

Act on Securing, Etc. of Equal Opportunity and Treatment between Men and Women in Employment (Tentative translation)

(Act No. 113 of July 1, 1972)

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Chapter I General Provisions

(Purposes)

Article 1 The purposes of this Act are to promote securing equal opportunity and treatment between men and women in employment in accordance with the principle in the Constitution of Japan of ensuring equality under law, and to promote measures, among others, to ensure the health of women workers with regard to employment during pregnancy and after childbirth.

(Basic Principle)

Article 2 (1) The basic principle of this Act is that workers be enabled to engage in full working lives, with respect for maternity in the case of women workers but without discrimination based on sex for all workers.

(2) Employers, the national government and local governments shall, in compliance with the basic principle prescribed in the preceding paragraph, endeavor to promote the full working lives of workers.

(Enlightenment Activities)

Article 3 The national government and local government shall conduct the necessary enlightenment activities to increase public interest and

understanding with regard to the securing, etc. of equal opportunity and treatment between men and women in employment, and especially to remove the various factors preventing the securing of equal opportunity and treatment between men and women in employment.

(Basic Policy on Measures for Equal Employment Opportunities for Men and Women)

Article 4 (1) The Minister of Health, Labor and Welfare shall formulate a basic policy concerning measures in connection with the securing, etc. of equal opportunity and treatment between men and women in employment (hereinafter referred to as the "Basic Policy on Measures for Equal Employment Opportunities for Men and Women").

(2) The matters to be determined in the Basic Policy on Measures for Equal Employment Opportunities for Men and Women shall be as follows:

(i) Matters relating to each trend in men and women workers' working lives; and

(ii) Basic matters concerning the measures to be taken with regard to the securing, etc. of equal opportunity and treatment between men and women in employment.

(3) The Basic Policy on Measures for Equal Employment Opportunities for Men and Women shall be formulated with due regard to such matters as the working conditions, views, and employment situations of men workers and women workers respectively.

(4) The Minister of Health, Labor and Welfare, in formulating the Basic Policy on Measures for Equal Employment Opportunities for Men and Women, shall consult the Labor Policy Council and request the opinions of the prefectural governors in advance.

(5) After having formulated the Basic Policy on Measures for Equal Employment Opportunities for Men and Women, The Minister of Health, Labor and Welfare shall publicize the outline thereof without delay.

(6) The provisions of paragraphs 4 and 5 above shall apply mutatis mutandis to amendments to the Basic Policy on Measures for Equal Employment Opportunities for Men and Women.

**Chapter II Securing, Etc. of Equal Opportunity and Treatment between
Men and Women in Employment
Section 1 Prohibition of Discrimination on the Basis of Sex, Etc.**

(Prohibition of Discrimination on the Basis of Sex)

Article 5 With regard to the recruitment and employment of workers, employers shall provide equal opportunities for all persons regardless of sex.

Article 6 With regard to the following matters, employers shall not discriminate against workers on the basis of sex.

- (i) Assignment (including allocation of duties and grant of authority), promotion, demotion, and training of workers;
- (ii) Loans for housing and other similar fringe benefits as provided by Ordinance of the Ministry of Health, Labor and Welfare;
- (iii) Change in job type and employment status of workers; and
- (iv) Encouragement of retirement, mandatory retirement age, dismissal, and renewal of the labor contract.

(Measures on the basis of Conditions other than Sex)

Article 7 An employer shall not take measures which concern the recruitment and employment of workers, or any of the matters listed in the items of the preceding Article and apply a criterion concerning a person's condition other than the person's sex, and which is specified by Ordinance of the Ministry of Health, Labor and Welfare as measures that may cause a virtual discrimination by reason of a person's sex, considering the proportion of men and women who satisfy the criterion and other matters, except in a case where there is a legitimate reason to take such measures, such as a case where such measures are specifically required for the purpose of performing the relevant job in the light of the nature of that job; or a case where such measures are specifically required for the purpose of employment management in the light of the circumstances of the conduct of the employer's business.

(Special Provisions of Measures Pertaining to Women Workers)

Article 8 The preceding three paragraphs shall not preclude employers from taking measures in connection with women workers with the purpose of improving circumstances that impede the securing of equal opportunity and treatment between men and women in employment.

(Prohibition, etc. of Disadvantageous Treatment by Reason of Marriage, Pregnancy, Childbirth, etc.)

Article 9 (1) Employers shall not stipulate marriage, pregnancy or childbirth as a reason for retirement of women workers.

(2) Employers shall not dismiss women workers for marriage.

(3) Employers shall not dismiss or give disadvantageous treatment to women workers by reason of pregnancy, childbirth, or for requesting absence from work as prescribed in Article 65, paragraph 1, of the Labor Standards Act (Act No. 49 of 1947) or having taken absence from work as prescribed in the same Article, paragraph 1 or 2, of the same act, or by other reasons relating to

pregnancy, childbirth as provided by Ordinance of the Ministry of Health, Labor and Welfare.

- (4) Dismissal of women workers who are pregnant or in the first year after childbirth shall be void. However, this shall not apply in the event that the employers prove that dismissals are not by reasons prescribed in the preceding paragraph.

(Guidelines)

Article 10 (1) The Minister of Health, Labor and Welfare shall formulate guidelines that are necessary for the purpose of ensuring employers deal appropriately with the matters prescribed in the provisions of Articles 5 to 7 inclusive and of the preceding Article, paragraphs 1 to 3 inclusive (referred to as the "Guidelines" in the following paragraph).

- (2) The provisions of Article 4, paragraphs 4 and 5, shall apply mutatis mutandis to the formulation and amendment of the Guidelines. In these cases, the term "shall consult the Labor Policy Council and request the opinions of the prefectural governors" in Article 4, paragraph 4 shall be deemed to be replaced with "shall consult the Labor Policy Council."

Section 2 Measures, Etc. to be Taken by Employers

(Employment Management Measures, Etc. Concerning Problems Caused by Sexual Harassment in Workplace)

Article 11 (1) Employers shall establish necessary measures in terms of employment management to give advice to workers and cope with problems of workers, and take other necessary measures so that workers they employ do not suffer any disadvantage in their working conditions by reason of that workers' responses to sexual harassment in the workplace, nor suffer any harm due to said sexual harassment in their working environments.

- (2) Employers shall not dismiss or give any other detrimental treatment to workers by reason of that workers' coming forward to receive the advice of the preceding paragraph or telling facts when cooperating with employers coping with the problems.
- (3) On receiving request for cooperation from any other employer in connection with the implementation of the measures of paragraph (1) taken by relevant employer, employers must endeavor to respond to the request.
- (4) The Minister of Health, Labor and Welfare shall formulate guidelines required for appropriate and valid implementation of measures, etc. to be taken by employers pursuant to the provisions of the preceding three paragraphs (referred to as the "Guidelines" in the following paragraph.)
- (5) The provisions of Article 4, paragraphs (4) and (5) shall apply mutatis

mutandis to the formulation and amendment of the Guidelines. In these cases, the term "shall consult the Labor Policy Council and request the opinions of the prefectural governors" in Article 4, paragraph 4 shall be deemed to be replaced with "shall consult the Labor Policy Council."

(Responsibilities of the State, Employers and Workers Concerning Problems Caused by Sexual Harassment in Workplace)

- Article 11-2 (1) The State shall endeavor to implement publicity activities, educational activities, and other measures to promote, among employers and the general public, awareness and understanding of prohibition of detrimental conduct prescribed in paragraph (1) of the preceding Article or behaviors damaging workers' working environments prescribed in the same paragraph and any other problems caused by relevant behaviors (hereafter in this Article referred to as "Sexual Harassment Problems").
- (2) Employers shall implement training and other necessary measures to promote awareness and understanding of Sexual Harassment Problems among workers they employ, as well as to encourage the workers to pay necessary attention to their words and behavior when interacting with other workers, and must endeavor to cooperate with the measures of the preceding paragraph to be implemented by the State.
- (3) Employers (in the case of corporations, their officers) must endeavor to deepen their awareness and understanding of Sexual Harassment Problems and pay necessary attention to their words and behavior when interacting with workers.
- (4) Workers shall deepen their awareness and understanding of Sexual Harassment Problems and pay necessary attention to their words and behavior when interacting with other workers, and must endeavor to cooperate with the measures of paragraph 1 of the preceding Article to be implemented by their Employers.

(Employment Management Measures, Etc. Concerning Problems Caused by Harassment Related to Pregnancy, Childbirth, Etc. in Workplace)

- Article 11-3 (1) Employers shall implement necessary measures in terms of employment management such as maintenance of a system to give advice to female workers they employ and cope with problems of female workers to prevent female workers from suffering any harm in their working environments by reason of pregnancy, childbirth, or for requesting temporary absence from work as prescribed in Article 65, paragraph (1) of the Labor Standards Act or having taken absence from work as prescribed in the same paragraph or paragraph (2) of the same Article, or by any other reasons related to pregnancy or childbirth as specified by Order of the Ministry of Health,

Labor and Welfare.

- (2) The provision of Article 11, paragraph (2) shall apply mutatis mutandis to cases in which workers seek the advice of the preceding paragraph or tell facts when cooperating with their Employers coping with the problems.
- (3) The Minister of Health, Labor and Welfare shall formulate guidelines required for appropriate and valid implementation of measures, etc. to be taken by employers pursuant to the provisions of the preceding two paragraphs (referred to as the "Guidelines" in the following paragraph).
- (4) The provisions of Article 4, paragraphs (4) and (5) shall apply mutatis mutandis to the formulation and amendment of the Guidelines. In these cases, the term "shall consult the Labor Policy Council and request the opinions of the prefectural governors" in Article 4, paragraph 4 shall be deemed to be replaced with "shall consult the Labor Policy Council."

(Responsibilities of the State, Employers and Workers Concerning Problems Caused by Harassment Related to Pregnancy, Childbirth, Etc. in Workplace)

- Article 11-4 (1) The State shall endeavor to implement publicity activities, educational activities, and other measures to promote, among employers and the general public, awareness and understanding of prohibition of behaviors damaging workers' working environments prescribed in paragraph (1) of the preceding Article and any other problems caused by relevant behaviors (hereafter in this Article referred to as "Maternity Harassment Problems").
- (2) Employers shall implement training and other necessary measures to promote awareness and understanding of Maternity Harassment Problems among workers they employ, as well as to encourage the workers to pay necessary attention to their words and behavior when interacting with other workers, and must endeavor to cooperate with the measures of the preceding paragraph to be implemented by the State.
 - (3) Employers (in the case of corporations, their officers) must endeavor to deepen their awareness and understanding of Maternity Harassment Problems and pay necessary attention to their words and behavior when interacting with workers.
 - (4) Workers shall deepen their awareness and understanding of Maternity Harassment Problems and pay necessary attention to their words and behavior when interacting with other workers, and must endeavor to cooperate with the measures of paragraph (1) of the preceding Article to be implemented by their Employers.

(Measures in Connection with Health Care during Pregnancy and after Childbirth)

Article 12 Employers shall secure the necessary time off pursuant to the

provisions of Ordinance of the Ministry of Health, Labor and Welfare so that women workers they employ may receive the health guidance and medical examinations prescribed in the Maternal and Child Health Act (Act No. 141 of 1965).

- Article 13 (1) Employers shall take necessary measures, such as change of working hours and reduction of work, in order to enable the women workers they employ to comply with the directions they receive based on the health guidance and medical examinations referred to in the preceding Article.
- (2) The Minister of Health, Labor and Welfare shall formulate necessary guidelines in order to promote their appropriate and valid implementation of measures to be taken by employers pursuant to the provisions of the preceding paragraph (referred to as the "Guidelines" in the following paragraph).
- (3) The provisions of Article 4, paragraphs 4 and 5, shall apply mutatis mutandis to the formulation and amendment of the Guidelines. In these cases, the term "shall consult the Labor Policy Council and request the opinions of the prefectural governors" in Article 4, paragraph 4 shall be deemed to be replaced with "shall consult the Labor Policy Council."

(Promoter of Equal Employment Opportunities for Men and Women)

Article 13-2 Employers, pursuant to the provisions of Order of the Ministry of Health, Labor and Welfare, must endeavor to appoint a person responsible for the appropriate and effective implementation of the measures, etc. prescribed in Article 8, Article 11, paragraph (1), Article 11-2, paragraph (2), Article 11-3, paragraph (1), Article 11-4, paragraph (2), Article 12, and paragraph (1) of the preceding Article, and any other measures required to ensure equal opportunities and treatment for men and women in their workplace.

Section 3 The State Assistance for Employers

Article 14 In cases where employers take or seek to take any of the following measures for the purpose of improving the circumstances preventing the securing of equal opportunity and treatment between men and women in employment, the State may provide consultation services and other assistance to said employers in order to promote the securing of equal opportunity and treatment between men and women in employment.

- (i) Analysis of the assignments and other employment-related circumstances of the employers' workers;
- (ii) Preparation, based on the analysis referred to in the preceding item, of plans concerning measures necessary in improving circumstances that prevent the securing of equal opportunity and treatment between men and

- women in employment;
- (iii) Implementation of the measures provided for in the plans referred to in the preceding item;
 - (iv) Establishment of the system necessary to implement the measures referred to in the preceding three items; and
 - (v) Disclosure of the implementation of measures referred to in the preceding items.

Chapter III Resolution of Disputes

Section 1 Assistance, Etc. in the Resolution of Disputes

(Voluntary Resolution of Complaints)

Article 15 Employers shall, when a complaint is submitted by workers concerning matters prescribed in Articles 6, 7, 9, 12 and Article 13, paragraph 1 (except the recruitment and employment of workers), endeavor to achieve voluntary resolutions by such means as referring said complaint to grievance bodies (which are bodies for resolving complaints from the workers of the workplace, composed of representatives of the employer and representatives of the workers of the said workplace).

(Special Provisions of Promotion of the Resolution of Disputes)

Article 16 The provisions of Article 4, Article 5, and Articles 12 through 19 of the Act on Promoting the Resolution of Individual Labor Disputes (Act No. 112 of 2001) shall not apply to a dispute between a worker and an employer with regard to the provisions of Articles 5 through 7, Article 9, Article 11, paragraphs (1) and (2) (including mutatis mutandis application thereof to Article 11-3, paragraph (2)), Article 11-3, paragraph (1), Article 12, and Article 13, paragraph (1). Instead, that dispute shall be subject to the provisions of Articles 17 through 27 herein.

(Assistance in the Resolution of Disputes)

Article 17 (1) The directors of Prefectural Labor Offices may, when asked by either party or both parties to a dispute prescribed in the preceding Article for assistance to resolve said dispute, give any necessary advice or guidance or make any necessary recommendation to the parties to said dispute.

(2) The provision of Article 11, paragraph (2) shall apply mutatis mutandis to cases in which a worker seeks the assistance prescribed in the preceding paragraph.

Section 2 Conciliation

(Delegation of Conciliation)

- Article 18 (1) The Director of each Prefectural Labor Office shall refer to the competent Disputes Adjustment Commission provided for in Article 6, paragraph 1 of the Act on Promoting the Resolution of Individual Labor Disputes (hereinafter referred to as the "Commission") for the conciliation of disputes provided for in Article 16 (except a dispute on the recruitment and employment of workers) when either party or both parties to relevant dispute (hereinafter referred to as the "parties concerned") apply for conciliation and the Director finds it necessary to do so in order to resolve relevant dispute.
- (2) The provision of Article 11, paragraph (2) shall apply mutatis mutandis to cases in which a worker files the application set forth in the preceding paragraph.

(Conciliation)

- Article 19 (1) The conciliation prescribed in paragraph 1 of the preceding Article (hereafter in this section referred to as the "Conciliation") shall be conducted by three conciliation commissioners.
- (2) The conciliation commissioners shall be nominated in advance by the Commission chairperson from among its members.

Article 20 The Commission may, when it finds necessary for the Conciliation, request the parties concerned or workers employed at the same workplace as that of the parties concerned or any other witness to appear before the Commission and hear their opinions.

Article 21 The Commission shall, when it finds necessary based on the application of the parties concerned, hear the opinions as to said case in question of the representatives of the workers concerned or the representatives of the employers concerned who are nominated by major organizations of workers or employers in the jurisdictional district of the Prefectural Labor Office where said Commission is established.

Article 22 The Commission may prepare a conciliation proposal and recommend its acceptance to the parties concerned.

- Article 23 (1) The Commission may, when it finds no chance for resolution by conciliation, discontinue the Conciliation as to the disputes pertaining to.
- (2) The Commission shall, when it discontinues the Conciliation pursuant to the provision of the preceding paragraph, notify the parties concerned of said discontinuance.

(Extension of Completion of Prescription)

Article 24 When the Conciliation is discontinued pursuant to the provision of paragraph (1) of the preceding Article and the persons who applied for the Conciliation file a lawsuit as to the claim which was the purpose of the Conciliation within 30 days of the day of the notice prescribed under the same Article, paragraph (2), the suit shall be deemed to be filed on the day when the Conciliation was applied for in terms of extension of completion of prescription.

(Suspension of Court Proceedings)

Article 25 (1) In the case of court proceedings that are pending between the parties concerned as to civil disputes prescribed in Article 18, paragraph 1, the court proceedings by setting a period of up to four months when both of the parties concerned file joint petition for suspension and either of the circumstances below can be applied.

(i) Said conciliation is to be carried out between the parties concerned as to the dispute concerned.

(ii) In addition to the cases prescribed in the preceding item, the parties concerned are to have an agreement to resolve said disputes through Conciliation.

(2) The court of suit may rescind the ruling prescribed in the preceding paragraph at any time.

(3) No appeal shall be available against a ruling to dismiss the petition prescribed in paragraph 1 and a ruling to rescind the ruling prescribed in paragraph 1 under to the provision of the preceding paragraph.

(Request, Etc. for Provision of Data)

Article 26 The Commission may, when it finds necessary in order to resolve cases pending before the Commission, ask relevant administrative agencies for necessary cooperation such as the provision of data.

(Delegation to Ordinance of the Ministry of Health, Labor and Welfare)

Article 27 Necessary matters concerning the procedures for the Conciliation in addition to those provided for in this section shall be provided for by Ordinance of the Ministry of Health, Labor and Welfare.

Chapter IV Miscellaneous Provisions

(Investigations, Etc.)

Article 28 (1) The Minister of Health, Labor and Welfare shall implement necessary researches and studies concerning working lives of men workers and women workers respectively.

- (2) The Minister of Health, Labor and Welfare may, when he/she finds necessary with regard to the enforcement of this Act, ask the director of each relevant administrative organ for necessary cooperation such as the provision of data.
- (3) The Minister of Health, Labor and Welfare may, with regard to the enforcement of this Act, request needed investigation reports from the prefectural governors.

(Collection of Reports and Issuing of Advice, Guidance, and Recommendations)

- Article 29 (1) The Minister of Health, Labor and Welfare may, when he/she finds necessary with regard to the enforcement of this Act, request reports of employers and give employers advice, guidance, and recommendations.
- (2) The authority of The Minister of Health, Labor and Welfare prescribed in the preceding paragraph may be delegated to the directors of Prefectural Labor Offices, based on Ordinance of the Ministry of Health, Labor and Welfare.

(Publication)

Article 30 In the event that an employer is in violation of any of the provisions of Articles 5 to 7, Article 9, paragraphs (1) through (3), Article 11, paragraphs (1) and (2) (including mutatis mutandis application of the aforementioned to Article 11-3, paragraph (2), Article 17, paragraph (2), and Article 18, paragraph (2)), Article 11-3, paragraph (1), Article 12, and Article 13, paragraph (1), and if the employer fails to comply with recommendations given by the Minister of Health, Labor and Welfare pursuant to the provisions of paragraph (1) of the preceding Article, the Minister may announce the violation publicly.

(Special Provisions for Mariners)

Article 31 (1) With regard to the mariners and persons seeking to become mariners prescribed in Article 6, paragraph (1) of the Mariner's Employment Security Act (Act No. 130 of 1948), the term "Minister of Health, Labor and Welfare" in Article 4, paragraphs (1), (4), and (5) (including mutatis mutandis application of the aforementioned to Article 4, paragraph (6), Article 10, paragraph (2), Article 11, paragraph (5), Article 11-3, paragraph (4), and Article 13, paragraph (3)), Article 10, paragraph (1), Article 11, paragraph (4), Article 11-3, paragraph (3), Article 13, paragraph (2), and the preceding three Articles is deemed to be replaced with "Minister of Land, Infrastructure, Transport and Tourism"; the term "Labor Policy Council" in Article 4, paragraph (4) (including mutatis mutandis application of the aforementioned to Article 4, paragraph (6), Article 10, paragraph (2), "Article 11, paragraph (5), Article 11-3, paragraph (4), and Article 13, paragraph (3)) is deemed to be replaced with Council of Transport Policy"; the term "Order of the Ministry of

Health, Labor and Welfare" in Article 6, item (ii), Article 7, Article 9, paragraph (3), Article 11-3, paragraph (1), Article 12, Article 13-2, and Article 29, paragraph (2) is deemed to be replaced with "Order of the Ministry of Land, Infrastructure, Transport and Tourism"; the term "requesting leave under Article 65, paragraph (1) of the Labor Standards Act (Act No. 49 of 1947) or having taken leave under the same Article, paragraph (1) or (2) of the same Act" in Article 9, paragraph (3) is deemed to be replaced with "having been absent from work in accordance with Article 87 paragraph (1) or (2) of the Mariners Act (Act No. 100 of 1947)"; the term "requesting leave under Article 65, paragraph (1) of the Labor Standards Act or having taken leave under the same Article, paragraph (1) or (2) of the same Act" in Article 11-3, paragraph (1) is deemed to be replaced with "having been absent from work in accordance with Article 87 paragraph (1) or (2) of the Mariners Act"; the term "directors of Prefectural Labor Offices" in Article 17, paragraph (1), Article 18, paragraph (1) and Article 29, paragraph (2) is deemed to be replaced with "Directors of the District Transport Bureau (including Director of Transport Administration Department)"; the term "the Dispute Coordinating Committee pursuant to Article 6, paragraph (1) (hereinafter referred to as "Committee") in Article 18, paragraph (1) is deemed to be replaced with "conciliators appointed among persons listed in the List of Candidates for Mediator prescribed in Article 21, paragraph (3)."

- (2) The provisions of Articles 19 through 27 shall not apply to the Conciliation conducted by the conciliator upon appointment pursuant to the provisions of Article 18, paragraph (1) after replacement pursuant to the preceding paragraph.
- (3) The administrative work of the Conciliation of the preceding paragraph is handled by a council composed of three conciliators.
- (4) A conciliator shall be removed from its position if an order of commencement of bankruptcy proceedings is issued to the conciliator or the conciliator is subjected to imprisonment without work or a greater punishment.
- (5) The provisions of Articles 20 through 27 shall apply mutatis mutandis to the Conciliation referred to in paragraph (2). In this case, the term "Commission" in Articles 20 through 23, and Article 26 is deemed to be replaced with "Conciliators."; the term "the Prefectural Labor Bureau where that Commission is established" in Article 21 is deemed to be replaced with "District Transport Bureau (including Transport Administration Department) with Director of the District Transport Bureau (including Director of Transport Administration Department) having appointed the referenced Conciliator"; and the term "pending before the Commission" is deemed to be replaced with "handled by the Conciliators."; in Article 27, the term "this Section" is deemed to be replaced with "Article 31, paragraphs (3) through (5)"; the term "Conciliation" is deemed

to be replaced with "the council and Conciliation"; and the term "Order of the Ministry of Health, Labor and Welfare" is deemed to be replaced with "Order of the Ministry of Land, Infrastructure, Transport and Tourism."

(Exclusion of Application)

Article 32 The provisions of Chapter II, Section I, Article 13-2, Chapter II, Section III, the preceding Chapter, Articles 29 and 30 shall not apply to national and local public employees. The provisions of Chapter II, Section II (except Article 13-2) shall not apply to national public employees in the regular service (except personnel referred to in Article 2, item (ii) of the Public Corporation and National Enterprise Labor Relations Act (Act No. 257 of 1948)), court officers who are subject to the Act on Temporary Measures concerning Court Officer (Act No. 299 of 1951), Diet officers who are subject to the National Diet Officer Act (Act No. 85 of 1947), and members of Self-Defense Forces prescribed in Article 2, paragraph (5) of the Self Defense Forces Act (Act No. 165 of 1954).

Chapter V Penal Provisions

Article 33 Any person who has not made a report required by Article 29, paragraph 1 or who has made a false report shall be liable to a civil fine of not more than 200,000 yen.

Supplementary Provisions

(Effective Date)

(1) This Act shall come into force as from the date of its promulgation.

(Tasks for Promoter of Equal Employment Opportunities for Men and Women Up Until March 31, 2026)

(2) Up until March 31, 2026, ", and" in Article 13-2 shall be read as ", activities pursuant to the General Employer Action Plan referred to in Article 8, paragraph (1) of the Act on the Promotion of Female Participation and Career Advancement in the Workplace (Act No. 64 of 2015) and measures for promoting publication of information pursuant to the provisions of Article 20 of the relevant Act, and."

Supplementary Provisions [Act No. 17 of March 31, 2016] [Extract]

(Reviews)

Article 14 Five years after the enforcement of this Act, the Government shall

review the state of enforcement of the provisions revised in accordance with the provisions of Articles 5, 6, and 8. On finding it to be necessary to do so, the Government shall take measures as required based on the results of the review.

(Delegation to Cabinet Order Regarding Other Transitional Measures)

Article 33 (1) In addition to those provided for in these Supplementary Provisions, transitional measures required for the enforcement of this Act shall be provided for by Cabinet Order.

Act on the Arrangement, etc. of Related Acts upon the Enforcement of the Act for Partial Revision of the Civil Code (Act No. 45 of 2017) Excerpt

Transitional Measures upon Partial Amendment of the Act on Securing, Etc. of Equal Opportunity and Treatment between Men and Women in Employment

Article 210 When application for the Conciliation referred to in Article 18, paragraph (1) of the Act on Securing, Etc. of Equal Opportunity and Treatment between Men and Women in Employment before the revision pursuant to the provisions of the preceding Article is filed before the date of enforcement of this Act, the prior laws continue to govern special provisions then in force regarding prescription relating to the application notwithstanding the provisions of Article 24 of the Act on Securing, Etc. of Equal Opportunity and Treatment between Men and Women in Employment after the revision pursuant to the provisions of the preceding Article (hereinafter referred to as the "New Equal Employment Act") (including mutatis mutandis application of the aforementioned to Article 31, paragraph (5) of the New Equal Employment Act.)

(Transitional Measures as to Penal Provisions)

Article 361 The prior laws continue to govern the application of penal provisions to acts committed prior to the enforcement of this Act and to acts after the enforcement to which the provisions then in force shall apply according to the provisions of this Act.

(Delegation to Cabinet Order)

Article 362 In addition to those provided for in this Act, transitional measures required for the enforcement of this Act shall be provided for by Cabinet Order.

Supplementary Provisions [Act No. 45 of June 2, 2017]

This Act shall come into force as from the date on which the Act Partially Amending Civil Code comes into effect; provided, however, that the provisions of

Article 103-2, Article 103-3, Article 267-2, Article 267-3, and Article 362 shall come into force as from the date of promulgation.

Supplementary Provisions [Act No. 24 of June 5, 2019] [Extract]

(Effective Date)

Article 1 This Act shall come into force as from the date to be specified by Cabinet Order and not to be later than one year from the date of its promulgation inclusive; provided, however, that the provision of the following item shall come into force as from the date specified in the item.

- (i) The revised provision of Article 4 of the Act on Comprehensive Promotion of Labor Measures, and Stabilization of Employment of Employees, and Enrichment of Their Working Lives as referred to in Article 3, and, the provisions of the following Article and Article 6 of Supplementary Provisions the date of promulgation

(Transitional Measures as to Penal Provisions)

Article 5 The prior laws continue to govern the application of penal provisions to acts committed prior to the enforcement of this Act.

(Delegation to Cabinet Order)

Article 6 In addition to those provided for in these Supplementary Provisions, transitional measures required for the enforcement of this Act shall be provided for by Cabinet Order.

(Reviews)

Article 7 Five years after the enforcement of this Act, the Government shall review the state of enforcement of the provisions amended by this Act. On finding it to be necessary to do so, the Government shall take measures as required based on the results of the review.