

# YUKA KAMIO

Partner

Singapore Tokyo

Key Practice Areas

Labor and Employment

Dispute Resolution

Corporate and Commercial Transactions

Labor and Employment Issues Associated with Corporate Restructuring

International Practice



Tokyo TEL: 81-3-6775-1160 / FAX: 81-3-6775-2160

Singapore TEL: 65-6645-1009

Yuka Kamio primarily handles labor and employment matters. She provides both Japanese and non-Japanese companies and organizations with a wide range of legal services including representation in litigations and other dispute resolution procedures, assistance with harassment investigations, and advice on compliance and other employment-related issues or matters. She has extensive experience in giving advice to non-Japanese clients who are unfamiliar with Japanese labor laws and practices. Ms. Kamio also has considerable experience in general corporate matters. For non-Japanese clients who wish to establish businesses or undergo organization restructuring or liquidations in Japan, she provides them with a comprehensive range of legal services including advice from corporation law and labor law perspectives.

## SERVICES

Practice Areas

/ Corporate

Corporate and Commercial Transactions

/ Labor and Employment

Labor and Employment Disputes

Labor Unions

Dealing with the Regulators

Workplace Harassment and Other Misconducts

Severance Matters

Labor and Employment Issues Associated with Corporate Restructuring

Working Conditions including Salary, Retirement Allowance, and Pension

Safety and Well-being of Employees including Mental Health Issues

Executives (Board Members and Auditors)

Non-regular Employment, Temporary Staffing, Outsourcing, Freelancing

Drafting and Review of Work Rules and Employment Contracts

Social Insurance and Labor Insurance

Immigration-related Services

Labor and Employment Law Compliance

/ Dispute Resolution

Labor and Employment Disputes

/ International Practice

Singapore

Other ASEAN countries

## Industries

Banks

Securities

Insurance

Trust

Other Finance Industries

Energy and Natural Resources

Asset Management

Real Estate and REIT

Transportation and Logistics

Telecommunication, Media, and Entertainment

IT, Internet and Security

Medical, Pharmaceutical, Healthcare, Life Science and Biotechnology

Automotive, Ship and Machinery

Food and Beverage

Brand and Apparel

Electronics and Equipment

Consumer Product and Retail

Construction and Infrastructure

Hospitality and Gaming

Trading

Education and HR

## RELATED INSIGHTS

### ARTICLES Featured Articles and Interview Contents

Japan Legal Update: 2025  
Amendments to Japan's Act o...

2025.01.17

### NEWSLETTERS Newsletters

Labor and Employment Law  
Bulletin - Obligation to clarify...

PUBLICATIONS Publications

Cabinet approved the draft amendments to the Act on Chi...	"Focus on Trends of Practical Finance by Lawyers," in Carefu...	Case note on the Tokyo High Court decision confirming that...
2024.04.01 <a href="#">Media</a>	2013.02.01 <a href="#">Books</a>	2010.12.01 <a href="#">Articles</a>

CAREER

2006	Keio University (LL.B.)
2006 - 2007	The Legal Training and Research Institute of the Supreme Court of Japan
Sep 2007	Anderson Mori & Tomotsune Tokyo Office
2013	University of Pennsylvania Law School (LL.M. Certificate in Business and Law The Wharton School)
Dec 2014 - Nov 2016	Anderson Mori & Tomotsune Singapore Office Worked for a major real estate firm
Apr 2017	Anderson Mori & Tomotsune Tokyo Office
Jan 2019	Promoted to Special Counsel at Anderson Mori & Tomotsune
Jan 2023 -	Anderson Mori & Tomotsune Singapore Office
Jan 2024	Promoted to Partner at Anderson Mori & Tomotsune

QUALIFICATIONS

Japan (2007) New York (2014)

PROFESSIONAL AND ACADEMIC ASSOCIATIONS

Dai-ichi Tokyo Bar Association

LANGUAGES

Japanese (first language)  
English