

この労働者派遣事業の適正な運営の確保及び派遣労働者の就業条件の整備等に関する法律施行令の翻訳は、平成十九年政令第376号までの改正（平成19年12月14日施行）について、「法令用語日英標準対訳辞書」（平成19年3月版）に準拠して作成したものです。なお、この法令の翻訳は公定訳ではありません。法的効力を有するのは日本語の法令自体であり、翻訳はあくまでその理解を助けるための参考資料です。この翻訳の利用に伴って発生した問題について、一切の責任を負いかねますので、法律上の問題に関しては、官報に掲載された日本語の法令を参照してください。

This English translation of the Order for Enforcement of the Act for Securing the Proper Operation of Worker Dispatching Undertakings and Improved Working Conditions for Dispatched Workers has been prepared (up to the revisions of Cabinet Order No. 376 of 2007 (Effective December 14, 2007)) in compliance with the Standard Bilingual Dictionary (March 2007 edition). This is an unofficial translation. Only the original Japanese texts of laws and regulations have legal effect, and translations are to be used solely as reference material to aid in the understanding of Japanese laws and regulations. The Government of Japan will not be responsible for the accuracy, reliability or currency of the legislative material provided on this Website, or for any consequence resulting from use of the information on this Website. For all purposes of interpreting and applying the law to any legal issue or dispute, users should consult the original Japanese texts published in the Official Gazette.

## **Order for Enforcement of the Act for Securing the Proper Operation of Worker Dispatching Undertakings and Improved Working Conditions for Dispatched Workers (Cabinet Order No. 95 of 1986)**

### **Article 1 (Work Specified by a Cabinet Order Referred to in Item (i) of Paragraph (1) of Article 4 of the Act)**

Work specified by a Cabinet Order referred to in item (i) of paragraph (1) of Article 4 of the Act for Securing the Proper Operation of Worker Dispatching Undertakings and Improved Working Conditions for Dispatched Workers (hereinafter referred to as the "Act") shall be work pertaining to the following acts conducted, in response to another person's demand, at ports other than those prescribed in item (i) of Article 2 of the Port Labor Act (Act No. 40 of 1988) which are prescribed in paragraph (4) of Article 2 of the Port Transport Business Act (Act No. 161 of 1951) (such ports shall be referred to as "Specified Ports" in item (iii)):

- (i) among port transport work prescribed in paragraph (1) of Article 2 of the Port Transport Business Act, acts falling under any of items (ii) to (v) inclusive of the same paragraph;
- (ii) acts listed in items (i) and (ii) of Article 2 of the Order for Enforcement of the Port Labor Act (Cabinet Order No. 335 of 1988);
- (iii) the carrying-in of cargoes transported by ship or lighter or by making a raft into warehouses located in the areas specified by the Minister of Health, Labour and Welfare within around 500 meters from the shore of Specified Ports (within around 1,000 meters at Mizushima Port and around 1,500 meters at Kagoshima

Port) (such warehouses exclude those which handle only cargoes other than those pertaining to transport by ship or lighter or by making a raft; hereinafter referred to as "Warehouses Located in Specified Ports" in this Article) (such carrying-in excludes the carrying-in of cargoes from sheds or other cargo handling facilities performed by a person other than those engaged in a port transport related business prescribed in paragraph (3) of Article 2 of the Port Transport Business Act that pertains to acts listed in item (i) of the same paragraph or businesses listed in items (i) to (iv) inclusive of Article 3 of the same Act or a warehouse business prescribed in paragraph (2) of Article 2 of the Warehouse Business Act (Act No. 121 of 1956) that pertains to Warehouses Located in Specified Ports (hereinafter such person shall be referred to as a "Specified Port Transport Related Business Operator" in this Article); the carrying-out of cargoes to be transported by ship or lighter or by making a raft from Warehouses Located in Specified Ports (excluding the carrying-out of cargoes to be carried into sheds or other cargo handling facilities which is performed by a person other than Specified Port Transport Related Business Operators); or cargo handling at Warehouses Located in Specified Ports; provided, however, in the case of refrigerated warehouses, that the carrying-in of cargoes from cargo handling facilities attached to said warehouses into refrigerating rooms, the carrying-out of cargoes from refrigerating rooms into cargo handling facilities attached to said warehouses and cargo handling at refrigerating rooms are excluded;

- (iv) the carrying-in of cargoes transported by road vehicles prescribed in paragraph (1) of Article 2 of the Road Vehicles Act (Act No. 185 of 1951) or train (including railcars) (hereinafter referred to as "Vehicles, etc." in this item) into Warehouses Located in Specified Ports or sheds or other cargo handling facilities (excluding the carrying-in of said cargoes performed by a person other than Specified Port Transport Related Business Operators) and the carrying-out of cargoes to be transported by Vehicles, etc. from Warehouses Located in Specified Ports or sheds or other cargo handling facilities (excluding the carrying-out of said cargoes performed by a person other than Specified Port Transport Related Business Operators); provided, however, in the case of refrigerated warehouses, that the carrying-in of cargoes from cargo handling facilities attached to said warehouses into refrigerating rooms and the carrying-out of cargoes from refrigerating rooms into cargo handling facilities attached to said warehouses are excluded.

Article 2 (Work Specified by a Cabinet Order Referred to in Item (iii) of Paragraph (1) of Article 4 of the Act)

- (1) Work specified by a Cabinet Order referred to in item (iii) of paragraph (1) of

Article 4 of the Act shall be as follows (excluding cases where employment placement dispatching is carried out for said work, cases where said work falls under item (iii) or (iv) of paragraph (1) of Article 40-2 of the Act, and cases where the place at which a dispatched worker for work listed in item (i) engages in work is in a remote area or in any place specified by an Ordinance of the Ministry of Health, Labour and Welfare as a place where it is necessary to have dispatched workers engaged in work listed in the same item under arrangements for worker dispatching services carried out in the course of trade for the purpose of securing medical care in the region (excluding a place in remote areas)):

- (i) medical practice prescribed in Article 17 of the Medical Practitioners Act (Act No. 201 of 1948) (limited to medical practice conducted at hospitals prescribed in paragraph (1) of Article 1-5 of the Medical Treatment Act (Act No. 205 of 1948) or clinics prescribed in paragraph (2) of the same Article (excluding those specified by an Ordinance of the Ministry of Health, Labour and Welfare; hereinafter referred to as "Hospitals, etc." in this Article), birth centers prescribed in paragraph (1) of Article 2 of the same Act (hereinafter referred to as "Birth Centers" in this Article), geriatric health care institutions prescribed in paragraph (25) of Article 8 of the Care Service Insurance Act (Act No. 123 of 1997) (hereinafter referred to as "Geriatric Health Care Institutions" in this Article), or homes of persons who receive medical care (hereinafter referred to as "Homes" in this Article));
- (ii) dental practice prescribed in Article 17 of the Dentists Act (Act No. 202 of 1948) (limited to dental practice conducted at Hospitals, etc., Geriatric Health Care Institutions or Homes);
- (iii) preparation of drugs prescribed in Article 19 of the Pharmacists Act (Act No. 146 of 1960) (limited to the preparation of drugs conducted at Hospitals, etc.);
- (iv) work prescribed in Articles 2, 3, 5 and 6, and paragraph (2) of Article 31 of the Public-Health Nurses, Midwives and Nurses Act (Act No. 203 of 1948) (including work that is allowed to be performed to assist in medical care pursuant to the provisions of other laws and regulations, notwithstanding the provisions of paragraph (1) of Article 31 and Article 32, and limited to work performed at Hospitals, etc., Birth Centers, Geriatric Health Care Institutions or Homes (excluding bathing services provided by visiting carers prescribed in paragraph (3) of Article 8 of the Care Service Insurance Act and bathing services for preventional care provided by visiting carers prescribed in paragraph (3) of Article 8-2 of the same Act));
- (v) work prescribed in paragraph (2) of Article 1 of the Dietitians Act (Act No. 245 of 1947) (limited to work pertaining to nutritional guidance necessary for the medical treatment of injured and sick persons which is performed at Hospitals, etc., Geriatric Health Care Institutions or Homes);

- (vi) work prescribed in paragraph (1) of Article 2 of the Dental Hygienists Act (Act No. 204 of 1948) (limited to work performed at Hospitals, etc., Geriatric Health Care Institutions or Homes);
  - (vii) work prescribed in paragraph (2) of Article 2 of the Radiation Therapists Act (Act No. 226 of 1951) (limited to work performed at Hospitals, etc., Geriatric Health Care Institutions or Homes);
  - (viii) work prescribed in paragraph (1) of Article 2 of the Dental Technicians Act (Act No. 168 of 1955) (limited to work performed at Hospitals, etc.).
- (2) The remote areas referred to in the preceding paragraph shall be municipalities specified by an Ordinance of the Ministry of Health, Labour and Welfare which include areas falling under any of the following items:
- (i) remote island regions designated as regions at which remote islands development measures are to be implemented pursuant to the provisions of paragraph (1) of Article 2 of the Remote Islands Development Act (Act No. 72 of 1953);
  - (ii) the Amami Islands region prescribed in Article 1 of the Act on Special Measures for the Amami Islands Promotion and Development (Act No. 189 of 1954);
  - (iii) the distant area prescribed in paragraph (1) of Article 2 of the Act on Special Financial Measures for Comprehensive Development of Public Facilities for Distant Areas (Act No. 88 of 1962);
  - (iv) mountain village areas due for development designated pursuant to the Mountain Villages Development Act (Act No. 64 of 1965);
  - (v) the Ogasawara Islands region prescribed in paragraph (1) of Article 2 of the Act on Special Measures for the Ogasawara Islands Development (Act No. 79 of 1969);
  - (vi) the underpopulated area prescribed in paragraph (1) of Article 2 of the Act on Special Measures for Promotion for Independence for Underpopulated Areas (Act No. 15 of 2000);
  - (vii) remote islands regions prescribed in item (iii) of Article 3 of the Okinawa Promotion and Development Special Treatment Act (Act No. 14 of 2002).

Article 3 (The Provisions of Other Acts Relating to Labor Referred to in Item (i) of Article 6 of the Act which are Specified by a Cabinet Order)

The provisions of other acts relating to labor referred to in item (i) of Article 6 of the Act which are specified by a Cabinet Order shall be as follows:

- (i) the provisions of Article 117, paragraph (1) of Article 118 (limited to the parts pertaining to the provisions of Article 6 and Article 56 of the Labor Standards Act (Act No. 49 of 1947), Article 119 (limited to the parts pertaining to the provisions of Article 16, Article 17, paragraph (1) of Article 18, and Article 37 of

- the same Act), and Article 120 (limited to the parts pertaining to the provisions of paragraph (7) of Article 18 and Articles 23 to 27 inclusive of the same Act) of the same Act and the provisions of Article 121 of the same Act pertaining to the relevant provisions (including cases where these provisions are applied pursuant to the provisions of Article 44 (excluding paragraph (4)) of the Act);
- (ii) the provisions of Article 63, Article 64, Article 65 (excluding item (i)), and Article 66 of the Employment Security Act (Act No. 141 of 1947) and the provisions of Article 67 of the same Act pertaining to these provisions;
  - (iii) the provisions of Article 44 of the Minimum Wages Act (Act No. 137 of 1959) and the provisions of Article 46 of the same Act pertaining to the provisions of Article 44 of the same Act;
  - (iv) the provisions of Article 49, Article 50, and Article 51 (excluding items (ii) and (iii)) of the Act on the Improvement of Employment of Construction Workers (Act No. 33 of 1976) and the provisions of Article 52 of the same Act pertaining to these provisions;
  - (v) the provisions of Article 18 of the Act on Securing the Payment of Wages (Act No. 34 of 1976) and the provisions of Article 20 of the same Act pertaining to the provisions of Article 18 of the same Act;
  - (vi) the provisions of Article 48, Article 49 (excluding item (i)), Article 51 (limited to the parts pertaining to items (ii) and (iii)) of the Port Labor Act and the provisions of Article 52 of the same Act pertaining to these provisions;
  - (vii) the provisions of Article 19, Article 20, and Article 21 (limited to the parts pertaining to item (i)) of the Act on the Promotion of Improvement of Employment Management in Small and Medium-Sized Enterprises for Securing Manpower and Creating Quality Jobs (Act No. 57 of 1991) and the provisions of Article 22 of the same Act pertaining to these provisions;
  - (viii) the provisions of Article 62, Article 63, and Article 65 of the Act on the Welfare of Workers Who Take Care of Children or Other Family Members Including Child Care and Family Care Leave (Act No. 76 of 1991) and the provisions of Article 66 of the same Act pertaining to these provisions;
  - (ix) the provisions of Article 32, Article 33, and Article 34 (limited to the parts pertaining to item (i)) of the Act on the Securing of Forestry Work Force (Act No. 45 of 1996) and the provisions of Article 35 of the same Act pertaining to these provisions;
  - (x) the provisions of Article 118, Article 119, and Article 121 of the Labor Standards Act which are applied pursuant to the provisions of paragraph (4) of Article 44 of the Act and the provisions of Article 119 and Article 122 of the Industrial Safety and Health Act (Act No. 57 of 1972) which are applied pursuant to the provisions of paragraph (7) of Article 45 of the Act.

Article 4 (Work Specified by a Cabinet Order Referred to in Item (i) of paragraph (1) of Article 40-2 of the Act)

Work specified by a Cabinet Order referred to in item (i) of paragraph (1) of Article 40-2 of the Act shall be as follows:

- (i) work to design or maintain a system that functions by using computers (including analysis conducted prior to or following or related to such design or maintenance) or work to design, create or maintain a program (which means directives to computers which are organized to obtain a single result; the same shall apply in items (xxiii) and (xxv));
- (ii) work to design or draft (including molding) machinery, equipment, or apparatus (including parts thereof; hereinafter referred to as "Machinery, etc." in this item and item (xxv)) or facilities consisting of Machinery, etc.
- (iii) work to operate filming equipment, audio equipment and the like that are used for the production of broadcast programs (which means broadcast programs prescribed in item (i) of Article 2 of the Broadcast Act (Act No. 132 of 1950), cable radio broadcasting prescribed in Article 2 of the Act on Regulation on Cable Radio Broadcasting Services (Act No. 135 of 1951) and cable television broadcasting prescribed in paragraph (1) of Article 2 of the Cable Television Broadcast Act (Act No. 114 of 1972) or other pieces of work consisting of the recording of images, voices or other sounds onto video tapes or tapes; the same shall apply hereinafter);
- (iv) work to direct the production of broadcast programs (excluding work related to the overall production of a single broadcast program, etc.);
- (v) work to operate computers, typewriters, telexes, or other business equipment equivalent thereto (referred to as "Business Equipment" in item (xxiii));
- (vi) interpretation, translation, or shorthand writing work;
- (vii) secretarial work for a juridical person's representative person or another person in an administrative position who makes important decisions for the business operation or takes part in such decisions;
- (viii) work to prepare categories for the filing of documents, magnetic tapes and the like (which means the arrangement (including retention) of documents, magnetic tapes and the like according to comprehensive and systematic categories, aimed at improving the efficiency of paperwork; hereinafter the same shall apply in this item) or filing work (limited to work that requires a high level of expertise, technology, or experience);
- (ix) work to examine markets, etc., aiming to obtain the basic data necessary for developing new commodities or preparing sales plans, or work to compile or analyze the results of such examination;
- (x) work to prepare financial documents such as a balance sheet and profit and loss statement and other work for a financial arrangement;

- (xi) work to prepare documents concerning foreign trade and other external transactions or documents concerning domestic transactions, such as contracts for the buying and selling of commodities, railway bills of landing, shipping bills of landing or other documents equivalent thereto (excluding incidental work performed with the acts listed in item (i) of paragraph (1) of Article 2 of the Port Transport Business Act and work to prepare customs documents prescribed in (b) of item (i) of Article 2 of the Customs Business Act (Act No. 122 of 1967) performed as customs work prescribed in the same item);
- (xii) work to introduce and explain the performance and operating methods, etc. of computers, automobiles and other machinery that require a high level of expertise, technology or knowledge for appropriate operation in accordance with the usage thereof;
- (xiii) tour conducting work (limited to work performed by accompanying tourists) prescribed in paragraph (1) of Article 12-11 of the Travel Agency Act (Act No. 239 of 1952) or work equivalent to tour conducting work performed by accompanying tourists other than those of package tours prescribed in item (iv) of paragraph (1) of Article 4 of the same Act (hereinafter referred to as "Tour Conducting Work, etc." in this item), or work to provide services for the convenience of tourists performed incidentally with Tour Conducting Work, etc. (excluding guide services provided in vehicles, vessels, or aircrafts) or work to provide transportation services for tourists performed in buildings which are established at vehicle terminals or ports for vessels or aircrafts and are used for passengers' boarding or waiting;
- (xiv) cleaning work at buildings;
- (xv) work for the operation, checking or maintenance (excluding checking and maintenance work performed based on laws and regulations) of building equipment (which means the building equipment prescribed in item (iii) of Article 2 of the Building Standards Act (Act No. 201 of 1950; the same shall apply in the following item));
- (xvi) reception or guide services provided for visitors in buildings or at exhibition sites, work to manage parking lots established in or attached to buildings, and other maintenance work of facilities (excluding building equipment) established for buildings for the convenience of persons who come in and out of, work at or reside in said buildings for the purpose of making the use of said buildings more efficient (excluding work listed in item (xiv));
- (xvii) work to develop new products produced by using scientific research, knowledge on science or technology based on science, or new production methods for products produced by using knowledge on science or technology based on science (excluding work listed in items (i) and (ii));
- (xviii) work to examine and plan the development of a system necessary for

- corporations, etc. to conduct their businesses or the operational methods thereof (excluding work performed for the purpose of establishing or altering working conditions or other labor-related matters);
- (xix) editing work in producing books, magazines, or other work consisting of writing, photography and charts, etc.;
- (xx) work to invent, work out or express designs created for the purpose of being used as designs for commodities or packages thereof, displays of commodities, or advertisements for commodities or corporations, etc. (excluding work listed in the following item);
- (xxi) work to provide consultation on or invent or express designs or layouts of lighting fixtures or furniture, etc. in buildings (excluding construction work prescribed in item (ii) of paragraph (1) of Article 4 of the Act);
- (xxii) work to read manuscripts, collect news materials and orally express them or act as MC which requires a high level of expertise, technology or experience in broadcast programs, etc. (including incidental work performed in relation to these types of work, such as participating in editing work or collecting, arranging or analyzing materials in producing broadcast programs, etc.);
- (xxiii) instruction or guidance work for teaching methods to operate Business Equipment, methods to use a system that functions by using computers, or methods to use programs;
- (xxiv) work to provide explanations or consultation concerning commodities, rights or services by way of using telephones or other telecommunications, make applications for sales contracts on commodities or rights or contracts to provide services for value, receive applications or conclude such contracts, or solicit applications or the conclusion of such contracts;
- (xxv) work to provide customers with explanations or consultation concerning Machinery, etc. designed (including the modification of its structures) in accordance with customers' requests, facilities or programs consisting of Machinery, etc., or financial instruments (which means those subject to the sales of financial instruments prescribed in paragraph (1) of Article 2 of the Act on Sales, etc. of Financial Products (Act No. 101 of 2000) for which expert advice needs to be provided for customers, make applications for sales contracts (including contracts similar thereto which pertain to the sales of financial instruments prescribed in the same paragraph; hereinafter the same shall apply in this item), receive applications or conclude such contracts, or solicit applications or the conclusion of sales contracts;
- (xxvi) work to procure, produce, set, place, operate, carry in or carry out stage sets, such as scenery and fittings, or props such as accessories used for producing broadcast programs (excluding construction work prescribed in item (ii) of paragraph (1) of Article 4 of the Act).



Article 5 (Replacement of Terms when Applying the Labor Standards Act)

When the provisions of the Labor Standards Act are applied, pursuant to the provisions of Article 44 of the Act, to dispatch work prescribed in item (ii) of paragraph (1) of Article 26 of the Act (referred to as "Dispatch Work" in the following Article) of a worker under dispatching prescribed in paragraph (1) of Article 44 of the Act (referred to as a "Worker Under Dispatching" in the following Article), the technical replacement of terms of the Labor Standards Act pursuant to the provisions of paragraph (6) of Article 44 of the Act shall be as follows:

Provisions of the Labor Standards Act for which a term is deemed to be replaced	Term deemed to be replaced	Term to be used as replacement
Article 32-4-2	an employer has a worker work during the applicable period for a period shorter than the said applicable period, and the average weekly hours the employer has the worker work exceeds 40 hours, the employer	a person, who is, pursuant to the provisions of paragraph (2) of Article 44 of the Act for Securing Proper Operation of Worker Dispatching Undertakings and Improved Working Conditions for Dispatched Workers (Act No. 88 of 1985; hereinafter referred to as the "Worker Dispatching Act"), deemed to be the employer prescribed in Article 10 of a client undertaking prescribed in paragraph (1) of Article 44 of the Worker Dispatching Act (hereinafter simply referred to as a "Client Undertaking"), has a worker work during the applicable period for a period shorter than the said applicable period, and the average weekly hours such person has the worker work exceeds 40 hours, an employer
	the provisions of the preceding Article	the provisions of the preceding Article which are applied pursuant to the provisions of paragraph (2) of Article 44 of the Worker Dispatching Act
	working hours that	working hours that said person deemed

	have been extended or working hours on days off pursuant to the provisions of Article 33 or paragraph (1) of Article 36	to be the employer has extended or working hours on days off when said person has the worker work pursuant to the provisions of Article 33 or paragraph (1) of Article 36 which are applied pursuant to the provisions of the said paragraph
Paragraph (1) of Article 37	an employer extends the working hours or has a worker work on a day off pursuant to the provisions of Article 33 or paragraph (1) of the preceding Article, the employer	a person deemed to be the employer prescribed in Article 10 of a Client Undertaking pursuant to the provisions of paragraph (2) of Article 44 of the Worker Dispatching Act extends the working hours or has a worker work on a day off pursuant to the provisions of Article 33 or paragraph (1) of the preceding Article which are applied pursuant to the provisions of the said paragraph, an employer
Paragraph (3) of Article 37	an employer has a worker work during the period between 10 p.m. and 5 a.m. (or the period between 11 p.m. and 6 a.m., in case that the Minister of Health, Labour and Welfare admits the necessity of the application of those hours for a certain area or time of the year), the employer	a person deemed to be the employer prescribed in Article 10 of a Client Undertaking pursuant to the provisions of paragraph (2) of Article 44 of the Worker Dispatching Act has a worker work during the period between 10 p.m. and 5 a.m. (or the period between 11 p.m. and 6 a.m., in case that the Minister of Health, Labour and Welfare admits the necessity of the application of those hours for a certain area or time of the year), an employer
Paragraph (2) of Article 38	Article 34, paragraphs (2) and (3)	paragraphs (2) and (3) of Article 34 which are applied pursuant to the provisions of paragraph (2) of Article 44 of the Worker Dispatching Act
Paragraph (2) of Article 60 and paragraph (5) of Article 61	pursuant to paragraph (2) of Article 56,	pursuant to paragraph (2) of Article 56 by a dispatching employer prescribed in paragraph (3) of Article 44 of the Worker Dispatching Act,
Paragraph (2) of	the preceding	the preceding paragraph (including the

Article 101	paragraph	case where it is applied pursuant to the provisions of paragraph (5) of Article 44 of the Worker Dispatching Act)
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Article 6 (Replacement of Terms when Applying the Industrial Safety and Health Act, etc.)

- (1) When the provisions of the Industrial Safety and Health Act are applied, pursuant to the provisions of Article 45 of the Act, to a client undertaking prescribed in paragraph (1) of Article 44 of the Act (hereinafter referred to as a "Client Undertaking" in the this Article), the technical replacement of terms of the Industrial Safety and Health Act pursuant to the provisions of paragraph (17) of Article 45 of the Act shall be as follows:

Provisions of the Industrial Safety and Health Act for which a term is deemed to be replaced	Term deemed to be replaced	Term to be used as replacement
Paragraph (2) of Article 5	the preceding paragraph	the preceding paragraph which are applied pursuant to the provisions of paragraph (8) of Article 45 of the Act for Securing the Proper Operation of Worker Dispatching Undertakings and Improved Working Conditions for Dispatched Workers (hereinafter referred to as the "Worker Dispatching Act")
Paragraph (3) of Article 5	the preceding two paragraphs	paragraph (1) and the preceding paragraph which are applied pursuant to the provisions of paragraph (8) of Article 45 of the Worker Dispatching Act
Paragraph (1) of Article 16	the employer	the employer (including those deemed to be the business operator pursuant to the provisions of paragraph (3) of Article 45 of the Worker Dispatching Act; the same shall apply in the following paragraph)

Paragraph (2) of Article 16	the preceding paragraph	the preceding paragraph which is applied pursuant to the provisions of paragraph (8) of Article 45 of the Worker Dispatching Act
Paragraph (1) of Article 32	paragraph (1) or (4) of Article 30	paragraph (1) or (4) of Article 30 (including the case where they are applied pursuant to the provisions of paragraph (3) of Article 45 of the Worker Dispatching Act)
	paragraph (1) of the said Article	paragraph (1) of Article 30
Paragraph (2) of Article 32	paragraph (1) or (4) of Article 30-2	paragraph (1) or (4) of Article 30-2 (including the case where they are applied pursuant to the provisions of paragraph (3) of Article 45 of the Worker Dispatching Act)
	paragraph (1) of the same Article	paragraph (1) of Article 30-2
Paragraph (3) of Article 32	paragraph (1) or (4) of Article 30-3	paragraph (1) or (4) of Article 30-3 (including the case where they are applied pursuant to the provisions of paragraph (3) of Article 45 of the Worker Dispatching Act)
Paragraphs (6) and (7) of Article 32	or (4) of Article 30, paragraph (1) or (4) of Article 30-2, paragraph (1) or (4) of Article 30-3	or 4 of Article 30 (including the case where they are applied pursuant to the provisions of paragraph (3) of Article 45 of the Worker Dispatching Act), paragraph (1) or (4) of Article 30-2 (including the case where they are applied pursuant to the provisions of paragraph (3) of Article 45 of the Worker Dispatching Act), paragraph (1) or (4) of Article 30-3 (including the case where they are applied pursuant to the provisions of paragraph (3) of Article 45 of the Worker Dispatching Act)
Paragraph (2) of Article 33	a worker employed by the individual	a worker employed by the individual (including one who is deemed to be a worker employed by the person pursuant to the provisions of

		paragraph (3) of Article 45 of the Worker Dispatching Act)
Paragraph (2) of Article 45	the same paragraph	the preceding paragraph which is applied pursuant to the provisions of paragraph (3) of Article 45 of the Worker Dispatching Act
Paragraph (1) of Article 66-5	the preceding Article	the preceding Article which is applied pursuant to the provisions of paragraph (3) of Article 45 of the Worker Dispatching Act
Article 104	paragraph (1) of Article 65-2, and paragraph (1) to paragraph (4) of Article 66	paragraph (1) of Article 65-2 (including the case where it is applied pursuant to the provisions of paragraph (3) of Article 45 of the Worker Dispatching Act), paragraph (1) of Article 66 and paragraphs (2) through (4) of the same Article (including the case where they are applied pursuant to the provisions of paragraph (3) of Article 45 of the Worker Dispatching Act)
Item (i) of Article 120	Paragraph (1) of Article 16	paragraph (1) of Article 16 (including the case where it is applied pursuant to the provisions of paragraph (8) of Article 45 of the Worker Dispatching Act)
	paragraph (1) or (2) of Article 45	paragraph (1) of Article 45, paragraph (2) of the same Article (including the case where it is applied pursuant to the provisions of paragraph (4) of Article 45 of the Worker Dispatching Act)

(2) In addition to what is prescribed in the preceding paragraph, when applying the provisions of the Industrial Safety and Health Act pursuant to the provisions of Article 45 of the Act, the technical replacement of terms of the Industrial Safety and Health Act pursuant to the provisions of paragraph (17) of Article 45 of the Act shall be as follows:

Provisions of the Industrial	Term deemed to be replaced	Term to be used as replacement
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Safety and Health Act for which a term is deemed to be replaced		
Paragraph (2) of Article 31	the preceding paragraph	the preceding paragraph (including the case where it is applied pursuant to the provisions of paragraph (15) of Article 45 of the Act for Securing the Proper Operation of Worker Dispatching Undertakings and Improved Working Conditions for Dispatched Workers (hereinafter referred to as the "Worker Dispatching Act")
	the said paragraph	the preceding paragraph
Article 36	paragraph (1) of Article 31, Article 31-2, paragraph (1) through (5) of Article 32, paragraph (1) or (2) of Article 33, or Article 34	paragraph (1) of Article 31 (including the case where it is applied pursuant to the provisions of paragraph (15) of Article 45 of the Worker Dispatching Act), Article 31-2 (including the case where it is applied pursuant to the provisions of paragraph (15) of Article 45 of the Worker Dispatching Act), paragraphs (1) through (4) of Article 32 (including the case where they are applied pursuant to the provisions of paragraph (15) of Article 45 of the Worker Dispatching Act), paragraph (5) of Article 32, paragraph (1) of Article 33 (including the case where it is applied pursuant to the provisions of paragraph (15) of Article 45 of the Worker Dispatching Act), paragraph (2) of Article 33, or Article 34 (including the case where it is applied pursuant to the provisions of paragraph (15) of Article 45 of the Worker Dispatching Act)
	paragraph (6) of Article 32	paragraph (6) of Article 32 (including the case where it is applied pursuant to the provisions of paragraph (15) of

		Article 45 of the Worker Dispatching Act)
Paragraph (3) of Article 91	the preceding two paragraphs	paragraph (1) (including the case where it is applied pursuant to the provisions of paragraph (15) of Article 45 of the Worker Dispatching Act) and the preceding paragraph
Paragraph (4) of Article 91	paragraph (1)	paragraph (1) (including the case where it is applied pursuant to the provisions of paragraph (15) of Article 45 of the Worker Dispatching Act)
Paragraph (1) of Article 94	paragraph (2) or (3) of the preceding article	paragraph (2) or (3) of the preceding Article (including the case where they are applied pursuant to the provisions of paragraph (15) of Article 45 of the Worker Dispatching Act)
Paragraph (2) of Article 98	the preceding paragraph	the preceding paragraph (including the case where it is applied pursuant to the provisions of paragraph (15) of Article 45 of the Worker Dispatching Act)
Paragraph (3) of Article 98	the preceding two paragraphs	the preceding paragraph (including the case where it is applied pursuant to the provisions of paragraph (15) of Article 45 of the Worker Dispatching Act) and the preceding paragraph
Paragraph (4) of Article 98	paragraph (1)	paragraph (1) (including the case where it is applied pursuant to the provisions of paragraph (15) of Article 45 of the Worker Dispatching Act)
Paragraph (2) of Article 99	the preceding paragraph	the preceding paragraph (including the case where it is applied pursuant to the provisions of paragraph (15) of Article 45 of the Worker Dispatching Act)
Paragraph (1) of Article 114	Chapter II	Chapter II (including the case where it is applied pursuant to the provisions of paragraph (15) of Article 45 of the Worker Dispatching Act)
Paragraph (2) of Article 114	Chapter III	Chapter III (including the case where it is applied pursuant to the provisions of Article 45 of the Worker Dispatching

	Act)
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- (3) With regard to the application of the provisions of Articles 2, 4, 5 and 9 of the Order for Enforcement of the Industrial Safety and Health Act (Cabinet Order No. 318 of 1972) to a workplace of a Client Undertaking where a worker is dispatched for the Dispatch Work performed at the workplace, said workplace of the Client Undertaking shall also be deemed to be the workplace where said Worker Under Dispatching is employed.
- (4) With regard to the application of the provisions of Articles 3 and 8 of the Order for Enforcement of the Industrial Safety and Health Act to a workplace of a Client Undertaking where a worker is dispatched for the Dispatch Work performed at the workplace, said workplace of the Client Undertaking shall be deemed to be the workplace where said Worker Under Dispatching is employed.
- (5) With regard to the application of the provisions of Articles 3 and 8 of the Order for Enforcement of the Industrial Safety and Health Act to a workplace of a dispatching undertaking prescribed in paragraph (3) of Article 44 of the Act where a worker employed for the workplace is dispatched for Dispatch Work for a Client Undertaking, said workplace of the dispatching undertaking shall be deemed to be a workplace where said Worker Under Dispatching is not employed.

#### Article 7 (Replacement of Terms when Applying the Pneumoconiosis Act)

- (1) When applying the provisions of the Pneumoconiosis Act pursuant to the provisions of paragraph (6) of Article 46 of the Act, the technical replacement of terms of the Pneumoconiosis Act pursuant to the provisions of paragraph (14) of Article 46 of the Act shall be as follows:

Provisions of the Pneumoconiosis Act for which a term is deemed to be replaced	Term deemed to be replaced	Term to be used as replacement
Paragraph (1) of Article 8	the following items	items (iii) and (iv)
Paragraph (1) of Article 9	the following items	items (ii) and (iii)
Paragraph (1) of Article 9-2	workers listed in the following items	workers listed in item (iii)
	said respective items for workers listed in the	the same items



	following items	
Article 11	Articles 7 through 9	Articles 8 and 9
Article 12 and paragraph (1) of Article 13	Articles 7 through 9-2	Articles 8 through 9-2
Paragraph (1) of Article 16 and paragraph (1) of Article 16-2	workers regularly engaged in dust work or regularly having been	workers regularly having been
Article 35-2	a work area for dust work	a work area

(2) In addition to what is prescribed in the preceding paragraph, when applying the provisions of the Pneumoconiosis Act pursuant to the provisions of Article 46 of the Act, the technical replacement of terms of the Pneumoconiosis Act pursuant to the provisions of paragraph (14) of Article 46 of the Act shall be as follows:

Provisions of the Pneumoconiosis Act for which a term is deemed to be replaced	Term deemed to be replaced	Term to be used as replacement
Paragraph (1) of Article 18	the case where it is applied mutatis mutandis under paragraph (3) of Article 15, paragraph (2) of Article 16 and paragraph (2) of Article 16-2	the case where it is applied mutatis mutandis under paragraph (3) of Article 15, paragraph (2) of Article 16 and paragraph (2) of Article 16-2 (including the case where it is applied pursuant to the provisions of paragraphs (1) and (6) of Article 46 of the Act for Securing Proper Operation of Worker Dispatching Undertakings and Improved Working Conditions for Dispatched Workers (hereinafter referred to as the "Worker Dispatching Act")) and the case where it is applied pursuant to the provisions of paragraphs (1) and (6) of Article 46 of the Worker Dispatching Act
Item (i) of Article 22	paragraph (1) of the preceding Article	paragraph (1) of the preceding Article (including the case where it is applied

		pursuant to the provisions of paragraph (4) of Article 46 of the Worker Dispatching Act)
Item (ii) of Article 22	paragraph (4) of the preceding Article	paragraph (4) of the preceding Article (including the case where it is applied pursuant to the provisions of paragraph (4) of Article 46 of the Worker Dispatching Act)
Article 35-3	and paragraph (1) of Article 16	and paragraph (1) of Article 16 (including the case where it is applied pursuant to the provisions of paragraphs (1) and (6) of Article 46 of the Worker Dispatching Act)
Paragraph (2) of Article 40 and paragraph (2) of Article 42	the preceding paragraph	the preceding paragraph (including the case where it is applied pursuant to the provisions of paragraph (12) of Article 46 of the Worker Dispatching Act)
Paragraph (3) of Article 40 and paragraph (3) of Article 42	paragraph (1)	paragraph (1) (including the case where it is applied pursuant to the provisions of paragraph (12) of Article 46 of the Worker Dispatching Act)

#### Article 8 (Replacement of Terms when Applying the Working Environment Measurement Act)

When applying the provisions of the Working Environment Measurement Act (Act No. 28 of 1975) pursuant to the provisions of Article 47 of the Act, the technical replacement of terms of the Working Environment Measurement Act pursuant to the provisions of paragraph (3) of Article 47 of the Act shall be as follows:

Provisions of the Working Environment Measurement Act for which a term is deemed to be replaced	Term deemed to be replaced	Term to be used as replacement
Item (ii) of paragraph (2) of Article 12	paragraph (1) of Article 4	paragraph (1) of Article 4 (including the case where it is applied pursuant to the provisions of paragraph (1) of Article 47 of the Act for Securing Proper Operation

		of Worker Dispatching Undertakings and Improved Working Conditions for Dispatched Workers (hereinafter referred to as the "Worker Dispatching Act"))
Paragraph (1) of Article 34	paragraph (2) of Article 3	paragraph (2) of Article 3 (including the case where it is applied pursuant to the provisions of paragraph (1) of Article 47 of the Worker Dispatching Act)
Paragraph(2) of Article 34	"paragraph (2) of Article 4"	"paragraph (2) of Article 4 (including the case where it is applied pursuant to the provisions of paragraph (1) of Article 47 of the Worker Dispatching Act)"

#### Article 9 (The Amount of the Fee)

The amount specified by a Cabinet Order referred to in Article 54 of the Act shall be the amount prescribed in the following items in accordance with categories of persons listed in said respective items:

- (i) a person listed in item (i) of Article 54 of the Act: 120,000 yen (in the case where there are two or more places of business where the general worker dispatching undertaking is carried out, the amount adding 120,000 yen to the amount obtained by multiplying the number of said places of business minus one by 55,000 yen;
- (ii) a person listed in item (ii) of Article 54 of the Act: 1,500 yen per license certificate for which the person wishes to obtain reissuance;
- (iii) a person listed in item (iii) of Article 54 of the Act: the amount obtained by multiplying the number of places of business where the general worker dispatching undertaking is carried out by 55,000 yen;
- (iv) a person listed in item (iv) of Article 54 of the Act: 3,000 yen per license certificate for which the person wishes to obtain rewriting.

#### Supplementary Provisions

This Cabinet Order shall come into force as from the effective date of the Act (July 1, 1986).

Supplementary Provisions (Cabinet Order No. 154 of March 31, 2006) (Extract)

#### Article 1 (Effective Date)

This Cabinet Order shall come into force as from April 1, 2006.