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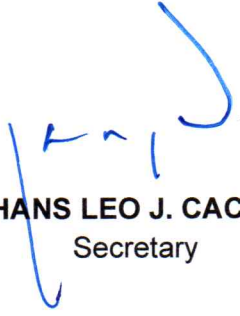
**EQUAL OPPORTUNITY AND TREATMENT BETWEEN MEN AND WOMEN
IN EMPLOYMENT IN JAPAN**

Japan's Act No. 113 of 1972 or the Act on Equal Opportunity and Treatment between Men and Women in Employment, specifically Section 1, Article 9 (Prohibition of Disadvantageous Treatment Due to Marriage, Pregnancy, and Childbirth), states that:

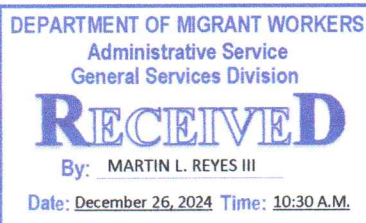
"Employers must not use marriage, pregnancy, or childbirth as grounds for terminating the employment of female workers."¹

The Department of Migrant Workers (DMW), therefore, reminds all concerned Philippine Recruitment Agencies/Sending Organizations (Sos) and accredited entities providing Pre-Departure Orientation Seminars to TITP interns to refrain from teaching or encouraging their trainees to terminate their employment and return to the Philippines if they get pregnant or give birth. The trainee-workers must be informed of the rights of women under the abovementioned law and other relevant Japanese laws.

For the information and guidance of all concerned.


HANS LEO J. CACDAC
Secretary

23 December 2024



CONTROLLED AND DISSEMINATED
By: DMW General Services Division on December 26, 2024

¹ Article 9 - Act on Equal Opportunity and Treatment between Men and Women in Employment (Prohibition of Disadvantageous Treatment Due to Marriage, Pregnancy, and Childbirth), <https://www.japaneselawtranslation.go.jp/ja/laws/view/4190>

