

Contents Confirmation Worksheet -Basics-

Use appropriate words in the spaces below the question. The issues are in the same order as they appear on the site. If there is something you don't understand, let's look in the site.

If you have more than two options, circle all that apply.

a. Legal book

• Labor Standards Act

This law sets standards in various matters concerning work. As a general rule, you are prohibited from working more than (1) ___ hours a day and (2) ___ hours a week. Rest periods should be given at least (4) ___ minutes if working hours exceed (3) ___ hours, and at least (6) ___ minutes if working hours exceed (5) ___ hours. Holidays are also specified, either (7) (1 day every week, 2 days every week) or (8) (4 or more days in a 2-week period. 4 or more holidays during a 4-week period. (9) (Employer, Workers) are obligated to have these.

There are various rules regarding overtime. (10) The ___ is the agreement that must be reached in the event that an employer causes a worker to work in excess of the maximum working hours stipulated in (1)(2). Also, even if we conclude the (10), we are not allowed to work overtime without limit, and there are standards such as 1 month (11) ___ hours and 1 year (12) ___ hours.

Discrimination in terms of treatment, such as (13) or (Gender and social status) is prohibited.

Work against the will of workers is called (14) ___ work and is prohibited. In addition, (15) _____, where a third party receives a portion of the wages paid between an employer and a worker, except for temporary work, is prohibited.

If you enter into a labor contract that is in violation of any of the above items, the part that is in violation will be (16) (valid or invalid).

• Trade Union Law

The purpose of this law is to (3) (Collective and individual negotiations) and to support the procedure for (1) regulating the relationship between employers and workers, that is, (B) forming Labor Union A appropriately in order to support the equality of the ___ relationship, (2) concluding a (Labor covenants and collective agreements).

• Labor Relations Adjustment Act

The Labor Relations Adjustment Act is designed to allow workers to demand employers

① It is a law to prevent or solve actions such as _____.

② ___ has been dispatched by the Labor Relations Commission (2) ___ personnel have been

dispatched by the Employers and Workers of the Parties

It's a way to solve the problem by intervening and listening to both sides.

③ ___ was created by (3) the ___ committee hearing the opinions of both sides and (3) the ___ proposal.

It is a way to solve the problem with the aim of acceptance.

④ ___ (4) listens to the parties concerned with the ___ Commission and (5) sends _____

It is the method to solve the problem by writing. This has the same effect as a contract and both the employer and the worker have the obligation to run the village.

- Constitution and Labor

Article (1) ___ of the Constitution stipulates (2) (obligations, rights, prohibitions and recommendations) of labor. It also stipulates the establishment of laws necessary for the protection of workers and the security of human life. Furthermore, (2) ___ is prohibited from abusing children. In principle, junior high and high school students are not allowed to work.

- b. Current state of labor

- harassment

Harassment includes (1) ___ Harassment or Sexual Harassment, (2) _____ Harassment, or Mental Violence through Language or Attitude, (3) ___ Harassment, or Harassment related to pregnancy or childbirth, (4) _____ Harassment, or Harassment related to alcohol consumption such as forced drinking, and (5) _____ Harassment.

- form of employment

There are two main types of employment: regular employment and non-regular employment. As for non-regular employees, there are (1) ___ employees, who sign a contract with the company for a fixed period of time and come to work full time in principle (2) ___ employees, who do not work full time, and who sign a contract with a period of time (3) _____ • _____.

- death from overwork

Death from overwork is caused by excessive working hours. Overtime work exceeding (1) ___ hours in the 1 month before the onset of illness and (2) ___ hours on a monthly average 2 ~ 6 months before the onset of illness is called the Karoshi Line and is the standard for recognition of karoshi.

c. Change to the Future

- Utilization of AI

AI that is better at (1) (Large amounts of data, numerical causation, discovery of new ideas, complex calculations, and work directly linked to human impressions) than humans is expected to play an active role in many companies in the future.

- discretionary work system

The discretionary work system is a type of work system in which the working hours of employees who leave the company or work are not fixed. Advantages include (1) (Easy management of labor systems, easy management of labor costs, and reduction of labor costs) and (2) (Ensuring a stable working environment, enabling shorter working hours, and increasing freedom in working styles).

- advanced professional system

This system is based on an agreement between both parties and the labor-management committee, and (1) excludes provisions such as working hours and holidays stipulated by the _____ Act after the conditions for securing holidays have been met. On the corporate side, the merit is that (1) (Reduction of personnel costs and fixed performance standards) on the worker side, (Realization of work-life balance and no risk of long working hours).

- foreign worker

There are two systems for foreign workers in Japan: (1) the _____ system, which allows them to stay for up to 5 years, and (2) the _____ No. 1, No. 2 system, which allows them to work in certain industrial fields. (3) Advantages include (Elimination of labor shortages • Reliable reduction of labor costs • Promotion of globalization • Smooth communication).

- telework

Telework is a work style that makes full use of information and communications technology and is broadly divided into three types: (1) _____ work, (2) _____ work, and (3) _____ work. (1) is to work at home, (2) is to work at any time and any place, including on the move, rather than at a specific facility, and (3) is to work at a different office from the head office. Also, there are (4) _____, which carries out highly specialized work, and (5) _____, which is represented by scoring work.