

HIDEKI THURGOOD K ANO

Partner

Tokyo

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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.

LEGAL AWARDS

Who's Who Legal: Japan 2024

asialaw 2024

The Best Lawyers in Japan™ •
Best Lawyers: Ones to Watch in
Japan™ (2025 Edition)

The Legal 500 Asia Pacific 2024

Who's Who Legal: Japan 2023

asialaw 2023-24

RELATED INSIGHTS

SEMINARS Seminars

International Employment Law
Forum

2023.06.14

International Employment Law
Forum

2022.06.15

Labor & Employment Law

2021.11.05

PUBLICATIONS Publications

Japanese Labor & Employment
Law and Practice 5th Edition

2021.02.15

Books

International Practitioner's
Deskbook Series: International...

2006.08.01

Articles

Due Diligence Investigations
and the Whistleblower...

2005.11.01

Articles

CAREER

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

QUALIFICATIONS

PROFESSIONAL AND
ACADEMIC
ASSOCIATION

LANGUAGES

Japan (1995)

Tokyo Bar Association

Japanese (first language)
English