

Welcome to



HR Advisory Services is a firm of Certified Social Insurance and Labor Specialists (CSILS), “*Sharoshi*”, in Japan. Our team provides a broad scope of HR advisory services, social insurance filing, payroll services, and fulfilling compliance obligations, including company work rules and policy revisions, and filings with government agencies.

HR Advisory Services is Different & Better!

With over 20 years of collective experience representing nearly 100 foreign and domestic firms doing business in Japan, our team is capable of managing a wide variety of HR-related issues in a personalized, customer-centered manner that facilitates good relations and business stability.

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Lump-sum Pension Refunds for Foreigners

Foreigners who have lived in Japan for a minimum of 6 months may be entitled to a refund for payments made to [the Japanese Pension Fund](#). HR Advisory Services shall be pleased to research your entitlement status upon request via our secure online [Application Form](#). In the event that HR Advisory Services finds that you are eligible for a refund, we can apply on your behalf through a [Power of Attorney](#) for a nominal fee.

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