

Dispatch Services in Japan's Manufacturing Industry: A Strategic Guide for Recruitment Managers

Learn how an international manpower agency can help you fill the labor gap by providing skilled workers who meet Japan's high standards.



Tokyo, Japan Sep 21, 2025 ([Issuewire.com](https://www.issuewire.com)) - Greatways Manpower International, Inc. is a Philippine-based manpower agency renowned for its fast, efficient, and reliable recruitment.

Japan's manufacturing industry is changing so fast. To stay ahead, companies need to streamline their production lines and constantly look for a flexible workforce.

For HR managers, this means finding ways to reduce higher costs related to local hiring, retain workers' productivity, and comply with local laws—while also dealing with labor shortages and an aging population.

That's where dispatch services ([派遣労働者](#) or *haken*) come in to offer a solution.

What Are Dispatch Services and How Do They Work in Japan?

Dispatch service is a practice of hiring workers from a licensed [recruitment agency in Japan](#) that's responsible for assigning skilled workforce to the clients' sites. While these workers perform tasks under the client's direction (for instance, a factory owner in Japan), they remain employees of the dispatch company.

*This system is regulated by the legal framework under **Japan's Worker Dispatch Law** ([労働者派遣法](#)), which ensures compliance with maximum contract durations, equal treatment policies, and other labor standards for dispatch workers.*

In the manufacturing sector, dispatch services are often maximized to fill roles like **machine operators, assemblers, warehouse staff, and quality control workers**, helping companies stay flexible with their staffing needs.

Top 5 Benefits of Dispatch Services for HR Outsourcing in Japan's Manufacturing Sector

Operational Flexibility

Production demands fluctuate with seasons, orders, and market trends. Dispatch partners allow HR managers to quickly adjust the workforce based on actual demand—without the long-term obligation of permanent hires.

Reduced Recruitment Burden

Outsourcing recruitment to a dispatch company saves HR Managers valuable time and prevents wasted effort. These agencies typically handle **sourcing, screening, onboarding, and documentation**—freeing up internal resources and saving more time in recruitment scouting.

Cost-Efficiency

Dispatch partners help reduce financial burdens for businesses. These agencies are particular in managing additional employee costs, allowing businesses to operate more efficiently on tight budgets.

Quick Deployment of Skilled Labor

Majority of dispatch agencies often maintain a pool of trained and job-ready workers. This ensures shorter onboarding times and guaranteed productivity. Especially in businesses that require mass and immediate deployment of workers.

Minimize Employment Risks

Many dispatch companies in Japan offer “temp-to-perm” setups. This means employers can evaluate the performance of temporary workers before offering a permanent job.

Trial periods usually last up to 3 to 6 months and are written in the contract. Other types of dispatch contracts include:

- **Fixed-term Dispatch:** The most common recruitment strategy is where the dispatch hires workers and sends them to work for another company. This setup can last up to three years.
- **Indefinite-term Dispatch:** In this method, the dispatch hires the worker with no end date in the contract and sends them to work for a company. There is no set time limit for this type of employment

What HR Managers Should Consider When Choosing a Dispatch Partner

Selecting the right dispatch agency is a strategic decision. Therefore, HR managers should evaluate the following qualities to help them make informed decisions.

Licensing & Legal Compliance

Make sure the dispatch is authorized under the **Worker Dispatch Law** and adheres to all local regulations in Japan. Always check their license validity and term limits for dispatch workers.

Industry Experience

Dispatch partners with proven success in manufacturing guarantee that they are fully equipped to meet your company's specific labor needs. They don't impose false and too good to be true promises. Instead, they roll up their sleeves and do the actual work.

Talent Pool and Availability

Ask the dispatch company to share how many workers they currently have that can cater to your requirements, along with their skill levels and work experience. This helps you see if they can provide the right workforce and shows how reliable they are.

Support Services

While worker expertise is important, a reliable [dispatch partner](#) should also ensure smooth operations through on-site coordination and strong risk management plans. Additionally, bilingual support improves communication and helps workers adapt more easily to the work environment.

Reputation and Reliability

Look for client testimonials, case studies, and industry recognition to assess the dispatch company's credibility. These can give you confidence in your decision, as there are solid proofs that show how others have experienced the quality of their service.

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