



# Confirm!



## Your Annual Paid Leave

### 1 What is Annual Paid Leave ?

The system which guarantees that workers can take paid leave at any time and enjoy a pleasant and comfortable lifestyle.

### 2 The labour standards law stipulates the annual paid leave system. It is the right of workers.

An employer shall grant annual paid leave at least 10 days to workers who have been employed continuously for 6 months calculated from the day of their being hired and worked for 5 days or more per week.

Part-time workers can also take annual paid leave depending on the number of their working days, even if their fixed working days are less than 5 days.

For the period of paid leave, an employer shall pay the wage that would normally be paid for working fixed working hours.

( Article 39, the Labour Standards Law )

※ The minimum number of days of annual paid leave granted depends on the specified working days per week and the length of service. After 6 months calculated from the day of being hired, certain days will be added every year to the number of paid leave days of the previous year.  
(Article 39, the Labour Standards Law & Article 24-3 & 4, Enforcement Regulations of the Labour Standards Law )

For more information, please contact the Osaka Labour Bureau or the labour standards inspection offices.

If an employer will not provide paid leave despite a worker's request,



## It is against the Law



Please come and consult about it at the nearest labour standards inspection office or the Osaka Labour Bureau !

★“One point - the Labour Standards Law “is posted on the website of Osaka Labour Bureau.

[http://osaka-roudoukyoku.jsite.mhlw.go.jp/hourei\\_seido\\_tetsuzuki/roudoukijun\\_keiyaku/hourei\\_seido/onepoint.html](http://osaka-roudoukyoku.jsite.mhlw.go.jp/hourei_seido_tetsuzuki/roudoukijun_keiyaku/hourei_seido/onepoint.html)

