

Japan

Exchange rate: US\$1.00 = 110.60 yen.

Old Age, Disability, and Survivors

Regulatory Framework

First law: 1941 (employees' pension insurance).

Current laws: 1954 (employees' pension insurance) and 1959 (national pension).

Type of program: Social insurance system.

Note: The social insurance system consists of a flat-rate benefit under the national pension program (NP) and an earnings-related benefit under the employees' pension insurance program (EPI).

Coverage

National pension program: Residents of Japan aged 20 to 59.

Voluntary coverage for residents aged 60 to 64 (age 69 in special cases) and for citizens of Japan aged 20 to 64 (age 69 in special cases) residing abroad.

Employees' pension insurance: Employed persons younger than age 70 in covered firms.

Voluntary coverage for employed persons aged 70 or older under certain conditions.

Exclusions: Certain part-time employees.

Source of Funds

Insured person

National pension program: 16,340 yen a month (April 2018 to March 2019).

The EPI pays contributions for dependent spouses of insured persons. The total amount transferred is based on the number of insured persons under the EPI and NP programs.

Employees' pension insurance: 9.15% of monthly wage class earnings, based on 31 wage classes; miners and seamen contribute 9.15% of monthly earnings as well.

The minimum monthly earnings used to calculate contributions are 88,000 yen.

The maximum monthly earnings used to calculate contributions are 620,000 yen.

The maximum earnings levels are adjusted on an ad hoc basis based on the increase in the national average wage.

Self-employed person

National pension program: 16,340 yen a month (April 2018 to March 2019).

Employees' pension insurance: Generally not applicable.

Employer

National pension program: None.

Employees' pension insurance: 9.15% of monthly payroll, based on 31 wage classes.

The minimum monthly earnings used to calculate contributions are 88,000 yen.

The maximum monthly earnings used to calculate contributions are 620,000 yen.

The maximum earnings levels are adjusted on an ad hoc basis based on the increase in the national average wage.

Government

National pension program: 50% of the cost of benefits and the total cost of administration.

Employees' pension insurance: The total cost of administration; contributes as an employer.

Qualifying Conditions

Old-age pension (national pension program): Age 65 with at least 40 years of paid contributions.

Partial pension: Age 65 with at least 10 years paid or credited contributions.

Contributions may be credited for periods of low-income work and for years as a dependent spouse (including common-law spouse) of an insured person covered under the EPI program.

Employment may continue. There is no earnings test.

Early pension: Aged 60 to 64 with at least 10 years of contributions.

Deferred pension: The pension may be deferred until age 70.

Dependent's supplement: Paid for a dependent spouse aged 65 or older who receives an NP old-age pension in his or her own right. The insured must be receiving an EPI dependent's supplement.

Old-age pension (employees' pension insurance):

Age 62 (men, gradually rising to age 65 by 2025), age 61 (women, gradually rising to age 65 by 2030), or age 61 (seamen and miners) with at least 10 years of paid or credited contributions (including any periods the insured was exempt from contributions, such as low-income periods).

Employment may continue.

Earnings test: The pension is reduced if the insured continues working beyond the normal retirement age and his or her combined monthly earnings and old-age pension

income exceeds 280,000 yen (if younger than age 65) or 460,000 yen (if aged 65 or older).

Dependent's supplement: Paid for a dependent spouse younger than age 65. The supplement ceases when the spouse reaches age 65 and receives a pension in his or her own right under the NP program. Paid for children up to the end of the fiscal year in which they reach age 18 (up to the month they reach age 20 if disabled).

Disability pension (national pension program): Must be assessed with a Group I (total disability and requires constant attendance) or a Group II (severely restricted ability to live independently) disability. Must have been insured at the first medical exam and have paid contributions in 66.7% of the period from age 20 to two months before the month of the first medical exam (including any periods exempt from contribution requirements such as low-income periods). Alternatively, must have paid continuous contributions (including any periods the insured was exempt from contributions, such as low-income periods) for one year before the two-month period before the month of the first medical exam (until March 2026).

Dependent's supplement: Paid for children up to the end of the fiscal year in which they reach age 18 (up to the month they reach age 20 if disabled).

Disability pension (employees' pension insurance): Must be assessed with a Group I (total disability and requires constant attendance), Group II (severely restricted ability to live independently), or Group III (severely restricted ability to work) disability. Must have been insured at the first medical exam and have paid contributions in 66.7% of the period from age 20 to two months before the month of the first medical exam (including any periods exempt from contribution requirements such as low-income periods). Alternatively, must have paid continuous contributions (including any periods exempt from contribution requirements such as low-income periods) for one year before the two-month period before the month of the first medical exam (until March 2026).

Dependent's supplement: Paid to persons with a Group I or II disability for a dependent spouse younger than age 65. The supplement ceases when the spouse reaches age 65 and receives a pension in his or her own right under the NP program.

Disability grant (employees' pension insurance): Paid if the insured has a reduced working capacity but does not qualify for an EPI disability pension. Must have paid contributions in 66.7% of the period from age 20 to two months before the month of the first medical exam (including any periods the insured was exempt from contributions, such as low-income periods). Alternatively, must have paid continuous contributions (including any periods the insured was exempt from contributions, such as low-income periods) for one year before the two-month period before the month of the first medical exam (until March 2026).

Survivor pension (national pension program): The deceased received or was entitled to receive an NP old-age pension; was insured and younger than age 60, or a resident of Japan aged 60 to 64, with paid contributions during 66.7% of the period from age 20 to two months before the month of the death (including any periods exempt from contribution requirements such as low-income periods); or was insured and younger than age 60, or a resident of Japan aged 60 to 64, with paid continuous contributions for one year before the two-month period before the month of the death.

Eligible survivors include a widow(er) living with and caring for the deceased's children up to the end of the fiscal year that the child reaches age 18 (up to the month they reach age 20 if disabled), and full orphans up to the end of the fiscal year that they reach age 18 (up to the month they reach age 20 if disabled).

Dependent's supplement: Paid for children up to the end of the fiscal year in which they reach age 18 (up to the month they reach age 20 if disabled).

Childless widow's pension (national pension program): Paid to a childless, dependent widow aged 60 to 64 who was married to the deceased for at least 10 years. The deceased was not an NP old-age pensioner at the time of death and had at least 10 years of contributions (including any periods the insured was exempt from contributions, such as low-income periods).

Death grant (national pension program): The deceased was not an NP old-age or disability pensioner at the time of death and had at least three years of contributions (including any periods the insured was exempt from contributions, such as low-income periods).

Survivor pension (employees' pension insurance): The deceased received or was entitled to receive an EPI old-age pension or was an EPI disability (Group I or II) pensioner; was insured at the time of death, or no longer insured but died within five years after the first medical examination of an illness while insured, and had paid contributions in 66.7% of the period from age 20 to two months before the month of the death (including any periods the insured was exempt from contributions, such as low-income periods); or had paid continuous contributions for one year before the two-month period before the month of death if younger than age 65 and was insured at the time of death, or was no longer insured but died within five years after the first medical examination of an illness while insured.

Eligible survivors include a widow, a widower aged 55 or older at the time of the insured's death (aged 60 or older if the widower does not receive an NP pension in his own right), children or grandchildren up to the end of the fiscal year in which the child reaches age 18 (age 19 if disabled), and parents or grandparents older than age 55 at the time of the insured's death (benefits are paid from age 60), if they were financially dependent on the deceased at the time of

death. The pension is paid to the first eligible survivor in the following order of priority: spouse, children, parents, grandchildren, and grandparents.

Widow's supplement (employee's pension insurance): An additional benefit may be paid to a childless widow aged 40 to 64 if she was aged 40 or older at the time of the insured's death.

Old-Age Benefits

Old-age pension (national pension program): 779,300 yen a year is paid.

Partial pension: A reduced pension is paid depending on the number of paid or credited contributions.

Early pension: For those born on or after April 2, 1941, the pension is reduced by 0.5% multiplied by the number of months between application and one month before age 65. For those born before April 2, 1941, the pension is reduced by 11% to 42%, depending on the age at which the pension is awarded.

Deferred pension: For those born on or after April 2, 1941, the pension is increased by 0.7% multiplied by the number of months between application and one month before age 65. For those born before April 2, 1941, the pension paid at age 65 is increased by 12% to 88%, depending on the age at which the pension is awarded.

Transfer supplement: 15,028 yen to 224,300 yen a year, depending on the spouse's age, is paid to an eligible spouse.

Schedule of payments: The pension is paid every two months.

Benefit adjustment: Benefits are automatically adjusted annually based on changes in prices and wages.

Old-age pension (employees' pension insurance): The pension is based on the insured's average monthly wage over the full career multiplied by a coefficient determined by the insured's date of birth multiplied by the number of months of coverage. The pension is paid every two months.

Earnings test: For working pensioners aged 60 to 64, the full pension is paid if his or her combined monthly earnings and old-age pension income does not exceed 280,000 yen; if the combined monthly total exceeds 280,000 yen but the old-age pension does not exceed 280,000 yen and monthly earnings do not exceed 460,000 yen, the pension is reduced by 50% of the amount exceeding 280,000 yen; if monthly earnings exceed 460,000 yen a month, the pension is further reduced. For working pensioners aged 65 or older, if the combined monthly earnings and old-age pension income exceed 460,000 yen, the pension is reduced by 50% of the amount exceeding 460,000 yen.

Dependent's supplement: 224,300 yen a year is paid for a spouse; 224,300 yen a year for each of the first two children, and 74,800 yen a year for each additional child.

Benefit adjustment: Benefits are automatically adjusted annually based on changes in prices and wages.

Permanent Disability Benefits

Disability pension (national pension program): 974,125 yen a year is paid for a Group I disability; 779,300 yen a year for a Group II disability.

Dependent's supplement: 224,300 yen a year is paid for each of the first two children and 74,800 yen a year for each additional child.

Schedule of payment: Benefits are paid every two months.

Benefit adjustment: Benefits are automatically adjusted annually based on changes in prices and wages.

Disability pension (employees' pension program): 125% of the EPI old-age pension the insured received or was entitled to receive (plus additional benefits for dependents) is paid for a Group I disability, 100% (plus additional benefits for dependents) for a Group II disability, or 100% for a Group III disability. For persons with less than 300 months of paid or credited contributions, the pension is calculated based on a contribution period of 300 months.

The minimum annual disability pension is 584,500 yen.

Dependent's supplement: 224,300 yen a year is paid.

Schedule of payments: Benefits are paid every two months.

Disability grant (employees' pension program): A lump sum of 200% of the EPI old-age pension the insured received or was entitled to receive is paid.

The minimum disability grant is 1,169,000 yen.

Benefit adjustment: Benefits are automatically adjusted annually based on changes in prices and wages.

Survivor Benefits

Survivor pension (national pension program): 779,300 yen a year is paid to a widow(er) or full orphan. If there is more than one full orphan, the pension is split equally.

Dependent's supplement: 224,300 yen a year is paid for each of the first two full orphans and 74,800 yen a year for each additional full orphan.

Benefit adjustment: The survivor pension is automatically adjusted annually based on changes in prices and wages.

Childless widow's pension (national pension program): 75% of the NP old-age pension the deceased received or was entitled to receive is paid.

Benefits are paid every two months.

Benefit adjustment: The childless widow's pension is automatically adjusted annually based on changes in prices and wages.

Death grant (national pension program): A lump sum of 120,000 yen to 320,000 yen is paid depending on the number of paid contributions from three to 35 years.

Survivor pension (employees' pension insurance):

75% of the EPI old-age pension is paid to the first eligible survivor.

Widow's supplement: 584,500 yen a year is paid.

Schedule of payments: Benefits are paid every two months.

Benefit adjustment: The survivor pension is automatically adjusted annually based on changes in prices and wages.

Administrative Organization

Pension Bureau of the Ministry of Health, Labor, and Welfare (<https://www.mhlw.go.jp/>) supervises both the national and employees' pension programs.

Japan Pension Service (<https://www.nenkin.go.jp/>), managed by the Ministry of Health, Labor, and Welfare, administers both programs nationally.

Japan Pension Service collects contributions, provides consultation services, and pays benefits for both programs through their branch offices.

Sickness and Maternity**Regulatory Framework**

First and current laws: 1922 (employees' health insurance), implemented in 1927; 1938 (national health insurance); and 1982 (medical system for the elderly), implemented in 1983.

Type of program: Social insurance system.

Coverage

National health insurance: Residents of Japan up to age 75 and not covered under the employees' health insurance program.

Special national health insurance societies provide coverage for certain occupations.

Exclusions: Persons with disabilities aged 65 to 74 are covered under the health and medical care program for older people.

Employees' health insurance

Society-managed health insurance: Members of an occupational health insurance society.

Association-managed health insurance: Employees of firms in industry and commerce with five or more employees who are not members of an occupational health insurance society.

Voluntary coverage for persons employed in private-sector workplaces with fewer than five regular employees and for agricultural, forestry, or fishery workers.

Exclusions: Self-employed persons.

Special systems for seamen, private-school employees, and local and national government employees.

Health and medical care program for older people: Persons aged 75 or older and disabled persons aged 65 to 74.

Source of Funds**Insured person**

National health insurance: Contributions vary depending on the insurer. (The average annual contribution in 2016 was 86,286 yen for each insured person, or 140,171 yen for each household.)

Contributions are reduced for low-income persons.

Employees' health insurance: Contributions vary depending on the prefecture. (The annual average contribution in 2017 was 5% of monthly covered earnings, based on 50 wage classes (association-managed program). The annual average contribution in 2016 was 4.09% of monthly covered earnings, based on 50 wage classes (society-managed program).

The minimum monthly earnings used to calculate contributions are 58,000 yen.

The maximum monthly earnings used to calculate contributions are 1,390,000 yen.

The minimum and maximum earnings levels are adjusted based on any increase in the national average wage.

Health and medical care program for older people: Varies depending on the insurer. (The national average annual contribution is 70,283 yen for each insured person.)

Contributions are reduced for low-income persons.

Self-employed person

National health insurance: Contributions vary depending on the insurer. (The average annual contribution in 2016 was 86,286 yen for each insured person, or 140,171 yen for each household.)

The maximum contribution is 770,000 yen a year for each household.

Contributions are reduced for low-income persons.

Employees' health insurance: Not applicable.

Health and medical care program for older people: Contributions vary depending on the insurer. (The average annual contribution is 70,283 yen for each insured person.)

Contributions may be reduced for low-income persons.

Employer

National health insurance: None.

Employees' health insurance: Contributions vary depending on the prefecture. (The annual average contribution in 2017 was 5% of monthly covered payroll, based on 50 wage classes (association-managed program). The annual average contribution in 2016 is 4.89% of monthly covered payroll, based on 50 wage classes (society-managed program).

The minimum monthly basic earnings used to calculate contributions are 58,000 yen.

The maximum monthly basic earnings used to calculate contributions are 1,390,000 yen.

The minimum and maximum earnings levels are adjusted based on any increase in the national average wage.

Health and medical care program for older people: None.

Government

National health insurance: Finances 50% (41% from the national government and 9% from the prefecture) of the cost of medical care.

Employees' health insurance: Finances 16.4% of benefit costs, 16.4% of the cost of health care for older people, the total cost of administration for the association-managed program, and part of the cost of administration for the society-managed program.

Health and medical care program for older people: Finances 49% (33% from the national government, 8% from the prefecture, and 8% from the municipality) of the cost of medical care.

Qualifying Conditions

National health insurance: There is no minimum qualifying period.

Employees' health insurance: Must be in covered employment. If an insured person leaves employment but was in covered employment in the previous two months, the insured may be covered on a voluntary basis for up to two years.

Sickness and injury allowance: Must be assessed with an incapacity for work that lasts more than three days and is not due to a work injury or occupational disease. Must be receiving medical treatment.

Maternity allowance: There is no minimum qualifying period.

Maternity grant: There is no minimum qualifying period.

Funeral grant: There is no minimum qualifying period.

Health and medical care program for older people: There is no minimum qualifying period.

Eligible dependents include spouses, parents, grandparents, younger siblings, children, and grandchildren whether or not residing with the insured person; and fathers- and mothers-in-law, uncles, aunts, nephews, nieces, and older siblings.

Sickness and Maternity Benefits

National health insurance: Each insurer may provide maternity allowances, child care allowances, and funeral grants. Benefit types and amounts vary by municipality.

Employees' health insurance

Sickness and injury allowance: 66.67% of the insured's average daily basic wage in the last 12 months is paid, depending on wage class. The benefit is paid after a three-day waiting period for up to 18 months. Health insurance societies may provide more generous benefits. If the insured receives wages, benefits are suspended or partially reduced.

Maternity allowance: 66.67% of the insured's average daily basic wage in the last 12 months is paid, depending on wage class, for 42 days before (98 days for expected multiple births) and 56 days after the expected date of childbirth. If the insured receives wages, benefits are suspended or partially reduced.

Maternity grant: A lump sum of 420,000 yen is paid to an insured person or the dependent of an insured person for each newborn child.

Funeral grant: A lump sum of 50,000 yen is paid to a dependent who pays for the funeral. If there is no dependent, the actual cost is paid to the person who pays for the funeral, up to 50,000 yen.

Health and medical care program for older people: Each insurer provides funeral grants.

Workers' Medical Benefits

National health insurance and health and medical care program for older people: Clinics, hospitals, and pharmacists under contract with and paid by the insurer usually provide medical care and treatment (some insurers provide services directly through their own clinics and hospitals). Benefits include medical treatment, surgery, hospitalization, nursing care, dental care, maternity care (only for a difficult childbirth), and medicine.

There is no limit to duration.

Cost sharing: Under the national health insurance program, the amount varies depending on the person's age: 20% of the cost for preschool children, 30% of the cost for persons up to age 69, 20% (10% if the insured reached age 70 before April 2014), or 30% of the cost (depending on income) for persons aged 70 to 74. Under the health and medical care program for older people (persons aged 75 or older or aged 65 or older with a disability), 10% or 30% of the cost is paid, depending on income.

Hospitalized persons also pay a daily fee toward the cost of nonmedical expenses that varies depending on family income.

Employees' health insurance: Benefits include medical treatment, surgery, hospitalization, nursing care, dental care, maternity care (only for a difficult childbirth), and medicine.

There is no limit to duration.

Cost sharing: The amount varies depending on the person's age: 20% of the cost for preschool children; 30% of the cost

for persons up to age 69; 20% (10% if the insured reached age 70 before April 2014) or 30% of the cost (depending on income) for persons aged 70 to 74.

Hospitalized persons also pay a daily fee toward the cost of nonmedical expenses that varies depending on family income.

Dependents' Medical Benefits

National health insurance and health and medical care program for older people: Not applicable.

Employees' health insurance: Medical benefits for dependents are the same as those for the insured.

Administrative Organization

Health Insurance Bureau of the Ministry of Health, Labor, and Welfare (<https://www.mhlw.go.jp/>) oversees the national health insurance and employee's health insurance programs.

Regional Bureaus of Health and Welfare and prefectures supervise the programs locally.

National Health Insurance: Municipalities collect contributions for the national health insurance program and administer the program jointly with prefectures.

Employees' health insurance: Japan Health Insurance Association (<http://www.kyoukaikenpo.or.jp/>) administers the association-managed program nationally and 1,399 health insurance societies administer the society-managed program nationwide.

Health insurance societies collect contributions from their members.

Japan Pension Service collects contributions for persons insured with the Japan Health Insurance Association.

Health and medical care program for older people: Municipalities collect contributions and jointly administer the program with the regional federation of the medical care program for older people at the prefecture level.

Work Injury

Regulatory Framework

First law: 1911.

Current law: 1947 (workmen's accident compensation insurance).

Type of program: Social insurance system.

Coverage

Employed persons.

Voluntary coverage for persons employed in agricultural, forestry, and fishery establishments with fewer than five regular employees.

Some self-employed persons and entrepreneurs (such as business owners of small- and medium-sized enterprises) are covered.

Special systems for civil servants.

Source of Funds

Insured person: None.

Self-employed person: 0.3% to 5.2% of the basic daily benefit multiplied by 365, depending on the type of business.

The basic daily benefit is the insured's average daily wages in the last three months before the injury occurred or disease began.

Employer: 0.25% to 8.8% of payroll, depending on the type of business.

Government: Provides subsidies as needed.

Qualifying Conditions

Must be assessed with a work injury or occupational disease. Accidents that occur while traveling to or from work are covered.

Temporary Disability Benefits

Temporary absence from work benefit: 60% of the basic daily benefit plus a temporary disability special supplement of 20% of the basic daily benefit is paid after a three-day waiting period until recovery (the employer pays 60% of the average daily wage for the first three days).

The basic daily benefit is the insured's average daily wages in the last three months before the injury occurred or disease began.

Minimum and maximum daily benefits apply after 18 months of absence from work.

The minimum daily benefit is 3,920 yen to 7,009 yen, depending on the insured's age.

The maximum daily benefit is 13,264 yen to 25,219 yen, depending on the insured's age.

Benefit adjustment: Benefits are automatically adjusted quarterly for wage changes greater than 10% from the previous quarter.

Injury and diseases compensation pension: Paid from the 19th month of disability until recovery to persons with more severe disabilities (Injury and Disease Class 1 to 3). The annual benefit is 100% of the basic daily benefit multiplied by 245 (Class 1), 277 (Class 2), or 313 (Class 3) plus a special supplement based on the worker's annual salary bonus.

The basic daily benefit is the insured's average daily wages in the last three months before the injury occurred or disease began.

Schedule of payments: Benefits are paid every two months.

Benefit adjustment: Benefits are automatically adjusted annually based on changes in wages.

Permanent Disability Benefits

Permanent disability pension: The pension varies depending on the assessed degree of disability.

An annual pension of 131 to 313 times the basic daily benefit is paid to persons with more severe disabilities (Disability Class 1 to 7).

The basic daily benefit is the insured's average wage in the last three months before the injury occurred or disease began.

Constant-attendance allowance (Disability Class 1 and 2): Up to 105,290 yen a month is paid if the insured requires the constant attendance of others to perform daily functions (57,190 yen if family members provide care); up to 52,650 yen a month if the insured requires part-time care (28,600 yen if family members provide care).

The permanent disability pension is paid every two months.

Disability grant: A lump sum of 56 to 503 times the basic daily benefit is paid to persons with less severe disabilities (Disability Class 8 to 14).

The basic daily benefit is the insured's average daily wages in the last three months before the injury occurred or disease began.

Benefit adjustment: Benefits are automatically adjusted annually based on changes in wages.

Workers' Medical Benefits

Benefits include medical treatment, surgery, hospitalization, nursing, dental care, medicine, appliances, and transportation.

There is no limit to duration of benefits.

Survivor Benefits

Survivor pension: An annual pension of the basic daily benefit multiplied by 153 to 245 days is paid, depending on the number of survivors.

The basic daily benefit is calculated based on the deceased's average daily wages in the last three months before the death.

Eligible survivors include a widow, a widower aged 60 or older, children and grandchildren (up to the end of the fiscal year that the child reaches age 18), parents and grandparents aged 60 or older, and brothers and sisters (up to the end of the fiscal year that the child reaches age 18; or aged 60 or older) who were dependent on the deceased worker at the time of death.

Schedule of payments: Benefits are paid every two months.

Benefit adjustment: Benefits are automatically adjusted annually based on changes in wages.

If there are no eligible survivors, a lump sum of the insured's average daily wage in the three months before the insured's death multiplied by 1,000 days is paid to a nondependent survivor.

Funeral grant: 60 days of the deceased's average daily wages in the three months before death or 315,000 yen plus 30 days of wages, whichever is greater, is paid.

Administrative Organization

Ministry of Health, Labor, and Welfare (<https://www.mhlw.go.jp/>) provides general supervision and administration.

Labor Standards Bureau in the Ministry of Health, Labor, and Welfare administers the program and supervises the collection of contributions through prefectural Labor Bureaus and local Labor Standards Inspection Offices.

Unemployment

Regulatory Framework

First law: 1947.

Current law: 1974 (employment insurance).

Type of program: Social insurance system.

Coverage

Employed persons.

Voluntary coverage for persons employed in agricultural, forestry, and fishery establishments with fewer than five regular employees.

Exclusions: Workers with less than 20 scheduled working hours a week; self-employed persons; and certain employees of national, prefectural, or municipal governments.

Special systems for daily workers and seasonal workers.

Source of Funds

Insured person: 0.3% of monthly earnings; 0.4% for agricultural, forestry, fishery, sake brewing industry, and construction workers.

Self-employed person: Not applicable.

Employer: 0.6% of payroll; 0.7% for agricultural, forestry, fishery, or sake brewing industry workers; and 0.8% for construction workers.

Government: 2.5% of the cost of the unemployment benefit and the unemployment benefit for older workers; and 1.25% of the cost of the child care and nursing care leave benefits and the employment continuation benefit for older workers.

Qualifying Conditions

Unemployment benefit: Must have at least 12 months of coverage in the last 24 months before unemployment (in case of unemployment due to insolvency or dismissal, at

least six months of insurance during the last 12 months). Must be registered with the Public Employment Security Office and be capable of, and willing to, work. The unemployed person must report to the Public Employment Security Office once every four weeks. Unemployment must not be due to voluntary leaving, serious misconduct, refusal of a suitable job offer, or nonattendance at vocational training (otherwise, the benefit may be limited to one to three months).

Special daily or monthly allowances: Must have at least three years (one year if receiving the benefit for the first time) of coverage to receive education and training benefits and must take designated educational and training courses.

Unemployment benefit for older workers: Must be aged 65 or older with at least six months of coverage in the last 12 months before unemployment, be registered with the Public Employment Security Office and be capable of, and be willing to, work.

Employment continuation benefit for older workers: Must be aged 60 to 64 with more than five years of coverage and have experienced a wage reduction of at least 15% since age 60.

Child care leave benefit: Paid to insured persons who take child care leave to care for a newborn child up to age 1; up to age 24 months under certain conditions.

Nursing care leave benefit: Paid to insured persons who take leave to provide nursing care for family members.

Unemployment Benefits

Unemployment benefit: 50% to 80% of the insured's average daily wages (higher percentages are awarded to lower-wage earners) in the six months before unemployment is paid; 45% to 80% if aged 60 to 64. The benefit is paid after a seven-day waiting period for 90 to 330 days, depending on the length of coverage, age, and reasons for unemployment.

The minimum daily unemployment benefit is 1,984 yen.

The maximum daily unemployment benefit is 6,750 yen if aged under 30; 7,495 yen if aged 30 to 44; 8,250 yen if aged 45 to 59; and 7,083 yen if aged 60 to 64 (August 2018).

Special daily or monthly allowances: Allowances are paid to cover the cost of vocational training, transportation for job search activities, moving, and lodging expenses while seeking employment in the wider area.

Unemployment benefit for older workers: A lump sum of 50 times (30 times with less than one year of coverage) the insured's average daily wage in the six months before unemployment is paid.

Employment continuation benefit for older workers: Up to 15% of the wage after age 60 is paid a month, depending on the percentage of wage reduction.

Child care leave benefit: 67% of the insured's average daily wages in the six months before the leave period multiplied by 30 is paid for the first six months; thereafter, 50%.

Nursing care leave benefit: 67% of the insured's average daily wages in the last six months before the leave period is paid.

Administrative Organization

Ministry of Health, Labor, and Welfare (<https://www.mhlw.go.jp/>) provides general supervision and management.

Employment Security Bureau in the Ministry of Health, Labor, and Welfare administers the national program through the Employment Insurance Divisions of prefectural Labor Bureaus and Public Employment Security Offices.

Labor Standards Bureau in the Ministry of Health, Labor, and Welfare supervises the collection of contributions through prefectural Labor Bureaus and local Labor Standards Inspection Offices.

Family Allowances

Regulatory Framework

First and current laws: 1971 (child allowance), implemented in 1972; and 2010 (payment of child allowance).

Type of program: Employer-liability and social assistance system.

Coverage

Persons raising or fostering one or more children younger than the age of graduation from junior high school.

Source of Funds

Insured person: None.

Self-employed person: None.

Employer: 47% of the cost (about 0.29% of wages) for employees' children up to age 3.

Government: For employees' children up to age 3: the National Treasury pays 36% of the cost; the prefecture, 9%; and municipalities, 9%. For employees' children aged 3 to 15 and the children of self-employed and unemployed persons: the National Treasury pays 67%; the prefecture, 17%; and municipalities, 17%; national, prefectural, and municipal governments contribute as an employer.

Qualifying Conditions

Child allowance (employer liability and social assistance): Must satisfy an income test that varies depending on family composition.

Family Allowance Benefits

Child allowance (employer liability and social assistance): 15,000 yen a month is paid for each child younger than age 3, 10,000 yen a month for each of the first two children aged 3 up to graduation from elementary school (15,000 yen a month for each subsequent child), and 10,000 yen a month for each child in junior high school.

For persons who do not meet an income test, 5,000 yen a month is paid for each child up to graduation from junior high school.

Schedule of payments: The sum of allowances for the previous four months is normally paid every four months (February, June, and October).

Administrative Organization

Cabinet Office (<https://www.cao.go.jp/>) supervises the program through its Children and Child-Rearing Administration.

Japan Pension Service Branch Offices collect contributions.

Municipalities pay allowances.