

Obligation to join social insurance system



If you work for a Japanese company, your employer enroll you in the social insurance system regardless of your nationality.

There are two kinds of social insurance systems: health insurance and pension insurance systems.

Half of the social insurance premiums is paid by your company.

The premium does not change even if you add your family members as dependents!

(Certain requirements should be met to add your family members as dependents in health insurance)

Health Insurance

If you enroll in a health insurance system, you can pay only 30% of total medical costs when you receive medical care for any sickness or injury

*Your copayment rate differs depending on your age.

In addition to cover medical expenses, Health Insurance Systems provide other benefits such as:

- Cost of childbirth
- Compensation for absence from work due to sickness
- Compensation for absence from work due to maternity leave
- Burial expense
- Subsidy for health checkup, etc.



Health Insurance Systems provide various benefits.

National Pension System

The pension is paid when you get old or disabled to support your daily living.

You are required to join the National Pension System regardless of nationality.

According to the International Social Security Agreement, you can totalize the pension membership periods of both Japan and your country.

To avoid “dual burden of contribution payments”, the enrollment is exempted for dispatched foreign workers who work in Japan for five years or less.

In addition, if you are non-Japanese and you are no longer covered by Japanese pension systems, you can apply for the Lump-sum Withdrawal Payments when you leave Japan.

For further procedures, please contact a branch office of Japan Pension Service.

