

Chapter 3 Labor / Business Support

1 Labor

(1) Restrictions on Work

Foreign nationals are permitted to work in Japan within the scope of their status of residence. There are currently 38 types of status of residence, which are divided into the following three categories from the perspective of whether working in Japan is permitted or not.

①	<p>Status of residence that permits foreign nationals to work in Japan within the scope of their status of residence (29 types).</p> <p>Diplomat, Official, Professor, Artist, Religious Activities, Journalist, Highly Skilled Professional (1(a), 1(b), 1(c), 2), Business Manager, Legal/Accounting Services, Medical Services, Researcher, Instructor, Engineer/Specialist in Humanities/International Services, Intra-company Transferee, Nursing, Entertainer, Skilled Labor, Specified Skilled Worker (1, 2), Technical Intern Training (1(a), 1(b), 2(a), 2(b), 3(a), 3(b)), Designated Activities (working holiday, foreign nurse and certified care worker candidates under EPA, foreign shipbuilding workers)</p> <div style="border: 1px dashed black; padding: 5px; margin-top: 10px;"> <p>For designated activities, working in Japan may not be permitted in some cases (stay for medical purposes, long-term residents staying for sightseeing and recreational purposes, etc.).</p> </div>
②	<p>Status of residence that does not permit foreign nationals to work in Japan, in principle (five types)</p> <p>Cultural Activities, Temporary Visitor, Student, Trainee, Dependent</p> <div style="border: 1px dashed black; padding: 5px; margin-top: 10px;"> <p>The statuses of residence of “Student” and “Dependent” permit foreign nationals to work in Japan (as part-timers) up to 28 hours a week, in principle, if they obtain permission to engage in an activity other than those permitted under their status of residence. In particular, the status of residence of “Student” permits them to work up to eight hours a day during summer holidays or other long-term holidays of the educational institution in which they are enrolled.</p> </div>
③	<p>Status of residence that has no restrictions on work activities in Japan (four types)</p> <p>Permanent Resident, Spouse or Child of Japanese National, Spouse or Child of Permanent Resident, Long-term Resident</p> <div style="border: 1px dashed black; padding: 5px; margin-top: 10px;"> <p>The Immigration Control and Refugee Recognition Act places no work restrictions on permanent residents, spouses or children of Japanese nationals, spouses of children of permanent residents, or long-term residents.</p> </div>

Contact

Hiroshima Regional Immigration Bureau / Branch Office

(2) Work

① Job Search

For foreign nationals who are permitted to work in Japan, please consult your nearest Public Employment Security Office (Hello Work), which provides job search services.

Contact	Public Employment Security Office (Hello Work) (in Hiroshima Prefecture)
---------	---

Interpretation services are available at the following corners.

◆◆Foreign Nationals Employment Service Corner◆◆

(Inquiries about the employment of students, and foreign workers and foreign nationals of Japanese descent in the professional and technological areas)

I Hiroshima Foreign Nationals Employment Service Corner

Place : Hello Work Hiroshima, 1F Tel: (082) 228-0522 (direct line to the service corner) Open : Every day (excluding Saturdays, Sundays, and national holidays) Hours: 8:30–12:00, 13:00–17:15
Interpretation services <<10:00–16:00>> • Spanish / Portuguese (Mon., 2nd and 4th Wed. of every month, Thurs.) • Chinese (Mon.-Fri.) • English (Tue.)

* International students are provided with information on part-time jobs.

For job placement for international students, please consult Hiroshima Hello Work for New Graduates.

II Fukuyama Foreign Nationals Employment Service Corner

Place : 1st floor, Hello Work Fukuyama Tel: (084) 923 -8609 Hello Work Fukuyama (Department Code 44 #) Open : Every day (excluding Saturdays, Sundays, and national holidays) Hours: 8:30–12:00, 13:00–17:15
Interpretation services <<10:00–16:00>> • Spanish / Portuguese (Mon./Wed./Fri.) • Chinese (second and fourth Tues.) • English (Mon/Wed/Fri.)

◆◆Hiroshima Prefecture Employment Support Service◆◆

The Hiroshima Job Center and the Fukuyama Satellite, Hiroshima Job Center provide consultation on various employment issues to residents regardless of their gender or age. They also accept consultation from international students.

Hiroshima Job Center Tel: (082) 224-0121/0122

(Takara Building, 12-8 Motomachi, Naka-ku, Hiroshima-shi)

Consultation corner: Young People Employment Consultation Corner

Middle-aged and Senior Resident Job-Search Service Corner

Open: Monday to Friday: 10:00–18:00

1st and 3rd Saturday every month: 12:00 – 18:00 *appointments have priority

(Operation dates and hours vary depending on the consultation corner-)

Fukuyama Branch, Hiroshima Job Center Tel: (084) 924-5911/921-5799

(Rose Com Fukuyama City Lifelong Learning Plaza, 3F, 1-10-1, Kasumi-cho, Fukuyama-shi)

Consultation corner: Youth Employment Consultation Corner

Job Search Services for Middle-aged and Senior Residents

Open: Wed., Fri. : 10:00–16:40 *appointments have priority

* There are no language interpreters readily available. Advanced reservation is required for interpretation services. Visitors may be accompanied by someone who can speak Japanese.

◆Hiroshima Job Center / Fukuyama Satellite, Hiroshima Job Center

URL:<https://www.pref.hiroshima.lg.jp/site/work2/wn500192.html>

◆◆Hiroshima Prefecture Employment Support Services for Women◆◆

In Hiroshima Prefecture, the Wakuwaku Mom Support Corner is always set up in Hiroshima City and Fukuyama City, which provides consultation to women who wish to work, balancing their work with their family life.

For women who are concerned about whether they can handle both a career and raising children, wish to learn information on day care centers, or have other concerns or problems, please do not hesitate to visit the corner. The center conducts both in-person and online (Zoom) individual consultations for free under strict confidentiality. The consultation is always offered by female consultants.

Since the corner is set up next to the Public Employment Security Office (Hello Work), you may also receive job-search services or other support services on the same floor after your concerns are cleared. Please feel free to visit the corner.

* You may visit the corner with your child. (There is a corner for children with childcare workers, a room for breast-feeding, and a diaper-changing corner!)

◆ **【New】** We will support childcare fees while you are job searching! ◆

While job searching, many people have expressed concerns such as “I’m worried about where to trust with my child, as well as the cost,” “Since I’m concerned who will take care of my child while I’m at a job interview, it is hard to apply.” In response to these concerns, we are scheduled to begin offering childcare fees support starting in April 2021.

For more information, please contact the Support Corner.

Wakuwaku Support Services for Moms Hiroshima Tel: (082) 542-0222
(in Job Plaza for Mothers Hiroshima, NREG Hiroshima Tatemachi Building 3F, 1-20 Tatemachi, Naka-ku, Hiroshima-shi)

Open: Monday–Friday: 8:30–17:15 * appointments have priority
(closed on Saturdays, Sundays, and national holidays, year-end and New Year holidays)

Wakuwaku Support Services for Moms Fukuyama Tel: (0800)200-4515 (toll free)
(in Job Plaza for Mothers Fukuyama, Estparc Building 1F, 1-21 Higashisakura-machi, Fukuyama-shi)

Open: Monday–Thursday: 8:30–17:00 * appointment-first basis
(closed on Saturdays, Sundays, Obon, national holidays, year-end and New Year holidays)

* There are no language interpreters readily available. Advanced reservation is required for interpretation services, since preparation is necessary to provide the interpreter information beforehand. Visitors may be accompanied by/attend the consultation with someone who can speak Japanese.

◆Wakuwaku Support Services for Moms
URL: <https://wakumama.jp/>
(* An appointment can be made on the website.)

② Trouble in the workplace, etc.

Labor standards-related laws and regulations, including the Labor Standards Act, the Labor Contract Act, the Minimum Wages Act, and the Industrial Safety and Health Act, are applied to foreign workers as well as Japanese workers. If you have problems concerning your work, including finding a discrepancy between the terms set out in the contract and your actual working conditions, not being paid the correct wage, being fired without your consent, or suffering from discrimination in terms of wages or working hours due to your nationality, please feel free to use the following consultation services.

◆◆Telephone Consultation Service for Foreign Workers provided by the Ministry of Health, Labour and Welfare◆◆

Language	Service Days※ 1	Service Hours	Telephone Number ※ 2
English	Mon.-Fri.	10:00-15:00 (Excluding 1 hour break from 12:00-13:00)	0570-001-701
Chinese			0570-001-702
Portuguese			0570-001-703
Spanish			0570-001-704
Tagalog			0570-001-705
Vietnamese			0570-001-706
Burmese	Mon.		0570-001-707
Nepali	Tues., Wed., Thurs.		0570-001-708
Korean	Thurs., Fri.		0570-001-709
Thai	Wed.		0570-001-712
Indonesian		0570-001-715	
Khmer		0570-001-716	
Mongolian	Fri.		0570-001-718

* 1 Excluding year-end and New Year holidays (December 29 to January 3)

* 2 Callers will be responsible for applicable telephone charges.

It is possible to call from a mobile phone.

◆◆Foreign Worker Working Conditions Consultation Corner◆◆

(Consultation about working conditions for foreign workers)

I Hiroshima Foreign Worker Working Conditions Consultation Corner

Place: in the Labor Standards Inspection Office, Hiroshima Labor Bureau Tel: (082)221-9242 Hours: 9:00-12:00, 13:00-16:30
Interpretation services * subject to change • Spanish / Portuguese (Mon./Tue./Thurs./Fri.) • Chinese (Fri.)

II Hiroshima Central Foreign Workers Work Incident Consultation Corner

Location: Inside the Hiroshima Central Labor Standard Supervision Office
Tel: (082)221-2460
Service hours 9 : 30~12 : 00 13 : 00~17 : 00
Interpretation: *Subject to change • Vietnamese (Tues.)

III Fukuyama Foreign Worker Working Conditions Consultation Corner

Place: in the Labor Standards Inspection Office, Hiroshima Labor Bureau
Tel: (084)923-0005
Hours: 9:00–12:00, 13:00–16:30
Interpretation services: * subject to change • Chinese (Wed.)

○ You can find other consultation services via Wakuwaku Hiroshima Net.

◆ Wakuwaku Net Hiroshima URL : https://www.pref.hiroshima.lg.jp/site/work2/

③ Diseases and injuries while at work

If a worker incurs an injury while at work, becomes ill due to work-related causes, or is affected by a disaster during travel to or from work, the worker shall be eligible for compensation for medical expenses and the loss caused by his/her incapacity to work.

This compensation is made under the Worker's Accident Compensation Insurance System, in which employers who hire even one worker must participate. All premiums for the insurance are paid by the employers.

For more information concerning this insurance system, please contact the Labor Standards Inspection Office near your home.

Contact

Labor Standards Inspection Office

④ Unemployment, etc.

If a worker leaves a job after he/she has been employed as an insured person in the employment insurance system for a certain period of time, the worker shall be eligible for unemployment benefits according to certain requirements. Follow the necessary procedures at the Public Employment Security Office (Hello Work) designated to your residence's address.

◇◇Employment insurance system

The employment insurance system has been established in Japan. This insurance system aims to secure the stable employment of workers in active service as well as to provide unemployment benefits or other allowances to unwaged workers to stabilize their lives and promote their re-employment. Even foreign workers must participate in the employment insurance system, in principle, unless they are part-time workers whose prescribed working hours are less than 20 hours a week.

An employment insurance certificate is issued to the relevant worker through his/her employer after he/she enters a company. If you do not receive a certificate, please consult the Public Employment Security Office (Hello Work).

Contact

Public Employment Security Office
(Hello Work) (in Hiroshima Prefecture)