

Employee Data Privacy – Japan

Breach Notification

Are there any data breach notification requirements?

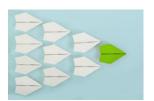
A data breach is a security incident in which sensitive, protected or confidential data is copied, transmitted, viewed, stolen or used by an individual unauthorized to do so. Local data protection regulations have required data controllers to report such breaches in certain circumstances.



In Japan, data breaches must be reported to the Personal Information Protection Commission (PIPC) when the breach of data:

- includes sensitive personal data;
- includes personal data that can be misused and cause financial damage to data subjects;
- was committed with unjust purpose; or,
- includes more than 1,000 data subjects.

When there is a significant breach of My Number data (such as leaking more than 100 My Numbers or when an employee intentionally misuses the data), the employer must also report the breach to the PIPC.



HR Best Practices:

Make sure to follow any security and data

protection controls outlined in your company's security policies. Notifications to the Personal Information Protection Commission are required, depending on the nature of the breach.

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