

For workers

Do you have a hard time at your workplace?

Mistreating employees such as dismissing for their pregnancy, childbirth, taking a childcare leave is prohibited by law.



**Regardless of the worker's nationality (the status of residence),
dismissing the worker because of pregnancy is illegal !**

You were said that taking your childbirth leave/childcare leave can't be approved.

You were told to work as a part-time worker if you use short-time working.

You were demoted after taking childcare leave.

You had a pay cut after you took pre-birth maternity leave and postpartum maternity

When you said you got pregnant, you were said that they would not cooperate with you for renewing your visa.

You were dismissed after you took childcare leave, using "Maternal Health Management and Guidance Measures"

For example,

For the following reasons,

- You got pregnant/gave a birth
- You took a day off because of morning sickness
- You took a maternity leave



you got this treatment.

- You got dismissed
- Your residence permit was not renewed
- Your pay was cut, etc.

That's illegal!

Express your feelings to the company clearly like this.

"I would like to continue working even after childbirth (taking a childcare leave)!"

**For the systems you can use in pregnancy/childbirth,
please see the other side.**

Furthermore,

If you are being harassed at work,
please check out another leaflet.



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厚生労働省
Ministry of Health, Labour and Welfare

Employment / Equal Opportunity Division
(Office), Municipal Labour Bureau

The systems you can use in pregnancy/childbirth/child-raising※

The systems and measures female workers can use in pregnancy and childbirth	The systems and measures male and female workers can use in child-raising (partial)
<p>◆ Pre-birth maternity leave, postpartum maternity leave Female workers can take pre-birth maternity leave 6 weeks prior to the expected date of birth. In principle, they are not allowed to work for 8 weeks after childbirth.</p> <p>◆ Transfer to light work Female workers can claim transfer to light work during pregnancy.</p> <p>◆ Maternity healthcare management measures If female workers get guidance from a doctor, etc. in the health checkups for pregnant women, they should tell that to the company to take measures.</p> <p>◆ Restriction of hazardous work Female workers are not allowed to work in a hazardous job where heavy goods are treated or poisonous gas is emitted.</p> <p>◆ Childcare hours Female workers who have a child younger than 1 year old can claim childcare hours, twice a day (30 minutes for each) in addition to break time.</p> <p>◆ Restriction of overtime working, working on holidays, or working late at night Employees can claim exemptions from overtime working, working on holidays, or working late at night.</p>	<p>◆ Childcare leave In principle, you can take childcare leave until a day before the first birthday of your child. This leave can be separated into two.</p> <p>◆ Paternity childcare leave (childcare leave after childbirth) This leave can be separately taken for up to 4 weeks within 8 weeks after the childbirth up to 2 times in addition to childcare leave.</p> <p>◆ Working for shorter hours for childcare There is a system of working for shorter hours for childcare where employees who are raising children younger than 3 years old can use if they wish.</p> <p>◆ Nursing-care leave for children Employees who are raising children before entering elementary school can take leave by hour (up to 5 days a year) (up to 10 days a year for those who have 2 children or more).</p> <p>◆ Restriction of overtime working Employees who are raising a child younger than 3 years old can claim exemptions from overtime working.</p>

※The explanation on the systems are simplified. For detailed acquisition requirements, please ask the company or Municipal Labour Bureau.

If you want to learn about the systems in detail or you got a trouble about pregnancy, childbirth, childcare leave, etc., please contact Employment / Equal Opportunity Division (Office), Municipal Labour Bureau.

You can get consultation under anonymity. The privacy of a consuler is strictly protected.

In addition, if you wish, we can explain about the act and systems to the company.

Inquiries (Free) : List of phone numbers of Employment / Equal Opportunity Division (Office), Municipal Labour Bureau

Prefecture	Phone number	Prefecture	Phone number	Prefecture	Phone number	Prefecture	Phone number
Hokkaido	011-709-2715	Tokyo	03-3512-1611	Shiga	077-523-1190	Kagawa	087-811-8924
Aomori	017-734-4211	Kanagawa	045-211-7380	Kyoto	075-241-3212	Ehime	089-935-5222
Iwate	019-604-3010	Niigata	025-288-3511	Osaka	06-6941-8940	Kochi	088-885-6041
Miyagi	022-299-8844	Toyama	076-432-2740	Hyogo	078-367-0820	Fukuoka	092-411-4894
Akita	018-862-6684	Ishikawa	076-265-4429	Nara	0742-32-0210	Saga	0952-32-7218
Yamagata	023-624-8228	Fukui	0776-22-3947	Wakayama	073-488-1170	Nagasaki	095-801-0050
Fukushima	024-536-4609	Yamanashi	055-225-2851	Tottori	0857-29-1709	Kumamoto	096-352-3865
Ibaraki	029-277-8295	Nagano	026-227-0125	Shimane	0852-31-1161	Oita	097-532-4025
Tochigi	028-633-2795	Gifu	058-245-1550	Okayama	086-225-2017	Miyazaki	0985-38-8821
Gunma	027-896-4739	Shizuoka	054-252-5310	Hiroshima	082-221-9247	Kagoshima	099-223-8239
Saitama	048-600-6210	Aichi	052-857-0312	Yamaguchi	083-995-0390	Okinawa	098-868-4380
Chiba	043-221-2307	Mie	059-226-2318	Tokushima	088-652-2718		

Hours: 08:30-17:15 (closed on Saturdays, Sundays, national holidays, end of year and New Year's holiday)

[Reference] Outline of the Equal Employment Opportunity Act



English



Chinese



Portuguese



Vietnamese



Japanese

令和 5 年 3 月作成 不利益取扱禁止 (英語)

For workers

Do you have a hard time at your workplace?

Harassment at workplaces is unpardonable. If you get a harassment, you should consult



Regardless of the worker's nationality (the status of residence), harassment at workplaces* is unpardonable!

※Workplaces include business trip destinations, cars used on business, places for meeting with business contacts.

For example, these acts are included in harassment:

Power harassment

Physical attack

You were hit or kicked.

Excessive demand

You were compelled to do interpretation of a foreign language that was not your designated work.

Infringement of individual rights

You were blamed for the social situations or culture of your country.

Mental attack

Your superior yelled at you in front of your colleagues, saying, "you don't understand such easy Japanese words, don't you?"

Undervalued demand

You were not given any tasks.

Separation from a relationship

You were continuously ignored by colleagues and superiors.

Sexual harassment

You were unfairly transferred because you resisted when you were touched the hip or chest by your superior.

It's hard to go to work because you are often asked for meals or dating by your superior and feel stressful.

Harassment related to pregnancy, childbirth, childcare leave, etc.

When you consulted with your superior about the maternity leave before childbirth, you were told to quit the job if you take the leave.

When you consulted with your superior about avoiding overtime work, you were told not to expect for promotion in the next evaluation.

For methods to deal with harassment and the contact for consultation, please see the other side.

Furthermore,

If you are treated unfairly because of pregnancy, childbirth or child-raising, you should check another leaflet.



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If you get a harassment,

Express your feelings clearly

To put up with the situation remaining silent may worsen the situation.
Express your feelings clearly, saying, “Please stop doing that” or “I don’t like it.”

Get in touch with the contact of the company

Harassment at work is not a problem for an individual but a problem for a company. You should consult with a person in charge of consultation such as the Personnel Labor Management or a trustworthy superior.
If it’s hard to consult in the company or things haven’t improved even after the consultation, please consult with an external organization such as Employment / Equal Opportunity Division (Office), Municipal Labour Bureau.
※Being treated unfairly for consulting with the contact for consultation is prohibited.

All the companies are required to take the following measures to prevent harassment !

For details, please check the links below.

1. Clarification of employers’ policies and their dissemination / enlightenment
2. Giving consultation (including accepting complaints) and preparing the necessary system to respond appropriately
3. Prompt and appropriate response when receiving consultation and after that
4. Measures for eliminating the causes of harassment and factors in the background
5. Additional Measures to be taken (such as protection of privacy)

■ Pamphlet (Japanese) ※on P.20 and after :
<https://www.mhlw.go.jp/content/11900000/001019259.pdf>
■ Supporter for bright workplaces:
https://www.no-harassment.mhlw.go.jp/foreign_workers_jp



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