

(Provisional translation)

April 13, 2020

Notice regarding the request for consideration for maintaining employment as responses to the COVID-19 Infection

The spread of the COVID-19 infection has stalled movements of people and goods, forcing some businesses to reduce business activities, and has caused a tremendous impact on the national economy as a whole.

Furthermore, a Declaration of a State of Emergency was issued under the Act on Special Measures for Pandemic Influenza and New Infectious Diseases Preparedness and Response on April 7, and there are growing concerns about a further adverse impact of the infection on economy.

In light of such circumstances, the national government has decided to carry out an economic package at an unprecedentedly massive scale worth 108 trillion yen, or 20% of GDP. For the purpose of supporting business continuation and employment maintenance, in particular, the government will expand support measures to provide substantially interest-free unsecured loans to include private financial institutions, and will create a benefit system and take measures for postponing the payment of taxes and social insurance premiums targeting SMEs and small businesses that are particularly facing difficulties. Additionally, the government will further expand special measures concerning the Employment Adjustment Subsidy and take additional measures targeting companies that maintain employment without dismissing employers. Additional measures include the raising of subsidy rates to 9/10 for SMEs and 3/4 for large companies, irrespective of retention of regular or irregular employees, inclusion of workers not covered under employment insurance into the coverage of leave compensation, and mitigation of burdens in filing applications.

You are requested to fully utilize these measures and offer further cooperation with the following matters in order to maintain employment of fixed-term employees, part-timers, temporary personnel, and potential recruits, who are particularly apt to be subject to rapid business fluctuations, under this unprecedented state of emergency where the global spread of the COVID-19 infection is underway.

1. Fully utilize cash flow support for continuing business and special measures

concerning the Employment Adjustment Subsidy to maintain employment. When you provide education and training, the amount of the Employment Adjustment Subsidy will be increased. Please make efforts to maintain employment of new recruits as a future workforce by providing them with opportunities for education and training.

2. Give due consideration to employment of unemployed persons by actively posting job offers, with the aim of promoting re-employment of persons who have lost jobs. Regarding new graduates, carry out recruitment from a medium- and long-term perspective.
3. Regarding new graduates for FY2019 or other potential recruits for whom the commencement of work has been postponed, give due consideration such as deciding the commencement date as early as possible, and make responses with good faith to requests for compensation, etc. from such recruits.
4. For would-be graduates for FY2020, take flexible measures to the extent possible so that they can carry out job-search activities sufficiently, such as holding briefing sessions, interviews, examinations, etc. using various communication means, or offering greater opportunities for filing applications by setting flexible time schedules.
5. Give due consideration for stabilizing employment of persons with disabilities or other difficulties, and also give consideration to workers with foreign nationalities in the same manner as to Japanese workers.
6. In order to stabilize employment of fixed-term employees, part-timers, temporary personnel, etc., give due consideration and refrain from dismissing them, terminating employment or cancelling worker dispatch contracts lightly. Even in such cases as it is unavoidable to dismiss employees or terminate employment, make utmost efforts to mitigate changes in those employees' lives and not to cause hindrance to their job-seeking activities, or to allow dismissed employees to continue using a company apartment or other housing for a certain period of time after dismissal.
7. In order to prevent the further spread of the COVID-19 infection, make efforts to prevent infection of workers, such as establishing a paid special leave system or otherwise developing an environment to allow workers, including fixed-term employees, part-timers, temporary personnel, etc., to take leave, or promoting remote

work and off-peak commuting. On that occasion, give sufficient consideration to pregnant female workers, elderly workers, and workers with underlying diseases (diabetes, heart failure, respiratory disorders, etc.). Additionally, as schools may be temporarily closed, develop an environment to allow workers who need to take care of their children to take leave easily.