

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.





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.

○ If you are non-Japanese and no longer covered by the National Pension or the Employees' Pension Insurance, you can claim the Lump-sum Withdrawal Payments after you leave Japan.

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

