

# ***SHAROUSHI*, a Labor and Social Security Attorney, an expert of social security and labor management in Japan.**

Feel free to consult a labor and social security attorney about any current or future concerns from personnel and labor issues to pensions and labor/social insurance.

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# What is a *Sharoushi*?



*Sharoushi*, labor and social security attorneys, are nationally certified experts in personnel affairs, labor management, and public medical insurance and pension systems, which are closely related to daily life. The attorneys offer advice for business managers and workers about labor issues. In addition, the attorneys give personal explanations of the pension system for anyone who does not understand the system. In support of the people of this nation, *Sharoushi* serve as close partners.



## The system of labor and social security attorneys

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### **■ In support of the people of this country: Establishment of the system of *Sharoushi***

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In the latter half of the 1960s, Japan was entering the period of high economic growth after the postwar years of recovery. While Japanese companies achieved substantial growth and people became more affluent, measures were enacted for personnel and labor management, the labor insurance system was established to protect workers, and the medical insurance system and the pension scheme became more complicated and specialized to meet the diversifying needs of the population.

In adapting to change, the demand for nationally certified experts in personnel and labor management, as well as the laws and regulations for labor/social insurance, gained momentum, and in this context, the system of *Sharoushi* was established in 1968.

## In the 45th year after establishment of the system

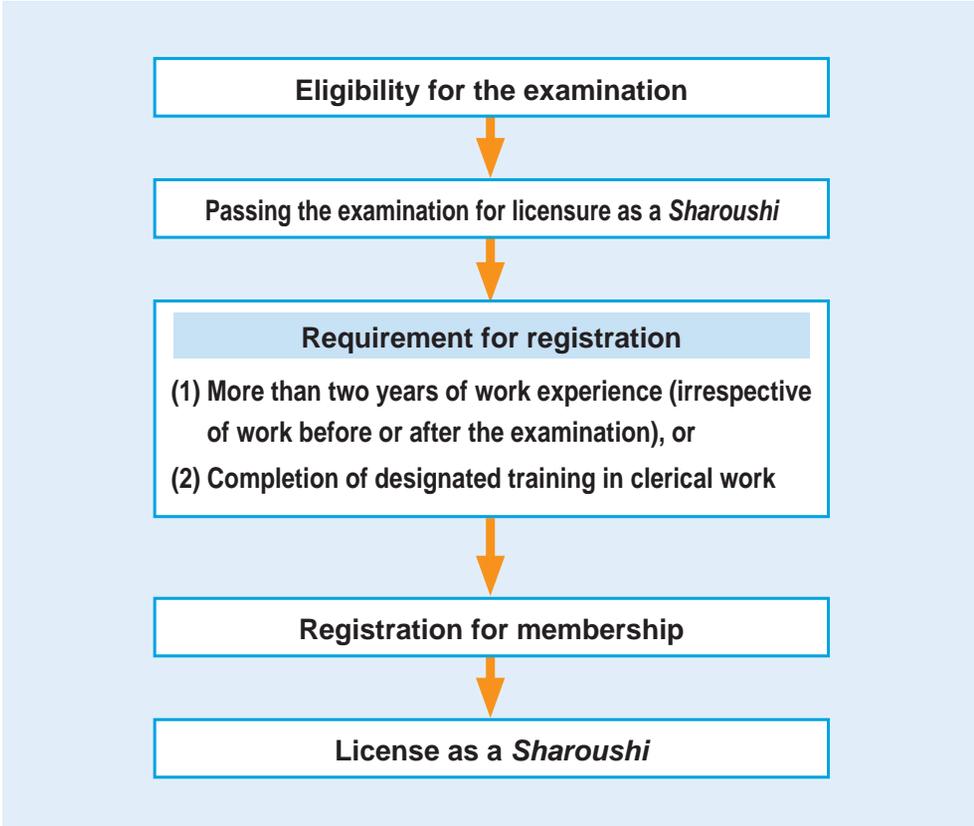
Entering the 45th year after the establishment of the system, the number of labor and social security attorneys considered experts in Japan now totals 38,000. The Act on *Sharoushi*, Labor and Social Security Attorney, has been revised seven times to expand the scope of service significantly. The revisions were made to meet the new needs that have arisen because of changes in society. In support of the people of this country, the spirit of the system of *Sharoushi* has been fostered for 45 years and will remain unchanged within the system.



### To become a *Sharoushi*

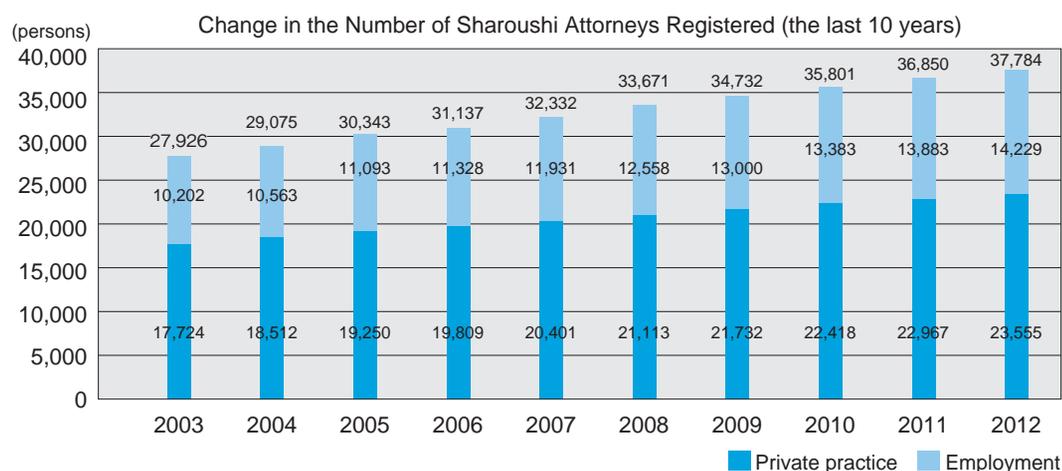
In order to become a *Sharoushi*, candidates must pass an examination for licensure. The examination is held once a year. After passing the examination, attorneys must acquire two years of work experience in the laws and regulations related to labor and social insurance to apply for membership in the prefectural associations of labor and social security attorneys for subsequent registration with the Japan Federation of Labor and Social Security Attorney's Associations.

In fiscal 2012, 66,000 persons sat for the examination and 3,650 passed.



## The history of the system of *Sharoushi*

<b>June 1968</b>	<b>Establishment of the Act on <i>Sharoushi</i>, Labor and Social Security Attorney</b>
	This act took effect on December 2 when the history of <i>Sharoushi</i> started.
<b>November 1969</b>	<b>The first examination for the license for a <i>Sharoushi</i></b>
	Among 23,705 applicants, 2,045 passed the examination.
<b>April 1971</b>	<b>Start of the mutual aid system</b>
	The mutual aid system started as a welfare program for <i>Sharoushi</i>
<b>June 1977</b>	<b>Start of the Japan Promotion Leagues of Labor and Social Security Attorney's (present Japan Political Leagues of Labor and Social Security Attorney's)</b>
	Approaches for comprehensive revisions to the Act were begun.
<b>December 1978</b>	<b>Foundation of Japan Federation of Labor and Social Security Attorney's Associations</b>
	Japan Federation of Labor and Social Security Attorney's Associations, whose members are prefectural associations of labor and social security attorneys, was founded.
<b>December 1995</b>	<b>Start of the system of general liability insurance for <i>Sharoushi</i></b>
	The system of liability insurance for damage to clients caused by the services of <i>Sharoushi</i> started. (Voluntary insurance)
<b>July 1999</b>	<b>Foundation of the Labor and Social Security Attorney License Examination Center.</b>
	The clerical work for the examinations, which had been conducted by the government, was taken over by this center since the foundation.
<b>September 2003</b>	<b>Open of the Digital Certification Bureau</b>
	The digital certification service started for the first time among the organizations of professionals.
<b>April 2007</b>	<b>The secondary enforcement of the seventh revision of the Act on <i>Sharoushi</i>, Labor and Social Security Attorney</b>
	It became possible to handle the procedures for dispute resolution by proxy.
<b>November 2007</b>	<b>Start of the Labor and Social Security Attorneys' Integrated Research Organization</b>
	The organization was founded for research and study related to the system and service of <i>Sharoushi</i> .
<b>March 2008</b>	<b>Start of the <i>Sharoushi</i> Privacy Mark Certification System</b>
	The system for the protection and certification of personal information on <i>Sharoushi</i> 's offices started.
<b>January 2010</b>	<b>Start of the operation of city pension consultation centers</b>
	Commissioned from the Japan Pension Service, city pension consultation centers are now being run.



# Services of *Sharoushi*



The services of *Sharoushi* range widely from procedures for laws and regulations governing labor and social insurance to consultations on labor or pension issues.

In addition, *Sharoushi* are actively working as experts in supporting people, including business manager and workers as well as their families from children's birth to pensions for the post-retirement years.



# Services of *Sharoushi*

## Major services of *Sharoushi*

<b>Procedures for labor/ social insurance</b>	<ul style="list-style-type: none"> <li>• Application of labor/social insurance</li> <li>• Annual renewal of labor insurance</li> <li>• Notification of base amount for calculation of social insurance</li> <li>• Applications for subsidies</li> <li>• Preparation of a roster of workers and a wage ledger</li> <li>• Development/ revision of rules of employment</li> </ul>
<b>Consultation and instruction for labor management</b>	<ul style="list-style-type: none"> <li>• Consultation on employment management and personnel development</li> <li>• Consultation on personnel affairs, wages and working hours</li> <li>• Human resource management audit</li> </ul>
<b>Proxy service for the procedures for dispute resolution</b>	<ul style="list-style-type: none"> <li>• Consultation and procedures in the request for conciliation</li> <li>• Statement of opinions as an attorney</li> <li>• Proxy service for negotiation and agreement with the other party for an amicable settlement</li> </ul>
<b>Consultation on pensions</b>	<ul style="list-style-type: none"> <li>• Check of the insured period and qualification for the benefits</li> <li>• Preparation/submission of applications for benefits</li> </ul>

## Procedures for labor/social insurance

### Increasing importance of procedures for labor and social insurance

For companies, proper labor and social insurance coverage is essential for providing a work environment where employees can work lively without anxiety. In addition, it is very important in terms of CSR (Corporate Social Responsibility) and compliance.

On the other hand, the procedures related to the laws and regulations of labor and social insurance are very burdensome for business owners due to the increasing complexity of the systems.

If the procedures are not completed because personnel are busy or because of lack of knowledge of the systems, employees may suffer significant losses, including the loss of benefits for insurance for labor accidents, unemployment, diseases and injuries, or from retirement pensions.

Labor and social security attorneys efficiently and properly complete the complicated office procedures related to the laws and regulations governing labor and social insurance on behalf of people.



#### As an reliable expert (part 1)

##### (1) Effort for electronic application

The Japan Federation of Labor and Social Security Attorney's Associations founded the certification bureau in 2003 for the first time among the organizations of professionals in order to support the efforts of the government to promote the use of electronic applications. Thus, labor and social security attorneys are actively promoting the use of electronic applications.

##### (2) Effort for protection of personal information

The procedures related to the laws and regulations governing labor and social insurance require the handling of personal information. While the Act on *Sharoushi*, Labor and Social Security Attorney prescribes confidentiality, Japan Federation of Labor and Social Security Attorney's Associations voluntarily established a certification system for labor and social security attorneys protecting privacy (SRP) in order to meet the recent need for the protection of personal information.

## Consultation and instruction for labor management

### Objectives of the system of *Sharoushi* and management respecting people

Article 1 of the Act on *Sharoush*, Labor and Social Security Attorney, provides that the objective of the system is “to contribute to the sound development of business and the improvement of welfare of workers and others.” A *Sharoushi* regards *people* as the most important factor among the three factors of business management—human resource, materials, and money—and thus we think that *management respecting human resources* creates a positive work environment and then a productive workplace, or by extension a highly profitable company. Such a company will be able to establish good labor-management relations and therefore develop its business successfully.

### As an expert concerning human resource

A *Sharoushi* supports the development and revision of rules of employment for maintaining good labor-management relations to achieve *management respecting people*. In addition, we give detailed advice appropriate for each workplace from the viewpoint of an expert in personnel and labor management, including advice on the development of a wage system, which is satisfactory enough for workers to make the most of their strengths.



#### To meet the needs changing with the times (part 1)

##### Review of working conditions

Recently, social demand for corporate social responsibility (CSR) and compliance has been increasing, and now soundness is required even in the field of personnel and labor management. With regard to compliance, in particular, the needs are increasing from the national or municipal government to verify whether private companies are securing proper labor conditions for workers when a project is commissioned by the government and the needs of private companies to ensure compliance with the laws and regulations of labor and social insurance, as part of the assessment before initial public offering of stock or M&As.

Therefore, *Sharoushi* reviews the working conditions to verify the status of compliance and the attitude of workers for giving advice on improvement in order to meet those needs, secure the proper working conditions, and contribute to the development of workplace policies.

## Proxy service for the procedures for dispute resolution

### Problems occur at any workplaces...

Since the way companies operate and the way people work have diversified with the changes in society, many problems have arisen between management and workers. Of course, it is important to prevent problems by developing rules for the workplace and improving communication, however, in the event of a problem, the key is to resolve it as quickly and as efficiently as possible to restore the workplace to one that is as great to work as before.

### Special *Sharoushi* supports an amicable settlement

In support of amicable settlements in the workplace, special *Sharoushi* offers proxy service for dispute resolution.

Problems in workplace were generally settled in court in the past, but recently the scheme of ADR (Alternative Dispute Resolution) has come to be used as a *simple, speedy, and reasonable* measure for dispute resolution.

As proxy service for procedures for dispute settlement, special labor and social security attorneys provide support for solving problems by giving advice to companies and workers and concluding negotiation and agreement by proxy, for an amicable settlement, at the Labor and Social Security Attorneys Dispute Resolution Centers or through the procedures for ADR conducted by the prefectural Labour Bureaus.



#### To meet the needs changing with the times (part 2)

##### Special *Sharoushi*

Problems between management and workers in the workplace are rapidly increasing, including dismissals and nonpayment of wages. In the context of demand for resolutions to such problems following simple procedures, the dispute resolution scheme ADR was introduced according to the Act on Promotion of Use of Alternative Dispute Resolution. In order to solve individual disputes related to labor by the use of the system, the system of special labor and social security attorneys was established on April 1, 2007.

Special *Sharoushi* has completed 63.5 hours of special training provided by the Japan Federation of Labor and Social Security Attorney's Associations, passed the examination in proxy service for procedures for dispute resolution, and then added a remark about passing the examination to the roster of the Federation. (10,091 special *Sharoushi* as of 2013)

## Consultation on pensions

### The pension systems which become complicated with the changes in society

With the changes in society, the systems under the laws and regulations of labor and social insurance have become complicated and specialized. Particularly the public pension systems such as the National Pension and the Employees' Pension Insurance increase in complexity every time the systems are revised. Furthermore, there may be surprisingly many people who don't know the benefit plans other than an old-age pension for old age life, such as a Disability Pension and a Survivor's Pension, or the indexation of the contributions to be paid and the benefit amount. In this circumstance, due to lack of knowledge, some people may suffer the loss of benefits that they should receive.

### The only nationally certified experts of public pensions

*Sharoushi*, as the only nationally certified experts of public pensions, give consultations to people from the viewpoint of protecting your rights to the pensions. *Sharoushi* provides one-stop service for pensions through explaining the complicated pension systems plainly in order to make them easy for anyone to understand and lending a hand in the procedures for them as needed.



#### As an reliable expert (part 2)

##### Ethics education

The prefectural associations of *Sharoushi* hold a session for ethics education that targets all the *Sharoushi* as compulsory to be completed every five years in order to enforce the code of professional ethics and enhance the reliability of *Sharoushi*

##### *Sharoushi* training system

The labor and social security attorneys training system consists of e-learning for the knowledge necessary for their operations anytime, anywhere and any number of times.



# Activities of the Japan Federation of Labor and Social Security Attorney's Associations



With the changes in society, the roles demanded of the prefectural associations of labor and social security attorneys and Japan Federation of Labor and Social Security Attorney's Associations have changed significantly.

In the past, their efforts were focused on the maintenance of dignity and the improvement in the quality of *Sharoushi* as members. Today, however, they are acting as a voluntary and autonomous organization based on the concept that *Sharoushi* should fulfill their social missions of addressing the issues on employment, labor, and pensions from the standpoint of people.



## To achieve the security and satisfaction of the people

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### Activities for employment and labor issues

With greater economic globalization, international competition among companies is intensified due to the rapid economic growth of emerging countries, and in this context urgent need for change is increasing among companies in Japan.

In addition, the environment surrounding workers is changing as the way of working and attitude toward work are being diversified.

In this situation, problems in the workplace, such as dismissals, end of employment contracts and overwork, are rapidly increasing in companies, which are significant problems in the field of employment and labor today in Japan.

## ■ Role of General Labor Consultation Corners

The prefectural associations of *Sharoushi* set up General Labor Consultation Corners for a free consultation about problems in the workplace.

In those centers, *Sharoushi* will offer advice to both workers and business managers on ways to reach an amicable settlement of problems in the workplace as experts in employment/labor issues.



## ■ Role of Labor and Social Security Attorneys Dispute Resolution Centers

The prefectural associations of labor and social security attorneys operate Labor and Social Security Attorneys Dispute Resolution Centers as an organization for resolving problems in the workplace through negotiation.

The centers are private organizations where special *Sharoushi* as experts in the procedures for dispute resolution will appropriately suggest compromises to settle problems in the workplace, such as dismissals and problems with wages, after hearing both sides of the dispute and according to the procedures for conciliation and an amicable resolution in simple, speedy and reasonable ways through negotiation.

\*The centers are certified by the Minister of Justice according to the Act on Promotion of Use of Alternative Dispute Resolution (ADR Law) and designated by the Minister of Health, Labour and Welfare according to the Act on *Sharoushi*, Labor and Social Security Attorney.

Common Phone Number for General Labor Consultation Corners and  
Labor and Social Security Attorneys Dispute Resolution Centers

**Phone No. for Navigation: 0570-064-794**

## ■ Actions for workers in the building industry who have not joined the social insurance scheme.

With regard to the Actions for workers in the building industry who have not joined the social insurance scheme promoted by the Ministry of Land, Infrastructure and Transport, Japan Federation of Labor and Social Security Attorney's Associations works with the prefectural associations of labor and social security attorneys to give support for the development of a consultation system.

*Sharoushi*, as experts in the laws and regulations governing labor and social insurance, will not only give instructions about the need and importance of joining an appropriate social insurance plan as part of corporate compliance but also support the sound practice of labor management for improving the shortage of labor in the building industry.

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# Collaboration in Public Policy

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## Pension Issues

In 2007, a national pension record-keeping problem was revealed involving approximately 50 million floating records among the records of the pension insured and beneficiaries.

As the only nationally certified experts in public affairs, a *Sharoushi* is pushing ahead from a *voluntary and autonomous standpoint* to protect the rights of people in this country and regain trust in the pension system, as well as with the government for resolutions to issues.

### ■ Operation of City Pension Consultation Centers

The prefectural associations of labor and social security attorneys had already opened pension consultation centers before the pension record-keeping problem was revealed to offer consultations. In addition, the associations sponsored consultations at the consultation counter or street consultation sessions in which *Sharoushi* answered questions from the public as experts in public pensions.

Along with the foundation of the Japan Pension Service in January 2010, the Japan Federation of Labor and Social Security Attorneys Associations was entrusted with the operation of 51 pension consultation centers across Japan (74 centers and 21 offices in operation as of 2013). The Federation operates city pension consultation centers to provide public-oriented service, according to their mission of giving detailed explanations on a face-to-face basis, from the new viewpoint of *Sharoushi*

who are familiar with labor and social insurance programs.



## ■ Participation on Government Boards

As experts in pension problems, *Sharoushi* serves on a variety of different boards and committees.

Verification Committee for Pension Record Problem	Third-Party Committee to Check Pension Records
Operations Committee for Pension Record Problem	Committee for Pension Records Restoration
Commission on Inspection of Public Pension Service	Operation Committee for Japan Health Insurance Association
Management Council for Japan Pension Service	Special Committee on Pension Record Problem
Operation Committee for Pension Committee of Social Insurance Council	



## ■ Collaboration with Small and Medium Enterprises Agency and Japan Finance Corporation

A *Sharoushi* serves as a member of the Small and Medium Enterprise Policymaking Council, which was established to examine important matters concerning the Small and Medium Enterprise Basic Law.

In addition, we cooperate in incubation support seminars and small and medium enterprise business support seminars prepared by the Japan Finance Corporation.

## Activities for the adult guardianship system

The adult guardianship system is to protect and support a person who has an intellectual limitation, such old people suffering from dementia and people with mental disabilities. A *Sharoushi* is offering services in the procedures for nursing care insurance, which is inseparable from the adult guardianship system. A *Sharoushi* is the only professionals who are involved in the overall social insurance system for pensions, medical care, and nursing care. As such, our federation is pushing ahead with activities for the adult guardianship system nationwide as part of our social contribution. Thus, our federation developed a system to support *Sharoushi* who have been appointed guardians to an adult, including the completion of the Adult Guardian Training offered by the prefectural associations of labor and social security attorneys or protection under general liability insurance.



## Educating Others About Social Security

### A message to young people—the future destiny of our country

In the present circumstance of school education, education about social security, which is the foundation of Japanese society, is not sufficient. More than likely, young people—who shoulder the future destiny of Japan—may enter the world of work with a mistrust of the social security system and fail to understand the significance of the system and the meaning of employment.

In addition, the reality is that problems in the workplace occur and problems of unemployment and mental disorders are rapidly increasing due to the lack of knowledge of the Labor Standards Act and other labor laws.

Therefore, as experts in social security and labor management, a *Sharoushi* is pushing ahead to educate students in the social security system through the prefectural associations of labor and social security attorneys nationwide, based on the idea that it is important to provide an education about social security in schools in order to develop an awareness of the importance of social security and the meaning of work among students.

Education (lectures on demand) in schools by labor and social security attorneys

Senior high school	University	Junior high school	Others	Total
173	30	8	34	245

(As of 2012) Around 33,000 students



### Basic knowledge for a worker – To you who enter the world of work

[Booklet] 44 pages in total, two-color printing (partially four-color)

[Contents] Introduction

1. Many working styles
2. Check your pay slip
3. What you should confirm before entering a company
4. When you want to take off from work
5. When you encounter problems in the workplace
6. When you go to hospital for a disease or injury
7. When you are injured in the workplace
8. When you lose or leave your job
9. Living for your old age
10. Where to go when the need arises

# Achieving a Worldwide System

## Globalization

In East Asia, an area of rapid economic growth, the public need for a labor management system and the development of labor and social insurance systems has increased in recent years. Some of the countries in East Asia are introducing labor and social insurance systems modeled after the Japanese system. Consequently, the system will come into widespread use in East Asia as a system for professionals in labor management.



## Exchanges With East Asian countries

The Japan Federation of Labor and Social Security Attorneys Associations is promoting exchanges with countries in East Asia for globalization of the system of labor and social security attorneys.

### Details of Major Exchanges

- July 2007: Visited the Korea Certified Labor Affairs Consultant Association to exchange copies of an exchange agreement. (Korea Certified Labor Affairs Consultants are professionals in labor management equivalent to *Sharoushi* of Japan.)
- June 2008: invited professors, lawyers, and professionals specialized in labor issues from Korea, China, Taiwan, Indonesia, Thailand, and ILO to an international symposium.
- November 2008: Attended the Asian Regional Meeting (International Islamic University Malaysia) to speak on the current situation of the system of *Sharoushi*
- July 2009: Held a seminar with the Ministry of Manpower and Transmigration of the Republic of Indonesia and met informally with Bursal, Second Secretary at the ministry and Kojiro Shiojiri, Ambassador Extraordinary and Plenipotentiary, Embassy of Japan, in Indonesia.
- July 2010: Assisted in sponsoring a training session on labor dispute prevention for nine persons from the Ministry of Manpower and Transmigration of the Republic of Indonesia serving as directors and managers at the request of the Japan International Cooperation Agency (JICA).
- August 2010: Visited the Ministry of Human Resources and Social Security in China to introduce the system of *Sharoushi* of Japan at the request of Professor Chang Kai, Renmin University of China.
- June 2012: Attended the Forum on Actual Situations of the Social Insurance System and for the Pursuit of Development co-hosted by the Korea Certified Labor Affairs Consultant Association and Korea Daily Labor News to make a presentation of the status of the social insurance system in Japan and participate in a panel discussion.

## Tools for Publication and Advertising

### Publication

#### ● Monthly Bulletin for Labor and Social Security Attorneys

Issued every month (on every 15th) as a bulletin for the members.

Contains articles about information on the revision of laws required for the service of *Sharoushi*, improvement in skills, and efforts of the Federation, etc.

Circulation: Around 41,000 (As of August, 2013)



#### ● Publication of books under the editorship of the Federation

Provides books and notebooks edited by the Federation targeting members and persons in the human resources or general affairs departments who are suitable for the practice of labor and social insurance.



### Tools for Advertising

#### ● Leaflets

*Sharoushi* handle the procedures and give consultations on the more than 50 related laws and regulations.

We have prepared leaflets to introduce a wide range of services to business managers and other people.



#### Activities for Recovery from the Great East Japan Earthquake

The following shows the activities for recovery from the Great East Japan Earthquake of March 11, 2011, in collaboration with the Japan Federation of Labor and Social Security Attorneys Associations and the prefectural associations of labor and social security attorneys. We will make every effort to support the recovery of the stricken districts in the future as well.

##### (1) Contributions for Recovery from the Great East Japan Earthquake

Contributions for the recovery of the stricken districts are collected and distributed to the relevant municipalities and the Japanese Red Cross Society.

##### (2) Hotline for Recovery

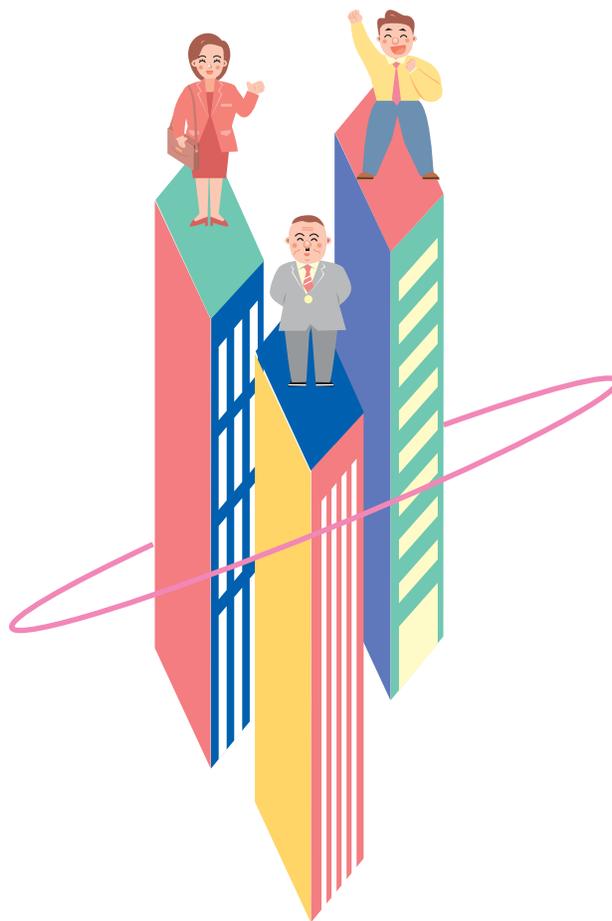
A free telephone service for consultations on labor and social insurance, such as medical care insurance, pensions, and employment insurance, opened between April 2011 and the end of March 2012, targeting earthquake victims.

##### (3) Labor and Pension Caravan of Labor and Social Security Attorneys

Consultations on labor and social insurance, such as medical care insurance, pensions, and employment insurance, were available at shelters in the stricken areas of Iwate, Miyagi, and Fukushima.



# Japan Federation of Labor and Social Security Attorneys



The Japan Federation of Labor and Social Security Attorneys is an organization of prefectural associations of labor and social security attorneys governed by the Act on *Sharoushi*, Labor and Social Security Attorney. The Federation contributes to building a society where people can work and live in security by providing reliable information to settle labor and social insurance issues or disputes over specific labor matters.

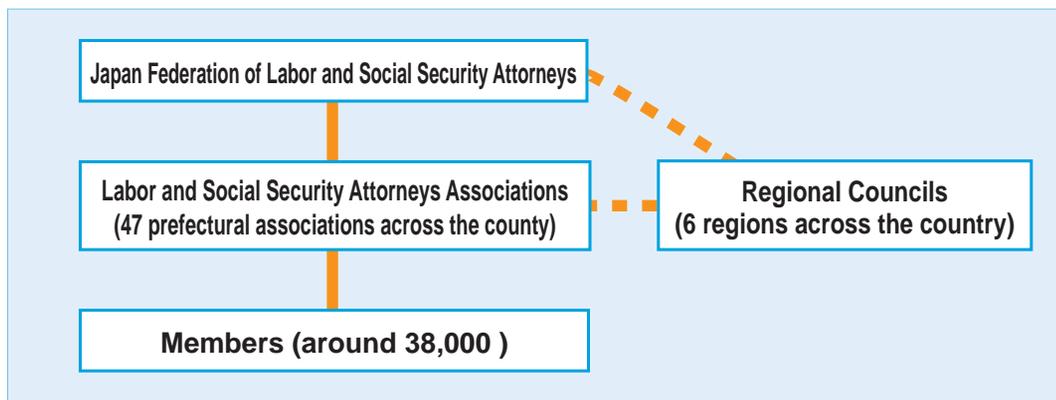
## Summary of the Organization

Name	Japan Federation of Labor and Social Security Attorneys
Date of foundation	December 1, 1978
Location	3-2-12 Nihonbashi-Honkoku-cho, Chuo-ku, Tokyo, Japan Shakai-hokenromushi-kaikan (Labor and social security attorney building)

## Objectives

The objectives of the Federation are to implement the clerical work related to instructions and communication to the prefectural associations of labor and social security attorneys and their members, including registration and examination of labor and social security attorneys, for the purpose of maintaining the dignity of labor and social security attorneys and improving the quality and operations.

## Organization Chart



(as of May 2013)

## Main Operations

- Training in the operations of *Sharoushi*
- Clerical work for registration of *Sharoushi* and notification of their firms
- Popularization and advertising of the system of *Sharoushi*
- Issuance of bulletins
- Clerical work for conducting examinations for *Sharoushi*
- Clerical work for conducting the examination in proxy service for procedures for dispute resolution

## Related Organizations

### Japan Political Leagues of Labor and Social Security Attorneys

In order to carry out the necessary political activities to improve the social and economic position of *Sharoushi* and develop the system for such attorneys, the prefectural political leagues of labor and social security attorneys were founded for each prefectural labor and social attorneys association, and the Japan Political Leagues of Labor and Social Security Attorneys, which is a federation of those political leagues, cooperate with each other.

#### Main Activities

- (1) Backup activities in national elections
- (2) Support of the daily activities of Diet members
- (3) Informal gatherings of Diet members

### Labor and Social Security Attorneys Integrated Research Organization

Labor and Social Security Attorneys Integrated Research Organization is a think tank specializing in research and the study of labor management or laws and regulations governing labor and social insurance. Making use of the characteristics of an expert think tank, the organization intends to enhance the growth of companies and the welfare of workers through integrated research and studies or proposals on policies about domestic and overseas circumstances and information related to the system of *Sharoushi* and their services.

#### Outline of Operations (2012)

##### (1) inauguration of research projects

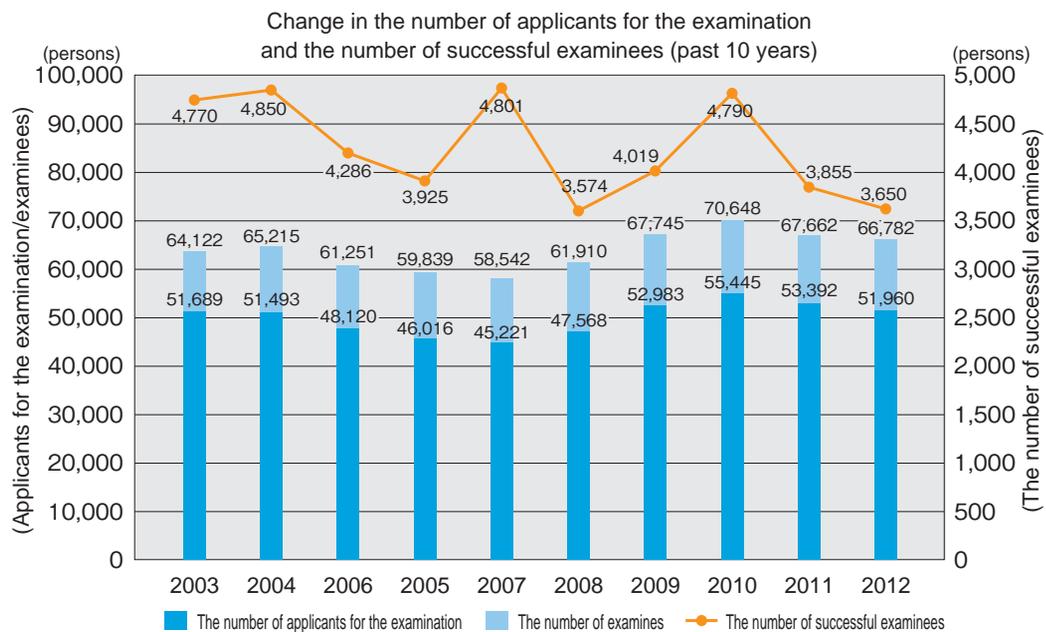
- i) Fundamental research and studies of the effects of international liberalization of labor mobility or labor shortages of the future on actual employment
- ii) Problems with realizing covered work for persons with disabilities
- iii) Translation and publication of the Beveridge Report in the UK
- iv) Recommendations for the social security system and the roles of labor and social security attorneys
- v) Narrowing down points of labor management in business operations



##### (2) Symposiums by labor and social security attorneys associations (co-hosted with the Federation)

## Labor and Social Security Attorneys License Examination Center

Since 2000, the Labor and Social Security Attorneys License Examination Center has administered the examination for the licensure of labor and social security attorneys, which was commissioned by the government. In addition, since 2006, the Center has administered the special training and the examination for proxy service with regard to the procedures for dispute resolution by labor and social security attorneys in the procedure for alternative dispute resolution (ADR).



## Employees' Pension Funds for Labor and Social Security Attorneys of Japan

### National Pension Funds for Labor and Social Security Attorneys of Japan

Employees' Pension Funds / National Pension Funds for Labor and Social Security Attorneys of Japan started service in 1991 for the welfare of labor and social security attorneys, employees working in their firms and their families, and for the stable management of their firms.

#### Subscribers (as of the end of 2012)

Employees' pension funds : 4,272 subscribers from 846 firms under the funds

National pension funds : 1,142 subscribers

## Welfare Association for Japan Federation of Labor and Social Security Attorneys Associations

The Mutual Aid System for Japan Federation of Labor and Social Security Attorneys Associations offers mutual benefit programs covering death, absence from work or medical treatment, and a mutual pension, as well as acting as agents for resort houses.

## S.R. Service Inc.

S.R. Service Inc. is an agency that handles general liability insurance for *Sharoushi* who have accidentally damaged clients. The coverage includes damage caused by the *Sharoushi* and special *Sharoushi*. By purchasing special policies, the insurance coverage expands to defamation, the security for an administration association, and leakage of personal information.

## SR Keiei Romu Center (Welfare Association)

SR Keiei Romu Center is an administration association for labor insurance organized by labor and social security attorneys who are specialized in labor insurance and small and medium business owners. By commissioning the administrative work to labor and social security, special attorney, enrollment in workers' accident insurance, payment of premiums on labor insurance by installments, and some paperwork can be handled efficiently.

\* As of May 2013, it operates in 38 prefectures across Japan.



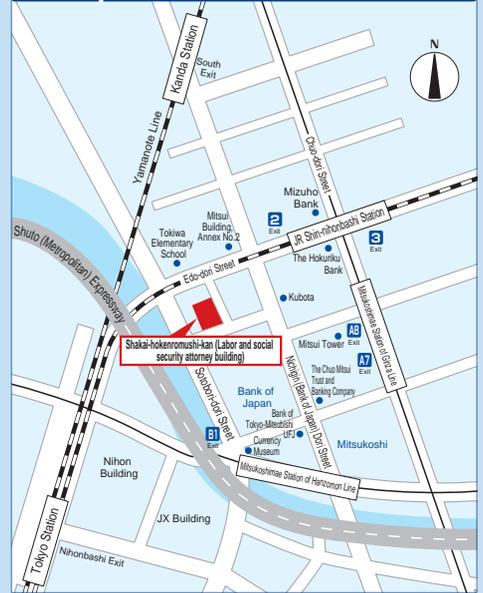
## Location

103-8346  
3-2-12 Nihonbashi-Honkoku-cho,  
Chuo-ku, Tokyo, Japan  
Shakai-hokenromushi-kan (Labor and  
social security attorney building)

## Nearest stations

- From Nishonbashi Exit of JR Tokyo Station  
..... Nine-minute walk
- From South Exit of JR Kanda Station  
..... Seven-minute walk
- From JR Shin-nihonbashi Station  
..... Five-minute walk
- From Mitsukoshimae Station of Tokyo  
Metro Ginza Line or Hanzomon Line  
..... Four-minute walk

## Map



社会保険労務士会館  
社労士ビル