

For Business owners, HR Staffs, and Workers

Free consultation

with "lawyers" and "labor and social security attorneys"
 for employment and labor management



HYOGO **OSAKA** **KYOTO**

Free consultation on employment and labor questions as often as you like

Consultation with Experts



Lawyers or Labor and social security attorneys familiar with Japan's labor-related laws and regulations will provide advice on labor management and labor contracts to prevent disputes based on "Employment Guidelines" (※).

Individual Consultation



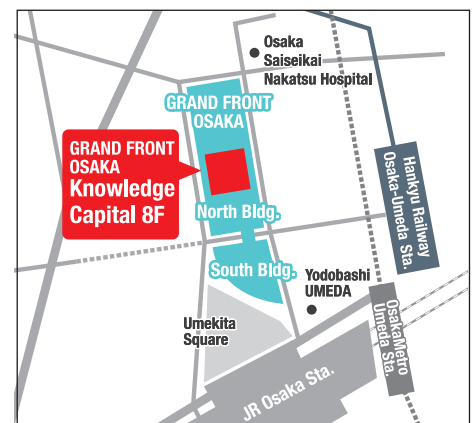
We can consult with you by phone, email, online, in person, or by visiting your company. Please feel free to contact us.

Free Seminars by Experts



Free seminars about Japanese employment rules and regulations are offered by experts.

(※) Employment Guidelines: Analysis, categorization, and compilation of labor-related court cases (Prepared by the government in accordance with Article 37, Paragraph 2 of the National Strategic Special Zone Act)



What's "KECC"??

Kansai Employment Consultation Center(KECC) was established under the Cabinet Office and the National Strategic Special Zone Council to support smooth business growth by supporting the labor management of entrepreneurs, start-ups, as well as company executives and human resources managers, and by preventing employment-related issues before they occur. Experts such as lawyers and labor and social security attorneys familiar with labor-related laws and regulations are available for free consultation as often as you like.

Service Features



Free of Charge



Available as often as you like



On-site consultation available



Foreign languages available

Consultation available in foreign languages

For First Business in Japan and Startups

For those considering starting or opening a new business in Japan, early consideration of recruitment retention and organizational strategies is as important as business and financial strategies, but tends to be an afterthought.

KECC can provide free advice to businesses on employment and labor issues. Please consult us as often as you like to prevent problems caused by not knowing especially when considering employment for the first time.

Employment Issues

(Clarification or change of working conditions)

Working Rules

(If you hire even one person, please consider creating work rules.)

Creating a Safe and Secure Work Environment

Employee Retention

Laying the foundation for stable business operations

Consultation Flow

Please consult us before you get into troubles with employment or labor management.

For immediate consultation

For a second opinion.

Call us and our experts will answer you right away.

▼Free Call

☎0800-600-6009

(If you have trouble connecting, Call 06-6136-3194)



For casual consultation

For on-line consultation

For in-person consultation

Access to our website, fill out the "KECC inquiry Form" and select a consulting type

Please contact us in advance if you wish to come to our office or request an online consultation.

After the initial consultation, we can visit your company for a consultation if you wish.



<https://kecc.mhlw.go.jp>

Many of our customers are satisfied with our services.

The reason for the high reputation is the quality of our experts. They are familiar with labor-related laws and regulations and give you detailed and attentive advice.

Users' Voices

HR Staff at a startup company

We have a fully teleworking system and consulted with KECC regarding what work rules we need to create in order to hire employees. Then, we received advice not only on what to discuss, but also on points to keep in mind when hiring for the first time, and we were able to proactively address issues that we were not aware of. It was a free consultation and really reassuring to start up.

Executive at a global company

Although we communicate with labor and social security attorney through an interpreter, I was concerned about whether what I wanted to say was being conveyed. I asked KECC to provide consultation in English, which confirmed that we had not made a mistake so far. I also received an advice for the future. I immediately introduced KECC to my friends who came from overseas, as I felt a great sense of security in having a labor and social security attorney and lawyer who can speak foreign languages.