

(4) When your employment is terminated or you resign

① Termination of employment

An employer must have an appropriate reason to terminate an employee.

It is prohibited to terminate an employee in any of the following cases:

(Examples)

- Termination during a period of absence from work due to job-related illnesses or injuries or within 30 days thereafter
- Termination a period of absence from work before and after childbirth or within 30 days thereafter
- Termination due to the employee's nationality or religion, etc.

In Japan, when an employer wishes to terminate an employee, the employer must give him/her at least 30 days advance notice.

If you do not accept the reason for your termination or are terminated without a valid reason, please consult the relevant authority, such as the Labour Standards Inspection Office.

② Resignation

When employees resign for their own reasons, they must submit a request to their employer.

Employees must return to their employer any items they have been given, such as an employee ID card, uniforms, health insurance card, etc.

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.