

The "a, b, c's" of Labor



# Free consultation concerning labor and employment with our lawyers and Social Security Attorneys.

## What is the Kansai Employment Consultation Center?

KECC is a entity set up according to the National Strategic Special Zone Laws. The aim of this entity is to provide free consultation concerning recruitment and termination of employees for new businesses and overseas businesses seeking to expand business into Japan. Experienced lawyers and Social Security Attorneys provide consultation and host seminars concerning Japanese labor laws, to ensure employers understand the laws, and are able to provide a workplace where employees are able to utilize their abilities to their fullest potential.



Free Consultation

Free Seminars  
\*Held monthly

Free of charge

Free individual  
consultation visits

## Labor Consultation

Consultation provided by our experienced consultants (Lawyers and Social Security Attorneys) familiar with labor-related laws.

### In particular...

- Those seeking information on what to list in labor contracts and employment terms.
- Responsibilities concerning social and labor insurance.

## Professional Consultation

Professional consultation provided by experienced lawyers familiar with recruitment policies and such.

### In particular...

- Information concerning Employment Guidelines[1] in respect to disadvantageous modification of labor contract terms.
- Consultation concerning the legality of personnel relocation in respect to labor contract terms.

## Individual Consultation Visits

Our Social Security Attorneys will visit individual corporations and provide custom labor management advice accordingly.

### In particular...

Social Security Attorneys visit individual companies and corporations upon request, and provide adequate advice in respect to labor management, re-evaluation of employment regulations, according to the needs of each company.

[1] Employment Guidelines : The Employment Guidelines has been compiled through analyses and categorization of judicial precedents concerning labor relations (established by the Japanese government in accordance with the National Strategic Special Zones Act, Chap. 37, Sec. 2).

## Eligibility

**Owners, managers and HR\* personnel of start-up companies and overseas companies.**

Corporations and companies seeking to create jobs inside the National Strategic Special Zones in the Kansai area (Osaka, Hyogo, Kyoto).

- Start-up companies (within five years of establishment), and companies preparing to start business.
- Overseas companies seeking to expand business into the National Strategic Special Zones in the Kansai area.
- Companies inside the Kansai area seeking to expand business into the National Strategic Special Zones.
- Employees (or those seeking work) of such companies.

Kansai National Strategic Special Zone

**Kansai Employment Consultation Center** GRAND FRONT OSAKA North Building 8th Floor

Zip 530-0011 Room K827, Knowledge Capital 8th floor, Grand Front Osaka North Building, 3-1 Ofuka-cho, Kita-ku, Osaka

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

Consultation Hours: Monday - Friday 11:00 AM - 8:00 PM (excluding holidays, New Year's Holiday (Dec 29 - Jan 3))

## Consultation Available in Foreign Languages

Languages offered: English, Chinese, Spanish, Portuguese

\*For consultation in languages other than English, please make a reservation in advance.



The latest information is posted on Facebook

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Detailed information can also be found on our website. Search



Kansai National Strategic Special Zone

**Kansai Employment Consultation Center**

# Our Lawyers and Social Security Attorneys will answer your questions about recruitment and employment employees **for free!**

Check it out now!

Call, Email or FAX us your request for consultation.

Use the following issues as a guide to decide what questions about recruitment and employment you want to ask.

\*Please understand that any consultation must be about issues that are not already under disputement.

Examples of Questions	Check	Specific issues you are facing
① Points to be mindful of when hiring foreigners	<input type="checkbox"/>	
② The difference between employment contracts and outsourcing (commission agreements)	<input type="checkbox"/>	
③ Points to be mindful of when shuffling personnel,	<input type="checkbox"/>	
④ Is travel time and time spent in study sessions during business trips considered paid labor?	<input type="checkbox"/>	
⑤ Regulations concerning overtime for sales positions.	<input type="checkbox"/>	
⑥ Handling of overtime for persons on annual salary systems.	<input type="checkbox"/>	
⑦ The difference between substitution of holidays and compensatory days off.	<input type="checkbox"/>	
⑧ What is the definition of [supervisors and managers] according to labor laws.	<input type="checkbox"/>	
⑨ Handling of overtime, maternity and childcare leave for non-regular employees.	<input type="checkbox"/>	
⑩ Social insurance enrollment for non-regular employees.	<input type="checkbox"/>	
⑪ The definition of personal terms versus company terms in respect to retirement from the company.	<input type="checkbox"/>	
⑫ How to smoothly transition to another company or start-up a new company.	<input type="checkbox"/>	
⑬ Points to be mindful of in respect to start-up of individual or company-based sideline business.	<input type="checkbox"/>	
⑭ Handling of overtime, maternity and childcare leave for non-regular employees.	<input type="checkbox"/>	
⑮ I have concerns of whether or not I am in violation of labor laws concerning employment and labor, and would like a professional to take a look.	<input type="checkbox"/>	
[Free space]		

Please contact the following for inquiries about consultation:

**HP:**<https://kecc.jp/> **E-mail:** [info@kecc.jp](mailto:info@kecc.jp) / **TEL:**06-6136-3194 / **FAX:**06-6371-3195

For requests via FAX, please check the method in which you wish to be consulted and fax your request.		
<input type="checkbox"/>	Consultation in person	<input type="checkbox"/>
<input type="checkbox"/>	Consultation by phone	<input type="checkbox"/>
<input type="checkbox"/>	Consultation by Email	
Phonetic characters ( ) <b>Name</b>	<b>Company Name (Position)</b>	( )
Address (〒 - )		
<b>TEL</b>	<b>E-mail</b>	

Personal information gathered on this form will be used only for the purpose of contacting each individual.