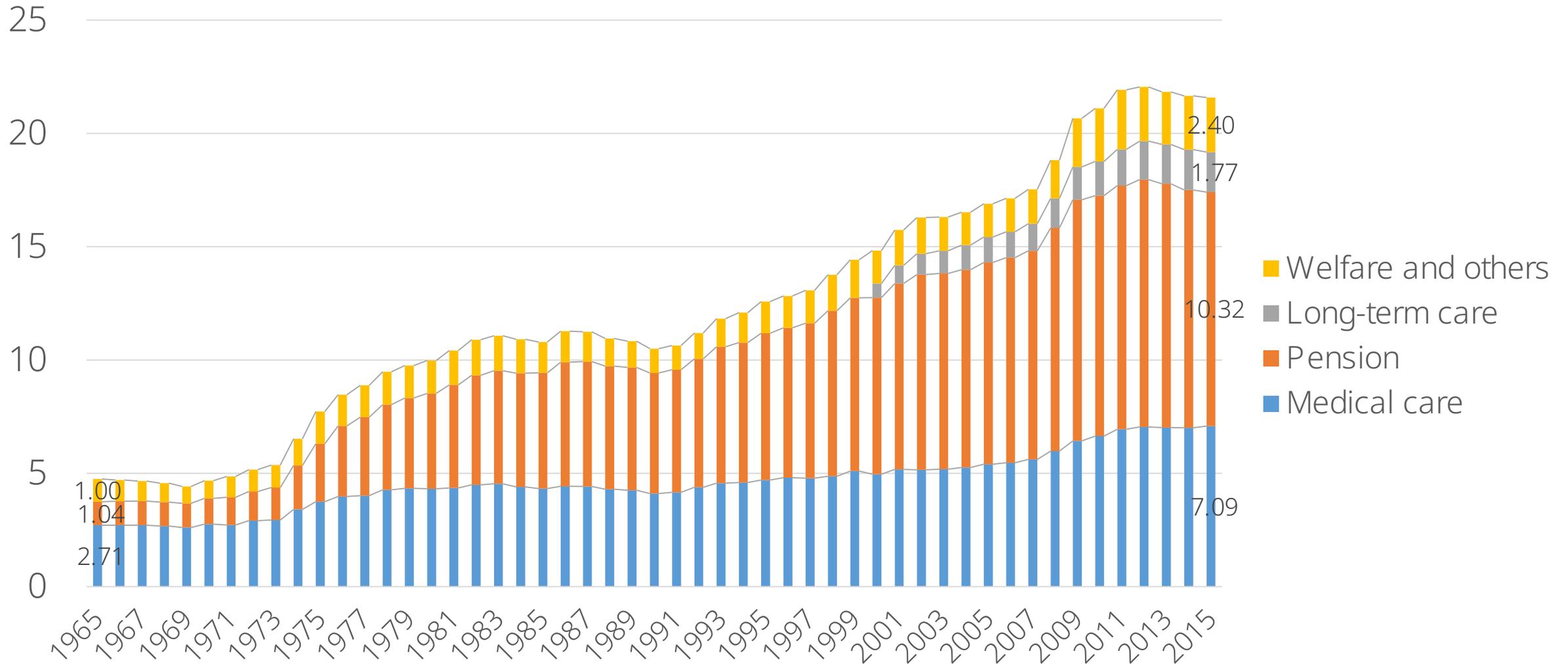
Needs	Programs
Long-term care 	<p>Long-term care insurance: Insurance-based financing with substantial government subsidies. All persons aged 65+ are covered. Income-related contribution is paid by persons aged 40+. User fee is 10-30% depending on income.</p>
Work injury compensation 	<p>Industrial accident compensation insurance: Insurance-based financing for medical care and compensation for work-related disease and injury. Contribution is paid by employers only.</p>
Unemployment benefit 	<p>Employment insurance: Insurance-based financing for unemployment benefit as well as skills development. Contribution is paid by employer and employee.</p>

Finance for Social Insurance in Japan

Type	Section	insurer	Total payment (trillion JPY 2017)	Fiscal burden		
				premium	Nation	Local
Pension	Base	Pension Agency	23.3	50%	50%	-
	Employee		32.1	100%	-	-
Health	Employee (SME)	Health Insurance Agency	5.8	83.6%	16.4%	-
	Employee (not SME)	Health Insurance Society	5.3	100%	-	-
	Not employee	Municipality	9.5	41%	50%	9%
	Elderly	Prefectural organization	14.8	50%	33.3%	16.7%
Long term care		Municipality	8.9	50%	25%	25%
Industrial accident		Nation	0.8	100%	-	-
employment		Nation	1.7	75%	25%	-

Social protection programs have been spending more share in GDP.

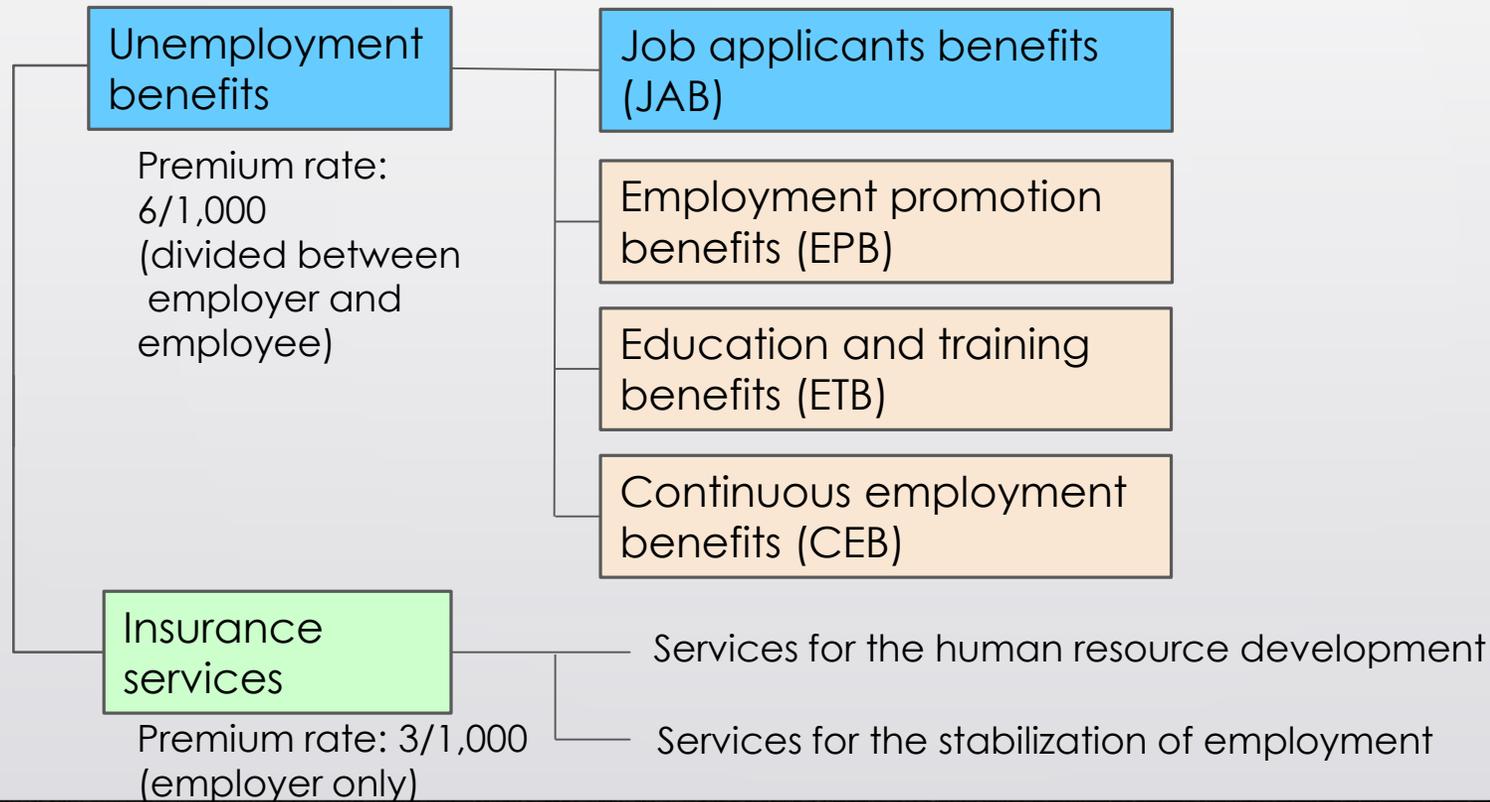
Social benefit expenditure FY 1965-2015 (as % in GDP)



Data: "The Financial Statistics of Social Security in Japan" National Institute of Population and Social Security Research

Employment Insurance overview

- Managed by the national government
- Applied compulsorily to any enterprise which employs more than one worker in principle
- Covered establishment: 2.2 million, insured worker: 43 million, beneficiaries: 730 thousand (2018)



~1940

Social interests to unemployment insurance increased and decreased.
1920s WW I and ILO → Discussion in the Parliament
1930s Great Recession → Mutual aid in some cities

1945~47

Hyper inflation and social uncertainty after WW II
Democratization in Japanese employment
→ **1947** Ministry of Labor
Several legislations including **Unemployment insurance law**

1970s

Economic structure: High growth → Stable growth
Policy stance: Passive to unemployment → Positive for employment
1974 Employment insurance law

1990s

Rapid Aging Society → Employment stability, Lifelong learning
More women into works → Work life balance
1994, 1998 Renewal of Employment insurance law

Coverage

Applicable enterprises

- Applied compulsorily to any enterprise which employs more than one worker

(Exception)

Small private enterprises in agriculture, forestry and fishery

Insured people

- All employee hired in the applicable enterprises

(Exception)

- Working *students*
- Employee for *central and local government*
- Normal *weekly* working hours are *less than 20 hours*
- Expected to be employed for *less than 31 days* by the same enterprise

Insured person qualification

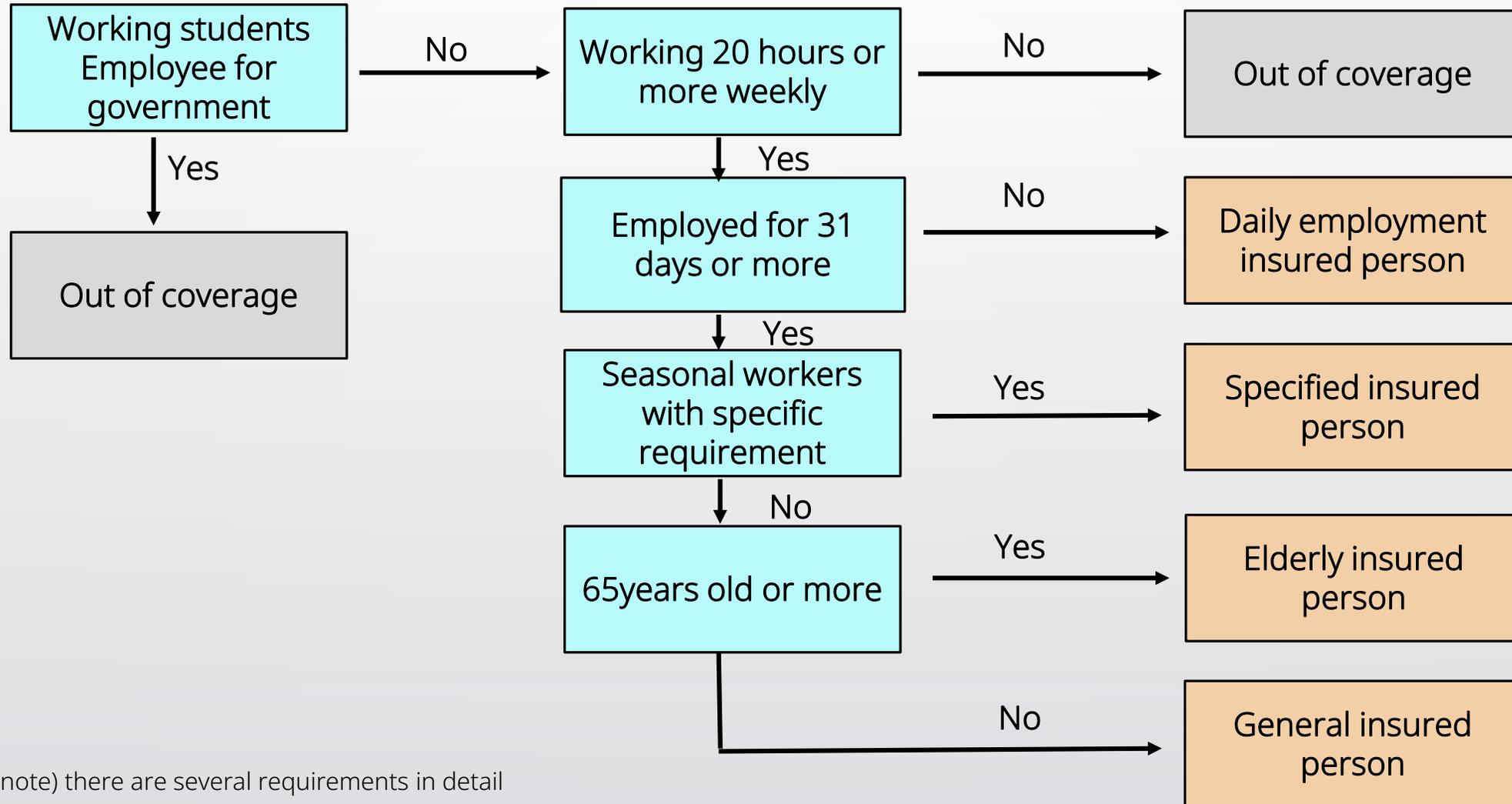
Type of qualification	Requirement	Benefit			
		JAB	EPB	ETB	ECB
General insured person	Insured person excluding below	○	○	○	○
Elderly insured person	Person at 65 years old and over	○	△	○	▲
Specified insured person	Seasonal workers* who work - over 4 months - 30 hours and more	○	△	×	×
Daily employment insured person	Person who is employed daily or for less than 30 days	○	△	×	×

*seasonal workers: workers repeating turnover in specific season

△ : Allowance for insured employment of the disabled recipients only is paid

▲ : Elderly benefit is not paid

Structure of Insured person qualification



(note) there are several requirements in detail

Contents of Benefits

- Job Applicant Benefits (General insured person)

Name	Requirement	Benefits
Basic allowance	State of unemployment Insured period of 12 months or more in previous 2 years, etc.	Daily amount of allowance × Payment duration of benefits
Skill Acquisition allowance	Qualified for Basic allowance Taking job training by the order of Hello-work	¥500 / training day (up to ¥20,000) Fee of commuting (up to ¥42,500 monthly)
Lodging allowance	Qualified for Skill Acquisition allowance Lodging separately from the family	¥10,700 / month
Sickness and Injury allowance	Qualified for Basic allowance Sickness or injuries for over 15 days	As same amount as Basic benefits

Qualification for Basic allowance



Minimum insured period

⇒ 6 months' contribution in the past 12 months

for involuntary job leaver

(Unemployed as a result of bankruptsy, dismissal, etc.)

and disabled people

⇒ 12 months' contribution in the past 24 months

for voluntary job leaver

<1 month = 11 or more workingdays>

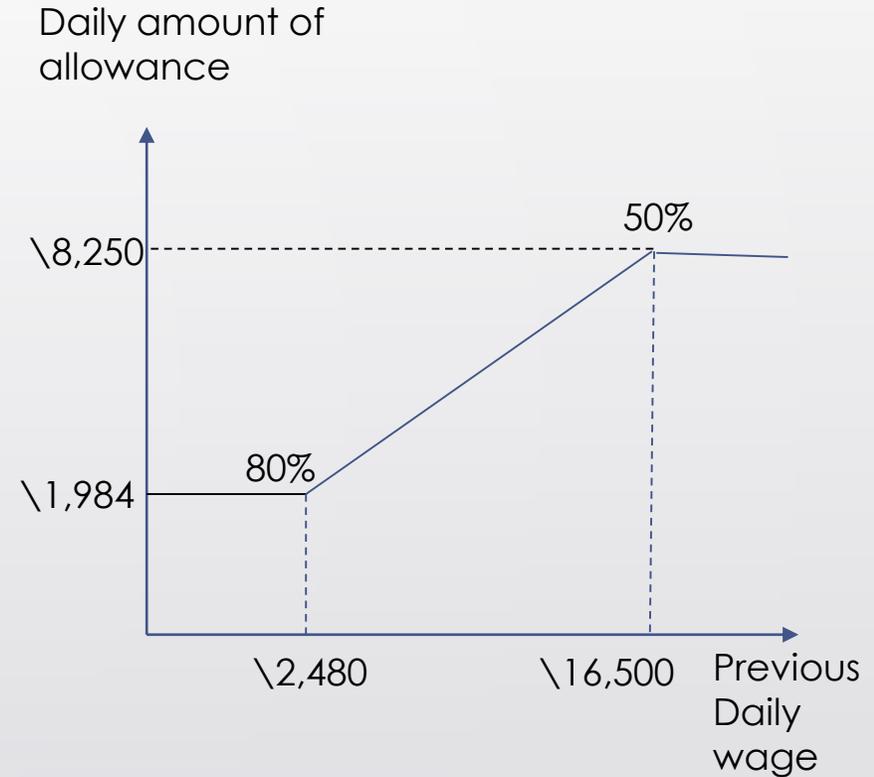
Daily Amount of Basic Allowance

50%~80% of previous Wage*

*the average of wage in past 6 months
(not including Bonus)

⇒ setting Upper Limit / Lower Limit
(¥1,984~8,250/day)

⇒ no tax



Payment Duration of Basic Allowance(1)

1. Involuntary job leavers(Unemployed as a result of bankruptcy, dismissal, etc.)

Age \ Insured period	Less than 1 year	1 - 4 years	5 - 9 years	10 - 19 years	20 years or more
Up to 30	90 days	90 days	120 days	180 days	—
30 - 34		120 days	180 days	210 days	240 days
35 - 44		150 days	180 days	240 days	270 days
45 - 59		180 days	240 days	270 days	330 days
60 - 64		150 days	180 days	210 days	240 days

Payment Duration of Basic Allowance(2)

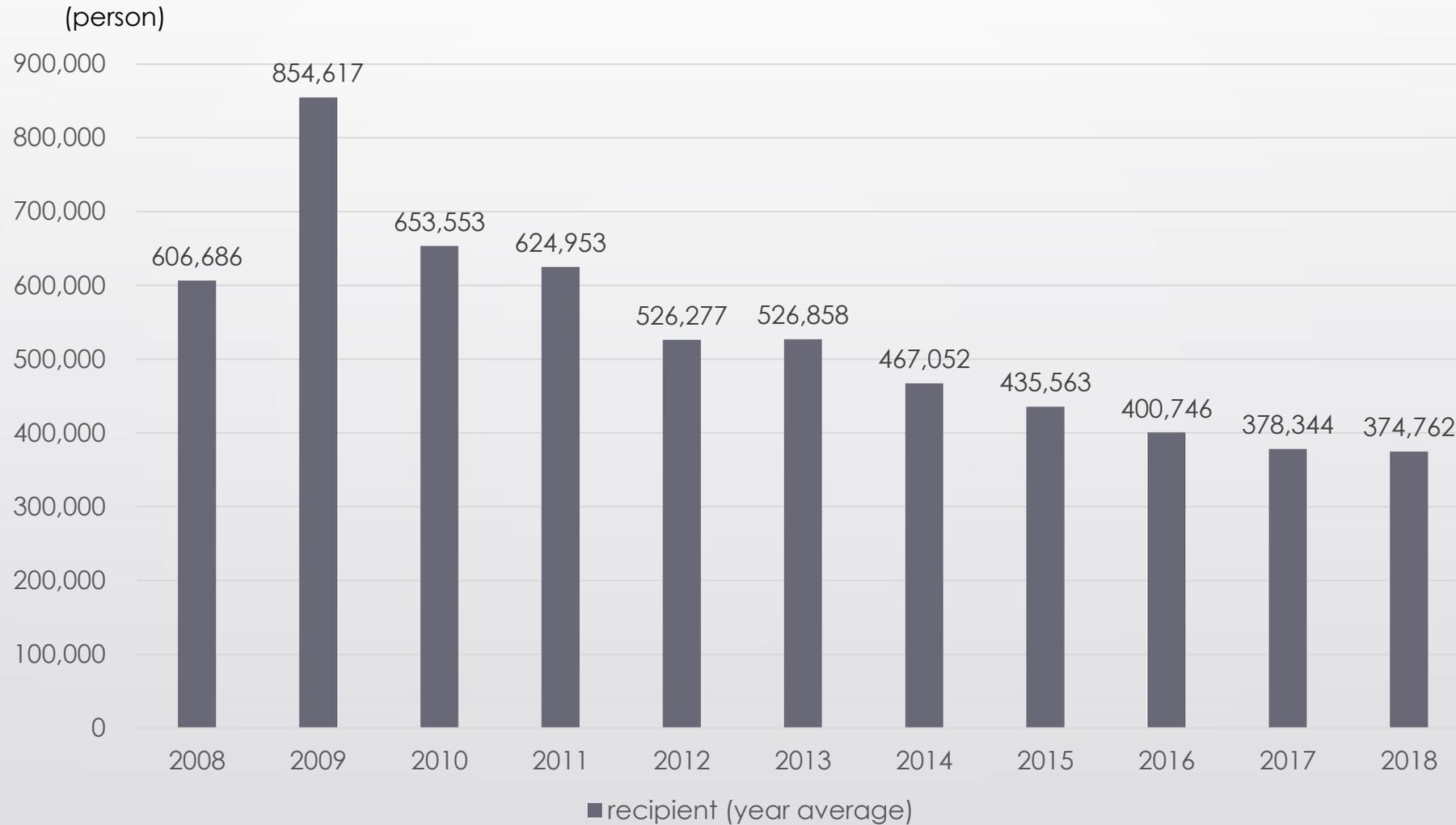
2. Voluntary job leavers(**no benefits for first 3 months** after unemployment)

Age \ Insured period	Less than 1 year	1 - 4 years	5 - 9 years	10 - 19 years	20 years or more
All ages	0	90 days	90 days	120 days	150 days

3. Disabled people

Age \ Insured period	Less than 1 year	1 - 4 years	5 - 9 years	10 - 19 years	20 years or more
Up to 45	150days	300 days			
45 - 64		360 days			

Recipients for Basic allowance



Contents of Benefits

• Job Applicant Benefits (Other insured person)

Type of qualification	Name	Requirement	Allowance
Elderly insured person	Job Applicant Benefits for Elderly	State of unemployment Insured period of 6 months or more in previous 1 year	30 or 50 times of Daily amount of allowance* * Insured period less than 1 year : 30 1 year or more : 50
Specified insured person	Special Lump Sum Payment		40 times of Daily amount of allowance
Daily employment insured person	Job Applicant Benefits for Day Workers	State of unemployment 26days or more of being insured in previous 2 months	Daily amount of allowance: ¥4,100, ¥6,200, ¥7,500 ** ** based on the amount of premium Utmost number of allowance days: 13 -17 days/ month*** *** based on the number of insured days

Contents of Benefits

• Employment Promotion Benefits (Main items)

Name	Requirement	Benefit
Employment Promotion Allowance	Employed with remaining unpaid 1/3 or more of total amount of basic allowance	Stable employment <ul style="list-style-type: none"> • remaining 2/3 or more: 70% of remaining amount • remaining 1/3 or more: 60% of remaining amount Other employment 30% of daily amount × working days
Moving expenses	Changing residence to take up employment by referral of Hello-work or to take a course of training by the order of Hello-work	Pre-ordained amount for moving
Wide Area Job-Seeking Activity Expenses	Job seeking activities in remote areas	Pre-ordained amount for transportation and lodging

Contents of Benefits

- Educational training Benefits

Name	Requirement	Benefits	Main Area
General training	Insured period for over 3 years Over 3 years after the previous receipt	20% of training fee	Transportation Construction Social service Office clerk Sales Language
Specific training	Completion of the training*	40% of training fee	Basic Caregiver
Professional training	* Designated by the government	50% of training fee Additional 20% for newly employed after completion	Nurse Professional caregiver Information technology Business administration

- Employment continuous Benefits

Name	Requirement	Benefit
Elderly Benefits	<ul style="list-style-type: none"> • 60-64 years old • Over 5 years of Insured period when reaching 60 years old • 75% or more of wage decrease comparing to reaching 60 years old 	15% of the amount of decrease until reaching 65 years old
Childcare Leave benefits	<ul style="list-style-type: none"> • More than 12 working months* during the previous 2 years • Taking childcare leave for baby of less than 1 year old 	First 6 months: 67% of previous wage After that: 50% of previous wage
Family care Leave benefits	<ul style="list-style-type: none"> • More than 12 working months* during the previous 2 years • Taking family care leave for specified family member 	67% of previous wage (up to 3 times of 93 days for each family member)

* 11 or more working days are required for being regarded as “working month”

History of Contribution for Employment Insurance

Fiscal Year	Premiums of employees	Premiums of employers	Contribution of Government* (ratio of yearly cost)
2017-2019	0.3 %	0.6% (0.3+0.3)	2.5%
2016	0.4 %	0.7% (0.4+0.3)	13.75% (ref) 25%=original ratio
2012-2015	0.5 %	0.85% (0.5+0.35)	
2010-2011	0.6 %	0.95% (0.6+0.35)	
2009	0.4 %	0.7% (0.4+0.3)	

Employment Insurance financial figures (1)

Balance sheet of Unemployment Benefits

(Unit: \ billion)

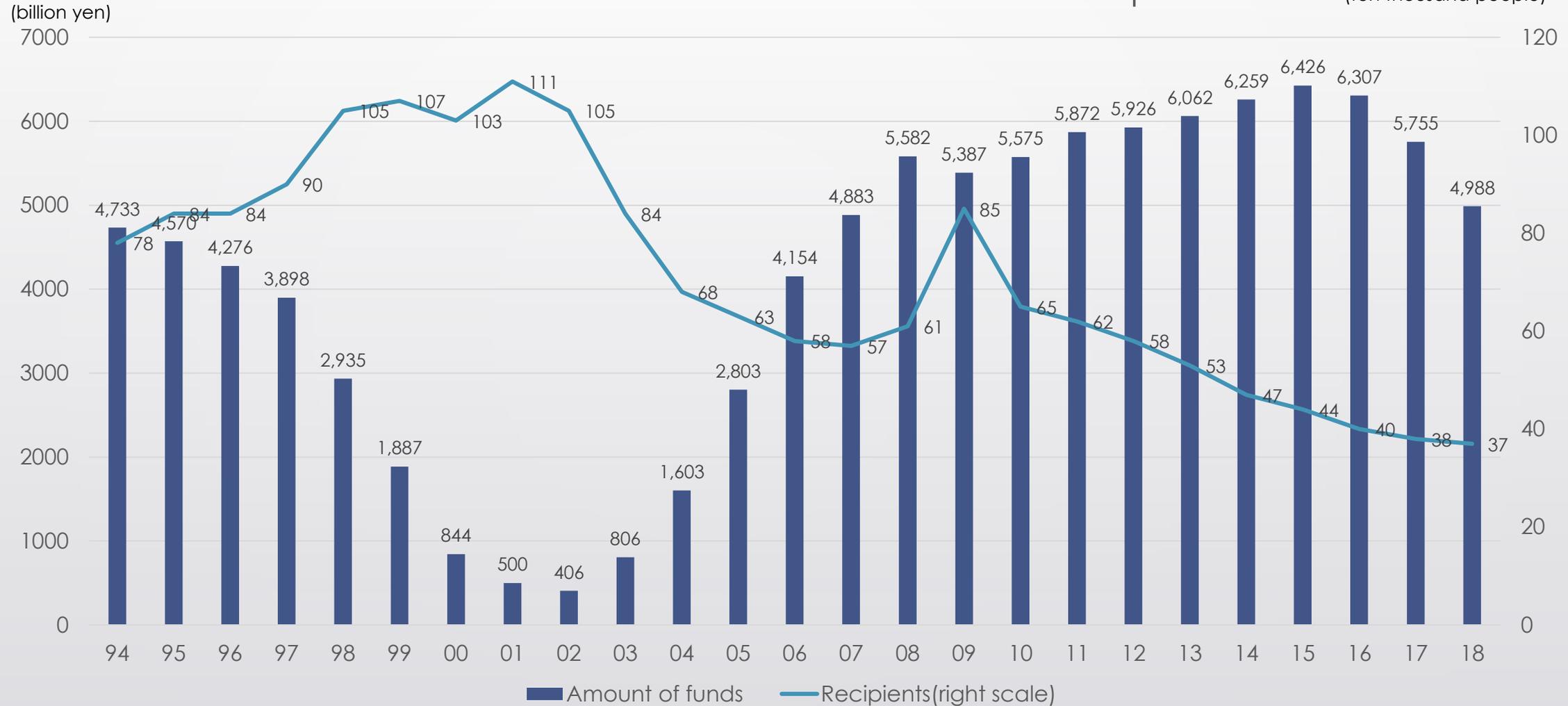
(billion yen)

(FY)	2014	2015	2016	2017	2018	2019 (budget)
Revenue	1,808	1,820	1,512	1,088	1,124	1,147
Premium	1,655	1,677	1,375	1,059	1,088	1,116
State subsidy	132	131	127	184	208	252
Expenditure	1,612	1,652	1,631	1,640	1,716	2,065
Surplus	197	167	▲ 119	▲ 552	▲ 591	▲ 918
Outstanding stability fund	6,259	6,426	6,307	5,755	5,163	4,245

(Note) The figures are rounded numbers.

Employment Insurance financial figures (2)

Transition of Fiscal situation and Recipients



Employment Insurance financial figures (3)

Balance sheet of Insurance Services

(Unit: \ billion)

(billion yen)

(FY)	2014	2015	2016	2017	2018	2019 (budget)
Revenue	600	615	536	625	589	579
Expenditure	371	389	437	452	480	630
Surplus	229	226	99	173	110	▲51
Outstanding reserve	833	1,058	1,158	1,331	1,440	1,389

(Note) The figures are rounded numbers.



Active Labor Market Policy

1. Human resource development (268 billion JPY)
 - ✓ Subsidy for human resource development in companies
 - ✓ Operation of public job training
 - ✓ Job card system, etc.
2. Stabilization of employment (414 billion JPY)
 - ✓ Subsidy for retention of employment
 - ✓ Subsidy for employment of specific job-seekers
 - ✓ Subsidy for improving employment stability



Suppress the expenditure of Unemployment Benefits



Finance

- ▣ Premium from employers only



Checked by sponsors (PDCA basis)

Support for employers (Subsidies)

- Aiming to prevent unemployment, enlarge job opportunities and enhance welfare of workers, the government supports specific enterprises by offering subsidies funded by the employment insurance services.
- Hello-work accepts the application of these subsidies and checks the qualifications
- Payment decision is made by the prefectural labor bureau based on the judgement of Hello-work

Employment adjustment subsidy

Requirement

- Enterprises forced to reduce business activities due to recessions
- Maintain employment by temporary closure, training or transfer to relative companies
- 1/2 or 2/3 of expenditure (paid for leave allowance, wages during training or transfer) is subsidized
- 7.7 million workers and 380 thousand enterprises were covered in 2012.
(0.2 million workers and 10 thousand enterprises in 2017)

Support for employers (Subsidies)

Specific jobseeker employment development subsidy

Requirement

- Enterprises which hire specific jobseekers like elderly, disabled, single-mother, 35-60 years old without regular work experience, public welfare recipients, etc.
- Specific amount is subsidized (e.g. JPY 600 thousand for hiring an elderly or a single mother, JPY 1.2 million for disabled, etc.)
- 168 thousand enterprises were covered in 2017

Carrier up subsidy

Requirement

- Enterprises which convert non-regular workers to regular workers
- Specific amount is subsidized (e.g. JPY 720 thousand for converting periodical worker to regular worker, JPY 1.08 million for converting dispatched worker to regular worker, etc.)
- 38 thousand enterprises were covered in 2016

Support for employers (Subsidies)

Trial employment subsidy

Requirement

- Enterprises which make trial employment for specific jobseekers lacking in required knowledge, skill and experience
- JPY 40 thousand each month for trial employment (up to 3 months)
- 31 thousand workers were covered in 2017

Human resource development subsidy

Requirement

- Enterprises which provide job trainings or leaves for self-development
- Specific amount is subsidized (e.g. JPY 760/hour for Off-JT, JPY 665/hour for OJT and 45% of training expenditure)

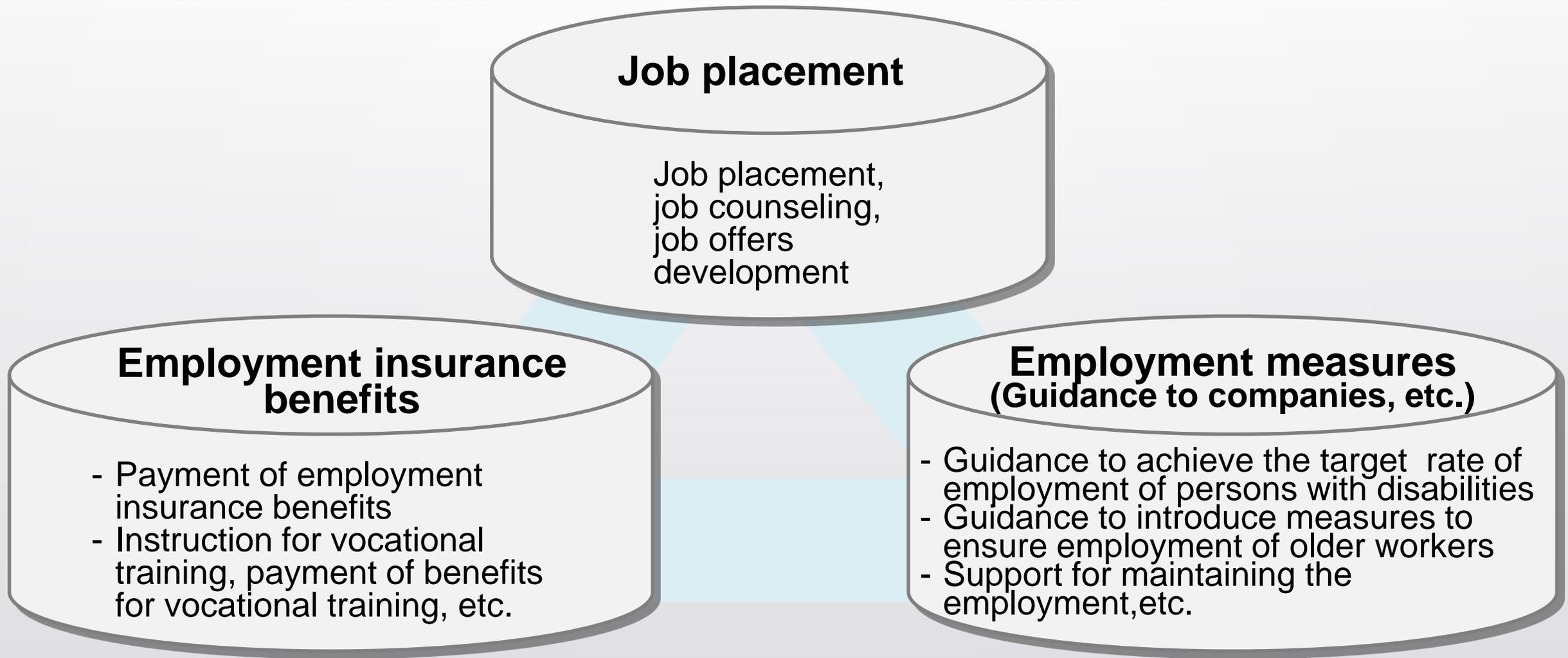


2. Public employment service and vocational training

Public Employment Services Overview

- **Public Employment Service Offices(Hello Work) play a role as the final safety net to support mainly individuals** who face difficulty in finding employment through services offered by private job placement business providers, etc.
- Hello Work is to implement **job placement, employment insurance, employment measures and other services in an integrated manner** as a regional comprehensive employment service agency.
- In addition to 544 Hallo Work nationwide, **there are specialized Hallo Work for each jobseekers**(Young people, Elderly people, Parenting Workers etc.).

Public Employment Services Overview

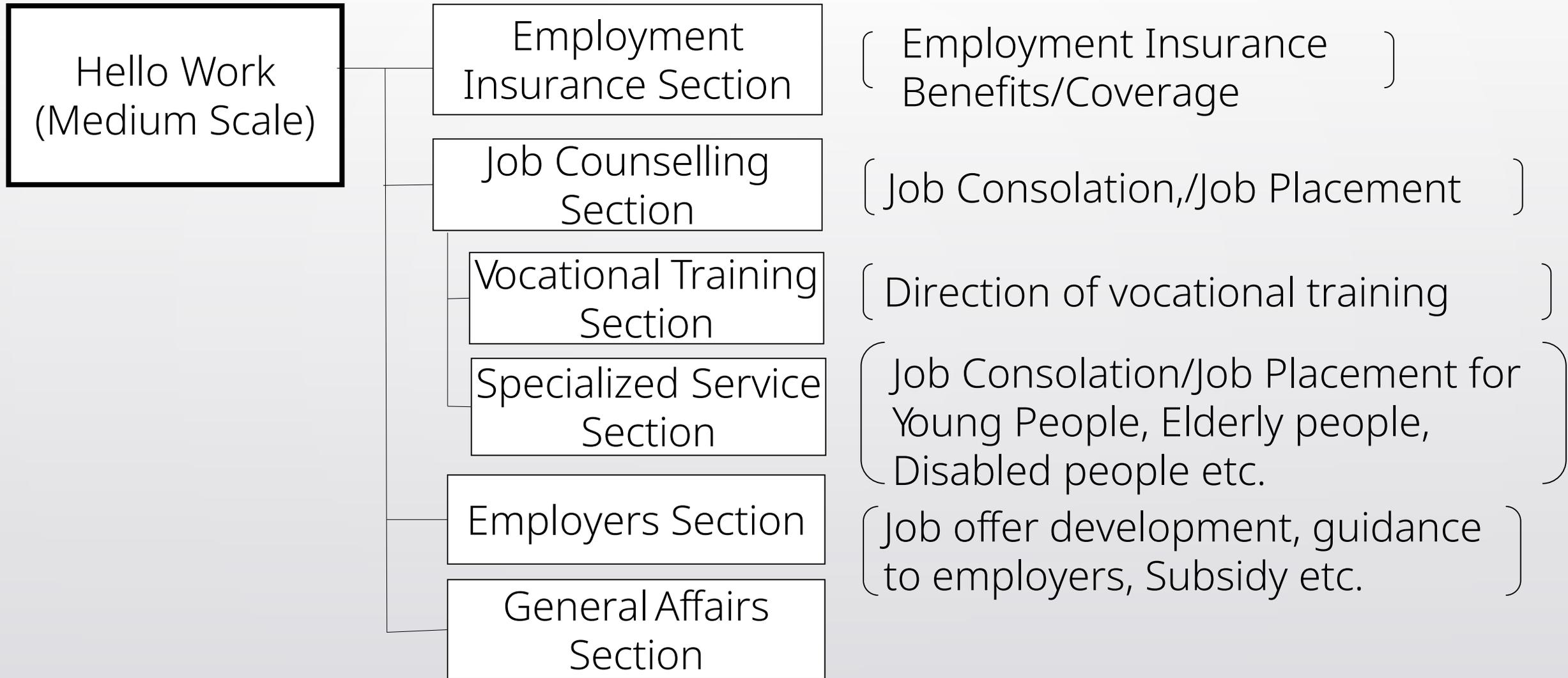


* The OECD Jobs Strategy also recommended that three functions of job placement, unemployment benefits and employment measures be integrated. (1994, 2006)

Hello Work's Organization



Hello Work's Organization



Hello Work's Performance

(Thousands)

		2015 FY	2016 FY	2017FY	2018FY
General people	New job seekers	5,506	5,189	4,952	4,739
	New job offers	9,233	9,734	10,244	10,393
	Regular employment	1712	1627	1558	1465
Young	Regular employment	326	308	289	246
Mothers	Employment of fatherless mothers	90	83	77	70
	Employment of parenting mothers	75	74	73	69
Elderly people	Employment	214	218	227	243
Disabled people	Employment	90	93	98	102

Employment Emergency Measures

In employment emergency (Economic Crisis, Natural disasters), the national government implements nationwide prompt employment measures.

《e.g.》

○ In response to Lehman Shock, subsidies for maintaining employment were paid more quickly and requirements for subsidies were eased.

○ In the event of large-scale disasters (e.g. Tohoku earthquake and tsunami), the national government sent other Hello Work's staff to the earthquake-hit hello works.



Job placement/counseling

- Hello Work offer the services for job seekers for free; job placement, job counseling, information offer etc.

① Understanding the characteristic and needs of job seekers

- Self Understanding
- Job Understanding
- Labor market understanding
- Job hunting method
- How to write a resume etc.



- Needs
- Aptitude
- Characteristic
- Problems to be solved for jobseeking

② Services matching the needs of job seekers

Job Counselling – Basic method-

Listening with great interest(kei-chou): In addition to listening with ears, it is important to feel non-verbal information such as facial expressions, attitudes and gestures.

By respecting the jobseekers as an individual and listening carefully and sympathetically, a trusting relationship with job seekers has sprung up, and counselors will be able to speak in real.

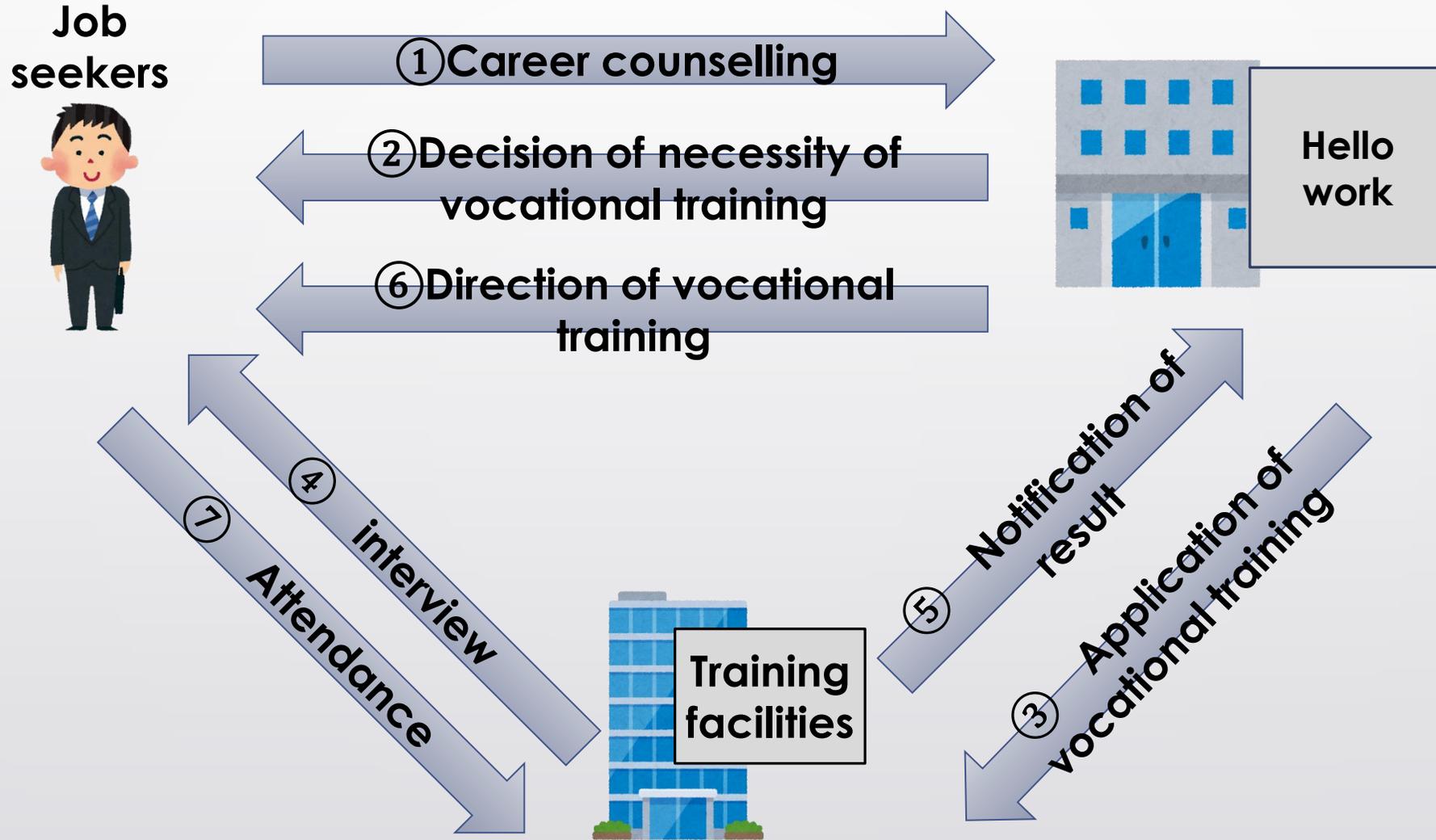


Vocational Training(Hello Training) Overview

- **Vocational Training(Hello Training) is a public system** that enables jobseeker and employed persons to acquire the necessary vocational skills and knowledge in order to achieve career advance and employment.
- **All those who want to work and work.**
- **The tuition is basically free** because of a public system.
- **Various training course**; Web design course and the course with childcare service.
- Implementing by the **government and prefectures, private education and training institutions.**
- About **250,000 people** take trainings annually.
- More than **80% of participants** are employed.



Process of Vocational Training



The criteria of necessity of vocational training

Vocational Training (Hello Training) provides job seekers registered with Hello Work with training necessity in getting reemployed if their training needs are identified through career counseling and others.



The Chiefs of Hello Works place job seekers in training when they judge that

① it is essential to take training to find suitable jobs

and also that

② they have the necessary abilities to take vocational training.



Hello work's services for job-offering persons

- Hello Work offer the services for job-offering persons for free

Main services

- (1) Job offer development: To secure the quantity and quality of job offer
- (2) Job offer acceptance
: To guide for job offer in violation of laws and regulations
- (3) Follow up for job offer fulfillment



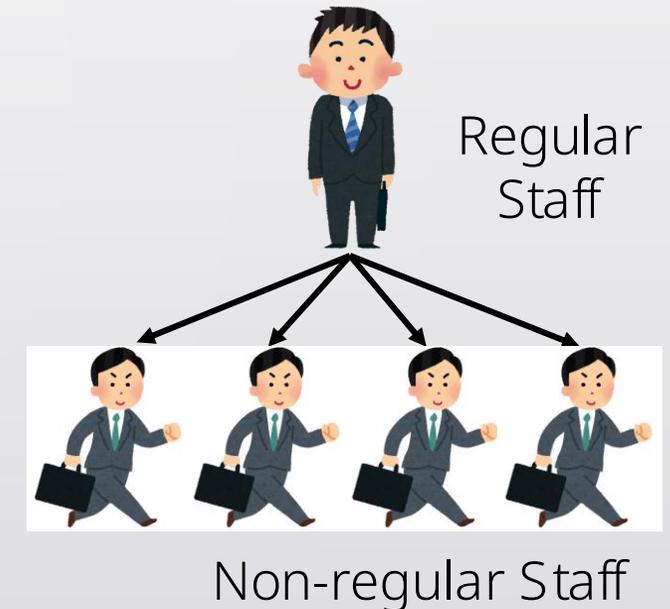
Organization

Regular staff

- To make the company visit plan based on the labor market and job fulfillment
- To manage non regular staff
- To guide job-offering persons to ease job offer requirements
- To coordinate with job counselling division

Non regular staff

- Under the supervision of regular staff, to do the following work
- To counsel and guide for job offer fulfillment
- To development job offer bay visiting company.



Hello Work's job offer

- The expiration date of job offer is the last day two months after accepting the job offers.



- One month extension possible only once
- Job offers information can be viewed freely on Hallo Work's PCs and the internet
- By the system renewal, job-offering persons can submit the job offer through the Internet (2020.1 ~)

Job Offer Form

受付年月日 令和2年1月14日 紹介期限日 令和2年2月4日

求人票 (フルタイム)

公開範囲 事業所名等を含む求人情報を公開する

職業地住所 福島県福島市 職業分類 259-99

産業分類 973 行政機関

地方自治体、民間人材ビジネス共に可

求人番号 07010-277301
事業所番号 0701-103050-6

1 求人事業所

事業所名 フクシマロウドウキョク
福島労働局

所在地 〒960-8021
福島県福島市藤町1-4-6 福島合同庁舎内

ホームページ <http://fukushima-roudoukyoku.j-site.nhlw.go.jp>

就業地 〒960-8589
福島県福島市狐塚17-40

就業場 屋内の受動喫煙対策 あり(禁煙)

2 仕事内容

職種 行政事務 (ハローワーク福島)

仕事内容 ハローワークにおける雇用保険又は求人・助成金に関する業務。
(1) 雇用保険に関する主な業務
雇用保険の適用、給付業務
その他雇用保険に関する業務
(2) 求人・助成金に関する主な業務
求人事業主への助言、就職面接会等の開催業務
キャリアアップ助成金の支給業務
その他、雇用関係助成金に関する主な業務
*詳しくは、福島労働局HPに掲載する「募集要項」で確認してください。

必要経験等 必要な経験・知識・技能等 必須
雇用保険関連業務又は求人・雇用関係助成金関係業務の経験者。詳細については、福島労働局HPに掲載する「募集要項」を必ず確認して下さい。

必PC要スキナル 正社員以外
正社員以外の名称 任期付任用職員

雇用形態 正社員登用 なし
正社員登用の実績 (過去3年間)

派遣・等 就業形態 派遣・請負ではない
労働者派遣事業の許可番号

雇用期間 雇用期間の定めあり (4ヶ月以上)
令和2年4月1日 ~ 令和3年3月31日
契約更新の可能性 なし
契約更新の条件

マイ通カ働 可
駐車場 なし

年齢 年齢制限 あり (59歳以下)
年齢制限該当事由 定年を上限
国家公務員法第81条の2による

学歴 必須 高校以上

必要経験・知識・技能等 必須
雇用保険関連業務又は求人・雇用関係助成金関係業務の経験者。詳細については、福島労働局HPに掲載する「募集要項」を必ず確認して下さい。

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令和2年4月1日 ~ 令和3年3月31日
契約更新の可能性 なし
契約更新の条件

3 賃金・手当 (1/2)

月額 (a+b) 180,000 円 ~ 300,000 円
※ (固定残業代がある場合は a+b+c)

基本給 (a) 基本給 (月額平均) 又は時間額 180,000 円 ~ 300,000 円
月平均労働日数 (20.3 日)

賃金 手当 円 ~ 円
手当 円 ~ 円
手当 円 ~ 円
手当 円 ~ 円

固定残業代 (c) なし (円 ~ 円)
固定残業代に関する特記事項

その他手当 (d) *規定に基づき、条件に該当する場合には扶養手当、住居手当等が支給されます。

賃形態金等 月給 円 ~ 円
その他内容

通手勤当 実費支給 (上限あり) 月額 55,000 円

賃締切日 固定 (月末)

賃支払日 固定 (月末以外) 当月 16 日

昇給 あり (前年度実績 あり)
金額 1月あたり 4,500 円 ~ 5,500 円 (前年度実績)

賞与 あり (前年度実績 あり) 年 2 回 (前年度実績)
賞与月数 計 4.50ヶ月分 (前年度実績)

Company name/address

Job Description

Employment Status/Period

Wages, Allowance

Job Offer Form

受付年月日 令和2年1月14日 紹介期限日 令和2年2月4日

求人票 (フルタイム)

事業所名
福島労働局

求人番号
07010- 277301

事業所番号
0701-103050-6 (2/2)

<p>4 労働時間</p> <p>就業時間 (1) 08時 30分 ~ 17時 15分 (2) ~ (3) ~ 又は ~ の間の 時間</p> <p>就業時間に関する特記事項</p> <hr/> <p>時間外労働あり 月平均 20時間 36協定における特別条項 なし 特別な事情・期間等</p> <p>休憩時間 60分 年間休日数 121日</p> <p>休日等 土日 祝日 週休二日制 毎 週</p> <p>5 その他の労働条件等</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td>加入保険 雇用 労災 公災 健康 厚生 財形 その他 ()</td> <td>退職金共済 未加入</td> <td>退職金制度 あり (勤続 1年以上)</td> </tr> <tr> <td>企業年金 厚生年金基金 確定拠出年金 確定給付年金</td> <td>定年制 あり (一律 60歳)</td> <td>再雇用制度 なし 勤務延長 なし</td> </tr> </table> <p>入居可能住宅</p> <p>利用可能託児施設 なし 託児施設に関する特記事項</p>	加入保険 雇用 労災 公災 健康 厚生 財形 その他 ()	退職金共済 未加入	退職金制度 あり (勤続 1年以上)	企業年金 厚生年金基金 確定拠出年金 確定給付年金	定年制 あり (一律 60歳)	再雇用制度 なし 勤務延長 なし	<p>6 会社の情報</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td>企業情報</td> <td>従業員数 68,479人 就業場所 94人 (うち女性 71人) (うちパート 59人)</td> <td>設立年 昭和29年 資本金 労働組合 あり</td> </tr> <tr> <td>事業内容</td> <td colspan="2">労働局は、仕事を探している人や働く人々、事業者の皆さんと広く接し、働く環境の整備、職業の確保、男女の均等な雇用機会の確保等のために様々な任務を行っています。</td> </tr> <tr> <td>会社の特長</td> <td colspan="2">厚生労働省の出先機関であり、局内に総務部、雇用環境・均等室、労働基準部、職業安定部の3部1室、県内に福島労働局の出先機関として9か所の労働基準監督署14か所のハローワークがあります</td> </tr> <tr> <td>役員/代表者名</td> <td>局長 岩瀬 信也</td> <td>法人番号 6000012070001</td> </tr> <tr> <td>就業規則</td> <td>フルタイム なし</td> <td>パートタイム なし</td> </tr> <tr> <td>職務給制度</td> <td>なし</td> <td>復職制度 なし</td> </tr> <tr> <td>育児休業取得実績</td> <td>あり</td> <td>介護休業取得実績 あり</td> </tr> <tr> <td>看護休暇取得実績</td> <td>あり</td> <td>有償休暇取得実績 あり</td> </tr> <tr> <td>外国人雇用実績</td> <td colspan="2"></td> </tr> </table> <p>求人に関する特記事項</p> <p>*年次有給休暇は、採用時(4月1日付け)に15日付与。 *応募資格: 社会保険労務士資格を有している者、又は必要な経験を有する者。詳しくは、福島労働局HPに掲載する「募集要項」を必ずご確認ください。 *第一次選考: レポートによる書類選考 *第二次選考: 小論文及び面接 *履歴書および職務経歴書の作成にあたっては、雇用保険関係業務又は求人・雇用関係助成金業務に従事した経験を詳細にお書き下さい。 *応募期限: 令和2年2月4日(火) *応募書類は当日の消印有効(持参の場合は17:00まで)となります。</p>	企業情報	従業員数 68,479人 就業場所 94人 (うち女性 71人) (うちパート 59人)	設立年 昭和29年 資本金 労働組合 あり	事業内容	労働局は、仕事を探している人や働く人々、事業者の皆さんと広く接し、働く環境の整備、職業の確保、男女の均等な雇用機会の確保等のために様々な任務を行っています。		会社の特長	厚生労働省の出先機関であり、局内に総務部、雇用環境・均等室、労働基準部、職業安定部の3部1室、県内に福島労働局の出先機関として9か所の労働基準監督署14か所のハローワークがあります		役員/代表者名	局長 岩瀬 信也	法人番号 6000012070001	就業規則	フルタイム なし	パートタイム なし	職務給制度	なし	復職制度 なし	育児休業取得実績	あり	介護休業取得実績 あり	看護休暇取得実績	あり	有償休暇取得実績 あり	外国人雇用実績			<p>7 選考等</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td>採用人数</td> <td>3人</td> <td>募集理由 [新規]</td> </tr> <tr> <td>選考方法</td> <td>書類選考</td> <td>面接(予定 1回) 筆記試験 その他</td> </tr> <tr> <td>結果通知</td> <td>書類選考結果通知</td> <td>面接選考結果通知 その他</td> </tr> <tr> <td>通知方法</td> <td>書類到着後 5日以内</td> <td>面接後 5日以内</td> </tr> <tr> <td>日時</td> <td colspan="2">その他 [「募集要項」のとおり]</td> </tr> <tr> <td>選考場所</td> <td colspan="2">〒960-8021 福島県福島市霞町1-4-6 福島合同庁舎内 附属小前バス停から 徒歩1分</td> </tr> <tr> <td>応募書類等</td> <td colspan="2"> HR-ワーク紹介状 履歴書(写真貼付) 職務経歴書 () その他 レポート 送付方法 () 郵送 () 持参 郵送の送付場所 〒 福島県福島市霞町1-4-6 福島合同庁舎5階 福島労働局総務部総務課人事係 応募書類の返戻 求人者の責任にて廃棄 </td> </tr> <tr> <td>担当者</td> <td colspan="2"> 総務課人事係 () Eメール </td> </tr> </table>	採用人数	3人	募集理由 [新規]	選考方法	書類選考	面接(予定 1回) 筆記試験 その他	結果通知	書類選考結果通知	面接選考結果通知 その他	通知方法	書類到着後 5日以内	面接後 5日以内	日時	その他 [「募集要項」のとおり]		選考場所	〒960-8021 福島県福島市霞町1-4-6 福島合同庁舎内 附属小前バス停から 徒歩1分		応募書類等	HR-ワーク紹介状 履歴書(写真貼付) 職務経歴書 () その他 レポート 送付方法 () 郵送 () 持参 郵送の送付場所 〒 福島県福島市霞町1-4-6 福島合同庁舎5階 福島労働局総務部総務課人事係 応募書類の返戻 求人者の責任にて廃棄		担当者	総務課人事係 () Eメール	
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ハローワークより: 求人票は雇用契約書ではありません。採用時には必ず、書面により労働条件の明示を受けてください。

Working Hours →

Holidays →

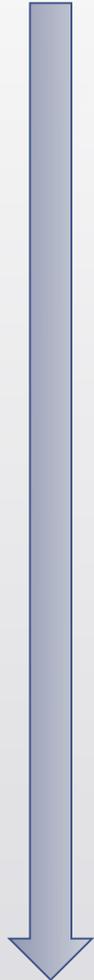
Social security →

Selection method →



3. Operation of Unemployment Benefits

Job applicant benefits workflow



Employment

Application

- Employers submit the list of newly hired staff each time
- Employers pay insurance premium every year based on total wages



Unemployment

Retirement report

- Employers submit the list of staff who lost employment
- HW issues 'Separation Notice' to those who lost employment



Eligibility decision
Job application

- Unemployed person makes job application to HW
- Job application and Separation Notice are required for eligibility decision
- Applicant's intention and ability, Insured period, average wage, reason of losing job
- 'Certification of Qualified Recipient'

Job applicant benefits workflow

Unemployment

Briefing session
about receipt

- HW has a briefing session for applicant as well as job consulting
- After the briefing, documents for certification are given
- 'Application for recognition of unemployment status'



Certification of
unemployment

- Applicants must visit HW every 4 weeks to certify unemployment status
- Specific activities for employment are required
 - ✓ Job training
 - ✓ Job counseling
 - ✓ Apply for job vacancy, etc.
- HW may induce the applicants to job consulting



Payment

- Bank transfer

Application for recognition of unemployment status (part A)

If a recipient works temporarily, he/she should declare the day
 ○ : employed or self-employed, × : home job

様式第14号 (第22条関係) (第1面)

失業認定申告書

(必ず第2面の注意書きをよく読んでから記入してください。)

※ 帳票種別 11203

1 失業の認定を受けようとする期間中に、就職、就労又は内職・手伝いをしましたか。 (ア) した (イ) しない <small>就職又は就労をした日は○印、内職又は手伝いをした日は×印を右のカレンダーに記入してください。</small>	4月							5月							(あてはまるものに○をつけ、必要)
	1	2	3	4	5	6	7	1	2	3	4	5	6	7	
	8	9	10	11	12	13	14	8	9	10	11	12	13	14	
	15	16	17	18	19	20	21	15	16	17	18	19	20	21	
	22	23	24	25	26	27	28	22	23	24	25	26	27	28	
	29	30	31					29	30	31					
2 内職又は手伝いをして収入を得た人は、収入のあった日、その額(何日分か)などを記入してください。	収入のあった日	5月	7日	収入額	2000	円	何日分の収入か	2	日分						
	収入のあった日	月	日	収入額		円	何日分の収入か		日分						
	収入のあった日	月	日	収入額		円	何日分の収入か		日分						

If a recipient do a home job, he/she should declare the income

Application for recognition of unemployment status (part B)

3 失業の認定を受けようとする期間中に、求職活動をしましたか。

(1) 求職活動をどのような方法で行いましたか。					
求職活動の方法	活動日	利用した機関の名称	求職活動の内容		
ア 公共職業安定所又は地方運輸局による職業相談、職業紹介等 (イ) 職業紹介事業者による職業相談、職業紹介等 (ウ) 派遣元事業主による派遣就業相談等 (エ) 公的機関等による職業相談、職業紹介等	5/10	ハローワーク飯田橋	職業紹介の結果、株式会社〇〇への紹介を受けて、5/20面接。採否結果待ち。(5/27 採否通知予定)		
(2) (1)の求職活動以外で、事業所の求人に応募したことがある場合には、下欄に記載してください。					
事業所名、部署	応募日	応募方法	職種	応募したきっかけ	応募の結果
株式会社△△産業 人事部 (電話番号 03-xxxxx-xxxx)	5/13	直接の訪問	営業	(ア) 知人の紹介 (イ) 新聞広告 (ウ) 就職情報誌 (エ) インターネット (オ) その他	5/16 不採用通知あり
(電話番号)				(ア) 知人の紹介 (イ) 新聞広告 (ウ) 就職情報誌 (エ) インターネット (オ) その他	
イ 求職活動をしなかった	(その理由を具体的に記載してください。)				

Declaration for job searching activities

- Method of job searching
- Date of activities
- Content of activities and status

(option)

- PES
- Private job placement service
- Private staffing company
- Public sector (local government, etc.)

In case a recipient apply a job vacancy by onself, he/she should declare the details (eg. Recruiting company, contact number, date of application, etc.)

Application for recognition of unemployment status (part C)

Expected response if PES offer a job placement to a recipient

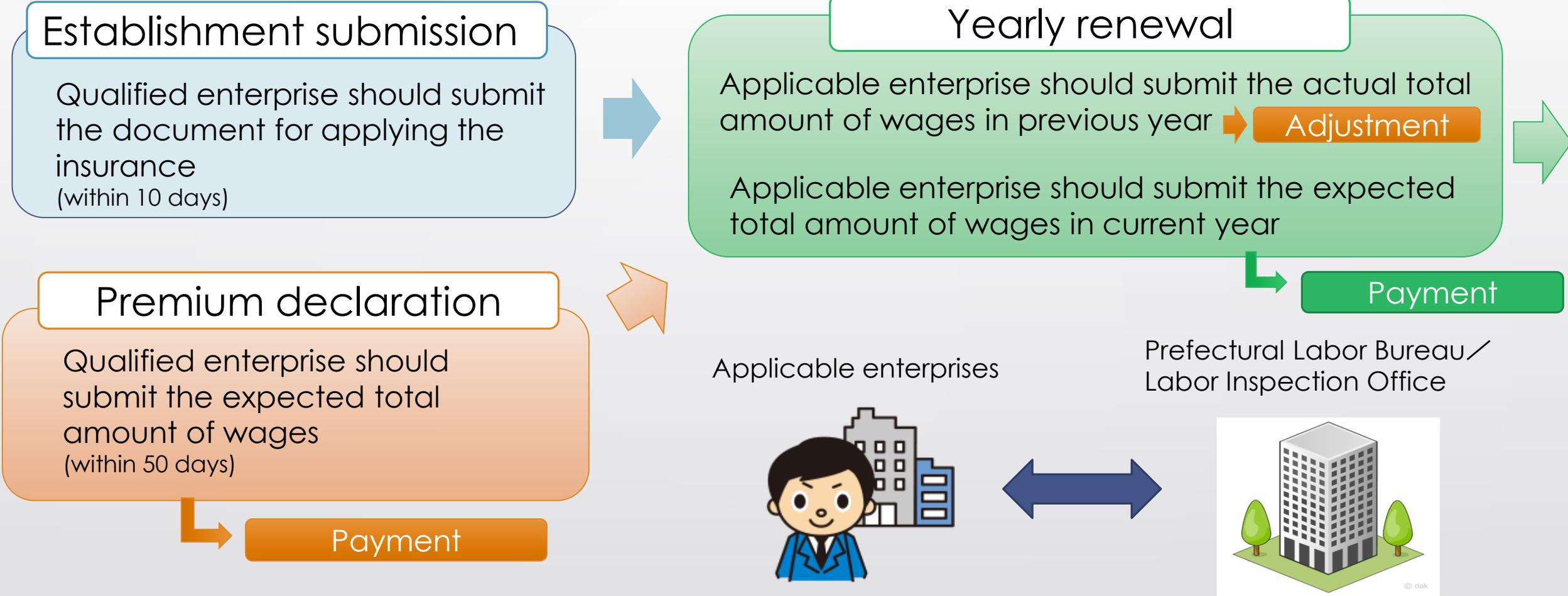
- if the recipient rejects the offer, he/she should explain the reason

4 今、公共職業安定所又は地方運輸局から自分に適した仕事が紹介されれば、すぐに応じられますか。	ア 応じられる	イに○印をした人は、すぐに応じられない理由を第2面の注意の8の中から選んで、その記号を○で囲んでください。 (ア) (イ) (ウ) (エ) (オ)				
	イ 応じられない					
5 就職もしくは自営した人又はその予定のある人が記入してください。	ア 就職	(1) 公共職業安定所又は地方運輸局紹介 (2) 地方公共団体又は職業紹介事業者紹介 (3) 自己就職	(就職先事業所)			
	イ 自営	月 日より自営業開始 (予定)	事業所名 () 所在地 (〒) 電話番号 ()			
雇用保険法施行規則第22条第1項の規定により上記のとおり申告します。						
令和 1 年 5 月 24 日 (この申告書を提出する日)		〇〇 公共職業安定所長 殿 地方運輸局長		受給資格者氏名	雇用 太郎	(雇)
				支給番号 (48010-17-000109-7)

If a recipient is hired or starts own business, he/she should declare the details

Recipient's name and signature

Application and Premium Collecting



Process of application and collection is conducted together with labor accident compensation insurance

Prevention to Illegal Escape

Identification

Data sharing

- ✓ Social insurance
- ✓ Enterprise registration
- ✓ Social Security and Tax number

Searching

- ✓ Association of employers
- ✓ Advertisement

Allegation from workers

- ✓ Publishing the roster

Notification of insured employee

- ✓ Encouraging self-check



Promotion

Subscription encouragement

- ✓ Visiting office
- ✓ Persuasion

Guidance by Authority

- ✓ Inspection
- ✓ Inquiries

Entrusting to Jimu-Kumiai

- 7,700 staff (rewarded by performance)
- Annual target: around 35,000 newly application

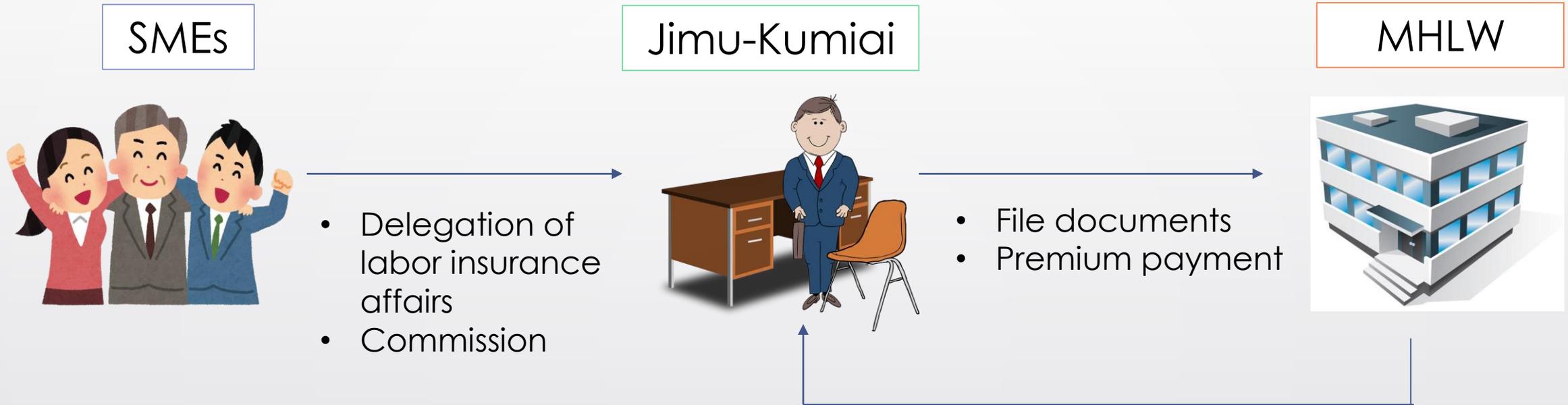
Sanction

Authority Application

Additional Invoice

- ✓ 100% amount of benefits

Penalty



Number of entities	9, 5 2 5
Number of clients	1, 3 8 3 thousands (4 2. 5% of total applied enterprises)
Dealing amount of premium	2 9 4 billion yen (1 1. 8% of total amount of premium)

(FY 2018)

- Authorization
- Remuneration

Prevention for fraudulence

Reason of losing job

Difference between employer and employee

- Pretend to be fired to get more benefits
- Pretend to be fired to escape suspension

Job searching activities

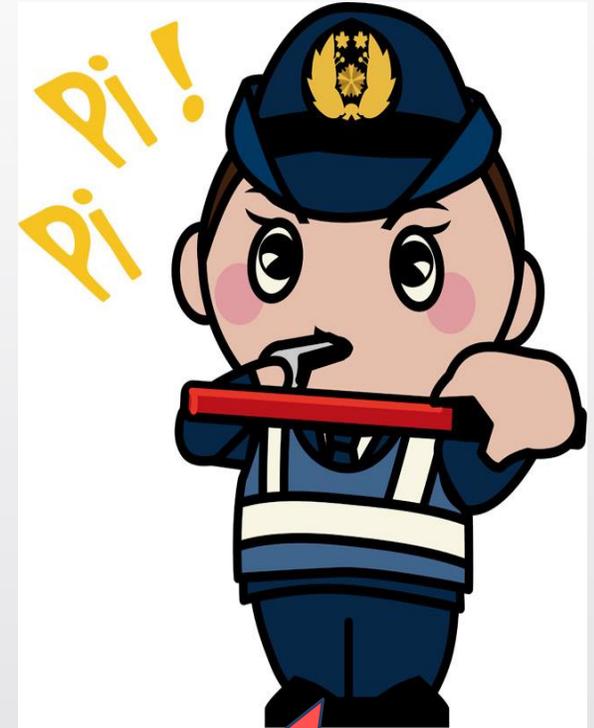
Confirmation in details

- Pretend to conduct job searching activities to get benefit

Omission of declaration

Collation with relational data

- False registration of working days
- Neglect registration of being hired or starting business



SANCTION
penalty of triple
illegal benefits

Objection concerning unemployment benefit

Objection against the Decision of Hello work

- (e.g.)
- Recognized as voluntary leave
 - Less evaluation of daily amount of wage
 - Not acknowledged as job searching activities, etc.



Appeal to the independent authority

Judge official for employment insurance
(prefectural labor bureau)

↓

Judge committee for labor insurance
(MHLW)

Lawsuit to the court



Data Management

MHLW

(Labor market center operation division)

- Job seeker
- Job offer
- Employment insurance
- Subsidy

Prefectural labor bureau
(Employment Measures Div.)



Hello work

Job Placement Div.
Employment Insurance Div.



Hello work system



internet

Job Searching
Vocational Training Searching
Registration of job offer and job applicant

JEED

Vocational training
database



System renewal(2020.1~)

- Registration of job offer and job applicant online.
- Statistical function enhancement.
- Security enhancement
- Building backup datacenter



Thank you

Satoshi USHIJIMA ushisato0830@gmail.com

Yuichi KUWABARA kuwabara-yuuichi@mhlw.go.jp