The General Union has over 5 years experience in organising workers to win benefits, especially benefits that are legally mandated but poorly enforced. We know that without our efforts our members will never benefit from the new changes.

Our history of organising and negotiating with both employers and government agencies will help you draw maximum benefits from the new laws.
1330  Doors open
1345  Opening remarks
1400  Labour Law changes

LABOUR CONTRACT LAW
After a fixed-term employment contract is renewed for a total employment period of over 5 years, the contract can be converted to a permanent one.

HEALTH AND PENSION INSURANCE  (shakai hoken & shigaku kyosai)
• Pension eligibility: From 25 to 10 years
• Enrollment: at 20 hours/wk (enterprises with 500 employees)
• Even if there are less than 500 employees, it is still possible to be enrolled at 20 hours

DISPATCH LAW
• Allows for dispatch that is longer than three years (workplace agreement, job type/location change, unlimited term contract)
• Same working conditions for direct hired and dispatched employees mandated.

EQUITY GUIDELINES (regular vs contract workers)
• No discrimination in various allowances (overtime, regional, regular attendance allowances, etc.)
• No discrimination in special leaves and welfare benefits (non-statutory leave, sick leave, special leave, medical check leave)
• Working conditions of dispatched workers and direct-hire employees must be equal (pay, benefits and training)

1515  Wills & Inheritance Seminar
What happens in Japan if you die without a will? Does Japanese law take precedence or does the law back home? How is it decided? By the length of time here, if you’re married, or some other reason? How do I even make a will in Japan? An English speaking lawyer will deliver the presentation.

Sun. 5 November 1345~1645
www.GeneralUnion.org/parity