

Dec. 21, 2016

Chiefs of Personnel, All National University Corporations  
And Inter-University Research Institute Corporations

Planning and Coordination Section, Minister's Secretariat  
Ministry of Education, Culture, Science and Sports

About our request for notification regarding your university's planning in response to the unlimited conversion rule (thanks)

Thank you always for your help.

Thank you very much for your cooperation with the survey mentioned in the subject of this mail.

We are currently examining the submitted survey results. Regarding those universities which have not yet decided on a policy in response to the unlimited conversion rule, we believe there may be a need to decide on a policy within this academic year and be able to make it clear to all employees at the time of renewing contracts for a fifth year in April of Heisei 29[2017]. We ask that you please deal promptly with the issue.

Also, in regard to universities that either have decided on a policy of accepting renewals past the five-year mark, and those that are leaning towards deciding on such a policy, we ask that you consult the following resources mentioned in our previous mail:

- The unlimited-conversion portal site set up by the Welfare and Labor Ministry;
- The Labor Contract Law seminars commissioned by the Ministry of Welfare and Labor;
- and "Are You Getting Ready for Unlimited Conversion?, a Handbook for the Smooth Transition of Limited-Term Contract Employees to Unlimited-Term"

In deciding on an appropriate approach that respects the spirit of the law while fitting the situation of each university.

Moreover, although we are sorry for the repetition, in the case of termination of employment, we believe the individual national university corporations may be held responsible to account for the necessity in each separate case. We ask you once again to consult with the prefectural labor bureaus and proceed appropriately.

We are currently processing the survey results you submitted.

In the future, we may need to ask national university corporations some questions about the detailed points. Thank you for your continuing cooperation.