



Hideki Thurgood Kanoh

Partner

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Hideki Thurgood Kanoh has been practicing in the area of labor and employment and currently devotes his practice exclusively to this area from the viewpoint of employers and companies (instead of employees and workers), such as follows:

I. Collective Labor-Matters

(Collective Bargaining Sessions with Labor Unions, Concerted Activities (Strike, Picketing, and so on) of Labor Unions)

II. Individual Employment Matters

(Dismissal and Voluntary Resignation, Disciplinary Actions, Internal Transfer, External Secondment, Confusion between Workers Dispatch and Service-Providing Contract, Job Search, Employment of Aged People and Disabled People, Establishment of Wage Payment Systems and Retirement Benefit Systems, Implementation of Pay-per-Performance Systems, Sexual Harassment, Bullying, Mental Health, Occupational Safety and Health, Preparation of and Amendment to Work Rules of Employment, Preparation of Employment Contracts, Fixed-Term Employment Contracts, Executive Service Agreements, Prevention of Infringement of Corporate Data by Employees, Companies' Protection and Transfer of Employees' Data, Companies' Rights Subsisting in Employees' Invention or Works of Authorship, Whistle-blowing, Employment of Non-Japanese Workers and their Residing Permit, etc.)

III. Labor Insurance, Social Insurance and Pension Plans

(Workers Accident Compensation Insurance, Unemployment Insurance, Health Insurance, Welfare Pension Insurance, Defined Contribution Pension Plan, Defined Benefit Pension Plan, Welfare Pension Fund, Tax-Qualified Retirement Pension, etc.)

IV. Labor and Employment Related Dispute Resolution and Litigation

(Labor-Related and Employment-Related Litigation, Mediation on Individual Employment Dispute, Employment Tribunal Dispute Resolution, Remedy for Unfair Labor Practices, etc.)

Thurgood acts on behalf of both Japanese and non-Japanese multinational companies, advising them on all aspects of labor and employment. Although he advises companies on ways to avert formal labor and employment disputes, he is also an experienced labor and employment litigator, having successfully defended many cases. He has written and lectured extensively on labor and employment matters in addition to matters unrelated to labor and employment law.

Labor and Employment	Labor and Employment		Dealing with the		
	Disputes	Labor Unions	Regulators		
			Working Conditions including Salary, Retirement Allowance, and		
	Severance Matters	Pension			
			Safety and Well-being of Employees including Mental Health		
	Harassment		Issues		
	Labor and Employment Law				
	Compliance				
	Labor and Employment Issues Associated with Corporate				
	Restructuring				
	Social Insurance and Labor Insurance				
	Drafting and Review of Work Rules and Employment		Non-regular		
	Contracts	Executive (Board Members and Auditors)	Employment		
	Immigration-related Services		Issues		
Government Investigations and Crisis Management	Internal investigations and organizing third-party		Accounting		
	committees		fraud		
			Corporate criminal		
	Information leakage	Anti-social forces	defense	Anti-bribery regulations	

Topics

Achievements Apr 18, 2024	The Best Lawyers in Japan™ • Best Lawyers: Ones to Watch in Japan™ (2025 Edition)
Achievements Jan 17, 2024	The Legal 500 Asia Pacific 2024
Achievements Oct 4, 2023	Who's Who Legal: Japan 2023

Practice Groups

Labor Law Group

Background

1991	The University of Tokyo (LL.B.)
1993	The University of Tokyo (LL.M.)
1993 - 1995	The Legal Training and Research Institute of the Supreme Court of Japan
1995	Cornell Law School (LL.M.)
1999 - 2000	Associated with Lillick & Charles (currently Nixon & Peabody) in San Francisco
2004	Inaugurated as a partner at Anderson Mori and Tomotsune
2016 - 2019	Part-time Lecturer, Aoyama Gakuin University, Graduate School of Law

Publications

American Bar Association.

Due Diligence Investigations and the Whistleblower Protection Act

Nov 2005

Lectures

International Employment Law Forum	Cambridge Forum	Jun 14, 2023
International Employment Law Forum	Cambridge Forum	Jun 15, 2022
Labor & Employment Law	JCIS	Nov 5, 2021
Unilateral Termination of Employees & Hot Topics on Labor & Employment Law in Japan	JCIS	Oct 4, 2019
International Forum on Employment Law	Cambridge Forums Inc	Jun 9-11, 2019
Dispute resolution: developments in international employment litigation and alternative dispute resolution	Crown Leadership International Group	2013
Trends in International Employment Part 1: What role does employment regulation have in boosting economic growth?	Crown Leadership International Group	2013
Managing Unilateral Termination of Employees Whose Performance is Poor (ACCJ)	The American Chamber of Commerce in Japan	2013
Unilateral Termination of Employees, and Attempt to Persuade Them	Dai-ichi Hoki Co., Ltd.	2013
New ways of work and new employer challenges	IBA Employment and Discrimination Law Conference	2013
Bullying & Sexual Harassment in Workplaces and Maintenance of Mental Health of Employees	Dai-ichi Hoki Co., Ltd.	2012
Labor/employment law in Asia and how to deal with labor/employment issues therein	Chubu Productivity Center	2012
Basic Legal Practice for Dispatched Workers	Management Research Group	2012
Amendments to the Statue, Fictitious 26 Administratively Selected Types of Job, and Fictitious Service-Providing Agreement	CCH International Conference	2012
Difficulty in Unilateral Termination of Employees	CCH International Conference	2012
Bullying & Sexual Harassment	CCH International Conference	2012
Basic Legal Practice for Dispatched Workers	Management Research Group	2012
Legal Practice for Unilateral Termination of Employees with poor performance	Japan Planning Institute (JPI)	2012
Bullying & Harassment in Japan	International Bar Association	2012
Countermeasures for new type Depression	Japan Readers Association	2012
Basic Legal practice for Dispatched workers	JMA Management Center Inc.	2012
Legal Practice for Unilateral Termination of Employees with poor performance	Japan Planning Institute (JPI)	2012
How to explain Japanese Labor and Employment practice Rules to non-Japanese supervisors - Basics on unilateral termination	CCH and Dai-ichi Hoki Co., Ltd.	2011
Worker Dispatch - focusing on basic points only	CCH International Conference	2011
Recent trends and legal tasks regarding Dispatched Workers - Mainly focusing on rectifying recommendation Letters and control over fictitious service-providing contracts and over fictitious 26 Administratively Selected types of Job	Aichi Prefecture Labor Association	2011
Resignation and Unilateral Termination of mentally sick employees	Sompo Japan Healthcare Services Inc	2011
Basic Legal Practice for Dispatched Workers	JMA Management Center Inc.	2011
Enabling non-Japanese supervisors to understand Japanese Labor and Employment rules - various points regarding unilateral termination	CCH and Staff Advisor	2011
Work Rules Of Employment & Termination Of Employees Due To Their Poor Performance	CCH International Conference	2011
Current situation and challenges of Mental Health maintenance of in workplaces	Japan Readers Association	2011
Basic Seminar on Recruitment Employment	Management Training Centre	2011
Human Resources Legal Update	International Bankers Association	2011
Legal Practice for Dispatched Workers	JMA Management Center Inc.	2011
Basic Seminar on investigation, facts, and post-actions regarding sexual harassment and bullying	Management Research Group	2011

Basic Legal Issues for Recruitment, Employment and Termination of Employment	JMA Management Center Inc.	2011
Labor Management that enhances humans resources development while protecting compliance ~Focusing on labor turnover~"	Japan Corporate Auditors Association	2010
The possibility of downsizing and payment deduction in depression	Takara Printing Co., Ltd	2010
Severance of Regular Employees	CCH International Conference	2010
Impact of Deteriorating Mental Health and Practical Countermeasure	JMA Management Center Inc.	2010
Positive mental health for strategic investment in Human Capital - Social resource related problem and direction of solutions	Sompo Japan Healthcare Services	2010
Basic Legal Practice for Dispatched Workers	Management Research Group	2010
Basic Legal Practice for Dispatched Workers	JMA Management Center Inc.	2010
Legal Practice for Dispatched Workers	Takara Printing Co., Ltd.	2010
Investigations on Bullying & Sexual Harassment	CCH International Conference	2010
Basic Legal Issues for Recruitment, Employment and Termination of Employment	JMA Management Center Inc.	2010
Impact of Deteriorating Mental Health and Practical Countermeasure	Takara Printing Co.,Ltd.	2010
Considering Risk of Workers' compensation and Current Situation and Countermeasures for Labor Management Issue	MD. Net	2010
Legal Practice for Sexual harassment and Bullying	Management Research Group	2010
Legal Practice for Employment of Dispatched Worker and Part-Timer	JMA Management Center Inc.	2010
Impact of Deteriorating Mental Health and Practical Countermeasure	Sompo Japan Healthcare Services	2010
Impact of Deteriorating Mental Health and Practical Countermeasure	NEC Users Association	2010
Legal Practice for Dispatched Workers	Management Research Group	2010
Basic Legal Issues for Recruitment, Employment and Termination of Employment	JMA Management Center Inc.	2009
Latest Developments of Labor/Employment Law	CCH International Conference	2009
Legal Practice for Dispatched Workers	Management Training Centre	2009
Basic Knowledge on Overtime Work and Basic Seminar for Solution to Issues relating Unpaid Wages for Overtime Work	Management Research Group	2009
Impact of Deteriorating Mental Health and Practical Countermeasure	Sompo Japan Healthcare Services	2009
Basic Seminar on Sexual Harassment & Bullying	Management Research Group	2009
Downsizing, Payment Deduction and Legal Risks	Management Research Group	2009
Impact Brought on by Deterioration of Mental Health	Japan Research Institute for New Systems of Society	2009
Impact Brought on by Deterioration of Mental Health	JMA Management Center Inc.	2009
How Employers Should Handle Cases of Workers with Mental Stress	CCH International Conference	2009
Legal Practice for Dispatched Worker and Terminable Contract Workers	JMA Management Center Inc.	2009
Basic Seminar for Working Hours and Extra Wages for Overtime Work	Management Training Centre	2009
Reexamination of Rules of Employment posed by Amendments to Labor Law	Relocation International	2009
Downsizing, Payment Deduction and Legal Risks	Japan Research Institute for New Systems of Society	2009
Basic Seminar for Countermeasures for Issues regarding Downsizing and Turnover	Management Training Center	2009
Working Hours And Failure To Pay Overtime Work Allowances	CCH International Conference	2009
Mental Risks Held by Corporations	MD. Net	2009
Basic Legal Issues for Recruitment, Employment and Termination of Employment	JMA Management Center Inc.	2009
Worker Dispatch & Workers With a Limited Period of Employment	CCH International Conference	2009
Mental Risks Held by Corporations	MD. Net	2009
Practical Noteworthy Points for Return of Employee with Deteriorated Mental Health to Workplace	Depression Rework Research Association	2009
Legal Issues and Noteworthy Points for Personnel and Labor Matters Succeeding Corporate Reorganization - Basic Seminar Made from Viewpoints of Personnel and Labor Law Practitioner	Management Training Center	2009
Legal Practice for Employment of Dispatched Worker and Part-Timer	JMA Management Center Inc.	2009
Basic Legal Issues for Recruitment, Employment and Termination of Employment	JMA Management Center Inc.	2008
Mental Health Support Club	Sompo Japan Healthcare Services	2008

Working Hours And Failure To Pay Overtime Work Allowances	CCH International Conference	2008
Basic Knowledge and Practical Noteworthy Points for Employment and Termination of Employment of Company Which Aims to Become Attractive	Management Training Center	2008
Seminar on Legal Issues for Mental Health	JMA Management Center Inc.	2008
Understanding how Asian employment law applies to and affects foreign expatriates seconded to work in MNC's Asian operations	International Bar Association Conference	2008
Addressing Directly Mental Health Issues - Obligations to be Exercised by Enterprise	Management Training Center	2008
Impact of Deteriorating Mental Health and Practical Countermeasure	Sompo Japan Healthcare Services	2008
Impact of Deteriorating Metal Health on Management	Kabushiki Kaisha Peace Mind	2008
Seminar on Legal Issues for Employment of Dispatched Worker and Part-Timer	JMA Management Center Inc.	2008
Seminar on Legal Issues for Mental Health	JMA Management Center Inc.	2008
Recent Movements in Japanese Labor Law and Termination of Employment	CCH International Conference	2008
Basic Seminar on Recruitment, Employment and Termination of Employment	JMA Management Center Inc.	2008
Mental Health Support Club	Sompo Japan Healthcare Services	2008
Company's Risk and Countermeasures for Overwork	Management Training Center	2008
Workers Without Borders: The Age of Global Employee	Annual Conference of Inter Pacific Bar Association	2008
Employee with Mental Disorder - Countermeasures and Personnel Management Based on Recent Legal Risk Management	Sompo Japan Healthcare Services	2008
Employment of Atypical Worker	Business Art	2008
Mental Healthcare Countermeasures as Business Strategy	Sompo Japan Healthcare Services	2007
Employment of Atypical Worker	Business Art	2007
Recent Movement in Japanese Labor Law	CCH International Conference	2007
Various Issues for Establishment, Development and Termination of Labor Contract	Management Training Center	2007
Company's' Countermeasures for Bullying and Harassment	Lexis Nexis	2007
Company's' Countermeasures for Bullying and Harassment	Institute for Financial Affairs	2007
Company's Impact and Practical Response to Not Paying Overtime Work, Work on Days-off and Late-Night Work	Management Training Center	2007
Practical Labor Seminar for Mental Health	Japan Research Institute for New Systems of Society	2007
The Equal Employment Act, Impact and Countermeasures for Sexual Harassment and Power Harassment	Management Training Center	2007
Camouflage Contracting, Camouflage Subcontracting and Worker Dispatching Practice	Management Research Group	2007
Making Serious Efforts for "Mental Health" - Company's Responsibilities and Practice-	Management Training Center	2007
Corporate Personnel Management and Labor Law	lectured at Doshisha University Graduate School of Law with Professor Takashi Shimoi	2007
How Employers Should Handle Cases of Employees with Mental Stress		Jun 15, 2006
Risk and Practical Countermeasures for "Overtime Work" - Movement of Regulatory Administration in Overtime Without Pay and Practical Countermeasures for "Mental Health" Caused by Crushing Labor	Corporate Legal Practice Institute	2006
Labor Management for Protection and Utilization of Information and Intellectual Property	Association of Copyright for Computer Software	2006
Camouflage Contracting, Camouflage Subcontracting and Worker Dispatching Practice	Management Research Group	2006
Making Serious Efforts for "Mental Health" - Company's Responsibilities and Practice-	Management Training Center	2006
Violation of Laws, Official's Instructions and Compulsory Efforts under Labor Law Practice which Considerable Companies Are Easy to Lapse into	Management Training Center	2006
Issues Concerning Agreement and Development of Employment Contract and Countermeasures Thereto	Management Training Center	2006
Basic Course in Termination of Employment and Legal Precautions and Practical Countermeasures to be Taken for Atypical Employment	Management Training Center	2006
Basic Course in Contemporary Issues and Legal Precautions and Practical Countermeasures to be Taken in Employment and Separation	Business Research Institute	2006

Company's Countermeasures for Harassment	Institute for Financial Affairs	2006
Non-depreciable "Employee's Mental Health", Company's Responsibilities and Countermeasures	Management Training Center	2006
Company's Impact and Practical Response to Not Paying Overtime Work	Management Training Center	2006
Latest Developments on Labor/Employment Law in Japan & Preparation of Employment Contracts	CCH International Conference	2006
Non-depreciable "Employee's Mental Health", Company's Responsibilities and Countermeasures	Management Training Center	2006
Industrial Tribunal System and Unfair Labor Practice Remedies	Chuo University Graduate School of Law	2006
Risk of Leading Criminal Cases by Not Paying Overtime Work and Practical Countermeasures Taken by Personnel Department	Institute for Financial Affairs	2006
Company's Responsibilities and Countermeasures for Bullying (Power Harassment) and Sexual Harassment	Management Training Center	2006
Company's Impact and Practical Response to Not Paying Overtime Work	Management Training Center	2005
Labor Management for Protection and Utilization of Information and Intellectual Property	Association of Copyright of Computer Software	2005
Recent Amendments on Laws Relating to Labor and Employment	Management Training Center	2005
Personal Information and Company's Confidentiality	Management Training Center	2005
Non-depreciable "Employee's Mental Health", Company's Responsibilities and Countermeasures	Management Training Center	2005
Company's Impact on Rapidly Increasing Not Paying Overtime Work and Its Countermeasures	Management Training Center	2005
Companies' Responsibilities and Countermeasures for Never Decreasing "Intra-Company Harassment"	Management Training Center	2005
Current Status of Leaks of intellectual Property and Corporate Data and Practical Precautions	Management Training Center	2005
"Labor Tribunal System"	American Chambers of Commerce in Japan	2004
Sexual Harassment & Bullying	Management Training Center	2004
Overtime Work Allowances	Management Training Center	2004
The Employment Contract: Get It Right Or Pay The Price	CCH International Conference	2004
Perils of Not Paying Overtime Work in Japan	In-House Congress	2004
Risk Management, Managing Information to Prevent Leaks of Corporate Secrets by Researchers and Engineers in Business Collaborations	Business Research Foundation Institute	2003
Flexible Work Hours	Institute of Physical and Chemical Research	2003
Business Know-how, Trade Secret Confidentiality Agreements, and In-House Management Systems	Business Research Foundation Institute	2002
Managing Personal Information and Intellectual Property Protection	Computer Software Copyright Association	2002
Intellectual Property Rights and Labor Law in the Digital Age	Computer Software Copyright Association	2001

Achievements

Apr 18, 2024	The Best Lawyers in Japan™ • Best Lawyers: Ones to Watch in Japan™ (2025 Edition)
Jan 17, 2024	The Legal 500 Asia Pacific 2024
Oct 4, 2023	Who's Who Legal: Japan 2023
Sep 14, 2023	asialaw 2023-24
Apr 20, 2023	The Best Lawyers in Japan™ 2024
Jan 11, 2023	The Legal 500 Asia Pacific 2023
Dec 15, 2022	Chambers Asia-Pacific 2023
Sep 22, 2022	Who's Who Legal: Japan 2022
Sep 16, 2022	Asialaw Profiles 2023
Apr 14, 2022	Best Lawyers 2023
Jan 13, 2022	The Legal 500 Asia Pacific 2022
Dec 16, 2021	Chambers Asia-Pacific 2022
Oct 9, 2021	Who's Who Legal: Japan 2021
Sep 17, 2021	Asialaw Profiles 2022
Apr 15, 2021	Best Lawyers 2022

Jan 13, 2021	The Legal 500 Asia Pacific 2021
Dec 15, 2020	Chambers Asia-Pacific 2021
Sep 17, 2020	Asialaw Profiles 2021
Sep 1, 2020	Who's Who Legal: Japan 2020
Apr 9, 2020	Best Lawyers 2021
Jan 20, 2020	The Legal 500 Asia Pacific 2020
Dec 6, 2019	Chambers Asia-Pacific 2020
Nov 29, 2019	Who's Who Legal: Japan 2019
Sep 19, 2019	Asialaw Profiles 2020
Apr 4, 2019	Best Lawyers 2020
Jan 17, 2019	The Legal 500 Asia Pacific 2019
Nov 30, 2018	Chambers Asia 2019
Nov 7, 2018	Who's Who Legal: Japan 2018
Dec 7, 2017	Chambers Asia 2018
Nov 2, 2017	Who's Who Legal: Japan 2017
Jan 13, 2017	Chambers Asia 2017
Nov 2, 2016	Who's Who Legal: Japan 2016
Feb 9, 2016	Chambers Asia 2016
Sep 1, 2015	Who's Who Legal: Japan 2015
Feb 13, 2015	Chambers Asia 2015
Nov 20, 2014	The Legal 500 Asia Pacific 2015
Oct 30, 2014	Who's Who Legal: Japan 2014
Feb 18, 2014	Chambers Asia 2014
Nov 13, 2013	The Legal 500 Asia Pacific 2014
Mar 4, 2013	Chambers Asia 2013
Nov 30, 2012	The Legal 500 Asia Pacific 2013
Jul 17, 2012	Best Lawyers 2012
Feb 24, 2012	Chambers Asia 2012
Sep 14, 2010	Best Lawyers 2010
Dec 2, 2008	Chambers Asia 2009

Professional Admissions

Japan (1995)

Professional and Academic Associations

Tokyo Bar Association

Languages

Japanese (first
language)

English