

Service  
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## All services are free of charge

There is no charge for consultation with experts and seminars.

Service  
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## Expert response

Lawyers and labor and social security consultants are stationed at the counter to provide support.

Service  
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## Consultation by visiting the company



Lawyers and labor and social security consultants will visit the company and provide individual consultations.

Service  
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Hello

## Consultation in a foreign language

Consultation in English is also available. Telephone interpretation services are also available in other languages.

\*Please make a reservation in advance

A must-see for those in charge of human resources and labor!

free

## Seminars useful for labor Held regularly!

Experts with leading skills and experience will explain employment rules in an easy-to-understand manner.



We will hold seminars that are useful for labor. For more information, please check the website.

<https://hi-elcc.mhlw.go.jp>



**HiELCC**

HIROSHIMA + IMABARI Employment Labor Consultation Center

TEL.0120-540-690 E-mail [info@hi-elcc.mhlw.go.jp](mailto:info@hi-elcc.mhlw.go.jp)

Hiroshima Chamber of Commerce and Industry Building 5F, 5-44 Motomachi, Naka-ku, Hiroshima City  
[Business hours] 9:00~17:00 (Mon~Fri) [Closed] Saturdays, Sundays, and holidays

This project is commissioned and operated by Pasona Inc. by the Ministry of Health, Labour and Welfare

facebook



LINE



Work style reform?



Remote work overtime pay



Changes to work rules?



Taking paid time off?

Injuries at work?

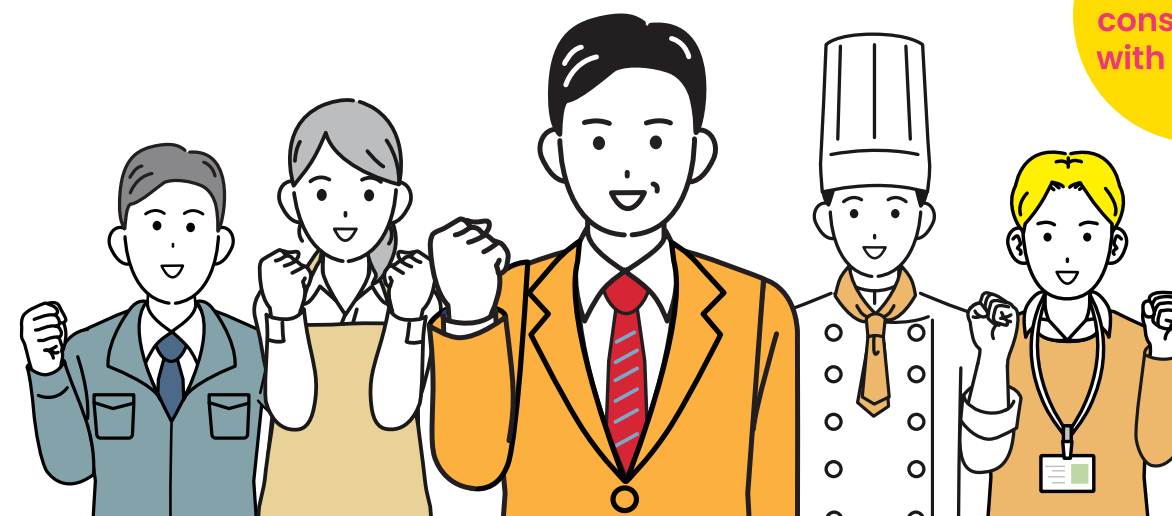
Hiring people from foreign countries?

If you have such concerns,

consult with an experienced lawyer or social insurance labor consultant!

# Brighten the future of work by consulting with HiELCC

Free  
consultation  
with experts.



**HiELCC**

HIROSHIMA + IMABARI Employment Labor Consultation Center



# Before employment and labor troubles occur.

The Hiroshima Prefecture and Imabari City (Ehime Prefecture) Employment and Labor Consultation Center (HiELCC) was established in accordance with the National Strategic Special Zones Act. Experienced lawyers and labor and social security consultants will advise you on your concerns free of charge so that employers and workers can accurately understand employment rules such as hiring, dismissal, and power harassment to develop their business smoothly and demonstrate their motivation and abilities. In addition, we provide support through "consultation support" and "free seminars".

## What you can do at HiELCC

### 01 You can consult with a lawyer or social insurance labor consultant about your employment concerns free of charge

Lawyers and other professionals provide advice based on employment guidelines\* and support the creation of work regulations. We will prevent future employment problems and promote the smooth business development of companies

\*Employment Guidelines are guidelines formulated to disseminate employment rules in an easy-to-understand manner (created by the government based on Article 37, Paragraph 2 of the National Strategic Special Zones Act).

The Hiroshima Prefecture and Imabari City (Ehime Prefecture) Employment and Labor Consultation Center (HiELCC) was established in October 2016 to promote new and second business establishments through clarification of employment conditions. For both labor and management, it is very important to create a proper employment environment in order to reduce unseen employment risks. HiELCC helps you take measures to prevent problems by clarifying employment rules using the Employment Guidelines, etc., from the discovery of risks to countermeasures. We offer a free service that allows managers, human resources personnel, and workers to freely consult with counselors consisting of lawyers and labor and social insurance consultants about employment rules.

## Two steps to prevent labor-related troubles

First of all, consult with the **telephone** **mail** **counter**



Experienced counselors provide consultation on general labor-related laws and regulations

next **Lawyers** and **social workers** give specific advice



Lawyers and others who are familiar with employment provide individual consultation at the center and the client's office

### Examples of Consultations

- Q1. Is our company violating the Labor Standards Act without knowing it?
- Q2. Do I need to have work rules? How do I make them?
- Q3. How can I prevent labor problems in advance?
- Q4. How should I manage labor?
- Q5. What should I keep in mind when I am presented with an annual salary system?
- Q6. I want to work for a venture company, but will my rights be protected? (Protected?)
- Q7. I would like to hire someone, but how do I apply for social insurance?

## What you can do at HiELCC

### 02 Experienced professionals are available to help you solve your problems

Lawyers and labor and social security consultants will kindly respond



With kind and polite advice from experts who respond to consultations, it is a facility that can be used with peace of mind by managers, those who are thinking of starting a business, and workers. In addition, we not only consult with you about your problems, but also discover risks that you are not aware of from casual conversations and give advice. Please come to the counter once.

## What you can do at HiELCC

### 03 Telephone interpretation services are also available for consultations from foreign companies

Multilingual consultation services are also available

Multilingual telephone interpretation services are available. Not only foreign managers and foreigners who are planning to start a business, but also foreign workers can consult with peace of mind.

English can be handled directly by the counselor



\*Please make a reservation in advance

## As a facility that serves the purpose of the National Strategic Special Zone

As a new goal for Hiroshima Prefecture and Imabari City (Ehime Prefecture), where there are many one-of-a-kind and number one companies

The Hiroshima Prefecture and Imabari City (Ehime Prefecture) has a heavy industrial structure centered on the manufacturing industry, is an area where there are many one-of-a-kind and number one companies, and possesses excellent technology, know-how, and human resources. Currently, we aim to accelerate the accumulation and development of high-level human resources by leveraging the smooth collection, analysis, and use of big data for business purposes, and to create an environment where innovation is continuously born by strongly supporting entrepreneurs and venture entrepreneurs, and creating an attractive employment and working environment. HiELCC supports global companies aiming to expand into the Special Zone, new start-up companies, companies aiming to expand their businesses, and the workers working in these companies in cooperation with the All Hiroshima Startup Support Network.

### Main Targets of HiELCC

- ① A global company aiming to expand into the National Strategic Special Zone of The Hiroshima Prefecture and Imabari City (Ehime Prefecture) from outside Japan
- ② Companies that have just opened a new business located in The Hiroshima Prefecture and Imabari City (Ehime Prefecture) National Strategic Special Zone (Companies that have been in business for about 5 years or less and companies that aim to start a new business)
- ③ Companies aiming to create employment by expanding their business in The Hiroshima Prefecture and Imabari City (Ehime Prefecture) National Strategic Special Zone
- ④ Workers of companies from the above (including those who wish to work)

## Everything from consultation to resolution is free of charge

HiELCC will be kind to you until the end!

Please feel free to call us first

TEL.0120-540-690

[Business hours] 9:00~17:00 (Mon~Fri) [Closed] Saturdays, Sundays, and holidays

HiELCC Hiroshima