

18 June 2024

Robert Walters Japan introduces new employee benefit: Social security benefits for same-sex partners

TOKYO, JAPAN - Specialist professional recruitment firm Robert Walters Japan announced the introduction of social security benefits for employees with same-sex partners on 1 June 2024.

Current status of same-sex marriage in Japan

Unfortunately, same-sex marriage has still not been legalized in Japan, meaning same-sex partners often miss out on the social security premium coverage their married counterparts receive. Even if a person with a same-sex partner meets the financial requirements to be a dependent, they cannot receive coverage under their partner's Employees' Health Insurance and Employees' Pension Insurance – they must pay for the National Health Insurance and National Pension by themselves through the ward office.

Our new employee benefit for same-sex partners

Robert Walters Japan is now offering a financial benefit to employees who have a same-sex partner and whose partner meets the conditions for coverage stipulated by the Health Insurance Society. The benefit covers an amount equivalent to the partner's National Health Insurance and National Pension premium.

As part of our efforts to foster a workplace that ensures equity and inclusion for all employees, Robert Walters Japan has introduced various benefits treating same-sex partners as spouses since 2020, including marriage leave and parental leave. The new benefit is an expansion of our existing benefits program, aiming to provide the same level of support as married employees for our employees with same-sex partners who are currently not legally acknowledged as dependents.

We hope that our change will inspire other organizations in Japan to move forward with similar initiatives, and we will continue to push for marriage equality.

ROBERT WALTERS

言葉だけで終わらない
多様性を形に。

私たちは、多様な人材が持つ力を信じ、人々が本来の自分らしくいられる権利を支持します。

Specialist Recruitment in Japan
robertwalters.co.jp

A Robert Walters Group Company

Equity, diversity & inclusion at Robert Walters Japan

At Robert Walters Japan, diversity is more than just a policy—it’s who we are at our core. We believe in the power of a diverse workforce that champions the right for people to be their true, authentic selves, and we are committed to helping people and organizations to fulfil their unique potential by continuing to leverage our rich array of backgrounds and perspectives.

More information on Robert Walters’ DEI initiatives:

<https://www.robertwalters.co.jp/en/about-us/equity-diversity-and-inclusion.html>

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About Robert Walters Japan:

Established in London, United Kingdom, in 1985, Robert Walters is a specialist recruitment consultancy with operations in 31 countries around the world. Robert Walters Japan established its Tokyo office in 2000 and Osaka office in 2007. For over 20 years, we've been a driving force in the Japanese bilingual recruitment market, providing high quality candidates for our clients and access to the best jobs. Our consultants are experts in their respective industries and work in teams to provide recruitment consultation services across a wide range of industries and job categories.

Press contact:

PR & Communications, Robert Walters Japan

Phone: 03-4570-1500 E-mail: info@robertwalters.co.jp