

# SHO ANDO

Senior Associate

Tokyo

## Key Practice Areas

Labor and Employment

Workplace Harassment and Other Misconducts

Severance Matters

Labor and Employment Issues Associated with Corporate Restructuring

Working Conditions including Salary, Retirement Allowance, and Pension



## SERVICES

Practice Areas / Labor and Employment

## LEGAL AWARDS

AMT / ANDERSON MORI  
& TOMOTSUNE

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Japan™ (2026 Edition)

## RELATED INSIGHTS

### NEWSLETTERS Newsletters

Labor and Employment Law  
Bulletin - Amendment of Statu...

2024.06.21

Labor and Employment Law  
Bulletin - Requirement of...

2024.03.29

Labor and Employment Law  
Bulletin - Changes to the Rules...

2024.03.29

SEMINARS

Seminars

Prevention of Customer Harassment	Labor management and personal information
2025.03.18	2023.07.20

PUBLICATIONS

Publications

Ministry of Health, Labor and Welfare releases "Report of th...	Ministry of Health, Labor and Welfare releases "Report of th...	Ministry of Health, Labour and Welfare releases the Labor...
2025.02.14 <div>Articles</div>	2025.02.07 <div>Articles</div>	2025.01.23 <div>Articles</div>

CAREER

Mar 2013	Keio Law School (J.D.)
2013 - 2014	The Legal Training and Research Institute of the Supreme Court of Japan
Sep 2019 - Jun 2020	Seconded to the compliance division of the New York office of Japanese trading company
May 2022-	University of Virginia School of Law (LL.M.)

QUALIFICATIONS

Japan (2014)
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PROFESSIONAL AND ACADEMIC ASSOCIATIONS

Dai-ichi Tokyo Bar Association
Management Lawyers Council

LANGUAGES

Japanese (first language)
English