

Working hours

Legal working hours

Working hours according to The Labor Standards Law are, in general, the hours worked under the supervision and direction of the employer.

If preparation for work, tidying up after work, and training are done under the direction of the employer, this time is considered to be within working hours.

Working hours are, in principle, 40 hours per week excluding break-time and within 8 hours per day. For small-size businesses (under 10 people), movie and theater businesses, health and hygiene businesses and entertainment/amusement businesses which deal with customers, as a special measure, working hours are 44 hours per week.



Break-time

Employers must give 45 minutes break-time for work over 6 hours and 1-hour break-time for work over 8 hours. The break-time must be given during working hours.

This break-time must be given to all employees at the same time. Employees must be free to use this time as they wish. (This excludes certain businesses and industries where a written agreement is made.)

There are also laws concerning pay for overtime work, extra pay, pay for holidays and vacations.

Enquiries Hyogo Labor Bureau Inspection Division, Foreign Workers Consultation Corner
(Hyogo Rodo Kyoku Kantoku Ka, Gaikokujin Rodosha Sodan Corner) 0570-001-702
Consultation Language: Chinese

Himeji Labor Standards Inspection Office, Foreign Workers Consultation Corner
(Himeji Rodo Kijun Kantokusho, Gaikokujin Rodosha Sodan Corner) 079-224-8181
Consultation Language: Vietnamese

For details, please search from MHLW website below.(Available in multiple languages)
<https://www.check-roudou.mhlw.go.jp/soudan/foreigner.html>

Nishinomiya Labor Standards Inspection Office 0798-26-3733
(Nishinomiya Rodo Kijun Kantoku Sho)

Note For details, ask a person who understands Japanese to enquire for you.