

We offer lawyers and certified social insurance labor consultants support for free until 8PM!

# For employers and employees Consult us before getting into labor disputes!

This is a consultant service which aims to prevent employers and employees from getting into any labor disputes in advance.

Free consulting service

Free seminar\*

\*We hold a seminar to hand out leaflets explaining the Labor Relations Act and to share useful information. (Free to participants)

## Labor consultation service

There are knowledgeable consultants (lawyers or certified insurance labor consultants) that cover the Labor Relations Act.

### In particular...

- I would like to know what information we need to include in the employment agreement and labor regulations.
- I would like to know the qualifications in applying for the social insurance.

## Specialist consulting service

Knowledgeable lawyers will consult more about technical matters.

### In particular...

- I would like to know more about the Employment Guidelines (\*) concerning prejudice changes of the conditions of employment.
- I would like to know if there are any problems in concerning the rearrangement of personnel in the employment agreement compared to the legal precedent.

## Individual consulting service

Certified insurance labor consultants will visit your company to give advice about labor management based on facts.

### In particular...

Certified insurance labor consultants will visit the companies which request individual consulting services to give advice about appropriate labor management and supervision of the labor agreement.

(\* Employment Guidelines...It is a guideline which summarizes, analyzes and categorizes judicial precedents concerning labor relations. (Created based on Article 37 paragraph 2 of the National Strategic Special Zones Act)

Those who can receive the consultation services

Venture enterprises, global companies, and employees of these companies.

The companies and employees of these companies below which are located in the Kansai National Strategic Special Zone (Osaka, Hyogo, Kyoto)

- Start-up companies(within approximately 5 years from establishment)and companies preparing to start a business.
- Global companies which aim to expand in the Kansai National Strategic Special Zone from outside Japan.
- Companies which aim at job creation of expanding their business in Kansai National Strategic Special Zone.
- Those who work at these companies pertaining to the above listed. (Including those who are prospect employees of these companies)

Accept consultation in the foreign languages (English · Chinese · Korean)

\* You need to make a pre-reservation if you would like to receive a consulting service in Chinese or Korean.



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Kansai National Strategic Special Zone

Employment Consultation Center GRAND FRONT OSAKA North Building 8th Floor

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TEL 06-6136-3194 info@kecc.jp FAX 06-6371-3195

Consulting hours: Monday to Friday from 11AM to 20PM (Except public holidays and the end and beginning of the year (12/29-1/3))

Please see more details on our website

kecc



Cabinet office, Government of Japan

Ministry of Health, Labour and Welfare



Kansai National Strategic Special Zone

Employment Consultation Center

Anyone who is either an employer or employee, consult with us now if you have any concerns or problems! Lawyers and certified social insurance labor consultants will answer any questions or concerns regarding employment and labour free of charge.



Please check below what problems or concerns regarding employment related to you. There is a consulting service to both employers and employees. Consulting service is free. Please consult with us before any job related disputes occur.

\*Consulting contents should be something which hasn't caused any disputes yet.

Sample questions	Check	Specific concerns
① I would like to know what I should keep in mind when hiring foreign workers.	<input type="checkbox"/>	
② I would like to know the difference between the employment contract and outsource (consignment contract).	<input type="checkbox"/>	
③ I would like to know what I should keep in mind about division transfers, temporary assignments, and transfers.	<input type="checkbox"/>	
④ I would like to know if a staff's travelling time when going on a business trip and workshop are included in working hours.	<input type="checkbox"/>	
⑤ I would like to know the rules of overtime wages for sales representatives.	<input type="checkbox"/>	
⑥ I would like to know the rules of overtime wages for those who take an annual salary plan.	<input type="checkbox"/>	
⑦ I would like to know the difference between compensating days off and substitute holidays.	<input type="checkbox"/>	
⑧ I would like to know the definition of "supervisors" on the Labor Standards Act.	<input type="checkbox"/>	
⑨ I would like to know how to gain overtime wages, maternity leave and parental leave for non-regular employees.	<input type="checkbox"/>	
⑩ I would like to know about the conditions of joining social insurance for non-regular employees.	<input type="checkbox"/>	
⑪ I would like to know the difference between resignations of their own free will or the company's termination.	<input type="checkbox"/>	
⑫ I would like to know how to change jobs or open up a business in the same industry as neutral as possible.	<input type="checkbox"/>	
⑬ I would like to know what I need to keep in mind when I work a second job or a side job or the company introduces such a system.	<input type="checkbox"/>	
⑭ I would like to know what kind of procedures I need to take for employees who are on a leave of absence.	<input type="checkbox"/>	
⑮ I would like a specialist to check if there are any legal violations of employment and labors.	<input type="checkbox"/>	
[Free space]		

To receive consulting service Contact : <https://kecc.jp> / Email : [info@kecc.jp](mailto:info@kecc.jp) / TEL : 06-6136-3194 / FAX : 06-6371-3195

To apply for the consulting service by fax, please choose one of the consulting methods.  At the office  By telephone  By email

Name	Company name (Position)	( )
Address (〒 - )		
Tel	Email	

\*Personal information provided on the application is to be used for the consulting purpose only.