

(3) Once you get a job

In Japan, the "Labor Standards Law" regulates the minimum labor conditions.

① Employment contracts

An employment contract is a contract between an employee and employer concerning the employment conditions.

Under the Labor Standards Law, employers are required to notify their employees in writing of the important items of their employment conditions.

Items that employees shall be notified of in writing;

- Terms of the employment contract
- Work location, work description
- Time work starts/finishes, breaks, holidays, leaves, possibility of overtime work
- How wages are determined, calculated, and paid
- Date of cutoff and payment for wages, matters relating to promotion
- Matters relating to resigning (including reasons for termination of employment)

② Working conditions

Working hours

In principle, working hours shall not exceed eight hours a day, 40 hours a week.

Holidays and annual paid leave systems

Employees are entitled to at least one day off per week or four days off over a four-week period.

In addition to the holidays mentioned above, employees may take a holiday using the annual paid leave system.

Wages

An employer is required to pay their employees at least the minimum wage stipulated by law.

☆ Please visit the Osaka Labour Bureau website for more details.

https://jsite.mhlw.go.jp/osaka-roudoukyoku/hourei_seido_tetsuzuki/advisor_foreign_workers.html

③ Labor insurance

Workers accident compensation insurance

In the event an employee becomes ill, injured, or dies while he/she is at work or commuting, the benefits may be paid to the insured person.

★ Please consult an “Adviser for Foreign Workers” at the Osaka Labour Bureau for details.

<https://jsite.mhlw.go.jp/osaka-roudoukyoku/content/contents/20190328105.pdf>

Employment insurance

When an employee loses his/her job, he/she can receive unemployment benefits for a fixed period of time.

Please make enquiries at a Hello Work office for details, such as who is eligible to apply and the application procedures.