

Osaka

Hyogo

Kyoto

ABCs of labor management
KECC
 関西圏雇用労働相談センター

KECC

Kansai Employment Consultation Center

Advice and support from attorneys and
 social insurance labor consultants

All services are free of charge!!

Seminars,
 individual
 consultation,
 and on-site
 consultation

What is the Kansai Employment Consultation Center?

The Kansai Employment Consultation Center (KECC) was established under the National Strategic Special Zones Act. The KECC supports startups and foreign companies in Japan toward properly understanding with accuracy Japanese employment rules, such as employment or dismissal procedures, in order to start and continue with business smoothly. Further, the KECC supports employees toward demonstrating their eagerness and actual ability at such companies. The KECC provides consultation services and seminars hosted by experienced lawyers and social insurance labor consultants.



Labor consultation

Consultants (lawyers and social insurance labor consultants) that are familiar with labor-related laws and regulations can provide advice and support.

Please feel free to ask about the following:

- What items should be included in employment agreements and in the rules of employment
- How to deal with the application process of for Japan'sese social insurance program.

Specialized consultation

Lawyers that are familiar with the Employment Guidelines*1 and related matters can provide more-specialized consultation.

Please feel free to ask about the following:

- How to deal with changes in the rules of employment that are disadvantageous to the worker, in consideration of the Employment Guidelines
- Whether a redeployment clause in our an employment agreements is legally binding

On-site consultation

Social insurance labor consultants can visit your office and provide tailored advice.

We can carry out the following:

We can visit your office in response to your request and provide tailored advice on your appropriate labor management style, the organization of the rules of employment, and other issues.

Seminars

In addition to consultation services at a KECC office, the KECC holds seminars every month.

We can carry out the following:

We can host seminars by competent and experienced lawyers and social insurance labor consultants, explaining plainly the employment rules in Japan and related matters such as labor-related laws and labor management practices, as well as the Employment Guidelines.

(※) Note 1: Employment Guidelines 2 : This refers to the guidelines that have been developed via the careful analysis and classification of employment-related court cases (developed by the government of Japan in accordance with the National Strategic Special Zones Act).



Kansai National Strategic Special Zone
Employment Consultation Center
 Kansai National Strategic Special Zone

Our services



Free of charge!

You can consult with our consultants and participate in our seminars as many times as you want, for free.



Highly specialized consultation

Our consultants can provide you with helpful advice so as to judge whether your labor-management style or employment agreement complies with the Employment Guidelines.



Consultation outside KECC offices

We hold consultation meetings at several locations other than KECC offices.



Online consultation

You can consult with our consultants by phone or email, or by using an online videoconference system, as well as in person at a KECC office.



Experts (available)

Lawyers and social insurance labor consultants that are familiar with labor-related laws and regulations are always stationed at KECC offices during our office hours, and they are there to support you.



Onsite consultation

Our consultants (lawyers and social insurance labor consultants) can also come to your office for consultation.



Seminars

We hold seminars every month. At these seminars, our consultants (lawyers and social insurance labor consultants) will explain employment rules in Japan and other related matters.

● See our website and our Facebook page.



Foreign-language service

Some of our consultants speak English fluently. You can consult with them in English. For languages other than English and Japanese, we can also provide a telephone-based interpretation service.

● Please should make a reservations for such services beforehand.

● See our website and our Facebook page.

Our services: Highly appreciated by many customers!

Many users that have actually used our services have been highly satisfied regarding the quality of consultation as provided by our consultants. Our experts, in the field of employment-related issues, can courteously offer you detailed advice.

Customer feedback

Staff member of a venture company, working in human resources

"At our company, all employees are now teleworkers. When I was considering how to apply the telework system to our rules of employment, I consulted with the KECC. The consultant answered helpfully and gave me a tip regarding our first recruitment of new employees, so I prepared for some unrecognized issues. I felt encouraged by the KECC's free-of-charge form of support, for starters."

Executive of a global corporation

"Prior to consultation with the KECC, I had consultation with our labor consultant through an interpreter but I was worried how much the consultant actually understood my real intentions. When I consulted with the KECC consultant, I was convinced of the relevance of our communication and my countermeasures against the issues, and he also gave me a tip for future business. I was satisfied with the KECC's services, as there were some bilingual lawyers and social insurance labor consultants that work with them, and such situation I think can give foreign nationals a sense of security. So, I introduced the KECC to my foreign friends right away."

労働のイロハ
KECC
関西圏雇用労働相談センター

Kansai National Strategic Special Zone Employment Consultation Center

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3-1 Ofuka-cho, Kita-ku, Osaka 530-0011

[Business hours] 11:00 a.m. – 8:00 p.m. on Mondays through Fridays (Closed on public holidays and Dec. 29 – Jan. 3)
[Directions] A 10-minute walk from JR Osaka Station North Central Exit

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