



Yukiko Imazu

Partner

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Yukiko Imazu focuses her practice in the area of labor and employment and acts on behalf of both Japanese and non-Japanese companies in advising on labor and employment issues. She is also an experienced labor and employment litigator, having successfully defended many cases. She also gives seminars and training sessions regarding labor and employment matters tailored to clients' needs, both in Japanese and English. Especially, she gives a lot of harassment prevention seminars to non-Japanese companies, Japanese companies, Japanese governmental bodies and universities.

Practice Areas

Key Practice Areas

Labor and Employment

Drafting and Review of Work Rules and Employment
Harassment Severance Matters Contracts
Labor and Employment Non-regular
Immigration-related Services Disputes Employment
Working Conditions including Salary, Retirement Allowance, and
Pension
Labor and Employment Issues Associated with Corporate
Restructuring Labor Unions
Dealing with the Safety and Well-being of Employees including Mental Health
Regulators Issues
Executive (Board Members and Auditors)
Issues Social Insurance and Labor Insurance
Labor and Employment Law
Compliance

Related Practice Areas

Corporate

Corporate and Commercial Transactions Corporate Governance

Government Investigations and Crisis Management

Internal investigations and organizing third-party committees Information leakage

Finance and Financial Institutions

Financial
Regulation

Dispute Resolution

Labor and Employment
Disputes General Commercial Litigation

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 Dec 14, 2023	Chambers Asia-Pacific 2024

Practice Groups

Labor Law Group

Background

Mar 1991	Keio University (LL.B.)
Apr 1996	The Legal Training and Research Institute of Japan
Jan 1999 - Jun 1999	Worked for a foreign financial institution
Apr 2002 - Mar 2003	Worked for a domestic financial institution
Apr 2007 - Mar 2010	Associate Professor (Private Law and Procedure I/II; Corporate Law and Business Transactions BP/WP), Keio Law School
Feb 2010 - Mar 2014	Auditor, Ishibashi Foundation
Mar 2014 -	Director, Ishibashi Foundation
Apr 2015 - Mar 2017	Member of the Planning Committee for Anti-Harassment Measures, Ministry of Health, Labour and Welfare
Jul 2015 -	Board Member, Management Lawyers Council
Jun 2018 -	Outside Audit & Supervisory Board Member of Daiichi Sankyo Company, Limited
Apr 2020 -	Chairperson, Planning Committee on Anti-Harassment Measures, Ministry of Health, Labour and Welfare
May 2022 - May 2023	Outside Auditor of dip Corporation
Jun 2022 -	Outside Director of ALCONIX CORPORATION
May 2023	Outside Director and Audit & Supervisory Committee Member of dip Corporation

Publications

Lexology Getting The Deal Through - Market Intelligence Remote Working 2023 (Japan Chapter)	Lexology Getting The Deal Through - Market Intelligence Remote Working 2023	Oct 2023
Lexology Getting The Deal Through - Market Intelligence Remote Working 2022 (Japan Chapter)	Lexology Getting The Deal Through - Market Intelligence Remote Working 2022	Oct 2022
Introduction to Japanese Business Law & Practice Fifth Edition	Anderson Mori & Tomotsune	Nov 2021
Lexology Getting The Deal Through - Market Intelligence Remote Working 2021 (Japan Chapter)	Lexology Getting The Deal Through - Market Intelligence Remote Working 2021	Nov 2021
Introduction to Japanese Business Law & Practice Fourth Edition	Anderson Mori & Tomotsune	Sep 2019
Introduction to Japanese Business Law & Practice Third Edition	Anderson Mori & Tomotsune	Sep 2017
Introduction to Japanese Business Law & Practice Second Edition	LexisNexis Japan	Oct 2014

Introduction to Japanese Business Law & Practice	LexisNexis Hong Kong	Dec 2012
Amendment of the fixed-term employment system and the temporary service system and its impact on the practice - from the viewpoint of counsel for employers	Quarterly Labor Law, No. 239, Winter Issue 2012	Dec 2012
The elimination of anti-social forces from employment relationship	Journal of Management Lawyers Council, No. 173, June 2012	Jun 2012
Women in the Law - A Special Report		Jan 2012
Today's Labor Management Handbook	Labor Management Practice Group, Shinnippon-Hoki Publishing Co., Ltd.,	Feb 2010
Japanese Business Law and Practice	Law Press China	May 2009
Risks and Countermeasures Involving Withdrawal of Employment Offer	Dealing with Labor Risks in Recession (Edited by Chuokeizai-Sha, Inc.)	Apr 2009
Sexual Harassment May Destroy Your Company	The Lawyers, April & May 2007 - September 2008	May 2007

Lectures

Regulations over Harassment and Diversity, and Practical Issues in Asian Jurisdictions and the Pacific	LAWASIA (The Law Association for Asia)	Sep 21, 2017
Fear of flying or just worried about your co-pilot? Working cross border and in association with lawyers from other jurisdictions	International Bar Association	Oct 19 - 24, 2014
Employers' health management and safety consideration for employees working overseas	Keidanren, Industrial Safety and Health Section	Nov 1, 2012
Countermeasures for Fixed-Term Employment Based on Amendments to Labor Contract Act - together with Amendments to Worker Dispatch Act and Act for Stabilization of Employment of Older Persons -	The Financial Management Forums, Inc.	Oct 29, 2012
Updates to Japanese Labour Legislation and New Emerging Issues		Jun 27 - 28, 2012
Sexual Harassment - Employer's Liabilities Appeared from Court Precedents and Actions to be Taken	The Japan Institute of Workers' Evolution	Jun 14, 2011
Preventing Power Harassment	The Financial Management Forums, Inc	Jun 9, 2011
Recent Issues in Worker Dispatch Services in Japan		Dec 9, 2010
Legal Issues in Chinese Enterprises in Japan	China Council for the Promotion of International Trade	Mar 26, 2010
Recent Labor Issues and its Countermeasures - Focusing on Case Studies	The Banking & Securities Research Co.,Ltd.	Apr 23, 2009
Labor Issues in Recession	The Financial Management Forums, Inc.	Mar 17, 2009
Countermeasures against Recent Labor Issues - For the Personnel Manager	The Banking & Securities Research	Mar 5, 2009
the Duties and Responsibilities of Managers and Supervisors to take part in Preventing Sexual Harassment	The National Personnel Authority of Japan	Dec 4, 2008
Various Issues regarding the Expiration of a Three-year Contract of Dispatched Employees (haken) for Liberated Operations	Management Lawyers Council	Sep 10, 2008
Tendency and Countermeasures of Harassment - What Companies Should Do	The Institute for the Financial Affairs	Aug 25, 2008
Company's Countermeasures for Sexual Harassment Required by Amended Equal Employment Act	Management Lawyers Council	Nov 16, 2007
Sexual Harassment-Employer's Liabilities and Action to be Taken-		Sep 28, 2006
Sexual Harassment-Employer's Liabilities and Action to be Taken-	The Management Training Center	Nov 1, 2004

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
Dec 14, 2023	Chambers Asia-Pacific 2024
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
Nov 5, 2022	Weekly Toyo Keizai – “Ranking of Lawyers Selected by Legal Department Workers 2022”

Apr 14, 2022	Best Lawyers 2023
Jan 13, 2022	The Legal 500 Asia Pacific 2022
Dec 16, 2021	Chambers Asia-Pacific 2022
Apr 15, 2021	Best Lawyers 2022
Jan 13, 2021	The Legal 500 Asia Pacific 2021
Dec 15, 2020	Chambers Asia-Pacific 2021
Apr 9, 2020	Best Lawyers 2021
Dec 6, 2019	Chambers Asia-Pacific 2020
Apr 4, 2019	Best Lawyers 2020
Nov 30, 2018	Chambers Asia 2019

Professional Admissions

Japan (1996)

Professional and Academic Associations

First Tokyo Bar Association
Management Lawyers Council

Languages

Japanese (first language)	English
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