

Labor and Employment

The Power of Global Reach

Effective use of human resources is essential for companies to grow. Companies face various labor and employment related issues at every stage of their growth. DT Legal Japan offers comprehensive services to support client companies resolve a diverse range of such issues in close coordination with attorneys, tax accountants, accountants and other specialists from member of Deloitte.

Deloitte's Global Network

Multinational companies are required to comply with labor and employment laws of countries or regions where they conduct business. As labor and employment laws reflect cultural background of each country or region, it is significantly important for such companies to receive accurate information and appropriate advice from labor and employment law professionals in the relevant countries. Deloitte has global network in more than 150 countries around the world and Deloitte Legal has legal practices in over 80 countries as of today. DT Legal Japan, Deloitte Legal's member in Japan, supports multinational companies to collect necessary information and advice in a timely manner, which would help the companies' head offices to achieve foreign subsidiary/branch governance effectively and to handle labor and employment matters in their foreign subsidiaries and branches appropriately.

Key Services

Legal Services for Personnel and Labor Issues

- Support for multinational companies starting business in Japan
- advice on hiring general managers, employee, or consultant
- preparation of secondment agreements, employment contracts or consultancy contracts
- preparation of work rules and localization of global HR manuals or policies
- Advise on the implementation of HR systems (e.g., salaries, pensions and other benefits schemes)
- analysis and advice on legal and practical issues
- preparation of Q&A or announcement materials to employees
- review related work rules
- Advise on HR issues in case of M&A transactions or group reorganization
- transfer of employees, reduction in workforce etc.
- Advise on day-to-day HR issues
- employees' poor performance, sexual or power harassments, mental health issues, and contract workers, termination, disciplinary actions etc.
- support to communicate with the labor standards inspection office or other authorities
- Dispute resolution
- act as litigator in labor tribunal proceedings, lawsuits
- represent companies in negotiations with employees
- Labor union issues
- preparation for, or representing companies in, collective bargaining sessions or unfair labor practice proceedings, etc.

Support for Multinational Companies Operating Business in Japan

Multinational companies sometimes wish to implement their global HR systems or policies in their subsidiaries and branches across the world. However, in Japan, implementation of such global HR systems or policies in their Japanese subsidiaries or branches may result in violation to Japanese laws or inconsistencies with local practices. Such companies sometimes also have difficulties in handling day-to-day HR issues, which would require deep understanding on, and appropriate communications with, Japanese local staff. Attorneys at DT Legal Japan much experienced in giving advices to non-Japanese multinational companies offer support for a wide range of HR issues, where necessary, by directly providing advices to headquarters or regional headquarters.

Collaboration with Accountants, Tax Accountants and Other Professionals

Companies must implement proper HR systems in a timely manner to grow and expand their business. They may also need to revise these systems as a result of M&A transactions or group reorganization. Implementation of new HR systems require industrial information and usually involve legal, tax and accounting issues. DT Legal Japan offers comprehensive services both in the planning and implementation phases through close coordination with tax accountants, accountants, consultants and other specialists from Deloitte Tohmatsu Group.

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