

Japanese Labor & Employment Law and Practice

4th Edition

For those who want to understand Japanese labor and employment law in English

複雑・多岐にわたる日本の労働法を英語でわかりやすく解説!

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4th Edition



Hideki Thurgood Kanoh
(Partner of Anderson Mori & Tomotsune)
嘉納英樹
第一法規

Hideki Thurgood Kanoh
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This Book is...

This book provides comprehensive commentary and local custom advice to the labor and employment laws of Japan along with clear explanations of how these laws work in practice.

★人気書籍第4版! 第3版の内容に加えて、「ストレスチェック制度の新設」、「育児・介護休業法に関する改正」、「セクハラ指針の改正」などを新たに収録

★第3版にひきつづき、ひとめでポイントがわかる日本語要約と、業務において利用頻度の高い人事労務関連用語の英和・和英対訳表も掲載

★外資系企業の法務部、弁護士におすすめの一冊



第一法規

東京都港区南青山2-11-17 〒107-8560
<http://www.daiichihoki.co.jp>

Tel. 0120-203-694
Fax. 0120-302-640

CHAPTER VIII REQUIRED PROCEDURES AND DOCUMENT SUBMISSION TO BE COMPLETED BY HR PEOPLE

Section 1 The Employment Standards Act

[1] Introduction

The following paragraphs are to discuss about the documents that need to be prepared, kept and/or submitted as well as to give explanations of the procedures that need to be observed, under the *Employment Standards Act* (1947).

ポイント

本章では、労働基準法上での義務について、まとめます。

[2] Employment Terms and Conditions Specification Sheet

When an employer tries to hire a person as an employee, the employer prepares the Employment Terms & Conditions Specification Sheet and hands the same over to the employee.

Certain items shall be contained on a mandatory basis.

If it is signed by both parties, it could function as an employment contract between the two parties. The employer does not have to submit the Employment Terms & Conditions Specification Sheet to any Government Office.

ポイント

使用者は、労働条件明示書面を作成しなければなりません。

[3] Preparation of Work Rules of Employment

When there are 10 or more employees in a workplace called "Work Rules of Employment" is to be prepared, without delay to the Employment Standards Inspection jurisdiction over the geographical area of the workplace).

Attached thereto is a written opinion given by the labor union (that has more than half of employees as its labor union members) or an employee representative chosen from among all the employees (if there is no such labor union).

For submission, the Work Rules of Employment Notification Sheet (*Syuuogyou-Kisoku-Todoke*) shall be prepared and attached to the copy of the Work Rules of Employment.

A copy of the Work Rules of Employment shall be made available to employees in the workplace.

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GLOSSARY ENGLISH — JAPANESE

English	Japanese	Kanji
36 Labor-Management Agreement	<i>Saburoku Kyotei</i>	36協定
Accepting company	<i>Shukko-saki/Haken-saki</i>	出向先/派遣先
Accepting Company Contact Person	<i>Haken-saki Sekinin-sha</i>	派遣先責任者
Additional work compensation	<i>Warimashi Chingin</i>	割増賃金
Administratively Selected 26 Types of Job	<i>26-gyomu</i>	26業務
Administratively selected 26 types of job	<i>Seirei 26-gyomu</i>	政令26業務
All Japan Health Insurance Association	<i>Zenkoku Kenko Hoken Kyokai</i>	全国健康保険協会
Annual paid leave	<i>Nenji Yukyu Kyuka</i>	年次有給休暇
Articles of Establishment	<i>Nenkin Kiyaku</i>	年金規約
Articles of Incorporation	<i>Teikan</i>	定款
Attempt to persuade employees to leave the company	<i>Taishoku Kansho</i>	退職勧奨
Attempt to persuade employees to leave the company	<i>Rishoku Kansho</i>	離職勧奨
Auditing accounting-related matters	<i>Kaikei Kansa</i>	会計監査
Auditing director-monitoring matters	<i>Gyomu Kansa</i>	業務監査
Basic benefit	<i>Kihon Teate</i>	基本手当
Bereaved compensation	<i>Izoku Hoshu Kyufu</i>	遺族補償給付
Bereaved compensation lump-sum money	<i>Izoku Hoshu Ichijikin</i>	遺族補償一時金
Bereaved compensation pension		

Japanese Labor & Employ

ひとめでわかる
日本語要約

わかりやすい
英和・和英対訳表

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検索

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