



### 1 Job seeking

#### (4) Law concerning labor

When you work in Japan, the law applies to labor in the following ways regardless of nationality.

#### **Employment Security Law**

This stipulates that persons may not be discriminated against on the grounds of nationality in employment guidance or employment introduction. However, it does not apply to the introduction of illegal employment.

#### **Labor Standards Law**

This states the minimum requirements of working conditions, in things such as employment contracts, compensation (salaries), working hours, breaks, holidays and the annual paid leave system. It stipulates that persons may not be discriminated against on the grounds of nationality, religion or social position in terms of working conditions such as compensation and working hours.

#### **Law for Equal Employment Opportunity of Men and Women**

This prohibits discrimination on the grounds of the worker's gender in terms of job advertisement, hiring, position of workers, promotion, education and training, welfare benefits, or age/resignation/dismissal.

#### **Other**

The Minimum Wage Law, the Industrial Safety and Health Law, the Workmen's Accident Compensation Insurance Law, the Family and Medical Leave Law, and the Law concerning the Improvement of Employment Management, etc. of Part-Time Workers all apply to foreigners as well.