

Regulations Pertaining to Working Hours, Holidays and Leave for National University Corporation Osaka University Staff

Note: The document below is an English translation of the University Work Regulations, originally composed in Japanese. The English version of the Work Regulations has been provided merely as a reference for international researchers and employees. Therefore, it should not be considered an official employment contract. Please note that any and all official employment contracts are concluded solely on the basis of the Japanese version of the Work Regulations.

Chapter 1: General Provisions

(Purpose)

Article 1: The purpose of these regulations shall be to define, in accordance with Article 34 of Work regulations for National University Corporation Osaka University Staff, items relating to working hours, holidays and leave of absence for Employees of Full-time Staff of the National University Corporation Osaka University (hereinafter referred to as "The University") to whom the said regulations for National University Corporation Osaka University Staff (hereinafter referred to as "Employee (s)") apply.

(Relationship to Laws and Ordinances)

Article 2: Working hours, breaks, holidays and leave for Employees shall be in accordance with the terms and provisions of The Labor Standards Law (Law No. 49 of 1947, hereinafter referred to as "The LSL"), other laws and ordinances and these regulations.

Chapter 2: Working Hours, Breaks, and Holidays

(Regular Working Hours)

Article 3: 1 Working day shall comprise 8 working hours inclusive of a 45-minute break.

2. Starting and finishing times as well as a time-frame of break shall be as follows. However, regulations regarding shift work system including rotating schedule shall be defined separately.

(1) Start Time: 08.30 a.m.

(2) Finish Time: 17.15 p.m.

(3) Break: Between 12.15 p.m. and 13.00 p.m.

3. Notwithstanding the provisions of the preceding paragraph, when Employees to whom any of the following apply had made a request, starting and finishing times as well as a time-frame of break determined herein may be changed with the proviso that the working hours shall not exceed 8 hours per day. However, in cases where such change hinders the normal operation of work, this provision shall not be applicable.

(1) Employees raising children prior to entering junior high school.

(2) Employees who take care of the subject family members (hereinafter referred to as "Subject Family Members") specified by the Item4, Article 2, of the Law Governing the Welfare of Workers Taking Child Care or Family Care Leave (Law No. 76 of 1991: hereinafter referred to as "CCFCLL").

(3) Employees additionally deemed eligible for special consideration by The University

4. In addition to the provisions defined in the preceding paragraph, when necessary in practical terms, the starting and finishing times, and a time-frame of break described in Paragraph 2 may be changed with the proviso that the working hours shall not exceed 8 hours per day.

(Working at Locations outside the Regular Workplace)

Article 4: In cases where Employees are engaged in duties consuming all or part of the regular working hours at a location outside their regular workplace, rendering calculation of working hours difficult, it shall be assumed that said Employees have worked the regular working hours. However, in cases where it is necessary, in order to carry out work, to work in excess of the regular working hours, the number of excess hours worked shall be assumed to be equivalent to the number of hours normally required to carry out said work.

(Overtime and Working on Holidays)

Article 5: In cases where, to accommodate the necessities of duty, Employees may be ordered either to work hours other than regular working hours as defined in Article 3 (in cases where the regular working hours differ due to the variable working hour system as defined in the terms and provisions of Articles 13 and 14,

the number of hours under said system. This also applies to the following article and Article 10 below) or to work on holidays prescribed in Article 8 below (In cases where the regular holidays differ due to use of the variable working hour system, the holidays are to be prescribed under said system. This also applies to the following Article, and Articles 9 and 10 below).

2. In cases where Employees are ordered to work overtime or to work on holidays as detailed in the preceding paragraph and the number of hours worked exceeds 8 hours a day (including cases where the regular working hours per day exceed 8 hours due to use of the variable working hour system), a minimum break of 1 hour shall be allowed during said working hours.
3. In cases where Employees are ordered to work overtime or to work on holidays as detailed in the preceding Paragraph 1 and the work either exceeds the number of working hours (hereinafter referred to as "overtime work") defined under Article 32 onward of the LSL or constitutes work on a legal holiday (hereinafter referred to as "work on holidays") as defined in Article 35 of The LSL, said work shall be subject to labor-management agreement as defined in Article 36 of the same law.
4. Employees ordered either to work overtime or to work on holidays detailed in the Paragraph 1 above shall be paid the prescribed extra wages.
5. Notwithstanding the terms and provisions of the preceding Paragraph 1, Employees who take care of their children under 3 years of age or other Subject Family Members (excluding Employees who are not entitled to lodge a request for limitations on unscheduled work under a labor-management agreement concluded in accordance with Paragraph 1, Article 16-8 and Paragraph 1, Article 16-9 of CCFCLL) shall not be required to work extra hours when a request is made for the purpose of care of said children or said Subject Family Members. The preceding shall not, however, apply in cases where said restrictions hinder the normal operation of work.
6. Notwithstanding the terms and provisions of the preceding paragraph 3, Employees (excluding those whose number of continuous service years is less than 1 year) who are engaged in care and raising of children until the attainment of the age for entry into primary school or in care of Subject Family Members shall not, upon lodging a request for the purpose of care of said children or said Subject Family Members, be required to work overtime in excess of 24 hours in 1 month or 150 hours in 1 year. The preceding shall not, however, apply in cases where said restrictions hinder the normal operation of work.

(Working during Emergencies)

Article 6: In cases where necessary due to disasters or other unavoidable reasons, Employees may, depending on the extent of the disaster or relevant circumstances, be ordered either to work, on a temporary basis, overtime hours in excess of the regular working hours defined in the preceding Article 3 or to work on holidays defined in Article 8 below.

2. The regulations prescribed in Paragraphs 2 and 4 of the preceding Article shall conform to the preceding paragraph when said circumstances come into force.
3. In cases where Employees are ordered to work overtime hours or to work on holidays as defined in the preceding Paragraph 1 and said work corresponds to the definitions of overtime work or working on holidays, the necessary procedures defined in Paragraph 1, Article 33 of The LSL shall be applied.

(Night Work)

Article 7: To accommodate the needs of work, Employees may be ordered to work during the period from 22.00 p.m. to 05.00 a.m. (hereinafter referred to as "night work").

2. Employees ordered to work at night shall be paid the prescribed extra wages.
3. Notwithstanding the paragraphs and provisions of Paragraph 1 above, Employees engaged in the raising of children of preschool age or the care of Subject Family Members and who do not fall under either of the following categories shall not be required to work at night providing that the necessary request for consideration in respect of the said raising of children or care of Subject Family Members has been lodged. However, in cases where such requests hinder the normal operation of work, this item shall not be applicable.
 - (1) Employees with a period of continuous service of less than 1 year.
 - (2) Employees living with family members over the age of 16 who share the same residence and are capable of implementing care of said children or Subject Family Members during nights when said Employees are ordered to work.

(Regular Holidays)

Article 8: Regular holidays shall be as defined hereunder:

- (1) Sundays.
- (2) Saturdays.
- (3) Holidays defined in The Public Holiday Law (Law No. 178 of 1948).
- (4) The period commencing on 29 December and ending 3 January (with the exception of holidays defined in each of the preceding items).
- (5) Other holidays prescribed by The University.

2. Notwithstanding the preceding paragraph, The University shall be entitled to regular holidays differing from the above with respect to Employees for whom such changes are deemed necessary by The University, providing that said changes do not affect the actual number of regular holidays allotted.

(Substitute Holidays)

Article 9: In cases where it is deemed necessary that Employees work on the regular holidays defined in the preceding article, such holidays may be substituted in accordance with separate definitions.

2. In cases where holidays are substituted as detailed in the preceding paragraph, notwithstanding the terms and provisions of Paragraph 4, Article 5, work normally carried out on the day of substitute holiday shall not be subject to payment of extra wages.

Chapter 3: Night/Day Duty

(Night/Day Duty)

Article 10: To accommodate the needs of work, Employees may be ordered to work night or day duty either during hours other than the prescribed working hours defined in Article 3 above (including hours between 22.00 p.m. and 05.00 a.m.) or on regular holidays defined in Article 8.

Chapter 4: Permission for Abstention from Work

(Permission for Abstention from Work)

Article 11: Subject to separate determination, Employees may be granted permission to abstain from work during specific working hours.

Chapter 5: Special Cases Relating to Working Hours

(Reduced Working Hours)

Article 12: Regular working hours of Employees as defined in Article 3 and the following categories shall be reduced when said Employees (excluding Employees who, under a labor-management agreement concluded in accordance with the proviso stated in Paragraph 1, Article 23 of CCFCLL, are not allowed to lodge a request for a reduction of the prescribed working hours) have lodged appropriate requests for special dispensation for care of children or Subject Family Members.

- (1) Reduction of regular working hours by a maximum of 2 hours per day during the time period required for Employees to raise children who have not yet entered primary school.
- (2) Reduction of regular working hours by a maximum of 4 hours per day during the time period required for Employees to undertake nursing care of their Subject Family Members (within the period of 3 consecutive years for 1 Subject Family Member).

(Variable Working Hour System Applicable for a Maximum of 1 Month)

Article 13: In the case of Employees who require a special work structure due to the circumstances of work, The University may provide said Employees, notwithstanding the terms and provisions of Paragraphs 1 and 2 of Article 3, and Article 8, working hours and holidays differing from those defined in the aforementioned articles by assigning a modified working hour schedule in advance to the extent that the average weekly working hours for a fixed period of one month or less do not exceed 40 hours.

2. In addition to the provision defined in the preceding paragraph, when Employees to whom any of the following apply and who requires a special work structure has made a request, The University may provide said Employees, notwithstanding the terms and provisions of Paragraphs 1 and 2, Article 3, working hours differing from those defined in the aforementioned articles by assigning a modified working hour schedule in advance to the extent that the average weekly working hours for a fixed period of one month or less do

not exceed 40 hours. However, in cases where such work schedule hinders the normal operation of work, this provision shall not be applicable.

(1) Employees raising children prior to entering junior high school

(2) Employees who take care of Subject Family Members

(3) Employees additionally deemed eligible for special consideration by The University

3. In cases as mentioned in Paragraph 1, when Employees to whom any of Paragraph 3, Article 3 apply has made a request, previously assigned starting and finishing times as well as a time-frame of break may be changed with the proviso that the number of working hours shall not exceed the regular working hours per day. However, in cases where such change hinders the normal operation of work, this provision shall not be applicable.
4. In cases where, due to the assignment of working hours mentioned in Paragraphs 1 and 2, the working hours for 1 day or 1 week exceed 8 hours or 40 hours respectively or in cases where regular holidays defined in Article 8 are set as work days, notwithstanding the terms and provisions of Paragraph 4, Article 5, extra wages shall not be paid for work carried out on regular holidays set as regular working hours and work days.
5. The assignment of working hours detailed in the preceding Paragraphs 1 and 2 above shall be subject to separate determination.
6. The regulations prescribed in Paragraph 4, Article 3 shall be applied to the extent set forth in Paragraphs 1 and 2.

(Variable Working Hour System Applicable for a Maximum of 1 Year)

Article 14: In the case of Employees who work in a work place with a work load that fluctuates depending on the season, The University may provide said Employees, notwithstanding the terms and provisions of Paragraphs 1 and 2 of Article 3, and Article 8, working hours and holidays differing from those defined in the aforementioned articles by assigning a modified working hour schedule in advance to the extent that the average weekly working hours for a fixed period of one month or more but not exceeding one year (hereinafter referred to as "the target period") do not exceed 40 hours.

2. The regulation defined in Paragraphs 3 and 4 of the preceding article shall apply to the preceding paragraph.
3. The assignment of working hours detailed in Paragraph 1 above shall be subject to labor-management agreement in accordance with Article 32-4 of the LSL.
4. Fixed extra wages for hours in excess of 40 hours per week of average weekly working hours for actual service period, which is shorter than the target period, shall be paid to Employees who has worked in the workplace defined in paragraph 1.5. The regulations prescribed in Paragraph 4, Article 3 shall be applied to the extent set forth in Paragraph 1.

(Flexitime System)

Article 15: In cases where recognized as necessary to accommodate work-related or other needs, Employees may work a schedule within which said members are entrusted the setting of starting and finishing times. In such cases, as a basic rule, the scopes within which starting and finishing may be set shall be as follows:

(1) Start time between 07.00 a.m. and 10.00 a.m.

(2) Finish time between 15.00 p.m. and 22.00 p.m.

2. A scope of Employees and other related issues pertinent to the preceding Paragraph 1 shall be subject to decisions reached through labor-management agreements in accordance with the terms and provisions of Article 32-3of the LSL.

(Discretionary Labor System)

Article 16: In cases where, due to the nature of the work, it is necessary to entrust the method of the implementation of work to Employees engaged in said work, it shall be deemed that Employees have worked the hours prescribed through negotiations in accordance with labor-management agreement as defined in Article 38-3 of The LSL or resolutions by the labor-management committee as defined in Article 38-4 of the same law, with the consent of the Employee.

2. The consent of the preceding paragraph may be withdrawn. In such a case, the start and the finish times of work and rest periods for the Employee who has withdrawn the consent shall be in accordance with Article 3 from the month following the month in which the date of withdrawal of consent falls.

Chapter 6: Leave

(Types of Leave)

Article 17: Employees shall be entitled to annual paid leave and special leave.

(Annual Paid Leave)

Article 18: Annual paid leave shall be given the number of days specified in the following table in units of the fiscal year (from 1 April to 31 March of the following year; the same shall apply hereinafter). However, those who have less than 80% of all working days in the previous year shall not be given the leave.

Period of continuous service	1 year or less	More than 1 year, and 2 years or less	More than 2 years, and 3 years or less	More than 3 years, and 4 years or less	More than 4 years, and 5 years or less	More than 5 years
Number of Leave days to be Entitled	11 days	12 days	14 days	16 days	18 days	20 days

2. Notwithstanding the preceding paragraph, newly appointed Employees shall be entitled to the number of days of annual paid leave in the table below in accordance with the month of employment falls in that Fiscal year. However, newly appointed Employees specially recognized by The University shall be entitled to the number of days of annual paid leave determined by The University.

Month of employment falls	April	May	June	July	August	September	October	November	December	January	February	March
Number of Leave days to be Entitled	10 days	10 days	10 days	10 days	10 days	10 days	9 days	7 days	6 days	4 days	3 days	1 day

3. The proviso described in Paragraph 1 shall not apply to employees falling under the provisions of the preceding paragraph.

4. The periods defined in hereunder shall qualify as work time in respect of the proviso defined in the preceding Paragraph 1.

(1) Periods of leave for medical treatment and recuperation necessary due to occurrence of work-related accidents as defined in Item 1, Paragraph 1, Article 7 of The Workers' Accident Compensation Insurance Law (Law No. 50, 1947) or of commuting accidents to or from the place of work as defined in Item 3 of the same paragraph.

(2) Periods of child care leave as defined in Article 23 of this set of regulations or of family care leave as defined in Article 24 of the same.

(3) Periods of pre/post maternity leave for female Employees in accordance with Article 65 of The LSL.

(4) Periods of annual paid leave.

(5) Periods other than the above specially recognized as necessary by The University.

5. The number of days of leave for Employees to whom the measures defined in Item 5 of the preceding paragraph are applied shall, notwithstanding the provisions of Paragraph 1, be as recognized by The University and shall not exceed 20 days.

(Specifying and Changing of the Timing of Leave)

Article 19: When Employees wish to take annual paid leave, said Employees shall stipulate the timing of the leave (commencement and end dates of leave) and shall lodge a request with their immediate manager no later than the finishing time of 2 days prior to the said day of commencement of the period of leave. The preceding shall not apply, however, in cases of extenuating circumstances.

2. In cases where the granting of days of annual paid leave as specified by an Employee in accordance with the preceding paragraph would hinder the normal operations of business of The University, the timing of the said leave may be changed to a different period.

3. In cases where, in accordance with labor-management agreement based on the regulations prescribed in Paragraph 6, Article 39 of the LSL, the timing of a part of the annual paid leave is provided, such part shall be granted pursuant to said agreement.

4. In cases where Employees entitled to 10 or more days of annual paid leave in accordance with the preceding Article, The University shall stipulate the timing for 5 days of the total number of days of the said annual paid leave to take in the relevant year (in cases where a decision is made to employ in the middle of the fiscal year, The University shall stipulate the timing for 5 days of the total number of days of the said annual paid leave to take in the period until the first 31 of March after the date of employment. Hereinafter referred to as the "period of annual leave grant") granted. However, in case where annual paid leave is in accordance with the provisions of the three paragraphs above, the number of days of said leave have been taken shall be deducted from the number of days of such annual leave which is supposed to be set by The University.
5. Notwithstanding the provision of the preceding paragraph, in the case where 10 or more days of annual paid leave is granted to an Employee on the first day of the period of annual leave grant (hereinafter referred to as the "day of annual leave grant"), and another 10 or more days of the annual paid leave is granted newly on a specified day within a maximum of 1 year from the said day of annual leave grant (hereinafter referred to as the "day of second annual leave grant"), the number of days of leave obtained by dividing the number of months in the period commencing on the first day of annual leave grant and ending on the day upon the lapse of 1 year from the day of second annual leave grant (hereinafter referred to as the "period of implementation") by 12 and multiplying the result by 5, shall be granted within the period of implementation, specifying the time to take

(Units of Annual Paid Leave)

Article 20: Annual paid leave shall be calculated in units of whole or half days. In cases of extenuating circumstances recognized by the immediate manager, annual paid leave may be taken in units of 1 hour.

2. Annual paid leave taken in accordance with the provisions of the preceding paragraph shall be deemed to be time worked and shall, accordingly, be subject to payment of salary.

(Carrying over Annual Paid Leave)

Article 21: Remaining days of annual paid leave (exclusive of days carried over from the preceding year in accordance with the provisions of this article and units less than a day) may be carried over to the following Fiscal year.

(Special Leave)

Article 22: Regulations governing leave for Employees for special reasons such as incurrence of injury, illness, marriage, birth or the exercise of voting rights shall be defined separately.

Chapter 7: Child Care Leave and Family Care Leave

(Child Care Leave)

Article 23: Employees providing care for and raising children under 3 years of age may take child care leave by submission of the necessary application to their immediate manager.

2. The preceding paragraph shall not apply to Employees not entitled to child care leave in accordance with labor-management agreements based on the proviso stated in Paragraph 1, Article 6 of The CCFCLL.
3. Salary shall not be paid during periods of child care leave in accordance with the provisions of Paragraph 1 above.
4. Issues relating to child care leave other than the regulations detailed in the preceding 3 Paragraphs shall be determined in accordance with regulations relating to the Rules Pertaining to Child and Family Care Leave for University Staff of National University Corporation Osaka University.

(Family Care Leave)

Article 24: Employees needing to provide care for Subject Family Members may take family care leave by submission of the necessary application to their immediate manager.

2. The preceding paragraph shall not apply to Employees not entitled to family care leave in accordance with labor-management agreement based on the proviso of Paragraph 1, Article 6 of the Child Care and Family Care Leave Law applicable under Paragraph 2, Article 12 of the same law.
3. Paragraphs 3 and 4 of the preceding article shall apply to family care leave.

Chapter 8: Female Employees

(Work Restrictions for Pre/Post Maternity Employees)

Article 25: Employees who are either undergoing a term of pregnancy or who are within a period of less than 1 year after giving birth (hereinafter referred to as "Pre/Post Maternity Employee(s)") shall not be permitted to engage in work that may have adverse effects on pregnancy, delivery or child nursing.

2. Notwithstanding the provisions of Paragraph 1, Article 5, Paragraph 1, Article 6 and Paragraph 1, Article 7, Pre/Post Maternity Employees shall not, after submission of the appropriate request, be required to work overtime, to work on holidays or at night.
3. Provisional to submission of appropriate requests, Pre/Post Maternity Employees shall be allocated a lightened work load or assigned to other light work.

Supplementary Provisions

(Date of Implementation)

1. The preceding regulations shall be implemented from 14 April 2004 and applied from 1 April 2004.

(Special Cases relating to Calculation of Continuous Employment Records)

2. The "continuous employment record" prescribed in Paragraph 6, Article 5 and Item 1, Paragraph 3, Article 7 shall include continuous employment records prior to Osaka University acquiring National University Corporation status. However, previous periods of employment shall not be taken into account in cases where a period of 1 month or more elapses between periods of employment.

(Interim Measures relating to Annual Paid Leave)

3. Notwithstanding the provisions of Paragraphs 1 and 2 of Article 18, annual paid leave of Employees who were Osaka University Staff prior to the acquisition by National University Corporation status on the date of 1 day before the application of these regulations shall, for the period ending on 31 December 2004 only, be handled in accordance with previous provisions.

Supplementary Provision

The preceding amendments shall be implemented from 19 June, 2006.

Supplementary Provisions

(Date of Implementation)

1. The preceding amendments shall be implemented from 1 October, 2007.

(Special Exception relating to Integration)

2. With respect to Employees who held office in the National University Corporation Osaka University of Foreign Studies prior to the integration (hereafter referred to as "The Former OUFS") as of 30 September 2007 whose status was transferred to The University due to the integration and fall under "Employees" set forth in Article 1, the period of continuous service that they have earned in the Former OUFS shall be counted in the "period of continuous service" as described in Paragraph 6, Article 5 and Item 1, Paragraph 3, Article 7.

(Interim Measures relating to Integration)

3. Employees set forth in the preceding paragraph shall be subject to appropriate interim measures in accordance with the provisions of the following table.

Applied Articles	Detail of interim measures	Term of interim measures
Paragraphs 1 and 2, Article 18	With respect to the handling of annual paid leave, prior regulations shall remain applicable	Term until 31 December 2007

Supplementary Provision

The foregoing amendments shall be implemented from 19 February, 2008.

Supplementary Provision

The foregoing amendments shall be implemented from 1 April, 2010.

Supplementary Provision

The foregoing amendments shall be implemented from 30 June, 2010.

Supplementary Provision

These rules shall be implemented from 29 November, 2012.

Supplementary Provisions

1. The foregoing amendments shall be implemented from 19 June, 2014.

(Interim Measure)

2. Notwithstanding the regulation of in the amended Item 2, Article 12 after the amendments, in cases where an Employee has taken received a reduction of regular working hours defined in the regulation of same No. or has taken a family care leave defined in Article 24 before the date of implementation shown in the preceding paragraph (hereinafter referred to as the "Date of Implementation"), the periods before the Date of Implementation are excluded from the "186" days defined in the same No.

Supplementary Provision

The foregoing amendments shall be implemented from 1 April, 2016.

Supplementary Provision

The foregoing amendments shall be implemented from 1 January, 2017.

Supplementary Provisions

(Date of Implementation)

1. The foregoing amendments shall be implemented from 1 April, 2019.

(Interim Measures)

2. On the occasion of enforcement of the amendments, annual paid leave for Employees whose day of annual leave grant is other than April 1, shall remain subject to the prior regulations notwithstanding the amended provisions of Paragraph 4 and 5, Article 19 until the day of annual leave grant of said Employee comes for the first time after the date of implementation shown in the foregoing paragraph.

Supplementary Provision

The foregoing amendments shall be implemented from 1 April, 2019.

Supplementary Provisions

The foregoing amendments shall be implemented from 1 April, 2021.

Supplementary Provision

The foregoing amendments shall be implemented from 1 April, 2020.

Supplementary Provisions

(Date of Implementation)

1. The foregoing amendments shall be implemented from 1 April, 2021.

(Interim Measures relating)

2. Annual Paid Leave for Employees who have been employed on the day before the date of implementation and shall continue to work on the date of implementation, notwithstanding the provision of Paragraph 1, Article 18, are entitled to 20 days after the implementation. In this case, the annual paid leave (units of less than 1 whole day shall be discarded) granted by the day before the implementation date may be carried over to the year including the implementation date, up to the number of remaining days within the range not exceeding 20 days.

3. For Employees set forth in the foregoing paragraph, the "day of annual leave grant" prescribed in Paragraph 5, Article 19 shall include day of annual leave grant in accordance with the regulations prior to revision.

Supplementary Provision

The foregoing amendments shall be implemented from 1 April, 2024.