

# Employment Rights for Foreign Workers

Practical questions, documents and communication phrases | Korea and Japan

English → Japanese → Korean · Information reviewed 16 October 2026

A public reference for workers facing unpaid wages, unclear contracts, unsafe work or difficulty asking for help. This is not a legal opinion or an official government publication. Rules and service availability may change.

## Start with the problem, not the legal term

| If this happens                                          | First useful action                                                                             |
|----------------------------------------------------------|-------------------------------------------------------------------------------------------------|
| <b>Your pay is short or late</b>                         | Save the pay statement, hours and bank record; request a dated breakdown.                       |
| <b>You are asked to sign a resignation or settlement</b> | Ask for a copy, time to review and independent advice.                                          |
| <b>Hours differ from your payslip</b>                    | Keep contemporaneous shift and break records.                                                   |
| <b>You are injured or threatened at work</b>             | Prioritize safety and medical care; tell the adviser about the incident and any language needs. |
| <b>Your passport is held by someone else</b>             | Ask for safe independent assistance; do not confront a threatening person alone.                |

## 1. Country routes: Korea and Japan

| Issue                         | Republic of Korea                                                                                                                                                                 | Japan                                                                                                                                                         |
|-------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>General consultation</b>   | Ministry of Employment and Labor (MOEL) consultation 1350 (charged; weekday schedule listed on official portal); foreign worker counseling 1577-0071 (confirm current languages). | MHLW multilingual Foreign Workers Consultation Service; check language-specific day and paid call rates. After-hours Labour Standards Advice Hotline is free. |
| <b>Unpaid wages</b>           | MOEL Labour Portal offers a wage-arrears petition and information on complaints, criminal reports and related remedies.                                                           | Labour Standards Inspection Offices and Prefectural Labour Bureaus advise on labour-standards issues; confirm the appropriate route for the specific claim.   |
| <b>Workplace accident</b>     | Seek urgent care first; ask about workers' compensation and the relevant official accident insurance office.                                                                      | Seek urgent care first; ask the Labour Standards Inspection Office about workers' accident compensation (労災保険／ろうさいほけん).                                       |
| <b>Harassment / dismissal</b> | Ask the competent labour office what issues can be handled there, and whether a separate remedy is needed.                                                                        | General Labour Consultation Corners can provide consultation on broader individual labour disputes.                                                           |

## Evidence checklist: preserve what you have, safely

|                                                         |
|---------------------------------------------------------|
| <b>Record</b>                                           |
| <b>Contract, recruitment message, written offer</b>     |
| <b>Payslips and bank deposits</b>                       |
| <b>Timesheets, shift photos, work messages</b>          |
| <b>Texts about deductions, dismissal or resignation</b> |

# Practical EN-JP-KR phrases

| English                                                      | 日本語                                                           | 한국어                             |
|--------------------------------------------------------------|---------------------------------------------------------------|---------------------------------|
| I need help understanding my employment contract.            | 雇用契約書（こようけいやくしょ）の内容（ないよう）を理解（りかい）するための支援（しえん）が必要（ひつよう）です。     | 근로계약서 내용을 이해하는 데 도움이 필요합니다.     |
| Please give me a copy of the signed contract.                | 署名（しよめい）した契約書（けいやくしょ）の写（うつ）しをください。                            | 서명한 계약서 사본을 주세요.                |
| Which company is legally responsible for paying my wages?    | 賃金（ちんぎん）の支払（しはら）い義務（ぎむ）がある会社（かいしゃ）はどこですか。                     | 임금을 지급할 법적 책임이 있는 회사가 어디인가요?    |
| My wages have not arrived on the agreed payday.              | 約束（やくそく）の給料日（きゅうりょうび）に賃金（ちんぎん）が支払（しはら）われていません。                | 약정한 급여일에 임금이 입금되지 않았습니다.        |
| Please provide a written breakdown of this payment.          | この支払（しはら）いの内訳（うちわけ）を書面（しよめん）で示（しめ）してください。                     | 이 지급액의 세부 내역을 서면으로 알려 주세요.      |
| I cannot identify this deduction.                            | この控除（こうじょ）が何（なに）に對（たい）するものか分（わ）かりません。                         | 이 공제가 어떤 항목인지 알 수 없습니다.         |
| What is the basis for this deduction?                        | この控除（こうじょ）の根拠（こんきょ）を教（おし）えてください。                              | 이 공제의 근거를 알려 주세요.               |
| My recorded hours are different from my payslip.             | 記録（きろく）した労働時間（ろうどうじかん）と給与明細（きゅうよめいさい）の時間（じかん）が違（ちが）います。       | 제가 기록한 근로시간과 급여명세서의 시간이 다릅니다.   |
| Does preparation or closing work count as working time here? | 準備（じゅんび）や片付（かたづ）けの時間（じかん）は、この場合（ばあい）労働時間（ろうどうじかん）に含（ふく）まれますか。 | 준비·마감 업무 시간이 이 경우 근로시간에 포함 되나요? |
| I was unable to take the break shown on the schedule.        | 予定表（よていひょう）にある休憩（きゅうけい）を取（と）れませんでした。                          | 근무표에 있는 휴게시간을 실제로 사용하지 못했습니다.   |
| I need an explanation before I sign.                         | 署名（しよめい）する前（まえ）に説明（せつめい）を受（う）けたいです。                           | 서명하기 전에 설명을 듣고 싶습니다.            |
| May I take this document away to review it?                  | この書類（しよるい）を持（も）ち帰（かえ）って確認（かくにん）してもよいですか。                      | 이 서류를 가져가 검토해도 될까요?             |
| I did not agree to resign voluntarily.                       | 自己都合（じこつごう）で退職（たいしよく）することには同意（どうい）していません。                     | 자발적으로 퇴사하는 데 동의하지 않았습니다.        |
| Was this a dismissal or the end of my fixed-term contract?   | これは解雇（かいこ）ですか、それとも有期契約（ゆうきけいやく）の期間満了（きかんまんりょう）ですか。            | 해고인가요, 아니면 기간제 계약의 기간 만료인가요?    |
| Please explain the reason in writing.                        | 理由（りゆう）を書面（しよめん）で説明（せつめい）してください。                              | 사유를 서면으로 설명해 주세요.               |
| I was injured while working.                                 | 仕事中（しごとちゅう）にけがをしました。                                          | 일하다가 다쳤습니다.                     |

## Further questions for advisers

| English                                                                    | 日本語                                                         | 한국어                                   |
|----------------------------------------------------------------------------|-------------------------------------------------------------|---------------------------------------|
| <b>How do I ask about work injury compensation?</b>                        | 労災補償（ろうさいほしょう）について、どこに相談（そうだん）できますか。                        | 산업재해 보상에 대해 어디에 문의할 수 있나요?            |
| <b>I am afraid of retaliation if I complain.</b>                           | 相談（そうだん）や申告（しんこく）をすると報復（ほうふく）されるのではないかと不安（ふあん）です。           | 상담하거나 신고하면 보복당할까 봐 걱정됩니다.             |
| <b>My employer is keeping my passport.</b>                                 | 雇用主（こようぬし）が私（わたし）のパスポートを保管（ほかん）し、返（かえ）してくれません。              | 고용주가 제 여권을 보관하고 돌려주지 않습니다.            |
| <b>Please do not contact my employer before discussing safety with me.</b> | 安全（あんぜん）について相談（そうだん）する前（まえ）に、雇用主（こようぬし）へ連絡（れんらく）しないでください。   | 제 안전에 관해 상담하기 전에 고용주에게 연락하지 말아 주세요.   |
| <b>Can I speak to someone in English?</b>                                  | 英語（えいご）で相談（そうだん）できますか。                                      | 영어로 상담할 수 있나요?                        |
| <b>Can you arrange an independent interpreter?</b>                         | 独立（どくりつ）した通訳者（つうやくしゃ）を手配（てはい）できますか。                         | 이해관계가 없는 통역사를 연결해 주실 수 있나요?           |
| <b>Is this consultation confidential?</b>                                  | この相談（そうだん）の秘密（ひみつ）は守（まも）られますか。                              | 이 상담 내용은 비밀로 보호되나요?                   |
| <b>Does asking for labour advice affect my residence status?</b>           | 労働相談（ろうどうそうだん）をすると在留資格（ざいりゅうしかく）に影響（えいきょう）がありますか。           | 노동 상담을 받으면 제 체류자격에 영향이 있나요?           |
| <b>Is there a deadline for filing a complaint?</b>                         | 申告（しんこく）や請求（せいきゅう）には期限（きげん）がありますか。                          | 신고나 청구에 기한이 있나요?                      |
| <b>How do I make a formal complaint?</b>                                   | 正式（せいしき）に申告（しんこく）するには、どうすればよいですか。                           | 정식으로 신고하려면 어떻게 해야 하나요?                |
| <b>Will you give me a reference number?</b>                                | 相談（そうだん）や申告（しんこく）の受付番号（うけつけばんごう）は発行（はっこう）されますか。             | 상담·신고 접수번호를 받을 수 있나요?                 |
| <b>Can I report a problem after leaving the job?</b>                       | 退職後（たいしょくご）でも相談（そうだん）・申告（しんこく）できますか。                        | 퇴사 후에도 상담·신고할 수 있나요?                  |
| <b>Which documents should I bring to the appointment?</b>                  | 相談（そうだん）にはどの書類（しゅるい）を持参（じさん）すればよいですか。                       | 상담에 어떤 서류를 가져가야 하나요?                  |
| <b>Can I ask for another service if this office cannot help?</b>           | ここで対応（たいおう）できない場合（ばあい）、他（ほか）の相談先（そうだんさき）を紹介（しょうかい）してもらえますか。 | 여기서 도움을 받을 수 없다면 다른 상담기관을 소개받을 수 있나요? |
| <b>Please explain the next step and the date by which I must act.</b>      | 次（つぎ）の手續（てつづ）きと対応期限（たいおうきげん）を教（おし）えてください。                   | 다음 절차와 제가 조치해야 하는 기한을 알려 주세요.         |

## Contact scripts (adapt to your facts)

### Unpaid wages inquiry

| English | 日本語 | 한국어 |
|---------|-----|-----|
|---------|-----|-----|

|                                                                                                                                                                                                                   |                                                                                                                                                         |                                                                                       |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|
| I worked for [employer] from [date] to [date]. My pay for [period] is short by approximately [amount]. I have [records]. Please tell me whether this office can advise me and what documents and deadlines apply. | [会社名（かいしゃめい）]で[期間（きかん）]働（はたら）きました。[対象期間（たいしょうきかん）]の賃金（ちんぎん）が約（やく）[金額（きんがく）]不足（ふそく）しています。[資料（しりょう）]があります。相談先（そうだんさき）、必要書類（ひつようしょるい）、期限（きげん）を教（おし）えてください。 | [회사명]에서 [기간] 동안 일했습니다. [대상 기간] 임금이 약 [금액] 부족하며 [자료]가 있습니다. 상담 가능 여부와 필요서류·기한을 알려 주세요. |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|

## Safety and confidential contact

| English                                                                                                                                                  | 日本語                                                                                                                   | 한국어                                                                     |
|----------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------|
| I need labour advice, but I am concerned about retaliation. Please tell me how information is handled and whether you can contact me safely at [method]. | 労働問題（ろうどうもんだい）について相談（そうだん）したいのですが、報復（ほうふく）が心配（しんぱい）です。個人情報（こじんじょうほう）の取扱（とりあつか）いと、安全（あんぜん）な連絡方法（れんらくほうほう）を教（おし）えてください。 | 노동문제로 상담받고 싶지만 보복이 걱정됩니다. 개인정보 처리 방식과 [연락 방법]으로 안전하게 연락받을 수 있는지 알려 주세요. |

## Source notes and boundaries

Korea MOEL labour portal: complaints and case checking — [https://labor.moel.go.kr/portalGuide/portal\\_guide.do](https://labor.moel.go.kr/portalGuide/portal_guide.do)

Korea MOEL wage arrears: petition and complaint route — <https://labor.moel.go.kr/minwonSysInfo/wagesolway.do>

Korea MOEL protection materials for foreign workers — [https://www.moel.go.kr/policy/policydata/view.do?bbs\\_seq=20250900625](https://www.moel.go.kr/policy/policydata/view.do?bbs_seq=20250900625)

Korea MOEL English overview of labour standards — <https://www.moel.go.kr/english/policy/laborStandards.do>

Japan MHLW multilingual working-condition information — [https://www.check-roudou.mhlw.go.jp/foreign\\_workers/](https://www.check-roudou.mhlw.go.jp/foreign_workers/)

Japan MHLW language-specific consultation services — [https://www.check-roudou.mhlw.go.jp/soudan/foreigner\\_eng.html](https://www.check-roudou.mhlw.go.jp/soudan/foreigner_eng.html)

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