

Experience of Japan in ratifying and implementing C181

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Revision of the national laws in 1999

Prior to Japan's ratification of C181 in 1999, legal measures had already been taken on the following points.

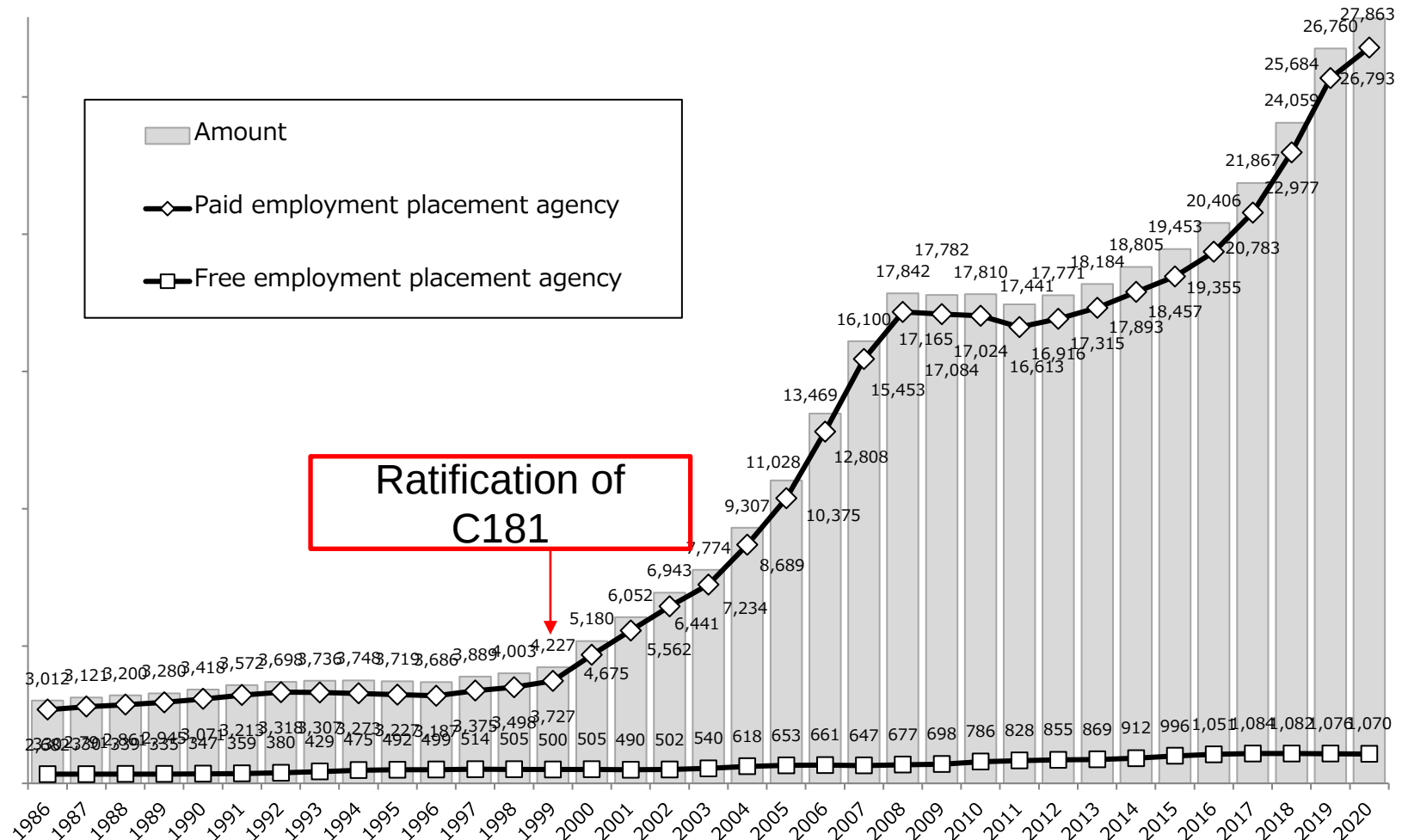
- Ensuring the right to freedom of association and collective bargaining
- Prohibition of the discrimination on the basis of race, nationality, creed, sex, social status, family origin, or any other such characteristics
- Prohibition of employment of children under the age of 15
- Guaranteeing a minimum level of wages
- Fixing Minimum standards of working conditions
- Providing the Employees' Pension Insurance and Employees' Health Insurance

To ratify C181, the following revisions of national laws were implemented in 1999.

- Expansion of the range of employment placement and worker dispatch to all categories under license system with some exceptions
- Restriction on the range of use of workers' personal data
- Prohibition of charging fees as compensation for the service of employment placement

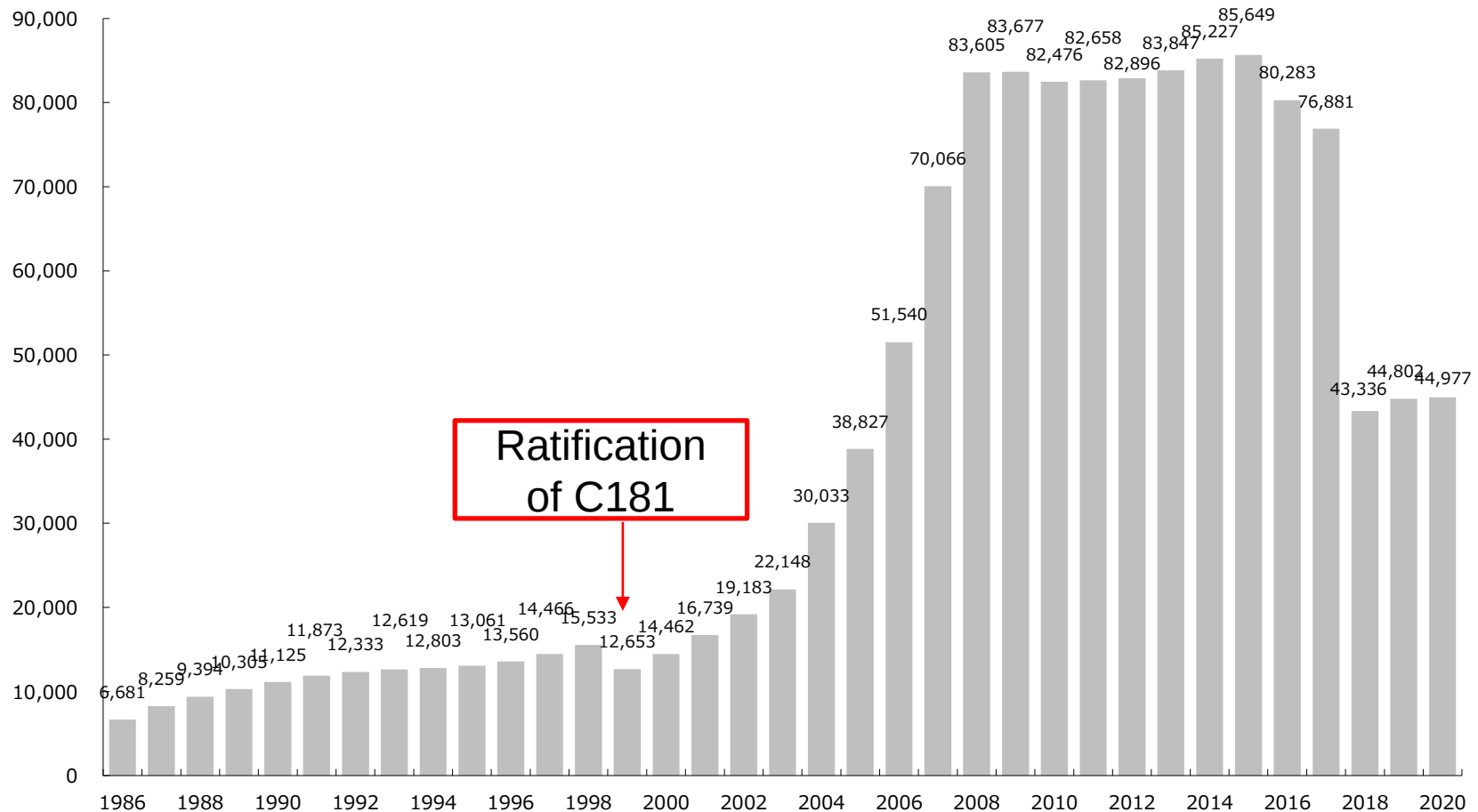
Number of employment placement agencies

- After the revision of the national laws based on C181, the number of employment placement agencies has increased rapidly.
- Currently there are about 28,000 agencies.



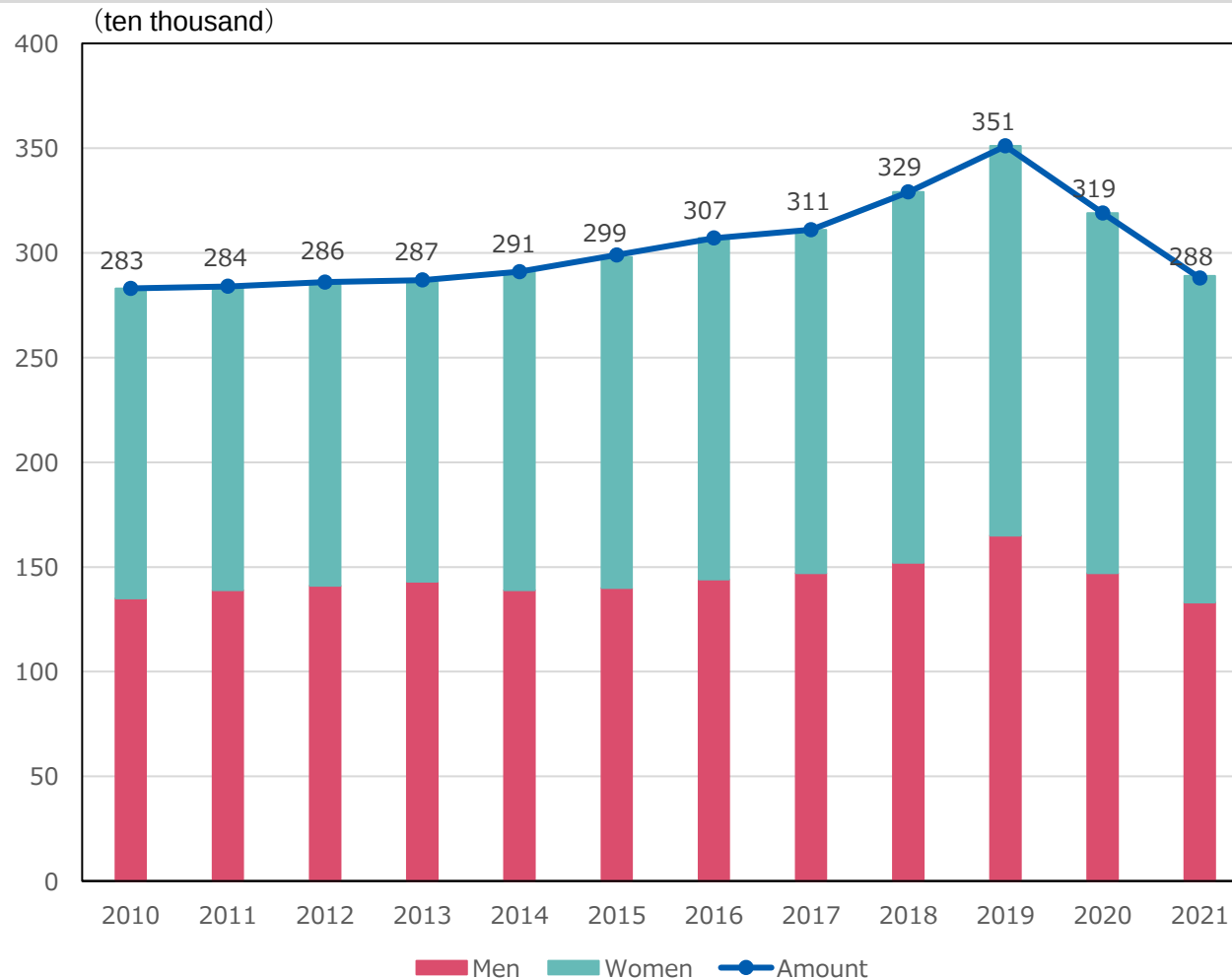
Number of worker dispatch agencies

- After the revision of the national laws based on C181, the number of worker dispatch agencies also has increased rapidly.
- Currently there are about 45,000 agencies.



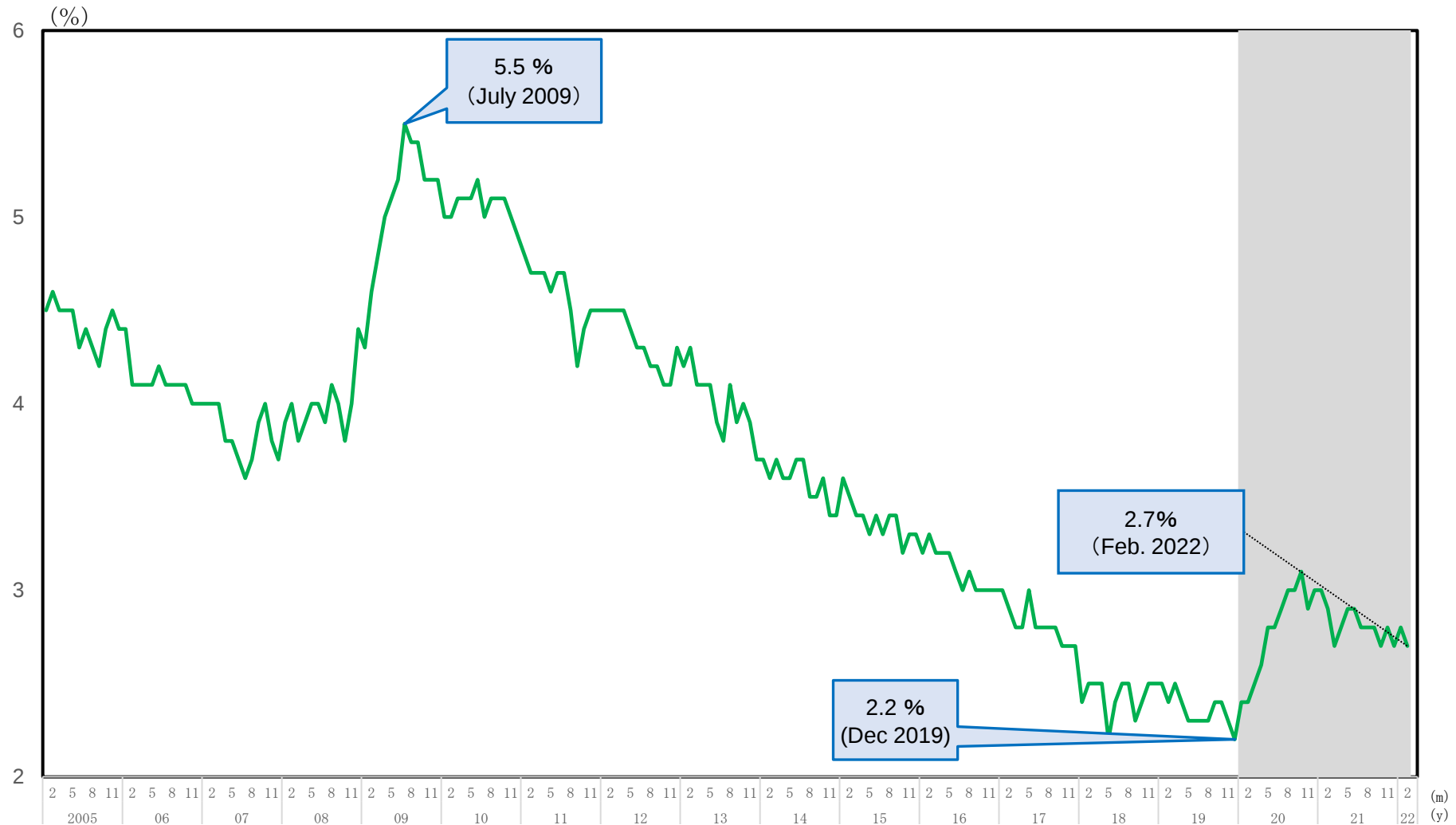
Number of people who have changed jobs

- In Japan, it was common to work for one company until retirement.
- However, the number of people who have changed jobs is increasing year by year before the pandemic.
- About 30% of those who have changed jobs used private employment agencies.



Changes in the unemployment rate

- Under the COVID19 pandemic, the rise in the unemployment rate has been suppressed.
- In addition to the effects of employment adjustment subsidies, private employment agency also plays a major role.



Revision of the national laws in 2022

To enhance the function of private employment agency, revision of the national laws was implemented in 2022.

- When advertising recruitment information, private employment agencies must keep the information accurate and up-to date.
- Private employment agencies must clearly indicate the purpose of use of personal information.

Thank you for your attention.
ありがとうございました。

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厚生労働省
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