

Supplementary regulations for calculating maximum duration of fixed-term employment

Suppl. Reg. No. 20, March 8, 2018

This document is a summary translation of the original supplementary regulations written in Japanese and is for informational purposes only.

Article 1 Purpose

The purpose of these supplementary regulations is to set forth the exemptions provided by RIKEN for calculating the maximum duration of fixed-term employment based on the following regulations: *Fixed-term Employee Work Regulations (Reg. 34, 2003)* Article 4 paragraph 2, *Special Appointment Employee Work Regulations (Reg. 7, 2007)* Article 5 paragraph 2, *Temporary Employee Work Regulations (Reg. 38, 2003)* Article 5 paragraph 2, *Work Regulations for Clerical Staff (Reg. 43, 2010)* Article 4 paragraph 2, and *Part-time Employee Work Regulations (Reg. 68, 2016)* Article 4 paragraph 2.

Article 1-2 Definitions

In these regulations, terms are defined as given below.

- (1) Limited-duration employee(s): Fixed-term Employee(s), Special Appointment Employee(s), Temporary Employee(s), Clerical Staff (Task-specific employees), and Part-time Employee(s) under fixed-term contracts who are employed for a specified maximum duration of employment.
- (2) Five-year rule: The rule stipulating that the total duration of employment for certain Fixed-term Employees is limited to five years.
- (3) Ten-year rule: The rule stipulating that the total duration of employment for certain Fixed-term Employees is limited to ten years.

Article 2 Exemptions

1. The five-year rule is waived for Fixed-term Employees, Special Appointment Employees, Temporary Employees, and Clerical Staff (Task-specific employees) subject to the five-year rule as provided in the regulations listed above, provided that they entered into an employment contract with RIKEN on March 31, 2016 or earlier, that their work record does not include a period of non-employment of more than two years, and that their work duties have continued for a period longer than the 5-year maximum period of employment. (Part-time Employees who entered into an employment contract with RIKEN on July 31, 2016 or earlier are included if their work duties continued for a period longer their 5-year maximum period of employment.
Also, for Clerical Staff (Task-specific employees) that were employed by RIKEN on March 31, 2013, the five-year rule is waived provided that their work duties have continued for a period of more than five years, even if a period of non-employment exceeding two years existed or exists prior to, and including, April 1, 2021.
2. The five-year rule is waived for Fixed-term Employees, Special Appointment Employees, Temporary Employees, and Clerical Staff (Task-specific employees) subject to the five-year rule as stipulated in the regulations listed above, provided that they entered into an employment contract with RIKEN on March 31, 2016 or earlier, that their work record does not include a period of non-employment of more than two years, that they left RIKEN at the end of their five-year period of employment, and that they were rehired by RIKEN within one year after retirement through a process of open recruitment. (Part-time Employees who entered into an employment contract with RIKEN on July 31, 2016 or earlier are exempted from the five-year rule provided that they left RIKEN at the end of their five-year period of employment, that their work record does not include a period of non-employment of more than two years, and that they were rehired by RIKEN within one

year after retirement through a process of open recruitment.)

Also, for Clerical Staff (Task-specific employees) that were employed by RIKEN on March 31, 2013, the five-year rule is waived, provided that they left RIKEN at the end of their five-year period of employment and that they were rehired by RIKEN within one year after retirement through a process of open recruitment, even if a period of non-employment exceeding two years existed or exists prior to, and including, April 1, 2021.

3. The five-year rule is waived for Fixed-term Employees and Special Appointment Employees subject to the ten-year rule as stipulated in the regulations listed above, provided that they entered into an employment contract with RIKEN on March 31, 2016 or earlier, that their work record does not include a period of non-employment of more than two years, that they were not employed by RIKEN for a period of time, that they were rehired by RIKEN less than 6 months after retirement through a process of open recruitment, and that their total duration of employment at RIKEN was more than five years at the time they were rehired.
4. The five-year rule is waived for employees whose total period of employment under contract was more than five years based on this article, and are rehired by RIKEN less than 6 months after retirement through a process of open recruitment.